King County

Safety & Claims Annual Report 2021

"No job is so important or urgent that we should not take time to perform it in a safe manner."

-Dow Constantine



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2021



Foreword

Department Leadership Teams,

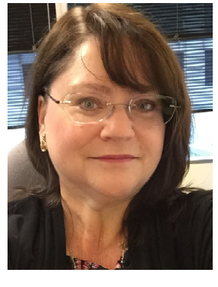
We have experienced unprecedented times since the start of the COVID-19 pandemic. It has led us to work even harder and face stronger challenges to deliver all the King County services needed for our community to thrive. We have been innovative in how we deliver those services. Many of our employees work on the frontlines and it has meant extra work to ensure good safety practices related to COVID-19. The extra demands of staffing and procuring items has been an additional challenge.

These challenges make our worker safety that much more critical. Our employees who have remained in the workplace have lost more days to injury, causing an increase in cost to our Workers' Compensation program. We need to prevent injuries from happening through active Safety Committees and partnership with Central Safety. This partnership ensures the available workforce to can deliver each of our many services and programs.

Additionally, with many employees working from home, our Transitional Duty program has been greatly impacted. We need to think boldly to support employees returning to the workplace more quickly. I encourage you to reach out to Disability Services with efforts to revive this program.

Workers' Compensation data has long shown that we are much more likely to see successful resolution of an injury when the employee is able to come back to work sooner. It adds purpose, belonging, and well-being for the employee, which supports a mindset of healing and restoration.

We look forward to engaging with each of you to help support a healthy and safe workplace. Thank you.



Mary Beth Short
Director
Central Employee Services Division
Department of Human Resources

Internal Service Rates

Agency	2023/2024 Total Revenue	2023/2024 Rate Per Hour
Metro Transit	$47,764,000	2.52
Adult & Juvenile Detention	$5,978,812	1.59
Sheriff's Office	$6,015,066	1.20
DLS Roads	$2,126,018	1.17
DES Facilities Mgmt	$1,699,126	1.17
DLS Permitting	$396,456	1.14
DNRP Solid Waste	$1,665,375	0.89
DNRP Parks	$947,863	0.59
DNRP Wastewater Treatment	$1,663,000	0.58
DES RALS	$162,801	0.40
DES Fleet	$125,992	0.39
Public Health	$2,412,392	0.36
Superior Court	$336,766	0.32
Assessments	$216,932	0.27
Judicial Administration	$201,640	0.24
DNRP Water & Land Resources	$223,616	0.22
District Court	$211,202	0.20
KCIT	$255,608	0.13
Community & Human Services	$269,227	0.12
Small Agency Pool	$613,421	0.10
DES Airport	$26,110	0.09
DES (except RALS, FMD, Fleet & Airport)	$90,496	0.07
Prosecuting Attorney	$125,846	0.06

Rates updated Jan 2023

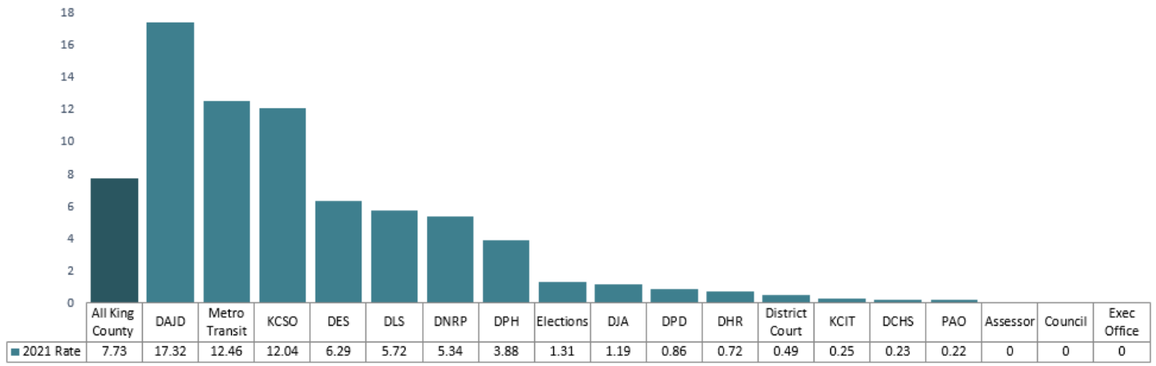
Industrial insurance rates by agency are calculated using workers' compensation claim costs over five years. The five-year period allows for a smoothing-out of claim fluctuations. Claims are capped at $250,000 per occurrence to lessen the impact of large claims and place more emphasis on claim frequency.

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:

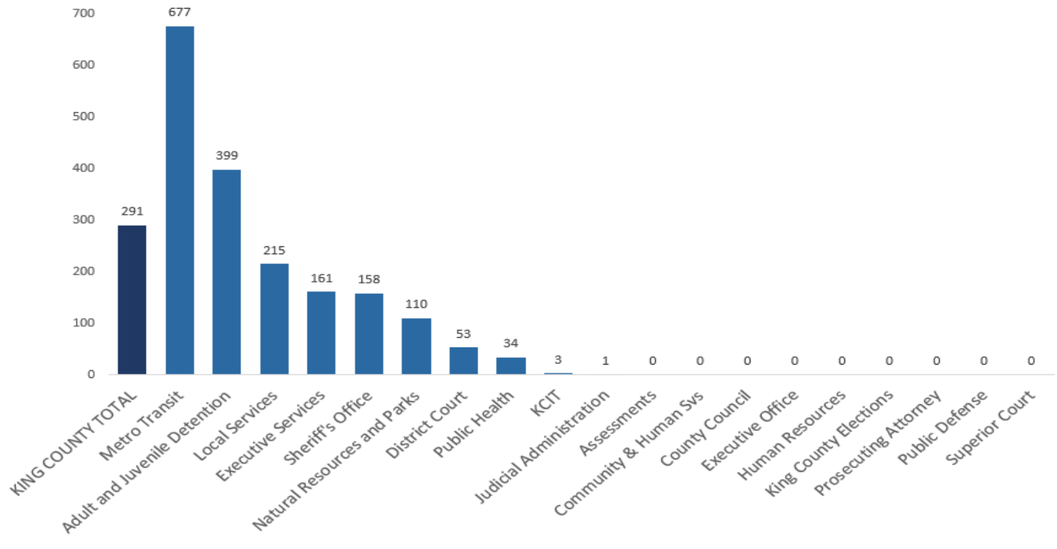
- Number of hours per FTE in the pro forma budget, and
- The agency's 5-year loss experience, and
- Future claim cost predictions

OSHA Incident Rate



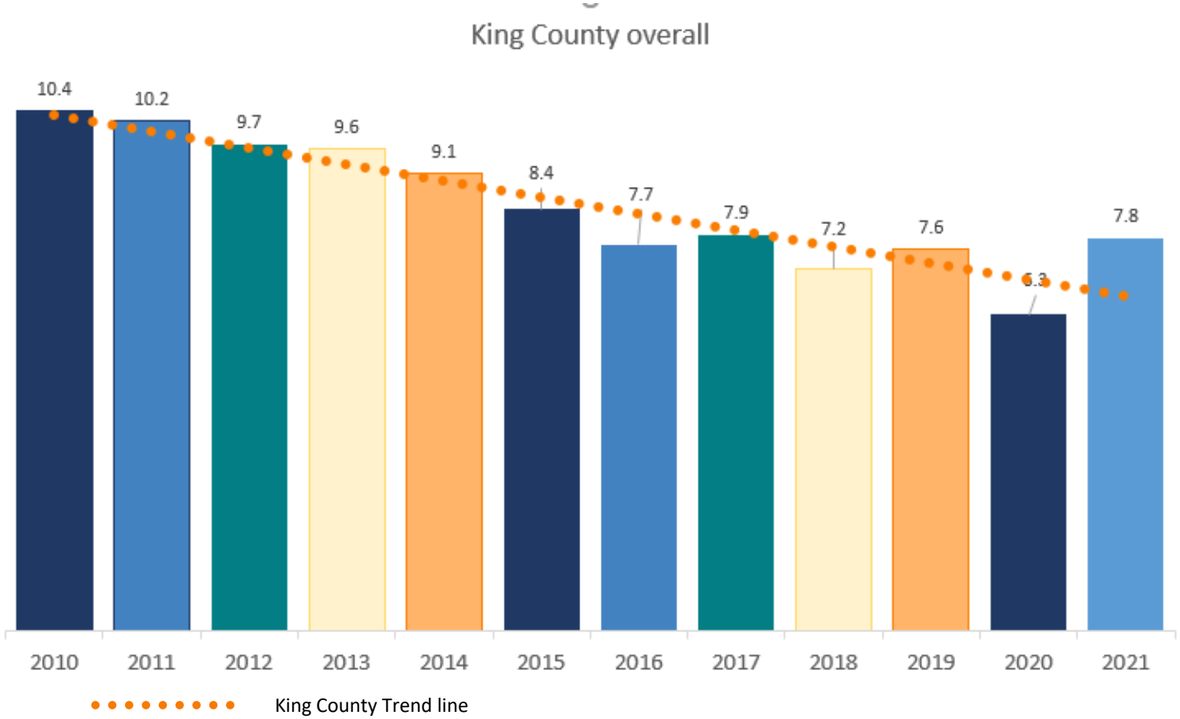
OSHA incident (injury) rates measure the number of employees per 100 full-time employees that have been involved in a recordable injury or illness. Recordable injuries are defined as requiring medical treatment beyond first aid, or causing days away from work, unconsciousness, transfer to another job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

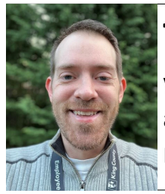
King County Injury Rate Historical Data



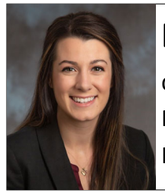
OSHA injury rates measure the number of employees per 100 full-time employees that have been involved in a recordable injury or illness. Recordable injuries are defined as requiring medical treatment beyond first aid, or causing days away from work, unconsciousness, transfer to another job or death.

King County achieved a downward trend in injury rate over the last 10 years.

Central Safety & Training Team



Tim Carter—Tim has just recently started working for King County and comes to us with years of prior health & safety consulting experience with Seattle Public Utilities, US Air Force and Air National Guard, CDC NIOSH, and Chevron Co. Tim is assigned to support DCHS, Elections, OEM, BRC, Airport, Fleet, Records & Licensing, Roads, Parks, and the Sheriff's Office.



Emily Fraser—Emily has worked for King County for eight years with multiple departments and divisions on the safety teams of Wastewater Treatment Division, Fleet, Roads, Metro, and now the Central Safety team with DHR. She is assigned to support Public Health—Seattle & King County and the Department of Adult & Juvenile Detention.



Chris Jacomme—Chris has been working for King County for four years on the Central Safety & Training Team. Prior to working for King County, Chris worked for the Washington State Department of Labor & Industries. Chris is assigned to support FMD, Assessments, County Executive and Council, Judicial Admin, PAO, and Superior Court.



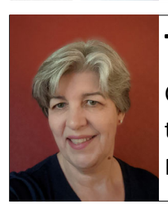
Dan Nwaelele—Dan just celebrated 30 years with King County! He has worked for the Central Safety & Training Team his entire tenure supporting multiple departments along the way. Dan is assigned to support District Court, FBOD, Risk Management, KCIT, Local Services, WLRD, Public Defense, and Metro for Ergonomics.



Caroline Hughes—Caroline has worked for King County for 17 years. She worked with the Healthy Incentives program (now Balanced You) and Public Health before joining Central Safety 5 years ago. Caroline manages our pre-employment physicals and the hearing conservation program, and has been our COVID-19 point person since the pandemic started.



Karen Bert—Karen has worked for King County for 29 years. She started in the Workers' Compensation group, and transitioned to be an Occupational Health & Safety Trainer 14 years ago. Karen still supports some of the claims work and provides health and safety trainings across all of King County.



Tammy Harris—Tammy has worked for King County for 29 years in the Workers' Compensation group and now as an Occupational Health & Safety Trainer. Tammy provides training to employees across all of King County, including First-Aid/CPR/AED, Bloodborne Pathogens, Defensive Driving, Workplace Violence, Flagger Certification, and more!

2021 BY THE NUMBERS



Pre-employment physicals



Training Classes

reaching

2,001

employees

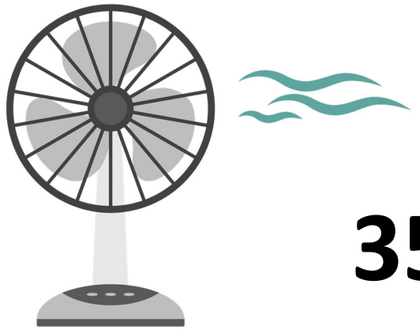
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Do-It-Yourself (online) ergonomic evaluations conducted



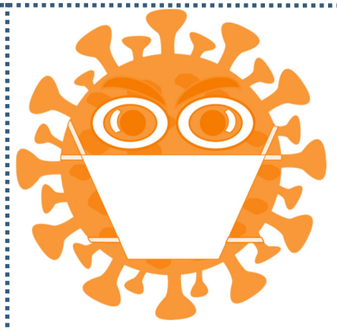
221

In-person or virtual ergonomic evaluations conducted



35

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



10

Workplace investigations for community employers to support Public Health's Workplace Investigations Team (WIT) and Health Engagement Access Resource Team (HEART)

Hearing screenings as part of our hearing conservation program





Labor & Industries investigations resolved

Department of Adult & Juvenile Detention

	2017	2018	2019	2020	2021
Injury Claims	97	109	71	65	134
Injury Rate	11.9	13.4	8.6	8.0	17.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	2099	1609	1163	2525	3144
Total Lost Workdays*	5995	6456	6448	5888	7076
Lost Workday Rate**	257.4	197.5	141.5	279.9	398.6
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.0

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Officer Teena Essang-Ekpo helps maintain the library inside the MRJC's inmate-worker unit.

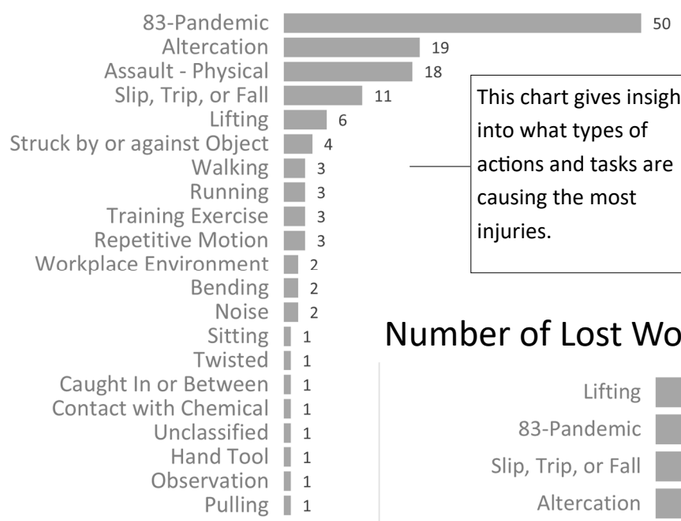
Trends:

1. 106% increase in Number of Recordable Injury Claims from 2020
2. 25% increase in Lost Workdays from 2020

Your contact

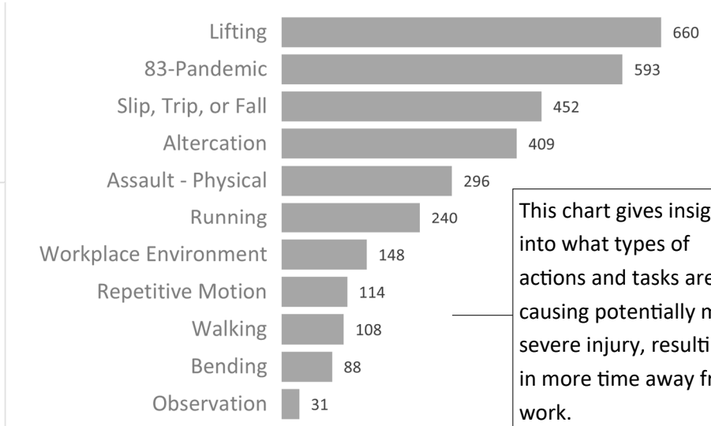
Emily Fraser

Number of Incidents by Cause



This chart gives insight into what types of actions and tasks are causing the most injuries.

Number of Lost Workdays by Cause

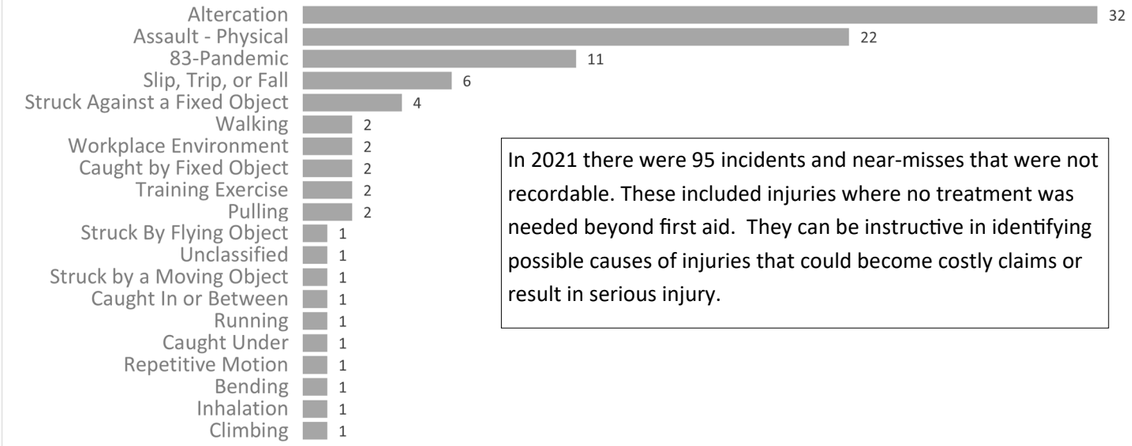


This chart gives insight into what types of actions and tasks are causing potentially more severe injury, resulting in more time away from work.

Department of Adult & Juvenile Detention

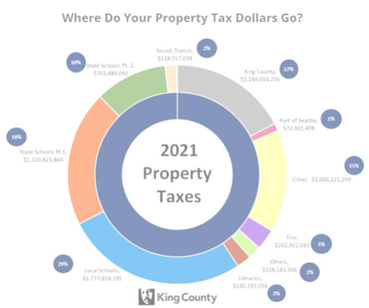
Division/Facility	Number and % of claims	Number and % of lost workdays	Highest causal categories for claims numbers (cases)	Highest causal categories for lost work-days (days)
King County Correctional Facility (KCCF)	74 (55%)	824 (26%)	• COVID-19 (39) • Altercation (10) • Assault (8) • Slip, Trip, or Fall (3)	• COVID-19 (446) • Altercation (167) • Walking (108) • Slip, Trip, or Fall (49)
Maleng Region-al Justice Center (MRJC)	37 (28%)	1866 (59%)	• COVID-19 (9) • Slip, trip, or Fall (7) • Lifting (4) • Repetitive Motion (3)	• Lifting (532) • Slip, Trip, or Fall (350) • Running (240) • Workplace Environment (148)
Children and Family Justice Center (CFJC)	22 (16%)	401 (13%)	• Assault (9) • Altercation (7) • Struck by or against Object (2)	• Assault (159) • Lifting (114) • Altercation (108) • COVID-19 (20)
Community Corrections	1 (1%)	53 (2%)	• Slip, Trip, or Fall (1)	• Slip, Trip, or Fall (53)
Administration	0	0	N/A	N/A

Number of Non-Recordables and Near-Misses by Cause



In 2021 there were 95 incidents and near-misses that were not recordable. These included injuries where no treatment was needed beyond first aid. They can be instructive in identifying possible causes of injuries that could become costly claims or result in serious injury.

Department of Assessments



	2017	2018	2019	2020	2021
Injury Claims	1	5	2	3	0
Injury Rate	0.6	3.0	1.2	1.7	0
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	11	16	8	0	0
Total Lost Workdays*	11	16	8	0	14
Lost Workday Rate**	6.7	9.5	4.7	0	0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Successes:

1. No OSHA-recordable injuries
2. No lost workdays for the second year in a row

Your Contact

Chris Jacomme

Department of Community and Human Services

	2017	2018	2019	2020	2021
Injury Claims	9	5	9	2	1
Injury Rate	2.9	1.6	2.7	0.5	0.2
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	16	5	52	27	0
Total Lost Workdays*	406	219	52	139	5
Lost Workday Rate**	5.2	1.6	16	6.5	0.0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Successes:

1. Remarkable decrease in injuries and lost workdays since 2019
2. Only 1 recordable injury in 2021



Collaborative Case Management pilot program provided housing for homeless Veterans

Your Contact

Tim Carter

Your Contact

Chris Jacomme

King County Council

	2017	2018	2019	2020	2021
Injury Claims	0	1	0	0	0
Injury Rate	0	0.9	0	0	0
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
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	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Councilmembers during remote work



Successes:

1. No injuries for the third year in a row
2. No lost workdays in five years

District Court

	2017	2018	2020	2020	2021
Injury Claims	3	0	2	1	1
Injury Rate	1.4	0	.9	.5	.49
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	24	0	15	0	109
Total Lost Workdays*	38	0	0	0	109
Lost Workday Rate**	11	0	7.0	0	53
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

1. Low injury rate continued

Your Contact

Dan Nwaelele

Summary

District Court employees had one repetitive injury claim in 2021 and 109 days of lost time.



Troy Brown shows off his District Court mug

Department of Elections



Voter outreach table

	2017	2018	2019	2020	2021
Injury Claims	5	2	0	3	1
Injury Rate	7.3	2.5	0	2.3	1.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	58	0	0	118	0
Total Lost Workdays*	401	770	768	548	1267
Lost Workday Rate**	84.4	0	0	91.74	0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Successes:

1. Elections continues a great trend of low injury rates since 2018
2. Only 1 OSHA recordable injury in 2021

Your Contact

Tim Carter

Department of Executive Services (DES) Excluding Airport, FMD, Fleet, RALS

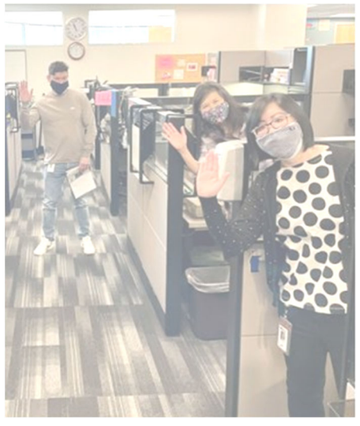
	2019	2020	2021
Injury Claims	0	0	1
Injury Rate	0	0	.39
King County Injury Rate	7.6	6.3	7.8
Lost Workdays*	0	0	0
Total Lost Workdays**	0	0	0
Lost Workday Rate	0	0	0
King County Lost Workday Rate	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA

Summary:

1. You're doing great



Treasury staff in their new location at King Street Center

Your Contact

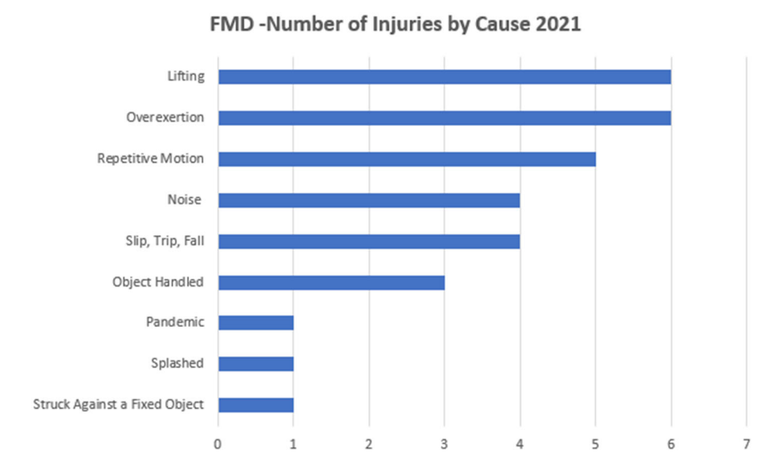
Dan Nwaelele

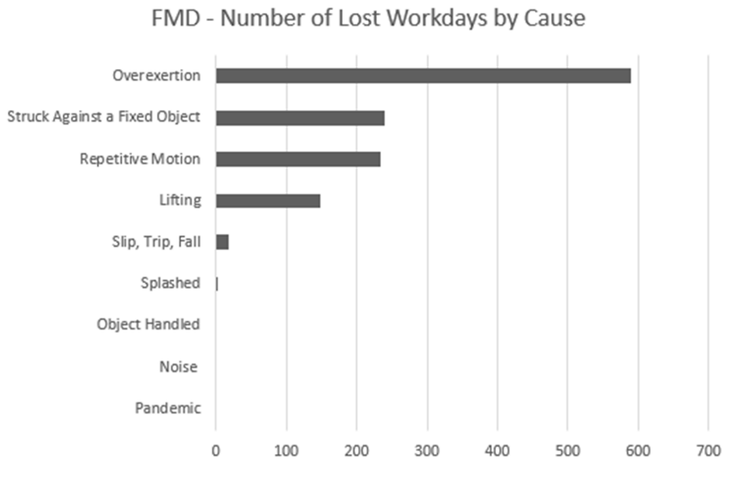
DES - Facilities Management Division (FMD)

	2017	2018	2019	2020	2021
Injury Claims	33	28	18	20	32
Injury Rate	11.7	9.8	6.2	6.3	10.9
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	270	426	157	901	1231
Total Lost Workdays*	2477	1921	2488	2772	2848
Lost Workday Rate**	95.7	150	54.2	257	370.1
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)





Summary

FMD saw a rise in injury claims and lost workdays over the previous year. Lifting, overexertion, and repetitive motion caused a significant number of musculoskeletal injuries. FMD continues to work closely with Safety & Claims to increase and improve training, conduct hazard assessments, and improve hazard awareness among employees.

Trends:

1. Increase in lost workdays
2. Increase in claims
3. Three noise-induced hearing loss claims

Your Contact

Chris Jacomme

FMD snowplowing at ShoWare Center



DES - Airport



David Decoteau, Deputy Director

	2017	2018	2019	2020	2021
Injury Claims	3	4	6	1	3
Injury Rate	3.8	9.2	13.8	2.2	6.7
King County Injury Rate	7.92	7.2	7.6	6.3	7.8
Lost Workdays	130	72	270	11	18
Total Lost Workdays*	350	72	405	89	181
Lost Workday Rate**	295.1	165	601.4	24.5	40.2
King County Lost Workday Rate	156.6	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trends:

1. An uptick in 2021 Injury Rate and Lost Workdays

Your Contact

Tim Carter

DES - Fleet Division

	2017	2018	2019	2020	2021
Injury Claims	7	5	8	6	1
Injury Rate	11.7	8.3	13.56	10	1.7
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	5	10	22	62	0
Total Lost Workdays*	474	369	396	421	360
Lost Workday Rate**	8.3	16.6	37.3	102.9	0
King County Lost Workday Rate	156.70	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Your Contact

Tim Carter

Trends:

1. Continued decrease in recordable injuries for 2021. Nice job!

DES - Records and Licensing Division (RALS),

excluding Animal Control

	2017	2018	2019	2020	2021
Injury Claims	1	3	0	0	1
Injury Rate	1.3	3.6	0	0	1.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	0	7	0	0	0
Total Lost Workdays*	0	7	0	0	0
Lost Workday Rate**	0	6.11	0	0	0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trends:

1. One injury in 2021
2. Three consecutive years with no Lost Workdays

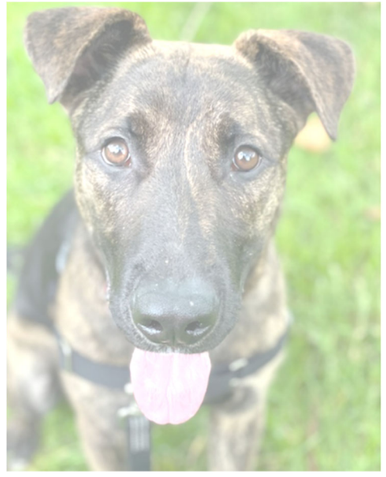


Archives staff preparing for their site move

Your Contact

Tim Carter

DES - Regional Animal Services (RAS)



Your Contact

Tim Carter

	2017	2018	2019	2020	2021
Injury Claims	7	4	15	9	10
Injury Rate	20.8	12.5	43.8	20.5	37.0
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	79	0	78	4	124
Total Lost Workdays*	228	442	306	39	406
Lost Workday Rate**	234.8	0	227.9	7	458.4
King County Lost Workday Rate	156.7	144.2	180.2	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trends:

1. Increases across the board in 2021
2. 77% of 2021 Lost Workdays from slip, trip, fall injuries

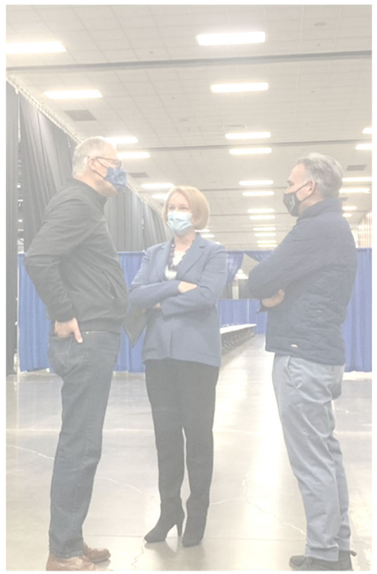
King County Executive

	2017	2018	2019	2020	2021
Injury Claims	1	0	0	0	0
Injury Rate	1.0	0	0	0	0
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
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	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

No recordable injuries for the past four years or lost workdays for the past six. The Executive's Office takes a conscientious and proactive approach to preventing office-related musculoskeletal injuries.



Your Contact

Chris Jacomme

Department of Human Resources

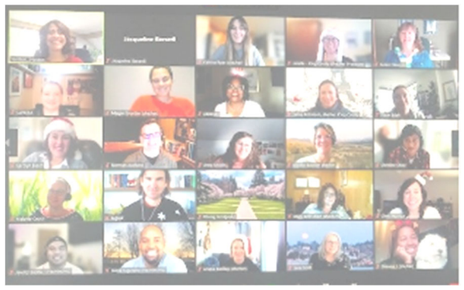
Successes:

1. Only 2 lost workday injuries in 12 years
2. No lost workdays since 2014

	2017	2018	2019	2020	2021
Injury Claims	1	0	2	1	1
Injury Rate	1.4	0	2	.7	.7
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
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	156.6	144.2	180.2	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



DHR Zoom
Holiday party

Your Contact

Tim Carter

Department of Information Technology

	2017	2018	2019	2020	2021
Injury Claims	2	6	3	3	1
Injury Rate	.5	1.5	.7	.7	.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	0	0	14	217	12
Total Lost Workdays*	9	18	71	245	30
Lost Workday Rate**	0	0	3.5	53.7	2.9
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trends:

1. Claims trended downward; just one claim in 2021

Your Contact

Dan Nwaelele

King County GIS Center celebrates Black geographers



Department of Judicial Administration

Trends:

1. Only one lost workday in 2021.
2. No ergonomics-related injury claims.

	2017	2018	2019	2020	2021
Injury Claims	5	3	2	3	2
Injury Rate	2.9	1.7	1.2	1.8	1.2
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	0	0	4	52	1
Total Lost Workdays*	209	0	4	45	143
Lost Workday Rate**	0	0	2.39	30.4	0.60
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Your Contact

Chris Jacomme

CLERK'S ALERT

Department of Local Services - Permitting

	2017	2018	2019	2020	2021
Injury Claims	1	1	1	0	1
Injury Rate	1.4	1.3	1.3	0	1.5
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	51	0	0	0	105
Total Lost Workdays*	65	364	378	364	469
Lost Workday Rate**	69.4	0	0	0	153.5
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Successes:

1. Zero injury claim
2. Zero lost workdays



White Center Log Cabin

Your Contact

Dan Nwaelele



Executive Constantine announced the expansion of the Conservation Corps

Department of Local Services - Road Services Division

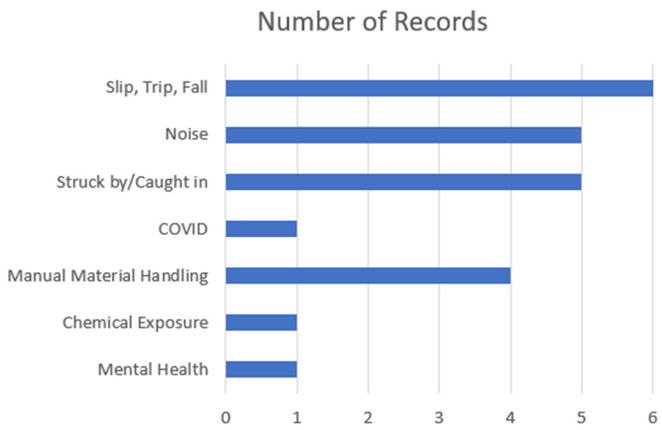
	2017	2018	2019	2020	2021
Injury Claims	25	32	40	24	23
Injury Rate	7.6	9.5	11.7	7	6.9
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	419	472	729	963	795
Total Lost Workdays*	2012	1996	1691	2151	2246
Lost Workday Rate**	117.8	136.5	213.9	251.3	236.8
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trends:

1. Lifting and other manual material handling injuries accounted for 41% of lost workdays paid in 2021
2. Slips, trips, and falls account for 56% of lost workdays paid in 2021
3. 65% of paid lost workdays in 2021 were from Injuries that occurred in prior years



Summary

The number of injury claims are steady from 2020 and remain down from a high in 2019. In 2021, noise-induced hearing loss accounts for 22% of injury & illness claims. Lifting injuries were prominent this year both in frequency and time loss. 2021 lost workdays are down 18% from 2020. The continually high total lost workdays in 2021 and years prior could be mitigated with a robust modified work duty program to reduce time off work.

Your Contact

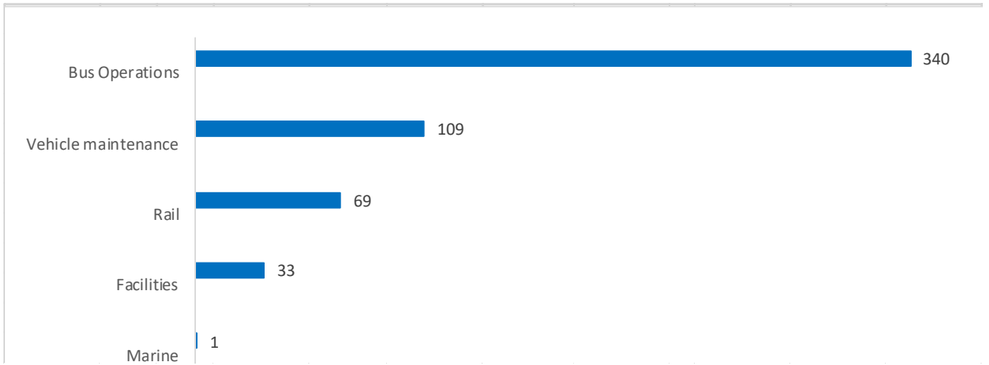
Tim Carter



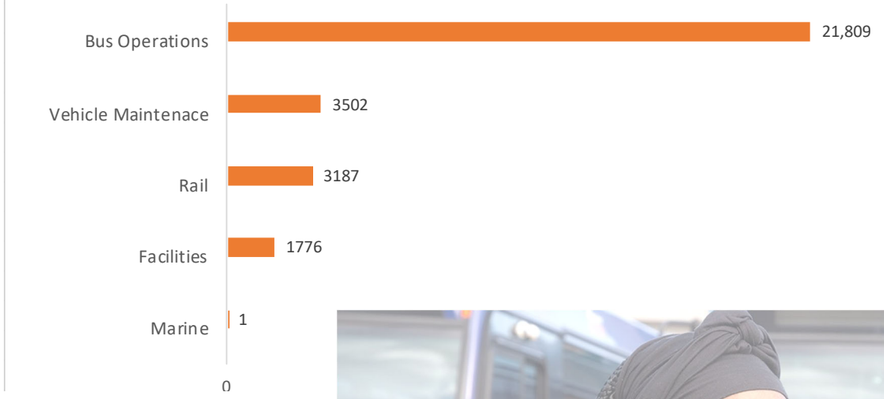
Roads interns inspect Upper Tokul Creek Bridge

Metro Transit Department - All Divisions

Injuries by Division



Lost Workdays by Division





Metro Transit - Bus Operations

Summary

	2018	2019	2020	2021
Injury Claims	312	356	303	340
Injury Rate	10.8	11.8	11.1	13.4
King County Injury Rate	7.2	7.6	6.3	7.8
Lost Workdays	8536	12,905	16,529	21809
Total Lost Workdays*	27731	32,365	45,121	54833
Lost Workday Rate**	296.3	427.2	605.1	851.2
King County Lost Workday Rate	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

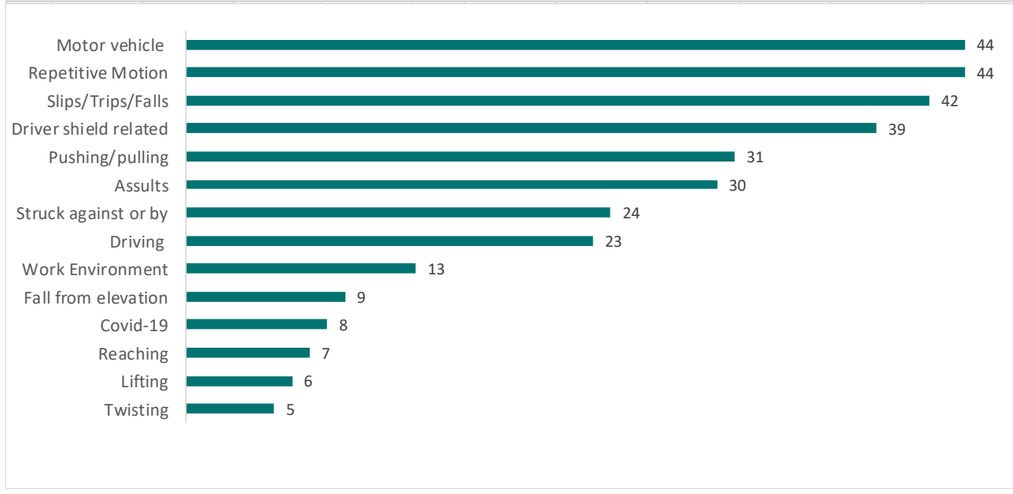
In 2021, there were:

- Over 108 ergonomics related claims
- 42 slips, trips, and falls
- 30 Assaults
- 44 Motor vehicle accidents
- 31 Driving related claims
- 24 struck against or by claims
- 18 Inhalation/Environmental
- 8 Pandemic

Clearly, there is no way to prevent all conditions that make it possible for accidents/incidents. However, 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 — should reduce 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

	2018	2019	2020	2021
Injury Claims	81	118	67	109
Injury Rate	12.4	17.4	10.0	16.4
King County Injury Rate	7.2	7.6	6.3	7.8
Lost Workdays	1629	2522	2037	3816
Total Lost Workdays*	3572	4806	4479	5032
Lost Workday Rate**	248.7	371.1	304.4	527.7
King County Lost Workday Rate	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Causes by the numbers

- 15 Struck by or against
- 11 Repetitive motion
- 10 Pushing/pulling
- 8 Slips/Trips/Falls
- 9 Lifting
- 6 Falls
- 6 Hearing loss
- 5 Reaching

Effects

- 63% increase in claims
- 72% increase in lost workdays



Bart Hedlund, Vehicle Maintenance Employee of the Year, with Metro GM Terry White

Your Contact

Dan Nwaelele

Summary

Highlights

- 16.4% decrease in claims
- 30.7% increase in lost workdays
- 19.2% increase in total lost

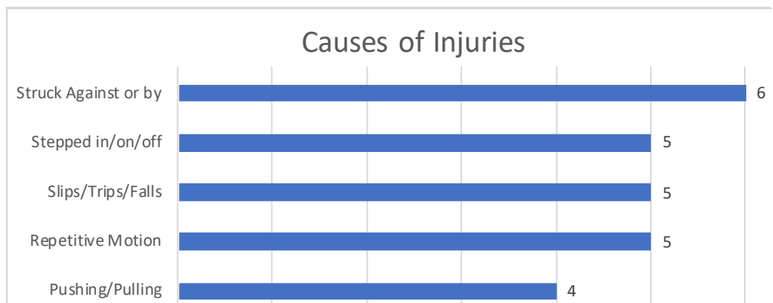


Metro Transit - Facilities

	2018	2019	2020	2021
Injury Claims	34	55	46	33
Injury Rate	13.1	21.4	18.3	14.3
King County Injury Rate	7.2	7.6	6.3	7.8
Lost Workdays	1827	2087	2728	2153
Total Lost Workdays*	2499	4425	5275	6083
Lost Workday Rate**	701.5	813.8	1086.8	768.1
King County Lost Workday Rate	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Metro Transit - Light Rail

	2017	2018	2019	2020	2021
Injury Claims	27	36	39	40	69
Injury Rate	8.0	10.1	9.8	10.0	14.7
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	417	979	1434	1109	3187
Total Lost Workdays*	800	1715	2975	3658	6754
Lost Workday Rate**	123.4	275.2	361.2	276.1	679.9
King County Lost Workday Rate	156.7	144.2	180.6	217.6	292.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Summary

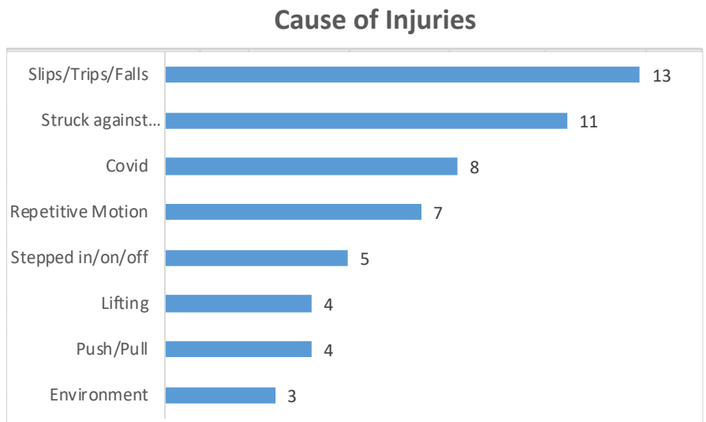
Light Rail continues to struggle with managing the severity of injuries. Safety and Claims recommends an aggressive use of the Transitional Duty Assignment tools—returning injured employees back to work to curtail the severity of Light Rail claims.

Trends:

1. 73% increase in injury claim 2021
2. 87% increase in lost workdays

Your Contact

Dan Nwaelele





Metro Transit - Marine Division

	2017	2018	2019	2020	2021
Injury Claims	6	5	2	1	1
Injury Rate	25.8	20.4	7.5	4.3	4.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	276	49	3	19	1
Total Lost Workdays*	284	215	241	0	9
Lost Workday Rate**	1187.5	200.1	11.2	80.9	0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Successes:

1. One recordable injury



Marine crew rescued 2 boaters in August when their sailboat capsized

Your Contact

Dan Nwaelele

Metro Transit - Mobility



	2019	2020	2021
Injury Claims	2	1	0
Injury Rate	.9	.4	0
King County Injury Rate	7.6	6.3	7.8
Lost Workdays	0	12	0
Total Lost Workdays*	3	17	0
Lost Workday Rate**	0	5.1	0
King County Lost Workday Rate	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA stand-

Your Contact

Dan Nwaelele

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

	2017	2018	2019	2020	2021
Injury Claims	32	26	26	22	27
Injury Rate	12.3	9.4	9.4	9	10.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	147	445	388	397	291
Total Lost Workdays*	614	907	737	459	679
Lost Workday Rate**	56.4	160	140.5	133.4	110.8
King County Lost Workday Rate	156.7	144.2	180.2	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trends:

1. 56% of 2021 injuries were related to manual material handing (lifting, pushing, pulling)

Your Contact

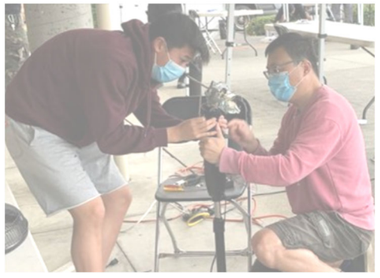
Tim Carter

Summary

DNRP—Parks has had a relatively steady number and rate of injury claims in the last 5 years. Injury severity from lost workdays and total lost workdays have remained consistent with prior years. A continued focus on safety and light duty work could reduce the lost workdays experienced in the future.



DNRP - Solid Waste Division

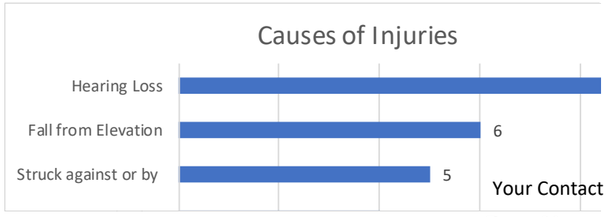


Repair Time event in Kent

	2017	2018	2019	2020	2021
Injury Claims	35	31	44	28	35
Injury Rate	9.6	8.4	11.8	7.4	9.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	453	701	545	251	1346
Total Lost Workdays*	1473	2133	1878	1108	1797
Lost Workday Rate**	114.6	189.7	146.7	66.1	323.9
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Your Contact

Dan Nwaelele

Trends:

1. 25% increase in claims
2. 386% increase in lost workdays
3. 26% of recordable claims were hearing loss cases

DNRP - Water and Land Resources Division



Restoring salmon habitat

	2017	2018	2019	2020	2021
Injury Claims	8	5	5	5	5
Injury Rate	2.6	1.6	1.6	1.5	1.5
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	105	0	0	24	0
Total Lost Workdays*	105	14	4	20	0
Lost Workday Rate**	34.3	0	0	7.2	0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

The Water and Land Resources Division (WLRD) had another great year in 2021:

- No increase in recordable injuries
- Zero lost workdays
- Exceptional use of the Transitional Duty Assignment

Your Contact

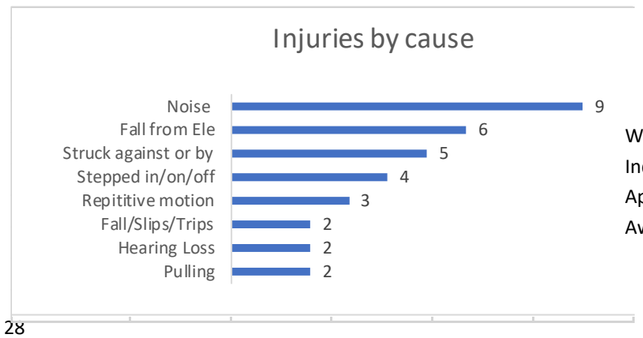
Dan Nwaelele

DNRP - Wastewater Treatment Division

	2017	2018	2019	2020	2021
Injury Claims	41	26	31	27	22
Injury Rate	6.2	3.9	4.7	4.0	3.3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	641	476	373	442	346
Total Lost Workdays*	1075	639	1198	1331	1516
Lost Workday Rate**	96.8	72.2	56.7	65.2	50.1
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Summary

Wastewater's recordable incidents were down from 2020 as were lost workdays.

Your Contact

Dan Nwaelele



WTD wins Industry Appreciation Award

Prosecuting Attorney's Office



	2017	2018	2019	2020	2021
Injury Claims	0	2	0	1	0
Injury Rate	0	0.5	0	0.2	0
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
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	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trend:

- No OSHA-recordable injuries
- No lost workdays in the last five years

Your Contact

Chris Jacomme

Department of Public Defense

	2017	2018	2019	2020	2021
Injury Claims	6	2	9	0	3
Injury Rate	1.7	0.6	2.5	0	3
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	3	0	7	0	0
Total Lost Workdays*	3	0	7	83	0
Lost Workday Rate**	0.9	0	1.9	0	0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Safa Peera, an attorney at DPD, fought to have clients appear in person before a judge.

Your Contact

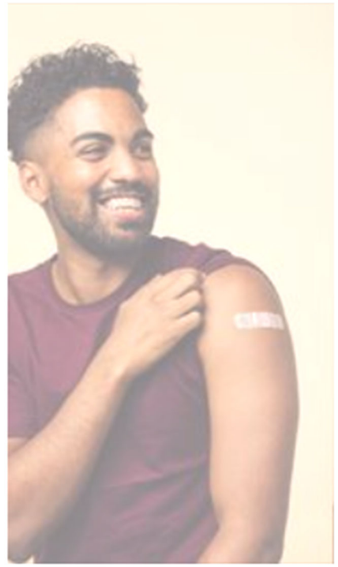
Dan Nwaelele

Department of Public Health

	2017	2018	2019	2020	2021
Injury Claims	42	39	47	47	61
Injury Rate	3.6	3.24	3.9	3.4	3.9
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	559	142	539	406	529
Total Lost Workdays*	1680	1214	1575	1451	1858
Lost Workday Rate**	48.3	11.8	44.5	29.6	33.7
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.0

*Includes Lost Workdays from Claims Filed in Previous Years

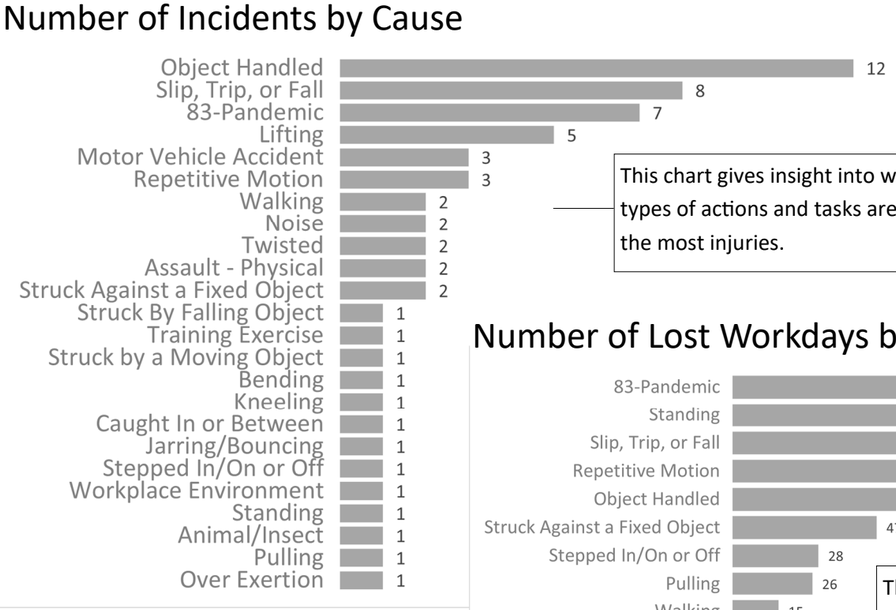
**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Trends:

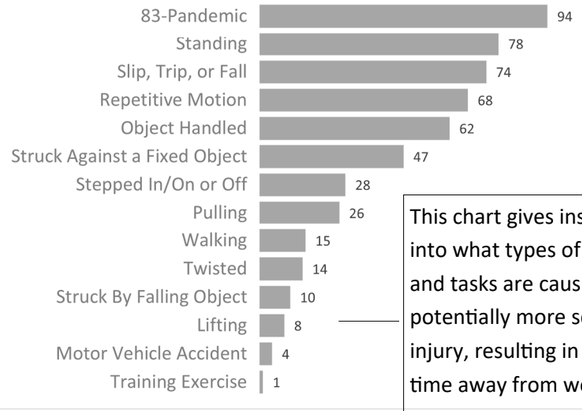
1. 30% increase in the number of Injury Claims since 2020
2. 30% increase in the number of Lost Workdays since 2020

Number of Incidents by Cause



This chart gives insight into what types of actions and tasks are causing the most injuries.

Number of Lost Workdays by Cause



This chart gives insight into what types of actions and tasks are causing potentially more severe injury, resulting in more time away from work.

Your Contact

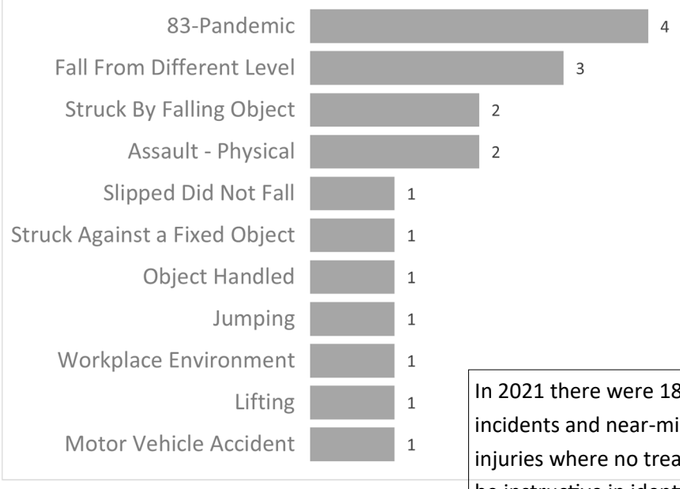
Emily Fraser

Department of Public Health

Division	Number and % of claims	Number and % of lost work-days	Highest causal categories for claims numbers (cases)	Highest causal categories for lost workdays (days)
Community Health Services (CHS)	23 (38%)	110 (21%)	• [Sharp] Object Handled (9) • Slip, Trip, or Fall (4) • Lifting (2) • Struck by Falling Object (1)	• Slip, Trip, or Fall (65) • Stepped In/On or Off (28) • Struck by Falling Object (10) • Lifting (6)
Emergency Medical Services (EMS)	17 (28%)	176 (33%)	• COVID-19 (7) • Workplace Environment (1) • Noise (1) • Twisted (1)	• COVID-19 (94) • Standing (78) • Motor Vehicle Accident (4)
Jail Health Services (JHS)	8 (13%)	73 (14%)	• Slip, Trip, or Fall (1) • Pulling (1) • Lifting (1)	• Pulling (26) • Repetitive Motion (16) • Walking (15)
Environmental Health Services (EHS)	5 (8%)	9 (2%)	• Slip, Trip, or Fall (2) • Motor Vehicle Accident (1)	• Slip, Trip, or Fall (9)
Prevention	8 (13%)	161 (30%)	• Lifting (2) • [Sharp] Object Handled (2) • Repetitive Motion (1)	• [Sharp] Object Handled (62) • Repetitive Motion (52) • Struck Fixed Object (46)
Admin	0	0	None	None

*Lost workdays from claims in current year only

Number of Non-Recordables and Near-Misses by Cause





In 2021 there were 18 incidents and near-misses that were not recordable. These included injuries where no treatment was needed beyond first aid. They can be instructive in identifying possible causes of injuries that could become costly claims or result in serious injury.

Sheriff's Office

	2017	2018	2019	2020	2021
Injury Claims	130	120	100	137	128
Injury Rate	12.5	11.5	9.4	12.6	12.0
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	1117	1280	1066	1511	1678
Total Lost Workdays*	4726	3637	4400	5078	4933
Lost Workday Rate**	107.4	123	99.9	139.1	157.8
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)

Trends:

1. COVID-19 claims accounted for 38% of Days Off in 2021
2. 25% of Days Off were from Slips, Trips, and Falls claims
3. 39% of 2021 Lost Workdays occurred in Contract Services (incorporated areas), and 43% in Uniformed Patrol (unincorporated King County)

Summary

Lost workdays in 2021 continued to be attributed in large part to the pandemic which resulted in 37 recordable incidents and 656 lost workdays. That said, there continues to be a trend of total lost workdays with a yearly average above 4,600 days since 2017. A light-duty program could dramatically reduce the number of days off experienced by the department.

Your Contact

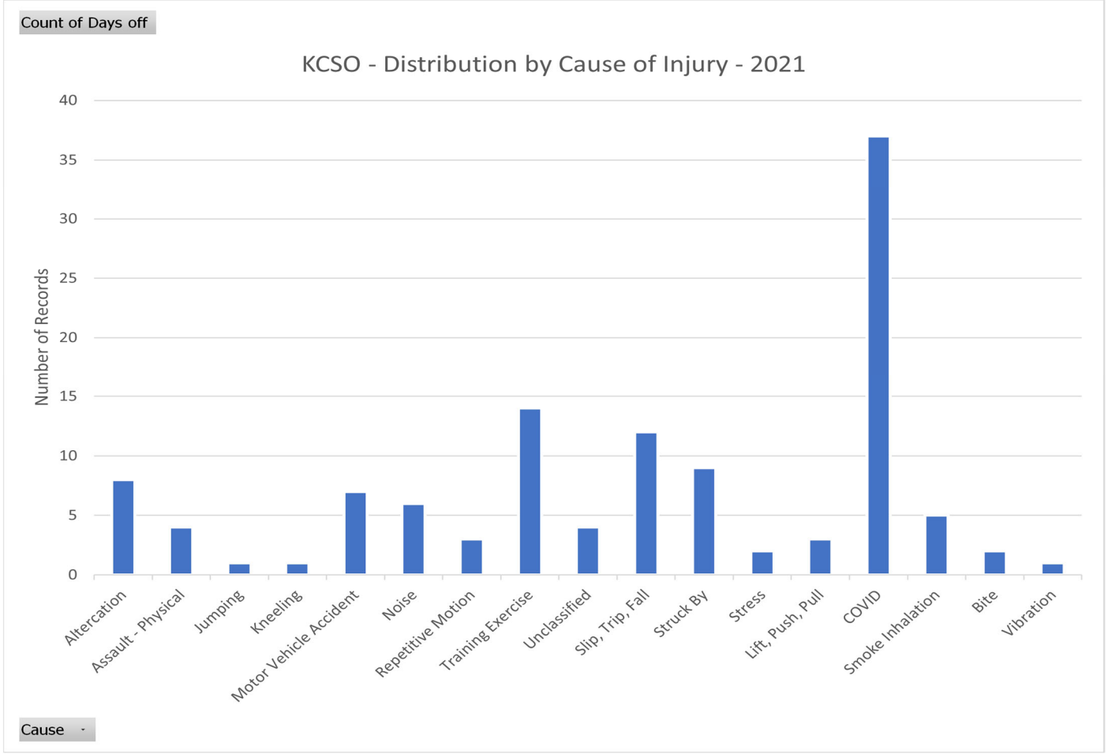
Tim Carter



Fury and his seized items



Sheriff's Office dive team



Superior Court

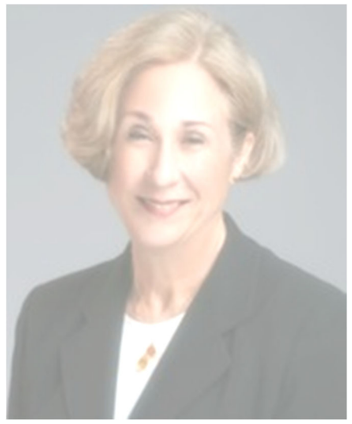
Trends:

1. No OSHA-recordable injuries in 2021
2. No lost workdays for the last three years

	2017	2018	2019	2020	2021
Injury Claims	4	4	3	2	0
Injury Rate	1.6	1.6	1.2	0.8	0
King County Injury Rate	7.9	7.2	7.6	6.3	7.8
Lost Workdays	2	174	0	0	0
Total Lost Workdays*	4	169	378	60	0
Lost Workday Rate**	0.8	70.3	0	0	0
King County Lost Workday Rate	156.7	144.2	180.6	217.6	291.1

*Includes Lost Workdays from Claims Filed in Previous Years

**Lost workdays from claims are capped at 180 days for this rate (OSHA standard)



Superior Court Judge Judith Ramseyer received the Innovating Justice Award from the Washington State Board for Judicial Administration

Your Contact

Chris Jacomme

SAFETY SERVICES

Safety

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
- Employee safety training
- Regulatory compliance issue support
- Hearing conservation program
- Hazard assessments and hazard prevention/control methodologies
- Development and evaluation of construction/contractor safety program requirements and submittals

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. Employees receive training on topics including:

- Confined space entry
- Forklift operation
- CPR, AED, and first aid
- Personal protective equipment
- Defensive driving
- Traffic control and flagging

Pre-Employment Assessments

Employees in physically demanding or safety-sensitive positions receive a pre-employment exam to be sure they are suited for the position.

For more information on our services please call Central Safety at 206-477-3350

CENTRAL SAFETY TEAM

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

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www.kingcounty.gov/SafetyAndClaims