



**King County**

“No job is so important  
that we can’t take the time  
to perform it safely”

-Dow Constantine

# Safety & Claims Annual Report 2017



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Questions, Comments and Suggestions:  
Tim Drangsholt, Division Manager



To Departmental Leadership Teams,

Together we’ve had another great year of controlling claims costs and protecting employee health and safety. Funds spent on worker’s comp represent both the number and severity of employee injuries. I’m happy to report that in 2017, our costs continued on the downward trend seen over the last 9 years. This is in the face of cost inflation caused by higher medical and time-loss rates. Health, Well-Being and Safety is one of the pillars of our *Investing in YOU* strategy. With your commitment, we are reducing the number of on the job injuries, the severity of the injuries, and the rate of days lost due to injury.

Our joint commitment to safety protects employees, enables them to do their best work and permits them to lead full lives away from their jobs. It is critical that we return employees back to productive work. This priority must have Departmental Leadership’s support to be successful. That is why the paid days away from work is on the Executive’s Tier 5 board and many Departments’ Tier 4 boards. Together, we can do even better.



**Tim Drangsholt**  
Manager  
Safety & Claims Division

Internal Service Rates

Agency	2019/2020 Total Revenue*	2019/2020 Rate Per Hour**	2017/2018 Rate Per Hour
Transit	\$33,595,000	1.76	1.76
Adult & Juvenile Detention	\$5,557,898	1.46	1.34
DOT Airport	\$256,880	1.30	0.46
DES Facilities Mgmt	\$1,531,428	1.11	1.73
DOT Roads	\$1,758,866	1.12	1.60
DNRP Solid Waste	\$1,678,030	1.03	1.09
DOT Fleet	\$272,374	0.91	1.29
Sheriff's Office	\$4,141,590	0.87	0.93
DES RALS	\$253,552	0.47	0.64
Judicial Administration	\$373,392	0.46	0.20
DNRP Wastewater Treatment	\$1,475,000	0.51	0.40
DNRP Parks	\$428,452	0.47	0.73
Public Health	\$1,906,022	0.33	0.30
Permitting & Env Review	\$112,362	0.31	0.29
District Court	\$252,026	0.22	0.11
Assessments	\$174,920	0.22	0.11
Small Agency Pool	\$612,226	0.21	0.11
Community & Human Services	\$206,566	0.15	0.45
DNRP Water & Land Resources	\$195,964	0.13	0.09
Superior Court	\$135,362	0.11	0.11
KCIT	\$167,232	0.10	0.10
DES (except RALS and FMD)	\$84,148	0.05	0.05
Prosecuting Attorney	\$111,794	0.06	0.07

\* Based on current FTE projections as of August 2018; subject to change  
\*\* As listed in Executive Proposed Budget, August 2018; subject to change

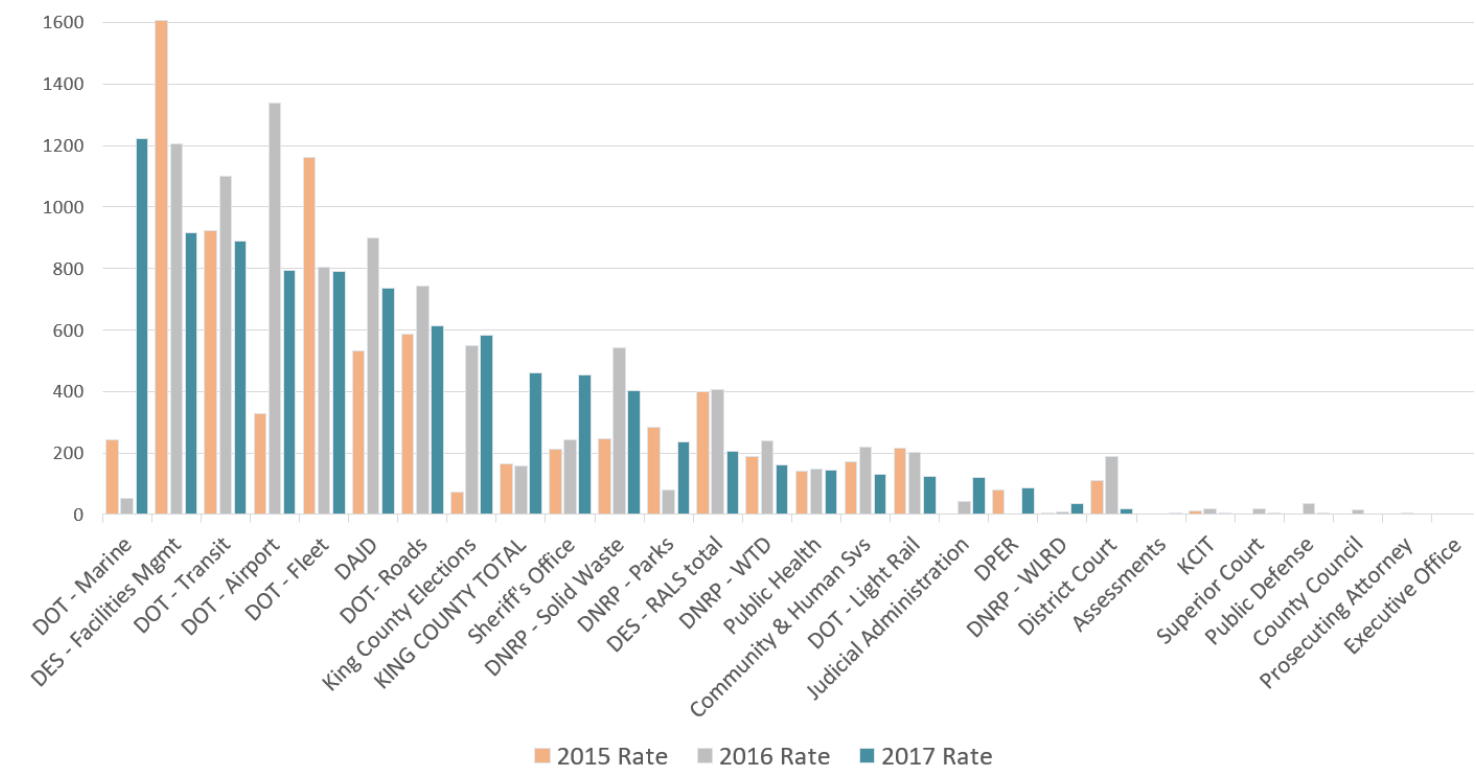
Industrial insurance rates by agency are calculated using workers compensation claim costs over five years. The five-year period allows for a smoothing-out of claim fluctuations. Claims are capped at \$250,000 per occurrence to lessen the impact of large claims and place more emphasis on claim frequency.

The county-hired Actuary also develops claim expenditure and reserve projections. These estimates are used for the insurance rates revenue requirements.

The primary reasons for changes in industrial insurance rates in each biennium are:

- Number of hours per FTE in the pro forma budget, and
- The agency’s 5-year loss experience, and
- Future claim cost predictions

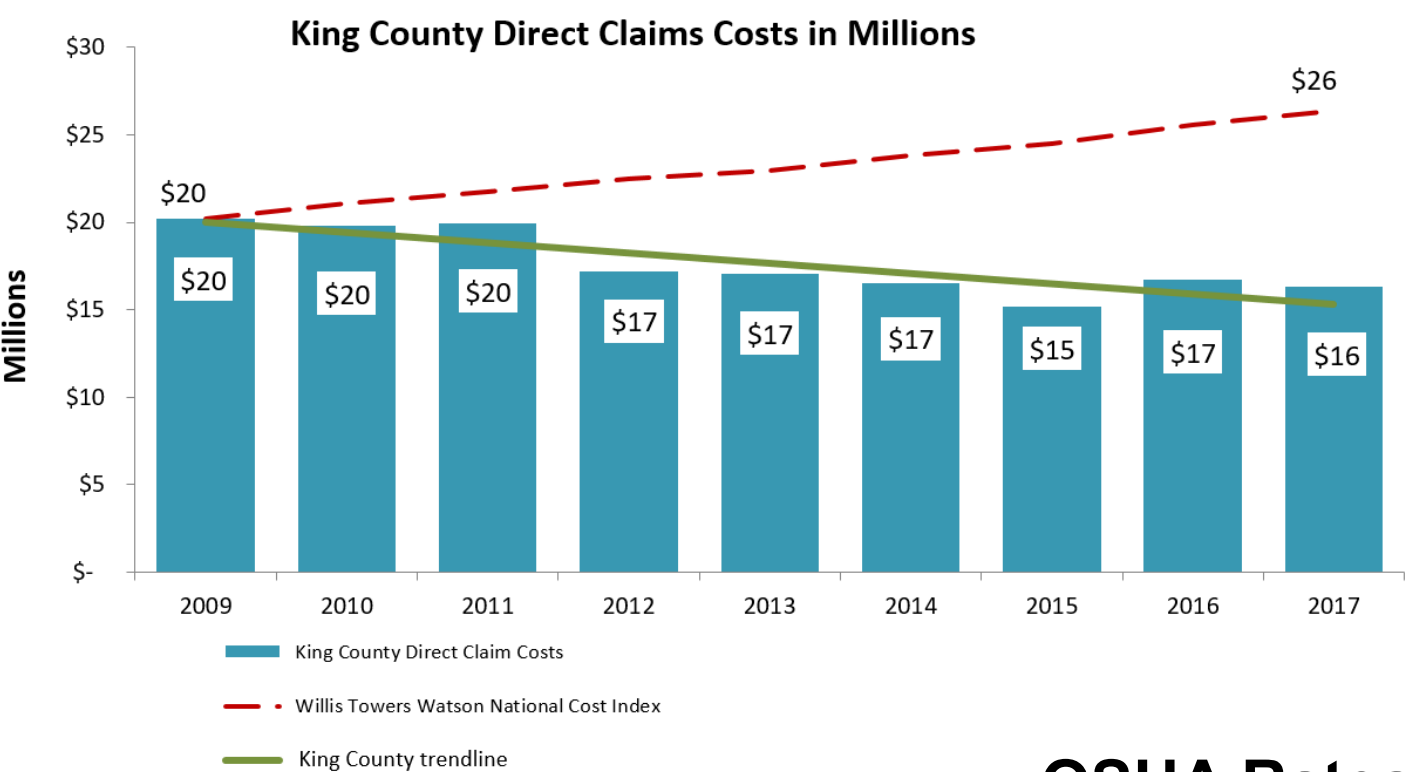
Worker’s Compensation  
Total Lost Workday Rate



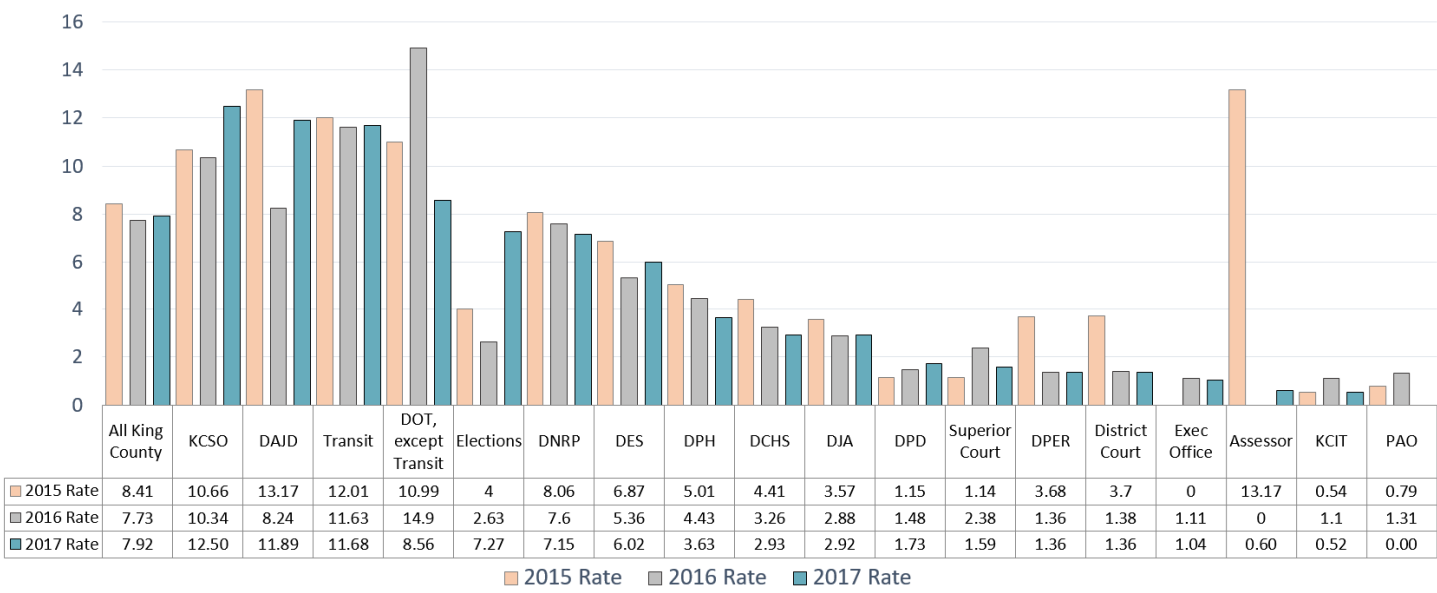
This graph contains a safety metric on the Executive’s Tier 5 board. It represents the number of paid days off work per 100 employees by agency and year. Numbers shown are total lost workdays for the calendar year; for example, there may be workdays in 2017 that are due to claims that occurred in 2016.

Accident prevention and light duty return to work programs (Transitional Duty Assignment) have the largest impact on reducing employee lost workdays.

# Direct Claim Costs



# OSHA Rates



OSHA injury rates measure the number of employees per 100 full-time employees that have been involved in a recordable injury or illness. Recordable injuries are defined as requiring medical treatment beyond first aid, or causing days away from work, unconsciousness, transfer to another job or death.

# Transitional Duty Assignments

*“The TDA experience for us has been great; we have had the ability to complete work that we would not have ever had the chance to complete.”*

**Alicia Warren**  
Department of Assessments

The Transitional Duty Assignment (TDA) Program serves over 200 employees each year working at over 30 different worksites across the county. Some assignments are permanent and ongoing, while others are for short-term projects lasting as little as one week. TDA employees are responsible for office duties, enforcing parking, assisting customers, passing out surveys, tracking bike use by Transit users, and more. Let TDA help you get the job done!

Contact Nathan Kinker at [nathan.kinker@kingcounty.gov](mailto:nathan.kinker@kingcounty.gov) or 206-477-6993.

# Ergonomic Evaluations

King County Safety and Health Professionals offer complimentary ergonomic evaluations and consulting for employees and leadership. This service supports the county’s *Investing in YOU* strategy and promotes a culture of prevention and safety.

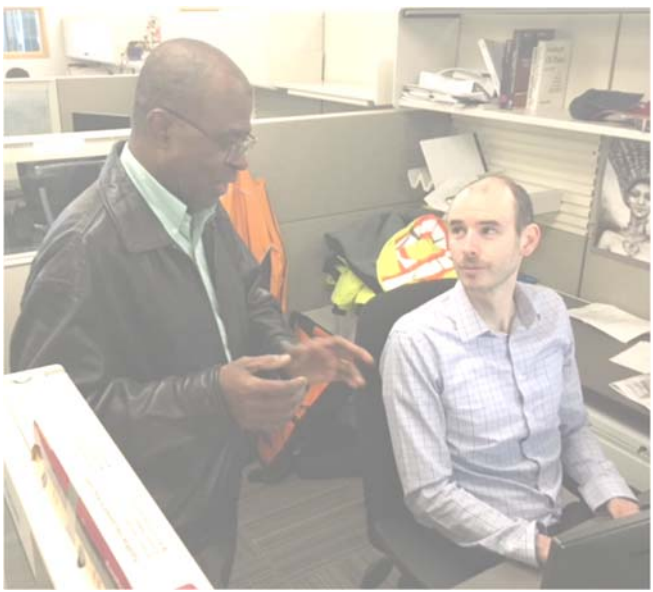
**2017 by the Numbers**

In person ergonomic evaluations: **530**

Do-It-Yourself evaluations (online): **374**

To share the DIY evaluation with employees or to request an in-person evaluation, please go to the ergonomics Web page on the King County Safety and Claims website:

[Kingcounty.gov/safetyandclaims](http://Kingcounty.gov/safetyandclaims)



Dan Nwaelele completes an ergonomic evaluation for a Transit employee

# Reflections on Safety

Special recognition to these agencies for their targeted efforts.

## Department of Assessments

	2013	2014	2015	2016	2017
<b>Injury Claims</b>	2	3	3	0	1
Injury Rate	1.2	1.7	13.17	0	.60
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
<b>Lost Workdays*</b>	0	0	20	0	11
<b>Total Lost Workdays**</b>	0	0	20	0	11
Lost Workday Rate	0	0	11.75	0	6.65
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes lost workdays from Claims Filed in Previous Years



Your Contact  
**Bill Hager**

## DNRP Parks

	2013	2014	2015	2016	2017
<b>Injury Claims</b>	35	40	26	25	32
Injury Rate	16.17	17.5	10.85	10.44	12.28
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
<b>Lost Workdays*</b>	123	206	19	159	19 <sup>+</sup>
<b>Total Lost Workdays**</b>	298	803	679	160	486
Lost Workday Rate	56.93	90.02	7.93	66.38	7.29
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes lost workdays from Claims Filed in Previous Years

<sup>+</sup> These numbers assume that one repetitive motion claim that has been determined not work related is denied.

Parks employees have multiple risk factors and a large percentage of new and temporary employees each year. Yet their injury rate is much lower than many agencies of similar size and risk.

More information, pg 18

### Why They Shine

- In recent years, the Assessor's Office has taken an aggressive, proactive approach to addressing ergonomic issues. That effort paid off in 2017 and 2016 with zero claims and zero lost workdays due to repetitive stress injuries.
- The one claim in 2017 was the result of a slip and fall while an Appraiser performed routine field-work. While there are no engineering controls for trips and slips, Management can promote a culture that motivates employees to exercise caution and be fully engaged in the task at hand.

### How They Grow a Safety Culture

- Parks has an active safety committee with committed support from management. This committee effectively implements the entire safety program, including a sophisticated accident review process, with very little consulting from Safety and Claims.
- Parks is an organization of nearly 450 employees including over 300 who mow lawns, prune and fell trees, whack weeds, haul gravel, pick up garbage, maintain trails, and much more. Yet they have lost less than 20 workdays due to work-related injuries in two out of last three years.
- Parks' low injury and lost workday rates are a testament to the role that a culture of safety can play in an organization's claims experience and costs. They are a great example for other agencies.

# Department of Adult and Juvenile Detention

	2013	2014	2015	2016	2017
Injury Claims	92	97	106	66	97
Injury Rate	11.55	11.37	13.17	8.24	11.89
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	1819	1757	1882	1213	2099
Total Lost Workdays**	5512	4513	4290	6493	5995
Lost Workday Rate	228.3	203.7	233.8	180.3	257.4
King County Lost Workday Rate	184.5	179.28	163.96	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)

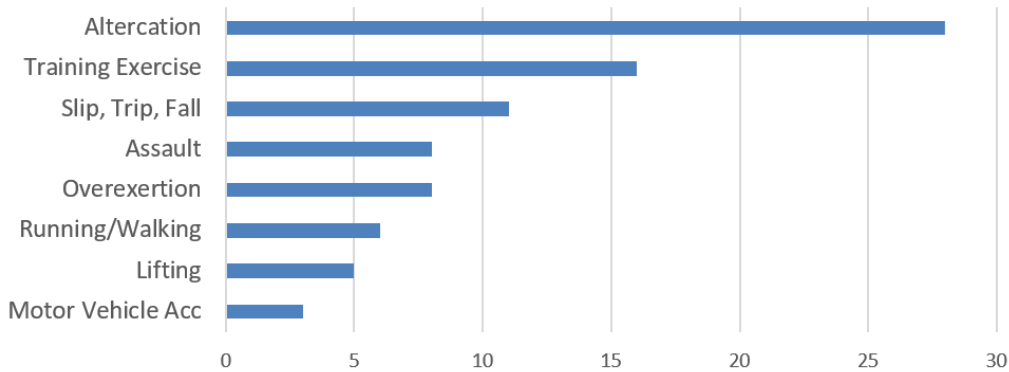
\*\*Includes lost workdays from Claims Filed in Previous Years



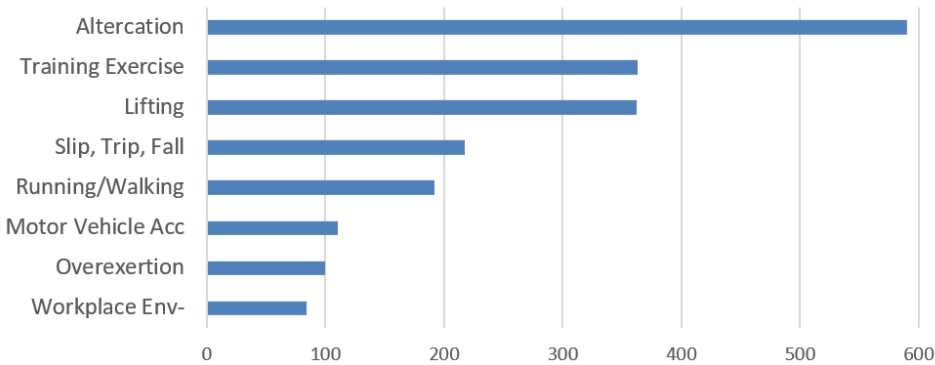
## Trends:

1. After a drop in injury and lost workdays, incidents in 2017 increased to rates similar to previous years
2. Lost workdays increased 73% from 2016, and the number of claims with lost workdays increased more than 50% (39 compared to 25)
3. The number of injuries and lost workdays due to training increased; 17 claims of which 5 accounted for 363 lost workdays
4. Zero claims from assaults and no lost workdays from altercations at the MRJC

## Number of Injuries by Cause



## Number of Lost Workdays by Cause



Your Contact  
**Sherry Baron**

Facility	Number and % of claims	Number and % of lost workdays	Highest causal categories for claims numbers (cases)	Highest causal categories for lost workdays (days)
KCCF	54 claims 55.7%	913 days 43.5%	<ul style="list-style-type: none"><li>• Altercations (18)</li><li>• Training (9)</li><li>• Assaults (8)</li><li>• Ergonomic ** (6)</li><li>• Slip, trip, fall (5)</li></ul>	<ul style="list-style-type: none"><li>• Altercations (318)</li><li>• Slip, trip, fall (202)</li><li>• Training (149)</li><li>• Ergonomic** (104)</li><li>• Workplace environ (84)</li><li>• Contact-biological (30)</li><li>• Assaults (19)</li></ul>
RJC	26 claims 26.8%	793 days 37.8%	<ul style="list-style-type: none"><li>• Ergonomic** (6)</li><li>• Running/walking (6)</li><li>• Training (6)</li><li>• Slip, trip, fall (4)</li><li>• Altercations (2)</li></ul>	<ul style="list-style-type: none"><li>• Ergonomic** (362)</li><li>• Training (214)</li><li>• Running/walking (192)</li><li>• Slip, trip, fall (12)</li></ul>
YSC	16 claims 16.5%	393 days 18.7%	<ul style="list-style-type: none"><li>• Altercations (8)</li><li>• Slip, trip, fall (2)</li><li>• MVA (2)</li><li>• Ergonomic** (2)</li><li>• Training (1)</li></ul>	<ul style="list-style-type: none"><li>• Altercations (272)</li><li>• MVA (110)</li><li>• Ergonomic** (8)</li><li>• Slip, trip, fall (3)</li></ul>
Community Corrections	1 claim 1%	0	<ul style="list-style-type: none"><li>• MVA (1)</li></ul>	No lost workdays
Administration	0	0	No claims	No lost workdays

\*\*Includes lifting, overexertion, repetitive motion

## Recommendations

- Focus on reducing the number and severity of injuries from controlled activities such as trainings and lifting.
- The Corrections Emergency Response Team (CERT) was formed in early 2016. Data collection on use and outcomes would be helpful in understanding the impact of the team.
- It may be instructive to gather more information about specific incidences, especially those associated with lifting or awkward postures. This would help identify and reduce conditions that cause injuries.



Ting files paperwork in DAJD offices. Ting's positive attitude and work ethic bring sunshine to the correctional facility. He is employed through Safety & Claim's Supported Employment Program.

Department of Community and Human Services

	2013	2014	2015	2016	2017
Injury Claims	4	3	11	9	9
Injury Rate	1.63	1.19	4.41	3.26	2.93
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
Lost Workdays*	94	0	66	74	16
Total Lost Workdays**	489	374	426	465	406
Lost Workday Rate	38.3	0	26.49	26.81	5.2
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.7

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Successes:

- 1. Only 2 claims filed in 2017 resulted in time loss
- 2. 0 lost workdays from motor vehicle accidents
- 3. Lost workdays down 78% from 2016



Your Contact  
**Rob Stafford**

Department of Executive Services (DES) - Facilities Management Division

	2013	2014	2015	2016	2017
Injury Claims	50	28	33	30	33
Injury Rate	16.9	9.14	11.91	11.09	11.69
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
Lost Workdays*	1151	504	745	139	270
Total Lost Workdays**	3769	3329	4452	2867	2477
Lost Workday Rate	389.02	164.5	268.81	51.37	95.67
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.64

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years



Trends:

- 1. Injury rates have been consistent the last 4 years, down from 5 years ago
- 2. 94% increase in lost workdays filed in current year compared to 2016
- 3. Lifting, slips/trips, and pulling account for 90% of all lost workdays filed in 2017
- 4. Slips/trips, contact with, and lifting are the top 3 causes of injury (by number)

Your Contact  
**Rob Stafford**

County Council Administration

Your Contact  
**Bill Hager**



	2013	2014	2015	2016	2017
Injury Claims	1	2	1	2	0
Injury Rate	.94	1.75	.9	1.7	0
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	0	0	0	14	0
Total Lost Workdays**	0	0	0	14	0
Lost Workday Rate	0	0	0	11.91	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Successes:

- 1. Council Administration has incurred 0 lost workdays for 4 of the last 5 years, but for the first time in the past 5 years, they also experienced zero claims of any sort
- 2. Council Administration proactively protects employee safety by provided back safety training and working with Safety and Claims to address ergonomic issues before they result in injury or claims

DES - Finance and Business Operations Division



Your Contact  
**Dan Nwaelele**

	2013	2014	2015	2016	2017
Injury Claims	1	2	3	0	1
Injury Rate	.62	1.25	1.92	0	0.61
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	0	0	0	0	0
Total Lost Workdays**	0	0	0	0	0
Lost Workday Rate	0	0	0	0	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Trends:

- 1. Steady state: low injury rate
- 2. Zero lost workday in five years

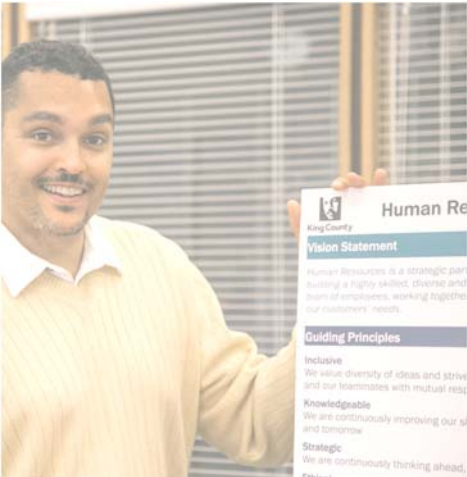
DES - Human Resources Division

	2013	2014	2015	2016	2017
Injury Claims	1	1	1	0	1
Injury Rate	0	0	0	0	1.38
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
Lost Workdays*	0	0	0	0	0
Total Lost Workdays**	0	0	0	0	0
Lost Workday Rate	0	0	0	0	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.64

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Successes:

- 1. Zero lost workdays in the last 6 years
- 2. Only 1 recordable injury



Your Contact  
Rob Stafford

DES - Regional Animal Services (RAS)

	2013	2014	2015	2016	2017
Injury Claims	21	18	13	7	7
Injury Rate	64.05	55.13	17.33	20.62	20.8
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	217	159	34	2	79
Total Lost Workdays**	339	152	422	373	228
Lost Workday Rate	661.86	487.01	45.33	5.89	234.84
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.7

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

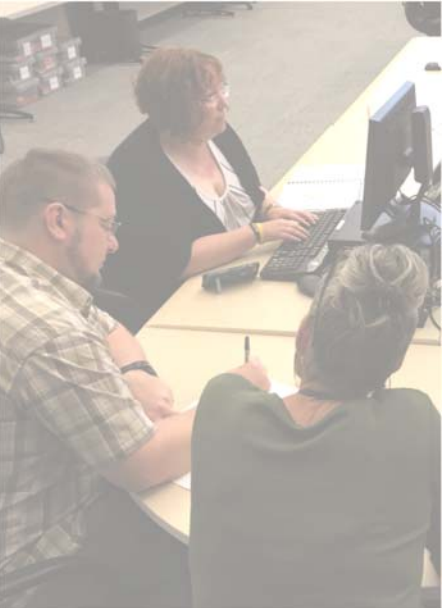
Trends:

- 1. Lowest injury rate recorded
- 2. Only 2 claims resulted in lost workdays

Successes

Regional Animal Services has done a great job of reducing Injuries and total lost workdays. There were only 7 recordable injuries in 2016 and 2017 which are the lowest number of injuries in many years. In particular, one fall from the stairs accounted for 92% of all lost workdays filed in 2017. Excluding this claim only one other claim accounted for any lost workdays. In addition to the low injury rate the total lost workdays were down almost 40% from 2016 and almost 50% from 2015.

DES - Office of Emergency Management



Your Contact  
Rob Stafford

	2013	2014	2015	2016	2017
Injury Claims	0	0	0	0	0
Injury Rate	0	0	0	0	0
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
Lost Workdays*	0	0	0	0	0
Total Lost Workdays**	0	0	0	0	0
Lost Workday Rate	0	0	0	0	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.64

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Successes:

- 1. No recordable injuries since 2010
- 2. No lost workdays in over a decade

Accident Descriptions

Cat bite on hand/arms (3xs)  
Strained arm moving animal (2xs)  
Strained lower back exiting vehicle



Your Contact  
Rob Stafford

DES - Records and Licensing Division (RALS), excluding Animal Control

	2013	2014	2015	2016	2017
Injury Claims	5	5	13	2	1
Injury Rate	6.57	6.24	1.33	2.59	1.28
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	0	50	1	0	0
Total Lost Workdays**	4	70	0	0	0
Lost Workday Rate	0	87.47	1.33	0	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

- Successes:
- 1. RALS ‘s achievement of 2 years of no lost workdays is *no accident*. Thanks to proactive attention to ergonomic issues, repetitive strain claims have decreased
  - 2. The single injury in 2017 involved motor vehicle accident and did not result in lost workdays



Your Contact  
**Bill Hager**

DES - Risk Management Division

	2013	2014	2015	2016	2017
Injury Claims	0	1	0	0	0
Injury Rate	0	5.48	0	0	0
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	0	0	0	0	0
Total Lost Workdays**	0	0	0	0	0
Lost Workday Rate	0	0	0	0	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

- Successes:
- 1. Congratulations! Risk Management employees are similar to many other administrative office agencies with risks of walking, climbing stairs, lifting boxes and working at computers. Yet their history of only 1 claim in the past 5 years shows that 0 claims can be done!

Your Contact  
**Bill Hager**

District Court

SUMMARY

	2013	2014	2015	2016	2017
Injury Claims	7	2	8	3	3
Injury Rate	3.26	.88	3.7	1.38	1.36
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	4	0	1	0	24
Total Lost Workdays**	193	5	240	366	38
Lost Workday Rate	0	0	0	0	11
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

- Trends:
- 1. None of the claims in 2017 were due to repetitive motion or “ergonomic” injury; this is attributed to District Court’s aggressive and proactive approach to address ergonomic issues
  - 2. District Court had a number of lost workdays due to injuries in prior years in 2016. This number was significantly reduced in 2017 and should be further reduced in 2018 if current trends continue

In 2017, District Court incurred three injury claims, one of which accounted for all 24 lost workdays. The other two claims were due to slips and trips while walking which is historically the most common cause of injury in the courts.

Safety and Claims Management looks forward to working with District Court to continue the nascent trend of reduced injury and time loss.

Your Contact  
**Bill Hager**



# Department of Natural Resources and Parks (DNRP) - Parks Division

	2013	2014	2015	2016	2017
Injury Claims	35	40	26	25	32
Injury Rate	16.17	17.5	10.85	10.44	12.28
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	123	206	19	159	147+
Total Lost Workdays**	298	803	679	160	614
Lost Workday Rate	56.93	90.02	7.93	66.38	56.42
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.7

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years  
+ 128 of 147 lost workdays were due to a single repetitive motion claim which has subsequently been determined to be not work related.

Your Contact  
**Bill Hager**



Supported employee Dwight talking with Christina Davidson, Supported Employee Program Manager. Dwight has been with Parks for 17 years and “actually makes people on our crew want to be better at what they do.”

## Recommendations

Past strain/sprain injuries accounted for most of the lost workdays in 2016. This could be decreased by conscientiously pursuing opportunities for light duty work (Transitional Duty Assignments). Parks’ active safety committee seems to be working to promote a culture of safety for all employees. We thank Management for their commitment to the committee and recommend this support is continued.

# DNRP - Solid Waste Division

	2013	2014	2015	2016	2017
Injury Claims	68	53	45	46	35
Injury Rate	20.72	14.8	12.73	12.71	9.58
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	607	551	703	901	453
Total Lost Workdays**	1579	1087	876	1615	1473
Lost Workday Rate	184.93	153.88	198.79	248.97	114.65
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

## Trends:

1. 24% reduction in injury claims year over year
2. Over 49% reduction in lost workdays in 2017
3. 71% of lost workdays resulted from Slips/trips/falls in 2017, which is comparable to 2016

## Recommendations

King County’s return-to-work (Transitional Duty Assignment) program aims to minimize the severity of claims and reduce long-term disability costs. Solid Waste division needs to utilize this tool to more effectively manage the lost workdays of employees injured as result of slips, trips, and falls, as well as other injuries where appropriate.

Your Contact  
**Dan Nwaelele**



# DNRP - Water and Land Resources Division

## Summary

	2013	2014	2015	2016	2017
Injury Claims	8	6	9	7	8
Injury Rate	2.94	2.04	3.09	2.34	2.61
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	81	0	1	16	105
Total Lost Workdays**	81	0	1	17	105
Lost Workday Rate	29.79	0	.340	5.36	34.31
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Highlights:

1. 82% of the lost workdays came from one preventable incident

2. Number of incidents is comparable with prior years

The Water and Land Resources Division experienced 8 recordable injuries in 2017, up one from 2016. Of the 8 injuries, one was significant or severe enough to have resulted in 105 lost workdays and 162 light duty workdays. Details of this incident review a need for situational awareness—an employee tore/ruptured an elbow lifting/pulling a boulder out of the stream bed.

It is important for each employee to be aware of their work environment and judicious not to apply excessive force to do work—situational awareness!

Your Contact  
Dan Nwaelele



Jodeen processes lab samples for analysis at the Environmental Lab. Her work at the lab frees up time for the microbiologists to work on other projects. Jodeen is employed through Safety & Claim’s Supported Employment Program and has been working for the county for nearly 20 years.

# DNRP - Wastewater Treatment Division

## Summary

	2013	2014	2015	2016	2017
Injury Claims	29	53	43	38	41
Injury Rate	5.11	8.74	7.21	6.06	6.19
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	158	284	618	438	641
Total Lost Workdays**	1433	887	1122	1184	1075
Lost Workday Rate	27.85	46.83	103.61	84.33	96.81
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Trends:

1. 46% increase in lost workdays

2. Eight (8%) percent increase in recordable incidents

Three specific preventable incidents: (1) struck left knee against door stop (119 lost workdays) and zero light duty, (2) drove over speed bump (85 lost workdays and zero light duty), and (3) felt pain from kneeling (68 lost workdays and 24 light duty days)—accounted for 42% of all lost workdays.

King County’s return-to-work (Transitional Duty Assignment) program aims to minimize the severity of claims and reduce long-term disability. A renewed emphasis in return-to-work efforts could dramatically reduce the number of total lost workdays for Wastewater Treatment Division.

Your Contact  
Dan Nwaelele



# Department of Transportation (DOT) - Airport

	2013	2014	2015	2016	2017
Injury Claims	5	5	2	7	3
Injury Rate	11.2	11.45	4.98	16.48	3.8
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
Lost Workdays*	0	91	132	156	130
Total Lost Workdays**	0	91	132	416	350
Lost Workday Rate	0	208.39	328.58	367.38	295.1
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.64

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

- Trends:
- 1. All lost workdays filed in 2017 are the result of 1 claim
  - 2. Recordable injuries are down 57% from 2016

## Recommendation

Total lost workdays have been increasing in the last 2 years. Creating light duty (Transitional Duty Assignments) tasks for injured workers would reduce Total lost workdays and allow DOT Airport to return to the excellent rates experienced in 2013 and 2014.

Your Contact  
**Rob Stafford**

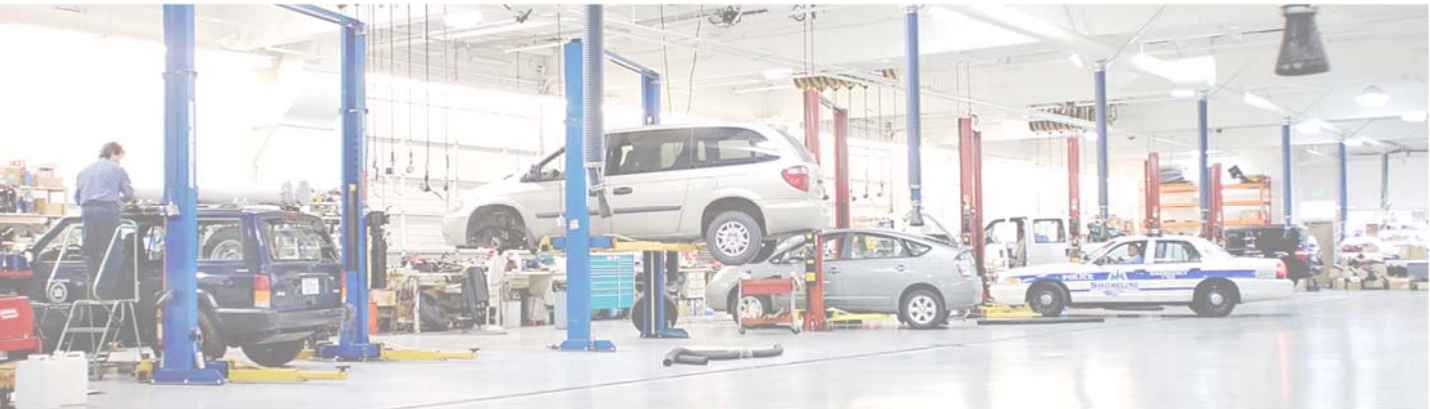
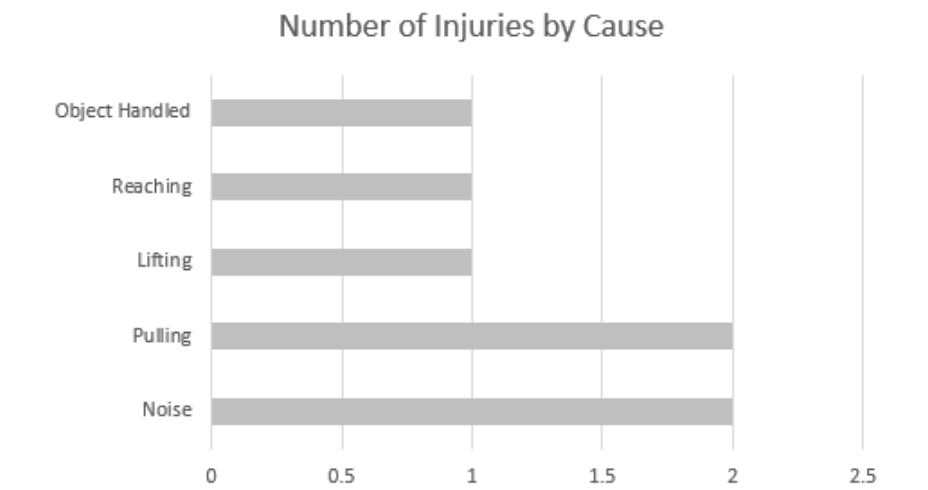


# DOT - Fleet Division

	2013	2014	2015	2016	2017
Injury Claims	12	13	9	9	7
Injury Rate	19.61	20.54	15.04	15.08	11.67
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	1	144	184	113	5
Total Lost Workdays**	707	552	695	472	474
Lost Workday Rate	1.63	227.55	307.5	189.34	8.34
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

- Trends:
- 1. Lost workdays filed in 2017 were down 95% from previous year. This is the fewest number of filed claims in last 5 years!
  - 2. One claim accounted for all lost workdays filed in 2017



## Summary

Fleet Division had another great year in terms of number of claims with only 7 recordable injuries. Moreover, only 1 claim accounted for 5 lost workdays filed in 2017. To put this into perspective, 2015 and 2016 also had a low number of injuries (9), but resulted in 25 times more Lost workdays than 2017!

Despite these successes, the number of total lost workdays continues to remain high as the claims filed in previous years continue to drive total lost workdays.

As in typical, strains and sprains are the majority of injuries resulting from pushing, pulling, and lifting. Workers should be encouraged not to lift or move equipment that is too cumbersome or heavy without assistance. In addition, workers should be reminded to wear their hearing protection during all loud shop operations.

Your Contact  
**Rob Stafford**

DOT - Marine Division

	2013	2014	2015	2016	2017
Injury Claims	6	0	1	4	6
Injury Rate	27.86	0	4.34	2.35	25.81
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	421	0	0	16	276
Total Lost Workdays**	407	339	56	16	284
Lost Workday Rate	1954	0	0	5.36	1187.46
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Trends:

- 1. Significant increase in lost workdays: 276
- 2. 50% of the lost workdays were by one employee
- 3. Lack of lite duty days: just seven (7) days

Your Contact  
Dan Nwaelele



Summary

The Marine Division had six recordable incidents and 276 lost workdays in 2017. These were increases of two and 260 respectively from the 2016 level.

King County’s return-to-work programs aim to minimize the severity of claims and reduce long-term disability. One employee aggravated an existing shoulder injury and lost 139 workdays with no reported lite duty.

The Division needs to look to its early return-to-work policy. Only 7 light duty workdays were allowed in 2017.

DOT - Road Services Division

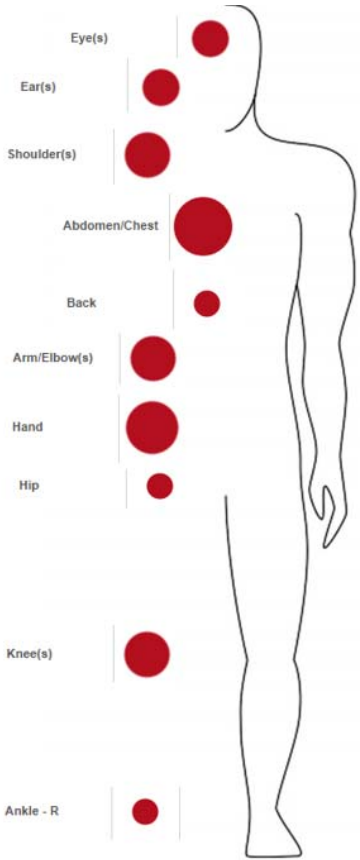
	2013	2014	2015	2016	2017
Injury Claims	69	46	35	44	25
Injury Rate	19.69	14.23	11.94	14.54	7.63
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	1166	488	627	1132	419
Total Lost Workdays**	3645	2511	1723	2244	2012
Lost Workday Rate	332.67	151.01	213.82	374.01	117.83
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Trends:

- 1. 43% reduction in injury claims from previous year
- 2. 62% reduction in lost workdays filed in 2017
- 3. 3 claims account for 2/3rds of lost workdays in 2017

Injury By Location



Causes of Injuries



Recommendations

The number of injury claims and lost workdays filed in 2017 were the lowest number for both fields in the last decade! There was a 43% reduction in injuries and a 62% reduction in Lost Workdays from claims filed in 2017.

The number of total lost workdays remains high due to claims filed in previous years. Roads is currently working to implementing a light duty program would ensure a dramatic reduction in this total. For example, one time loss claim in the Roads Division had the potential of resulting in an extra 193 lost workdays, but the injured worker was able to perform 167 days of light duty. This ultimately brought the number of lost days for that claim to just 26.

In all, Roads took many strides last year to increase worker safety. DOT Roads and Fleet hired a safety program manager and are focused on increasing relevant trainings for 2018



Your Contact  
Rob Stafford

DOT - Transit Division

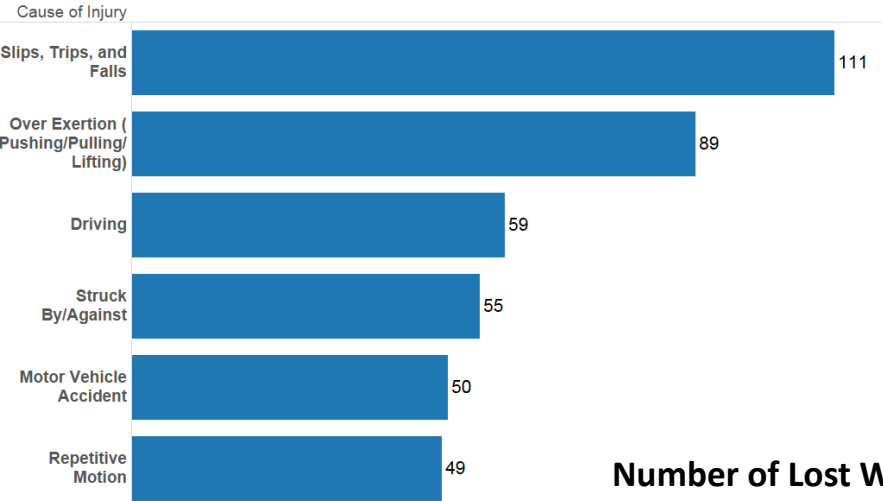
	2013	2014	2015	2016	2017
Injury Claims	474	534	438	449	508
Injury Rate	18.28	20.13	12.01	11.63	11.68
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	12029	16343	12905	11728	13734
Total Lost Workdays**	32588	35900	36167	38490	36381
Lost Workday Rate	331.35	440.02	353.92	303.74	315.69
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Trends:

1. Injury Rate Down 42% from 2014
2. Lost Workday Rate down 28% from 2014

Number of Injuries

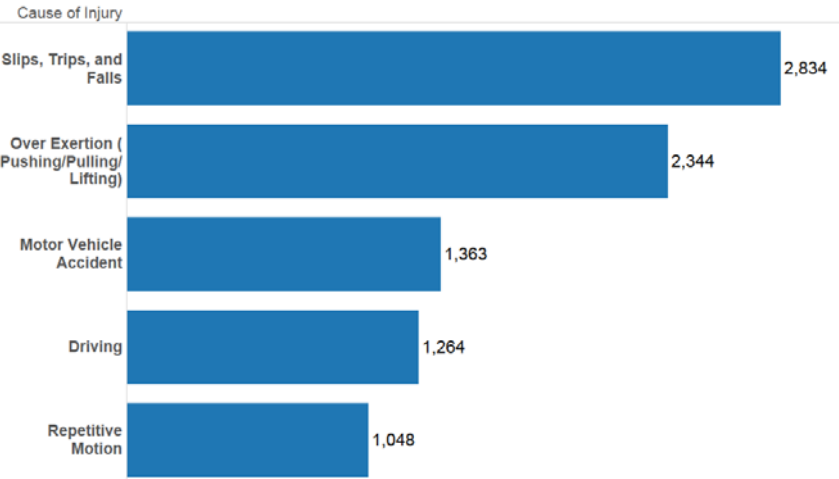


Summary

Although 2017 had the highest number of lost workdays, the lost workday rate remained consistent with 2016. This is attributed to the growing Transit workforce (200 more employees in 2017 than in 2016 and about 500 more employees than in 2014). In fact, despite the increased injuries and lost workdays, injury rates were down 42% and lost workday rates were down 28% from 2014 highs.

Unlike years past, Motor Vehicle Accidents were not the biggest contributor to lost workdays. In fact, slips, trips, and falls were more than double the lost workdays of vehicle accidents and 1,000 more lost days than the year prior. A systematic review of the slips and falls needs to be completed in an effort to determine where the majority of these falls are occurring and steps to prevent falls in the future.

Number of Lost Workdays



Your Contact  
**Rob Stafford**

DOT—Transit Division: Light Rail

	2013	2014	2015	2016	2017
Injury Claims	17	21	28	28	27
Injury Rate	8.63	9.52	10.53	9	7.98
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	450	200	571	632	417
Total Lost Workdays**	1084	370	732	1337	800
Lost Workday Rate	228.77	90.71	214.77	203.27	123.36
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

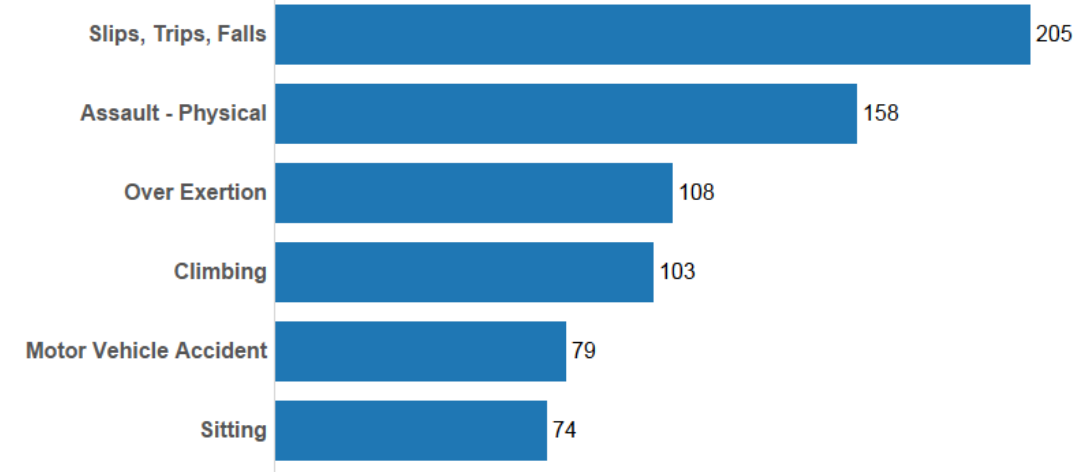
Trends:

1. 34% decrease in lost workdays filed in 2017
2. 40% decrease in total lost workdays
3. Lowest lost workday rate since 2014

Most Injuries By Cause



Lost Workdays By Cause



Summary

Injury claims and lost workdays are the lowest they have been since 2014 despite Light Rail’s workforce increasing 50%. In fact, the injury rate is the lowest it has been in recent history.

This year, as in years past, the most common injuries for Light Rail were slips, trips, and falls. Motor vehicle accidents, however, decreased in number of injuries as well as lost workdays from years past. A focus on ways to reduce over exertion and ergonomic injuries would be beneficial to further reduce the rates for 2018.

Your Contact  
**Rob Stafford**

## Department of Elections

	2013	2014	2015	2016	2017
Injury Claims	0	3	3	3	5
Injury Rate	0	3.36	4	2.63	7.27
King County Injury Rate	9.61	9.1	8.41	7.73	7.92
Lost Workdays*	0	0	54	42	58
Total Lost Workdays**	145	0	54	344	401
Lost Workday Rate	0	0	71.99	34.49	84.39
King County Lost Workday Rate	184.53	179.27	163.96	158.96	156.64

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes lost workdays from Claims Filed in Previous Years

### Trends:

1. 60% of Injuries in 2017 were a Result of Trips
2. All Lost Workdays Filed in 2017 were From One Claim

### Summary

Despite the majority of injuries being trips and falls, these did not result in any lost workdays in 2017. This is quite an accomplishment for Elections who has a number of seasonal employees working in the field.

Your Contact

**Rob Stafford**

## King County Executive



Your Contact

**Bill Hager**

## Department of Information Technology

	2013	2014	2015	2016	2017
Injury Claims	3	1	2	4	2
Injury Rate	.8	.25	.54	1.10	0.52
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	0	0	42	31	0
Total Lost Workdays**	0	21	42	59	9
Lost Workday Rate	0	0	11.25	8.51	0
King County Lost Workday Rate	184.5	179.2	163.9	158.97	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes lost workdays from Claims Filed in Previous Years

### Trends:

1. 50% reduction in recordable injuries
2. Zero lost workdays



Your Contact

**Dan Nwaelele**

## Department of Judicial Administration

### Summary

DJA works closely with Safety and Claims to address ergonomic issues before they result in injuries. It is worth noting that the one repetitive motion injury reported in 2017 did not involve any lost workdays.

Zero new lost workday injuries in 2017 provides an excellent foundation to build upon.

Your Contact

**Bill Hager**

	2013	2014	2015	2016	2017
Injury Claims	6	3	6	5	5
Injury Rate	3.58	1.71	3.57	2.88	2.92
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	47	0	0	56	0
Total Lost Workdays**	59	137	0	56	209
Lost Workday Rate	22.55	19.18	0	32.25	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)

\*\*Includes lost workdays from Claims Filed in Previous Years

### Trends:

1. None of the 5 injuries in 2017 resulted in lost workdays
2. Injuries in 2017 were slip/trip (2), automobile accident (1), repetitive motion (1) and injury from someone else opening a door (1)

## Department of Permitting and Environmental Review

	2013	2014	2015	2016	2017
Injury Claims	1	5	5	1	1
Injury Rate	1.35	6.12	3.68	1.36	1.36
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	0	3	59	0	51
Total Lost Workdays**	90	3	59	0	65
Lost Workday Rate	0	3.67	78.88	0	69.41
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

### Trends:

1. Steady state in 2017



Your Contact  
**Dan Nwaelele**

## Department of Public Defense

	2014	2015	2016	2017
Injury Claims	15	4	5	6
Injury Rate	4.07	1.15	1.48	1.73
King County Injury Rate	9.1	8.41	7.73	7.94
Lost Workdays*	6	0	10	3
Total Lost Workdays**	8	0	10	3
Lost Workday Rate	2.17	0	2.95	0.87
King County Lost Workday Rate	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

### Trend:

1. 70% reduction in lost workdays



Your Contact  
**Dan Nwaelele**

## Prosecuting Attorney’s Office

### Recommendation

There were 6 non-recordable injuries in 2017, 5 of which were slips and falls. The Agency might consider employee communication encouraging them to be mindful of what they are doing, even if it’s just walking.

	2013	2014	2015	2016	2017
Injury Claims	2	2	3	5	0
Injury Rate	.53	.49	.79	1.31	0
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	0	6	0	4	0
Total Lost Workdays**	22	9	0	4	0
Lost Workday Rate	0	2.09	0	1.05	0
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

### Successes:

1. An aggressive, proactive approach to addressing ergonomic/ repetitive strain issues is paying off with no claims
2. No recordable injuries in 2017

Your Contact  
**Bill Hager**

## Superior Court

### Recommendation

Historically trips/slips are the most prevalent cause of injury for Superior Court, and resulted in 1 injury for 2017. Supervisors should remind employees to be mindful of what they are doing, even, and especially, when “just” walking.



Your Contact  
**Bill Hager**

	2013	2014	2015	2016	2017
Injury Claims	5	3	3	6	4
Injury Rate	1.93	1.12	1.14	2.38	1.59
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	47	0	0	12	2
Total Lost Workdays**	47	92	0	14	4
Lost Workday Rate	18.34	0	0	4.76	.79
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.7

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

### Success:

1. Only 1 claim for computer-related repetitive motion injury, thanks to aggressive and proactive approach to addressing ergonomic issues; not a single lost workday resulting from repetitive motion in over 5 years

Department of Public Health

	2013	2014	2015	2016	2017
Injury Claims	64	58	57	51	42
Injury Rate	5.12	4.57	5.01	4.43	3.63
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	300	525	479	480	559*
Total Lost Workdays**	1203	1696	1600	1458	1680
Lost Workday Rate	24	43.3	42.1	41.71	48.31*
King County Lost Workday Rate	184.53	179.27	163.96	158.96	156.70

\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years  
  
\* 180 of these days are due to one unique claim. This skews the total higher.  
Excluding this, the lost workday total would be 379 and the rate would be 32.75.

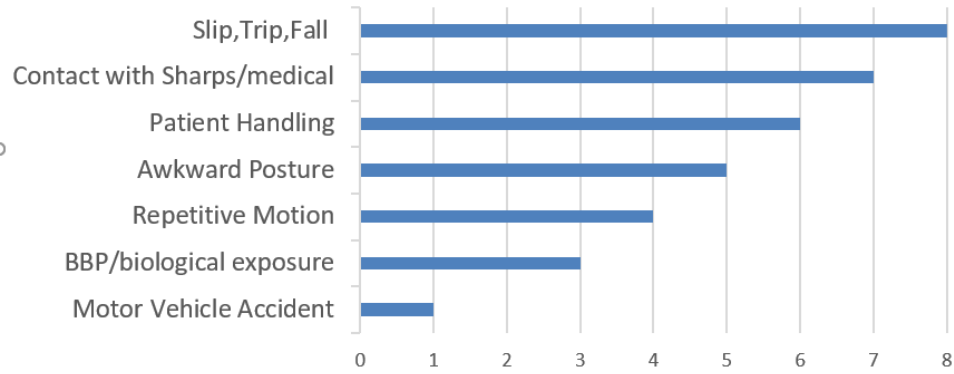


Your Contact  
**Sherry Baron**

**Successes:**

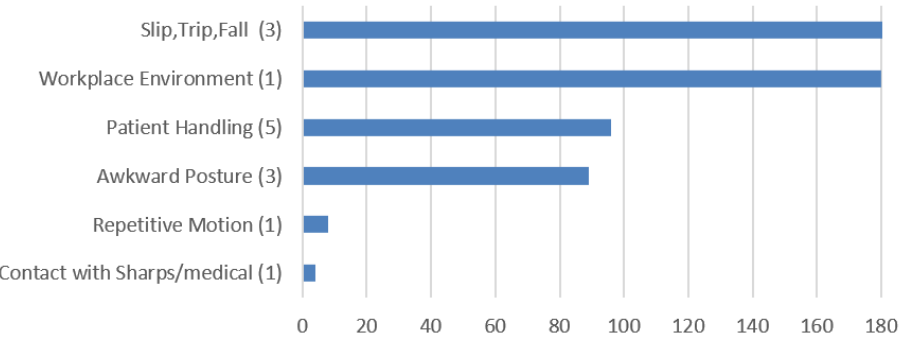
- 1. Continuation of downward trend in injuries in the last 5 years
- 2. Motor vehicle accidents down to just one compared to 5 in 2016
- 3. Number of lost workdays to slip/trip /fall injuries was down to 182 days, compared to 298 in 2016

Number of Injuries by Cause - 2017



Number of Lost Workdays by Cause - 2017

4 cases accounted for  
76% of lost workdays



Department of Public Health - Division Information

Division	Number & % of claims	Count and % of lost workdays	Highest causal categories for claims (number of cases)	Highest causal categories for lost workdays (days)
CHS	14 claims 33%	187 days 34%  5 of 14 claims resulted in lost workdays	<ul style="list-style-type: none"><li>Slip, trip, fall (4)</li><li>Awkward posture (4)</li><li>Repetitive motion (2)</li><li>Contact with medical sharps (1)</li></ul>	<ul style="list-style-type: none"><li>Slip, trip, falls (103)</li><li>Awkward posture (83)</li></ul>
EMS	13 claims 31 %	275 days 49%  5 of 13 claims	<ul style="list-style-type: none"><li>Patient handling (3)</li><li>Slip, trip, fall (2)</li><li>Biological exp (2)</li></ul>	<ul style="list-style-type: none"><li>Workplace envir. (180)</li><li>Pt handling (89)</li><li>Awkward posture (6)</li></ul>
JHS	5 claims 12%	12 days 2 %  2 of 5 claims	<ul style="list-style-type: none"><li>Contact w/ medical sharps (1)</li><li>Slip, trip, fall (1)</li><li>Contact w/non-med sharp (1)</li><li>Biological exposure (1)</li><li>Repetitive motion (1)</li></ul>	<ul style="list-style-type: none"><li>Contact w/non-med sharp (4)</li><li>Repetitive motion (8)</li></ul>
EHS	2 claims 5%	79 days 14%  1 of 2 claims	<ul style="list-style-type: none"><li>Slip, trip, fall (1)</li><li>Motor vehicle accident (1)</li></ul>	<ul style="list-style-type: none"><li>Slip, trip, fall (79)</li></ul>
	7 claim 17%	6 days 1%  1 of 7 claims	<ul style="list-style-type: none"><li>Contact w/ medical sharps (4)</li><li>Patient handling (4)</li><li>Struck by/against (1)</li></ul>	<ul style="list-style-type: none"><li>Patient handling (6)</li></ul>
Admin	1 claim 2%	0 days 0%	N/A	N/A

Recommendations

- Promote a culture of safety with regular communication from management
  - ◆ Slips/trips/falls area the number one injury by cause and lost workdays, and are the number one near miss injury (not recordable). Focus on employee awareness of their surroundings and walking surface conditions, taking care on stairways, walking without distractions.
  - ◆ Patient handling cases increased to 6 from 4 in 2016. Encourage safe handling protocol.
- Continue to request ergonomic evaluations at first sign of discomfort. In 2017, 144 workstation ergonomic evaluations were conducted. In addition to improving workstations, these give staff time to reinforce safety principles. When planning new facilities, engage Safety and Health staff in the design phase to ensure sound design and adjustability are built into the environment.

Sheriff’s Office

	2013	2014	2015	2016	2017
Injury Claims	139	109	109	108	130
Injury Rate	14.07	10.94	10.66	10.34	12.5
King County Injury Rate	9.61	9.1	8.41	7.73	7.94
Lost Workdays*	1130	885	518	734	1117
Total Lost Workdays**	2868	3651	2185	2308	4726
Lost Workday Rate	114.4	88.83	50.67	70.27	107.39
King County Lost Workday Rate	184.5	179.2	163.9	158.96	156.70

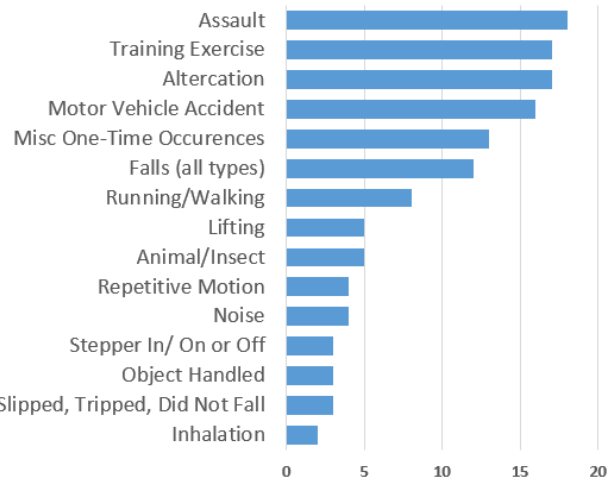
\*Lost Workdays Filed Within Year (Capped at 180 days)  
\*\*Includes lost workdays from Claims Filed in Previous Years

Trends:

1. Dramatic 2-year increase in recordable injury claims and lost workdays
2. 310 of the 1117 lost workdays last year were due to an altercation in the line of duty which resulted in a heart attack
3. Excluding those 310 days, Vehicular Accidents and Training Exercises are the top causes of lost workdays. Lost workdays due to training increased substantially last year.



Claims by Cause



Your Contact  
**Bill Hager**

SAFETY SERVICES

Safety Professionals

Safety professionals help reduce risk for employees by consulting with agencies to prevent work related injuries and worker’s compensation costs. We look at work practices and policies to ensure proper protocols are employed. Services include:

- ♦ Fall protection systems
- ♦ Development and evaluation of construction/contractor safety program requirements and submittals
- ♦ Hazard assessments and hazard prevention/control methodologies
- ♦ Safety program development and implementation support
- ♦ Assistance with accident investigations
- ♦ Employee safety training
- ♦ Regulatory compliance issue support

Industrial Hygiene

Our industrial hygienists prevent occupational illness by evaluating and controlling workplace hazards such as asbestos, welding fumes, solvent vapors and noise. Industrial hygienists also help design ergonomically-correct work stations. Services Include:

- ♦ Noise monitoring, hearing protection programs and hearing test coordination
- ♦ Air quality evaluation and ventilation design
- ♦ Chemical hazard analysis
- ♦ Work station evaluations and equipment recommendations
- ♦ Trainings on ergonomics and respirator use

Training

Training specialists provide required training for regulatory compliance and employee safety. In 2017, nearly 3,000 employees received training on the following topics:

- ♦ Confined space entry
- ♦ Standard first aid
- ♦ Defensive driving
- ♦ Traffic control and flagging
- ♦ Effective supervision and job safety analysis
- ♦ Forklift operation
- ♦ Personal protective equipment

For more information on our services ,  
please call Safety and Claims at  
206-477-3350

## **SAFETY TEAM**

**We promote health and safety for employees through education, training,  
workplace prevention programs and partnership with agencies**

**Tim Drangsholt, CIH**  
Safety and Claims Manager  
206-477-3366  
tim.drangsholt@kingcounty.gov

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**Rob Stafford, CSP, COHC**  
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[www.kingcounty.gov/safetyandclaims](http://www.kingcounty.gov/safetyandclaims)