



Memorandum

MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by Wmm Date 6.8.07
General Manager

DATE: June 8, 2007
TO: General Manager
FROM: Safety Manager & Administrative Services Manager
SUBJECT: Annual Review of Employee Injuries and Property Loss Incidents

DISCUSSION

In August 2006, staff provided a review of injuries and incidents for the six years ending in calendar year 2005. This report provides the Board information on employee injuries and third party/property loss incidents during 2006.

Employee Injuries

In 2006, there were 22 reportable injuries of which 6 included "lost days" (employee unable to work because of the injury). An additional 9 involved "modified duty injuries" (employee able to work with modifications to work duties). As shown in Attachment 1, there were a total of 21 lost days and 516 modified duty days in 2006. By way of comparison, there were 167 lost days recorded and 305 modified duty days in 2005.

Staff reviewed the information by injury type, injury type cost, and by District operation in which the injury occurred (Attachment 2). As Chart A and B show, most of the 2006 injuries involved strains and/or sprains. This type accounted for 54% of the total reportable injuries and resulted in 62% of the \$200,640 claim costs. This is consistent with previous years. In 2005, strain/sprains accounted for 73% of total cost. Strains and sprains are often the most costly because they usually have longer recovery times, require more medical treatment, and are assigned higher reserves to account for future claim costs. They are the number one type of injury in the California workers compensation system.

Chart C shows that most of the injuries in 2006 occurred in the Materials Recovery Facility (MRF) operations, which makes sense as more employees work in those operations and most of the manual lifting and sorting occurs in the MRF. However, the risk of injury is present in every operation and each has safety issues to be addressed (In 2005 the two most expensive injuries occurred in departments and occupations not normally associated with high risk of injury).

Workers Compensation

The District has been a part of Special District Risk Management Authority (SDRMA), a self-insured pool of California Special Districts, for over 20 years. SDRMA contracts with Gregory Bragg & Associates, Inc. to provide claim administration. Attachment 3 provides historical information regarding two factors that influence the amount paid for coverage; that is, the "Manual Rates" and the "Experience Modifier" (Ex-Mod). The Manual Rate is the California Workers' Compensation Insurance Rating Bureau Pure Premium Rate in effect at the time for the individual job classifications and adjusted by SDRMA for administrative costs and changes to claim reserves. The Ex-Mod uses a formula established by the rating bureau and changes when claim costs over three fiscal years decrease or increase. For this fiscal year, incurred claim costs for injuries that occurred in FY 02-03, 03-04, and 04-05 resulted in an Ex-Mod of 103%. For next fiscal year, FY 05-06, with incurred costs over \$265,000, has replaced FY 02-03, with incurred costs of \$87,000. Consequently, the Ex-Mod has increased to 149%. Attachments 4A, 4B, and 4C provide additional cost details.

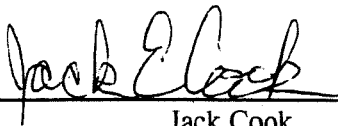
Property Loss Incidents

In 2006, the District recorded 22 incidents in which a third party, such as a customer, claimed a loss at the District; District property was damaged; and/or operations were significantly interrupted by an event such as the delivery of prohibited waste (see Attachment 5). One incident involved an assault of one customer by another. On four occasions, employees discovered objects that looked like explosives (but were not). Two recorded events involved the dumping of prohibited waste on the MRF tip floor that necessitated major clean ups. The other incidents were minor in that no one was hurt and the cost to repair the damage was less than \$500. This record is not required by regulations and is maintained for internal risk management purposes.

CONCLUSIONS

In 2006, there was a significant reduction, compared to previous years, in the number of serious injuries as measured by lost workdays. This represents improvement; however, the District's goal is that all employees work safely everyday without injury. With this in mind, the following actions have been initiated and/or recommended:

1. Establish 2007 goal to reduce the number of accidents and incidents by 50% (In the first five months of 2007, there have been three recorded injuries, one with lost days).
2. Staff has retained Edward Maghakian of Solid Waste Insurance Managers to perform an outside audit to evaluate the District's Safety Program and Procedures.
3. Enhanced focus on training and education related to the prevention of strains and sprains and refresher training for supervisors.
4. Review current Safety Incentive Program effectiveness and consider modifications including the application of "wellness" programs.
5. Beginning in July, conduct quarterly claims review and case management with workers compensation administrators. Consider use of outside consultant if appropriate.



Jack Cook



Richard Norton

Attachment 1
MRWMD Employee Injury Log - 2006

Date	Type of Injury	Body Area	Operation	Modified	Lost Days	Description
1 01/04/06	Irritation	Face	Mech Shop	0	0	EE moved fire extinguisher, pin was missing, it fell over and sprayed ee in the face.
2 01/12/06	Strain	Arm/Elbow	MRF-Other	11	0	EE was sweeping when he felt a sharp pain in arm.
3 01/17/06	Contusion	Knee	Landfill Face	119	0	EE was walking to trailer when he fell in a hole hitting his left knee.
4 02/14/06	Laceration	Lip	Mech Shop	0	0	EE cut piece of rebar and it popped out hitting ee's lip.
5 02/16/06	Strain	Arm	MRF-Other	86	3	EE was going to sit down when another ee pulled chair out and both started pulling chair away from one another.
6 02/16/05	Strain	Wrist	MRF-Other	8	0	EE pulled chair out and both started pulling chair away from one another.
7 03/03/06	Concussion	Head	LCM	0	4	EE was assisting customer jump start vehicle when the hood fell on hitting ee on the head.
8 03/09/06	Irritation	Arms	MRF-Other	0	0	EE developed rash on arms.
9 05/17/06	Strain	Back	LCM	36	0	EE was lifting a lawnmower and placing on ground when he felt a strain in his lower back.
10 05/24/06	Irritation	Eye	Mech Shop	0	0	EE was working in the shop when something flew into eye.
11 06/02/06	Contusion	Head	Landfill Face	0	0	EE was dumping box at landfill when he opened box a piece of wood fell out and hit him on the head.
12 06/29/06	Contusion	Thumb/Hand	Admin	0	0	EE was reaching for ruler when thumb got caught on shelf.
13 08/07/06	Strain	Back	MRF-Floor	75	0	EE was helping another ee lift a washing machine and felt a strain in her back.
14 09/29/06	Strain	Rt shoulder	MRF-Sort	6	1	EE was pulling wood from sort line and felt a strain.
15 10/19/06	Sprain	Rt Ankle	Landfill Face	7	6	EE was hit by the door of a truck being backed up by another employee.
16 11/01/06	Strain	Back	MRF-Floor	18	0	EE strained her back while pushing and pulling a washing machine onto a cart.
17 11/07/06	Strain	Lft Shoulder	MRF-Other	60	0	EE strained left shoulder while hammering.
18 11/09/06	Contusion	Rt Elbow	MRF-Other	0	0	EE was struck by a heated metal piece on the back of elbow. Ee did not seek medical attention until 3/16/07.
19 11/14/06	Sprain	Rt Ankle	Other-Site	43	0	EE stepped on piece of concrete and rolled ankle heard something "pop".
20 11/26/06	Strain	Rt Arm	Landfill Face	34	0	EE strained rt arm while climbing ladder of 744 loader, missed gripping door handle.
21 12/15/06	Puncture	Lft Wrist	MRF-Sort	13	3	EE was cleaning disc screen with wire, wire punctured lft wrist.
22 12/27/06	Strain	Back	MRF-Sort	0	4	EE was cleaning the pan on the stacking conveyer within a tight confinement and felt a strain in his back.
TOTAL				516	21	

Attachment 2

2006 MRWMD Employee Injuries

Chart A - Reportable Injuries by Type

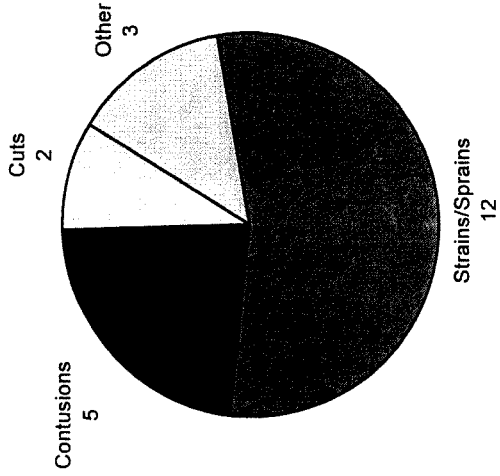


Chart B - Injury Type by Cost

(Total Workers Comp Cost = \$200,613)

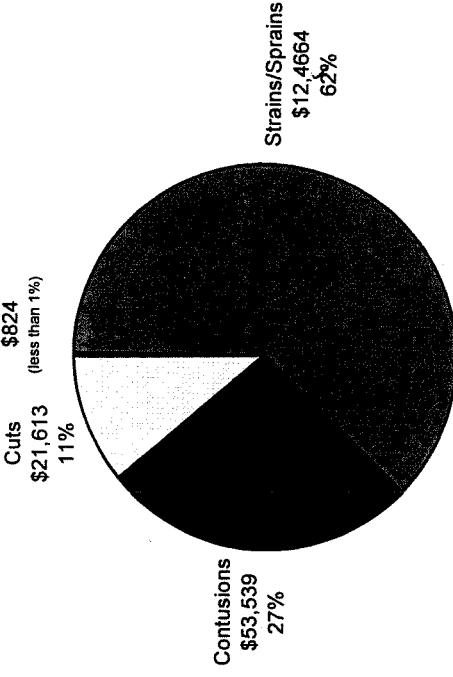
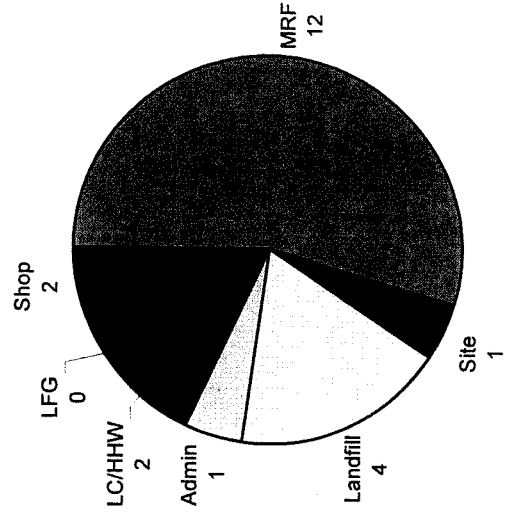


Chart C - Injury by Operation



MRWMD Workers Compensation Rates

Manual Rates Occupation	2000-01		2001-02		2002-03		2003-04		2004-05		2005-06		2006-07		2007-08	
	Rate	Change	Rate	Change	Rate	Change	Rate	Change	Rate	Change	Rate	Change	Rate	Change	Rate	Change
Mech. Supervisor; Electric Repair	7.33	28%	9.36	-1%	9.31	11.66	12.88	10%	11.31	-12%	8.62	-23.8%	8.57	-0.6%		
Heavy Equipment Operator	4.22	19%	5.04	25%	6.31	7.19	6.96	-3%	5.11	-27%	4.46	-12.7%	4.70	5.4%		
Heavy Equip/Truck Mechanic	6.41	19%	7.65	13%	8.62	10.09	10.95	17%	10.27	-6%	10.18	-0.9%	9.45	-7.2%		
Engineers	0.97	28%	1.24	31%	1.62	2.24	1.90	38%	1.52	-20%	1.36	-10.5%	1.21	-11.0%		
Weighmaster	3.86	20%	4.65	20%	5.60	8.50	6.69	52%	6.49	-3%	5.74	-11.6%	6.47	12.7%		
Clerical	0.68	29%	0.88	22%	1.07	1.38	1.24	29%	1.20	-3%	1.15	-4.2%	1.01	-12.2%		
Municipal, Non-Manual	2.31	53%	3.54	49%	5.28	8.21	8.65	55%	6.57	-24%	5.18	-21.2%	3.74	-27.8%		
Refuse Dump Operations	7.04	18%	8.34	28%	10.67	14.24	13.86	33%	14.74	6%	15.86	7.6%	18.82	18.7%		
COMPOSITE	4.10	27%	5.09	23%	6.06	7.94	7.89	33%	7.15	-9%	6.57	-8.1%	6.75	2.7%		
With Experience Modifier	114%	101%	162%	174%	151%	119%	103%	149%								
Mech. Supervisor; Electric Repair	8.36	13%	9.45	60%	15.08	20.29	19.45	-4%	13.46	-31%	8.88	-34%	12.77	44%		
Heavy Equipment Operator	4.81	6%	5.09	101%	10.22	12.51	10.51	-16%	6.08	-42%	4.59	-24%	7.00	52%		
Heavy Equip/Truck Mechanic	7.31	6%	7.73	81%	13.96	17.56	16.53	-6%	12.22	-26%	10.49	-14%	14.08	34%		
Engineers	1.11	13%	1.25	110%	2.62	3.90	2.87	-26%	1.81	-37%	1.40	-23%	1.80	29%		
Weighmaster	4.40	7%	4.70	93%	9.07	14.79	10.10	-32%	7.72	-24%	5.91	-23%	9.64	63%		
Clerical	0.78	15%	0.89	95%	1.73	2.40	1.87	-22%	1.43	-24%	1.18	-17%	1.50	27%		
Municipal, Non-Manual	2.63	36%	3.58	139%	8.55	14.29	13.06	-9%	7.82	-40%	5.34	-32%	5.57	4%		
Refuse Dump Operations	8.03	5%	8.42	105%	17.29	24.78	20.93	-16%	17.54	-16%	16.34	-7%	28.04	72%		
COMPOSITE	4.68	13%	5.14	98%	9.82	13.81	11.92	-16%	8.51	-30%	6.77	-22%	10.05	41%		

WORKERS COMP BUDGET	\$185,000	\$228,000	\$456,000	\$673,000	\$629,000	\$475,000	\$433,000	\$623,000
CHANGE		\$43,000	\$228,000	\$217,000	-\$44,000	-\$154,000	-\$42,000	\$190,000
		23%	100%	48%	-7%	-24%	-9%	44%

Attachment 4A

Workers Compensation Claim Costs: FY 03/04

1 of 3-Year Basis for FY 07-08 Experience Modifier

Incident	Body Part	Cause Description	Nature of Injury	Incurred
1	07/03/03 Foot	Injury - Using Tool Or Machine	All Other Specific Injuries	\$1,050
2	07/21/03 Abdomen Incl. Groin	Injury - Lifting	Strain	\$87
3	08/07/03 Foot	Cut/Punct/Scrap	Puncture	\$335
4	08/27/03 Multiple Body Parts	Injury Rep. Motion	Strain	\$183
5	08/27/03 Eye(S)	Misc. Foreign Body	Inflammation	\$170
6	09/05/03 Lower Back (muscle)	Injury - Lifting	Strain	\$679
7	09/08/03 Finger(S)	Cut/Punct/Scrap	Puncture	\$114
8	09/09/03 Multiple Body Parts	Strike Or Step On	All Other Specific Injuries	\$112
9	09/11/03 Chest	Inhalation	All Other Specific Injuries	\$172
10	09/12/03 Neck	Strike object lifted	Strain	\$221
11	09/13/03 Shoulder(S)	Injury - Pushing/Pulling	Strain	\$109,645
12	09/19/03 Multiple Body Parts	Injury Rep. Motion	Strain	\$1,705
13	09/22/03 Lower Back (muscle)	Injury - Lifting	Strain	\$168,825
14	10/02/03 Lower Leg	Slip/Fall - Different Level	Fracture	\$5,540
15	10/04/03 Multiple Injury	Caught In - Object Handled	Dermatitis	\$1,575
16	11/08/03 Lower Leg	Cut/Punct/Scrap	Puncture	\$653
17	11/14/03 Lower Back (muscle)	Injury - Lifting	Strain	\$278
18	01/15/04 Nose	Cut/Punct/Scrap	Laceration	\$234
19	01/27/04 Finger(S)	Strike - Object Lifted/Handled	Crushing	\$107
20	01/28/04 Eye(S)	Caught In - Object Handled	All Other Specific Injuries	\$125
21	02/24/04 Multiple Upper Extremities	Absorption, Ingestion, Inhalation Noc	Dermatitis	\$95
22	03/15/04 Multiple Body Parts	Injury - Holding/Carrying	Multiple Physical Injury Only	\$9,486
23	03/23/04 Lower Arm	Injury - Lifting	Contusion	\$310
24	03/23/04 Finger(S)	Cut/Punct/Scrap	Foreign Body	\$160
25	03/26/04 Lower Back (muscle)	Injury - Lifting	Strain	\$250
26	03/31/04 Shoulder(S)	Injury - Reaching	Strain	\$1,327
27	04/06/04 Finger(S)	Caught In - Object Handled	Laceration	\$163
28	04/06/04 Hand	Misc - Other Than Physical Cause	All Other Specific Injuries	\$158
29	04/29/04 Multiple Body Parts	Injury - Using Tool Or Machine	Strain	\$1,963
30	04/29/04 Upper Arm (Clv/Scap)	Injury - Pushing/Pulling	Strain	\$423
31	05/17/04 Upper Back (Thoracic)	Injury - Lifting	Strain	\$2,299
32	05/22/04 Wrist	Caught In - Object Handled	Sprain	\$279
33	05/28/04 Multiple Body Parts	Slip/Fall	Contusion	\$134,624
34	06/17/04 Eye(S)	Misc - Foreign Body In Eye	Inflammation	\$165
FY TOTAL				\$443,512

Attachment 4B

Workers Compensation Claim Costs: FY 04/05

2 of 3-Year Basis for FY 07-08 Experience Modifier

Incident	Body Part	Cause Description	Nature of Injury	Incurred
1	07/01/04 Finger(S)	Caught In - Object Handled	Laceration	\$27,288
2	07/08/04 Wrist	Injury - Pushing/Pulling	Sprain	\$125
3	07/13/04 Thigh	Slip/Fall	Contusion	\$6,281
4	07/17/04 Lumbar & Sacral Verte	Injury - Reaching	Strain	\$292
5	08/19/04 Lower Back (muscle)	Injury - Lifting	Strain	\$288
6	08/26/04 Wrist	Injury - Wielding/Throwing	Strain	\$16,674
7	09/03/04 Neck Soft Tissue	Struck - Animal/Insect	Puncture	\$182
8	09/07/04 Multiple Upper Extremities	Struck - Animal/Insect	Puncture	\$675
9	09/10/04 Ankle	Slip/Fall - Different Level	Sprain	\$55
10	09/11/04 Wrist	Injury - Pushing/Pulling	Strain	\$158
11	09/17/04 Elbow	Injury Rep. Motion	Strain	\$409
12	10/11/04 Other Facial Soft Tissue	Cut - Object Lift Or Handled	Laceration	\$205
13	10/20/04 Multiple Upper Extremities	Struck - Lifted/Handled Object	Contusion	\$1,056
14	10/26/04 Lower Arm	Injury - Carpal Tunnel	Carpal Tunnel Syndrome	\$182
15	11/05/04 Ankle	Slip/Fall - Stairs	Sprain	\$198
16	11/15/04 Lower Back (muscle)	Injury - Using Tool Or Machine	Strain	\$37,585
17	11/24/04 Multiple Upper Extremities	Rub/Abraded - Noc	Inflammation	\$126
18	02/14/05 Eye(S)	Cut/Punct/Scrap	Laceration	\$240
19	04/15/05 Knee	Slip/Fall - Same Level	Sprain	\$101
20	04/19/05 Shoulder(S)	Struck - Lifted/Handled Object	Dislocation	\$862
21	04/26/05 Lower Leg	Cut - Hand Tool, No Pwr	Laceration	\$118
22	04/26/05 Finger(S)	Cut - Hand Tool, No Pwr	Laceration	\$877
23	05/02/05 Elbow	Injury - Pushing/Pulling	Sprain	\$1,537
24	05/10/05 Other Facial Soft Tissue	Misc - Other Than Physical Cause	Inflammation	\$24,550
25	05/18/05 Elbow	Injury Rep. Motion	Strain	\$332
FY TOTAL				\$120,399

Attachment 4C

Workers Compensation Claim Costs: FY 05/06

3 of 3-Year Basis for FY 07-08 Experience Modifier

Incident	Body Part	Cause Description	Nature of Injury	Incurred
1	07/13/05 Multiple Body Parts	Injury Rep. Motion	Multiple	\$37,540
2	07/23/05 Finger(S)	Caught In Or Between	Contusion	\$4,482
3	08/17/05 Multiple Upper Extremities	Strike - Object Lifted/Handled	Contusion	\$737
4	08/25/05 Ankle	Injury Rep. Motion	Sprain	\$171
5	08/25/05 Multiple Body Parts	Slip/Fall	Strain	\$62,691
6	09/07/05 Lower Back (muscle)	Injury - Lifting	Strain	\$417
7	09/07/05 Wrist	Injury Rep. Motion	Strain	\$399
8	09/26/05 Multiple Body Parts	Slip No Fall	Strain	\$190
9	10/06/05 Multiple Body Parts	Injury Rep. Motion	Strain	\$18,076
10	10/10/05 Hand	Cut - Power Hand Tool	Contusion	\$253
11	11/02/05 Multiple Upper Extremities	Misc - Other Than Physical Cause	Dermatitis	\$192
12	11/03/05 Multiple Upper Extremities	Injury Rep. Motion	Strain	\$61,242
13	11/11/05 Hand	Injury - Pushing/Pulling	Strain	\$7,258
14	11/14/05 Wrist	Injury - Lifting	Strain	\$259
15	11/25/05 Eye(S)	Misc - Other Than Physical Cause	Inflammation	\$251
16	12/20/05 Wrist	Injury Rep. Motion	Strain	\$139
17	01/04/06 Other Facial Soft Tissue	Exposure - Dust/Gas/Fumes/Vapors	Inflammation	\$55
18	01/12/06 Elbow	Injury - Pushing/Pulling	Strain	\$246
19	01/17/06 Knee	Slip/Fall - Into Opening	Contusion	\$25,521
20	02/14/06 Mouth	Cut - Object Lift Or Handled	Laceration	\$163
21	02/16/06 Wrist	Injury - Pushing/Pulling	Strain	\$1,582
22	02/16/06 Multiple Body Parts	Injury - Twisting	Strain	\$42,411
23	03/03/06 Brain	Struck - Lifted/Handled Object	Concussion	\$634
24	03/08/06 Multiple Upper Extremities	Rub/Abraded - Noc	Dermatitis	\$58
25	05/17/06 Upper Back (Thoracic)	Injury - Lifting	Strain	\$186
26	05/24/06 Eye(S)	Misc - Foreign Body In Eye	Foreign Body	\$132
27	06/02/06 Other Facial Soft Tissue	Struck Or Injured By	Multiple	\$50
28	06/29/06 Thumb	Injury - Reaching	Sprain	\$45
FY TOTAL				\$265,380

Attachment 5
MRWMD Property Loss / Incident Log - 2006

	Date	Time	Location	Description
1	01/30/06	12:15 PM	Landfill	Fire in the engine compartment of the 836G compactor.
2	01/31/06	Unknown	Other-Site	Employee claims car scratched while parked at work.
3	02/22/06	10:00 AM	Landfill	Battery blew up when employee arced wrench.
4	02/23/06	Unknown	Other	District welding trailer hit storage building - head lamp and grill damage.
5	03/03/06	Unknown	Charlie Benson	Employee at intersection of CB and scales when a truck drove by throwing a rock into her windshield causing damage.
6	03/13/06	10:40 AM	MRF-Other	Employee was backing up loader and hit the excavator - minor damage.
7	03/22/06	4:30 PM	MRF-Floor	Customer assaulted by two other customers while unloading in the MRF.
8	04/07/06	6:20 AM	MRF-Other	Metal seam on MRF walking floor was damaged by improper operation of loader
9	04/24/06	5:50 PM	MRF-Other	Employee drove forklift under the MC6 conveyor and damaged the fire sprinkler line with the forklift mast.
10	05/01/06	5:20 PM	MRF-Floor	Smoke grenade was found on tip floor.
11	05/01/06	4:20 PM	MRF-Floor	Customer was leaving site, gate closed before customer could exit causing rear bumper damage.
12	05/02/06	11:50 AM	LCM	A smoke grenade was found in the drop off area.
13	06/07/06	5:30 PM	MRF-Other	Employee was pushing refrigerators into pile when one fell out of bucket hitting a cart causing damage to the shed wall.
14	07/22/06	8:45 AM	MRF-Wood	As a customer was driving by, Employee turned water truck around causing water to spray inside customer's truck.
15	08/22/06	5:45 PM	MRF-Floor	A large piece of wood caught between loader fender and tire which caused the fender to bend.
16	08/23/06	9:45 AM	MRF-Floor	Customer brought chemicals (portable toilet enzyme cleaner) into MRF.
17	09/06/06	5:50 AM	MRF-Floor	Customer brought in a drop box full of chemical into the MRF.
18	09/19/06	11:10 AM	MRF-Other	Evacuation - employee discovered apparent explosive device.
19	10/04/06	5:55 PM	Charlie Benson	A vehicle struck exit gate damaging the gate, and the gate closing mechanism.
20	11/06/06	11:20 AM	Landfill	Minor fire in 836C compactor engine compartment.
21	11/18/06	Unknown	Landfill	Liquid discharge from landfill.
22	11/24/06	5:00 PM	MRF-Floor	Apparent explosive device discovered in concrete bunker.

Operation	Accidents	Percentage
Charlie Benson	3	14%
Landfill	4	18%
HHW	0	0%
Scale	0	0%
LCM	1	5%
MRF-Floor	6	27%
MRF-Other	5	23%
MRF-Wood	1	5%
Shop	0	0%
Site	0	0%
Other	2	9%
TOTAL	22	100%