

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

2024 Annual Performance Plan

July 1, 2023



INTRODUCTION

This Annual Performance Plan, for federal fiscal year 2024 (October 1, 2023 through September 30, 2024) 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 (2021-2025) 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 2.0 per 100 workers (or less) and the statewide total case incidence rate being reduced to 3.5 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) to a five-year average of at least 869 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 1.6 per 100,000 workers (or less), which will be a 8 percent decrease compared to the most recent three-year baseline period.

Oregon OSHA has focused its attention on nine elements to support these three goals, they include:

Recognition Programs or Voluntary Programs for Self-Sufficiency – Continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status. Maintain outreach activities baseline as identified in Goal 2 (7), Other Outreach Activities.

Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.

Outreach - Maintain current efforts to educate employers and employees, particularly small employers in high hazard industries and vulnerable or hard-to-reach populations, regarding the value of occupational safety and health by providing workshops, conferences, educational venues, training, marketing, and other outreach activities.

Partnerships - Oregon OSHA continues to maintain the well being of the existing 40+ partnerships and alliances. These effective relationships will lead to new and innovative groups for the new laws, rulemaking and policy challenges that Oregon OSHA will face in the next five years. Oregon OSHA will engage appropriate or applicable partnerships 100% of the time, in all policy and rule making activities.

Safety & Health Hazards - Reduce injuries and illnesses by reducing the DART rate from 2.2 to 2.0 (or less) per 100 workers and total case incidence rate TCIR from 3.7 to 3.5 (or less) per 100 workers by the end of year 2025 by focusing on targeted high hazard industries and safety and health hazards.

Health Hazards - Increase the number of severe chemical hazards identified (and therefore corrected) to at least 869 by the end of 2025.

Fatalities - Reduce the most recent 3-year average rate of workplace fatalities from 1.74 per 100,000 to 1.6 per 100,000 by 2025 through inspections and interventions.

Timely Response - Investigations/inspections will be initiated timely in 100% of fatalities and 95% of hazard complaints; complainant responses will be timely in 90% of all cases; and family members will be notified 100% timely.

Customer Service - 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.

Staff Development - Ensure 90% of Safety and Health staff receives at least 48 hours of Safety and Health professional development training over two years.

OVERVIEW OF OREGON OSHA

The Administration of the Occupational Safety and Health Administration's (OSHA) approved the comprehensive state plan for Oregon that 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 Workers' Compensation Division, Ombuds for Oregon Workers, the Hearings Division of the Workers' Compensation Board, and the Central Services Division: Financial Services, Information Technology and Research, Director's Office. 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. The change also 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. Along with the Public Education and the Conference Section, enforcement officers, technical specialists, and consultants produce 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 specialists focusing on specific industry needs. These specialists include staff focusing on construction, logging, and agriculture, as well as trained ergonomists. In addition, we have trained individuals to evaluate facilities that are covered under the Process Safety Management (PSM) standard.

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 management leadership, worker participation, hazard identification and assessment, hazard prevention and education and training, program evaluation and improvement, communications and coordination of employer, contractor and staffing agencies, 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

implementation of the regulations contained in 29 CFR Parts 1902, 1908, 1952, 1953, and 1954. This plan sets forth the methods by which program effectiveness is determined.

The FY 2024 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.

Note: This FY 2024 Annual Performance Plan includes updated FY 2019 baseline figures as they apply. FY 2024 data, as they apply establish baseline figures for the quarterly Annual Performance Plan report, FY 2021 through FY 2025.

Demographic profile 2022

During CY 2022 an estimated 1,980,500 workers covered by Workers' Compensation insurance were employed in Oregon with an estimated 135,400 employers. These employers operate at approximately 216,509 locations.

NAICS ¹	Industry ²	Employees ³	Units ⁴
111	Crop production	27,772	4,378
115	Agriculture and forestry support	15,702	1,395
236	Building construction	33,080	9,413
237	Heavy construction	10,412	1,710
238	Specialty trade	70,882	14,749
311	Food manufacturing	28,510	1,655
312	Beverage and tobacco products	7,500	869
321	Wood product manufacturing	23,121	870
332	Fabricated metal products	16,094	1,621
333	Machinery manufacturing	14,551	1,113
334	Computer and electronic products	41,086	1,338
336	Transportation equipment	10,729	670
339	Miscellaneous manufacturing	8,750	1,104
423	Merchant wholesale, durable	38,549	4,592
424	Merchant wholesale, non-durable	30,579	3,119
441	Motor vehicles and parts	26,531	2,451
444	Building material and garden supply	18,142	1,499
445	Food and beverage stores	47,017	3,161
449	Furniture, Home Furnishings, Electronics, and Appliance Retailers	11,523	308
455	General Merchandise Retailers	40,294	88
456	Health and Personal Care Retailers	8,328	188
457	Gasoline Stations and Fuel Dealers	11,531	130
458	Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	15,792	392
459	Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	29,860	1,225
484	Truck transportation	19,003	2,950
488	Transportation support	8,512	984
492	Couriers and messengers	15,211	564
493	Warehousing and storage	19,180	584
513	Publishing Industries	16,555	2,348
518	ISPs, search portals	7,738	920
522	Credit intermediation	24,359	2,380
524	Insurance carriers	23,789	3,450
531	Real estate	23,642	5,456
541	Professional, scientific and technical services	108,127	24,969
551	Management of companies and enterprises	49,439	766
561	Administrative and support services	98,033	13,019
611	Educational services	30,547	3,186
621	Ambulatory health care services	94,864	8,761
622	Hospitals	57,471	620
623	Nursing and residential care	48,733	3,854
624	Social assistance	66,531	3,747
713	Amusements, gambling, and recreation	17,621	1,765

721	Accommodation	22,900	2,637
722	Food and drinking places	148,917	12,419
811	Repair and maintenance	19,022	3,958
812	Personal and laundry services	14,317	3,088
813	Membership organizations	27,879	6,321
GOV	State and local government	247,049	8,558

1. North American Industry Classification System, United States, 2012

2. Industries with 7,500+ employees.

3. Data from Oregon State Employment Division ES-202 Program, based on the 2012 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, Central Services Division - May 2023

IDENTIFICATION OF COVERED ISSUES

A flowchart, described on the following pages 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 camp housing and conduct field sanitation and farm labor camp housing inspections in 2024, and work cooperatively with federal Department of Labor to coordinate farm labor camp housing.

Legislative Activity affecting Oregon OSHA

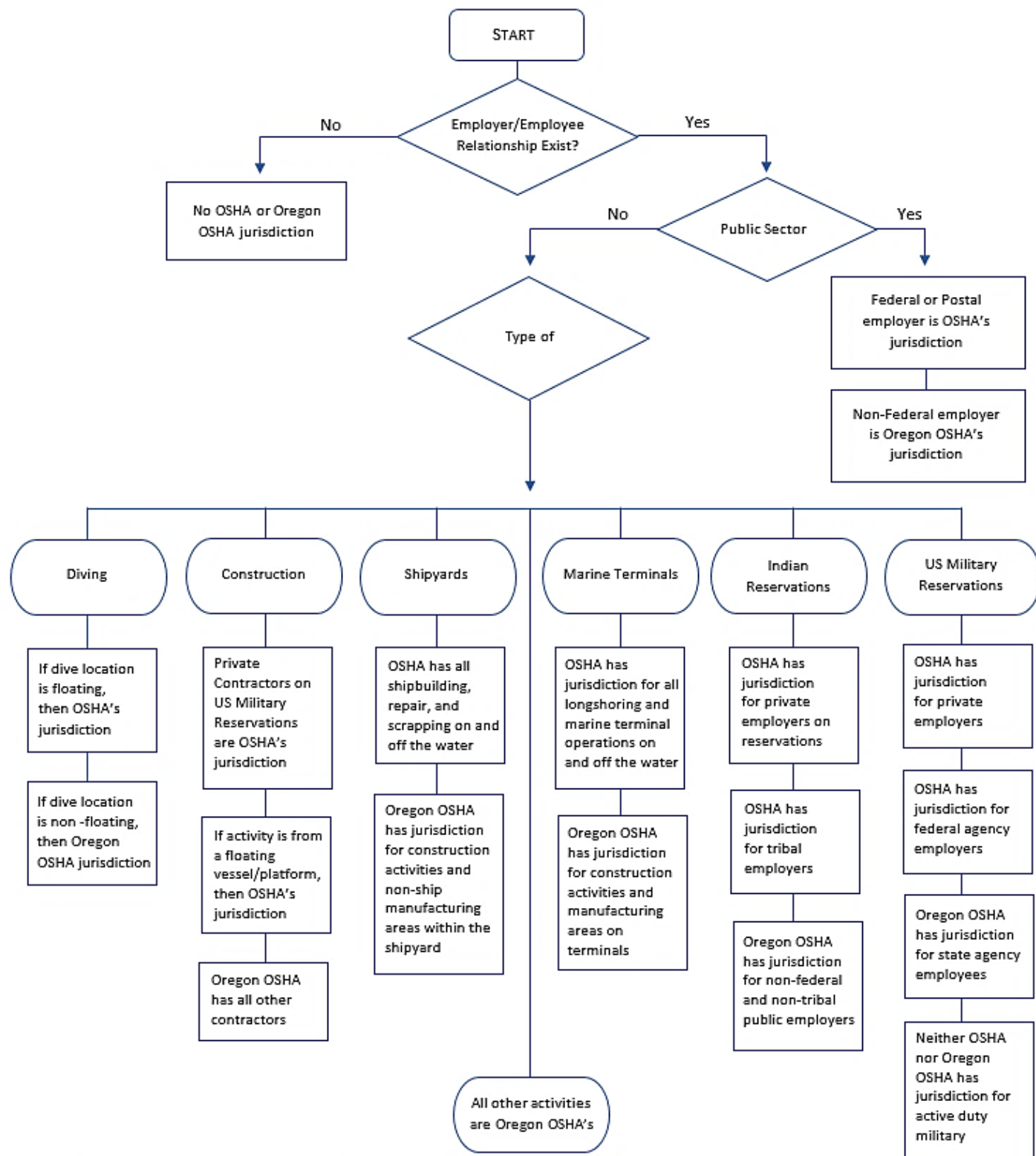
[Senate Bill 592](#) was signed into law by Governor Tina Kotek on May 24, 2023. This bill amends the Oregon Safe Employment Act ([ORS chapter 654](#)), which will have significant impacts on Oregon OSHA. The enrolled bill requires Oregon OSHA to broaden the triggers for comprehensive inspections, increases Oregon OSHA's minimum and maximum penalties for serious and willful violations, creates special penalty ranges for serious and willful or repeat violations connected to a work-related fatality, and requires Oregon OSHA to annually adjust its civil penalties based on changes in the Consumer Price Index for All Urban Consumers, West Region (All Items). Below is a summary of SB 592 (2023) and its impact on Oregon OSHA:

1. **Comprehensive inspection requirements** – SB 592 requires Oregon OSHA to perform a comprehensive inspection of a place of employment whenever:
 - a. An accident investigation reveals that a work-related fatality violation caused or contributed to the death of an employee.
 - b. Three or more willful or repeat violations occur at the same place of employment within a one-year period.
2. **Civil penalty increases** – SB 592 increases Oregon OSHA's civil penalty minimums and maximums for serious, willful, and repeat violations:
 - a. Serious violations – \$1,116 to \$15,625 (*currently \$100 to \$13,500*)
 - b. Willful or repeat violations – \$11,162 to \$156,259 (*currently \$200 to \$135,653*)
3. **New civil penalties** – SB 592 creates three new civil penalties, with increased maximum and minimums for serious, willful, or repeat violations that cause or contribute to a work-related fatality:
 - a. Each serious violation connected to a work-related fatality shall result in a civil penalty of \$20,000 to \$50,000.
 - b. Each willful or repeat violation connected to a work-related fatality shall result in a civil penalty of \$50,000 to \$250,000.
4. **Annual penalty adjustments** – SB 592 now requires Oregon OSHA to annually adjust its civil penalties based on changes in the Consumer Price Index, West Region (CPI-WR). This penalty update must occur by January 15 of each year.

5. **Annual report to the legislature** – SB 592 directs Oregon OSHA to submit a report to the legislature on an annual basis beginning September 2024, that summarizes:
 - a. The total number and total amount of penalties assessed by Oregon OSHA.
 - b. The total number of appeals of citations, violations and penalty assessments filed with Oregon OSHA.
 - c. The total number of inspections completed by Oregon OSHA, along with the scope of the inspections and the circumstances that led to the inspections.

In addition to SB 592, the 2023 Oregon Legislature and Governor Kotek, signed into law [Senate Bill 907](#), which directs Oregon OSHA to engage in rulemaking to clarify an existing worker discrimination right to refuse dangerous work tasks via a statutory amendment to ORS 654.062(5).

OSHA vs. Oregon OSHA Jurisdiction in Oregon

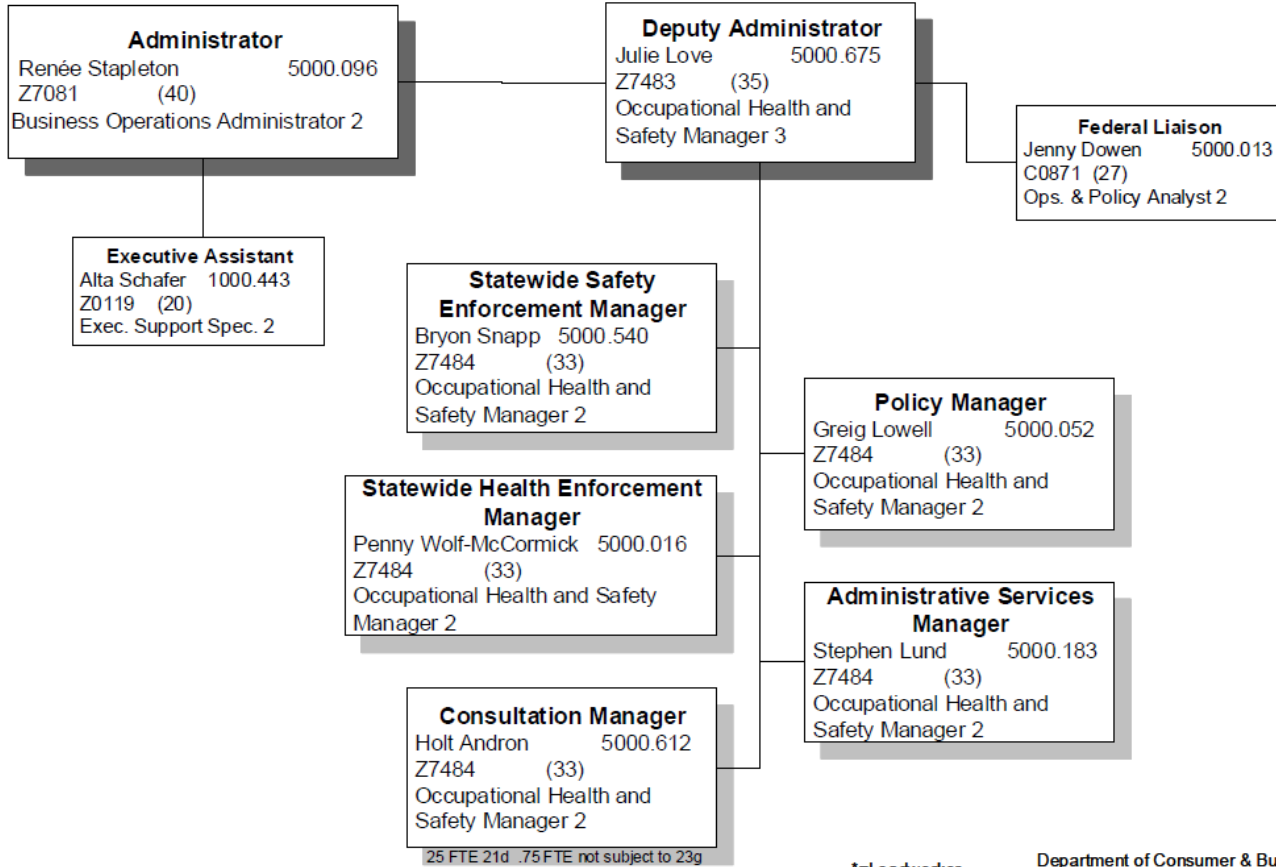


* The following exceptions are noted:

Employment at DOE Albany Research Center – OSHA jurisdiction

Private employers within Crater Lake National Park – OSHA jurisdiction

Oregon OSHA Division



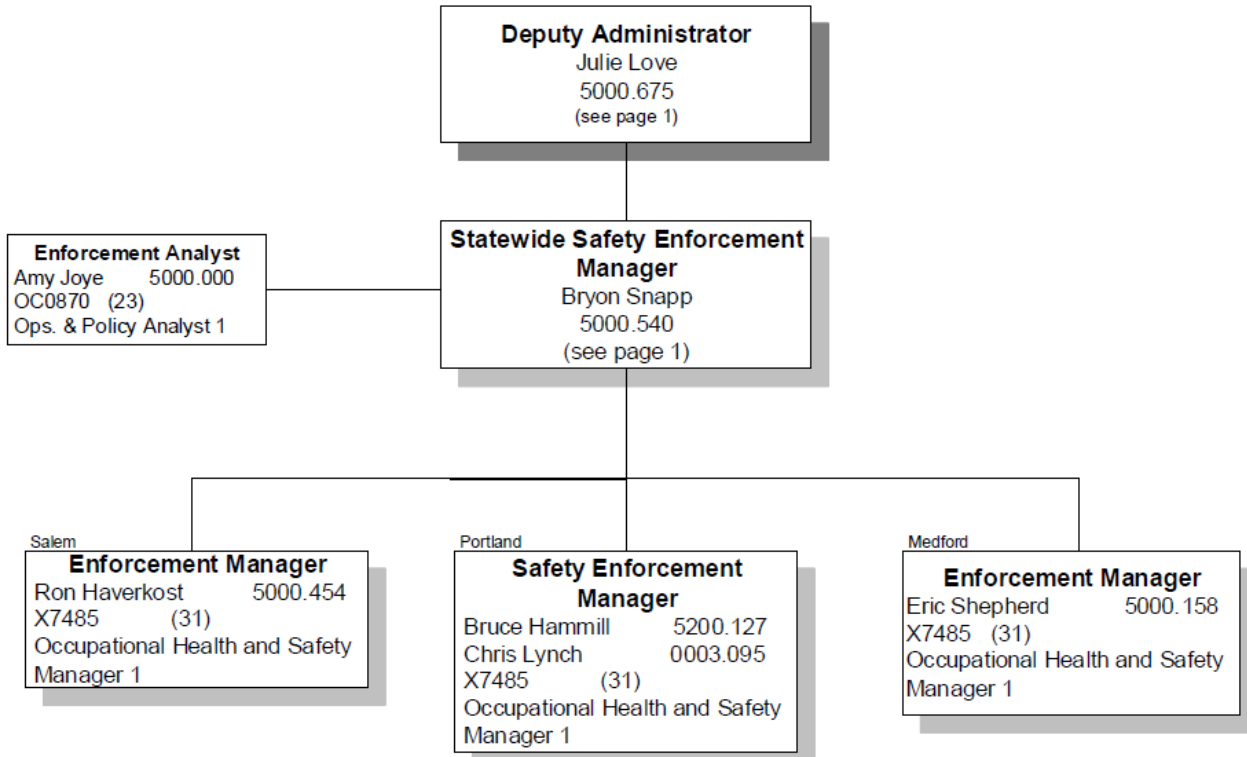
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EXEC & ADMIN

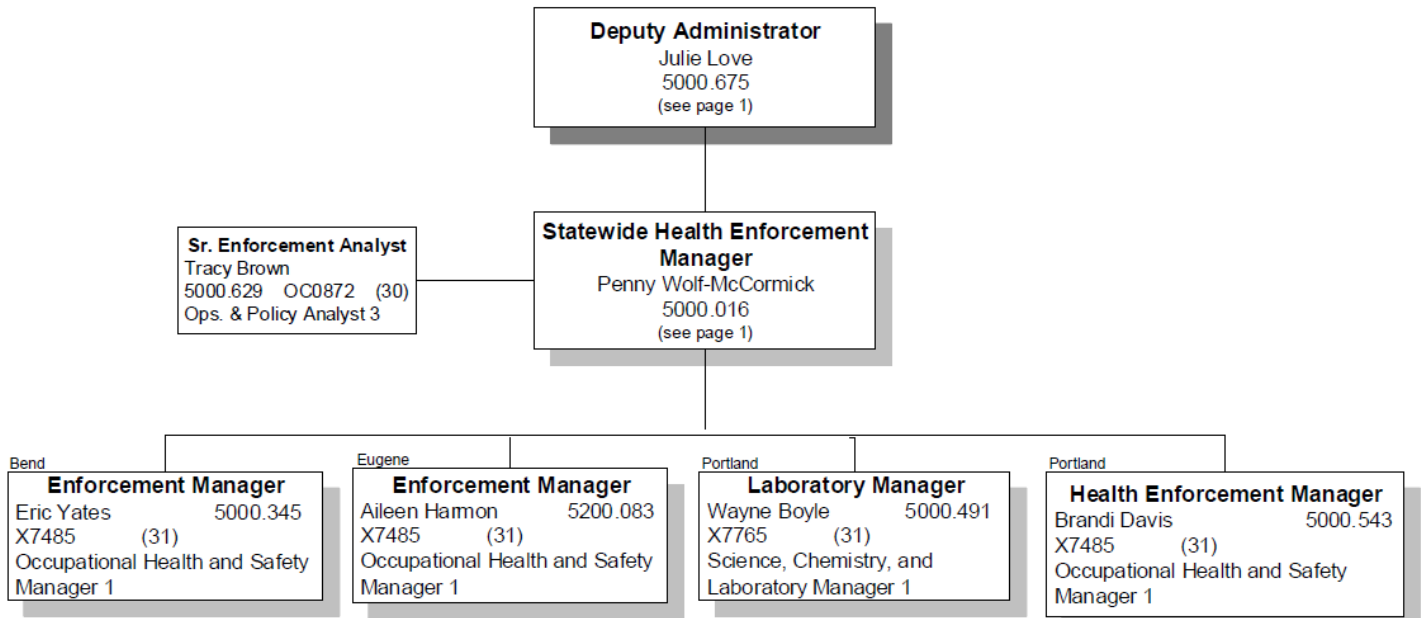
Oregon OSHA Division



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 SAFEMGR

Oregon OSHA Division

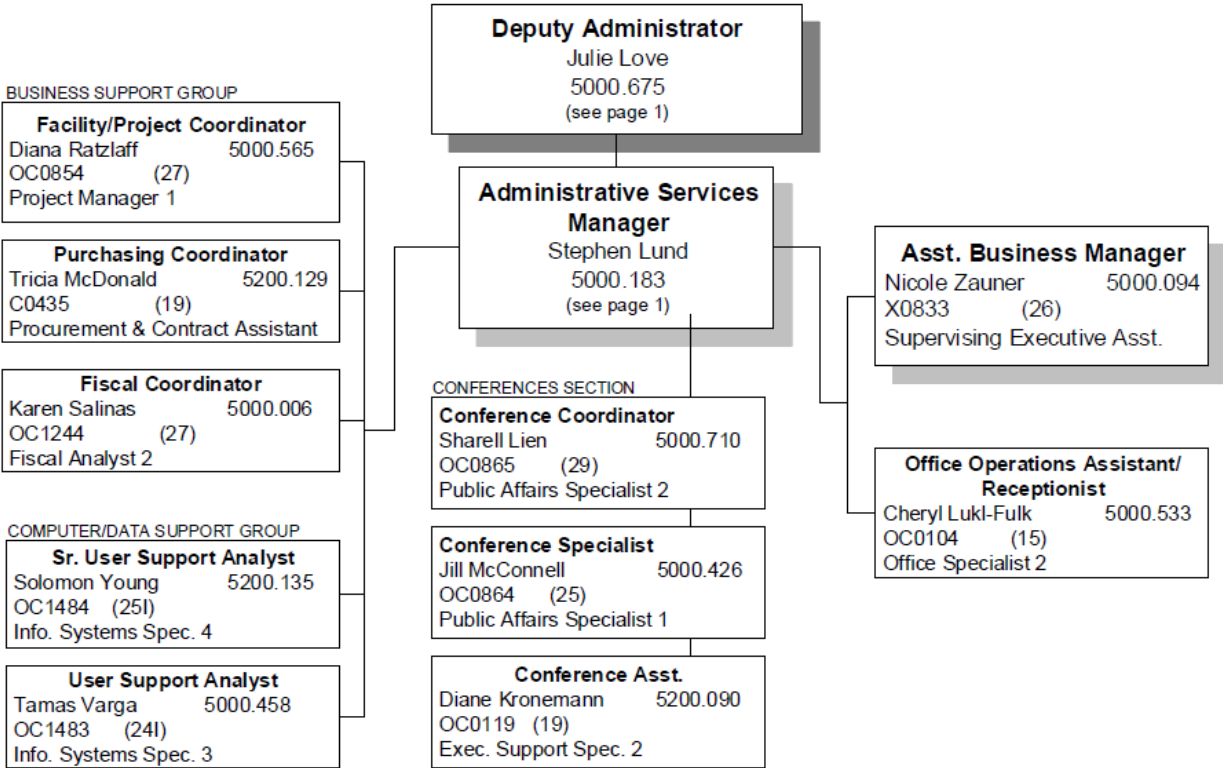


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HEALTHMG

Oregon OSHA Division

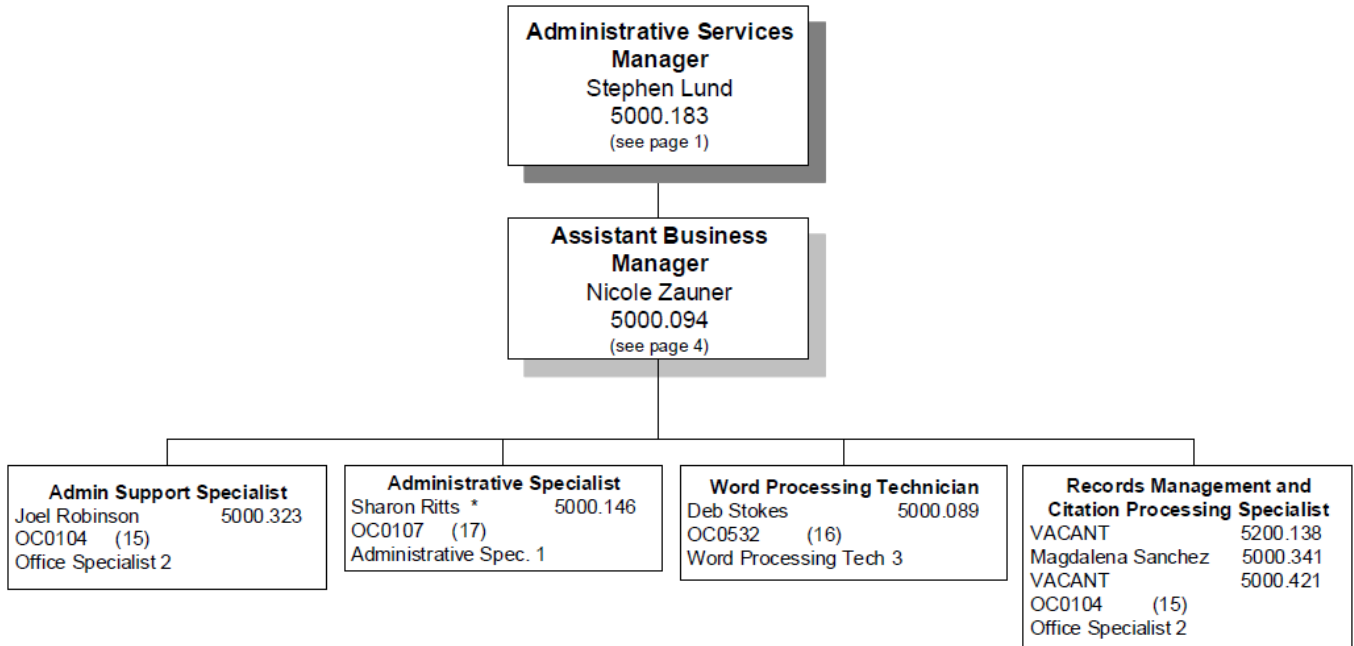


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DIVTECH

Oregon OSHA Division

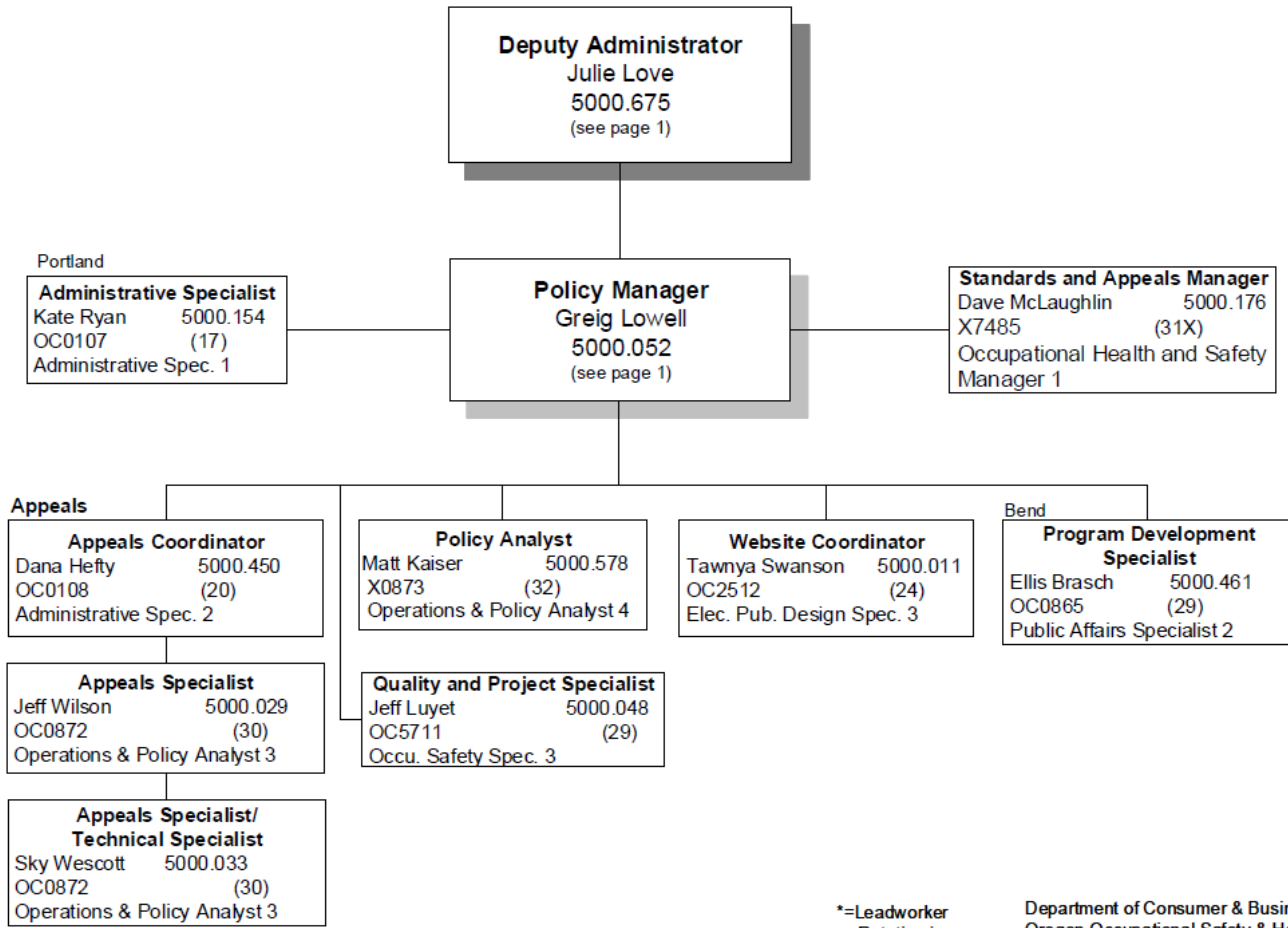


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OPS

Oregon OSHA Division



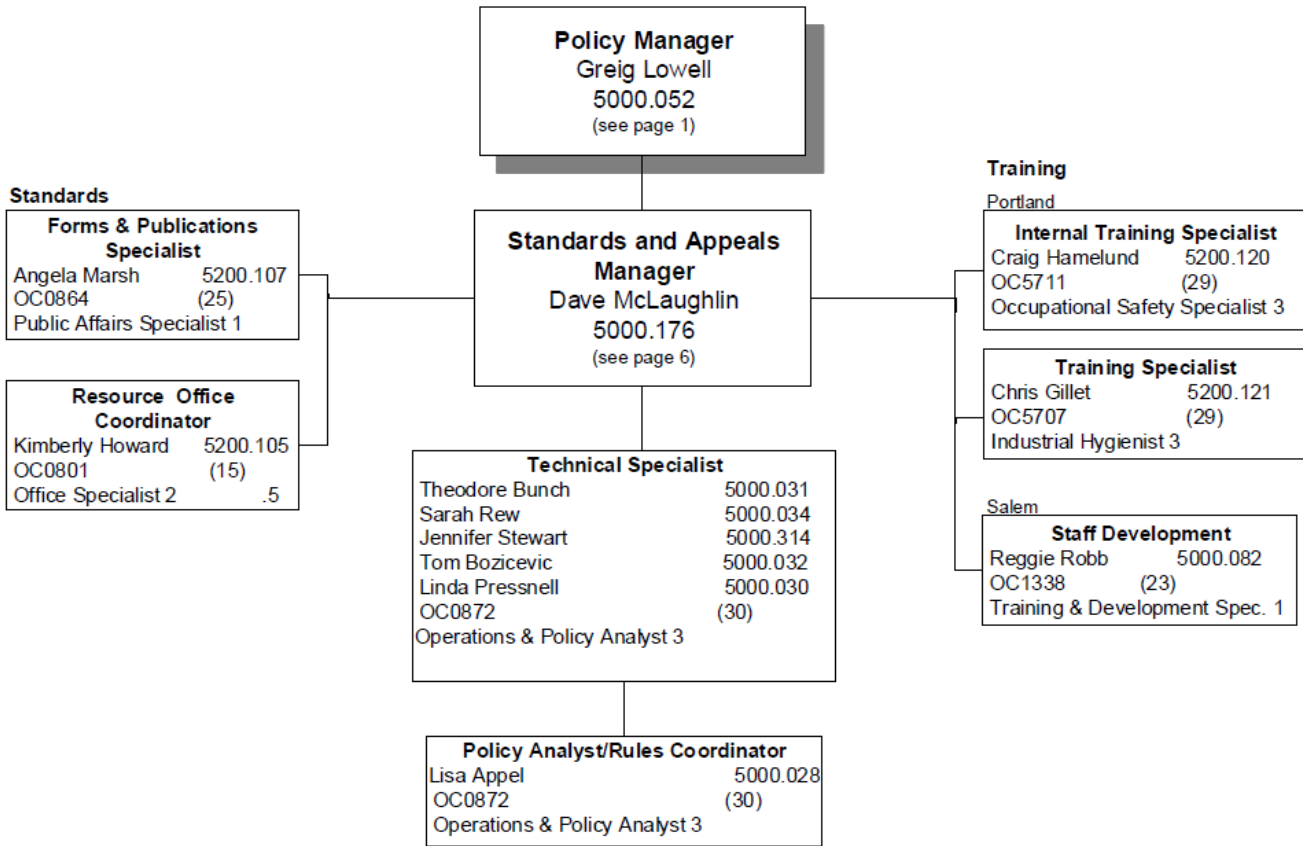
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POLICYMG

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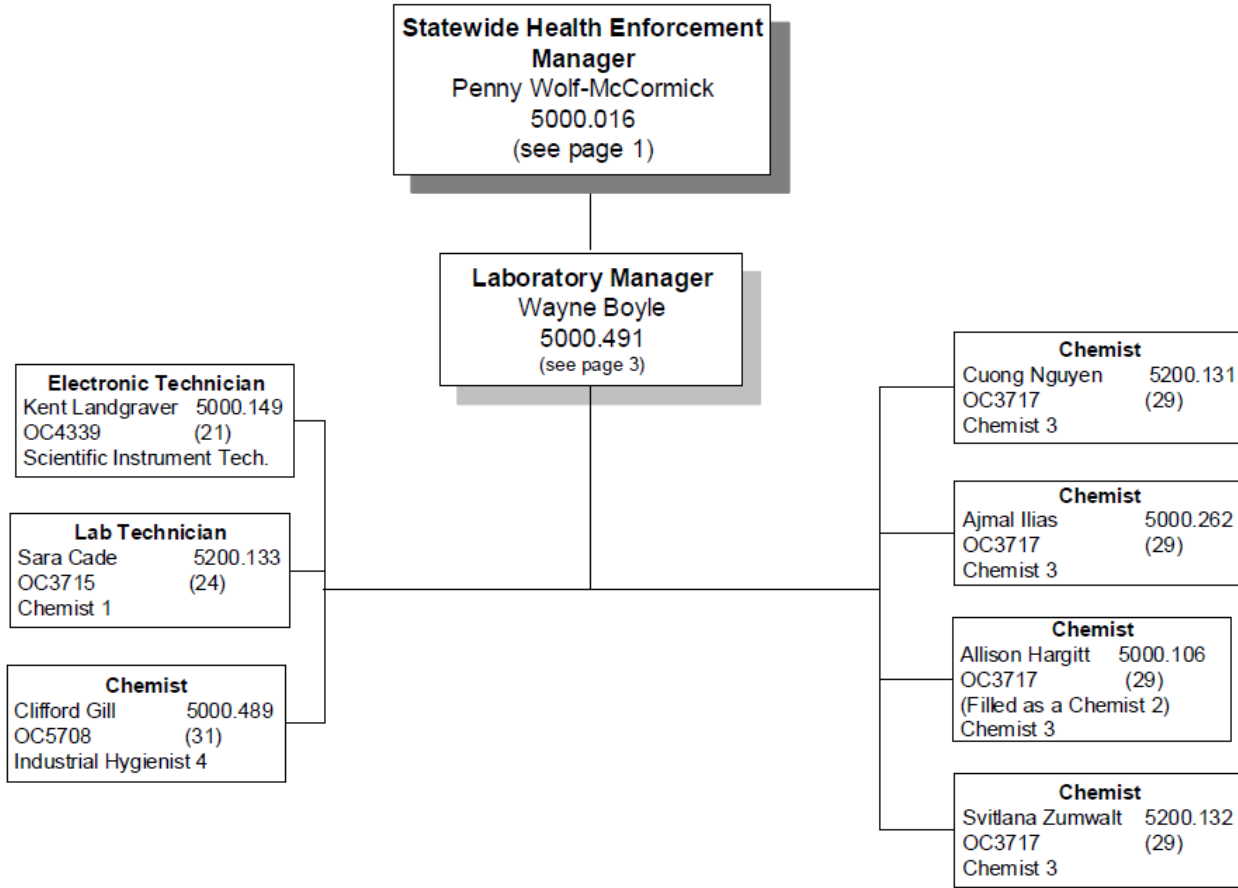


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TECH

Oregon OSHA Division

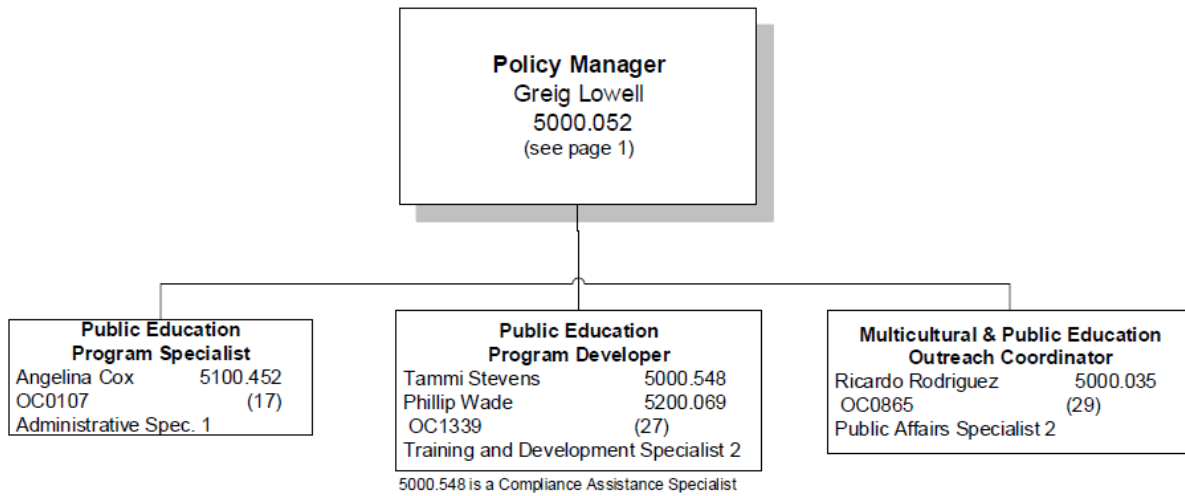


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 Oregon Occupational Safety & Health Division
 Occupational Health Lab
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LAB

Oregon OSHA Division

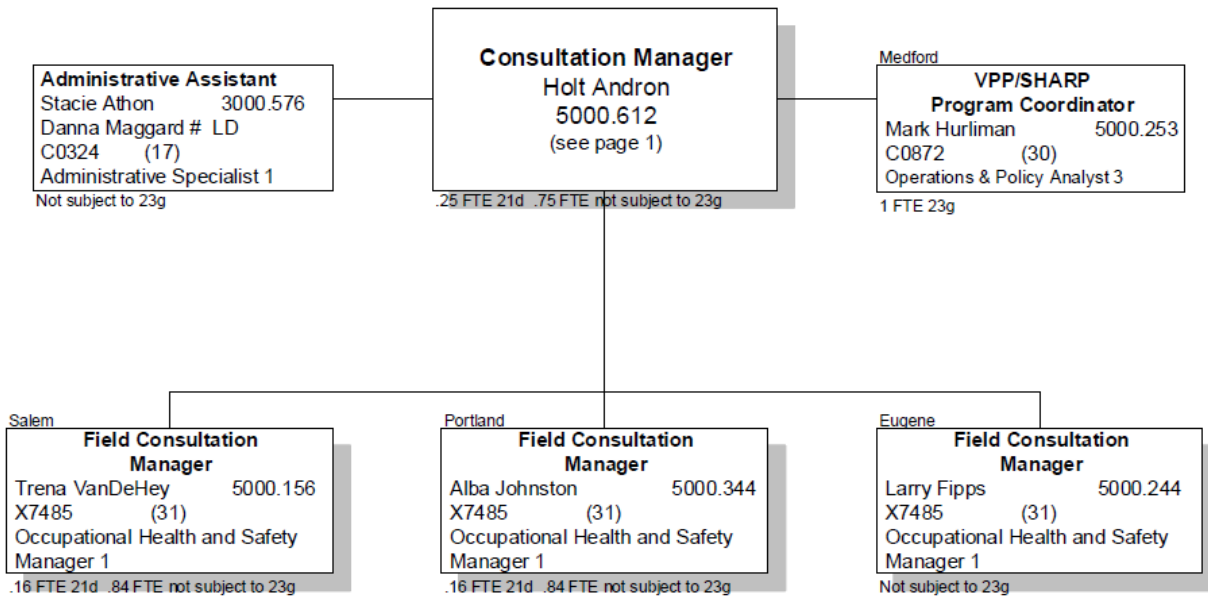


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PUBLISHED

Oregon OSHA Division

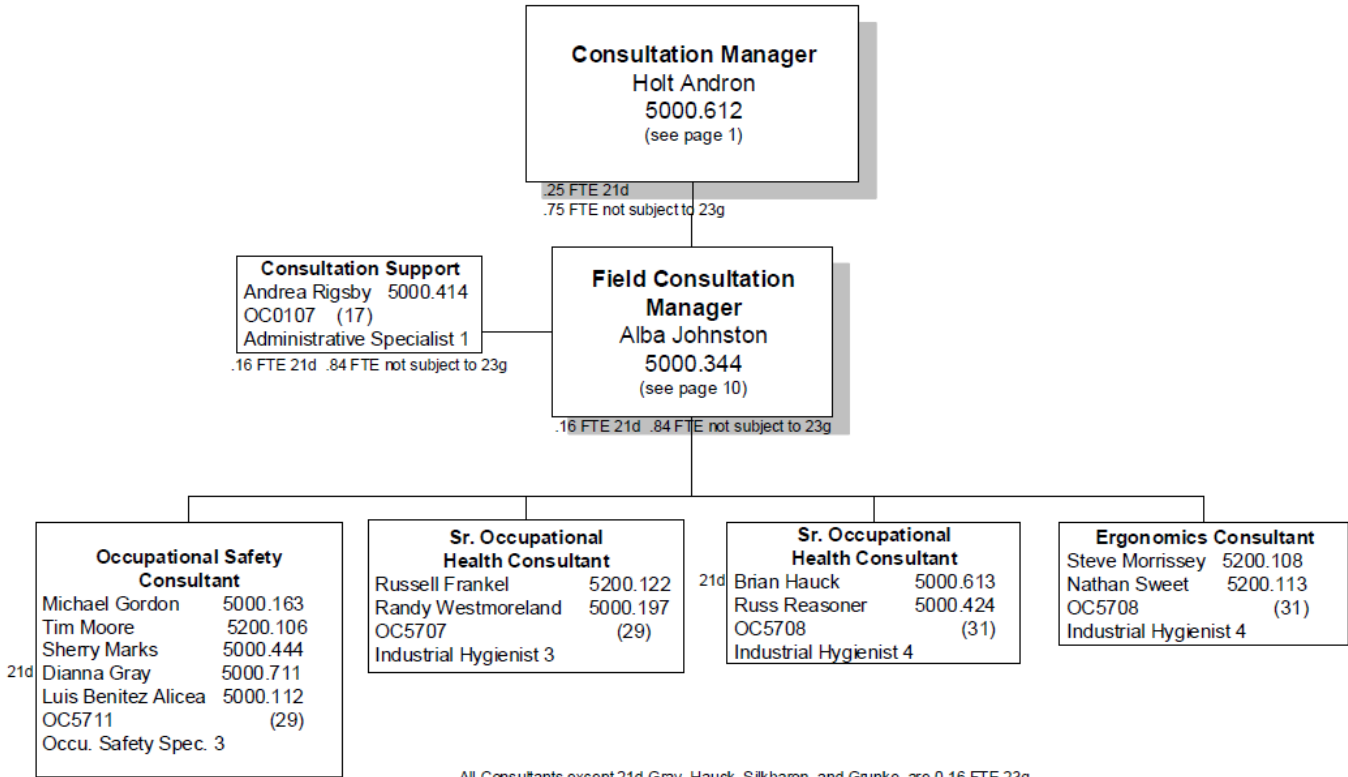


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 Oregon Occupational Safety & Health Division
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CONSULT

Oregon OSHA Division



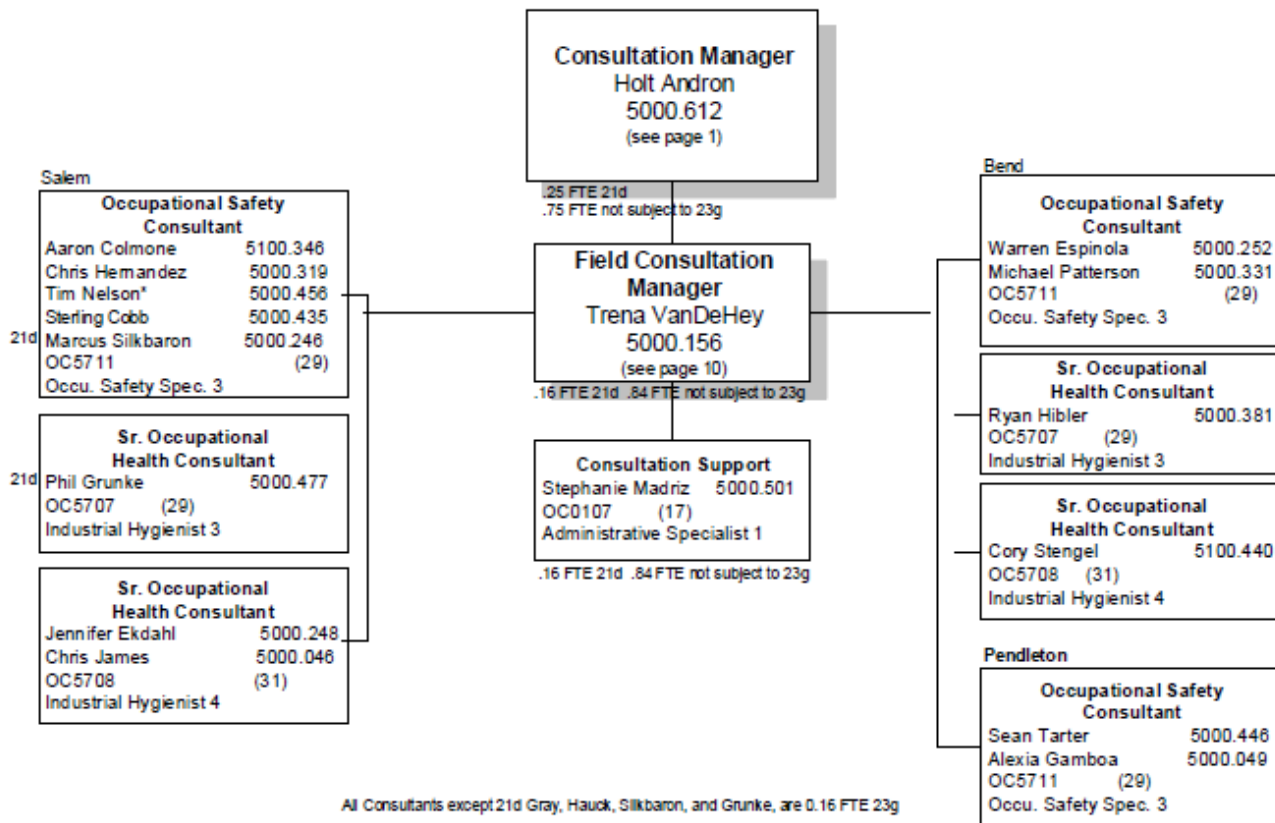
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Oregon Occupational Safety & Health Division
Consultation – Chart A – Portland
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CNSLTPFO

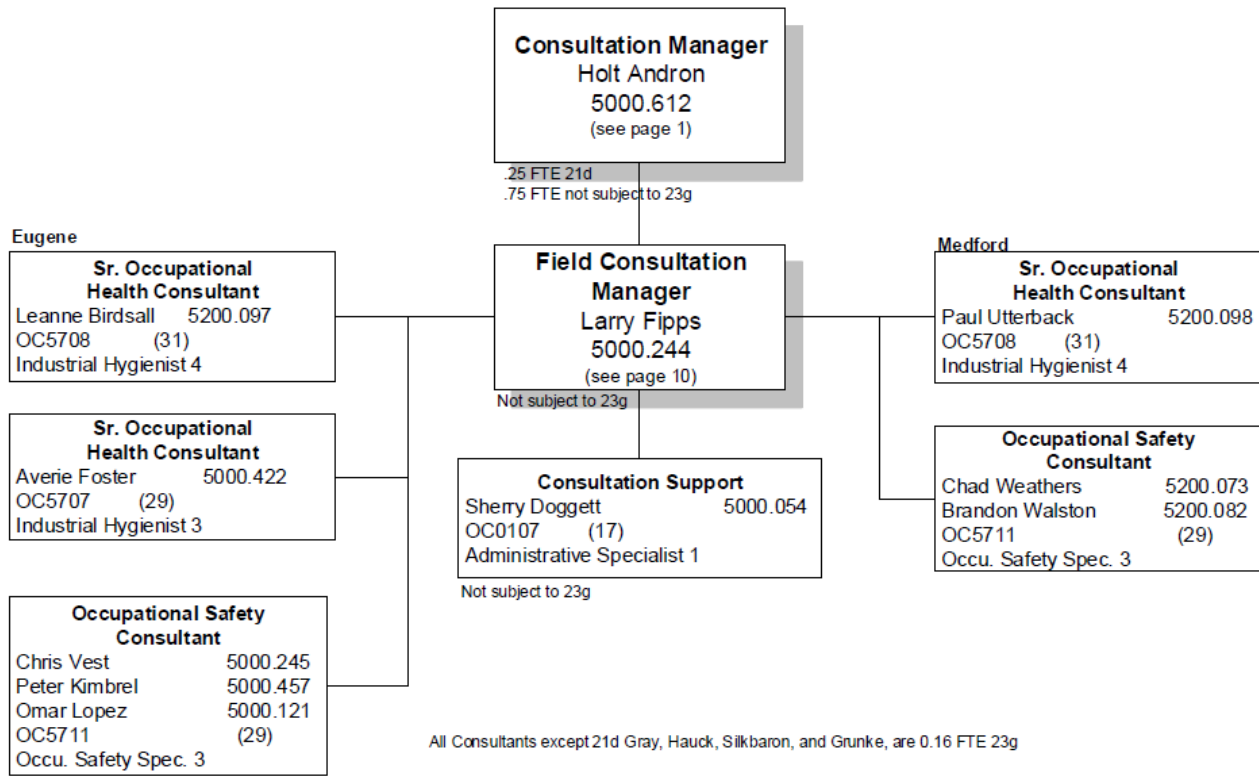
Oregon OSHA Division



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 CNSLTBPS

Oregon OSHA Division



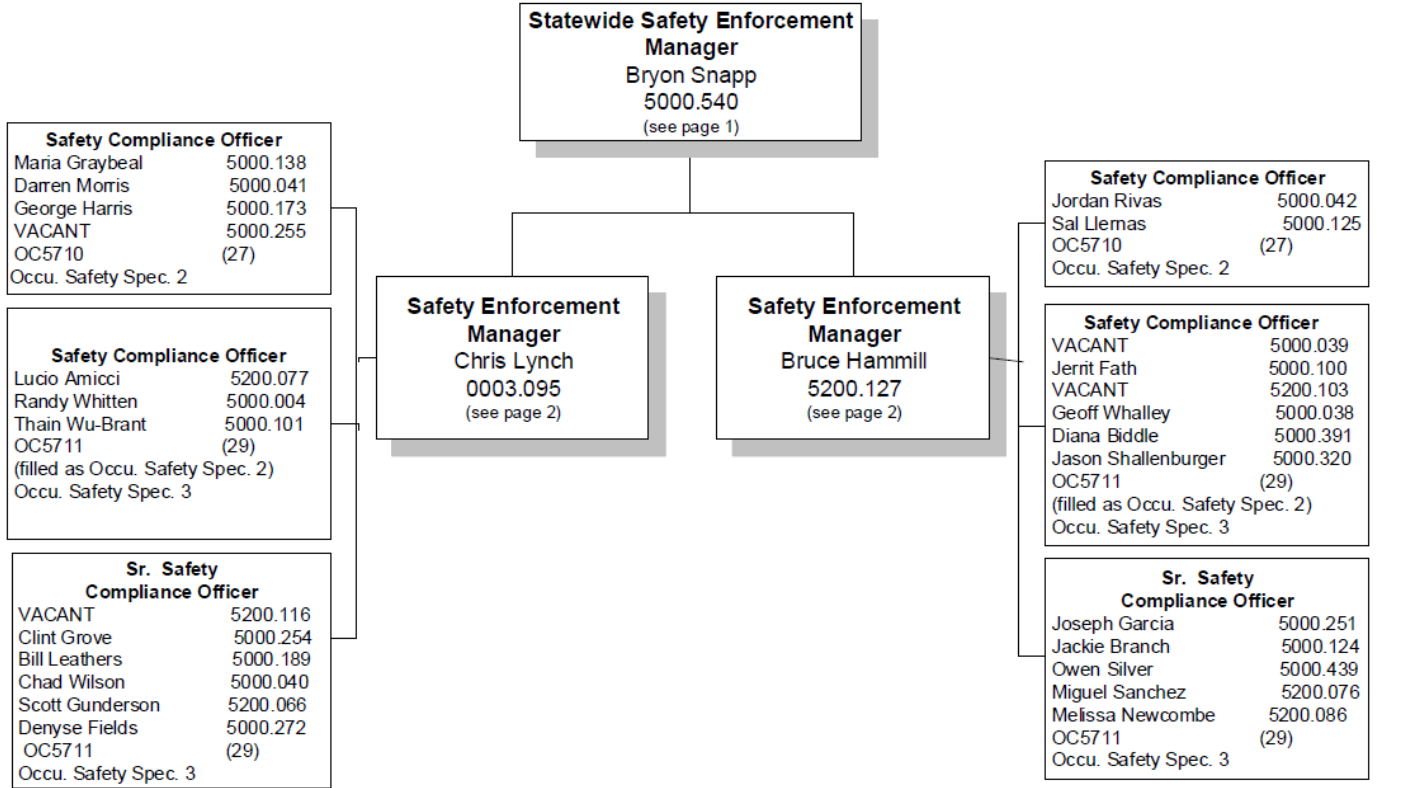
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Consultation – Chart C
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CNSLTEM

Oregon OSHA Division

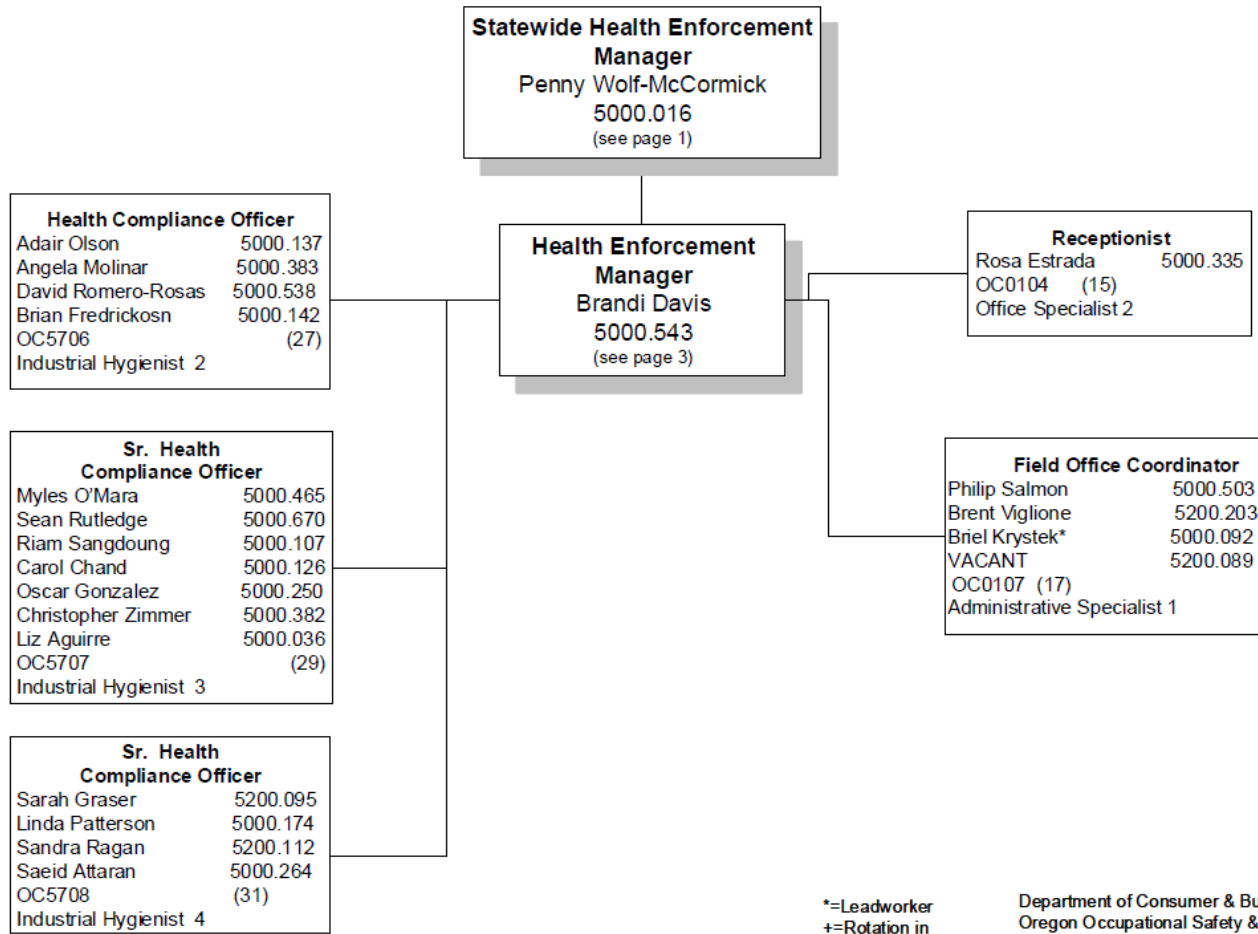


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Oregon OSHA Division

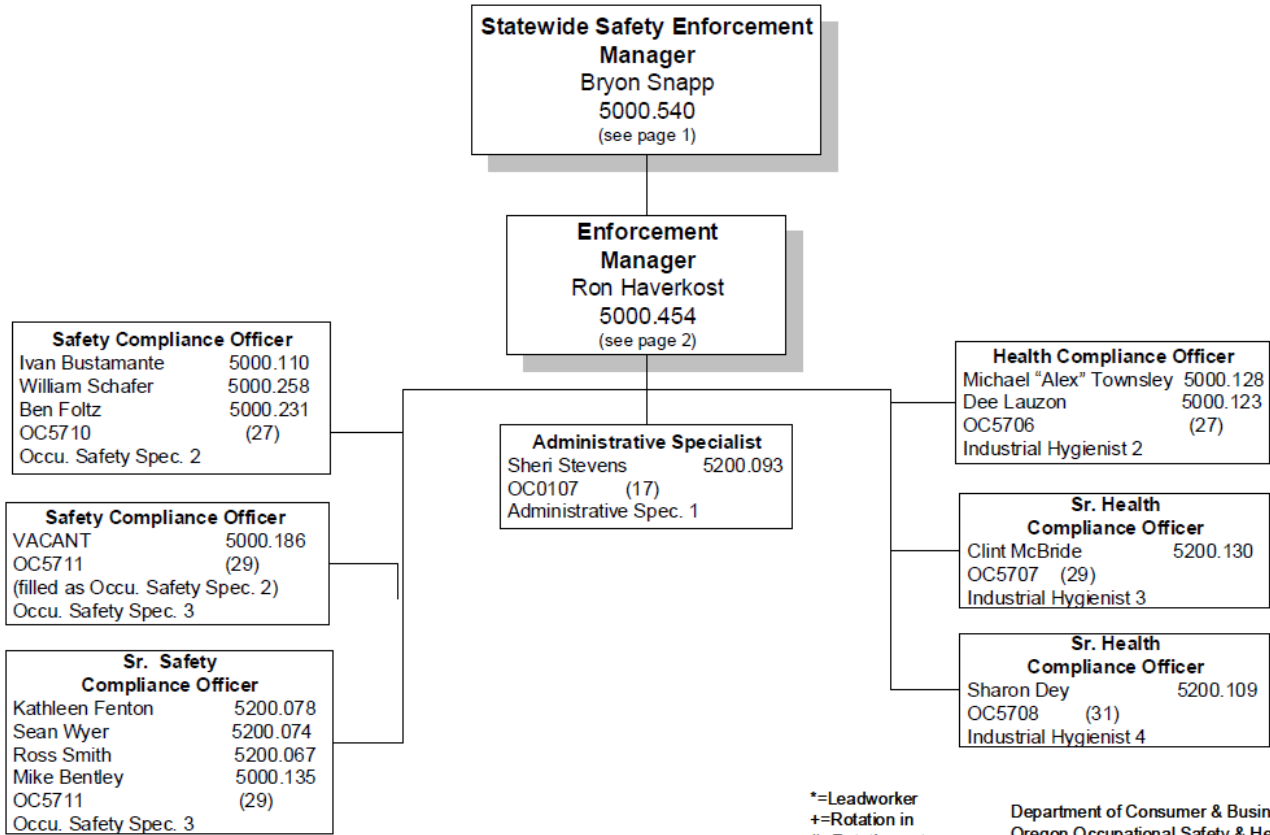


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HEALTHPF

Oregon OSHA Division

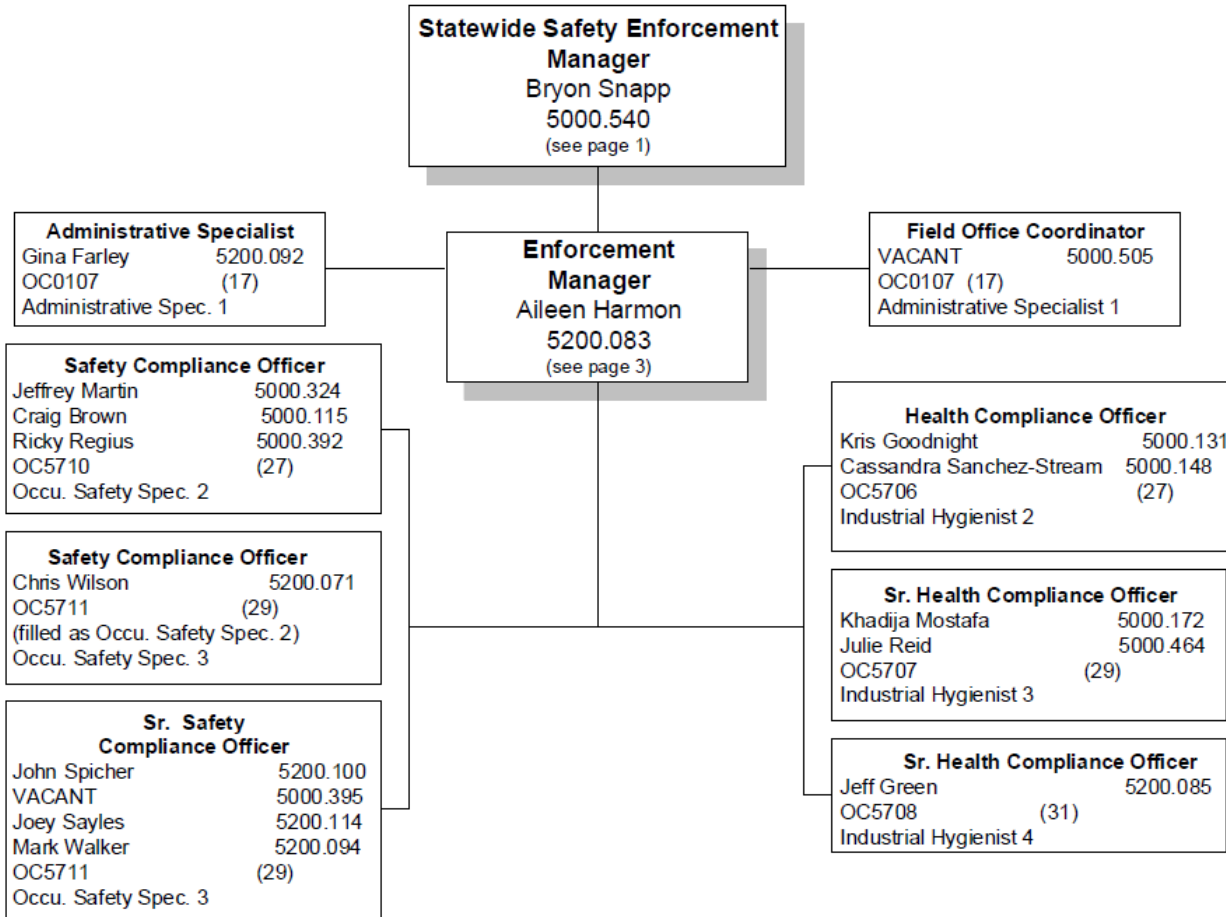


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SAFESFO

Oregon OSHA Division

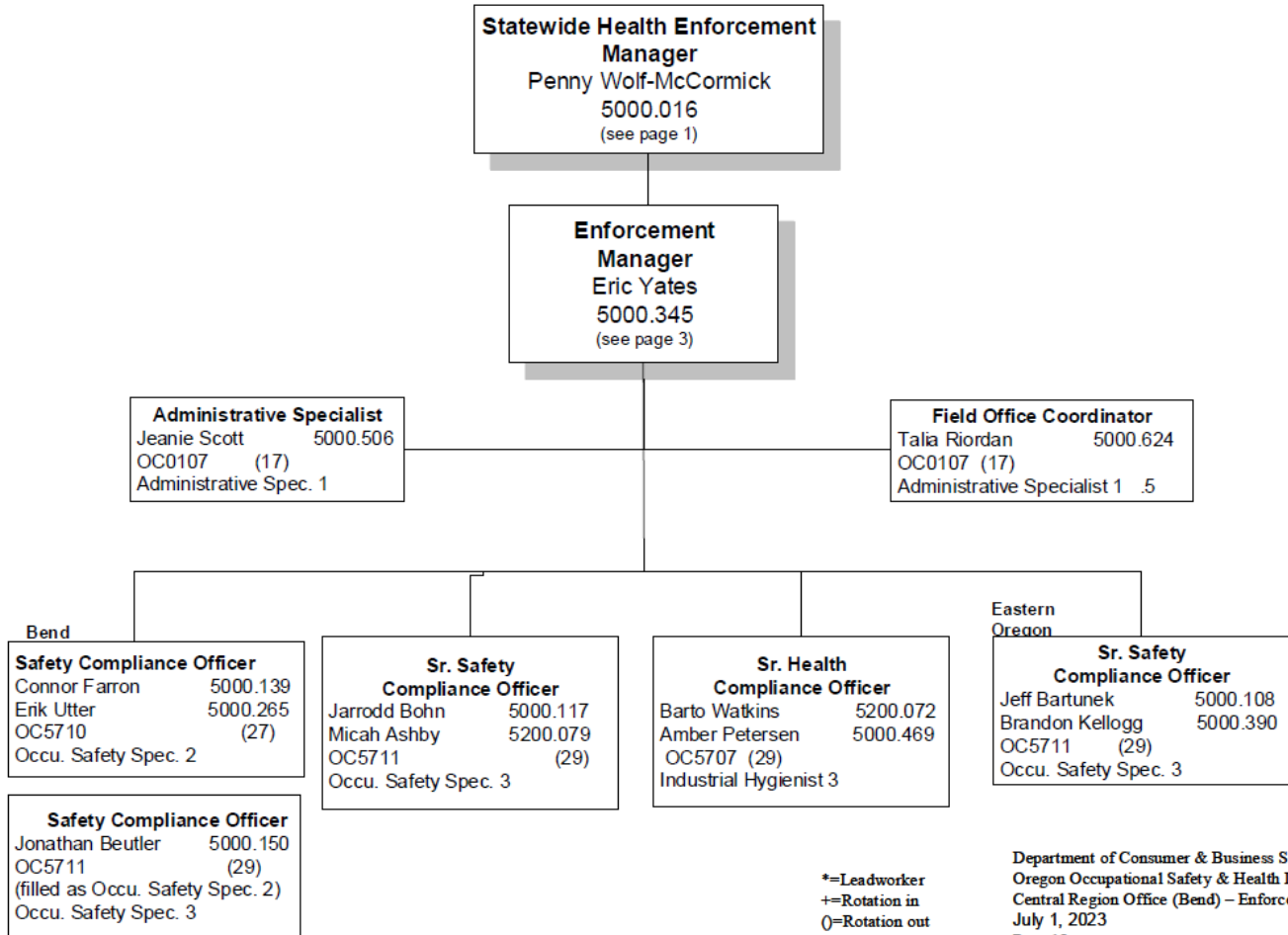


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SAFEFO

Oregon OSHA Division

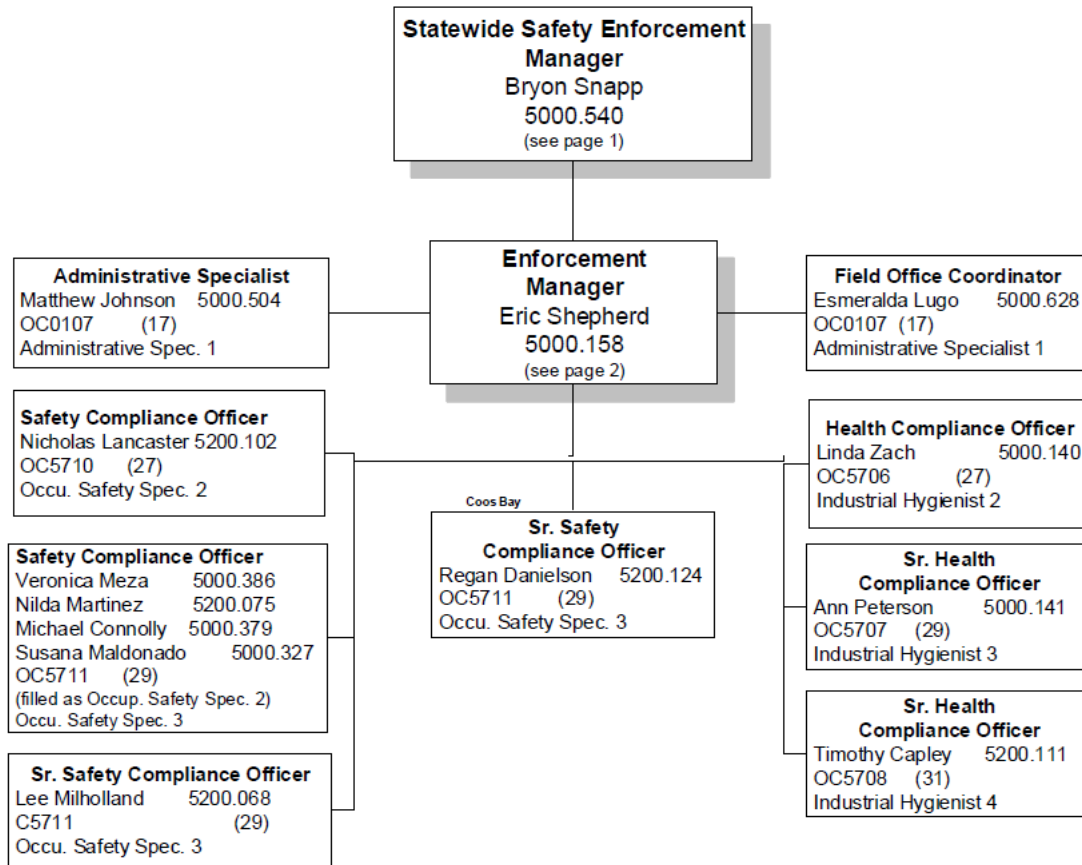


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SAFEBO

Oregon OSHA Division



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SAFEMFO

Appendix E
23(g) Personnel Funding Breakout Chart

23(g) Grant Positions	Allocated FTE Funded 50/50	Allocated FTE 100% State Funded	Total	50/50 Funded FTE On Board as of 7/1/23	100% State Funded FTE On Board as of 7/1/23
Managers/Supervisors (Admin)	6.00	0.00	6.00	6.00	0.00
First Line Supervisors	10.00	0.00	10.00	10.00	0.00
Safety Compliance Officers	53.00	3.00	56.00	47.00	3.00
Health Compliance Officers	26.00	3.00	29.00	26.00	3.00
Whistleblower Investigator	0.00	0.00	0.00	0.00	0.00
Private Sector Safety Consultants (KY, WA)	0.00	0.00	0.00	0.00	0.00
Private Sector Health Consultants (KY, WA)	0.00	0.00	0.00	0.00	0.00
State/Local Gov. Safety Consultants ¹	0.00	2.72	2.72	0.00	2.72
State/Local Gov. Health Consultants ¹	0.00	1.92	1.92	0.00	1.92
Compliance Assistance Specialist	1.00	0.00	1.00	1.00	0.00
Trainers	5.00	0.00	5.00	5.00	0.00
Clerical/Admin/Data System	30.00	0.00	30.00	26.00	0.00
Other (all positions not elsewhere counted)	24.00	1.00	25.00	24.00	1.00
Total 23(g) FTE	155.00	11.64	166.64	145.00	11.64

Notes:

- FTEs should be expressed in percentage of time allocated to 23(g) grant/agreement.
- Managers/Supervisors are now separated from First Line Supervisors. Managers/Supervisors are Administration where First Line Supervisors are Program on the Cost Breakout Chart.
- 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.
- An appropriate number of whistleblower investigators should be included here.
- Deviations from this chart must be approved in advance by the Regional Administrator.

¹ Oregon OSHA has 17 Safety and 12 Health Consultants (100% state not subject to 23g grant funding) who conduct both Private Sector and State/Local Government consultations. The FTE allocation for State/Local Government is based on the projected FY 2024 consultation visits (84% Private Sector 24.36 FTE not subject to 23g, 16% State/Local Government 4.64 FTE subject to 23g).

STATEMENT OF COMPLIANCE WITH APPROPRIATIONS RIDERS

Oregon will comply with all current Congressional appropriation riders. However, firms prescribed by the Byron Amendment and small farms may be scheduled for inspection using state funds 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 are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Employee access to hazard and exposure information, as well as other health and safety information are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Protection of employer's trade secrets.
- Employer record keeping, reporting, and posting requirements are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Legal procedures for compulsory process and right of entry are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Right of an employee representative to participate in the walk-around are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- 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 are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Abatement of potentially harmful or fatal conditions are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Prompt and effective standards setting and allocation of sufficient resources are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Counteraction of imminent dangers are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Protection against, and investigation of, discrimination are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Public employee coverage.
- Maintenance of a voluntary compliance program are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

Appendix D

23(g) State Plans Projected Program Activities

23(g) Compliance and On-site Consultation

23(g) Compliance & On-site Consultation	Actual FY 2022		Estimated FY 2023		Projected FY 2024	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	722	442	994	559	937	546
Private Sector Inspections - Construction	645	49	887	62	836	61
State and Local Government Inspections - Total	21	35	29	44	27	43
Total Inspections	1388	526	1910	665	1800	650
State and Local Government Consultation Visits	42	74	150	86	90	100
Private Sector Consultation Visits - 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Total Consultation Visits	42	74	150	86	90	100

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2022		Estimated FY 2023		Projected FY 2024	
	New	Total	New	Total	New	Total
VPP Participants - General Industry	2	22	1	23	2	25
VPP Participants - Construction	0	0	1	1	0	0
VPP Participants - State and Local Government	0	0	0	0	0	0
Participants in Cooperative Programs with Enforcement Incentives (i.e., Partnerships)	n/a	n/a	n/a	n/a	n/a	n/a
Participants in Cooperative Programs without Enforcement Incentives (i.e., Alliances)	1	7	1	8	1	8
Private Sector SHARP Participants - 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
State and Local Government SHARP participants	1	1	0	1	0	1
Outreach Participants		88,780		91,302		99,250

New participants are those that become active during the fiscal year. The total number of participant is the number active at the end of the fiscal year, and includes all new sites from that year.

Outreach participants refers to the number of workers who directly participate in outreach activity.

NOTE: Fiscal year based on federal fiscal year.

Marketing

Oregon OSHA's consultative program relies on several strategies to promote all consultative services including voluntary programs such as SHARP, Oregon's challenge program, safety break, and various safety stand-downs.

Oregon OSHA sponsors or co-sponsors nine to ten conferences annually. These events are used as an opportunity to market various Oregon OSHA services including consultation, public education, technical services, 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, three of the most requested presentations are related to Fall Protection, Pesticides, and What to Expect from an Oregon OSHA Inspection.

Oregon OSHA is required by law to annually notify employers determined to be among the most unsafe places of employment, of the increased likelihood of inspection. 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 conferences, speaking engagements, training workshops, social media, consultations, and inspections.

Oregon OSHA reaches out to the Latino, Russian, and Vietnamese communities through the use of newspapers, radio media, magazines, and television public service announcements. We also do farm labor camp outreach during the summer and participate in multiple informative fairs/events and community presentations throughout the state.

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 or activities, and publicizing employer achievements in the area of safety and health such as the Voluntary Protection Plan.

Oregon OSHA publishes the "Resource" newsletter bimonthly to promote safety and health awareness by providing valuable information to employers and employees. These newsletters include information on recent incidents, safety notes, and information about what exemplary employers are doing to further safety and health in Oregon.

Oregon OSHA also maintains a website offering prioritized content to both employers and workers. The agency continues to increase its use of social media, including Facebook, Twitter, LinkedIn to promote safety and health information and other services.

2024 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

FY 2024 Performance Goal (1, 2, 3)-1	<p>Continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status. Maintain outreach activities baseline as identified in Goal 2 (7), Other Outreach Activities.</p> <p>Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.</p>
Indicators	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Market VPP & SHARP through a variety of methods, including but not limited to working with the SHARP Alliance, news releases, articles in the Oregon OSHA Resource newsletter and various social media resources. <p>Intermediate Outcome Measures</p> <ol style="list-style-type: none"> 2) Number of companies working toward SHARP recognition. 3) Number of companies indicating an interest in VPP by requesting program information. <p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 4) Number of employers who receive SHARP certification. 5) Number of employers who receive VPP certification.
Data Sources	<ul style="list-style-type: none"> • Oregon OSHA SHARP database. • Oregon OSHA VPP database.
Baseline(s)	<ul style="list-style-type: none"> • Number of SHARP certified companies. FY 2019: Working towards SHARP 29, Active 18, Graduates 164 • Number of VPP sites as of FY 2019: 21
Program Contacts	<ul style="list-style-type: none"> • Holt Andron, Oregon OSHA Statewide Consultation Manager

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)-2: Outreach

<p>FY 2024 Performance Goal (1, 2, 3)-2</p>	<p>Maintain current efforts to educate employers and employees, particularly small employers in high hazard industries and vulnerable or hard-to-reach populations regarding the value of occupational safety and health by providing workshops, conferences, educational venues, training, marketing and other outreach activities.</p>
<p>Indicators</p>	<p><u>Outreach Efforts:</u></p> <p>Videos</p> <ol style="list-style-type: none"> 1) Number of new non-English training media created or acquired. 2) Number of non-English training media checked out or viewed. <p>Publications, On-line APPs</p> <ol style="list-style-type: none"> 3) Number of new or substantially revised publications or APPs developed that are targeted to small employers, high hazard industries and vulnerable or hard-to-reach worker populations. 4) Number of current publications evaluated for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach. <p>On-line Courses</p> <ol style="list-style-type: none"> 5) Continue review and revision of on-line course offerings and expand the number of on-line courses. <p>Conferences</p> <ol style="list-style-type: none"> 6) Coordinate with stakeholders to co-sponsor safety and health conferences throughout the state. <p>Other Outreach Activities</p> <ol style="list-style-type: none"> 7) Number and nature of outreach activities provided by technical, consultation and enforcement that include but are not limited to staffed booth at conferences, direct mail marketing, participation in stakeholder events, social media and focused outreach to high hazard industries, vulnerable and hard-to-reach workers, and voluntary programs.
	<p>Primary Outcome Measures</p> <p>Training Sessions</p> <ol style="list-style-type: none"> 8) Number of Non English language training sessions. 9) Number of attendees at Non English language training sessions. 10) Number and percent of participants from small businesses and high hazard industries participating in Oregon OSHA on-line training sessions. 11) Number of participants at Oregon OSHA workshop training sessions.

	<p>Educational Activities</p> <p>12) 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.</p> <p>13) Other educational activities, provided by Oregon OSHA Public Education, including stats on social media, and other activities directed to small employers and high-hazard industries.</p> <p>14) Number of participants at Oregon OSHA conferences.</p> <p>Consultations</p> <p>15) Number and percentage of consultations provided to small employers.</p> <p>16) Number and percentage of consultations provided to employers who have not used Oregon OSHA’s consultation services during the previous five years.</p>
<p>Data Sources</p>	<ul style="list-style-type: none"> • Oregon OSHA Technical Section records. • Oregon OSHA Technical Section Publication database. • Oregon OSHA Resource center video library database. • Oregon OSHA Public Education database. • Oregon OSHA Conference Section database. • Oregon OSHA Consultation database
<p>Baseline(s)</p>	<ul style="list-style-type: none"> • Number of new training media in languages other than English as of FY 2019: 2 • Number of non-English training media checked out in FY 2019: 149 • Number of new or substantially revised publications developed that are targeted to small employers and vulnerable or hard-to-reach worker populations in FY2019: 29 • Number of current publications evaluated for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach in FY2019: 29 • Continue review and revision of on-line course offerings and expand the number of on-line courses in FY2019: 9 online class were deployed and 11 online courses are still under revision / development. • Number of non-English language training sessions in FY 2019: 11 • Number of attendees at non-English language training sessions in FY 2019: 125 • Number and percentage of participants from small businesses and high hazard industries participating in Oregon OSHA on-line training sessions in FY 2019: 25,955 (16%) participants from small businesses and 7903 (30%) from high hazard industries. • Number of participants in Oregon OSHA workshop training sessions in FY 2019: 489 • Number of new or substantially revised educational resources developed that are targeted to small employers and vulnerable or hard-to-reach worker populations in FY 2019: 3 • Number of participants at Oregon OSHA conference sessions in FY 2019: 3382 and 16,741 attendees in all sessions. • Number and percentage of consultations provided to small employers in FY 2019: 1431 out of 2467 (58%) • Number and percentage of consultations provided to small employers who have not used Oregon OSHA’s consultations services during the previous five years in FY 2019: 1034 out of 2467 (41.4%). • Number and nature of outreach activities provided by technical, consultation and enforcement that include but are not limited to staffed booth at conferences, direct mail marketing, participation in stakeholder events, social media and focused outreach to high

	hazard industries, vulnerable and hard-to-reach workers, and voluntary programs in FY 2019: 287.
Program Contacts	<ul style="list-style-type: none">• Holt Andron, Oregon OSHA Statewide Consultation Manager• Stephen Lund, Oregon OSHA Administrative Services Manager• Greig Lowell, Oregon OSHA Policy Manager• Dave McLaughlin, Oregon OSHA Standards and Technical Manager

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

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

<p>FY 2024 Performance Goal (1, 2, 3)-3</p>	<p>Oregon OSHA continues to maintain the well being of the existing 40+ partnerships and alliances. These effective relationships will lead to new and innovative groups for the new laws, rulemaking and policy challenges that Oregon OSHA will face in the next five years. Oregon OSHA will engage appropriate or applicable partnerships 100% of the time, in all policy and rule making activities.</p>
<p>Indicators</p>	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Activities undertaken in collaboration with stakeholder groups and partnerships to increase occupational safety and health awareness. 2) Continue to identify partnerships and stakeholder groups in high hazard, emerging and existing industry sectors. <p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 3) Percent of partnerships and stakeholder groups developed and maintained in relation to legislative, policy and rule making activities. Target 100%.
<p>Data Sources</p>	<ul style="list-style-type: none"> • Oregon OSHA Policy Program partnership records.
<p>Baseline(s)</p>	<p>No baseline, dependent on the number of projects engaged in during a given measuring period.</p>
<p>Program Contacts</p>	<ul style="list-style-type: none"> • Matt Kaiser, Oregon OSHA Legislative Coordinator and Policy Analyst

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>FY 2024 Performance Goal (1, 2)-1</p>	<p>Reduce injuries and illnesses by reducing the DART rate from 2.2 to 2.0 (or less) per 100 workers and total case incidence rate TCIR from 3.7 to 3.5 (or less) per 100 workers by the end of year 2025 through focusing on targeted high hazard industries and safety and health hazards.</p>
<p>Indicators</p>	<p>Activity Measures</p> <p>Inspections - Health</p> <ol style="list-style-type: none"> 1) Total number of health inspections. 2) Total number of health inspections in high hazard industries. 3) Percent of health inspections in high hazard industries compared to target of 60%. <p>Inspections - Safety</p> <ol style="list-style-type: none"> 4) Total number of safety inspections. 5) Total number of safety inspections in high hazard industries. 6) Percent of safety inspections in high hazard industries compared to target of 75%. <p>Consultations - Health</p> <ol style="list-style-type: none"> 7) Total number of health consultations. 8) Total number of health consultations in high hazard industries. 9) Percent of health consultations in high hazard industries. <p>Consultations - Safety</p> <ol style="list-style-type: none"> 10) Total number of safety consultations. 11) Total number of safety consultations in high hazard industries. 12) Percent of safety consultations in high hazard industries. <p>High Hazard Consultations</p> <ol style="list-style-type: none"> 13) The number and percentage of consultation visits in high-hazard industries compared to target of 50%. <p>Ergonomics Consultations</p> <ol style="list-style-type: none"> 14) Total number of safety and health ergonomics consultations. 15) Total number of safety and health ergonomics consultations in industries with high MSD rates, reported annually. <p>Workplace Violence</p> <ol style="list-style-type: none"> 16) Number of inspections where workplace violence was addressed. 17) Number and type of workplace violence focused outreach efforts. 18) Number of consultations where workplace violence was addressed.

	<p>Primary Outcome Measures</p> <p>19) Percent change in the DART rate (reported annually). Target 2.0</p> <p>20) Percent change in the statewide total case incidence rate, TCIR (reported annually.) Target 3.5</p>
Data Sources	<ul style="list-style-type: none"> • OSHA OIS and Oregon OSHA OTIS • Oregon OSHA Consultation database • DART and TCIR rates are updated annually in November by the Bureau of Labor and Statistics. The most recent update is 11/2022. <p>Note: 2013 and 2014 accepted disabling claims and fatality rates are based on preliminary employment data that was updated June 2015 and June 2016, respectively.</p>
Baseline(s)	<ul style="list-style-type: none"> • Calendar year 2020 DART rate for public sector + private industry: 2.1 (Fiscal year 2021) • Calendar year 2020 TCIR rate for public sector + private industry: 3.4 (Fiscal year 2021)
Program Contacts	<ul style="list-style-type: none"> • Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager • Holt Andron, Oregon OSHA Statewide Consultation Manager

Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.
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5-Year Performance Goal (2)-1: Health Hazards
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FY 2024 Performance Goal (2)-1	Increase the number of severe chemical hazards identified (and therefore corrected) to at least 869 by the end of 2025.
Indicators	Activity Measures 1) Severe chemical hazard is defined to mean any chemical that produces a chronic disease outcome.
	Primary Outcome Measures 2) A five percent increase in the identification and correction of serious hazards, for a 5-year average of at least 869.
Data Sources	<ul style="list-style-type: none"> Information Management Division reports Selected standards from Divisions 2,3,4,7 were identified as those most likely related to exposures to hazardous chemicals rated as serious.
Baseline(s)	The count of serious violations is totaled annually for a 5-year (FY 2016 – 2019) average baseline of 828. This will be reported annually.
Program Contacts	<ul style="list-style-type: none"> Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager

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

5-Year Performance Goal 3-1: Fatalities
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FY 2024 Performance Goal (3)-1	Reduce the most recent 3-year average rate of workplace fatalities from 1.74 per 100,000 to 1.6 per 100,000 by 2025 through inspections and interventions.
Indicators	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Total number of inspections. 2) Total number of consultations. <p>Comprehensive Consultations – Safety and Health- with identified and corrected hazards – Pilot Project</p> <ol style="list-style-type: none"> 3) Oregon OSHA will develop, implement and evaluate a pilot project that will allow for voluntary abatement of serious hazards identified by state funded consultative staff in exchange for one year deferral from scheduled enforcement inspection activities. 4) The number of Safety and Health comprehensive consultations with identified and corrected hazards in the Pilot Project.
	<p>Intermediate Outcome Measure</p> <ol style="list-style-type: none"> 5) The combined average penalty of violations where the standard cited suggests that the violation will normally create a meaningful increase in the risk of workplace death and where the standard was rated and cited as a “death” violation.
	<p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 6) Number of compensable fatalities (reported quarterly fiscal year and annual calendar year). 7) Compensable fatality rate (reported annually - calendar year).
Data Sources	OSHA OIS, Workers’ Compensation database, Oregon OSHA OTIS and Consultation database
Baseline(s)	<ul style="list-style-type: none"> • Comprehensive Consultations – Safety and Health- with identified and corrected hazards – Pilot Project (New. Baseline yet to be determined.) • Compensable fatality baseline rate for CY 2016-2018: 1.74 • The combined average penalty where the hazard cited creates a meaningful increase in the risk of workplace death in FY 2019: \$2515.
Program Contacts	<ul style="list-style-type: none"> • Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager • Holt Andron, Oregon OSHA Statewide Consultation Manager

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

FY 2024 Performance Goal (1, 2, 3)-5	Investigations/inspections will be initiated timely in 100% of fatalities and 95% of hazard complaints; complainant responses will be timely in 90% of all cases; and family members will be notified 100% timely.
Indicators	<p>Activity Measures</p> <p>1) Document and follow-up on untimely openings of fatality and imminent danger complaint/referral inspections.</p> <p>Primary Outcome Measures</p> <p>2) Percent of timely responses.</p> <ul style="list-style-type: none"> ➤ Fatalities: Attempt within 24 hours of notification ➤ Imminent Danger Complaint/Referral Inspections: Attempt within 24 hours of notification ➤ 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/email, letter): Respond within 10 working days ➤ Family Letter: Send within 10 days of fatality notification
Data Sources	<ul style="list-style-type: none"> • OSHA OIS, Oregon OSHA OTIS. • Department of Consumer Business Services, Information Management Division reports. • Oregon OSHA Enforcement case files. • Oregon OSHA Fatality log in Excel database. • Status reports from Oregon OSHA Field Enforcement Managers
Baseline(s)	<p><u>FY 2019 timely response percentages:</u></p> <ul style="list-style-type: none"> • Untimely opening of fatality inspections: 0 • Untimely opening of imminent danger complaint inspections: 1 • Fatalities: 97.5% (39/40) attempted within 24 hours • Imminent Danger Complaint Inspections: 97.9% (47/48) attempted within 24 hours • Serious Complaint Inspections: 97.6% (742/760) attempted within 5 working days • Other-than-serious Complaint Inspections: 99.5% (405/407) attempted within 30 working days • Complainant Response Time: 94.1% (1052/1119) within 10 calendar days • Investigations (phone/fax, letter): 96.4% (836/867) response w/in 10 working days • Family Letter: 98.5% (69/70) sent within 10 days of fatality notification
Program Contacts	<ul style="list-style-type: none"> • Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
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5-Year Performance Goal (1, 2, 3)-6: Customer Service

FY2024 Performance Goal (1, 2, 3)-6	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.
Indicators	<p>Activity Measures</p> <p>1) Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.</p> <p>Primary Outcome Measures</p> <p>2) Percent of positive responses on customer surveys in the following areas:</p> <ul style="list-style-type: none"> Conferences Public education Audio-visual library Consultation Enforcement Appeals Lab
Data Sources	<ul style="list-style-type: none"> • Information Management Division - Research & Analysis. • Oregon OSHA Conference Section Database. • Oregon OSHA Training Section Database. • Oregon OSHA Audio-Visual Library Database. • Oregon OSHA Lab survey results.
Baseline(s)	<p><u>FY 2019 percent satisfaction reported:</u></p> <p>Consultation: 98%</p> <p>Public Education: 98%</p> <p>Conferences: 93%</p> <p>Enforcement Compliance Officer Performance Survey: 96%</p> <p>Audio-Visual Library Survey: 92%</p> <p>Appeals: 88% - (90% is the baseline goal)</p> <p>Lab: 89% - (90% is the baseline goal)</p>
Program Contacts	<ul style="list-style-type: none"> • Julie Love, Oregon OSHA Deputy Administrator

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

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

FY 2024 Performance Goal (1, 2, 3)-7	Ensure 90% of Safety and Health staff receives 48 hours of Safety and Health professional development training over two years.
Indicators	<p>Activity Measures</p> <p>1) Classes offered to Safety and Health staff.</p> <p>Primary Outcome Measures</p> <p>2) Number of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.</p> <p>3) Percentage of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.</p>
Data Sources	<ul style="list-style-type: none"> Internal staff development training database.
Baseline(s)	<ul style="list-style-type: none"> In FY 2019, 91% of Safety and Health staff received 24 hours of Safety and Health professional development training. <p>The second two year period for Safety and Health staff to receive 48 hours of Safety and Health professional development training is FY 2016 through FY 2020.</p>
Program Contacts	<ul style="list-style-type: none"> Dave McLaughlin, Oregon OSHA Standards and Technical Manager Greig Lowell, Oregon OSHA Policy Manager