

Pinal County - Managing For Results

Annual Report

FY 2010-2011

RISK MANAGEMENT

Loss Control

Training and Education

KR % increase in the number of employees who complete a safety course/session

	Q1		Q2		Q3		Q4		FY11 YTD	
FY11 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate
10.00%	39.83%	10.00%	81.23%	10.00%	-20.90%	10.00%	30.51%	22.27%	24.30%	22.27%

Completions of safety classes by employees and volunteers increased to 3,007 during the fiscal year ended June 30, 2011 compared to 2,104 during the prior fiscal year. This represents an increase of about 43%. Our original goal was to increase completion 10 percent; however, there was a significant increase in demand for CPR and Blood Borne Pathogens training. We were able to meet the additional training demand by reducing emergency evacuation drills and hazard assessments. We also received help from the Occupational Health Nurse that joined the Human Resources Department in March.

Adult Probation and Adult Detention Officers received Airborne Pathogens, and Bloodborne Pathogens Safety training. Hazard Communications, Office Safety, Bloodborne Pathogens, and the employee Workers' Compensation Program were covered during NEO. Fleet Service workers, Public Health employees, and the Adult and Juvenile Justice Probation Officers received Bloodborne Pathogens Safety training, and have completed the CPR, First Aid, and AED course. CPR, First Aid, and AED courses were also offered to the Horizon Home Health Care Department.

Loss Control and Safety Compliance

KR % reduction in auto accident rate from prior three years to current year

	Q1		Q2		Q3		Q4		FY11 YTD	
FY11 Target	Actual	YE Estimate	Actual	YE Estimate						
5.00%	0.00%	5.00%	0.00%	5.00%	0.00%	40.00%	39.20%	39.20%	39.20%	39.20%

Thirty-five auto accidents, or 1.3938 accidents per 100 employees, occurred this fiscal year. This represents a reduction of 39.20 percent when compared to the average accident rate over the three years ended June 30, 2009.

The PCSO has implemented and strictly enforced appropriate policies that have resulted in a 43 percent reduction in automobile accidents compared to the previous year. This was accomplished by using GPS units to monitor speed. We have also met quarterly with PCSO management to analyze the root causes of accidents.

The accident rate equals [(number of auto accidents x 100) / average number of employees]. The formula to calculate the change in the accident rate is [(2010-2011 auto accident rate / average auto accident rate for the three years ended June 30, 2009) - 1].

KR Maintain 10 percent reduction in employee accident rate.

	Q1		Q2		Q3		Q4		FY11 YTD	
FY11 Target	Actual	YE Estimate	Actual	YE Estimate						
10.00%	0.00%	10.00%	0.00%	10.00%	33.41%	33.41%	33.41%	30.00%	33.41%	30.00%

This is an annual measurement posted in January for the preceding calendar year. We have experienced 34 recordable industrial injuries thus far this calendar year, disregarding claims incurred but not reported, compared to 33 recordable injuries during the 6 months ended June 30, 2010. Injuries do not occur ratably throughout the year; therefore, it is too soon to make a viable, annual projection. Nevertheless, it appears we will maintain the 33 percent reduction in the employee accident rate achieved during the three years ended December 31, 2010.

In our opinion, the safety culture at Pinal County is changing as a result of 1) a substantial increase in employee safety training which began in April 2007 and 2) Extraordinary cooperation from the PCSO. We intend to 1) continue collaborating with the PCSO and other departments that have been identified as having the greatest propensity for industrial injuries and 2) continue employee safety training as much as time and budget will allow.

The formula to calculate the change in the accident rate is [(2011 accident rate / 2008 accident rate) - 1] Annual accident rate, also known as incident rate, is the rate of recordable industrial injuries and illnesses per 100 employees.