



Tacoma Safety

2024 Year in Review



Enterprise Safety Accomplishments



RACI



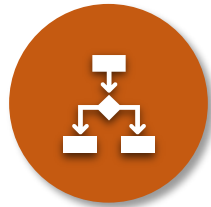
SMS Roadmap



Safety Training - 176 classes
Verbal SWAT - 788 attendees



3rd Annual
Safety Stand Down
Sprains, Strains and Automobiles.



External Agency Inspection
Procedure approved by Joint Labor
and LPAT



Reasonable Suspicion Procedure
approved by Joint Labor

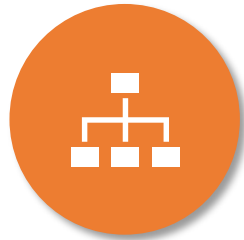


Ergonomic Assessments -102



Soft Tissue Injury Program

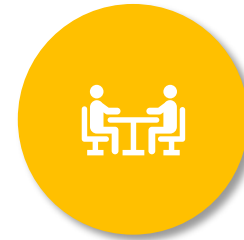
RACI



RESPONSIBLE



ACCOUNTABLE



CONSULTED



INFORMED

RACI GROUPS



Executive Leadership: TPU Executive Leadership Team (Director & Superintendents)

Enterprise Safety: Enterprise-wide Tacoma Safety

Division Leadership: Division Senior Leadership Team (Division and Section Managers)

Division Safety: Safety professional within each division

Functional Business Partners: Legal, Labor Unions, Finance, HR, Emergency Management as applicable

All: All groups shown above

RACI Examples



SMS Pillars	SMS Activities	SMS Tasks	R (Responsible)	A (Accountable)	C (Consulted)	I (Informed)
Safety Promotion	Training Completion	Training: Ensure employees complete initial and regular refresher training sessions to maintain safety awareness and knowledge.	Division Leadership	Executive Leadership	Enterprise Safety & Division Safety	All

SMS Pillars	SMS Activities	SMS Tasks	R (Responsible)	A (Accountable)	C (Consulted)	I (Informed)
Safety Policy and Objectives	Policy Development and Oversight	Safety Policies and Standards: Develop and establish enterprise-wide safety policies, procedures, and standards.	Enterprise Safety	Executive Leadership	Division Safety Functional Business Partners	All

A white, classical-style building facade with four columns and a pediment. The letters 'SMS' are embossed in the center of the pediment.

SMS

Safety Management System

A systemic approach to managing safety risks in operations

- Safety Policy and Objectives
- Safety Promotion
- Risk Management
- Safety Assurance

Safety Management System Road Map



SAFETY CULTURE

EXIT 5

PERFORMANCE METRICS

EXIT 4

SAFETY PROCEDURES

EXIT 3

HAZARD IDENTIFICATION & MITIGATION

EXIT 2

INCIDENT RESPONSE

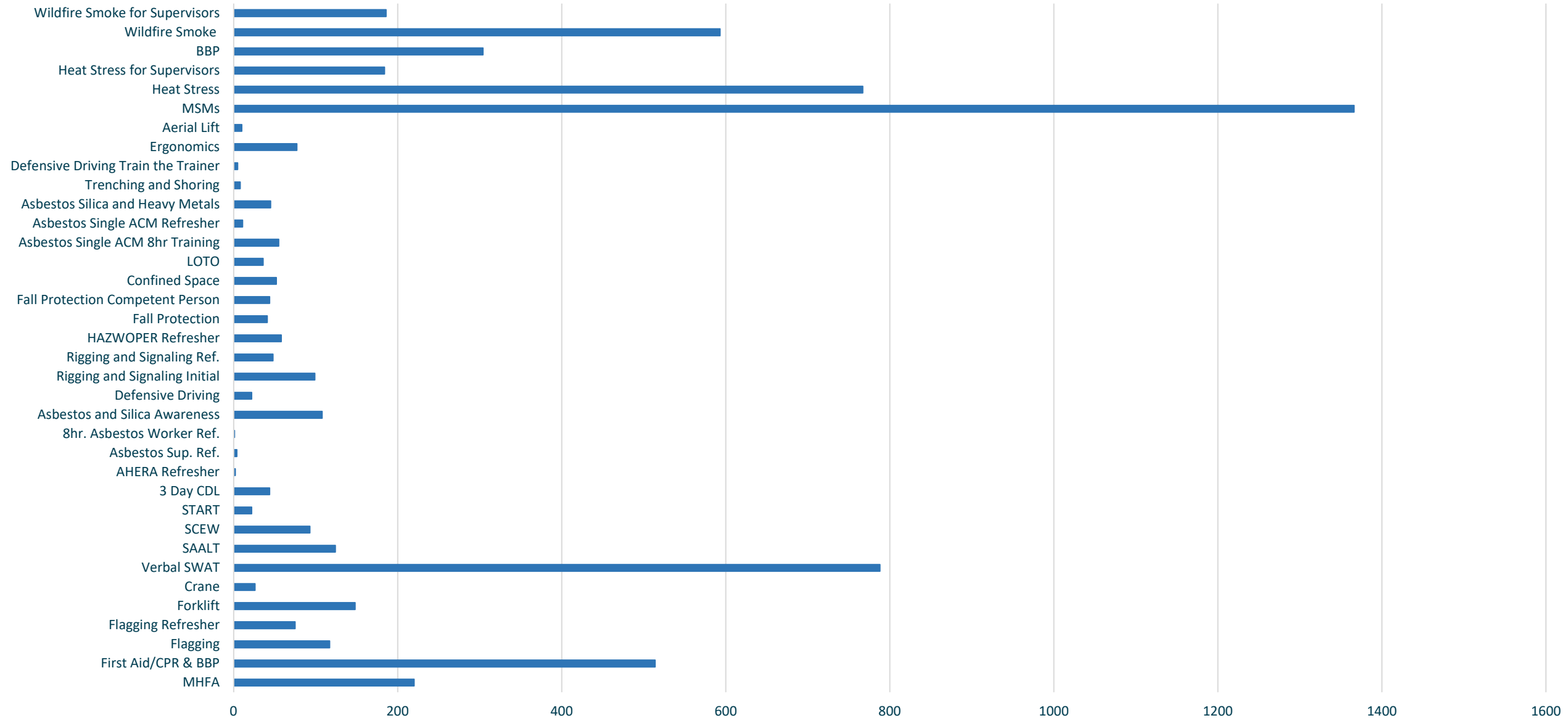
EXIT 1



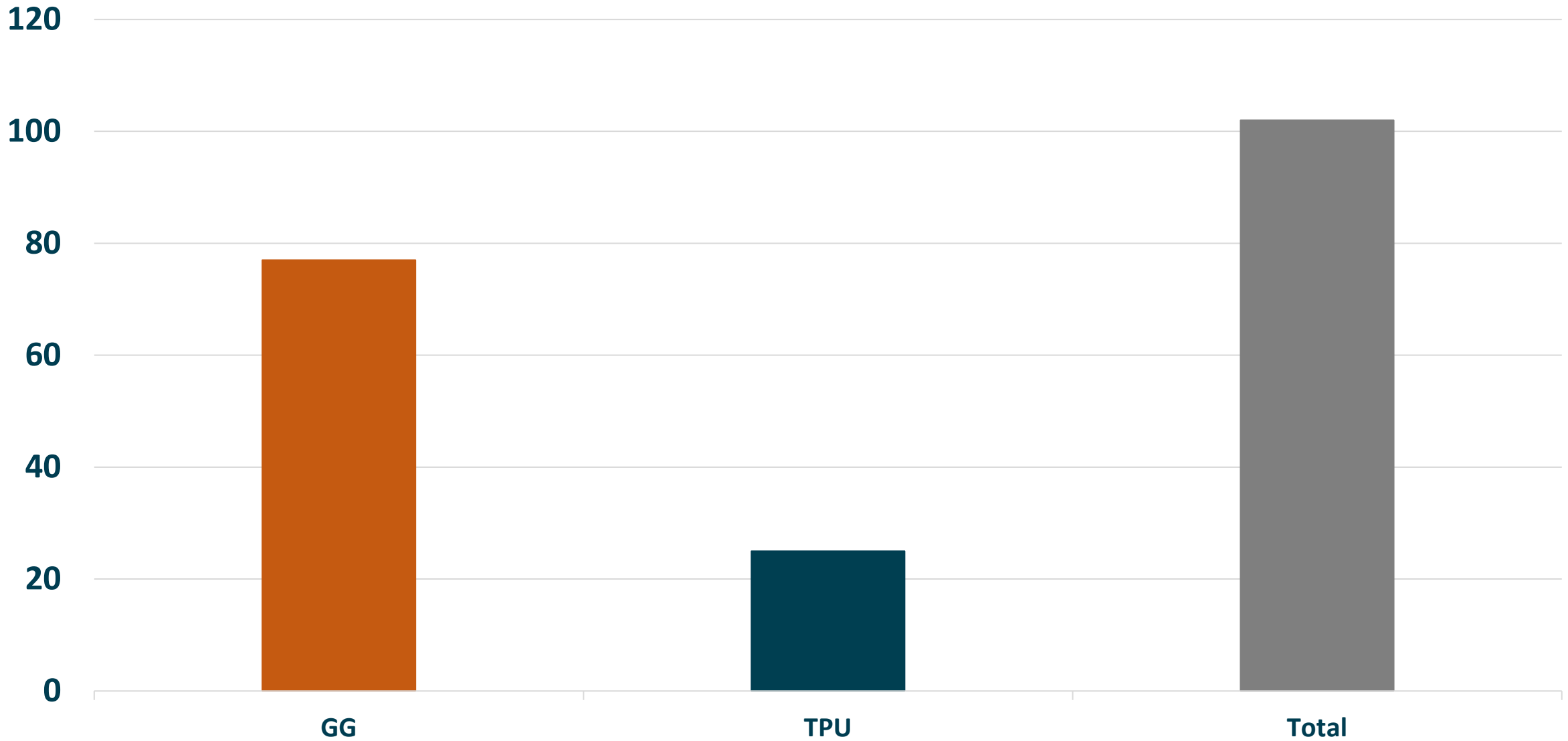
CITY OF
Tacoma



Safety Trainings in 2024



Ergonomic Evaluations in 2024



Division Safety Accomplishments

2024



Division Safety Accomplishments



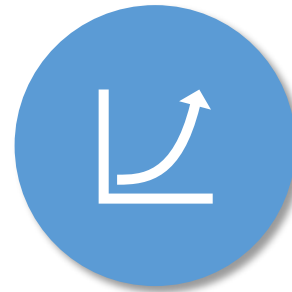
APPA Platinum Safety Award



3rd Annual Safety Excellence
Recognition Event



Power Safety One Pager



Increased Incident and Injury
Reporting

Division Safety Accomplishments



Safety Tailgate
Dashboard



Classification Job Analysis



Tacoma Fire Trench
Rescue/ Recovery



Swift Water Safety
Standard Operating
Procedure



Safety Manager invited
to Governors Board

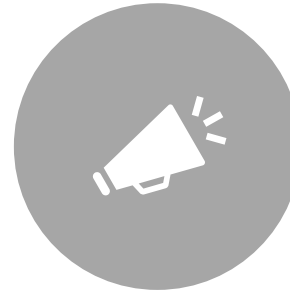


Trench and Excavation
shielding / shoring audit

Division Safety Accomplishments



2024 Jake Award (Pending)



Incident Awareness
Announcements



Blame vs. Accountability



2023: 3.14 = 3 Injuries
2024: 2.14 = 2 Injuries

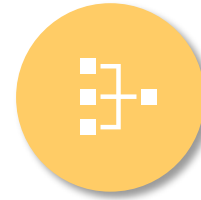
Division Safety Accomplishments



Reduce Recordable Injuries
by 24%



Developed Safety
Compliance Action Tracker



Developed and Implemented
an electronic Lockout /
Tagout Permitting System



Mitigated High Risk Hazards

- Fall Protection
- Trailer Hose Connection
- Pesticide Sprayer



Developed Spring Assisted
Ergo Friendly Tool to Remove
Manhole Covers for
Transmission



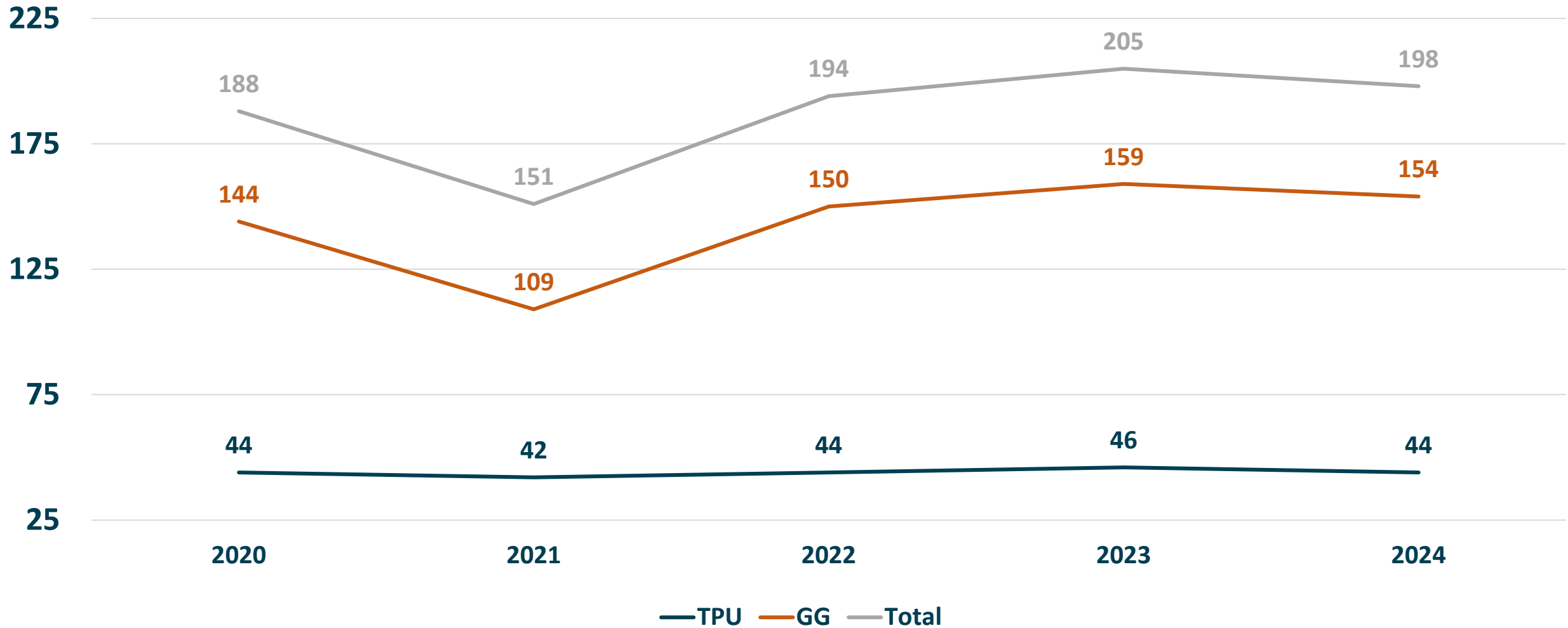
Implemented a Safety
Coordinator Position

2020 to 2024

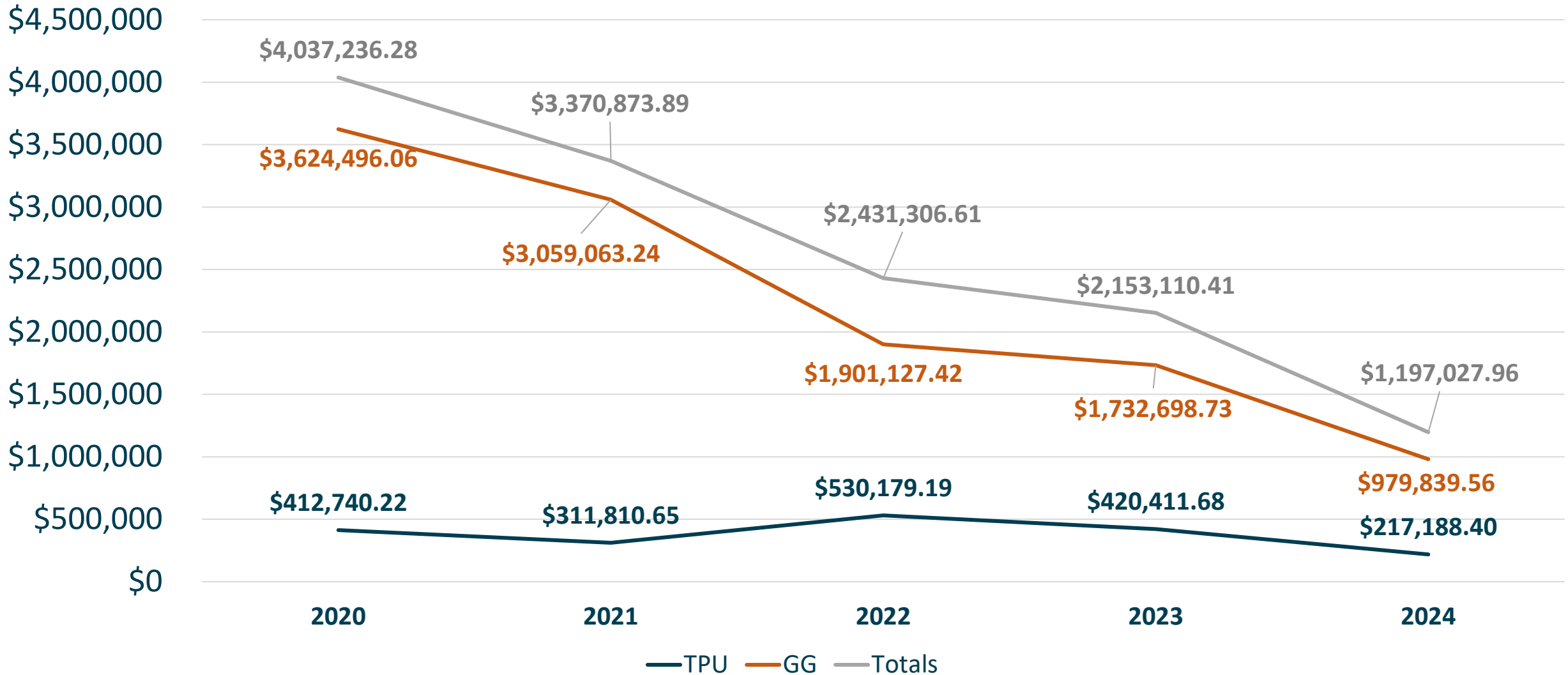
Year End Stats



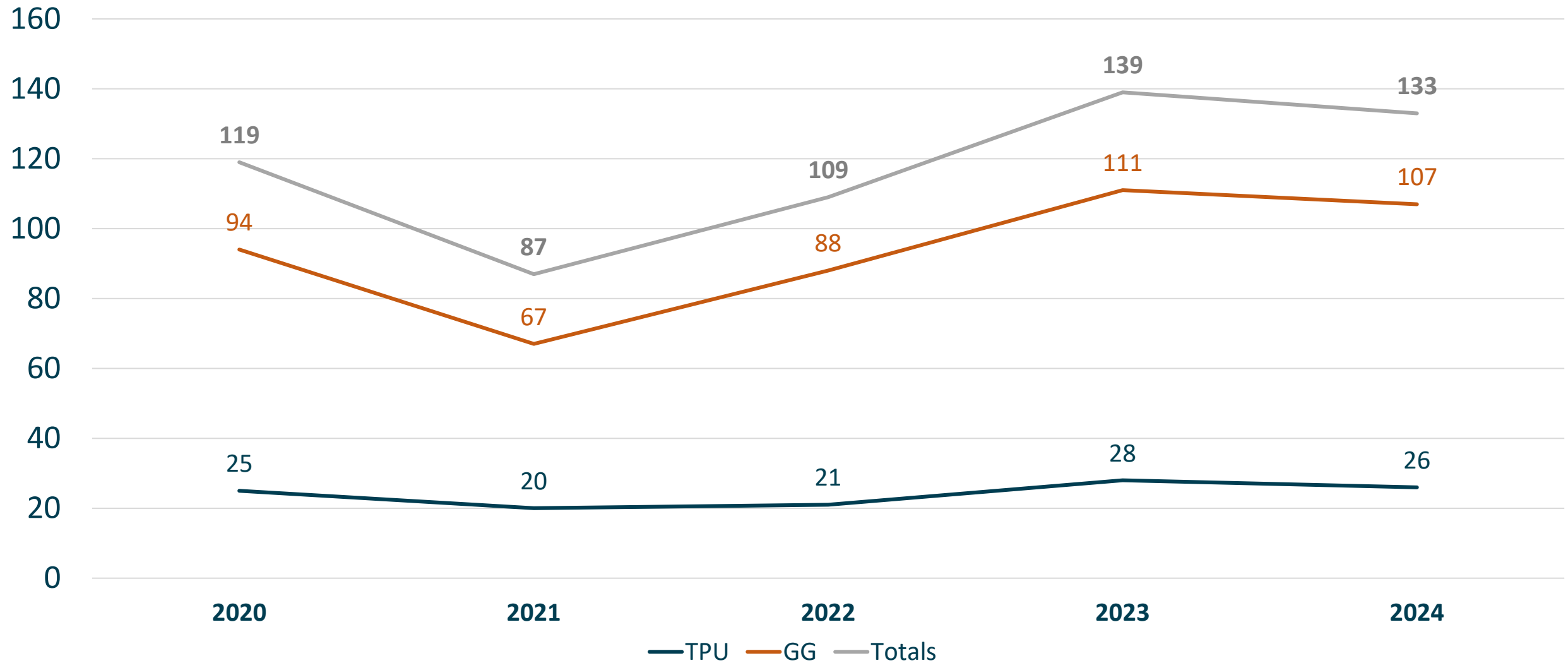
Number of OJI's



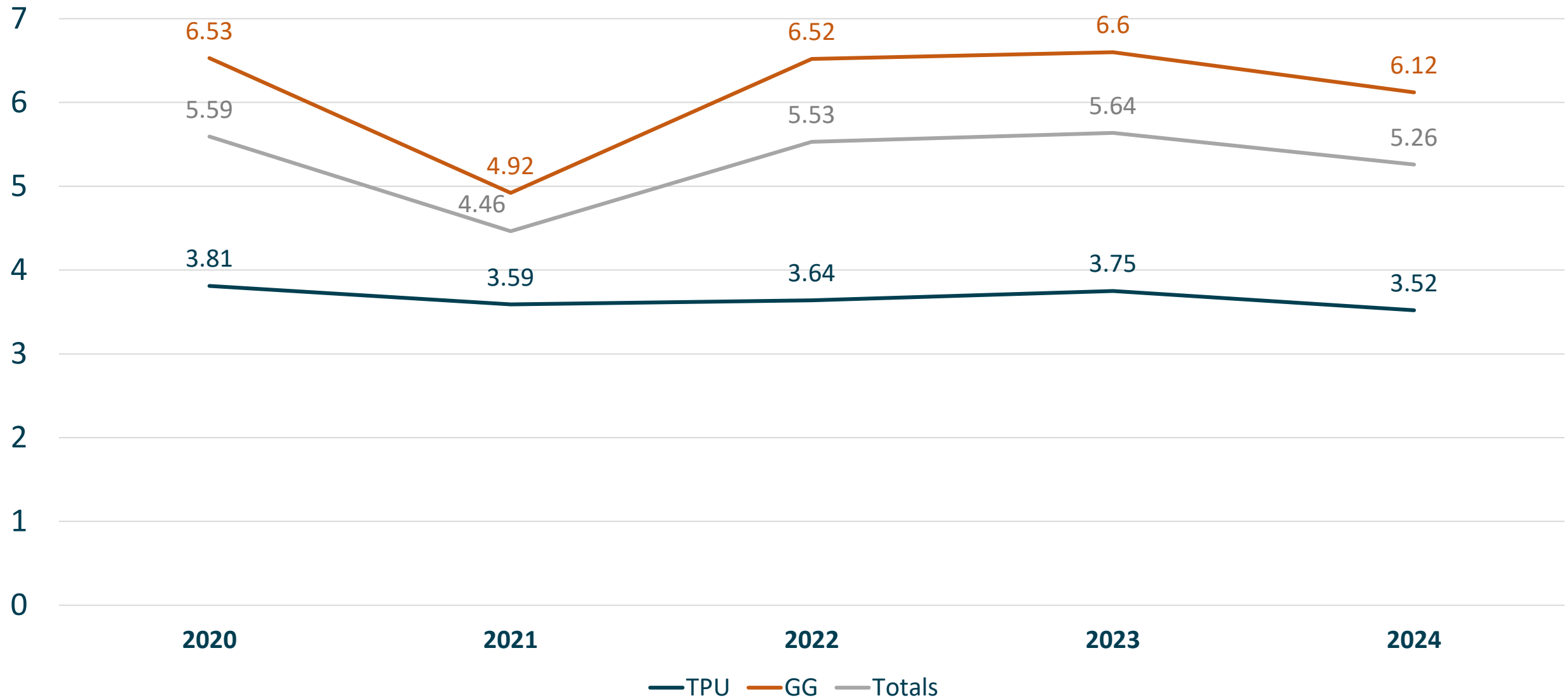
Cost of OJI Claims



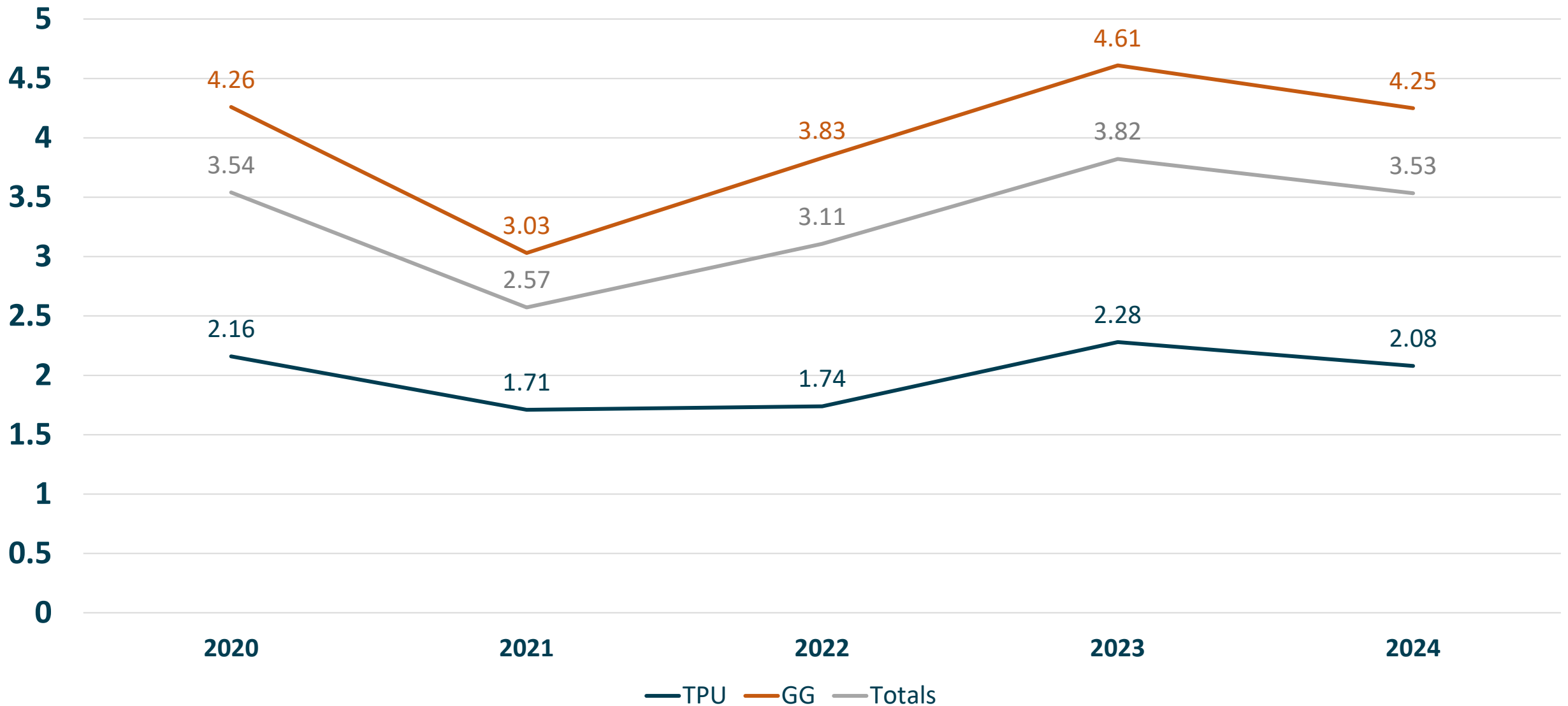
Number of DART Injuries



Total Recordable Incident Rates (TRIR)



Dart Rates



Looking Forward

2025 Programs



2025 Programs



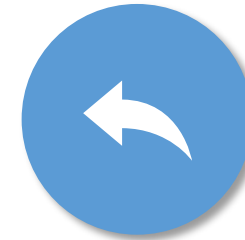
**SOFT TISSUE
INJURY PROGRAM**



**PROCESS
IMPROVEMENT
REVIEW**



**SHAREPOINT SITE
REDESIGN**



**RETURN TO WORK
TRAINING**

Soft Tissue Injury Program



Need

- Soft tissue injuries account for 65% of the injuries city-wide.
- There have been 432 life-changing injuries since 2020
- Soft tissue injuries are expensive, costing the taxpayers \$4,363,491.63.
- The cost to employees goes beyond the financial as these types of injuries can permanently diminish their quality of life

Impact

- ✓ Employees
- ✓ The Community
- ✓ The Productivity
- ✓ The Investment

Need

- Proactively analyze workplace incidents to identify root causes.
- Learning from past incidents can enhance safety protocols, improve employee training, strengthen hazard mitigation, and reduce injuries.
- This will foster a more supportive environment where employees understand that Safety is a core value of the City of Tacoma.

Impact

- ✓ Improved Workplace Safety and Injury Reduction
- ✓ Enhanced Employee Engagement and Safety Culture
- ✓ Identify Root Causes to Prevent Reoccurrence
- ✓ Increased Regulator Compliance and Reduced Liability
- ✓ Cost Reduction



QUESTIONS?

