



King County

Safety & Claims Annual Report 2019

“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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Mary Beth Short

Director
Health & Safety Division
Department of Human Resources



2019



Foreword

Department Leadership Teams,

We are pleased to bring you this annual report of workers' comp claims, trends and costs. These measures also provide insight to worker safety and on-the-job injury prevention efforts. King County's accident rates have been on a consistent downward trend, as illustrated in the ten year accident rate chart on page six. I'd specifically like to draw attention to DAJD, Facilities Management Division within DES, Metro Transit's Marine Division and the Sheriff's Office. Each of these agencies had a lower injury rate than in years past. These agencies are working hard to promote a culture of safety and reduce injuries.

My last full year working with King County was 2019; my retirement is effective March 2020. During my 33 years with the County, I've had the pleasure of working with many talented and dedicated employees. Our work together allows King County staff to do their best work and live full lives. Mary Beth Short is the Division Director of the recently formed Employee Safety and Health Division within the Department of Human Resources. She has the ability, experience and knowledge to continue the excellent work with the employees of the Division. King County provides exceptional service to the community because of work like this, supporting our **Investing in YOU** strategy. As always, I am grateful for your partnership and commitment to health and safety.



Tim Drangsholt
Manager
Safety & Claims Section

Internal Service Rates

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

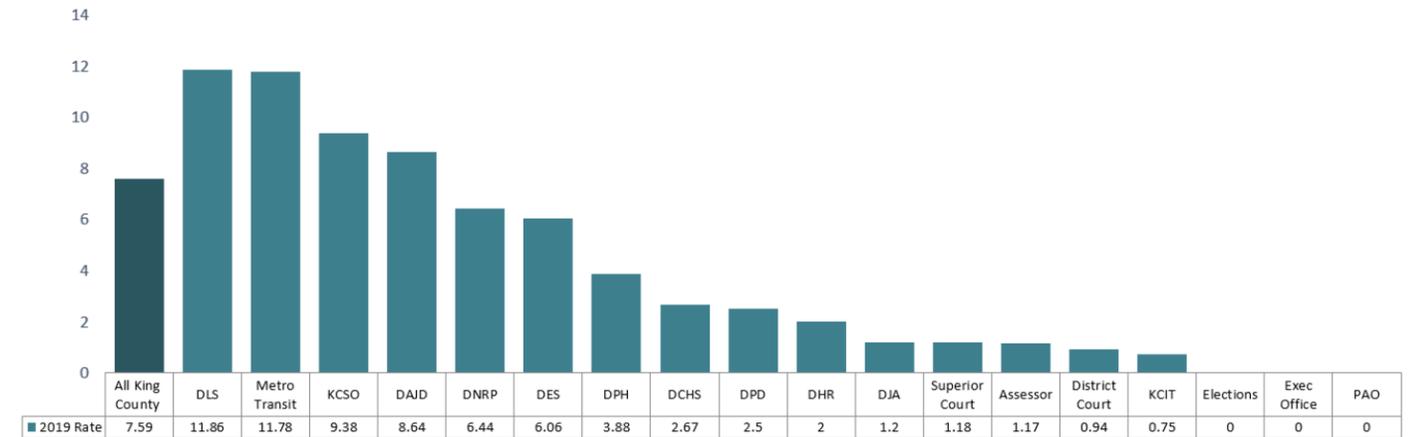
Industrial insurance rates by agency are calculated using workers' compensation claim costs over five years. The five-year period allows for a smoothing-out of claim fluctuations. Claims are capped at \$250,000 per occurrence to lessen the impact of large claims and place more emphasis on claim frequency.

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:

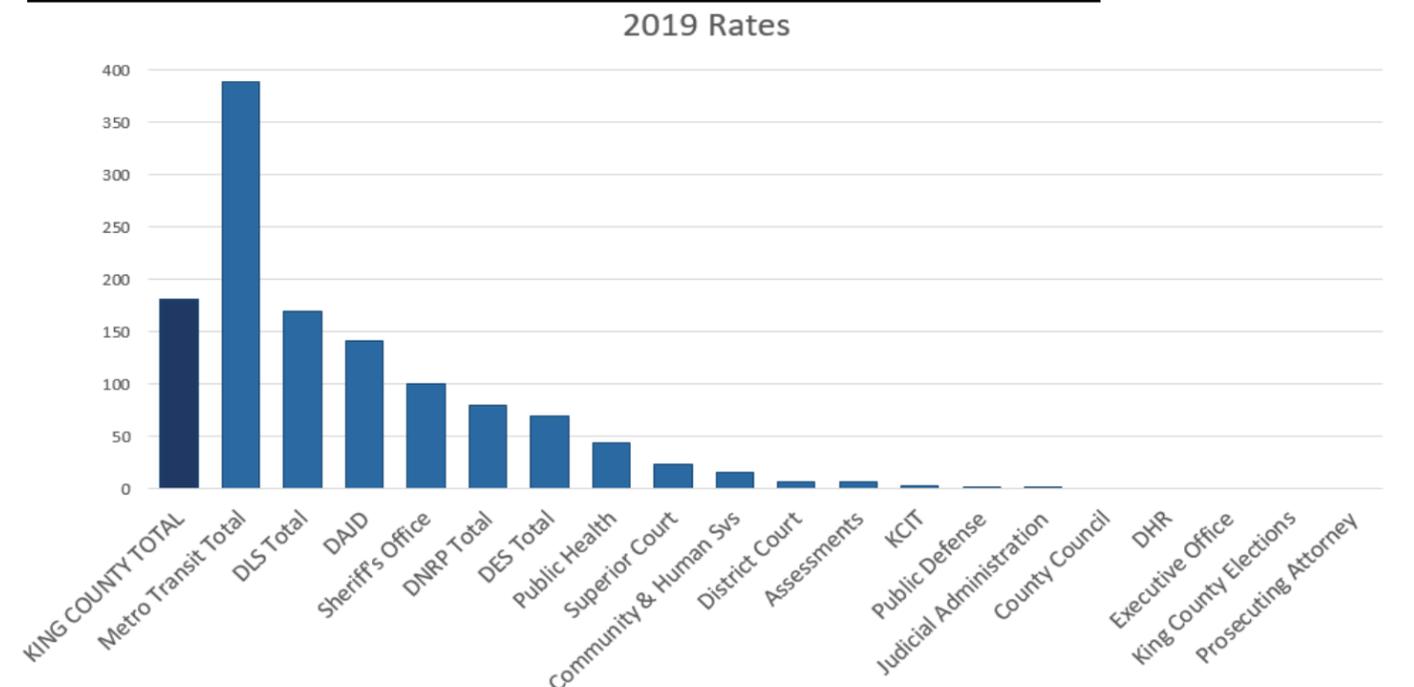
- Number of hours per FTE in the pro forma budget, and
- The agency's 5-year loss experience, and
- Future claim cost predictions

OSHA Incident Rate



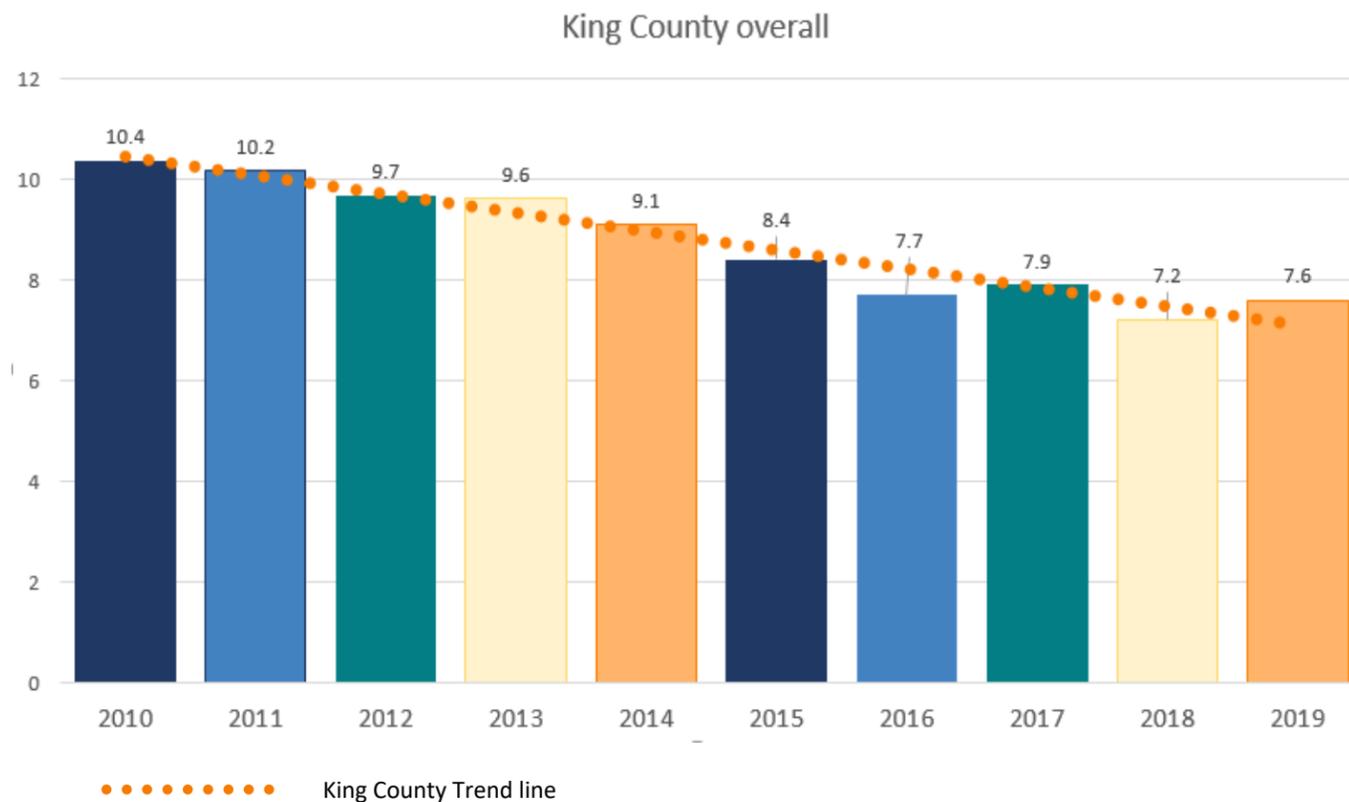
OSHA injury rates measure the number of employees per 100 full-time employees that have been involved in a recordable injury or illness. Recordable injuries are defined as requiring medical treatment beyond first aid, or causing days away from work, unconsciousness, transfer to another job or death.

OSHA Severity Rate



The OSHA severity rate measures the number of paid days off work for injured employees, 100 full-time employees. OSHA places a maximum count of 180 days off, so these numbers may be lower than what agencies actually experienced last year. This is a good measure of how severe injuries are - more severe injury correlates to more days off work. Transitional Duty (light duty) is a good way to reduce these numbers.

King County Injury Rate Historical Data



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.

King County achieved a downward trend in injury rate over the last 10 years. Though 2019's rates are higher than 2018, they are nearly 30% lower than 10 years ago. We are particularly pleased to report this decrease in injuries considering King County's growth in the job force and influx of new employees. New employees require training in safety and injury prevention processes.

Transitional Duty Assignments

“What a great team of people I had in my court,” said Todd Johnson. Todd experienced a tragic accident on the job in 2017 and lost 4 fingers and most of his thumb on his dominant hand. While Todd focused on recovery and rehab, he served in several transitional duty assignments for Roads.

King County's 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.

According to a study published in the Journal of Occupational and Environmental Medicine, returning to work improves lower back pain and functional recovery. “Workplace support, particularly efforts to offer and coordinate temporary job modifications, has been shown to facilitate an early RTW.”* Therefore, returning to work early should be encouraged, not only to reduce long-term disability but also to improve health recovery.

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**

* October 2018, Volume 60, Issue 10

2019 BY THE NUMBERS



494

Pre-Employment Physicals

**Training
Classes**



407

reaching
3,885
employees

More than
699

Do-It-Yourself
(online)
ergonomic
evaluations



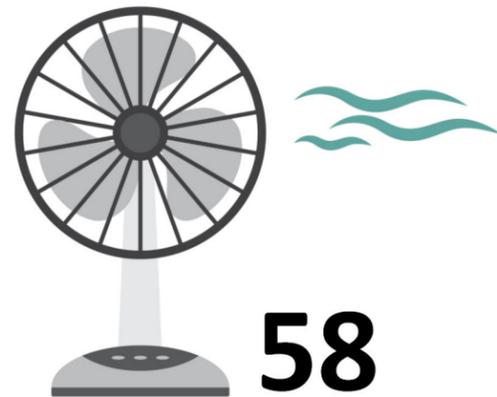
554

In-person ergonomic
evaluations conducted

Hearing
screenings
conducted
as part of
hearing
conservation
program



830



58

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



135

Transitional Duty
Assignments placed



2

Labor & Industries
investigations
resolved

Department of Adult and Juvenile Detention

	2015	2016	2017	2018	2019
Injury Claims	106	66	97	109	71
Injury Rate	13.2	8.2	11.9	13.4	8.6
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	1882	1213	2099	1609	1163
Total Lost Workdays**	4290	6493	5995	6456	6448
Lost Workday Rate	233.8	180.3	257.4	197.5	141.5
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. 35% decrease in recordable injuries, almost a 5 year low
2. 28% decrease in number of lost workdays; lowest rate for DAJD in 5 years and better than King County overall rate.
3. Decrease in number of claims and lost workdays associated with training and lifting



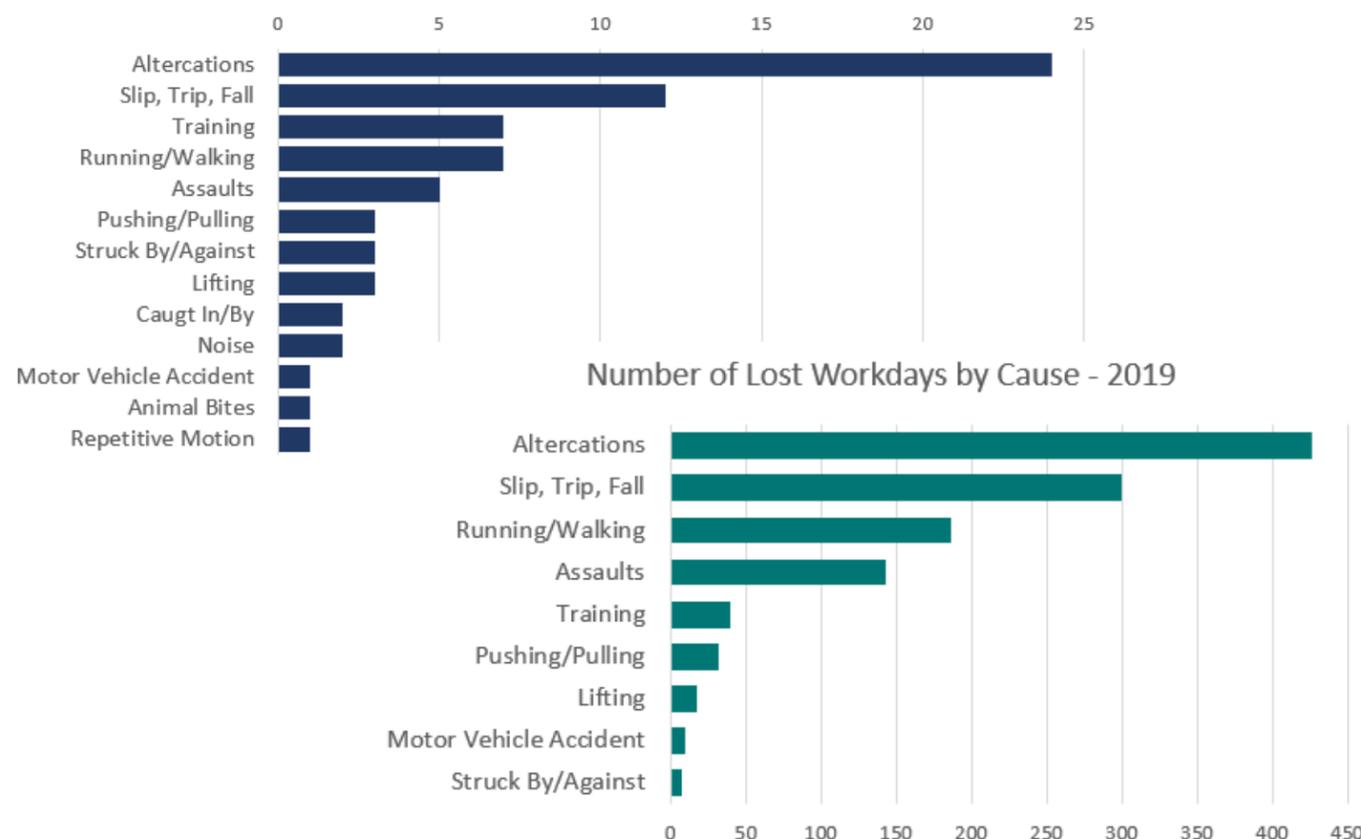
Your Contact
Sherry Baron

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	35 49%	483 42%	<ul style="list-style-type: none"> • Altercations (13) • Assaults (5) • Training (5) • Slip, trip, fall (3) 	<ul style="list-style-type: none"> • Altercations (164) • Assault (143) • Slip, trip, fall (129) • Pushing/pulling (32)
RJC	24 34%	368 32%	<ul style="list-style-type: none"> • Slip, trip, fall (7) • Running/Walking (5) • Altercations (5) 	<ul style="list-style-type: none"> • Running/Walking (186) • Altercations (122) • Training (26)
YSC	11 16%	312 27%	<ul style="list-style-type: none"> • Altercations (6) • Slip, trip, fall (2) • Struck by/against (1) 	<ul style="list-style-type: none"> • Slip, trip, fall (161) • Altercations (141) • MVA (10)
Community Corrections	1 1%	0	<ul style="list-style-type: none"> • Running/Walking (1) 	NA
Administration	0	0	NA	NA

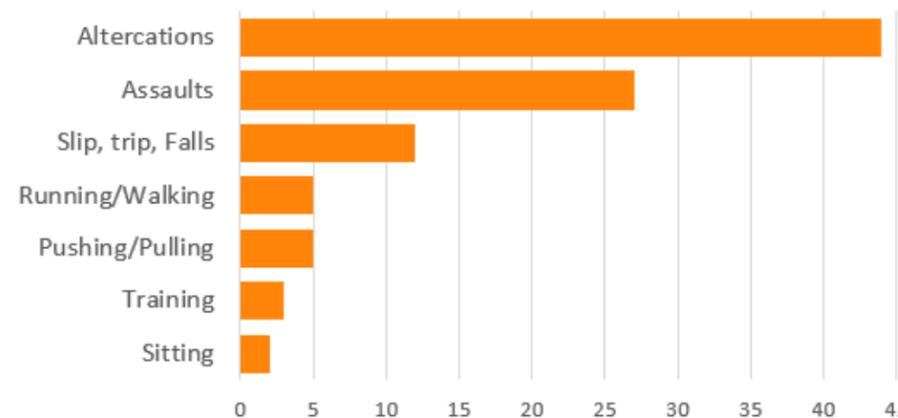
Recommendations

- Emphasis on slip, trip and fall injury prevention should be considered
- Running/walking injuries and lost workdays decreased from last year, but can still be improved
- Continue emphasis on reducing number and severity of injuries from training exercises, altercations, assaults and lifting
- Gather more information about specific incidences where accident or injury occurs to reduce risks

Number of Injuries by Cause - 2019



Non-OSHA Recordable Claims and Near Misses



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 2019 there were 112 of these.

Department of Assessments

Summary

Assessments continues to actively invest in office ergonomics, keeping repetitive strain injuries at bay. Two injuries resulted from uneven and/or slippery terrain during field work, hazards that are difficult to mitigate.

	2015	2016	2017	2018	2019
Injury Claims	3	0	1	5	2
Injury Rate	13.17	0	.60	2.98	1.17
King County Injury Rate	8.41	7.73	7.92	7.2	7.6
Lost Workdays*	20	0	11	16	8
Total Lost Workdays**	20	0	11	16	8
Lost Workday Rate	11.75	0	6.65	9.53	4.66
King County Lost Workday Rate	163.9	158.96	156.70	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. 60% reduction in injuries
2. 50% reduction in lost workdays

Your Contact

Chris Jacomme

Department of Community and Human Services

Summary

Although injuries and lost workdays increased from an exceptional 2018, DCHS did not have any lost workdays filed from previous years in 2019. This is remarkable and total lost workdays were the lowest total for DCHS in recent memory.

	2015	2016	2017	2018	2019
Injury Claims	11	9	9	5	9
Injury Rate	4.4	3.3	2.9	1.6	2.7
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	66	74	16	5	52
Total Lost Workdays**	426	465	406	219	52
Lost Workday Rate	26.5	26.8	5.2	1.6	16
King County Lost Workday Rate	163.9	159	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 80% Increase in Injuries
2. 940% Increase in Lost Workdays from Prior Year
3. 0 Lost Workdays from Previous Years

Your Contact

Rob Stafford

Your Contact

Chris Jacomme



Your Contact

Chris Jacomme

King County Council

	2015	2016	2017	2018	2019
Injury Claims	1	2	0	1	0
Injury Rate	0.9	1.7	0	0.9	0
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	0	14	0	0	0
Total Lost Workdays**	0	14	0	0	0
Lost Workday Rate	0	11.91	0	0	0
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. No injuries or lost workdays

District Court

Summary

District Court employees had two injury claims from falls, slips and trips; one claim accounted for all 15 lost workdays.

	2015	2016	2017	2018	2019
Injury Claims	8	3	3	0	2
Injury Rate	3.7	1.4	1.4	0	.9
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	1	0	24	0	15
Total Lost Workdays**	240	366	38	0	0
Lost Workday Rate	0	0	11	0	7.0
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

*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 2019 was due to repetitive motion

Your Contact

Dan Nwaelele



Department of Elections

Summary

For the second consecutive year, the Department of Elections had no lost workdays filed. This accomplishment was coupled with the Department having no recordable injuries in 2019 for the first time in recent memory. For an organization that has a high percentage of seasonal and field staff, it is a truly impressive feat.

	2015	2016	2017	2018	2019
Injury Claims	3	3	5	2	0
Injury Rate	4	2.6	7.3	2.5	0
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	54	42	58	0	0
Total Lost Workdays**	54	344	401	770	768
Lost Workday Rate	72.0	34.5	84.4	0	0
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Successes

- 0 Lost Workdays Filed in 2019
- 0 Recordable Injuries

Your Contact

Rob Stafford

Department of Executive Services - Excluding Airport, FMD, Fleet, RALS

	2019
Injury Claims	0
Injury Rate	0
King County Injury Rate	7.6
Lost Workdays*	0
Total Lost Workdays**	0
Lost Workday Rate	0
King County Lost Workday Rate	180.6



Summary:

- You're doing great

Your Contacts

Dan Nwalelele & Chris Jacomme

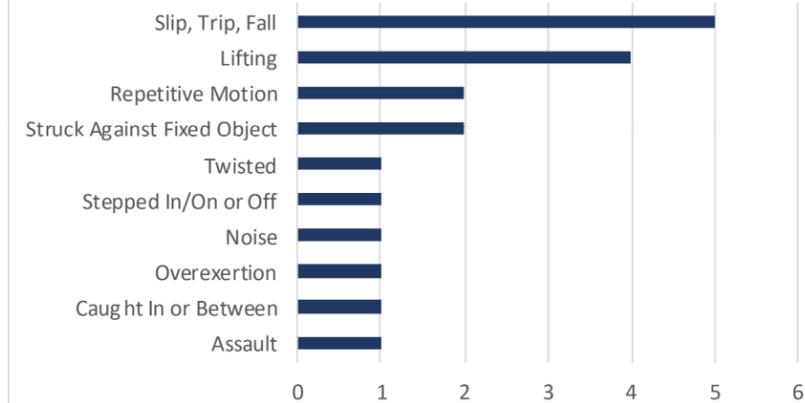
Department of Executive Services - Facilities Management Division

	2015	2016	2017	2018	2019
Injury Claims	33	30	33	28	18
Injury Rate	11.9	11.1	11.7	9.8	6.21
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	745	139	270	426	157
Total Lost Workdays**	4452	2867	2477	1921	2488
Lost Workday Rate	268.8	51.4	95.7	149.6	54.2
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

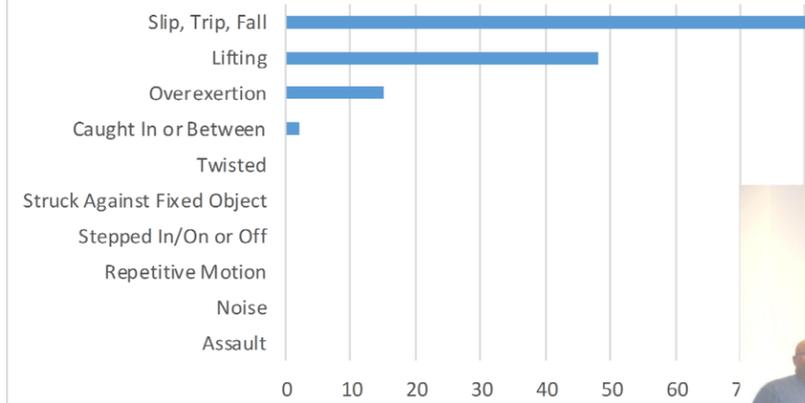
*Lost Workdays Filed Within Year (Capped at 180 days)

**Includes Lost Workdays from Claims Filed in Previous Years

FMD - Number of Injuries by Cause, 2019



FMD - Number of Lost Workdays by Cause, 2019



Summary

FMD has seen a significant reduction in injuries in the past year. FMD has been working closely with Safety & Claims to increase and improve training, conduct hazard assessments, and reactivate its safety committee. Building on this momentum is highly encourage. Lifting continues to be a significant source of injuries. Two falls, one from a ladder and the other on a sloped roof resulted in approximately half of the lost workdays.

Successes:

- 36% reduction in number of injuries!
- 63% decrease in lost workdays

Your Contact

Chris Jacomme



Department of Executive Services - Airport

Summary

The King County Airport had an increase in lost workdays and total lost workdays in 2019. A majority of these lost workdays were from a single time loss claim. A light duty program would have dramatically affected the number of lost workdays and total lost workdays in 2019 and should be a priority for 2020.

	2015	2016	2017	2018	2019
Injury Claims	2	7	3	4	6
Injury Rate	5	16.5	3.8	9.2	13.8
King County Injury Rate	8.41	7.73	7.92	7.2	7.6
Lost Workdays*	132	156	130	72	270
Total Lost Workdays**	132	416	350	72	405
Lost Workday Rate	328.6	367.4	295.1	165	601.4
King County Lost Workday Rate	163.9	159	156.6	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 65% of Lost Workdays in 2019 were from a single claim
2. 462% Increase in Total Lost Workdays

Your Contact

Rob Stafford

Department of Executive Services - Fleet Division

	2015	2016	2017	2018	2019
Injury Claims	9	9	7	5	8
Injury Rate	15	15.1	11.7	8.3	13.56
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	184	113	5	10	22
Total Lost Workdays**	695	472	474	369	396
Lost Workday Rate	307.5	189.3	8.3	16.6	37.3
King County Lost Workday Rate	163.9	158.96	156.70	144.2	180.6

*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 2019 were from falls
2. 4 Time Loss Claims resulted in 22 Lost Workdays

Summary

From 2017-2019 Fleets has had an annual average lost workdays of 12. By comparison, the prior three years (2014-2016) the average annual lost workdays was 147. This outcome is a testament to the exceptional job that Fleet has done to bring injured workers back to work through light-duty activities.

Your Contact

Rob Stafford

DES - Records and Licensing Division (RALS),

excluding Animal Control

Summary

	2015	2016	2017	2018	2019
Injury Claims	13	2	1	3	0
Injury Rate	1.3	2.6	1.3	3.6	0
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	1	0	0	7	0
Total Lost Workdays**	1	0	0	7	0
Lost Workday Rate	1.33	0	0	6.11	0
King County Lost Workday Rate	163.9	159	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. No Recordable Injuries in 2019
2. No Lost Workdays in Filed in 2019 or From Previous Years

In 2019, RALS continued its exceptional injury and lost workday record. There were no recordable injuries and no lost workdays filed in 2019 or prior years.

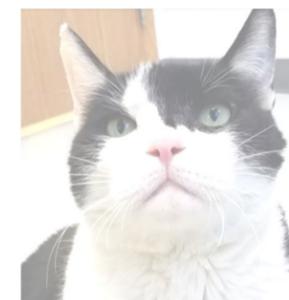


Your Contact

Rob Stafford

Summary

Although 60% of injuries Regional Animal services sustained were a result of bites or scratches, 92% of lost workdays filed in 2019 were from ergonomic strains and sprains from lifting animals. Continued emphasis on safe lifting practices is imperative for the health of Regional Animal Service Employees.



DES - Regional Animal Services (RAS)

	2015	2016	2017	2018	2019
Injury Claims	13	7	7	4	15
Injury Rate	17.3	20.6	20.8	12.5	43.8
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	34	2	79	0	78
Total Lost Workdays**	422	373	228	442	306
Lost Workday Rate	45.3	5.9	234.8	0	227.9
King County Lost Workday Rate	163.9	159	156.7	144.2	180.2

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

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 68% of lost workdays were from one injury
2. 30% reduction in total lost workdays

Your Contact

Rob Stafford

King County Executive

	2015	2016	2017	2018	2019
Injury Claims	0	1	1	0	0
Injury Rate	0	1.1	1.0	0	0
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
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	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. No recordable injuries or lost workdays



Your Contact

Chris Jacomme

Department of Human Resources

Successes:

1. Only 2 lost workday injuries in last 11 years
2. 0 total lost workdays last 5 years

	2015	2016	2017	2018	2019
Injury Claims	1	0	1	0	2
Injury Rate	0	0	1.4	0	2
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
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	163.9	159	156.6	144.2	180.2

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

**Includes Lost Workdays from Claims Filed in Previous Years



Your Contact

Rob Stafford

Department of Information Technology

	2015	2016	2017	2018	2019
Injury Claims	2	4	2	6	3
Injury Rate	.5	1.1	.5	1.5	.7
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	42	31	0	0	14
Total Lost Workdays**	42	59	9	18	71
Lost Workday Rate	11.2	8.5	0	0	3.5
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 50% reduction in claims
2. 14 lost workdays
3. Exceptional use of Transitional Duty Assignment

Summary

KCIT had three claims in 2019 versus six in 2018. Only 14 workdays were lost in 2019: 9 days due to a fall, 2 days from back problem due to lifting, and 3 days for knee twisting.

Your Contact

Dan Nwaelele

Department of Judicial Administration

	2015	2016	2017	2018	2019
Injury Claims	6	5	5	3	2
Injury Rate	3.6	2.9	2.9	1.7	1.2
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	0	56	0	0	4
Total Lost Workdays**	0	56	209	0	4
Lost Workday Rate	0	32.2	0	0	2.39
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years



Your Contact

Chris Jacomme

Department of Local Services - Permitting

	2015	2016	2017	2018	2019
Injury Claims	5	1	1	1	1
Injury Rate	3.7	1.4	1.4	1.3	1.3
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	59	0	51	0	0
Total Lost Workdays**	59	0	65	364	378
Lost Workday Rate	78.9	0	69.4	0	0
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Successes:

1. One injury claim
2. Zero lost workdays

Your Contact

Dan Nwaelele



Department of Local Services - Road Services Division

Summary

	2015	2016	2017	2018	2019
Injury Claims	35	44	25	32	40
Injury Rate	11.9	14.5	7.6	9.5	11.7
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	627	1132	419	472	729
Total Lost Workdays**	1723	2244	2012	1996	1691
Lost Workday Rate	213.8	374	117.8	136.5	213.9
King County Lost Workday Rate	163.9	157	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Roads Division had a number of injuries in 2019 that resulted in substantial lost workdays for employees. It is imperative that Roads implement a consistent light-duty program to bring injured employees back to work to decrease the high lost workday rate experienced in 2019.

Trends:

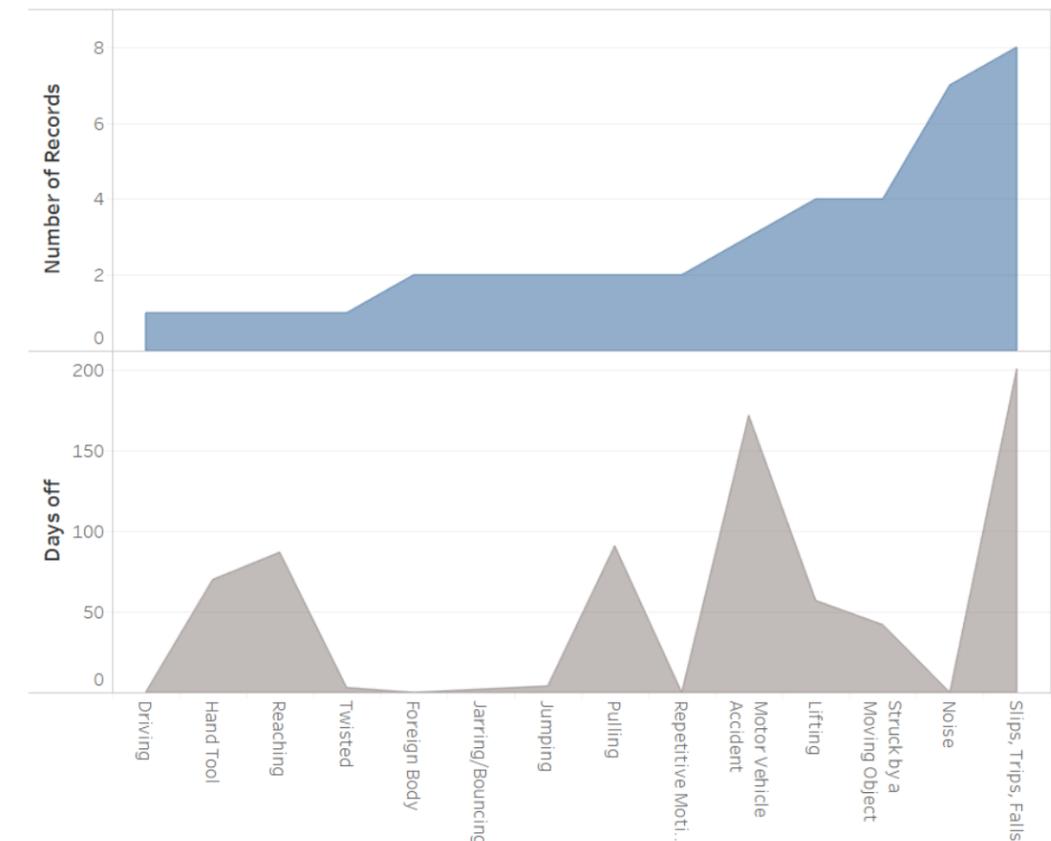
1. 5 Time Loss Injuries Accounted for 60% of Lost Workdays
2. 21% of Recordable Claims were Hearing Loss
3. 50% of Recordable Injuries were Strains and Sprains

Your Contact

Rob Stafford

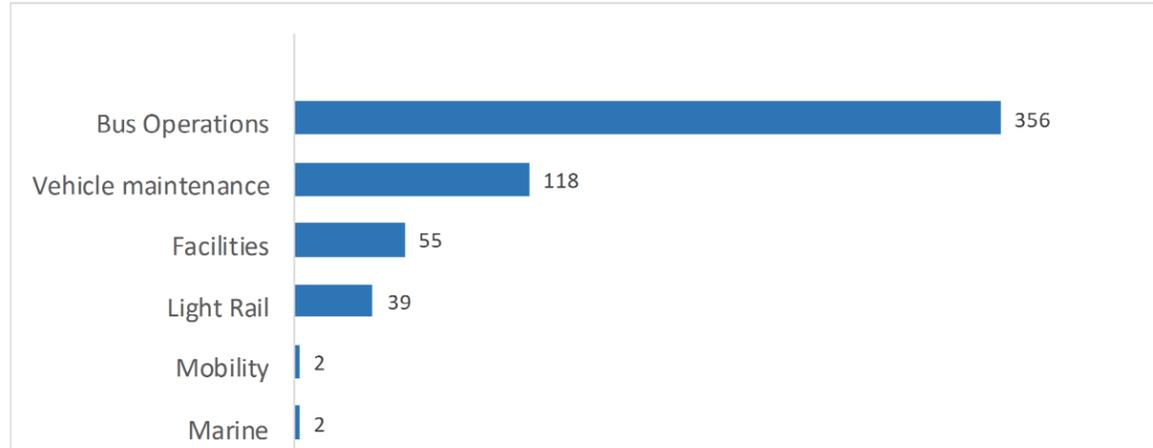
Cause of Injury

Number of Records Vs Lost Workdays

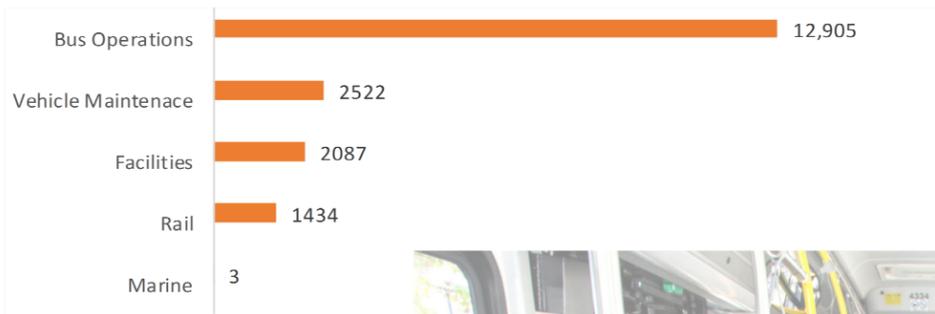


Metro Transit Department Overall

Injuries by Division



Lost Workdays by Division



Metro Transit - Bus Operations

Summary

In 2019, there were:

- Over 115 ergonomics related claims
- 44 Motor vehicle accidents
- 43 Driving related claims
- 43 slips, trips, and falls
- 19 Assaults

Although there was a moderate increase (14%) in number of claims, the increase in lost workdays and lost workday rate were significant: 51.2% and 44.2% respectively.

	2018	2019
Injury Claims	312	356
Injury Rate	10.8	11.8
King County Injury Rate	7.2	7.6
Lost Workdays*	8536	12,905
Total Lost Workdays**	27731	32,365
Lost Workday Rate	296.3	427.2
King County Lost Workday Rate	144.2	180.6

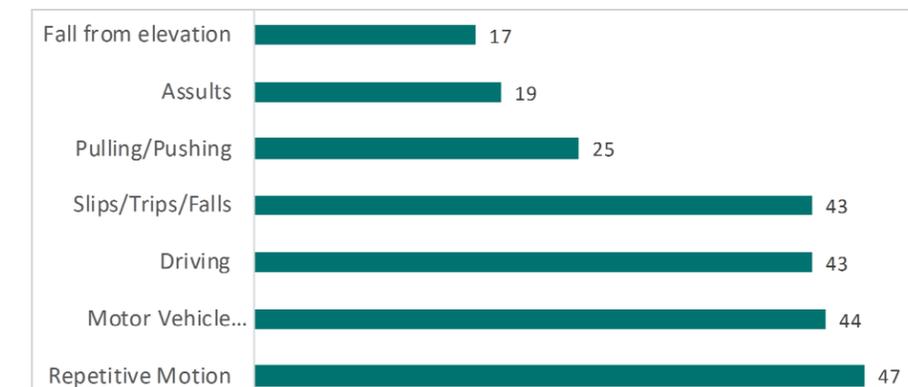
*Lost Workdays Filed Within Year (Capped at 180 days)

**Includes Lost Workdays from Claims Filed in Previous Years

While there is no way to prevent all conditions that make it possible for slips, trips, and falls, 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 would reduce such incidents as well as mollify their impact.

We would also recommend 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

Metro Transit - Vehicle Maintenance

Summary

	2018	2019
Injury Claims	81	118
Injury Rate	12.4	17.4
King County Injury Rate	7.2	7.6
Lost Workdays*	1629	2522
Total Lost Workdays**	3572	4806
Lost Workday Rate	248.7	371.1
King County Lost Workday Rate	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years



Causes by the numbers

- 27 Hearing loss claims
- 12 Falls/Slips/Trips
- 11 Struck by or against
- 9 Repetitive motion
- 8 Pushing/pulling
- 6 Lifting
- Fall from elevation

Effects

- 45% increase in claims
- 40% increase in injury rate
- 55% increase in lost workdays

Your Contact

Dan Nwaelele

Metro Transit - Facilities

Summary

Highlights

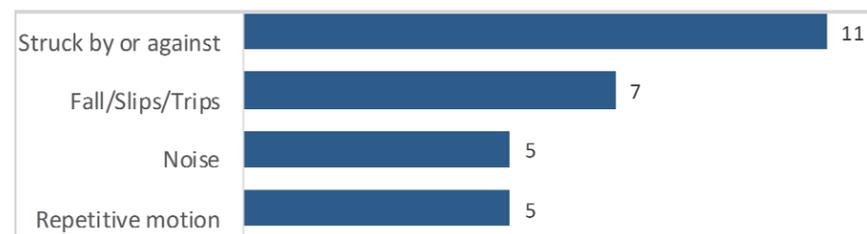
- 61.7% increase claims
- 64% increase in injury rate
- 14.2% increase in lost workdays
- 883.8 lost workday rate—worst in King County

	2018	2019
Injury Claims	34	55
Injury Rate	13.1	21.4
King County Injury Rate	7.2	7.6
Lost Workdays*	1827	2087
Total Lost Workdays**	2499	4425
Lost Workday Rate	701.5	813.8
King County Lost Workday Rate	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Cause of Injuries



Your Contact

Dan Nwaelele

Metro Transit - Light Rail

Summary

	2015	2016	2017	2018	2019
Injury Claims	28	28	27	36	39
Injury Rate	10.5	9	8.0	10.1	9.8
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	571	632	417	979	1434
Total Lost Workdays**	732	1337	800	1715	2975
Lost Workday Rate	214.8	203.3	123.4	275.2	361.2
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. Eight percent increase in recordable injuries
2. 46.5% and 73.5% increases in lost workdays and total lost workdays, respectively
3. Highest lost workday rate in five years

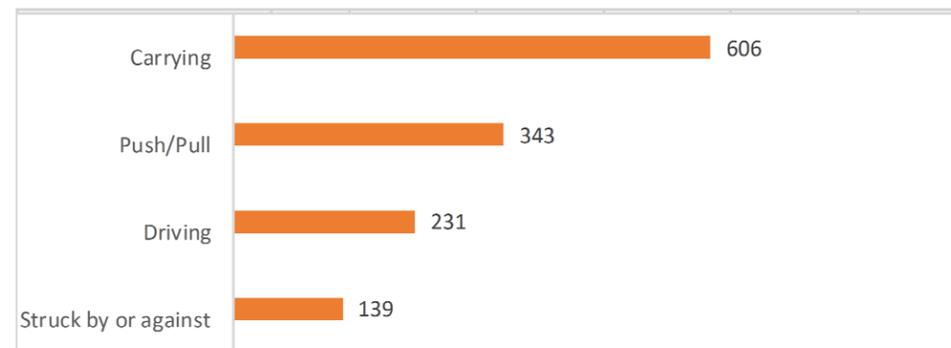
Light Rail continues to struggle with managing the severity of injuries. In 2019, seven employees lost 1180 work days: 606 for injuries due to carrying objects; 343 days for pushing and pulling, and 231 days for sprained neck looking up at an interior camera. Only one of those employees was assigned light duty for 61 days.

Safety and Claims recommends an aggressive use of the Transitional Duty Assignment tools—returning injured employees back to work to curtail the severity of Light Rail claims.

Incidents by Cause



Lost Workdays by Cause



Your Contact

Dan Nwaelele

Metro Transit - Marine Division

	2015	2016	2017	2018	2019
Injury Claims	1	4	6	5	2
Injury Rate	4.3	2.3	25.8	20.4	7.45
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	0	16	276	49	3
Total Lost Workdays**	56	16	284	215	241
Lost Workday Rate	0	5.4	1187.5	200.1	11.18
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

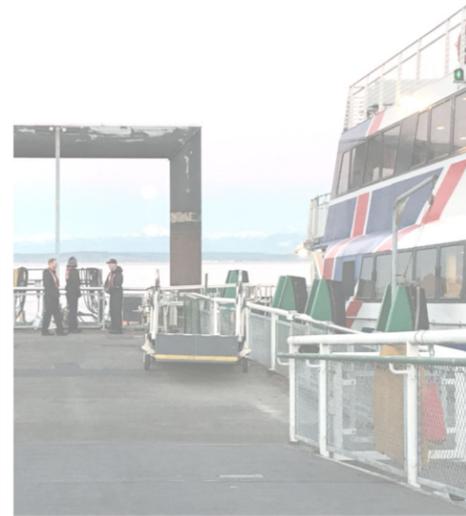
**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 60% reduction in number of injuries
2. 94% reduction in lost workdays
- 3.

Your Contact

Chris Jacomme



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

Summary

Ergonomic injuries along with slips, trips, and falls consistently remain the primary causes of the number of injuries and also lost workdays for the Parks Division. There has been an emphasis placed on stretch and flex programs to reduce the ergonomic injuries associated with lifting and should be continued to be emphasized.

Two injuries resulted in almost 200 lost days in 2019. A consistent light-duty program would substantially have reduced the number of lost days.

	2015	2016	2017	2018	2019
Injury Claims	26	25	32	26	26
Injury Rate	10.5	10.4	12.3	9.4	9.4
King County Injury Rate	8.4	7.73	7.9	7.2	7.6
Lost Workdays*	19	159	147	445	388
Total Lost Workdays**	679	160	614	907	737
Lost Workday Rate	7.9	66.4	56.4	160	140.5
King County Lost Workday Rate	163.9	159	156.7	144.2	180.2

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

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. 73% of lost workdays were from two time loss claims
2. 91% of lost workdays resulted in strains/sprains

Your Contact

Rob Stafford

Metro Transit - Mobility

Summary

Inaugural Report

	2019
Injury Claims	2
Injury Rate	.9
King County Injury Rate	7.6
Lost Workdays*	0
Total Lost Workdays**	3
Lost Workday Rate	0
King County Lost Workday Rate	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Number of Injuries by Cause



Your Contact

Dan Nwaelele

DNRP - Solid Waste Division

Summary

	2015	2016	2017	2018	2019
Injury Claims	45	46	35	31	44
Injury Rate	12.7	12.7	9.6	8.4	11.8
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	703	901	453	701	545
Total Lost Workdays**	876	1615	1473	2133	1878
Lost Workday Rate	198.8	249.0	114.6	189.7	146.7
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

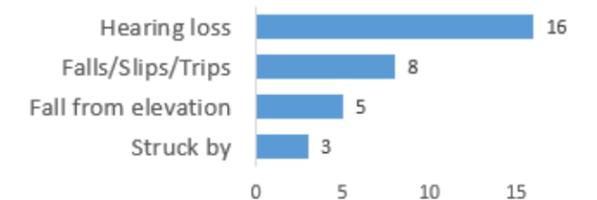
Trends:

1. 22% decrease in lost workdays
2. 42% increase in claims
3. 36% of recordable claims were hearing loss cases

Solid Waste had a 42% increase in claims in 2019, mostly influenced by 16 hearing loss claims.

The division made a better use of light duty assignments in 2019, thus, reducing its lost workdays by 22%.

Causes of Injuries



Your Contact

Dan Nwaelele

DNRP - Water and Land Resources Division

	2015	2016	2017	2018	2019
Injury Claims	9	7	8	5	5
Injury Rate	3.1	2.3	2.6	1.6	1.6
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	1	16	105	0	0
Total Lost Workdays**	1	17	105	14	4
Lost Workday Rate	.3	5.4	34.3	0	0
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

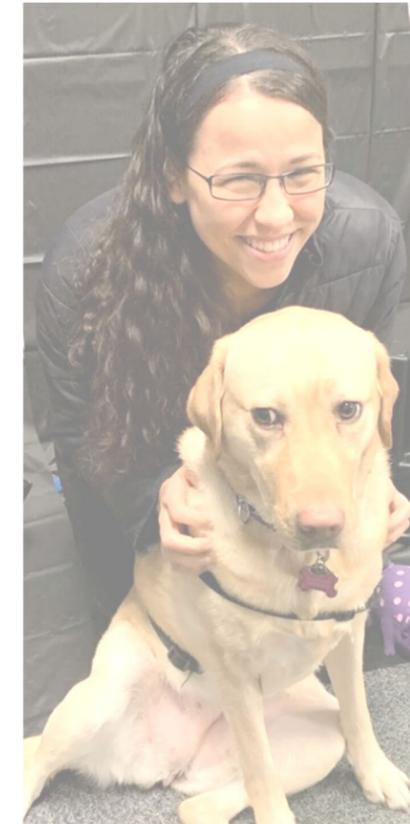
Summary

The Water and Land Resources Division (WLRD) had another phenomenal year in 2019:

- Only five recordable injuries
- Zero lost workdays
- Exceptional use of the Transitional Duty Assignment.

Your Contact

Dan Nwaelele



MRJC Court Dog,
Rivera

Prosecuting Attorney's Office

	2015	2016	2017	2018	2019
Injury Claims	3	5	0	2	0
Injury Rate	0.8	1.3	0	0.5	0
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	0	4	0	0	0
Total Lost Workdays**	0	4	0	0	0
Lost Workday Rate	0	1.0	0	0	0
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Your Contact

Chris Jacomme

DNRP - Wastewater Treatment Division

	2015	2016	2017	2018	2019
Injury Claims	43	38	41	26	31
Injury Rate	7.2	6.1	6.2	3.9	4.7
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	618	438	641	476	373
Total Lost Workdays**	1122	1184	1075	639	1198
Lost Workday Rate	103.6	84.3	96.8	72.2	56.7
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Summary

Wastewater's recordable incidents were up from 2018, but lost workdays were down 22%. Over half (216 days) of the lost workdays were from one incident—shoulder injury from lifting.

There was one repetitive motion claim which resulted in 62 lost workdays. The Division effectively used early intervention tools in most cases, bringing employees back to work earlier: 752 light duty days.

Your Contact

Dan Nwaelele

Department of Public Defense

	2015	2016	2017	2018	2019
Injury Claims	4	5	6	2	9
Injury Rate	1.1	1.5	1.7	0.6	2.5
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	0	10	3	0	7
Total Lost Workdays**	0	10	3	0	7
Lost Workday Rate	0	2.9	0.9	0	1.9
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

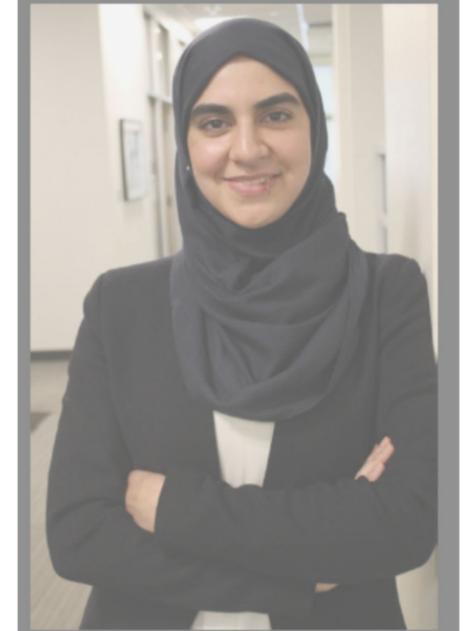
*Lost Workdays Filed Within Year (Capped at 180 days)

**Includes Lost Workdays from Claims Filed in Previous Years

Trend:

1. Three assaults perpetrated against employees

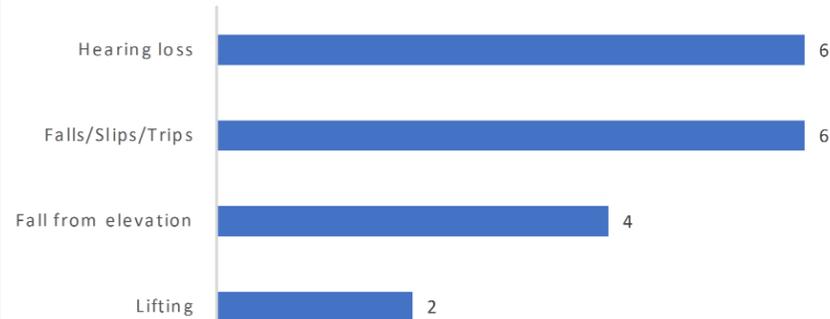
SAFA PEERA • ATTORNEY • NDD



Your Contact

Dan Nwaelele

Injuries by cause



Department of Public Health

	2015	2016	2017	2018	2019
Injury Claims	57	51	42	39	47
Injury Rate	5.0	4.4	3.6	3.24	3.9
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	479	480	559 ⁺	142	539
Total Lost Workdays**	1600	1458	1680	1214	1575
Lost Workday Rate	42.1	41.7	48.3 ⁺	11.8	44.5
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

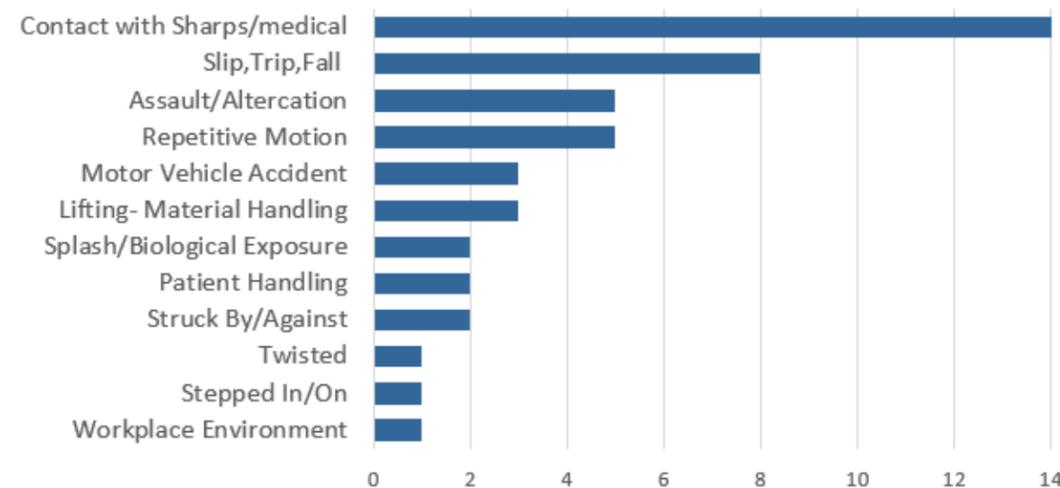
1. Number of lost workdays similar to past years, except for 2018 which had a record low
2. Slips, trips and falls continue to be the leading or second leading cause of injury
3. There were 14 injuries associated with contact with medical sharps, a sizeable increase from 4 in 2018. Some seemed to be preventable (overfilling sharps container, sharps hidden under other materials)
4. Motor Vehicle Accidents had a downward trend in number of cases and lost workdays

Recommendations

- Continue the emphasis on reducing the number and severity of injuries from motor vehicle accidents. There was a decrease from 7 in 2018 to 3 in 2019
- Lifting injuries (materials and patients) were about the same as last year excluding one case in 2019. Continue to emphasize good lifting practices.
- Continue to support 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

Number of Injuries by Cause - 2019

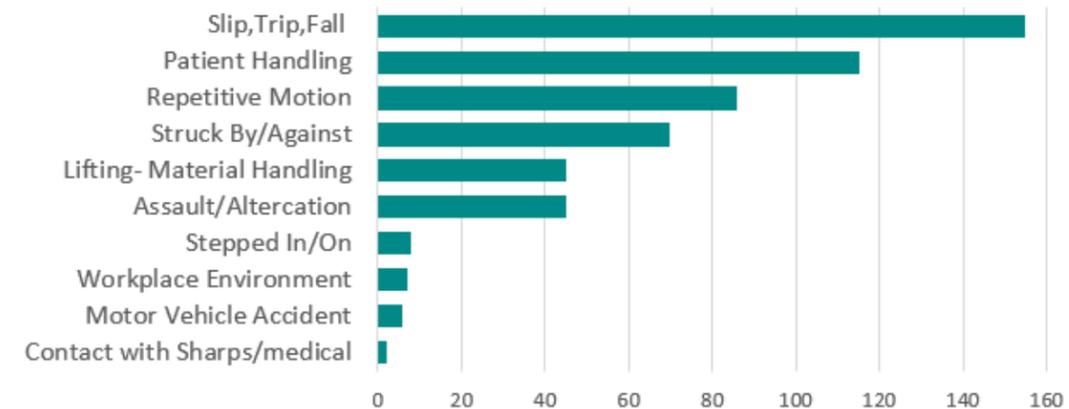


Department of Public Health - Division Information

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	19 40%	234 days 43%	<ul style="list-style-type: none"> • Contact with sharps (9) • Slip, trip, fall (3) • Repetitive motion (3) 	<ul style="list-style-type: none"> • Slip, trip, fall (139) • Repetitive motion (86) • Workplace environ (7)
EMS	9 19%	226 days 42%	<ul style="list-style-type: none"> • Contact with sharps (2) • Struck by/against (2) • Lifting non-patient (1) • Lifting patient (1) 	<ul style="list-style-type: none"> • Lifting patient (104) • Struck by/against (70) • Lifting non-patient (44)
JHS	6 13%	45 days 8%	<ul style="list-style-type: none"> • Assault/altercation (4) • Contact with sharps (1) • Splash (1) 	<ul style="list-style-type: none"> • Assault/altercation (45)
EHS	4 9%	19 days 4%	<ul style="list-style-type: none"> • Slip, trip, fall (3) • MVA (1) 	<ul style="list-style-type: none"> • Slip, trip, fall (13) • MVA (6)
Prevent	8 17%	15 days 3%	<ul style="list-style-type: none"> • Slip, trip fall (2) • Contact with sharps (2) 	<ul style="list-style-type: none"> • Lifting patient (11) • Slip, trip, fall (3)
Admin	1 2%	0 days 0%	<ul style="list-style-type: none"> • Repetitive motion (1) 	none

*Lost workdays from claims in current year only

Number of Lost Workdays by Cause - 2019



180

Workstation ergonomic evaluations conducted in effort to reduce repetitive motion injuries

Sheriff's Office

	2015	2016	2017	2018	2019
Injury Claims	109	108	130	120	100
Injury Rate	10.7	10.3	12.5	11.5	9.4
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	518	734	1117	1280	1066
Total Lost Workdays**	2185	2308	4726	3637	4400
Lost Workday Rate	50.7	70.3	107.4	123	99.9
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

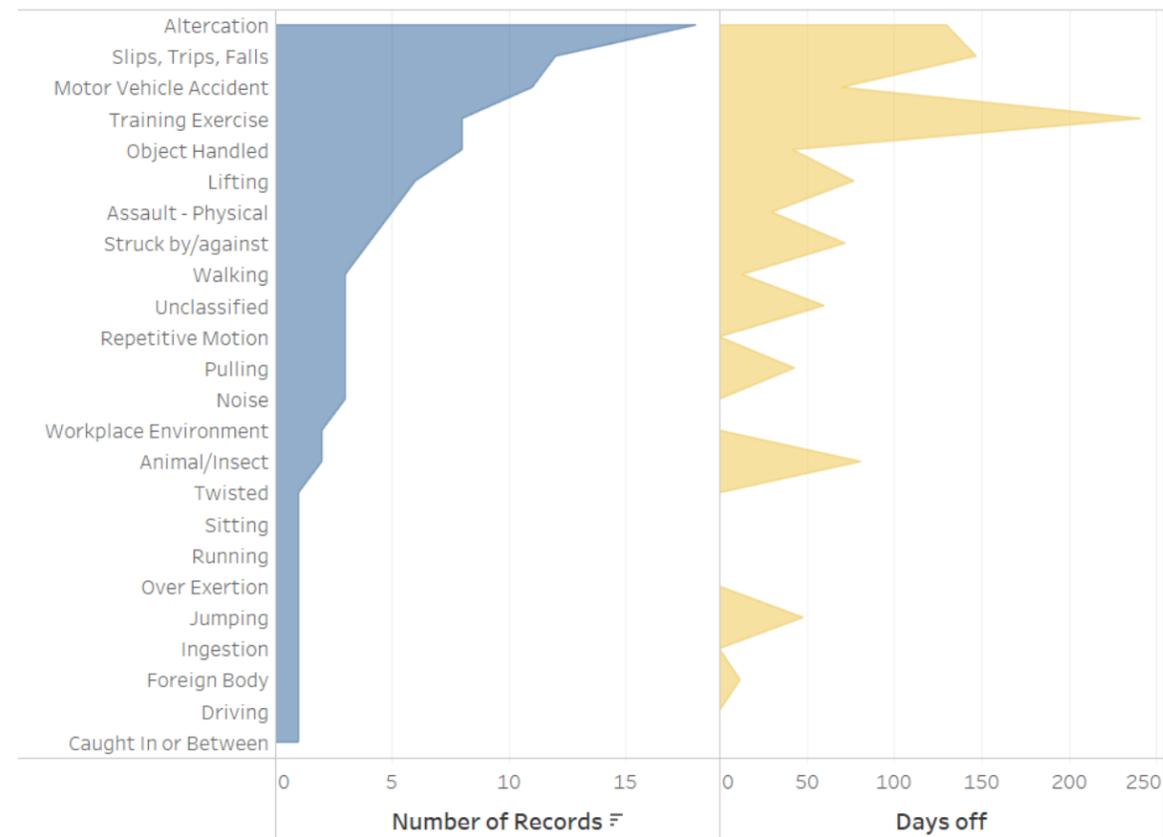
**Includes Lost Workdays from Claims Filed in Previous Years

Trends:

1. A single time loss claim accounted for 15% of lost workdays in 2019
2. The majority (3,334) of total lost workdays paid in 2018 were from prior years' injuries
3. 30% of injuries were caused by slips/trips/falls or altercations
4. 23% of lost workdays were from training exercises

Cause of Injury

Number of Records Vs Lost Workdays



Summary

Although injury rates have remained consistent since 2014, lost workdays and total lost workdays have increased substantially from 2017-2019.

A light-duty program would dramatically reduce the number of days off experienced by the department.

Your Contact

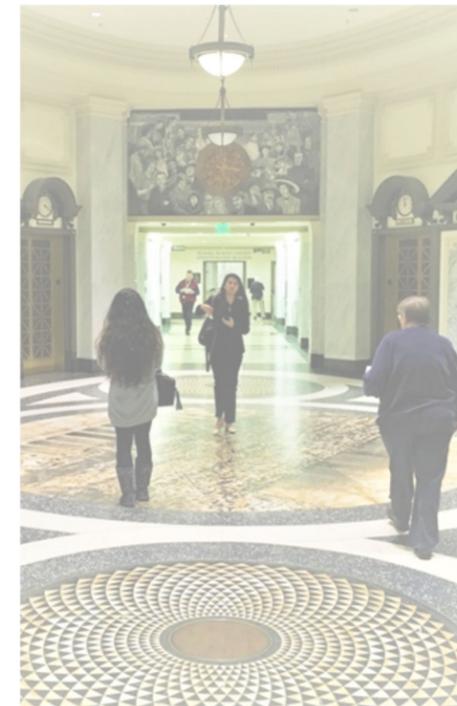
Rob Stafford



Safety Officer Rob Stafford installs a dosimeter on Deputy Keith Potter. The dosimeter registers noise levels.

Dosimeter testing is part of King County's Hearing Conservation Program

Superior Court



	2015	2016	2017	2018	2019
Injury Claims	3	6	4	4	3
Injury Rate	1.1	2.4	1.6	1.6	1.18
King County Injury Rate	8.4	7.7	7.9	7.2	7.6
Lost Workdays*	0	12	2	174	0
Total Lost Workdays**	0	14	4	169	378
Lost Workday Rate	0	4.8	0.8	70.3	0
King County Lost Workday Rate	163.9	159.0	156.7	144.2	180.6

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

**Includes Lost Workdays from Claims Filed in Previous Years

Your Contact

Chris Jacomme

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.

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Tim Drangsholt, CIH (retired March 2020)
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