



King County

Safety & Claims Annual Report 2018

"I encourage all
King County employees
to adopt a personal
commitment to safety and
health in their daily work."

-Dow Constantine



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Departments are listed according to
2018 Organizational Structure

Questions, Comments and Suggestions:
Tim Drangsholt, Section Manager



Department Leadership Teams,

We are pleased to report another year of decreasing claims costs and injury rates, even while King County’s employee numbers are growing. Funds spent on workers’ comp represent how many claims are incurred and how severe injuries are. For the past 10 years, we’ve been able to significantly reduce costs, far outperforming national comparison data.

We’d like to specifically recognize Marine, Metro Transit, the Airport, Public Health, DNRP WLRD and DES Facilities Management for reducing their rate of lost workdays and helping employees return to work safely.

In 2018 we welcomed a new Safety & Health Administrator to the team, Chris Jacomme, while we wished Bill Hager a happy retirement. You may have seen a staff change to your Safety Contact while we adjusted workloads. Our team has been working hard to assure safe workplaces and provide training and technical support to your employees.

Together, we enable employees to do their best work, and live full lives. Our work supports King County’s **Investing in YOU** strategy, and helps ensure King County is a Best Run Government, providing top-notch services to the public while protecting employees. As always, we are grateful for your commitment to health and safety.



Tim Drangsholt
Manager
Safety & Claims Section

Internal Service Rates

Agency	2019/2020 Total Revenue*	2019/2020 Rate Per Hour	2017/2018 Rate Per Hour
Transit	\$33,595,001	1.76	1.76
Adult & Juvenile Detention	\$5,323,728	1.40	1.34
DOT Airport	\$300,367	1.25	0.46
DES Facilities Mgmt	\$1,472,454	1.07	1.73
DOT Roads	\$1,794,987	1.08	1.60
DNRP Solid Waste	\$1,738,785	0.99	1.09
DOT Fleet	\$270,696	0.88	1.29
Sheriff's Office	\$4,123,051	0.84	0.93
DES RALS	\$259,416	0.46	0.64
Judicial Administration	\$363,332	0.45	0.20
DNRP Wastewater Treatment	\$1,475,000	0.51	0.40
DNRP Parks	\$440,190	0.45	0.73
Public Health	\$1,884,027	0.31	0.30
Permitting & Env Review	\$102,974	0.29	0.29
District Court	\$224,022	0.21	0.11
Assessments	\$165,386	0.21	0.11
Small Agency Pool	\$588,216	0.18	0.11
Community & Human Services	\$246,418	0.15	0.45
DNRP Water & Land Resources	\$198,766	0.13	0.09
Superior Court	\$131,537	0.11	0.11
KCIT	\$151,452	0.09	0.10
DES (except RALS and FMD)	\$96,950	0.05	0.05
Prosecuting Attorney	\$109,899	0.06	0.07

* Based on approved 2019/2020 budget, Dec 2018

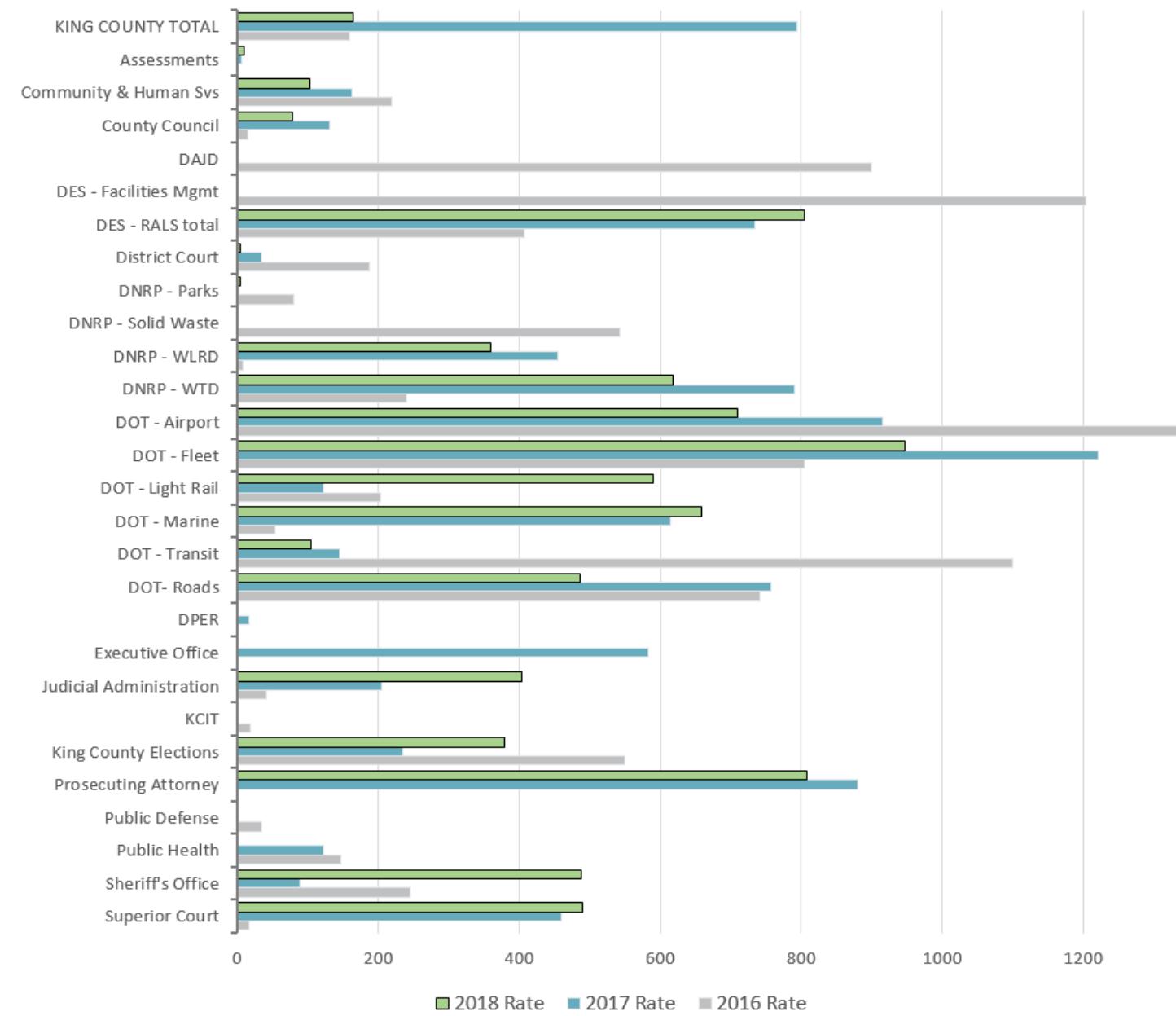
Industrial insurance rates by agency are calculated using workers’ compensation claim costs over five years. The five-year period allows for a smoothing-out of claim fluctuations. Claims are capped at \$250,000 per occurrence to lessen the impact of large claims and place more emphasis on claim frequency.

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

Workers’ 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 2018 that are due to claims that occurred in 2017.

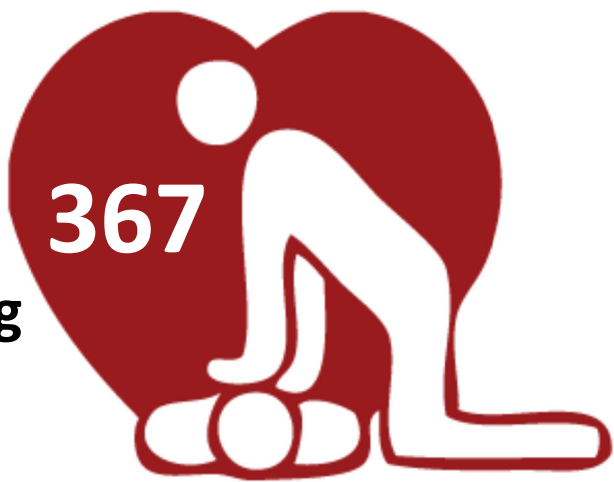
Accident prevention and light duty return to work programs (Transitional Duty Assignment) have the largest impact on reducing employee lost workdays.

2018 BY THE NUMBERS



Pre-Employment Physicals

Training
Classes



reaching **3,306** employees

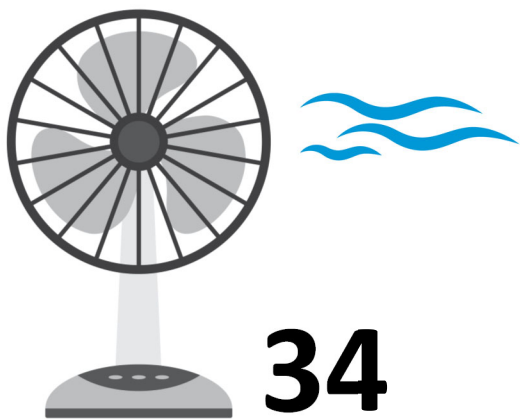
More than
550

Do-It-Yourself
(online)
ergonomic
evaluations



In-person ergonomic
evaluations conducted

Hearing
screenings
conducted
as part of
hearing
conservation
program



Safe workplace
sampling events, including
indoor air quality, mold, lead
or noise testing

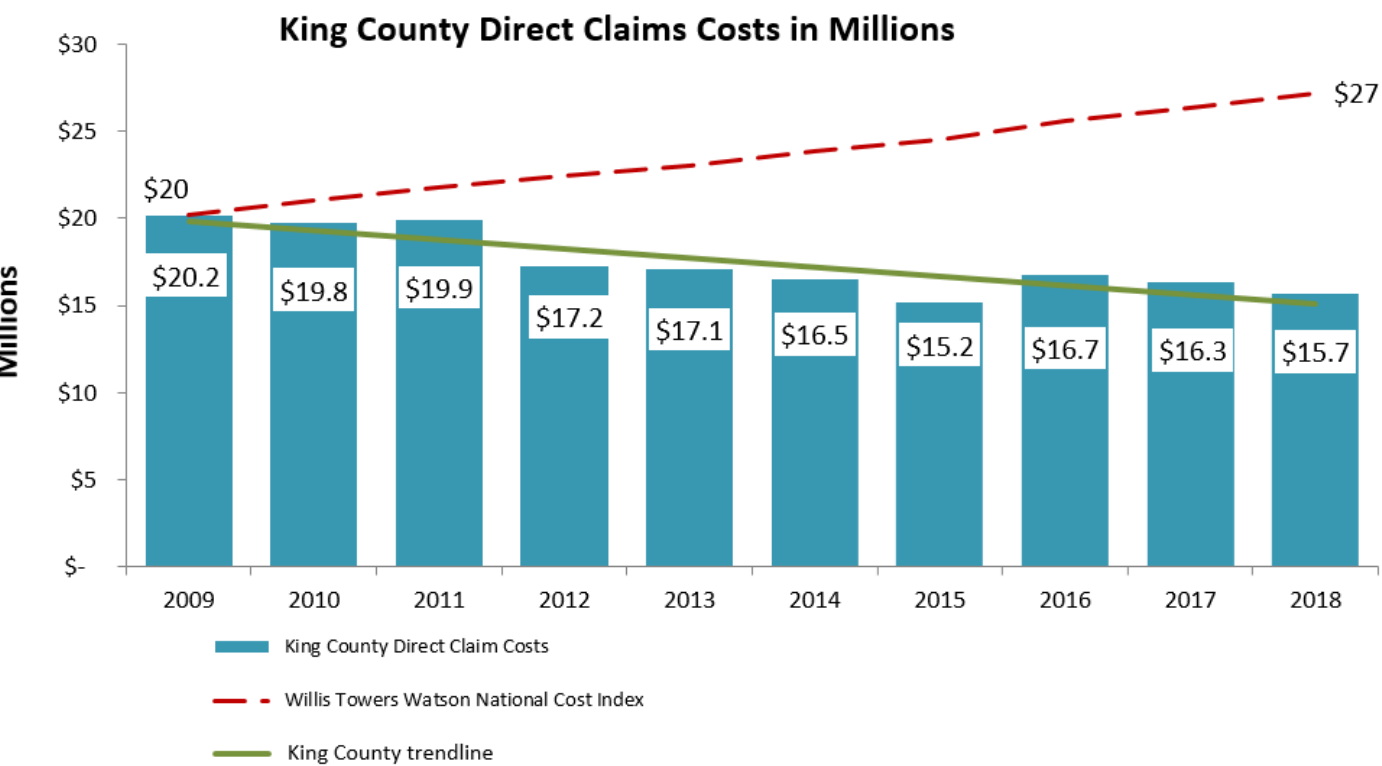


Transitional Duty
Assignments placed

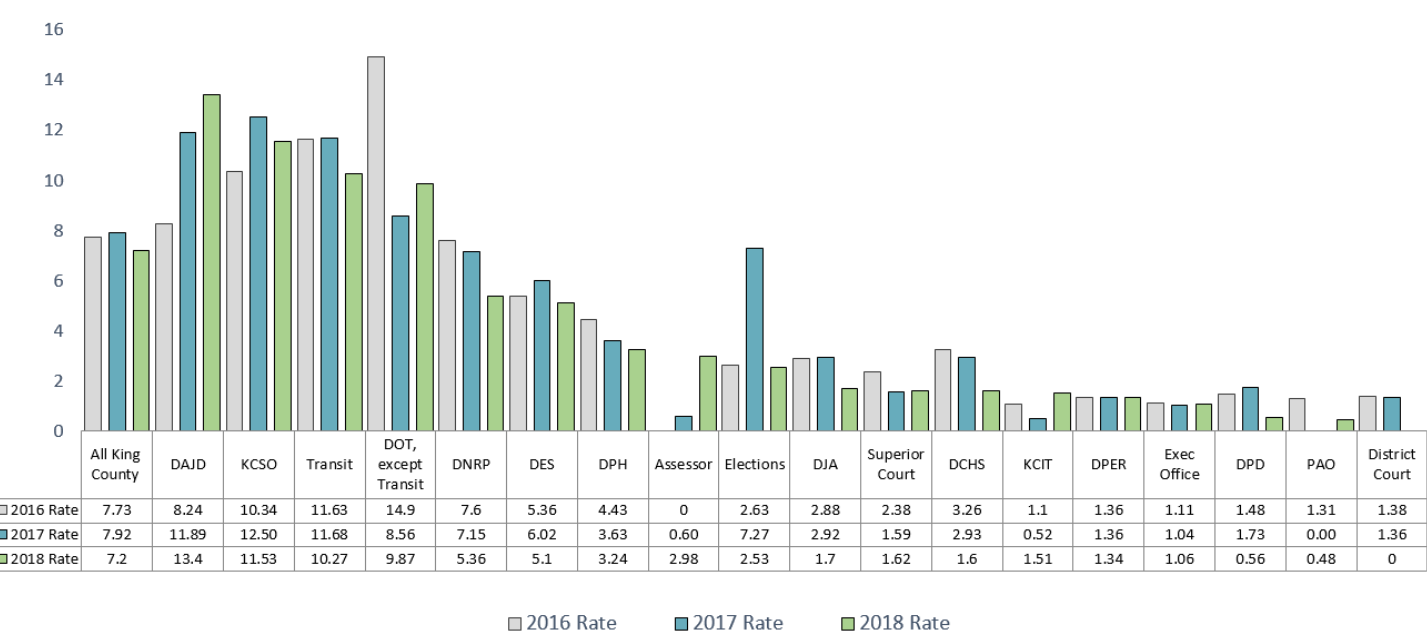


Labor & Industries
investigations
resolved

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 Return to Work program has helped me stay mobile and productive,” said Zeola Beasley, who regularly works as a Transit Operator, but has been working transitional duty while she recovers from her injury.

King County’s strong return to work program, also called Transitional Duty Assignment (TDA) or light duty, serves over 200 employees each year, working with over 30 worksites across the county. Some assignments are short term, and some are ongoing. TDA employees perform office duties, enforce parking, assist customers, track services through counts or surveys and more.

The Transitional Duty Program aligns with our *Investing in YOU* strategy to make King County a place where employees have tools, support and opportunity to do their best work.

Contact Disability Services at TDA@kingcounty.gov

Department of Assessments

Summary

Assessments saw a big increase in injury claims. These were attributable to a motor vehicle incident (no lost workdays), three falls (one lost workday), and repetitive motion (15 lost workdays).

	2014	2015	2016	2017	2018
Injury Claims	3	3	0	1	5
Injury Rate	1.7	13.17	0	.60	2.98
King County Injury Rate	9.1	8.41	7.73	7.92	7.2
Lost Workdays*	0	20	0	11	16
Total Lost Workdays**	0	20	0	11	16
Lost Workday Rate	0	11.75	0	6.65	9.53
King County Lost Workday Rate	179.2	163.9	158.96	156.70	144.2

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

**Includes Lost Workdays from Claims Filed in Previous Years



Your Contact
Chris Jacomme

Department of Adult and Juvenile Detention



	2014	2015	2016	2017	2018
Injury Claims	97	106	66	97	109
Injury Rate	11.4	13.2	8.2	11.9	13.4
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	1757	1882	1213	2099	1609
Total Lost Workdays**	4513	4290	6493	5995	6456
Lost Workday Rate	203.7	233.8	180.3	257.4	197.5
King County Lost Workday Rate	179.3	163.9	159.0	156.7	144.2

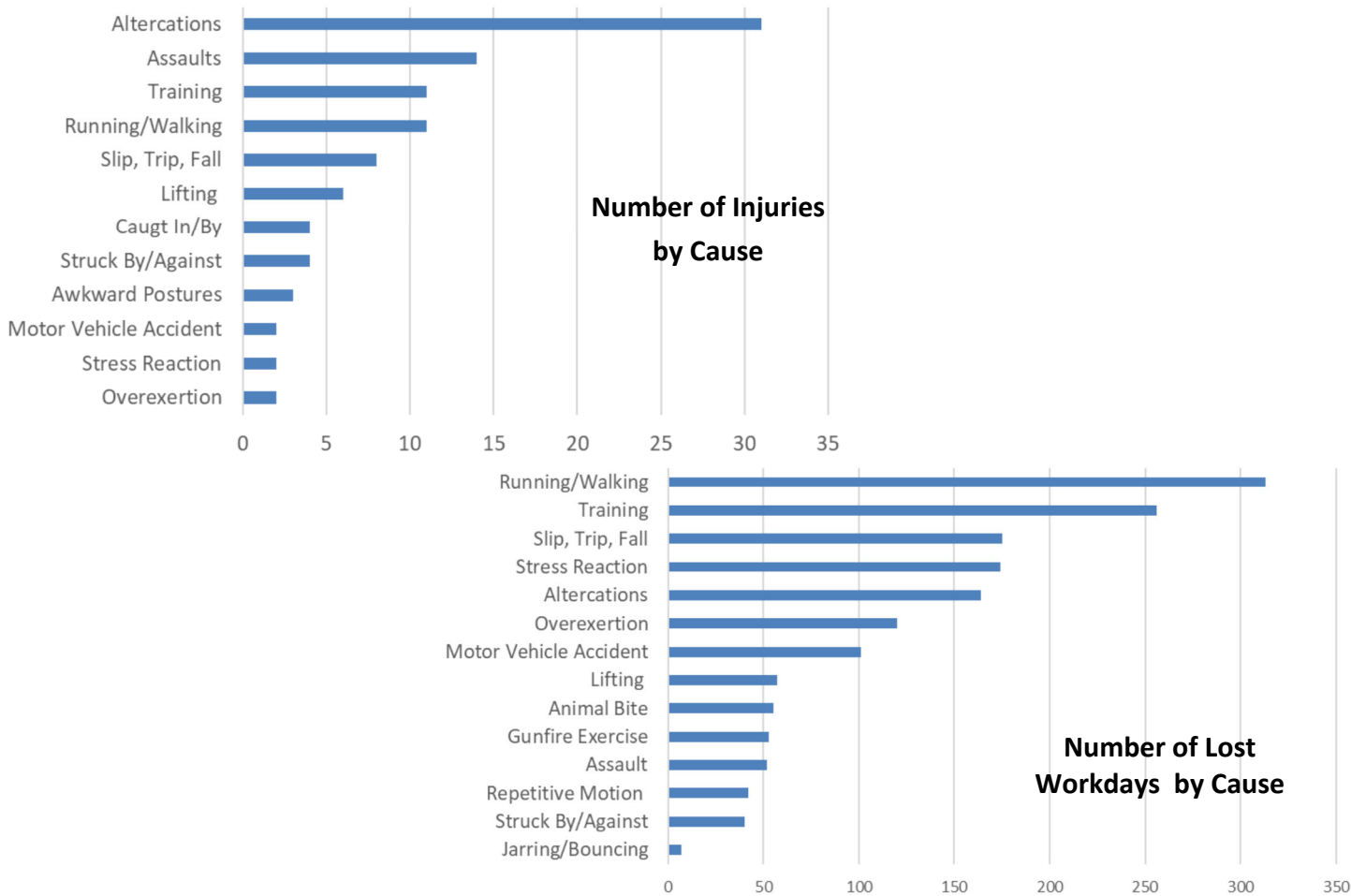
*Lost Workdays Filed Within Year (Capped at 180 days)

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. Total number of claims increased over prior 4 years but lost workdays (LWD) decreased 23% from last year, and is lower than most prior years
2. LWD from altercations/assaults decreased from 609 in 2017 to 216 days
3. Among near misses by cause, the top categories are unchanged from 2017

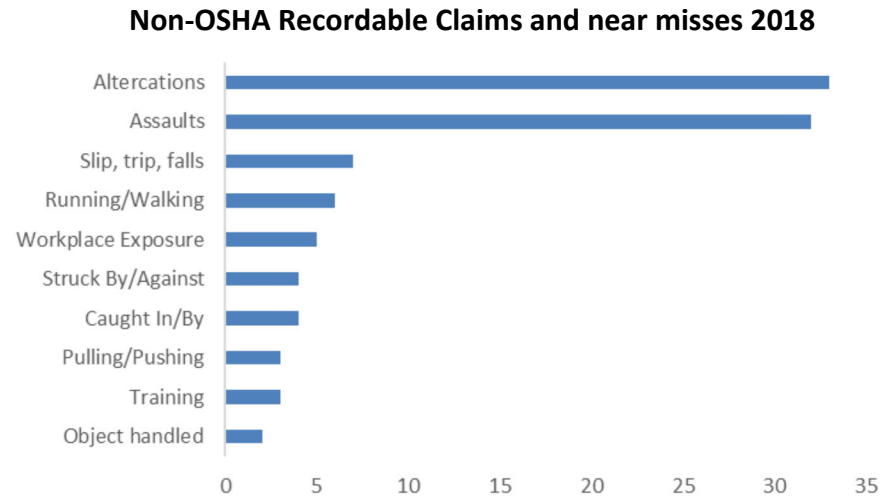
Your Contact
Sherry Baron



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	50 46%	431 30%	<ul style="list-style-type: none">• Altercations (14)• Assaults (9)• Training (6)• Running/Walking (45)	<ul style="list-style-type: none">• Training (150)• Stress Reaction (141)• Gunfire - accidental (53)• Running/Walking (45)
RJC	29 27%	762 47%	<ul style="list-style-type: none">• Slip, trip, fall (6)• Running/Walking (5)• Training (4)	<ul style="list-style-type: none">• Running/Walking (268)• Slip, trip fall (175)• Overexertion (109)
YSC	28 26%	405 25%	<ul style="list-style-type: none">• Altercations (15)• Assaults (4)• Lifting (2)	<ul style="list-style-type: none">• Altercations (143)• Motor Vehicle Accident (101)• Lifting (57)
Community Corrections	2 2%	11 > 1%	<ul style="list-style-type: none">• Overexertion (1)• Struck by/Against (1)	<ul style="list-style-type: none">• Overexertion (11)
Administration	0	0	NA	NA

Recommendations

- Running/Walking incidents caused more injuries and more lost workdays than prior years. It would be prudent to understand the reasons for these incidents.
- Continue the emphasis of reducing the number and severity of injuries from training exercises, altercations, assaults and lifting
- Evaluate data from Corrections Emergency Response Team (CERT) to understand use and outcomes from team interventions
- Gather more information about specific incidences when accident or injury occurs to reduce conditions that may result in further injury or accident.



Incidents and claims that are not recordable include injuries where no treatment is needed beyond first aid. They can be instructive in identifying possible causes of injuries that could become costly claims or result in serious injury. In 2018 there were 108 of these.

Department of Community and Human Services

	2014	2015	2016	2017	2018
Injury Claims	3	11	9	9	5
Injury Rate	1.2	4.4	3.3	2.9	1.6
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	66	74	16	5
Total Lost Workdays**	374	426	465	406	219
Lost Workday Rate	0	26.5	26.8	5.2	1.6
King County Lost Workday Rate	179.2	163.9	159	156.7	144.2

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



Successes:

- 1. 68% reduction in lost workdays
- 2. 46% reduction in total lost workdays
- 3. 44% reduction in injuries

Your Contact
Chris Jacomme

County Council Administration

	2014	2015	2016	2017	2018
Injury Claims	2	1	2	0	1
Injury Rate	1.75	0.9	1.7	0	0.9
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	0	14	0	0
Total Lost Workdays**	0	0	14	0	0
Lost Workday Rate	0	0	11.91	0	0
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Successes:

- 1. Only one recordable injury claim (resulting from a fall)
- 2. No lost workdays

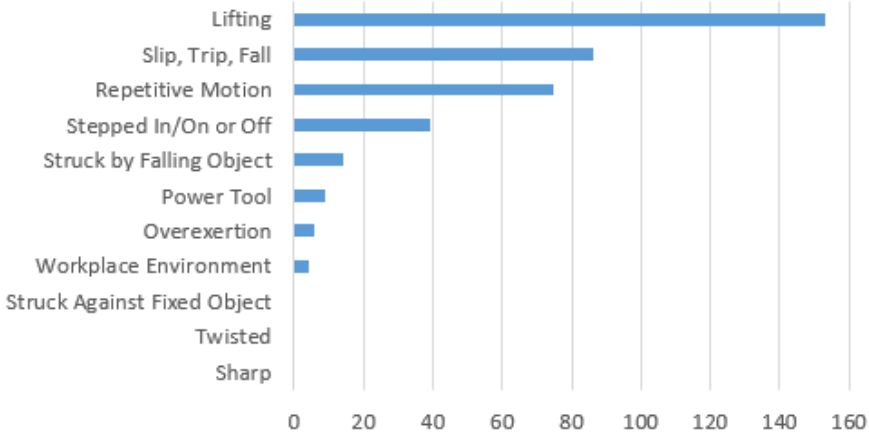
Supported employee Brooke files mail for King County Council. Brooke has been with King County for 20 years.

Department of Executive Services (DES) - Facilities Management Division

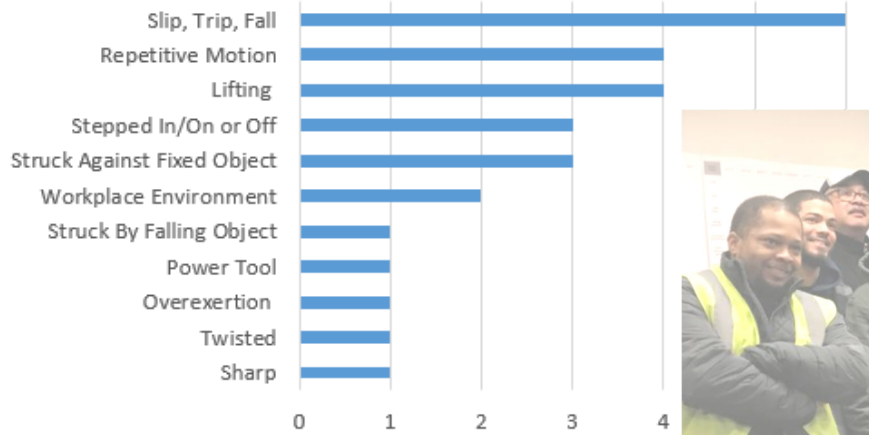
	2014	2015	2016	2017	2018
Injury Claims	28	33	30	33	28
Injury Rate	9.1	11.9	11.1	11.7	9.8
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	504	745	139	270	426
Total Lost Workdays**	3329	4452	2867	2477	1921
Lost Workday Rate	164.5	268.8	51.4	95.7	149.6
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

FMD - Number of Lost Workdays by Cause, 2018



FMD - Number of Injuries by Cause, 2018



Executive Dow Constantine with FMD employees



Your Contact
Chris Jacomme

Summary:

- 1. 16% reduction in number of injuries
- 2. 57% Increase in lost workdays
- 3. 2 lifting-related injuries resulted in 150 lost workdays
- 4. 3 repetitive motion-related claims resulted in 75 lost workdays
- 5. FMD and Safety & Claims team have identified opportunities for targeted interventions in 2019

DES - Finance and Business Operations Division

	2014	2015	2016	2017	2018
Injury Claims	2	3	0	1	2
Injury Rate	1.2	1.9	0	0.6	1.2
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
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	179.2	163.9	159.0	156.7	144.2

*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 paid time lost in five years

Your Contact
Dan Nwaelele

DES - Human Resources Division

	2014	2015	2016	2017	2018
Injury Claims	1	1	0	1	0
Injury Rate	0	0	0	1.4	0
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
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	179.2	163.9	159	156.6	144.2

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

HRD and King County Council staff
commemorating Disability
Awareness Month (October)

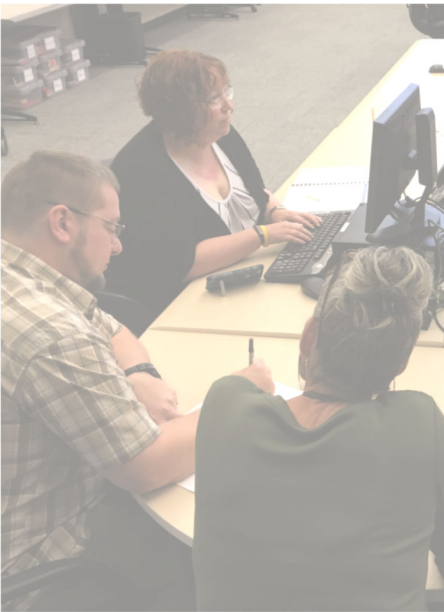
Your Contact
Rob Stafford



Successes:

- Only 2 lost workday injuries in Last 10 Years
- Only 9 total Lost Workdays last 10 Years

DES - Office of Emergency Management



	2014	2015	2016	2017	2018
Injury Claims	0	0	0	0	0
Injury Rate	0	0	0	0	0
King County Injury Rate	9.1	8.41	7.73	7.92	7.2
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	179.2	163.9	158.96	156.64	144.2

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

Successes:

- 1. No lost workdays in last 10 Years
- 2. No recordable injuries in last 10 Years

Your Contact
Rob Stafford

DES - Regional Animal Services (RAS)

Summary

	2014	2015	2016	2017	2018
Injury Claims	18	13	7	7	4
Injury Rate	55.1	17.3	20.6	20.8	12.5
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	159	34	2	79	0
Total Lost Workdays**	152	422	373	228	442
Lost Workday Rate	487	45.3	5.9	234.8	0
King County Lost Workday Rate	179.2	163.9	159	156.7	144.2

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

Successes:

- 1. No lost workdays as a result of claims filed in 2018
- 2. 43% reduction in recordable injuries

Your Contact
Rob Stafford

Regional Animal Services has done a great job of reducing the number of injuries and lost workdays in the last few years. In fact, there were only 4 recordable injuries in 2018, which is the lowest number of injuries for the RALS Animal Services Division in its history.

The total number of lost workdays was elevated almost exclusively as a result of a single reopened case from 2013.



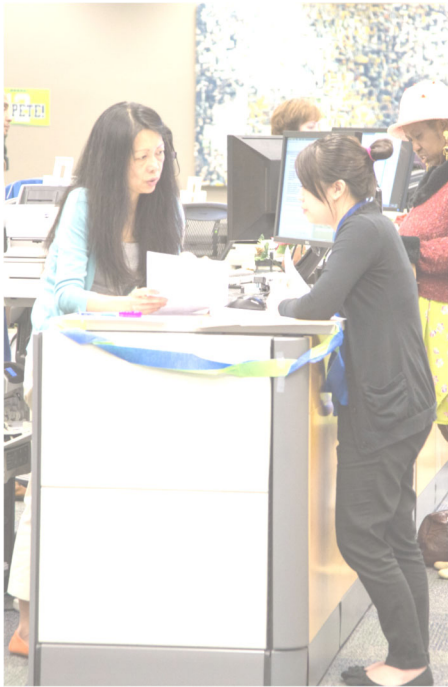
DES - Records and Licensing Division (RALS), excluding Animal Control

	2014	2015	2016	2017	2018
Injury Claims	5	13	2	1	3
Injury Rate	6.2	1.3	2.6	1.3	3.6
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	50	1	0	0	7
Total Lost Workdays**	70	1	0	0	7
Lost Workday Rate	87.5	1.33	0	0	6.11
King County Lost Workday Rate	179.2	163.9	159	156.7	144.2

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

Successes:

- 1. Only 1 incident resulted in all lost workdays filed in 2018
- 2. No lost workdays from claims prior to 2018



Your Contact

Rob Stafford



Jennifer Hills, Director of Risk Management, was named 2018’s Public Risk Manager of the Year by PRIMA.

Your Contact
Chris Jacomme

DES - Risk Management Division

	2014	2015	2016	2017	2018
Injury Claims	1	0	0	0	0
Injury Rate	5.48	0	0	0	0
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
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	179.2	163.9	159.0	156.7	144.2

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

Successes:

- 1. No recorded injuries or lost workdays, again.
- 2. Risk Management employees have similar exposures to slips, trips, and falls, repetitive motion, etc. as other office-based administrative agencies and clearly manage risks well.

District Court

Summary

	2014	2015	2016	2017	2018
Injury Claims	2	8	3	3	0
Injury Rate	.9	3.7	1.4	1.4	0
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	1	0	24	0
Total Lost Workdays**	5	240	366	38	0
Lost Workday Rate	0	0	0	11	0
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Success:

- 1. No claims in 2018!
- 2. No lost workdays in 2018

Your Contact
Dan Nwaelele



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

Summary

Although the number of recordable injuries decreased in 2018, the severity of the injuries resulted in a 200% increase in Lost workdays from the year prior.

Total lost workdays also increased due to a single reoccurring claim from 2014 that accounted for 325 lost workdays in 2018.



	2014	2015	2016	2017	2018
Injury Claims	40	26	25	32	26
Injury Rate	17.5	10.5	10.4	12.3	9.4
King County Injury Rate	9.1	8.4	7.73	7.9	7.2
Lost Workdays*	206	19	159	147	445
Total Lost Workdays**	803	679	160	614	907
Lost Workday Rate	90.02	7.9	66.4	56.4	160
King County Lost Workday Rate	179.2	163.9	159	156.7	144.2

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

Trends:

- 1. Over 52% of lost workdays in 2018 were a result of back injuries
- 2. 40% of lost workdays in 2018 were caused by slips, trips, and falls

Your Contact
Rob Stafford

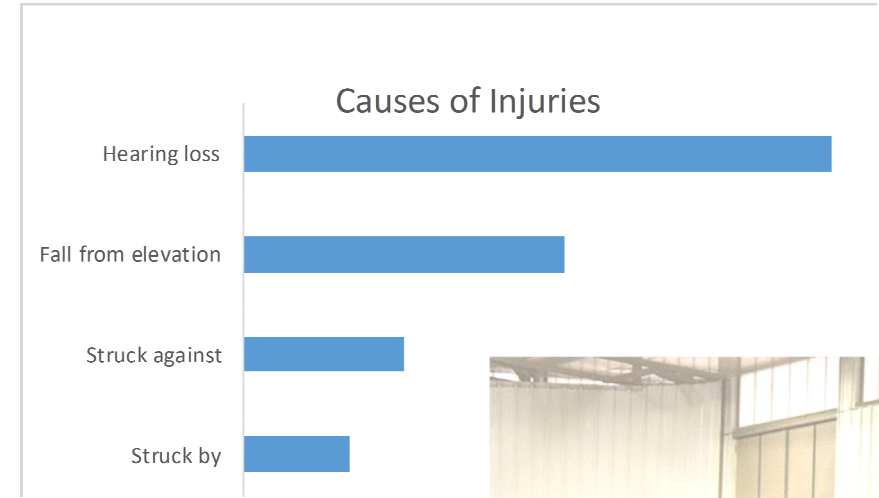
DNRP - Solid Waste Division

	2014	2015	2016	2017	2018
Injury Claims	53	45	46	35	31
Injury Rate	14.8	12.7	12.7	9.6	8.4
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	551	703	901	453	701
Total Lost Workdays**	1087	876	1615	1473	2133
Lost Workday Rate	153.9	198.8	249.0	114.6	189.7
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Trends:

1. 35% of reported incidents were hearing loss cases
2. Over 54.% increase in lost workdays
3. Over 32% of lost workdays resulted from falls from elevation



Your Contact
Dan Nwaelele



Recommendations

More than 85% of the lost workday incidents had zero light duty assignments in 2018. King County’s Transitional Duty Assignment (light duty) program aims to minimize severity of claims and reduce long-term disability costs.

Solid Waste Division should utilize this tool to more effectively manage its injured employees.

DNRP - Water and Land Resources Division

	2014	2015	2016	2017	2018
Injury Claims	6	9	7	8	5
Injury Rate	2.0	3.1	2.3	2.6	1.6
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	1	16	105	0
Total Lost Workdays**	0	1	17	105	14
Lost Workday Rate	0	.3	5.4	34.3	0
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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



Your Contact
Dan Nwaelele

Success Story

- Water Land Resources Division, WLRD, invests aggressively and proactively in office ergonomics. The investment continues to pay off in tremendous ways—no repetitive stress injuries in the last five years.
- An exceptional use of the Transitional Duty Assignment (return-to-work) program led WLRD to a zero lost workday and just five recordable incidents in 2018, the lowest in more than five years. WLRD is a 393 employee organization that works not just in offices but also in construction and other field related works.

Summary

The Water and Land Resources Division (WLRD) had a phenomenal 2018. It had only five recordable injuries and zero lost workdays, their best year in five years. The five injured employees were assigned 214 light duty workdays, an exceptional use of the Transitional Duty Assignment.

None of the injuries were due to office ergonomics because of WLRD’s aggressive and proactive approach to managing office ergonomic issues.

Safety and Claims looks forward to continuing to work with WLRD as it continues to manage its employee safety and health concerns.

DNRP - Wastewater Treatment Division

	2014	2015	2016	2017	2018
Injury Claims	53	43	38	41	26
Injury Rate	8.7	7.2	6.1	6.2	3.9
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	284	618	438	641	476
Total Lost Workdays**	887	1122	1184	1075	639
Lost Workday Rate	46.8	103.6	84.3	96.8	72.2
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

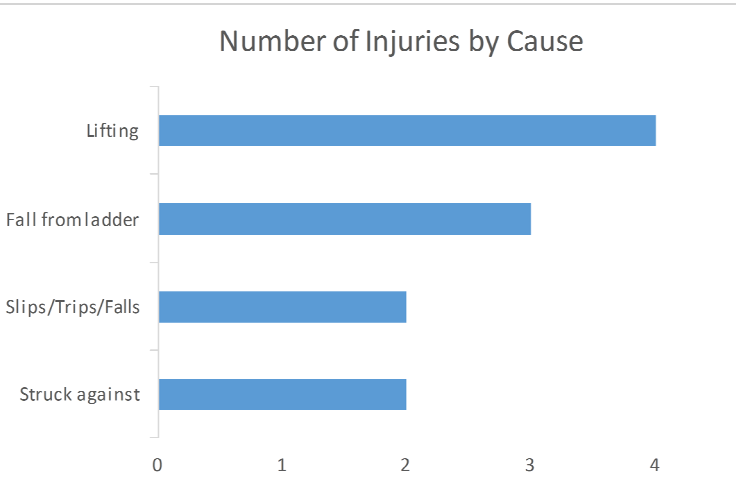
*Lost Workdays Filed Within Year (Capped at 180 days)
**Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. 37% reduction in recordable incidents

2. 25.7% reduction in lost workdays

3. 41 reduction in total lost workdays paid in 2018



Summary

Wastewater had 26 recordable incidents in 2018 compared to 41 in 2017, down 37%. The lost workdays were down 26% from the 2017 level. Nearly one-third (154 days) of the lost workdays were from one incident—a fall from ladder. Four lifting incidents resulted in another 201 lost work days.

There was one repetitive office ergonomics injury, which resulted in 55 lost workdays with zero light duty days.

A renewed emphasis on ladder and lifting safety could reduce the number of total lost workdays for Wastewater Treatment Division.

King County has a strong office ergonomics program. Early intervention is key to better outcome.

Your Contact
Dan Nwaelele



Department of Transportation (DOT) - Airport

	2014	2015	2016	2017	2018
Injury Claims	5	2	7	3	4
Injury Rate	11.5	5	16.5	3.8	9.2
King County Injury Rate	9.1	8.41	7.73	7.92	7.2
Lost Workdays*	91	132	156	130	72
Total Lost Workdays**	91	132	416	350	72
Lost Workday Rate	208.4	328.6	367.4	295.1	165
King County Lost Workday Rate	179.2	163.9	159	156.6	144.2

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

Trends:

1. 40% Reduction in lost workdays Filed in 2018

2. No Additional lost workdays Filed from Previous Years

Your Contact
Rob Stafford



Successes

The King County Airport has reduced the lost workday rate substantially in 2018. In addition, there were no lost workdays in 2018 that were a result of injuries from prior years. This means that the Airport is actively working to bring their injured workers back to work.

DOT - Fleet Division

	2014	2015	2016	2017	2018
Injury Claims	13	9	9	7	5
Injury Rate	20.5	15	15.1	11.7	8.3
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	144	184	113	5	10
Total Lost Workdays**	552	695	472	474	369
Lost Workday Rate	227.6	307.5	189.3	8.3	16.6
King County Lost Workday Rate	179.2	163.9	158.96	156.70	144.2

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

Trends:

1. 1 claim filed in 2011 accounted for 325 total lost workdays in 2018

2. 22% reduction in total lost workdays

Summary

Fleet is continuing its success of reducing injuries and total lost workdays. Although there was a small increase in lost workdays filed from 2017, there was a significant decline in the total lost workdays in 2018.

The vast majority of the 2018 total lost workdays were the result of a single claim filed in 2011. When this reoccurring claim is closed the total lost workdays will substantially decrease and begin to accurately reflect the impressive commitment Fleet is taking to reduce injuries and lost days.

Your Contact
Rob Stafford

DOT - Marine Division

	2014	2015	2016	2017	2018
Injury Claims	0	1	4	6	5
Injury Rate	0	4.3	2.3	25.8	20.4
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	0	16	276	49
Total Lost Workdays**	339	56	16	284	215
Lost Workday Rate	0	0	5.4	1187.5	200.1
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Trends:

- 1. 82% reduction in lost workdays
- 2. Highest incident rate in the County: 20.4
- 3. 5th highest Lost Workday Rate: 200.1



Summary

Three Marine Division employees had five recordable incidents. Four of the incidents were by two employees (2 each) and one of them was responsible for all 49 lost workdays.

The incidents were described as “tripped over spring line...; stepped from boat...; stepping into an open hatch..., throwing heavy lines..., and bending over and injured ...” These descriptions point to conditions and actions rooted in inadequate situational awareness. Employees must be cognizant of everything that is happening around them and integrate that sense of awareness into what they are doing at the moment.

Safety and Claims recommends tactical use of the Transitional Duty Assignment (return-to-work) program to bring employees back to work and minimize severity of claims.

Your Contact
Chris Jacomme

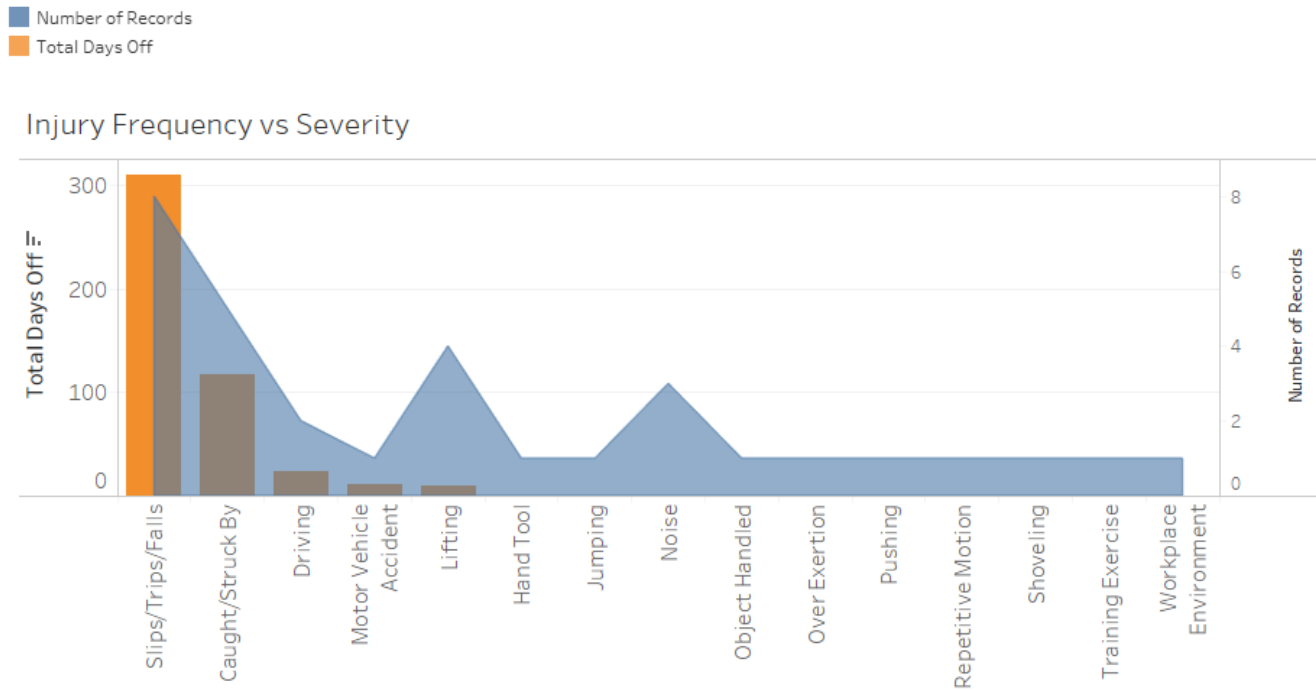
DOT - Road Services Division

	2014	2015	2016	2017	2018
Injury Claims	46	35	44	25	32
Injury Rate	14.2	11.9	14.5	7.6	9.5
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	488	627	1132	419	472
Total Lost Workdays**	2511	1723	2244	2012	1996
Lost Workday Rate	151.0	213.8	374	117.8	136.5
King County Lost Workday Rate	179.2	163.9	157	156.7	144.2

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

Trends:

- 1. 4 claims accounted for 80% of lost workdays
- 2. 6 slip/trip/fall claims accounted for 62% of lost workdays



Summary

In 2018, the worst injuries in terms of severity and frequency at Roads were slips/trips/falls along with caught/struck by injuries. These injuries are the most common industrywide and are addressed by focusing on safe work practices and general awareness.

Despite a 28 percent increase in number of injuries, there was only a slight increase in lost work days. Moreover, there was even a decrease in total lost workdays from 2017. This is a testament to Road’s light duty program and their efforts to bring workers back following an injury.

Your Contact
Rob Stafford

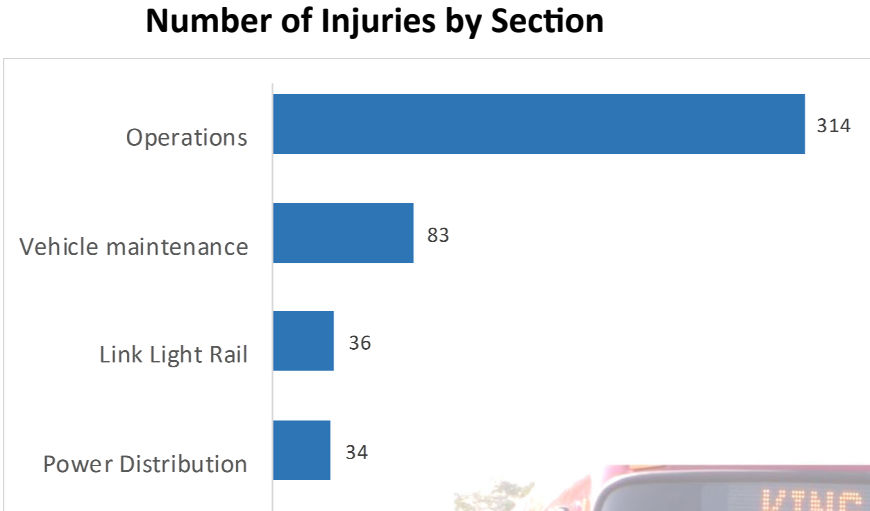
DOT - Transit Overall (excluding Rail & Marine)

	2014	2015	2016	2017	2018
Injury Claims	534	438	449	508	434
Injury Rate	20.1	12.0	11.6	11.7	9.4
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	16343	12905	11728	13734	12973
Total Lost Workdays**	35900	36167	38490	36381	33808
Lost Workday Rate	440.0	353.9	303.7	315.7	282.5
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

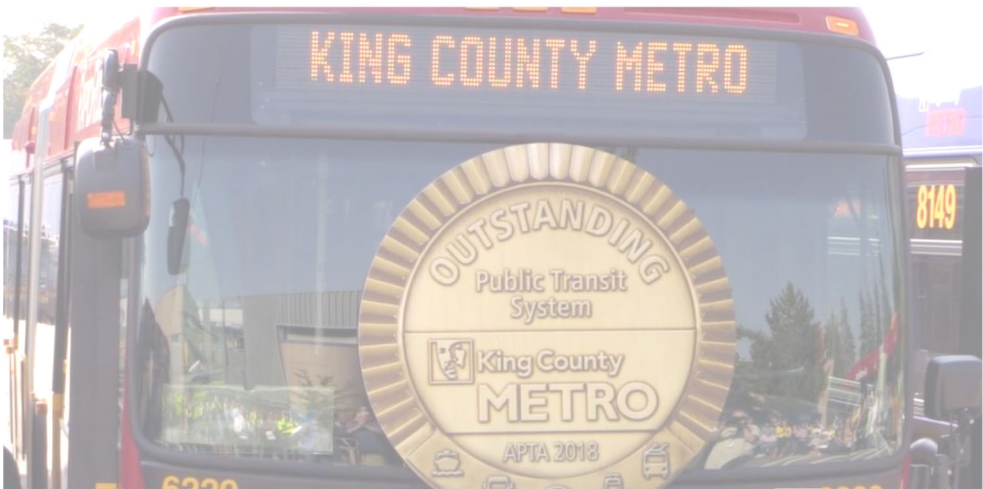
*Lost Workdays Filed Within Year (Capped at 180 days)
**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

- 1. 9% decrease in recordable injuries
- 2. 20% decrease in injury rate
- 3. 11% decrease in lost workday rate



Your Contact
Dan Nwaelele



Summary

In 2018, the Transit Division had a 5% increase in its employee population and yet a 9% decrease in its recordable incidents compared to 2017. Transit’s injury rate also dropped 20% as did its lost workdays (6%) and lost workday rate (11%) year–over-year.

Of the injuries that occurred, there were no dominant causes: Slips/trips/falls (58), driving (48), motor vehicle accidents (43), repetitive motions (41), lifting (26), push-pull (28), assaults/altercations (25), struck by or against (18), and twisting(10) with other miscellaneous causes such as hearing loss in single digits.

Overall, a very good year for the County’s largest Division.

Safety and Claims would recommend an early engagement of an ergonomist and a more aggressive use of the return-to-work tools as a strategy to further minimize the severity of some of the claims.

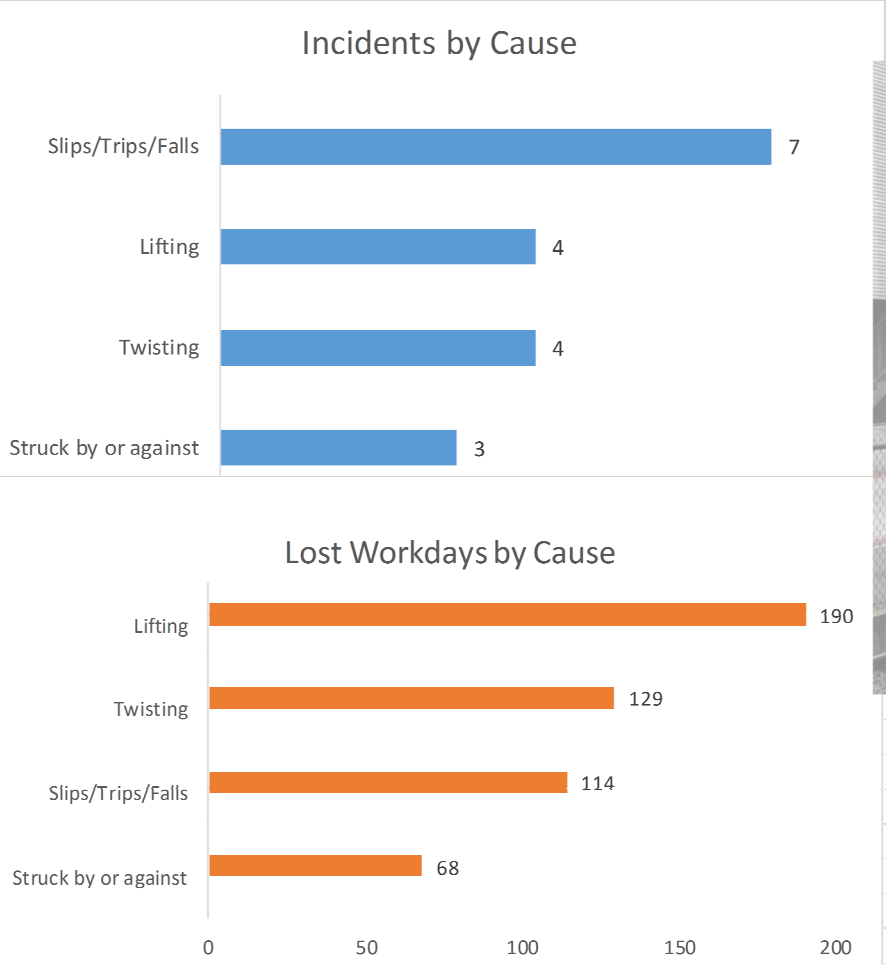
DOT - Transit Division: Light Rail

	2014	2015	2016	2017	2018
Injury Claims	21	28	28	27	36
Injury Rate	9.5	10.5	9	8.0	10.1
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	200	571	632	417	979
Total Lost Workdays**	370	732	1337	800	1715
Lost Workday Rate	90.7	214.8	203.3	123.4	275.2
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Trends:

- 1. 33% increase in recordable injuries
- 2. 135% and 114% increases in lost workdays and total lost workdays, respectively
- 3. Highest lost workday rate in five years



Summary

2018 was not a great year for Light Rail. This year saw the highest Lost Workday rate in five years

While there is no way to prevent all causal factors, most of Light Rail’s injury reports point to a need for employee *situational awareness*— cognizant of everything that is happening at the same time and integrating that sense of awareness into what they are doing at the moment.

Safety and Claims also recommends early interventions involving an ergonomist and an aggressive use of the Transitional Duty Assignment tools, to bring injured employees back to work and minimize severity of claims.



Your Contact
Dan Nwaelele

Traditionally, Bus Operations, Vehicle Maintenance and Power & Facilities were reported together.

DOT - Transit Division: Bus Operations

	2018
Injury Claims	312
Injury Rate	10.8
King County Injury Rate	7.2
Lost Workdays*	8536
Total Lost Workdays**	27731
Lost Workday Rate	296.3
King County Lost Workday Rate	144.2

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

**Includes Lost Workdays from Claims Filed in Previous Years

Summary

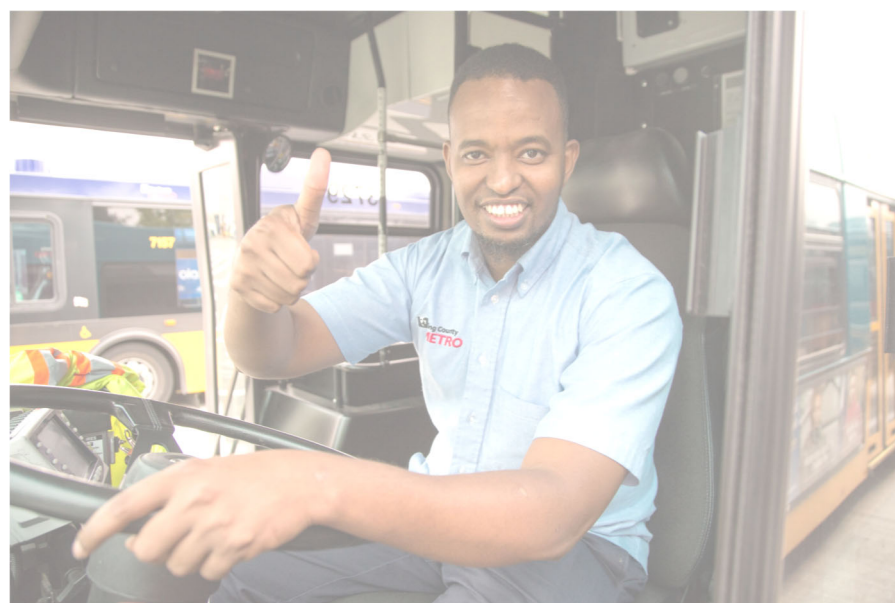
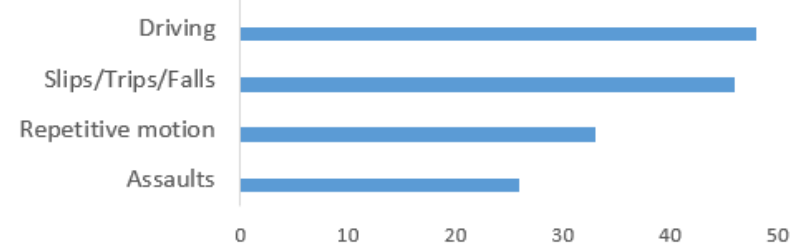
In 2018, there were:

- 109 ergonomics related claims
- 46 slips, trips, and falls
- 20 Assaults

While there is no way to prevent all conditions that make it possible for slips, trips, and falls, being aware and responsive to conditions on the ground would minimize these types of incidents.

We recommend an early engagement of an ergonomist and a more aggressive use of Disability Services group work tools as a strategy to minimize the severity of operator claims.

Number of Injuries by Cause



Your Contact

Dan Nwaelele

We're looking ahead to the 2019 annual report, and separated data this year to provide a baseline for 2019.

DOT - Transit Division: Vehicle Maintenance

	2018
Injury Claims	81
Injury Rate	12.4
King County Injury Rate	7.2
Lost Workdays*	1629
Total Lost Workdays**	3572
Lost Workday Rate	248.7
King County Lost Workday Rate	144.2

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

**Includes Lost Workdays from Claims Filed in Previous Years



Your Contact

Dan Nwaelele

DOT - Transit Division: Power & Facilities

Summary

For this 302 employee workforce:

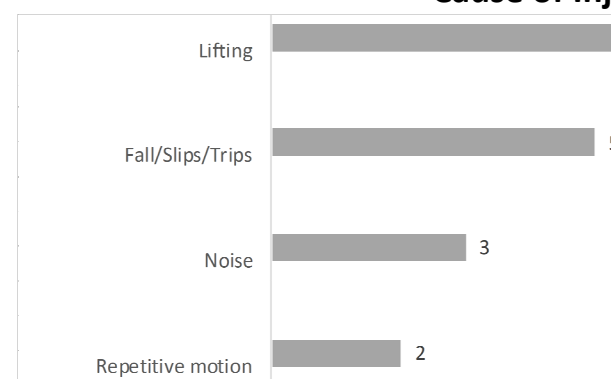
- 701 lost workday rate—worst in King County.
- 10 lifting claims with 865 lost workdays and just 49 light duty days.
- 5 slips/trips/fall incidents with 782 lost workdays and only 72 light duty days.

	2018
Injury Claims	34
Injury Rate	13.1
King County Injury Rate	7.2
Lost Workdays*	1827
Total Lost Workdays**	2499
Lost Workday Rate	701.5
King County Lost Workday Rate	144.2

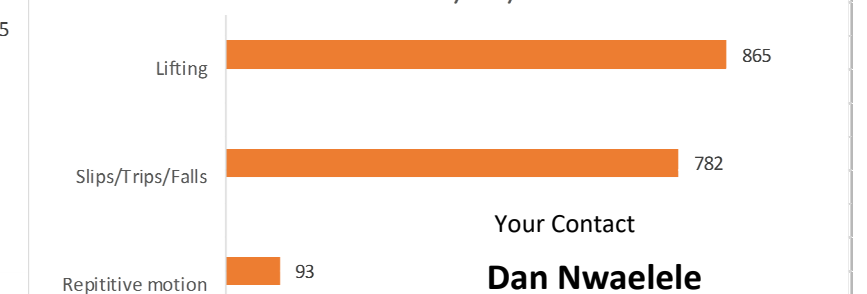
*Lost Workdays Filed Within Year (Capped at 180 days)

**Includes Lost Workdays from Claims Filed in Previous Years

Cause of Injuries



Lost Workdays by Cause



Your Contact

Dan Nwaelele

Department of Elections

	2014	2015	2016	2017	2018
Injury Claims	3	3	3	5	2
Injury Rate	3.4	4	2.6	7.3	2.5
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	54	42	58	0
Total Lost Workdays**	0	54	344	401	770
Lost Workday Rate	0	72.0	34.5	84.4	0
King County Lost Workday Rate	179.3	163.9	159.0	156.7	144.2

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

Trends:

- 1. No lost workdays filed in 2018
- 2. 3 injuries filed in previous years resulted in all lost workdays in 2018

King County Executive

	2014	2015	2016	2017	2018
Injury Claims	0	0	1	1	0
Injury Rate	0	0	1.1	1.0	0
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
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	179.2	163.9	159.0	156.7	144.2

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

Trends:

- 1. No recordable injuries or lost workdays

Summary

The number of injuries in King County Elections were down substantially in 2018 from the year prior. Moreover, there were no injuries that occurred in 2018 that resulted in lost workdays.



Your Contact
Rob Stafford

Department of Information Technology

	2014	2015	2016	2017	2018
Injury Claims	1	2	4	2	6
Injury Rate	.2	.5	1.1	.5	1.5
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	42	31	0	0
Total Lost Workdays**	21	42	59	9	18
Lost Workday Rate	0	11.2	8.5	0	0
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Trends:

- 1. No lost workdays
- 2. Exceptional use of Transitional Duty Assignment

Your Contact
Chris Jacomme

Summary

KCIT has 527 employees. There were six recordable incidents in 2018, up four from 2017. However, no injured employee lost time. This was an exceptional use of the Transitional Duty Assignment (return-to-work) program.

Safety and Claims commends KCIT and looks forward in 2019 to working with the Department to address employee safety and concerns.

Your Contact
Dan Nwaelele

Department of Judicial Administration

	2014	2015	2016	2017	2018
Injury Claims	3	6	5	5	3
Injury Rate	1.7	3.6	2.9	2.9	1.7
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	0	56	0	0
Total Lost Workdays**	137	0	56	209	0
Lost Workday Rate	19.2	0	32.2	0	0
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Trends:

- 1. Two injury claims categorized as due to slip, trip, or fall
- 2. One repetitive motion related claim

Department of Permitting and Environmental Review

	2014	2015	2016	2017	2018
Injury Claims	5	5	1	1	1
Injury Rate	6.1	3.7	1.4	1.4	1.3
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	3	59	0	51	0
Total Lost Workdays**	3	59	0	65	364
Lost Workday Rate	3.67	78.9	0	69.4	0
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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



Your Contact
Dan Nwaelele

- Trends:
- One injury claim
 - Zero lost workdays

Department of Public Defense

	2015	2016	2017	2018
Injury Claims	4	5	6	2
Injury Rate	1.1	1.5	1.7	0.6
King County Injury Rate	8.4	7.7	7.9	7.2
Lost Workdays*	0	10	3	0
Total Lost Workdays**	0	10	3	0
Lost Workday Rate	0	2.9	0.9	0
King County Lost Workday Rate	163.9	159.0	156.7	144.2

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



Your Contact
Dan Nwaelele

- Trend:
- 70% reduction in lost workdays

Prosecuting Attorney’s Office



Comfort dogs Errol and Molly

Your Contact
Chris Jacomme

	2014	2015	2016	2017	2018
Injury Claims	2	3	5	0	2
Injury Rate	0.5	0.8	1.3	0	0.5
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	6	0	4	0	0
Total Lost Workdays**	9	0	4	0	0
Lost Workday Rate	2.1	0	1.0	0	0
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

One injury claim was attributable to a motor vehicle accident and the other to repetitive motion. Neither resulted in lost workdays.

Superior Court



Your Contact
Chris Jacomme

	2014	2015	2016	2017	2018
Injury Claims	3	3	6	4	4
Injury Rate	1.1	1.1	2.4	1.6	1.6
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	0	0	12	2	174
Total Lost Workdays**	92	0	14	4	169
Lost Workday Rate	0	0	4.8	0.8	70.3
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Two separate workplace violence incidents resulted in 174 lost workdays. Superior Court is working hard to revise, develop, and implement programs related to responding to physical threats of violence, both on and off King County property. Employees are to be provided training specific to their job tasks.

Department of Public Health

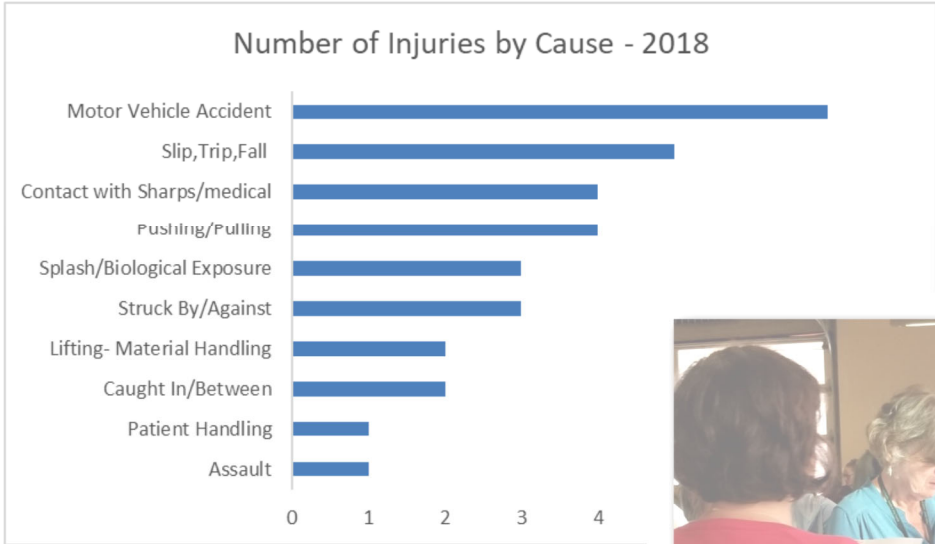
	2014	2015	2016	2017	2018
Injury Claims	58	57	51	42	39
Injury Rate	4.6	5.0	4.4	3.6	3.24
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	525	479	480	559*	142
Total Lost Workdays**	1696	1600	1458	1680	1214
Lost Workday Rate	43.3	42.1	41.7	48.3*	11.8
King County Lost Workday Rate	179.3	163.9	159.0	156.7	144.2

*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 claim skews the total higher. Excluding this, the Lost Workday total would be 379 and the rate would be 32.75.

Successes:

- 1. Number of lost workdays is the lowest in years, and a considerable decrease from prior years
- 2. Injury rate decreased
- 3. Slips, trips and falls totaled just 5 cases, a decrease over prior years



In September, downtown Seattle Public Health’s Safety Committee hosted Safety Day where employees had hands-on experience with workplace safety tools including fire extinguishers, code colors, the code cart and more.



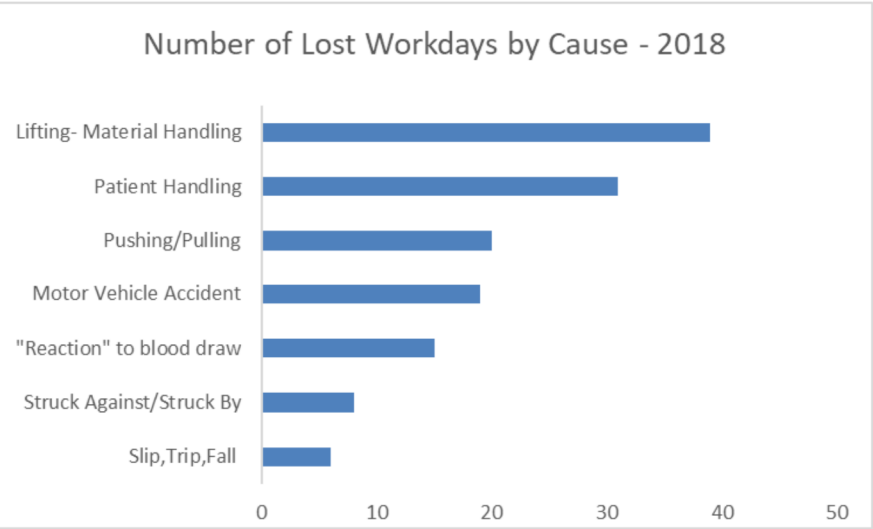
Recommendations

- Motor Vehicle Accidents were the leading cause of injury. Continue to promote defensive driving training.
- Continue supporting a Culture of Safety at DPH including regular management-level encouragement to staff about being mindful while walking, taking the stairs, etc.
- Request ergonomic evaluations at the first sign of discomfort; do not wait until a claim is filed.

Your Contact
Sherry Baron

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 36%	28 days 20%	<ul style="list-style-type: none">• Slip, trip fall (4)• MVA (3)• Struck by/Against (2)	<ul style="list-style-type: none">• Unclassified “reaction” (15)• Slip, trip, fall (6)• MVA (5)
EMS	14 36%	85 days 60%	<ul style="list-style-type: none">• MVA (4)• Lifting non-patient (2)• Splash (2)	<ul style="list-style-type: none">• Lifting non-patient (39)• PT handling (31)• MVA (14)
JHS	5 13%	20 days 14.9%	<ul style="list-style-type: none">• Pushing/pulling (2)• Contact w/ medical sharps (1)• Assault (1)	<ul style="list-style-type: none">• Pushing/Pulling (20)
EHS	2 3%	1 day < 1%	<ul style="list-style-type: none">• Slip, trip, fall (1)• Twisted (1)	<ul style="list-style-type: none">• Twisted (1)
Prevent	2 3%	0 days 0%	<ul style="list-style-type: none">• Repetitive motion (1)• Caught in/between (1)	none
Admin	2 3%	8 days 6%	<ul style="list-style-type: none">• Running (1)• Struck by/against (1)	<ul style="list-style-type: none">• Struck by/against (1)



200

Workstation ergonomic evaluations conducted in effort to reduce repetitive motion injuries

Sheriff’s Office

	2014	2015	2016	2017	2018
Injury Claims	109	109	108	130	120
Injury Rate	10.9	10.7	10.3	12.5	11.53
King County Injury Rate	9.1	8.4	7.7	7.9	7.2
Lost Workdays*	885	518	734	1117	1280
Total Lost Workdays**	3651	2185	2308	4726	3637
Lost Workday Rate	88.8	50.7	70.3	107.4	123
King County Lost Workday Rate	179.2	163.9	159.0	156.7	144.2

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

Trends:

1.

27% of lost workdays were the result of slips, trips, or falls

2.

The majority (2,357) of total lost workdays paid in 2018 were from prior years’ injuries

3.

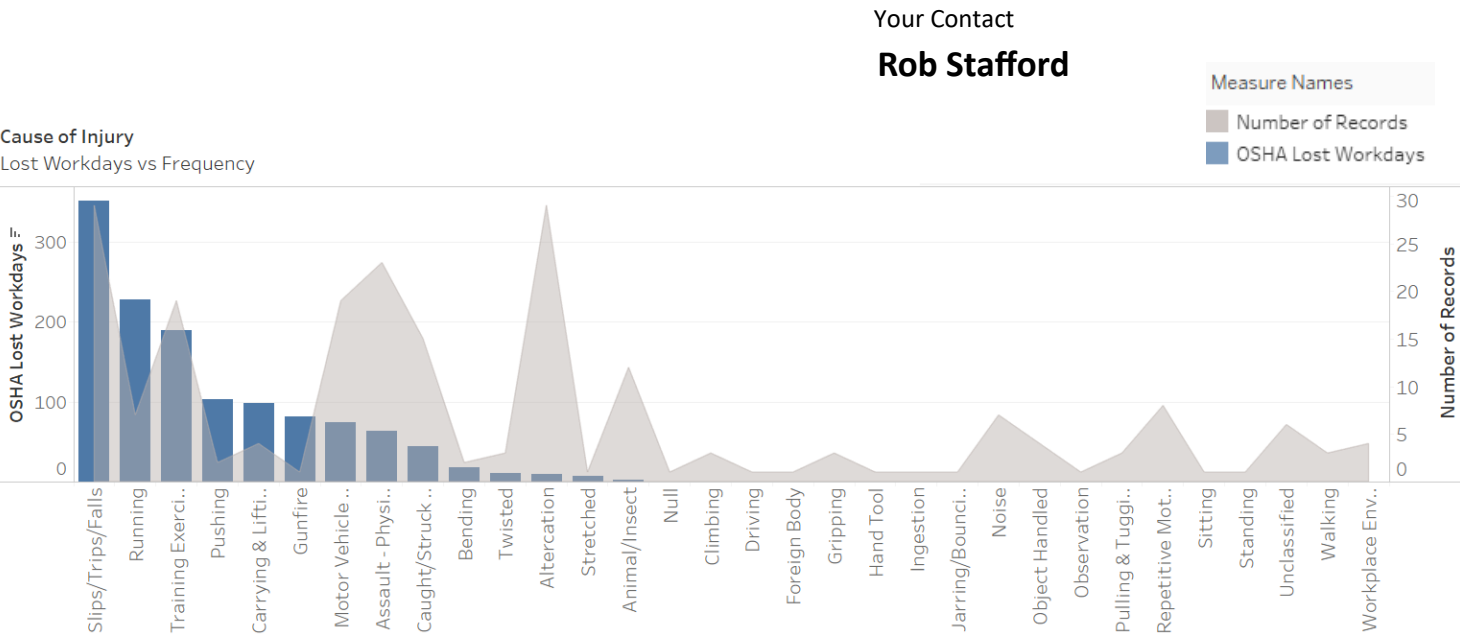
48% of injuries were caused by slips/trips/falls or altercations



Summary

In 2017 and 2018 KCSO has seen an increase in injuries as well as lost workdays. In fact, 2018 was the highest number of lost workdays in the last 8 years.

Although altercations remain one of the most frequent injuries the number of lost workdays associated with altercations has decreased substantially. Slips, trips, and falls have greatly increase in the last 5 years and also have contributed to the highest number of lost workdays.



SAFETY SERVICES

Safety Professionals

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

- ◆

Fall protection systems
- ◆

Assistance with accident investigations
- ◆

Safety program development and implementation support
- ◆

Development and evaluation of construction/contractor safety program requirements and submittals
- ◆

Hazard assessments and hazard prevention/control methodologies
- ◆

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. Services Include:

- ◆

Noise monitoring, hearing protection programs and hearing conservation program
- ◆

Air quality evaluation and ventilation design
- ◆

Chemical hazard analysis
- ◆

Respirator fit testing and training

Ergonomics

Ergonomists study, design, and evaluate workspaces with the goal of optimizing the performance and safety of the workspace and reducing worker compensation costs. Services Include:

- ◆

Consultations on workspace designs, evaluations, and equipment recommendations
- ◆

Onsite training on ergonomic principles that optimize employee performance and safety

Training

Training specialists provide required training for regulatory compliance and employee safety. In 2018 nearly 3,000 employees received training on topics including:

- ◆

Confined space entry
- ◆

Traffic control and flagging
- ◆

Defensive driving
- ◆

Standard first aid
- ◆

Personal protective equipment
- ◆

Forklift operation

Pre-Employment Assessments

Nearly 500 new employees in physically demanding or safety-sensitive positions received a pre-employment exam to be sure they were suited for the job.

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
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tim.drangsholt@kingcounty.gov

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