



**Prineville City Council Meeting October 23, 2007**

**Issue Summary**

***Topic: Safety Award from City County Insurance Services***

**Department: Team Services**

**Staff: Mary Puddy**

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**Overview**

At the recent League of Oregon Cities Conference in Bend, the City of Prineville received a *Silver Award* for safety during the annual City County Insurance Services safety award ceremony. Last year the City received a Bronze Award for safety. Our frequency rating on the Bronze Award was 5.07 and the frequency rate for the Silver Award is 1.2. The frequency rating is a calculation that measures the number of lost-time injuries, times 200,000 person-hours worked, divided by the actual number of person-hours worked. The LOC/CIS Safety Award is given to six different groups determined by the average number of regular employees.

In order to obtain the Gold Award, the City will have to obtain a zero lost-time injury level. This is not impossible to achieve, as in 99-00 we had a year without a disabling injury.

**Team Services Department**

The Team Services Department handles human resources and risk management. I work with the City's Safety Committee to insure training and safety policies are in place, with the goal of reducing on-the-job accidents. Since I became Team Services Director, I have tried very diligently to obtain knowledge regarding proper practices and the Safety Committee has assisted with implementation of practices here at the City of Prineville.

Safety is the number one concern of our management team. We want the City of Prineville to be the safest place to work. We have provided each employee with an Employee Handbook and a Safety Manual and given them

direction on how to report ANY unsafe practice or procedure. We have been strongly supported by our workers comp insurance provider with regards to claims, Return to Work Programs, Employer-At-Injury program, and the reimbursement of claims.

### **Insurance Rates**

The MOD rate is the experience rating that each employer is assigned by NCCI (National Counsel on Compensation Insurance). The formula for determining the MOD rate is considerably complicated, as it compares the City's experience with the experience of other entities of its size. The MOD experience reflects the City's experience for three of the last four years. The good news is that we are showing positive improvement over the last three years. The MOD rate is declining and the losses paid are significantly lower. We endeavor to use the Return to Work program for most claims and we have used the Employer-At-Injury program on our time-loss claims.

There is always room for improvement and if we keep working proactively we should continue to see steady decline in claims and MOD rates.