

AGENDA

Consent Agenda

First Reading:

First Public Hearing:

Second Public Hearing:

Ordinance No.

Resolution No. 2017-042R

Final Action:

2/23/2017

DATE OF MEETING: FEBRUARY 23, 2017

AGENDA ITEM (Brief Description)

Resolution No. 2017-042R

DEPARTMENT SUMMARY:

COST OF PROJECT: Approximately \$47,000

Resolution No. 2017-042R, a resolution of the City Council of the City of St. Cloud, Florida, authorizing the City Manager to implement a safety plan as part of the City's self-funded worker's compensation program, as funding permits, beginning October 1, 2017, promoting a workplace-safety culture, through various initiatives such as; training, recognition, participation, and rewards, intended to reduce workplace injuries and loss-time, increase employee wellness, awareness, and productivity, and assist in realizing a cost savings of the overall worker's compensation program. Funding for this program will be provided as part of the worker's compensation budget and sustained by the estimated cost savings attained through the transition to a self-funded program, and will replace the currently funded safety program.

The implementation of a safety plan as part of the City's self-funded worker's compensation program. This plan will promote a workplace safety-culture and assist in realizing a cost savings of the overall worker's compensation program. Cost to city \$47,000.

Staff recommends for approval.

FINANCE DIRECTOR'S COMMENTS:

Recommended for approval.

PURCHASING MANAGER'S COMMENTS:

N/A

CITY MANAGER'S COMMENTS:

I recommend approval. The item is budgeted through the Workers' Compensation budget.

CITY COUNCIL ACTION:

2/23/2017

ATTACHMENTS:

Description

Resolution 2017-042R

Safety Plan

RESOLUTION NUMBER 2017-042R

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ST. CLOUD, FLORIDA, AUTHORIZING THE CITY MANAGER TO IMPLEMENT A SAFETY PLAN AS PART OF THE CITY'S SELF-FUNDED WORKER'S COMPENSATION PROGRAM, AS FUNDING PERMITS, PROMOTING A WORK PLACE SAFETY CULTURE, THROUGH VARIOUS INITIATIVES AND WILL REPLACE THE CURRENTLY FUNDED SAFETY PROGRAM, PROVIDING FOR SEVERABILITY; CONFLICTS; AND AN EFFECTIVE DATE.

WHEREAS, the City of St. Cloud wishes to promote a workplace-safety culture, through various initiatives such as: training, recognition, participation and rewards which is intended to reduce workplace injuries and lost time accidents, increase employee wellness, awareness, and productivity, and assist in realizing a cost savings of the overall worker's compensation program.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of St. Cloud, as follows:

SECTION 1. The City Council of the City of St. Cloud hereby adopts and authorizes the City Manager to implement a safety plans as part of the City's self-funded worker's compensation program, as funding permits, and will replace the currently funded safety program, and finds the safety plan reasonable and otherwise in the best interest of the City of St. Cloud and its employees.

SECTION 2. The effective date of the safety plan change to a comprehensive safety plan shall be on or after October 1, 2017.

SECTION 3. Conflicts. All Resolutions or parts of Resolutions in conflict with any of the provisions of this Resolution are hereby repealed.

SECTION 4. Severability. If any Section or portion of a Section of this Resolution proves to be invalid, unlawful, or unconstitutional, it shall not be held to invalidate or impair the validity, force, or effect of any other Section or part of this Resolution.

SECTION 5. Effective Date. This Resolution shall become effective on or after October 1, 2017.

PASSED AND ADOPTED, BY THE CITY COUNCIL OF THE CITY OF ST. CLOUD ON THIS 23rd DAY of February, 2017.

CITY OF ST. CLOUD

Mayor, Nathan Blackwell

Attest:

City Clerk, Linda P. Jaworski

LEGAL IN FORM AND VALID IF ADOPTED

Daniel F. Mantzaris, City Attorney



CITY OF ST CLOUD

SAFETY PLAN

EXECUTIVE SUMMARY FOR ST. CLOUD'S SAFETY INCENTIVE PLAN

The City's Safety Incentive Program is designed to motivate and recognize those employees who perform their job in a safe and efficient manner. This program is driven by leading indicators, which, when performed diligently will eliminate or reduce the opportunity/risk for injuries, spills, fires and property damage.

Leading indicators reward for safety related behavior and activities rather than on results. For example, reporting safety violations, making safety suggestions, taking steps to remedy unsafe situations and volunteering for safety committees. There is a nominal emphasis on accidents/incidents. Major emphasis is on the safety observation program – when employees see unsafe acts, unsafe conditions, environmental issues or any positive safety actions while working, the City encourages them to complete safety observation cards to document the incidents. Using this information, management can then begin to address the concerns to prevent accidents and improve our overall safety culture and behavior.

City of St Cloud Safety Incentive Program

The Goal of the Incentive Program is to:

1. Change the overall Safety Culture of City Employees, and
2. Show a cost savings to the tax payers of the City of St. Cloud

Objective of the Incentive Program: This program's objective is designed to motivate and recognize those employees who perform their job in a safe and efficient manner, as well as to improve the safety behavior and safety culture of our employees.

Concept: To individualize safety accountability and to promote a safety incentive program where each employee can be rewarded for safety accomplishments through accrued "Safety Incentive Points".

Accrued Points: Each employee will accumulate points monthly based on their job classification as outlined within our Workers Compensation Codes.

Accrual Rate:

- High Risk: 450 points per month
- Medium Risk: 350 points per month
- Low Risk: 250 points per month

Eligibility: Full time permanent or part time permanent, "actively working".

Hours Worked: Employees who work throughout the month are eligible to earn points based on the following criteria:

- 40 hours to 80 hours per month: earn 1/3 the total points available for that given month
- 81 hours to 159 hours per month: earn 2/3 the total points available for that given month
- 160 or more hours per month: have the potential to earn the maximum number of points per classification for that given month

Job Classification: There are three classification categories for point accruals. Low, Medium or High Risk. The duties described in each job description as well as the workers compensation codes determine the classification.

Points: Points are accrued through the city payroll system based on hours worked and various safety activities.

There is NO CASH VALUE for the accrued points earned by the employees.

Accrual: A maximum of 1,000 points can be carried over from year to year. If the employee is to leave the City's employ for any reason, the points earned will be forfeited.

Merchandise: A menu of various selections of merchandise or gift cards will be provided to eligible employees where they can place an order for such merchandise, the products will then be purchased by the HR department. Attempts will be made to purchase products/merchandise from local vendors within the City of St Cloud's tax base. Employees will be notified when the merchandise is available for pick up, and they will be able to pick up their order at a designated area within City Hall.

Point Deduction: If an employee is found to have had a chargeable incident or accident, points will be deducted from his/her points accrual which will be based on the chargeable incident penalty schedule located within this document.

Standard Issue of Points: For non-chargeable accidents/incidents

1. No chargeable incidents or accidents as deemed by the City Accident Review Committee (which includes automobile accidents, workers compensation incidents, carelessness, etc)

Earning of Points: Points can be earned/added to, in the following manner:

2. Identifying safety hazards and/or correcting those hazards
3. Submitting new, unique, safety suggestions as determined by the safety committee and/or department director
4. Submitting near miss reports which outline a near miss or an "almost" accident coupled with suggestions for remedial measures
5. Attending at least 80% of safety committee meetings within individual divisions

The merchandise is purchased through the Risk Management budget which is developed and funded from the savings in the self-insurance program. A statement of accrued redeemable points will be issued within three weeks of the end of the fiscal year.

Based on the City's loss history regarding insurance, the implementation of a City-wide Safety Incentive Program, coupled with a renewed emphasis on safety and risk management should lead to the reduction of claims and an associated cost savings on insurance premiums which will ultimately show a positive savings to the tax payers of the City

CHARGEABLE INCIDENT SCHEDULE			
Incident Description	Low Risk (points)	Medium Risk (points)	High Risk (points)
Report Only	0	0	0
Medical Only	-100	-200	-300
Medical with Lost Time	-400	-600	-900
Property Damages to City Property (> \$500)	-100	-200	-300
Property Damages to City Property (\$501-\$1,000)	-200	-400	-600
Property Damages to City Property (\$1,001-\$5,000)	-400	-800	-1200
Property Damages to City Property (\$5,001 or more)	-700	-1100	-1600
Third Party Damage-no injury- (>\$500)	-100	-200	-300
Third Party Damages-no injury- (\$501-\$1,000)	-200	-400	-600
Third Party Damages-no injury- (\$1,001-\$5,000)	-400	-800	-1200
Third Party Damages-no injury- (\$5,001 or more)	-700	-1100	-1600
Third Party Injury (any dollar amount)	-300	-700	-1000
POTENTIAL TO ADD/REWARD ADDITIONAL POINTS TO OVERALL SCORESHEET			
Reporting safety behaviors and activities			
Reporting Safety Violations	50	75	100
Making a Sound and Viable Safety Suggestion	50	75	100
Volunteering for Safety Committee's and attend 80%	50	75	100
Completing a Near Miss Report	75	100	125
Completing/Documenting Unsafe Conditions	100	125	150
Other Safety Related Items Positively Affecting Safety	150	200	250
IF a supervisor or co-worker were present on the scene and contributed to a safety violation/incident, such will also be penalized the same as the "at-fault" employee.			

