

A dynamic splash of clear blue water against a white background, with droplets and ripples creating a sense of movement. The water flows from the top left towards the bottom right, framing the text on the right side.

Fiscal Year End Update June 30, 2024

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Occupational Safety & Health



Top 10 National OSHA Violations

"If you're going to tell people the truth, you'd better make them laugh

Otherwise, they'll kill you." safety findings

(attributed to George Bernard Shaw)

1. Fall Protection – General Requirements: (29 CFR 1910.29) Almost always number one in terms of OSHA violations.

GLWA safety continues to identify potential fall hazards and access needs for fall protection systems or barriers.



2. Hazard Communication ([29 CFR 1910.1200](#)) : Chemicals are no joke. Violations written by OSHA for everything from employee training to written hazard communication programs.

GLWA Oil Storage



All GLWA team members are trained in chemical right to know. In addition, all chemical safety data sheets for GLWA are logged and accessible online

3. Scaffolding ([29 CFR 1926.451](#)) : There were some more abstract interpretations of scaffolding out there resulting in thousands of violations.

[discuss general duty clause in MIOSHA rules]



Scaffolding and ladders are utilized for many different purposes.

GLWA Enterprise Risk Management Safety Team has created a Job Hazard Analysis which identifies all hazards associated with working on or near scaffolding.

4. Respiratory Protection ([29 CFR 1910.134](#)): From proper cleaning and maintenance to fit testing there is a lot to manage when dealing with possible respiratory hazards and protective equipment.

GLWA has an intensive respiratory protection program.

All team members, that are required to wear a respirator, complete a physician respirator health exam and fit test for their issued respirator mask.



**5. Control of Hazardous Energy (lockout/tagout),
general industry ([29 CFR 1910.147](#)) Energy can be hazardous.
The biggest reason for violations? Lack of employee
training on proper procedures.**

LOCKOUT TAGOUT Stations



GLWA authorized team members are given training and locks for personal protective safety equipment

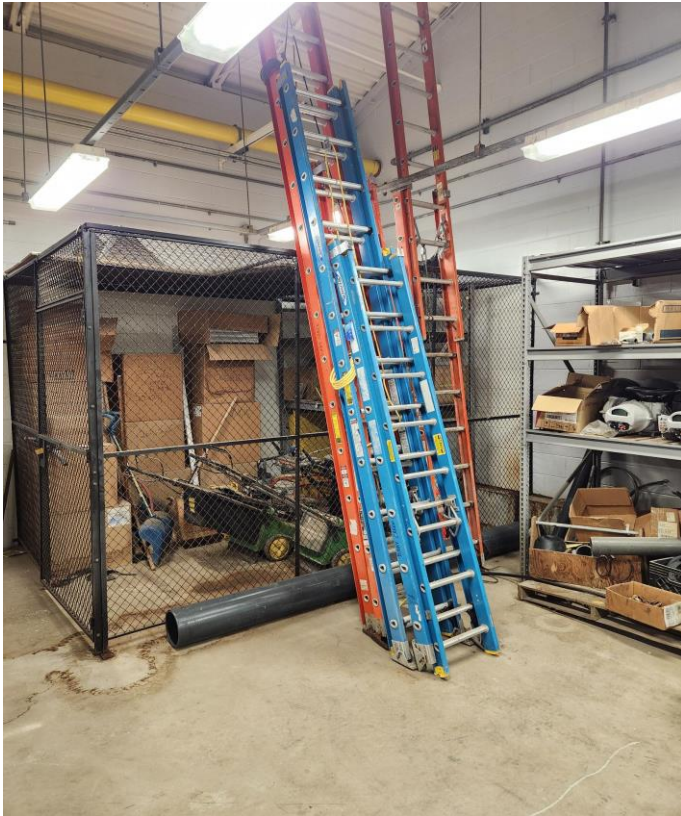
LOCKOUT TAGOUT
(LO/TO).

6. Eye Wash Stations ([29 CFR 1910.151](#)): Where the eyes or body of any person may be exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes or body shall be provided within the work area for immediate emergency use.

GLWA team members complete regular maintenance on all eye wash stations to ensure they are safe and ready to use.



7. Ladders ([29 CFR 1926.1053](#)):



Portable ladders are utilized all throughout GLWA facilities.

All GLWA teams, complete an annual ladder inspection.

8. Electrical Wiring Methods:

Electrical Wiring Upgrades



Some of GLWA assets have old or outdated wiring. The GLWA Electrical Committee continues to identify these through regular inspections.

Hazardous assets are identified then they are repaired/replaced as needed.

9. Machinery and Machine Guarding ([29 CFR 1910.212](#)): We've all heard the horror stories. Our team members are surely happier and more productive when they have all their appendages.

During normal operations there are situations where machine guarding's are removed to conduct regular maintenance. During these situations LOCKOUT TAGOUT is completed.



10. Eye & Face Protection (29 CFR [1910.133\(a\)\(1\)](#)) The employer shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from flying particles, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation.



Heritage Authorization

Date: _____

Attn: Heritage Optical Staff

Great Lakes Water Authority is authorizing the following team member to receive safety eyewear covered within the GLWA prescription safety glass program with Heritage Optical. Please provide the OSHA- approved eyewear items checked below.

<small>Risk Management Safety Don Only:</small>
<input checked="" type="checkbox"/> Prescription Safety Glasses and lenses with permanently attached side- <u>shields</u>
<input type="checkbox"/> Special Tint
<input type="checkbox"/> Optical Kit Lenses: <input type="checkbox"/> 1 set <input type="checkbox"/> 2 sets

Employee Name

XXX-XX-
Social Security # **(Last 4 required)**

Job Classification

Work Location

Any other services that exceed of the contractual agreement will be the responsibility of the GLWA team member.

Risk Management Safety: _____ Phone # _____

Authorized Signature: _____
GLWA EH&S Representative

ERM Safety Inspection FY 2023 - 2024

	# of Inspections Completed	Serious	Repeat Serious	Other Than Serious	Repeat Other Than Serious	Recommendations
Water Operations	64	-0-	-0-	122	1	18
Wastewater Operations	67	-0-	-0-	117	-0-	58
Financial Services	3	-0-	-0-	1	-0-	-0-
Administration Compliance Services	1	-0-	-0-	2	-0-	-0-
Planning Services	12	-0-	-0-	-0-	-0-	2
Total	147	-0-	-0-	242	1	78

ERM Safety Team!



Water Operations
EHS Coordinator
Marcus Askew
313-236-0279
Marcus.Askew@glwater.org

MARCUS



Water and Field Services
EHS Coordinator
Kevin Walsh
313-297-0109
Kevin.Walsh@glwater.org

KEVIN



Wastewater Operations
EHS Coordinator
Colton Hayes
313-670-6912
Colton.Hayes@glwater.org

COLTON



Safety At Large
Bernard Kliemann
EHS Coordinator
313-348-8631
Bernard.kliemann@glwater.org

BERNARD
"BUTCH"

Workers Compensation



Workers' Compensation Year-Over-Year Comparative Metrics

All Years Valued as of June 30, 2024

Fiscal Year Ending	Claim Count	Incurred	Paid	Average Paid per Closed Claim	Other Metrics	
					# of Litigated Claims	# of Open Claims
06.30.2016	30	\$46,720	\$46,720	\$1,557	-0-	-0-
06.30.2017	52	\$187,013	\$187,013	\$3,596	-0-	-0-
06.30.2018	51	\$271,809	\$271,809	\$5,329	2	-0-
06.30.2019	42	\$254,321	\$254,321	\$6,055	1	-0-
06.30.2020	41	\$154,443	\$154,443	\$3,767	1	-0-
06.30.2021	31	\$395,048	\$395,048	\$12,743	2	-0-
06.30.2022	25	\$561,859	\$289,876	\$11,595	1	1
06.30.2023	48	\$451,232	\$226,900	\$4,727	2	2
06.30.2024	47	\$79,120.07	\$51,661	\$1,009	1	1

- FY16 Represents 6 months of losses (January 1, 2016 – June 30, 2016)
- FY18 One litigated claim, still pending, represents 41% of the incurred total
- FY19 One serious incident, now closed, represents 49% of the incurred total
- FY21 When light duty restrictions are not accommodated, team members collect indemnity benefits

Workers' Compensation Reported Claim Frequency Metrics as of June 30, 2024

Fiscal Year Ending	Claims (A)	Total Hours (B)	Frequency Rate [(A)*200,000] / (B)
06.30.2016*	30	756,192	7.9
06.30.2017	52	1,682,984	6.3
06.30.2018	51	1,851,609	5.6
06.30.2019	42	1,982,686	4.2
06.30.2020	41	2,034,808	4.1
06.30.2021	31	1,974,330	3.1
06.30.2022	25	1,929,786	2.5
06.30.2023	48	1,924,138	5.0
06.30.2024	47	2,104,673	4.4

* Fiscal year consisted of six (6) months

INCURRED LOSS TRIANGLE

INCURRED LOSS TRIANGLE @ 06.30.2024

	December	June	December	June	December	June	December	June	December	June	December	June
Months	6	12	18	24	30	36	42	48	54	60	66	72
FY 16 *		\$32,217.93	\$54,841.64	\$43,661.37	\$46,705.71	\$46,720.00	\$46,720.00	\$46,719.88	\$46,719.88	\$46,720.00	\$46,720.00	\$46,720.00
FY 16/17	\$131,792.91	\$201,593.07	\$226,784.40	\$189,301.00	\$189,163.00	\$189,145.16	\$189,145.16	\$189,145.00	\$189,145.00	\$189,145.00	\$189,145.00	\$189,145.00
FY 17/18	\$80,260.10	\$341,249.00	\$323,228.00	\$318,983.00	\$321,838.33	\$321,838.00	\$326,670.00	\$326,406.00	326,,406	\$326,406.00	\$326,406.00	\$326,670.00
FY 18/19	\$153,425.00	\$320,326.20	\$275,098.36	\$272,314.00	\$254,334.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00
FY 19/20	\$95,895.95	\$184,199.00	\$176,023.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,790.00	\$154,790.00	\$154,790.00		
FY 20/21	\$85,195.00	\$383,152.00	\$416,966.13	\$416,966.00	\$425,188.39	\$425,188.00	\$425,188.00	\$425,188.00				
FY 21/22	\$140,857.00	\$328,716.00	\$325,421.00	\$327,401.00	\$482,104.00	\$561,859.41						
FY 22/23	\$85,868.00	\$318,093.00	\$289,647.66	\$451,232.66								
FY 23/24	\$70,598.52	\$79,120.07										

PAID LOSS TRIANGLE

PAID LOSS TRIANGLE @ 06.30.2024

* six-month period													
		December	June	December	June	December	June	December	June	December	June	December	June
Months		6	12	18	24	30	36	42	48	54	60	66	72
FY 16 *			\$16,725.86	\$38,986.90	\$43,661.37	\$46,705.71	\$46,720.00	\$46,720.00	\$46,719.88	\$46,719.88	\$46,720.00	\$46,720.00	\$46,720.00
FY 16/17		\$25,645.05	\$132,786.40	\$186,492.25	\$189,301.00	\$189,163.00	\$189,145.16	\$189,145.16	\$189,145.00	\$189,145.00	\$189,145.00	\$189,145.00	\$189,145.00
FY 17/18		\$28,076.76	\$142,086.00	\$225,607.00	\$243,655.00	\$249,972.28	\$251,886.00	\$271,809.00	\$271,809.00	\$271,809.00	\$271,809.00	\$271,809.00	\$271,809.00
FY 18/19		\$20,134.00	\$154,981.59	\$200,208.13	\$242,554.00	\$254,334.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00	\$254,321.00
FY 19/20		\$35,654.47	\$123,691.00	\$151,132.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,443.00	\$154,443.00
FY 20/21		\$39,593.00	\$349,667.00	\$349,667.00	\$349,667.00	\$395,048.00	\$395,048.00	\$395,048.00	\$395,876.00				
FY 21/22		\$140,857.00	\$187,859.00	\$176,000.00	\$276,000.00	\$2136,412.41	\$289,876.34						
FY 22/23		\$62,334.20	\$213,853.72	\$226,900.00	\$226,900.00								
FY 23/24		\$43,141.42	\$51,661.59										

History of Litigated Workers' Compensation



History of Litigated Workers' Compensation Claims as of June 30, 2024, Pg. 1 of 2

Date of Loss / Injury Description	Claim Status	Total Incurred	Total Paid	Final Status
October 4, 2017	Closed	\$136,232	\$63,229	Claim Dismissed by Jury Trail
October 29, 2017	Closed	\$1,069	\$1,069	Claimant failed to pursue
October 4, 2018	Closed	\$17,128	\$17,128	Settlement
December 5, 2019	Closed	\$600	\$600	Claim Denied
December 7, 2020	Closed	\$69,066	\$29,564	Dismissal
January 5, 2021	Closed	\$15,397	\$12,278	Settlement

Open Litigated Workers' Compensation Claims as of June 30, 2024

Date of Loss / Injury Description	Claim Status	Total Incurred	Total Paid	Anticipated Outcome
February 15, 2022	Open	\$318,486	\$41,385	Settlement
October 31, 2022	Open	\$43,888	\$6,162	Unknown
February 10, 2023	Open	\$289,604	\$65,491	Unknown
June 22, 2023	Open	\$33,000	\$5,627	Claim Denied

The number of litigated claims represents 2.6% of all reported claims since January 1, 2016 (10 of 380 claims total)

General Liability & Auto Liability



Third Party Administrator General Liability and Auto Liability Claims

As of June 30, 2024

Fiscal Year Ending	General Liability		Auto Liability	
	# of Claims	Total Paid	# of Claims	Total Paid
06.30.2016	1	\$405	1	\$1,000
06.30.2017	3	\$246,034*	3	\$2,649
06.30.2018	1	\$20	2	\$20
06.30.2019	1	\$-0-	1	\$1,000
06.30.2020	0	\$-0-	1	\$1,000
06.30.2021	11**	\$71,910	7	\$6,002
06.30.2022	0	\$-0-	3	\$712
06.30.2023	0	\$-0-	10	\$11.30
06.30.2024***	12	\$-0-	9****	\$-0-

* \$244,923 (77%) of the total is related to the July & August 2016 *Beasley vs. GLWA* matter

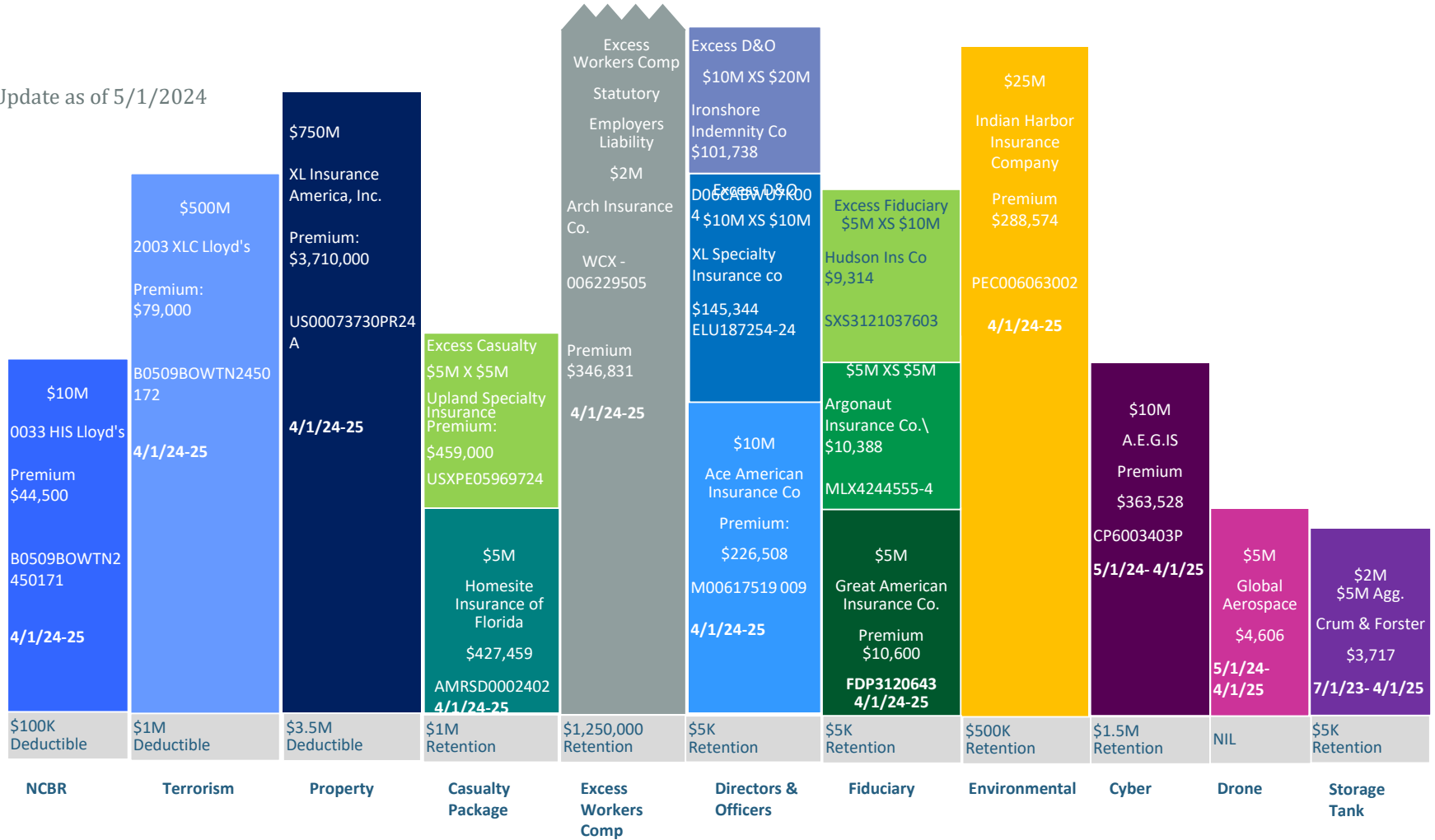
** Paid amount from August and December wet weather events; claims for the June 25-26 wet weather events not yet reflected.

*** All open claims are currently being litigated; no claims have been paid.

**** Total number of auto claims incurred does not adequately reflect total number of vehicle accidents.

GLWA Current Schedule of Insurance

Update as of 5/1/2024



Total Cost of Risk (T.C.O.R.)



Total Cost of Risk (T.C.O.R.) Metrics For the Fiscal Years Ending June 30, 2024

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Total Costs*	\$3,839,862	\$3,876,197	\$5,360,437	\$5,074,254	\$6,004,515
% Change in Total Costs		+0.9%	+38.3%	-5.3%	+18.3%
Operating Revenues (rounded)	\$800,889,221 -audited-	\$815,368,630 -audited-	\$816,345,129 -audited-	\$845,686,489 -audited-	\$855,391,727 -not final-
% Change in Operating Rev.		+1.8%	+0.1%	+3.6%	+1.1%
T.C.O.R. (total costs per \$1,000 of revenues)	\$4.79	\$4.75	\$6.57	\$6.00	\$7.02

* Sum of (a) premiums for all in-force insurance policies, (b) cost of losses that are retained, (c) contract for third-party administration, and (d) broker fees. Also excludes Risk Management department cost center amounts. 2024 total cost is not final and may change.

Risk Appetite Survey





GLWA

Great Lakes Water Authority