

# PAJARO VALLEY UNIFIED SCHOOL DISTRICT

## SAFETY COMMITTEE MEETING

As of January 31, 2000

Injury and Workers' Compensation Statistics  
Ongoing Reporting  
Assigned to: Doug Evers

### **Preface**

When tracking rates, it is important to be able to compare PVUSD to other districts, not only within the JPA (Joint Powers Authority – The group of all school districts in San Benito and Santa Cruz Counties that was created to buy workers' compensation insurance) but outside of the JPA as well. Salinas Union School District was chosen because it is in the same geographical region and has a similar socioeconomic makeup. Santa Cruz City Schools was also chosen because it is the second largest school district in the JPA.

### **Total Incidence Rate Comparison**

The total incidence rate is the total number of workers' compensation claims multiplied by 100 and divided by the total FTE's (Full Time Equivalent). Otherwise known as the frequency rate, the rate (9.6) means that nearly 10 employees out of every 100 employees get injured – or 10 % of all employees get injured. The rate continues to be substantially higher than the California School average at 7.3.

### **Lost Time Incidence Rate Comparison**

The Lost Time Incidence rate is defined as the number of claims where the employee lost time away from work multiplied by 100 and divided by the total FTE's (Full Time Equivalent). The rate means that 1.5 employees out of every 100 employees have a lost time injury – or 1.5% of all employees have a lost time injury. PVUSD completed last year with a higher than expected incidence rate. However, PVUSD continues to experience a decline in the current rate.

### **Severity Rate Comparison**

The severity rate is defined as the total amount of money (Total Incurred) that is expected to be paid on all of the claims multiplied by 100 and divided by the total payroll. This rate was added so a third dimension could be observed and compared to other districts. PVUSD continues to experience a low rate of 1.2 for 1999/2000 and 1.1 for the current year-to-date, both of which are a substantial reduction from the previous years. This means that one dollar ten cents out of every 100 dollars of payroll goes towards paying for workers' compensation losses. The cost reduction is a result of the decrease in indemnity and medical costs primarily due to the implementation of the OUR Program (Return-to-Work). Secondly, reductions can also be attributed to the IIPP implementation and the safety recognition programs.

### **Total Claims Breakdown & Total Claims By Month**

Indemnity claims, which are the most costly claims, continue to experience a decline since 1996/1997. Total claims have increased slightly to 200 from 197 in 1999. This indicates that the district is having less severe claims. Regarding the Total Claims by Month, the district is currently experiencing an increase in the frequency comparatively speaking to the two previous years. However, we are still early in the year and injury totals could change drastically over the next 4-5 months. The best use of this graph is to observe the trends and analyze the spikes and valleys. Currently, the trend is fairly uniform (i.e. no uncharacteristic peaks or valleys). The challenge is to decrease the overall frequency.

### **Summary & Recommendation**

The lost time frequency rate and the claims frequency rate continue to be too high, comparatively speaking to the California Schools rate. Safety awareness through the proper use and compliance of the Injury and Illness Prevention Program (IIPP) and safety training should continue to be the emphasis this year. Until all of the school sites and departments are accurately engaging in the Injury and Illness Prevention Program, the frequency will continue to

escalate. Efforts should continue on using the OUR Program as a main loss control tool to its fullest extent. Supervisors and Principals should continue to be encouraged to keep accurate safety records by fully complying with established safety standards. Finally, training and IIPP involvement should continue to be the focus for the classified departments.