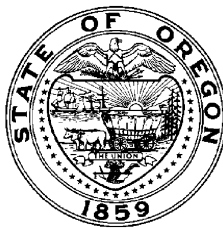


**Oregon Occupational Safety and Health Division  
Department of Consumer and Business Services**

**2011 Annual Performance Plan**

**July 30, 2010**



## **INTRODUCTION**

This Annual Performance Plan, for federal fiscal year 2011 (October 1, 2010 through September 30, 2011) describes how the Oregon Occupational Safety and Health Division (Oregon OSHA) will allocate its resources to conduct the activities tied to the specific goals contained in Oregon's 5-year (2011-2015) Strategic Plan. The specific goals are:

Goal 1: Reduce serious workplace injuries and the risks that lead to them.

Oregon OSHA will continue the reduction in injuries and illnesses as measured by the Bureau of Labor Statistics, with the statewide DART rate being reduced to 2.2 per 100 workers (or less) and the statewide total case incidence rate being reduced to 3.7 per 100 workers (or less).

Goal 2: Reduce serious workplace illnesses and the risks that lead to them.

Oregon OSHA will establish a baseline measurement of severe chemical hazards identified and will increase such hazards identified (and therefore corrected) by at least 10 percent by the final year of the planning period.

Goal 3: Reduce workplace deaths and the risks that lead to them.

Oregon OSHA will accelerate the decline in Oregon workers compensation fatality rates, with the final three years of the planning period averaging 1.8 per 100,000 workers (or less), which will be a 20 percent decrease compared to the most recent three-year baseline period.

## **OVERVIEW OF OREGON OSHA**

Administration of the Occupational Safety and Health Administration's (OSHA) approved comprehensive state plan for Oregon is vested in the Department of Consumer and Business Services (DCBS) by the Oregon Safe Employment Act of 1973 as amended through 2003. The plan encompasses all functions of the Oregon Occupational Safety and Health Division (Oregon OSHA). Oregon OSHA promulgates and enforces occupational safety and health regulations and provides technical information, education, consultations and training grants to promote safe and healthful working conditions for Oregon workers. While the bulk of activity in the Oregon State Plan is undertaken by Oregon OSHA, other divisions within DCBS contribute to the mission including the Fiscal and Business Services, Information Management Division, Director's Office, and the Hearings Division of the Workers' Compensation Board. The Oregon Attorney General's Office and a portion of the Civil Rights Division of the Bureau of Labor and Industries also contribute to activities in the Oregon State Plan.

## **OREGON OSHA Mission Statement:**

### **To advance and improve workplace safety and health for all workers in Oregon.**

In 1973, the Oregon Safe Employment Act (OSEAct) was passed into law by the Oregon Legislature to ensure the occupational safety and health of workers in Oregon. The OSEAct states that "...every employer shall furnish employment and a place of employment which are safe and healthful for employees." The Oregon Occupational Safety and Health division (Oregon OSHA) administers the OSEAct and enforces Oregon's occupational safety and health rules. In 1987, the Oregon Legislature passed House Bill 2900 which increased worker protection and defined new areas of responsibility for employers and workers' compensation insurance carriers. This included the establishment of a coordinated program of worker and employer education, health and safety consultative services and research to assist workers and employers in the prevention of occupational injuries and illnesses. In May 1990, the Oregon Legislature passed Senate Bill 1197. This landmark legislation, which was passed during a special session of the Oregon Legislature, made workplace injury and illness prevention a major component of workers' compensation reform. This was accomplished, in part, by requiring joint management-labor safety committees in most places of employment and by a significant increase in Oregon OSHA staff.

Oregon OSHA's primary objective is to improve occupational safety and health in workplaces throughout the state, thus reducing on-the-job injuries, illnesses and fatalities. This is achieved through enforcement of occupational safety and health rules, consultation and training assistance for employers and workers, and by providing adequate resources to effectively address Oregon's loss prevention issues. Strong partnerships with labor groups, trade associations and other governmental agencies also significantly contribute to Oregon OSHA's success.

All Oregon OSHA programs work cooperatively toward meeting the division's mission and strategic objectives. Enforcement officers, technical specialists, and consultants assist the Public Education and Conference Section in providing technically accurate, high quality training to employers and employees. While the Oregon OSHA professional staff are technically trained in all areas of occupational safety and health, hazard identification, and accident investigation, the division has in-house experts specializing in specific industry needs. These specialists include construction, logging, and agriculture experts, as well as trained ergonomists, accident investigators, and appeals specialists. These staff members address the more complicated issues and act as technical advisors for all Oregon OSHA staff.

Oregon OSHA is dedicated to assisting employers in achieving self-sufficiency in safety and health program management, including developing and implementing comprehensive safety and health plans. The elements of a successful plan include top management commitment, clearly defined labor and management accountability, employee and supervisor training, employee involvement in safety and health concerns, hazard identification and methods of control, accident and incident investigation procedures, and a periodic review of the plan itself.

Oregon OSHA will implement progressive occupational safety and health strategies as it strives to achieve its mission and the goals of the Strategic Plan. A comprehensive program will be used

by Oregon OSHA to continue the declining trend in the rate of occupational injuries, illnesses and fatalities in Oregon.

This plan does not exempt Oregon OSHA from fulfilling its statutory and regulatory responsibilities. Oregon OSHA will continue to meet all the criteria in Section 18 of the Occupational Safety and Health Act and the implementing regulations at 29 CFR Parts 1902, 1908, 1952, 1953, and 1954. This plan sets forth the methods by which program effectiveness is determined.

The FY 2011 Annual Performance Plan is an integral part of the grant agreements between OSHA and Oregon OSHA which currently exist under Section 23(g) and 21(d) of the Act and 29 CFR 1952.104.

The primary method for tracking and evaluating progress toward meeting the performance goals established in this plan is one of self-evaluation by Oregon OSHA management staff. Oregon OSHA will meet quarterly with federal OSHA to continue the Oregon OSHA/OSHA partnership and to report progress toward strategic goals in a manner defined in the joint OSHA/OREGON OSHA Monitoring Plan. Oregon OSHA agrees that a specified number of inspections accompanied by a federal OSHA monitor will be conducted and that a specified number of Oregon OSHA inspection/investigation case files will be reviewed. A monitoring plan will be jointly prepared detailing the specific monitoring roles and activities of individual staff members as well as the mandated monitoring activities that federal OSHA will perform.

### 23(g) Personnel Funding Breakout Chart

23(g) Grant Positions	Allocated FTE Funded 50/50	Allocated FTE 100% State Funded	Total	50/50 Funded on FTE On Board as of 8/14/10	100% State Funded FTE On Board as of 8/14/10
Managers/Supervisors	19.00	5.75	24.75	19.00	4.75
Safety Compliance Officers	45.00	9.00	54.00	45.00	2.00
Health Compliance Officers	22.00	6.00	28.00	22.00	2.00
Private Sector Safety Consultants	0.00	16.00	16.00	0.00	14.00
Private Sector Health Consultants	0.00	10.00	10.00	0.00	8.00
Public Sector Safety Consultants	0.00	3.00	3.00	0.00	3.00
Public Sector Health Consultants	0.00	2.00	2.00	0.00	2.00
Compliance Assistance Specialist	1.00	0.00	1.00	1.00	0.00
Trainers	3.00	5.00	8.00	3.00	3.00
Clerical/Admin/Data System	30.00	10.875	40.875	30.00	3.875
Other (all positions not elsewhere counted)	25.00	5.00	30.00	25.00	0.00
<b>Total 23(g) FTE</b>	<b>145.00</b>	<b>72.625</b>	<b>217.625</b>	<b>145.00</b>	<b>42.625</b>

*Notes:*

- *FTEs should be expressed in percentage of time allocated to 23(g) grant/agreement.*
- *For managers/supervisors, provide FTEs for all management, including first-line supervisors.*
- *For compliance officers, include all allocated or onboard positions or portions thereof, as appropriate, devoted to field enforcement activities (on-site, case documentation, informal conferences, and other CSHO-related activities)*
- *All information on this chart must correspond to the Organizational Chart and Object Class/Supportive Cost Breakout chart, and must not include personnel outside the 23(g) program.*

## DEMOGRAPHIC EMPLOYMENT PROFILE DATA – June 16, 2010

During 2009 an estimated **1,635,400** workers covered by Workers' Compensation insurance were employed in Oregon with an estimated **90,400** employers. These employers operate at approximately **144,299** locations<sup>4</sup>.

NAICS <sup>1</sup>	INDUSTRY <sup>2</sup>	EMPLOYEES <sup>3</sup>	UNITS <sup>4</sup>
111	Crop Production	26,385	3,934
115	Support Activities for Agriculture and Forestry	9,737	1,048
236	Construction of Buildings	18,364	5,119
237	Heavy and Civil Engineering Construction	9,939	1,218
238	Specialty Trade Contractors	48,645	9,809
311	Food Manufacturing	23,318	939
321	Wood Product Manufacturing	22,052	774
331	Primary Metal Manufacturing	8,627	147
332	Fabricated Metal Product Manufacturing	14,763	1,311
333	Machinery Manufacturing	10,273	646
334	Computer & Electronic Product Manufacturing	36,012	688
336	Transportation Equipment Manufacturing	11,003	396
339	Miscellaneous Manufacturing	8,076	760
423	Merchant Wholesalers, Durable Goods	33,282	2,728
424	Merchant Wholesalers, Non-Durable Goods	30,531	1,693
425	Wholesale Electronic Markets, and Agents and Brokers	12,741	3,753
441	Motor Vehicle and Parts Dealers	22,072	1,862
444	Bldg Material, Garden Equip & Supplies Dealers	13,574	1,383
445	Food and Beverage Stores	37,954	2,308
446	Health and Personal Care Stores	7,949	610
447	Gasoline Stations	9,940	1,128
448	Clothing and Clothing Accessories Stores	15,806	1,190
451	Sporting Goods, Hobby, Book and Music Stores	9,692	957
452	General Merchandise Stores	38,287	621
453	Miscellaneous Store Retailers	10,097	1,654
484	Truck Transportation	16,961	1,933
511	Publishing Industries (except Internet)	14,614	930
522	Credit Intermediation and Related Activities	27,613	1,497
524	Insurance Carriers and Related Activities	24,842	2,452
531	Real Estate	18,435	3,671
541	Professional, Scientific and Technical Services	70,010	10,276
551	Management of Companies and Enterprises	31,066	315
561	Administrative and Support Services	75,987	6,437
611	Educational Services	25,313	1,435
621	Ambulatory Health Care Services	67,400	6,126
622	Hospitals	53,569	261
623	Nursing and Residential Care Facilities	41,490	1,970
624	Social Assistance	28,249	2,168
713	Amusement, Gambling and Rec Industries	16,522	1,080
721	Accommodation	20,966	1,656

NAICS <sup>1</sup>	INDUSTRY <sup>2</sup>	EMPLOYEES <sup>3</sup>	UNITS <sup>4</sup>
722	Food Services and Drinking Places	121,480	9,095
811	Other Services-Repair and Maintenance	15,605	3,168
812	Personal and Laundry Services	12,909	1,732
813	Religious, Grant-making, Civic, Professional & Similar Organizations	28,519	4,732
	State and Local Governments <sup>5</sup>	249,343	6,961

1) North American Industry Classification System, United States, 2002.

2) Industries with 7,500+ employees.

3) Preliminary 2008 data from Oregon State Employment Division ES-202 Program, based on the 2002 Edition of the NAICS Manual.

4) Number of employing units represents the number of establishments or employer locations rather than the number of employers. Data compiled from the most current DCBS Employer Data System file does not include all possible locations. The methodology for estimating number of locations changed in 2009, making prior years' estimates not comparable.

5) This category includes all state and local government units regardless of their industry classification.

**Source:** Oregon Department of Consumer and Business Services, Research and Analysis Section, June 2010.

## **IDENTIFICATION OF COVERED ISSUES**

A flowchart, developed by the OSHA Portland Area Office, describes jurisdictional boundaries between OSHA and Oregon OSHA for occupational safety and health at private and public sector worksites. The chart, included on the following page, addresses jurisdiction in diving, construction, shipyards, marine terminals, Indian reservations, and U.S. military reservations.

The Federal Register (49 CFR Part 221) "addresses jurisdictional issues arising with respect to the operations of common carriers in the general system of rail transportation." While the Federal Railroad Administration exercises jurisdiction over the safety of railroad operations, Oregon OSHA does have some jurisdiction over "non-rolling" stock.

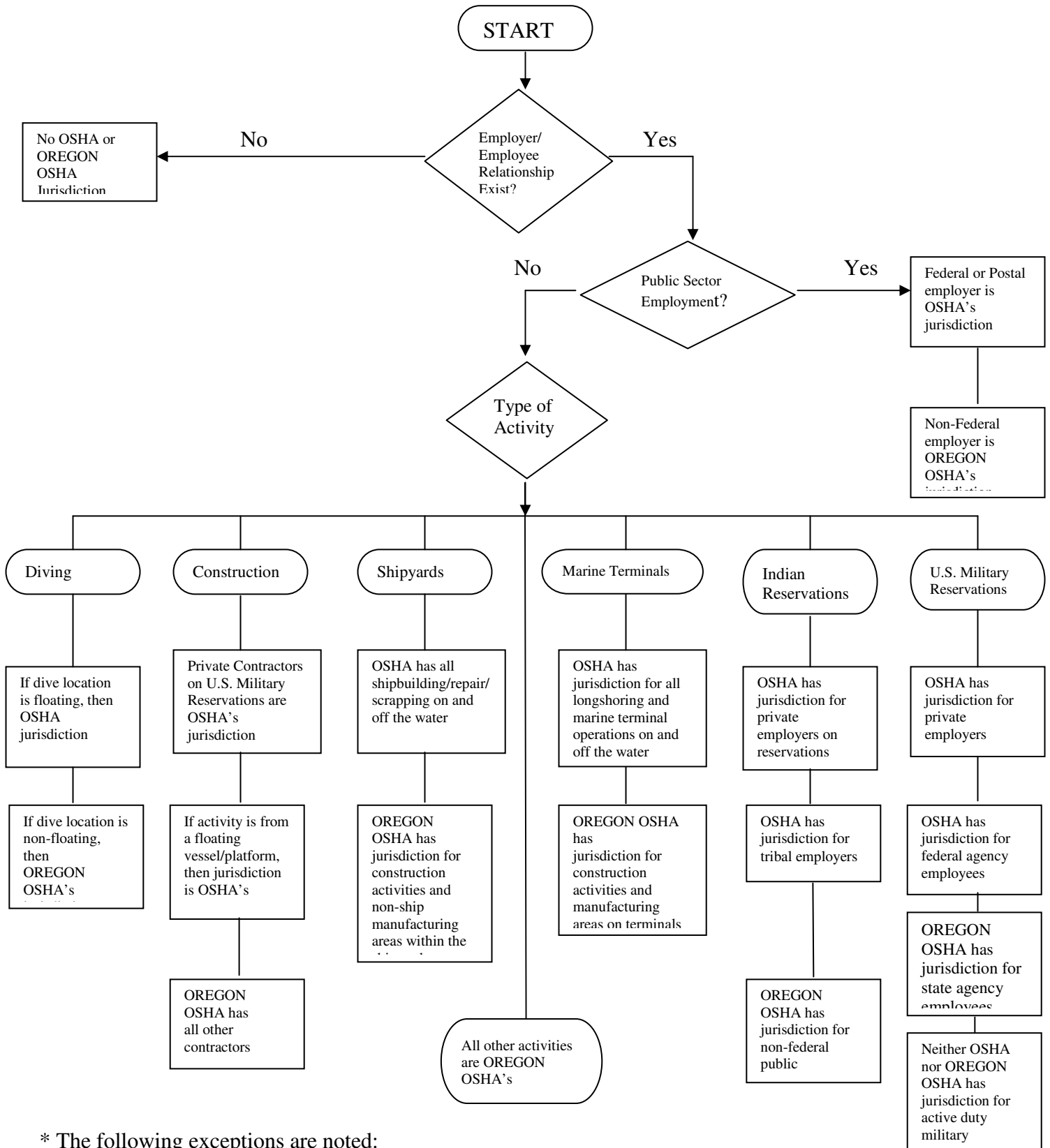
The state has concurrent jurisdiction over mining with the USDOL, Mine Safety and Health Administration (MSHA), but chooses not to exercise jurisdiction if it subjects the employer to duplicate inspections by both agencies.

Oregon OSHA will continue to register farm labor housing and conduct field sanitation and farm labor housing inspections in 2011, and work cooperatively with federal ESA to coordinate farm labor housing.

### **Legislative Activity affecting Oregon OSHA**

The 2010 legislative session produced no bills having any substantive impact on Oregon OSHA.

# OSHA VS. OREGON OSHA JURISDICTION IN OREGON



\* The following exceptions are noted:

Employment at DOE Albany Research Center – OSHA jurisdiction

Private employers within Crater Lake National Park – OSHA jurisdiction

## **STATEMENT OF COMPLIANCE WITH APPROPRIATIONS RIDERS**

Oregon will comply with all current Congressional appropriation riders except that firms prescribed by the Byron Amendment and small farms may be scheduled for inspection if the individual place of employment warrants inspection under the state's scheduling system.

The note preceding ORS 654, which limited state funding for small farm inspections, expired July 1, 1991. No legislation continued this limitation after that date. This allows the state to include small farms in the scheduling system as long as they are inspected by 100% state-funded compliance officers. Legislation passed in 1995 (HB 2541 and HB 3019) restricted small farm inspections. Administrative rules on inspection scheduling now provide for an inspection exemption, instead of an appropriation rider. All time credited to federally exempt inspections is charged 100% to state funds. The state will continue analysis of inspection data quarterly to track the Byron and small farm inspections.

The state will comply with all mandated activities under its State Plan Agreement, and will take no action during the term of this funding request that would impair the state in maintaining the core elements (mandated activities) listed in the OSH Act and as defined in 29 CFR 1902.

### **MANDATED ACTIVITIES**

Oregon will pursue the goals outlined in this plan while assuring the following:

- Unannounced inspections, including prohibition against advance notice
- Employee access to hazard and exposure information, as well as other health and safety information
- Protection of employer's trade secrets
- Employer record keeping, reporting, and posting requirements
- Legal procedures for compulsory process and right of entry
- Right of an employee representative to participate in the walk-around
- Timely response to complaints and right of an employee to review an Oregon OSHA decision not to conduct an inspection following a complaint
- First instance sanctions
- Abatement of potentially harmful or fatal conditions
- Prompt and effective standards setting and allocation of sufficient resources
- Counteraction of imminent dangers
- Protection against, and investigation of, discrimination
- Public employee coverage
- Maintenance of a voluntary compliance program

## 23(g) State Plans Projected Program Activities

### 23(g) Compliance and Consultation

23(g) Compliance & Consultation	Actual FY 2009		Estimated FY 2010		Projected 2011	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections Non-Construction	2723	694	2800	730	2800	730
Private Sector Inspections - Construction	1606	163	1420	70	1420	70
Public Sector Inspections – Total	291	64	130	50	130	50
<b>Total Inspections</b>	<b>4620</b>	<b>921</b>	<b>4350</b>	<b>850</b>	<b>4350</b>	<b>850</b>
Public Sector Consultation 100% State Funded Visits	181	162	180	160	170	165
Private Sector Consultation Visits -23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
<b>Total Consultation Visits</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2009		Estimated FY 2010		Projected 2011	
	New	Total	New	Total	New	Total
VPP Participants – General Industry	2	23	2	25	2	27
VPP Participants – Construction	0	1	0	1	0	1
VPP Participants – Public Sector	0	0	0	0	0	0
Participants in Cooperative Programs with Enforcement Incentives (i.e., Strategic Partnerships)	n/a	n/a	n/a	n/a	n/a	n/a
Participants in Cooperative Programs without Enforcement Incentives (i.e., Alliances)	3	3	0	3	1	4
SHARP Participants – 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Outreach Participants		<b>20,525</b>		<b>15,749</b>		<b>20,000</b>

## **Marketing**

Oregon OSHA markets its consultation program through a variety of methods.

Oregon OSHA sponsors or co-sponsors five to six conferences annually. These events are used as an opportunity to market various Oregon OSHA services including consultation, public education, the resource center, and providing an informational booth at other conferences.

Oregon OSHA will continue to provide presentations at the request of employers. While the presentation topics vary, one of the most requested presentations is a general overview of an effective safety and health program.

Oregon OSHA is required by law to annually notify employers determined to be in high hazard industries or who have high claims rates and may be subject to an inspection by Oregon OSHA. The notification letter also encourages these employers to call Oregon OSHA for an on-site consultation of their safety and health program.

Public service announcements are generally coordinated at the departmental level in DCBS. These announcements inform the public of the various consumer services provided by the department, including Oregon OSHA's consultative services.

Oregon OSHA will continue to disseminate marketing brochures including industry specific brochures relating to consultation services. Outreach opportunities exist at employer conferences, speaking engagements, training workshops, and inspections.

Oregon OSHA publishes two to three press releases every month. Several times each year the agency uses press releases to target specific industries and inform them of the various services available from Oregon OSHA, including consultation. Other press releases include those announcing educational workshops, providing information on upcoming conferences, and publicizing employer achievements in the area of safety and health such as the Voluntary Protection Plan.

Oregon OSHA's bimonthly Resource Newsletter promotes safety and health awareness by providing valuable information to employers and employee. The Resource Newsletter includes information on recent incidents, safety notes, and introduces safety professionals in Oregon.

Oregon OSHA also will continue to increase the use of the Oregon OSHA website and social media options to promote other services and safety and health information.

## **2011 ANNUAL PERFORMANCE GOALS**

## **Strategies for Success**

- maintain its presence in the workplace, in relation both to enforcement and to onsite consultation.
- target educational, collaborative and enforcement efforts to protect workers in high-hazard industries and occupations.
- focus educational, collaborative and enforcement efforts on protecting particularly vulnerable and hard-to-reach worker populations.
- ensure that penalties are used more effectively as tools to promote compliance, both before and after a particular workplace has been inspected.
- ensure that employers who desire to provide a safe and healthy workplace have access to a wide range of educational tools, including on-site consultations.
- ensure that education, collaborative and enforcement efforts are tailored to meet the unique needs and circumstances of small employers, especially in higher hazard industries.
- develop regulatory strategies tailored, when appropriate, to the unique needs and hazards of Oregon industry.
- bring its strongest enforcement tools to bear on the most egregious and persistent violators.

**Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.**  
**Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.**  
**Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.**

**5-Year Performance Goal (1, 2, 3)-1: Recognition Programs or Voluntary Programs or Self-Sufficiency**

<b>FY 2011 Performance Goal (1, 2, 3)-1</b>	<p>Increase the number of new SHARP participants by 4 and the number of new VPP participants by 2 and continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and sharp status.</p> <p>Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.</p>
<b>Indicators</b>	<p><b>Activity Measures</b></p> <p>1) Market VPP &amp; SHARP through a variety of methods, including but not limited to working with the SHARP Alliance, news releases, and articles in the Oregon OSHA Resource newsletter.</p> <p><b>Intermediate Outcome Measures</b></p> <p>2) Number of companies working toward SHARP recognition.  3) Number of companies indicating an interest in VPP by requesting program information.</p> <p><b>Primary Outcome Measures</b></p> <p>4) Number of employers who receive SHARP certification.  5) Number of employers who receive VPP certification.</p>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Oregon OSHA SHARP database.</li> <li>• VPP tracking log.</li> </ul>
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• Number of VPP sites as of FY 2010: 24</li> <li>• Number of SHARP certified companies, including graduated sites as of FY 2010: 163</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Mark Hurliman, VPP/SHARP program manager.</li> </ul>

**Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.**  
**Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.**  
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**5-Year Performance Goal (1, 2, 3)-2: Outreach**

<b>FY 2011 Performance Goal (1, 2, 3)-2</b>	Educate employers and employees regarding the value of occupational safety and health by providing workshops, conferences, and other offerings for small businesses. Continue outreach efforts to small employers and vulnerable or hard-to-reach populations by increasing publications, workshops and conferences to those employers and employees.
<b>Indicators</b>	<p><b>Activity Measures</b></p> <ol style="list-style-type: none"> <li>1) Review current publications for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach.</li> <li>2) Continue review and revision of on-line course offerings and expand the number of online courses.</li> <li>3) Coordinate with stakeholders to co-sponsor a variety of safety and health conferences throughout the state.</li> </ol>
	<p><b>Primary Outcome Measures</b></p> <ol style="list-style-type: none"> <li>4) Number of new non-English videos acquired.</li> <li>5) Number of non-English videos checked out.</li> <li>6) Number of new or substantially revised publications developed that are targeted to small employers and vulnerable or hard-to-reach worker populations.</li> <li>7) Number of Spanish language training sessions.</li> <li>8) Number of attendees at Spanish language training sessions.</li> <li>9) Number of new or substantially revised educational resources developed that are directed to small employers, high hazard industries and vulnerable or hard-to-reach worker populations.</li> <li>10) Number and percent of participants from small businesses and high hazard industries participating in Oregon OSHA training sessions.</li> <li>11) Other educational activities directed to small employers and to high-hazard industries.</li> <li>12) Number and percentage of consultations provided to small employers.</li> <li>13) Number and percentage of consultations provided to employers who have not used Oregon OSHA's consultation services during the previous five years.</li> <li>14) Number of participants at Oregon OSHA training sessions.</li> <li>15) Number of participants at Oregon OSHA conference sessions.</li> </ol>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Oregon OSHA Technical Section records.</li> <li>• Oregon OSHA Public Education database.</li> <li>• Oregon OSHA Conference Section database.</li> <li>• Oregon OSHA Consultation database</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• Number of videos in languages other than English as of FY 2009: 170</li> <li>• Number of new videos as in FY 2009: 13</li> </ul>

	<ul style="list-style-type: none"> <li>• Number of non-English videos checked out in FY 2009: 731</li> <li>• Number of Spanish language workshops presented in FY 2009: 63</li> <li>• Number of attendees at Spanish language workshops in FY 2009: 1027</li> <li>• Percent of participants from small businesses participating in Oregon OSHA workshops and using online classes: FY 2011 data establishes a baseline.</li> <li>• Percent of participants from small businesses participating in Oregon OSHA conferences: FY 2011 data establishes a baseline.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Jason Jantzi, Public Education Manager</li> <li>• Peggy Munsell, Technical Section Manager</li> <li>• Roy Kroker, Acting Consultation Manager</li> </ul>

**Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.**  
**Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.**  
**Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.**

**5-Year Performance Goal (1, 2, 3)-3: Partnerships**

<b>FY 2011 Performance Goal (1, 2, 3)-3</b>	Promote occupational safety and health by maintaining and enhancing the effectiveness of existing partnerships and establishing three new partnerships, each with specific safety and/or health awareness improvement objectives. Use existing partnerships to advise Oregon OSHA management on focus areas more specific Oregon OSHA activities.
<b>Indicators</b>	<b>Activity Measures</b> 1) Activities undertaken in collaboration with stakeholder groups and partnerships to increase occupational safety and health awareness. 2) Identify partnership opportunities with groups in target industry sectors.
	<b>Intermediate Outcome Measures</b> 3) Number of Oregon OSHA stakeholder collaborations and partnerships.
	<b>Primary Outcome Measures</b> 4) Number of alliances developed and status of goals. 5) Number of partnerships in targeted industry sectors and achievements.
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>Oregon OSHA Policy Program partnership records.</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>Number of stakeholder groups at the end of FY 2009: 25</li> <li>Number of alliances posted on OSHA web site at the end of FY 2009: 3</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>Marilyn Schuster, Policy Manager</li> </ul>

**Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.**

**Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.**

**5-Year Performance Goal (1, 2)-1: Safety & Health Hazards**

<p><b>FY 2011 Performance Goal (1, 2)-1</b></p>	<p>Reduce the injury and illness DART rate to 2.2 (or less) per 100 workers by 2016 through focusing on targeted high hazard industries and safety and health hazards at the following levels:            Safety Enforcement 75%            Health Enforcement 60%            Consultation 50%</p>
<p><b>Indicators</b></p>	<p><b>Activity Measures</b></p> <ol style="list-style-type: none"> <li>1) Total number of health inspections.</li> <li>2) Total number of health inspections in high hazard industries</li> <li>3) Total number of safety inspections.</li> <li>4) Total number of safety inspections in high hazard industries.</li> <li>5) The number of serious safety hazards identified in enforcement</li> <li>6) The number of serious health hazards identified in enforcement</li> <li>7) Percent of safety inspections in high hazard industries compared to target</li> <li>8) Percent of health inspections in high hazard industries compared to target</li> <li>9) The number and percentage of programmed and non-programmed enforcement visits in high-hazard industries.</li> <li>10) Total number of health consultations.</li> <li>11) Total number of health consultations in high hazard industries.</li> <li>12) Total number of safety consultations.</li> <li>13) Total number of safety consultations in high hazard industries.</li> <li>14) Percent of safety consultations in high hazard industries compared to target</li> <li>15) Percent of health consultations in high hazard industries compared to target</li> <li>16) The number of serious safety hazards identified on-site consultation activities</li> <li>17) The number of serious health hazards identified on-site consultation activities</li> <li>18) The number and percentage of consultation visits in high-hazard industries</li> </ol> <p><b>NOTE:</b>            High hazard industries for safety is defined by list A-G, construction, logging, and all other emphasis programs not already counted.            High hazard industries for health is defined by list A, construction, logging, and all other emphasis programs not already counted.</p> <p><b>Primary Outcome Measures</b></p> <ol style="list-style-type: none"> <li>19) Percent change in the DART rate.</li> </ol>
<p><b>Data Sources</b></p>	<ul style="list-style-type: none"> <li>• IMIS database.</li> </ul>
<p><b>Baseline(s)</b></p>	<ul style="list-style-type: none"> <li>• 2003 DART rate for public sector + private industry: 2.8</li> <li>• 2004 DART rate for public sector + private industry: 2.8</li> <li>• 2005 DART rate for public sector + private industry: 2.5</li> <li>• 2006 DART rate for public sector + private industry: 2.9</li> <li>• 2007 DART rate for public sector + private industry: 3.0</li> <li>• 2008 DART rate for public sector + private industry: 2.9</li> </ul>
<p><b>Program Contacts</b></p>	<ul style="list-style-type: none"> <li>• Sam Drill, Safety Field Operations Manager</li> <li>• Chris Ottoson, Health Field Operations Manager</li> <li>• Roy Kroker, Acting Consultation Manager</li> </ul>

**Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.**  
**Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.**  
**Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.**

**5-Year Performance Goal (1, 2, 3)-4: Emphasis**

<b>FY 2011 Performance Goal (1, 2, 3)-4</b>	Implement all state local emphasis programs and appropriate national emphasis programs.
<b>Indicators</b>	<p><b>Activity Measures</b></p> <p>Total number of inspections and consultations in the following emphasis areas:</p> <ol style="list-style-type: none"> <li>1) Total number of trenching</li> <li>2) Total number of falls in construction</li> <li>3) Total number of struck-by in logging</li> <li>4) Total number of silviculture</li> <li>5) Total number of assigned risk pool</li> <li>6) Total number of farm labor housing</li> <li>7) Total number of field sanitation</li> <li>8) Total number of pesticide.</li> <li>9) Total number of lead</li> <li>10) Total number of silica</li> <li>11) Total number of diisocyanate</li> <li>12) Total number of process safety management</li> <li>13) Total number of combustible dust</li> </ol> <p>NOTE: These totals may exceed total emphasis inspections due to multiple emphasis areas being addressed in an inspection.</p>
	<p><b>Primary Outcome Measures</b></p> <p><u>Emphasis programs</u></p> <ol style="list-style-type: none"> <li>14) Percent of all safety inspections conducted in local and national emphasis programs.</li> <li>15) Percent of all health inspections conducted in local and national emphasis programs.</li> <li>16) Percent of all consultations conducted in local and national emphasis programs.</li> </ol>
<b>Data Sources</b>	IMIS database.
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• Number of emphasis program inspections in FY 2009: (1338/5541)</li> <li>• FY 2009 percent of local and national emphasis inspections compared to total inspections: 20.5%</li> <li>• Number of emphasis program consultations: FY 2011 establishes a baseline and a method for collecting emphasis program inspections.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Sam Drill, Safety Field Operations Manager</li> <li>• Chris Ottoson, Health Field Operations Manager</li> <li>• Roy Kroker, Acting Consultation Manager</li> </ul>

<b>Strategic Goal 3: Reduce workplace deaths and the risks that lead to them.</b>
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<b>5-Year Performance Goal 3-1: Fatalities</b>
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<b>FY 2011 Performance Goal 3-1</b>	Reduce the 5-year average rate of workplace fatalities by 20% by 2016 and by 4% by FY 2011 through scheduled inspections and interventions at worksites in targeted industries.
<b>Indicators</b>	<b>Activity Measures</b> 1) Total number of inspections. 2) Total number of consultations.
	<b>Intermediate Outcome Measure</b> 3) The average penalty where the hazard cited creates a meaningful increase in the risk of workplace death.
	<b>Primary Outcome Measures</b> 4) Number of compensable fatalities. 5) Compensable fatality rate (reported annually). 6) Number of violations classified as death.
<b>Data Sources</b>	IMIS database.
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• Compensable fatality rate for CY 2005-2009: 2.09</li> <li>• The average penalty where the hazard cited creates a meaningful increase in the risk of workplace death: FY 2011 establishes a baseline and a methodology to measure by performing a sample study model.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Sam Drill, Safety Field Operations Manager</li> <li>• Chris Ottoson, Health Field Operations Manager</li> <li>• Roy Kroker, Acting Consultation Manager</li> </ul>

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**5-Year Performance Goal (1. 2)-2: Ergonomics**

<b>FY 2011 Performance Goal (1, 2)-2</b>	Increase awareness and reduce workplace injuries related to ergonomic factors by providing ergonomic assistance to employers.
<b>Indicators</b>	<b>Activity Measures</b> 1) Address ergonomic issues during consultation activities. 2) Track assistance/outreach provided to employers.
	<b>Primary Outcome Measures</b> 3) Address ergonomic issues during 10 % of consultative activities. 4) Number of ergonomic consultations
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Consultation Database</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• Total number of consultations in FY 2009: 2873</li> <li>• Percent of consultations where ergonomic issues were addressed: FY 2011 establishes a baseline.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Roy Kroker, Acting Consultation Manager</li> </ul>

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**5-Year Performance Goal (1, 2, 3)-5: Timely Response**

<b>FY 2011 Performance Goal (1, 2, 3)-5</b>	Investigations/inspections will be initiated timely in 95% of all reported fatalities and hazard complaints; complainant responses will be timely in 90% of all cases; family members will be notified 100% timely, and; discrimination cases will be processed 80% timely.
<b>Indicators</b>	<p><b>Activity Measures</b></p> <p>1) Document and follow-up on untimely openings of fatality and imminent danger complaint inspections.</p> <p><b>Primary Outcome Measures</b></p> <p>2) Percent of timely responses.</p> <p>Fatalities: Attempt within 24 hours of notification  Imminent Danger Complaint Inspections: Attempt within 24 hrs  Serious Complaint Inspections: Attempt within 5 working days  Other-than-Serious Complaint Inspections: Attempt within 30 working days  Complainant Response: Send letter within 10 working days  Investigations (phone/fax, letter): Respond within 10 working days  Family Letter: Send within 10 days of fatality notification  Alleged Discrimination Complaints: Process through determination level within 90 calendar days</p>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• IMIS reports.</li> <li>• Information Management Division reports.</li> <li>• Enforcement and BOLI/CRD case files.</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• FY 2009 timely response percentages:  Fatalities: 92.5% (25/27) attempted within 24 hours  Imminent Danger Complaint Inspections: 100% (43/43) attempted within 24 hours  Serious Complaint Inspections: 92.4% (378/409) attempted w/in 5 working days  Other Than Serious Complaint Inspections: 96.5% (221/229) attempted within 30 working days  Complainant Response Time: 88.6% (885/998) within 10 calendar days  Discrimination Complaints: 80.5% (83/103) within 90 days</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Michelle Houser, Administrative Services Assistant Manager</li> <li>• David Sparks, Quality Assurance Manager</li> </ul>

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**5-Year Performance Goal (1, 2, 3)-6: Customer Service**

<b>FY 2011 Performance Goal (1, 2, 3)-6</b>	Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.
<b>Indicators</b>	<p><b>Activity Measures</b></p> <p>1) Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.</p> <p><b>Primary Outcome Measures</b></p> <p>2) Percent of positive responses on customer surveys in the following areas:</p> <ul style="list-style-type: none"> <li>Conferences</li> <li>Public education</li> <li>Audio-visual library</li> <li>Consultation</li> <li>Enforcement</li> <li>Appeals</li> <li>Lab</li> </ul>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Information Management Division - Research &amp; Analysis.</li> <li>• Oregon OSHA Conference Section Database.</li> <li>• Oregon OSHA Training Section Database.</li> <li>• Oregon OSHA Audio-Visual Library Database.</li> <li>• Oregon OSHA Lab survey results.</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• FY 2009 percent satisfaction reported: <ul style="list-style-type: none"> <li>Consultation – 100%</li> <li>Public Education – 98.62%</li> <li>Conferences – 100%</li> <li>Compliance Officer Performance Survey – 94.78%</li> <li>Audio-Visual Library Survey – 98.1%</li> <li>Appeals: 91%</li> <li>Lab: 93%</li> </ul> </li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Sue Kailey, Acting Deputy Administrator</li> </ul>

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**5-Year Performance Goal (1, 2, 3)-7: Staff Development**

<b>FY 2011 Performance Goal (1, 2, 3)-7</b>	Ensure 90% of Safety and Health staff receives 24 hours of Safety and Health professional development training.
<b>Indicators</b>	<b>Activity Measures</b> 1) Classes offered to Safety and Health staff.
	<b>Primary Outcome Measures</b> 2) Number of Safety and Health staff members receiving 24 hours of Safety and Health professional development training. 3) Percentage of Safety and Health staff members receiving 24 hours of Safety and Health professional development training.
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Internal training database.</li> <li>-</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• Percent of Safety and Health staff receiving 24 hours of Safety and Health training: FY 2011 establishes a baseline.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• David Sparks, Quality Assurance Manager</li> </ul>