

RESOURCE MANAGEMENT AGENCY WORKERS' COMPENSATION ANALYSIS

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By

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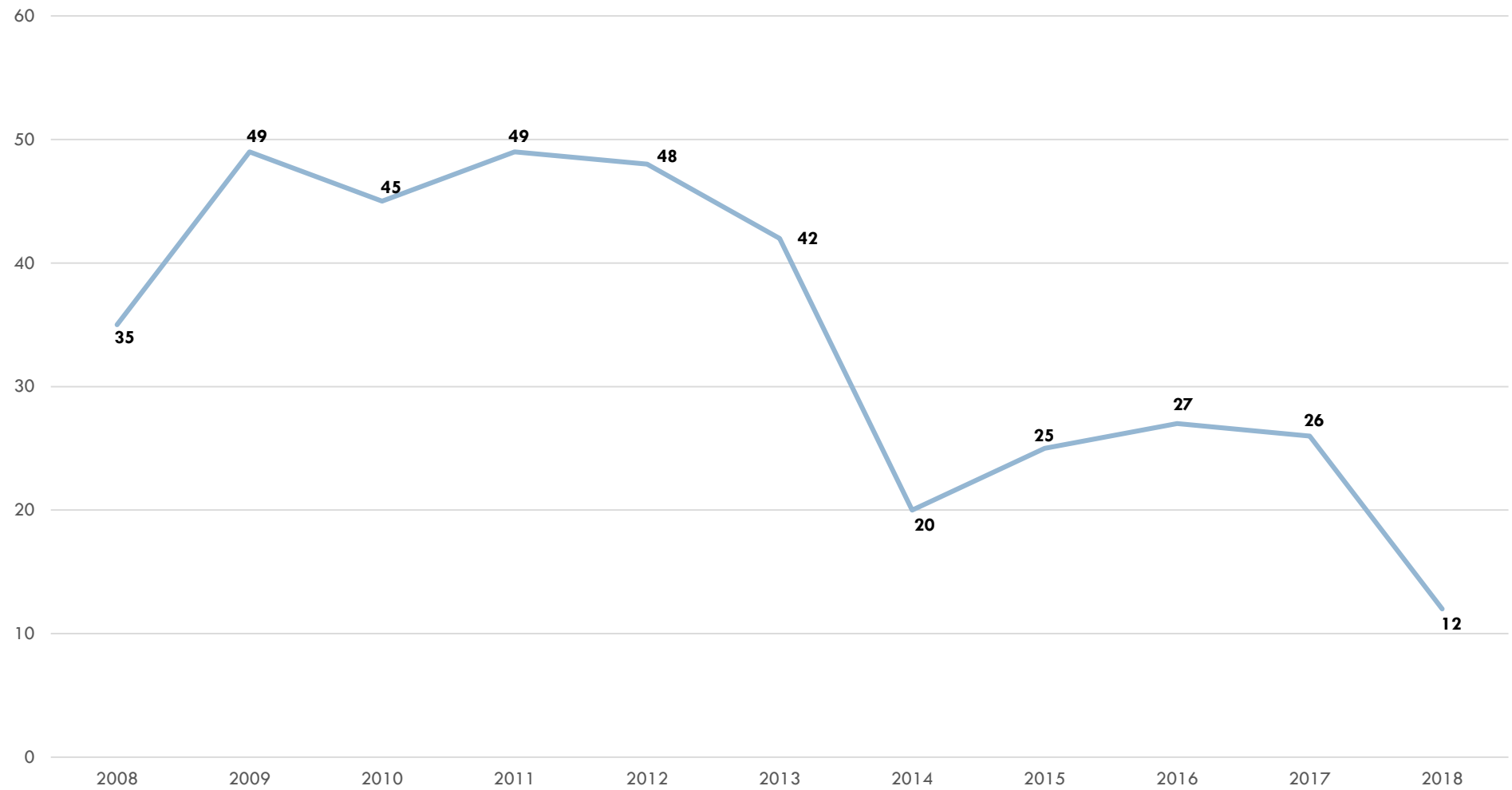
State in which you found the department's Safety Program?

- The RMA safety program was in need of dire rebuilding. Safety programs were outdated, some nonexistent and the department lacked an effective safety culture.
- Safety was not a priority for staff nor did anyone want to welcome safety as a positive resource.
- The mentality of safety was seen as a method to discipline employees rather than providing a reliable resource to educate employees on how safety can be beneficial to an organization and themselves.
- It was my belief that neither management nor staff had a true understanding of the financial impacts a strong safety program can bring. I believe that misunderstanding has now come to light and major improvements can be seen throughout the department.

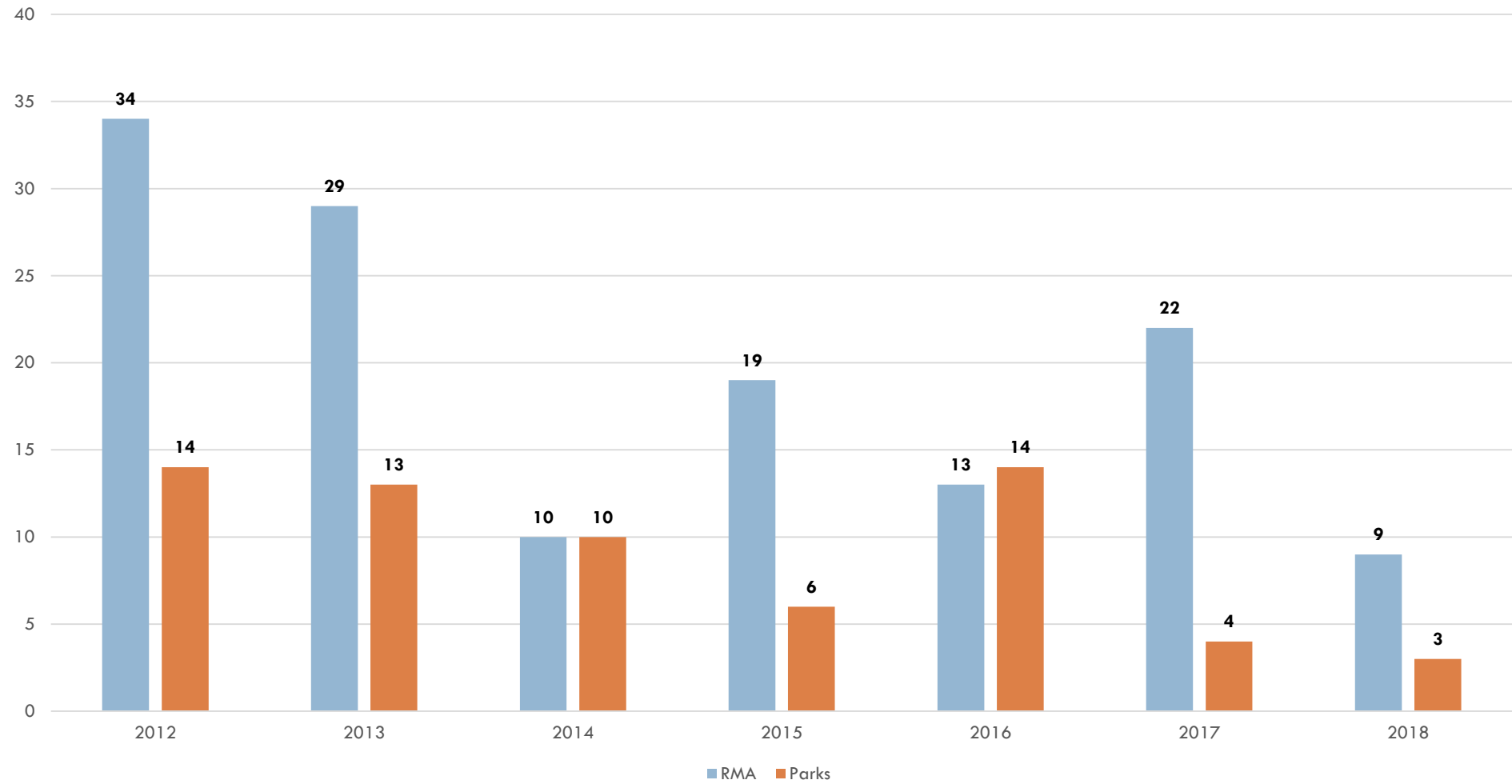
Safety Program Continued...

- The RMA has seen a significant change in its safety culture and behavior over the past five years.
- The change in behavior could be significantly seen in the Public Works Road Department. The PW Dept. was in a transition period without any safety supervision or Safety Coordinator for multiple years prior to hiring in 2012.
- During this period there was an increase of industrial injuries and litigations.
- Over the last five years the PW department has significantly reduced their industrial injury rate by as much as 75% in some FY years and has welcomed safety into their “group”.
- Safety is an evolving field; there is nothing stagnant about safety. Changes have to be made periodically to better serve and inform your audience.
- By being out in the field, I have been able to vocally promote and encourage health and safety behaviors and practices.

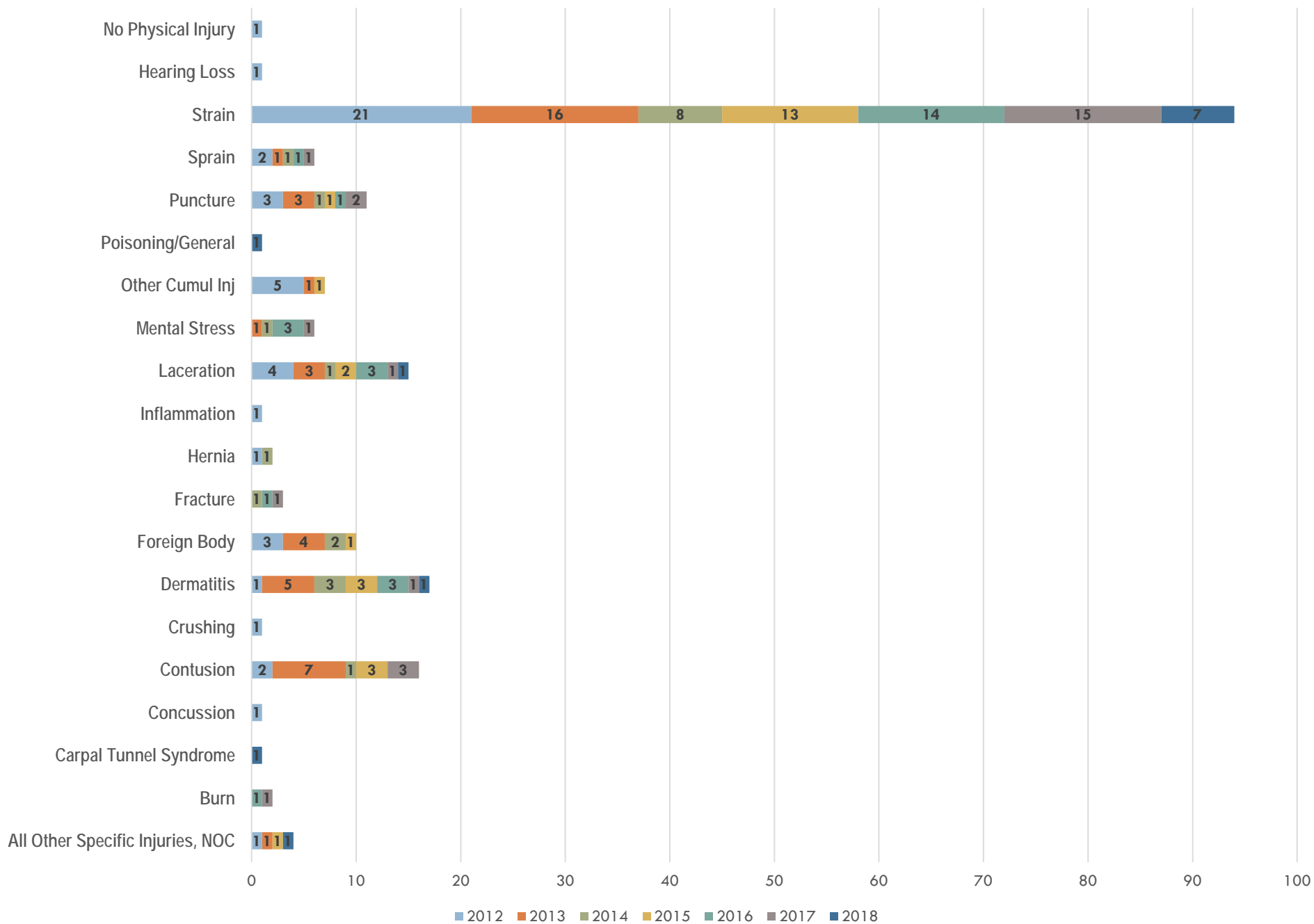
10 yr/FY RMA Open Claims History



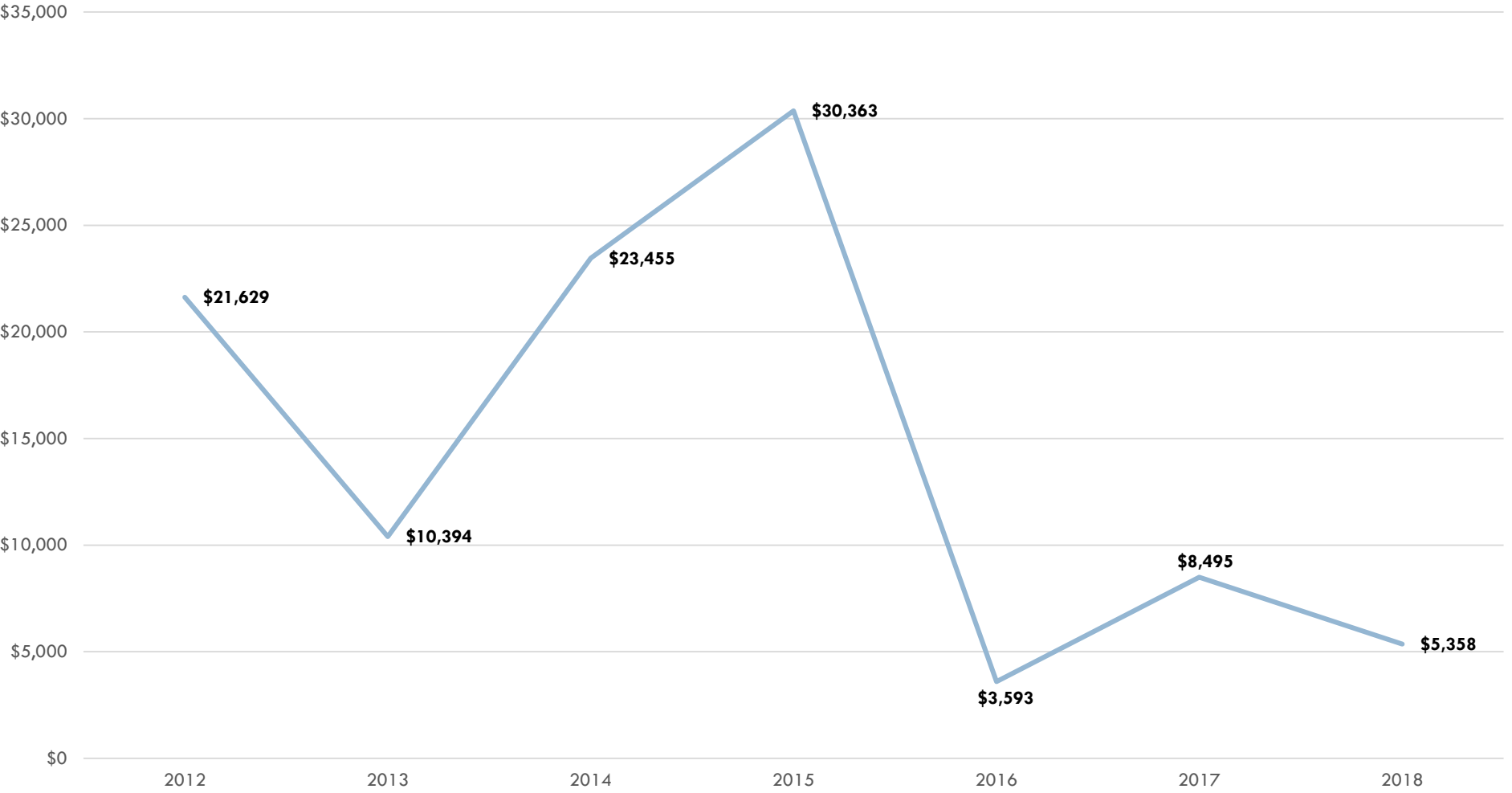
7 yr/FY Open Claims RMA vs. Parks



Injury By Nature- 7 yr/FY



RMA avg. Cost per Closed Claim per FY





Thank you!