

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

**2015 Annual Performance Plan**

**January 5, 2015**



## **INTRODUCTION**

This Annual Performance Plan, for federal fiscal year 2015 (October 1, 2014 through September 30, 2015) 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 2015 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 2015 Annual Performance Plan includes updated FY 2011 baseline figures as they apply.

## DEMOGRAPHIC EMPLOYMENT PROFILE DATA - June 18, 2014

During FFY 2013 an estimated **1,701,000** workers covered by Workers' Compensation insurance were employed in Oregon with an estimated **98,900** employers. These employers operate at approximately **151,654** locations.

NAICS <sup>1</sup>	Industry <sup>2</sup>	Employees <sup>3</sup>	Units <sup>4</sup>
111	Crop production	26,857	3,877
115	Agriculture and forestry support	11,748	1,063
236	Building construction	17,783	5,285
237	Heavy construction	8,662	1,206
238	Specialty trade	45,156	9,650
311	Food manufacturing	25,460	1,050
321	Wood product manufacturing	20,738	712
331	Primary metal manufacturing	8,274	134
332	Fabricated metal products	15,527	1,300
333	Machinery manufacturing	11,391	664
334	Computer and electronic products	36,561	721
336	Transportation equipment	10,896	410
339	Miscellaneous manufacturing	7,643	781
423	Merchant wholesale, durable	32,035	2,721
424	Merchant wholesale, non-durable	26,687	1,714
425	Electronic markets	13,526	4,072
441	Motor vehicles and parts	22,475	1,963
444	Building material and garden supply	14,059	1,314
445	Food and beverage stores	39,342	2,609
446	Health and personal care	8,279	654
447	Gasoline stations	10,298	1,143
448	Clothing and accessories	16,192	1,264
451	Sports, hobby, books, and music	9,874	898
452	General merchandise	39,998	673
453	Miscellaneous stores	10,107	1,693
484	Truck transportation	17,811	1,894
511	Publishing, except internet	13,770	998
522	Credit intermediation	27,606	1,525
524	Insurance carriers	23,176	2,387
531	Real estate	18,478	3,913
541	Professional, scientific and technical services	78,679	11,815
551	Management of companies and enterprises	35,850	356
561	Administrative and support services	84,404	7,238
611	Educational services	28,483	1,705
621	Ambulatory health care services	75,716	6,417
622	Hospitals	53,088	293
623	Nursing and residential care	45,014	2,200
624	Social assistance	32,266	2,390
713	Amusements, gambling, and recreation	16,188	1,111
721	Accommodation	21,895	1,682
722	Food and drinking places	130,509	9,531
811	Repair and maintenance	15,767	3,343
812	Personal and laundry services	13,327	1,824
813	Membership organizations	28,515	5,036
	State and local government	240,269	7,271

## **DEMOGRAPHIC EMPLOYMENT PROFILE DATA – June 18, 2014, continued**

1. North American Industry Classification System, United States, 2002
2. Industries with 7,500+ employees.
3. 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, Central Services Division - June 2014

## **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.

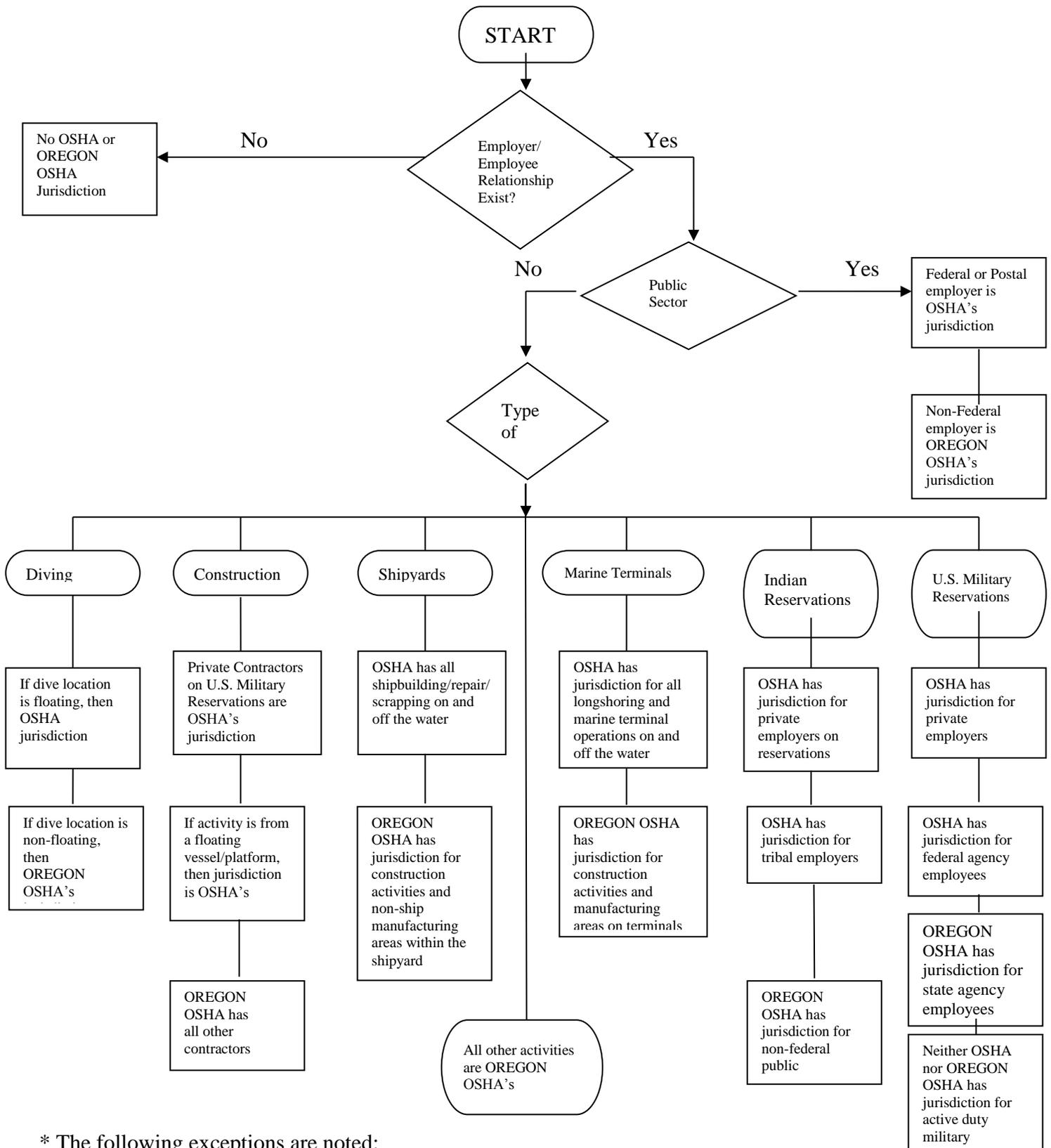
Oregon OSHA will continue to register farm labor housing and conduct field sanitation and farm labor housing inspections in 2015, and work cooperatively with federal ESA to coordinate farm labor housing.

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

Oregon OSHA tracked legislation during the 2014 short session. However, nothing transpired that brought changes to the agency.

Oregon OSHA has been involved with DCBS during the process of developing legislative concepts, but Oregon OSHA won't be bringing any concepts to the 2015 normal session. Oregon OSHA will continue to track bills and pending legislation that are pertinent to the agency.

# OSHA VS. OREGON OSHA JURISDICTION IN OREGON



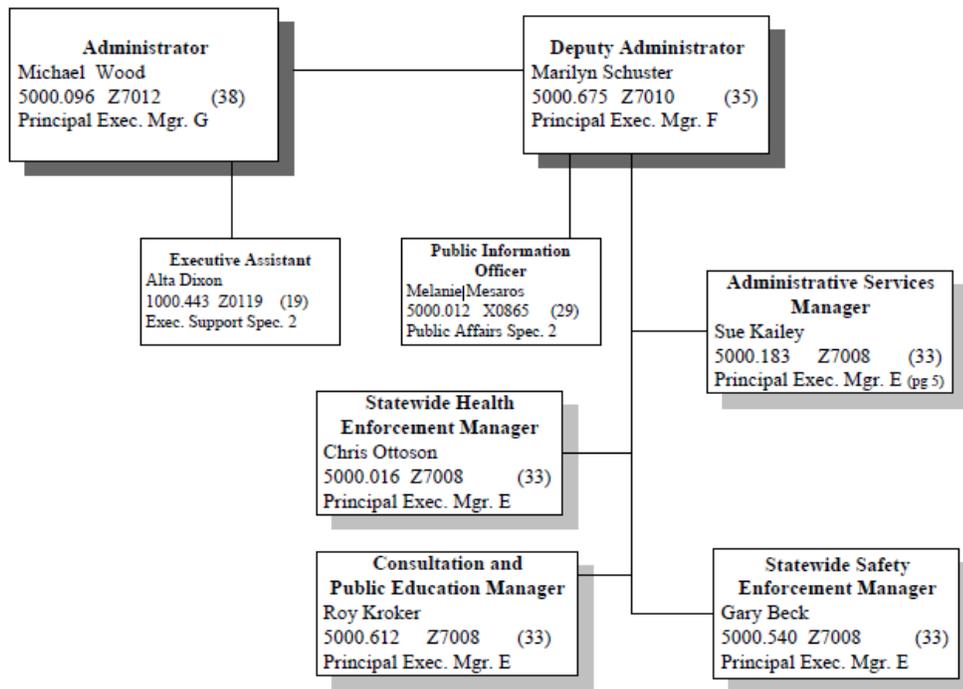
\* The following exceptions are noted:

Employment at DOE Albany Research Center – OSHA jurisdiction

Private employers within Crater Lake National Park – OSHA jurisdiction

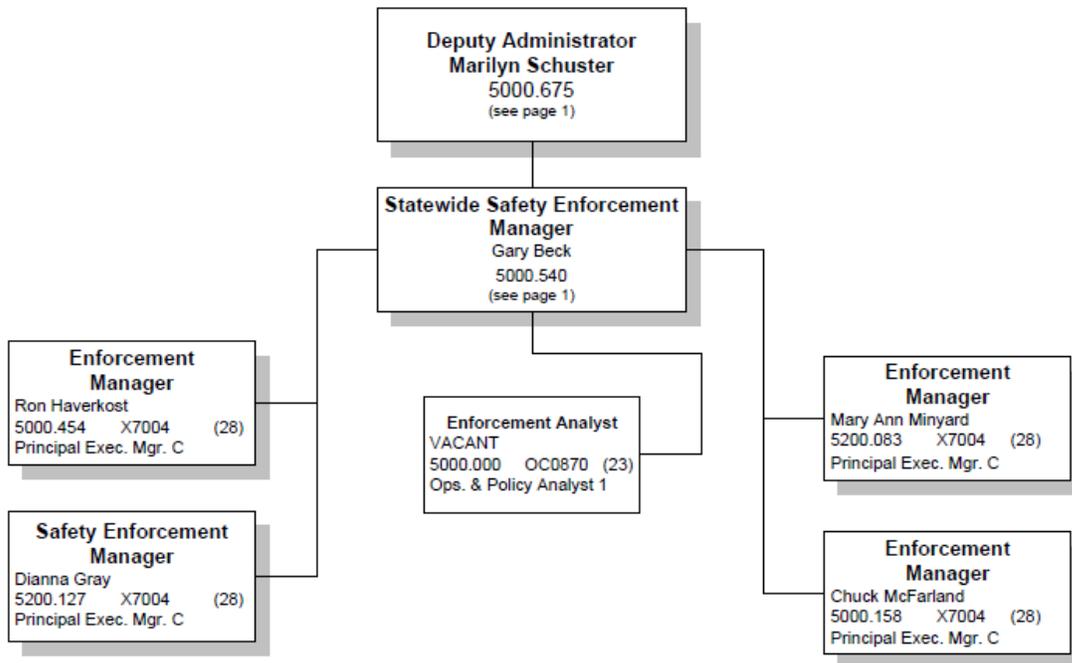
# OREGON OSHA ORGANIZATIONAL CHART

## Oregon OSHA Division



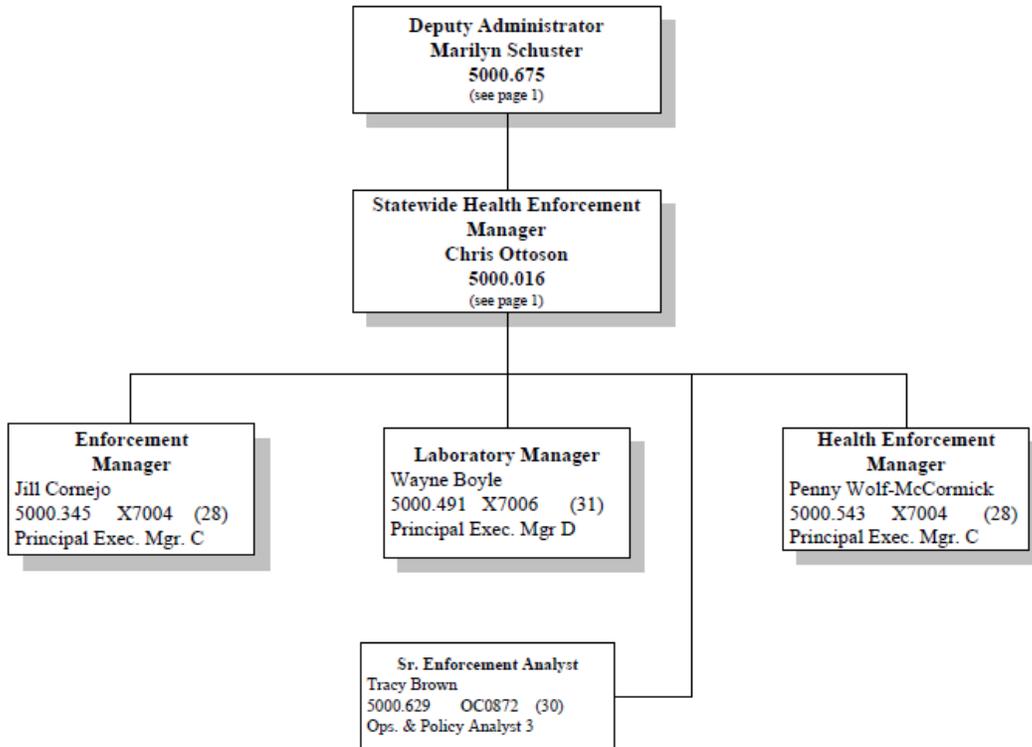
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 LD = Limited Duration  
 .5 = Budgeted half-time

Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 July 2014



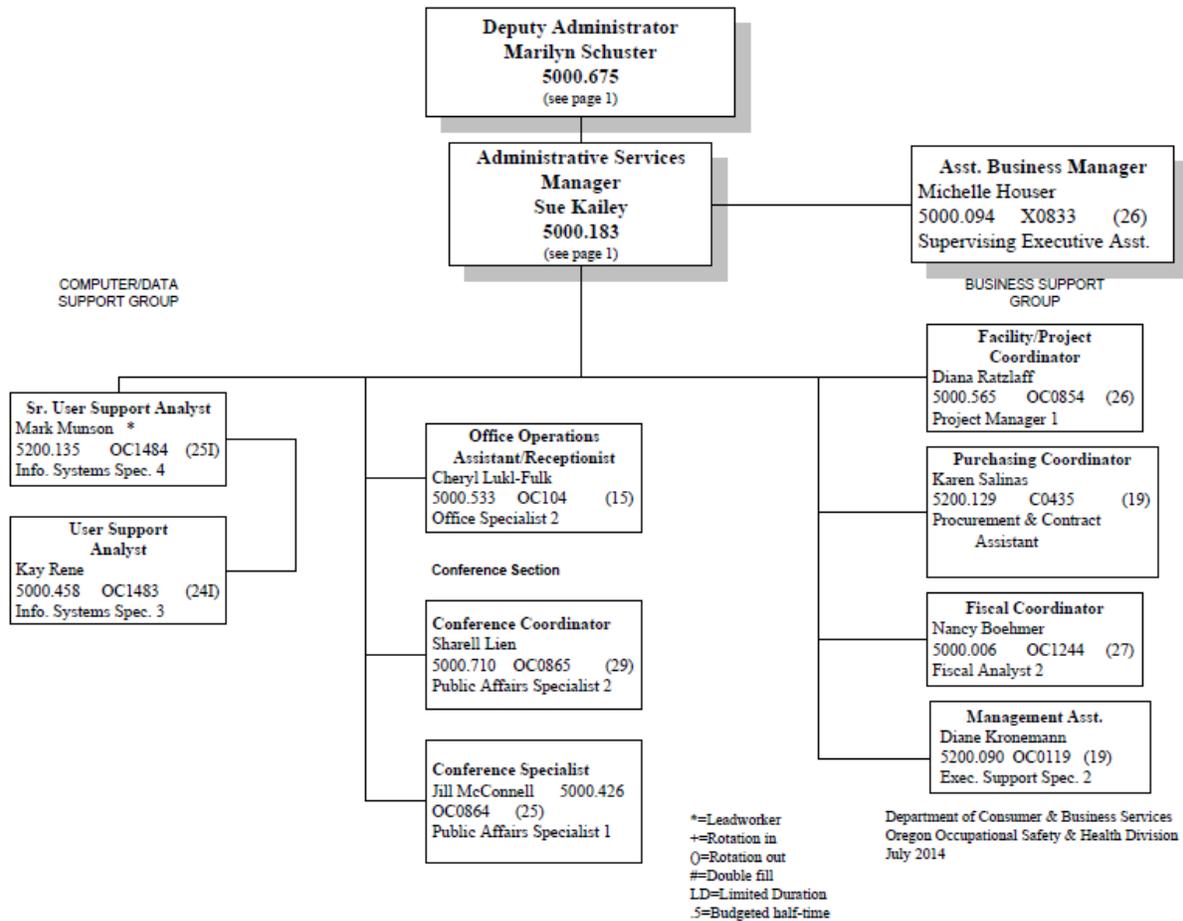
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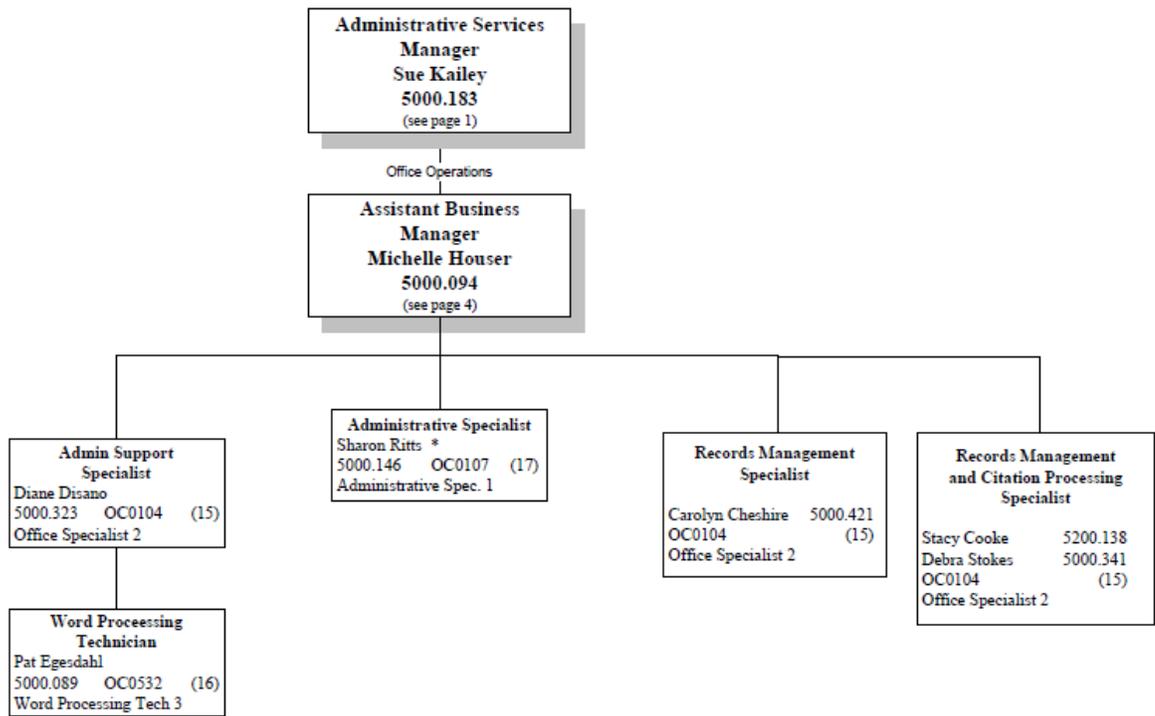
Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Enforcement  
 July 2014



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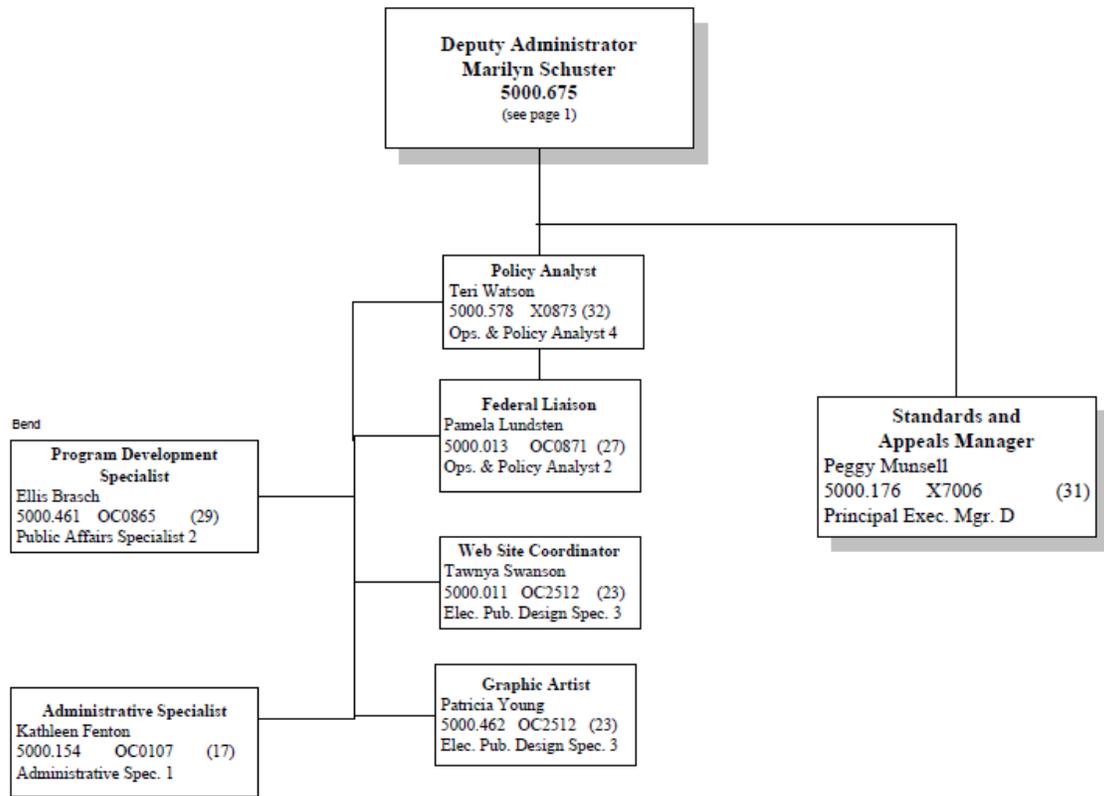
Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Enforcement  
 July 2014





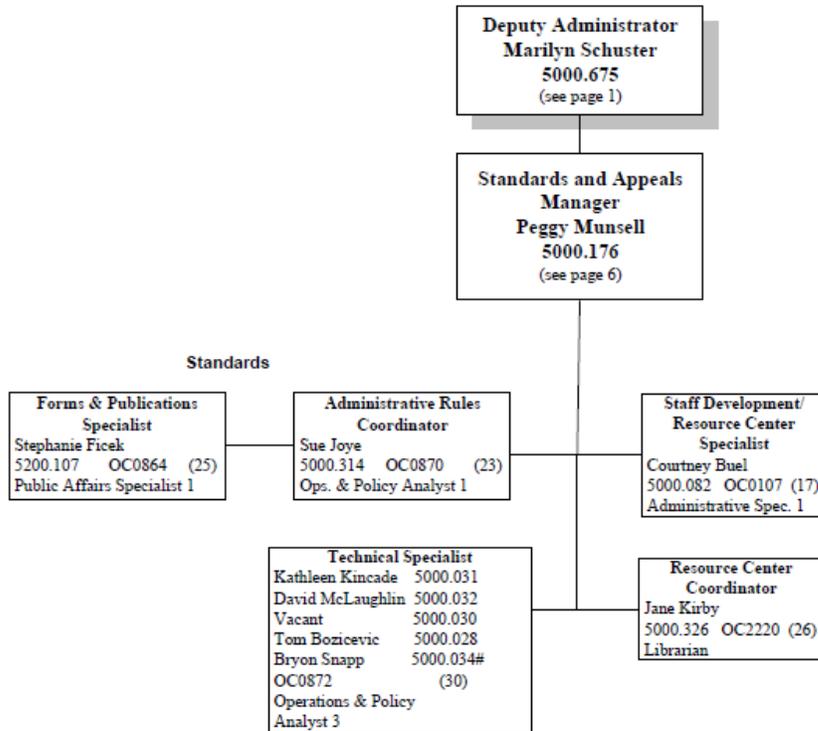
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 July 2014



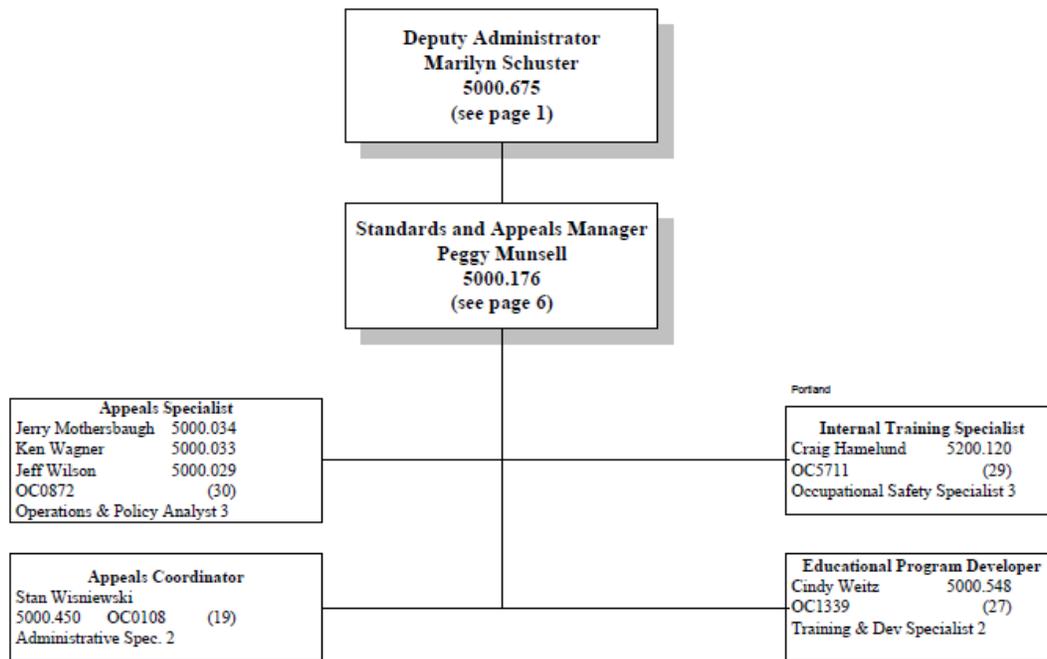
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Policy  
 July 2014



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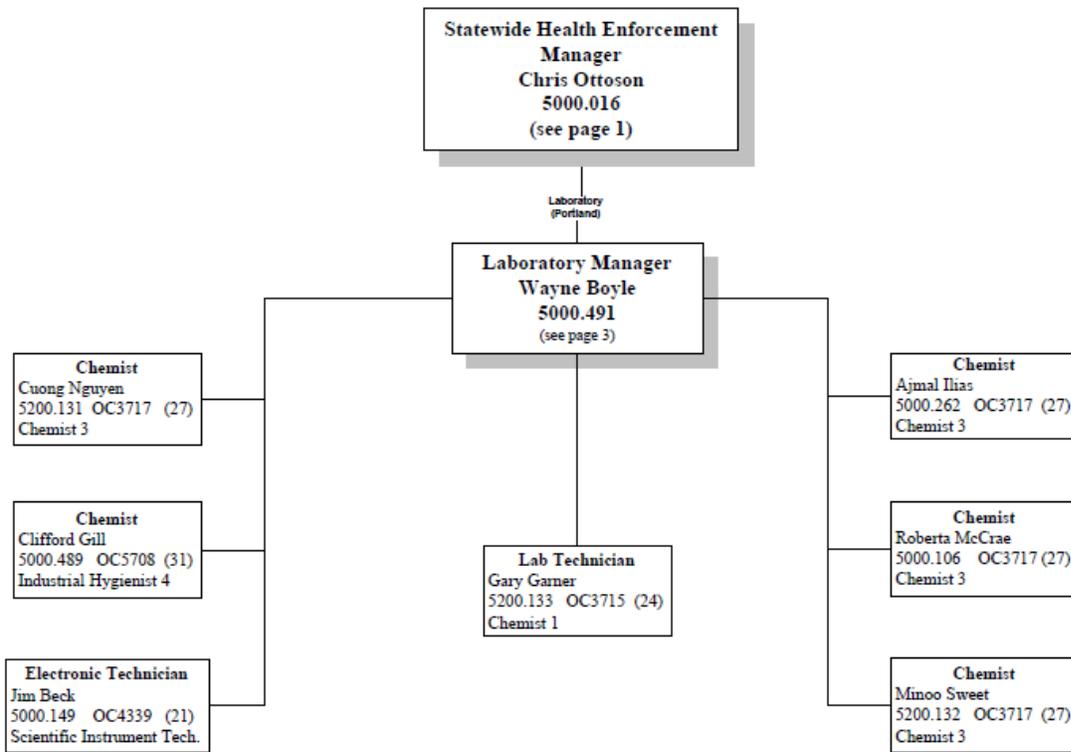
Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Technical Services  
 July 2014



Portland

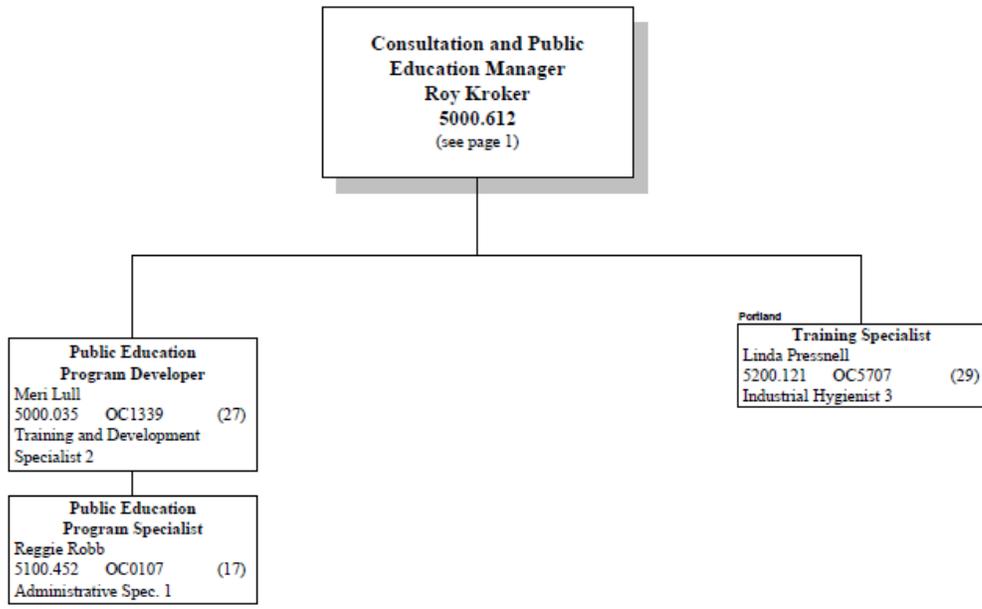
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 July 2014



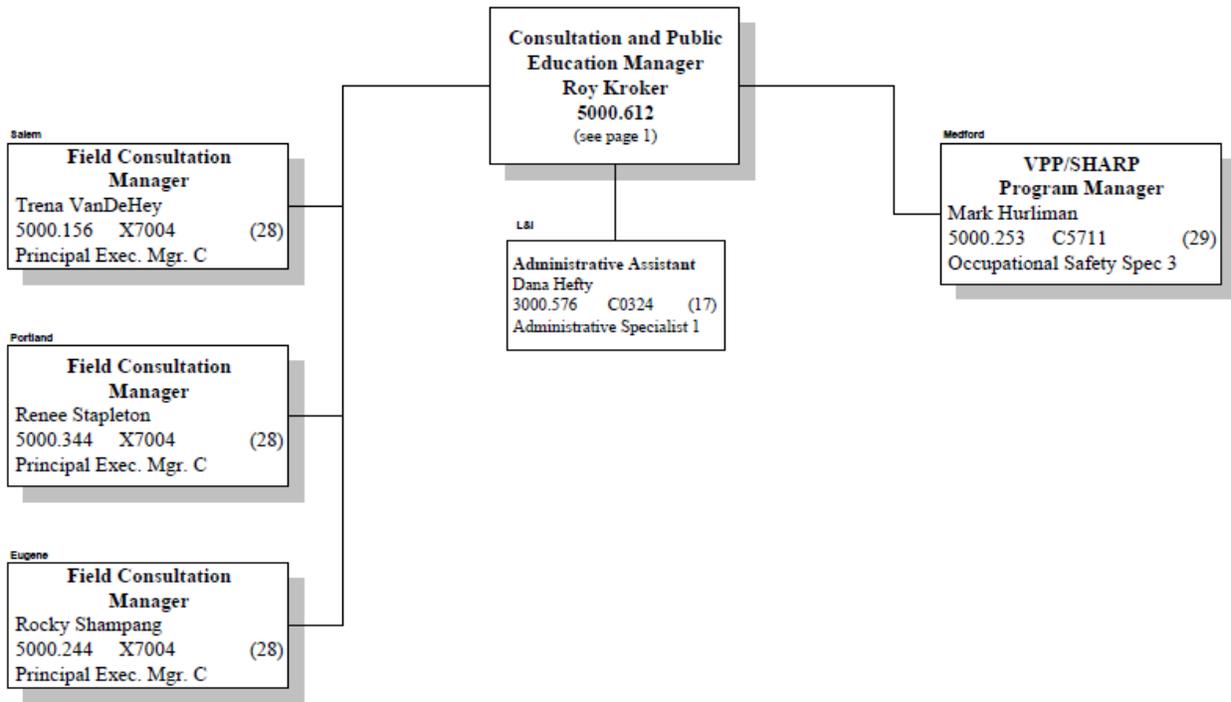
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Occupational Health Lab  
 July 2014



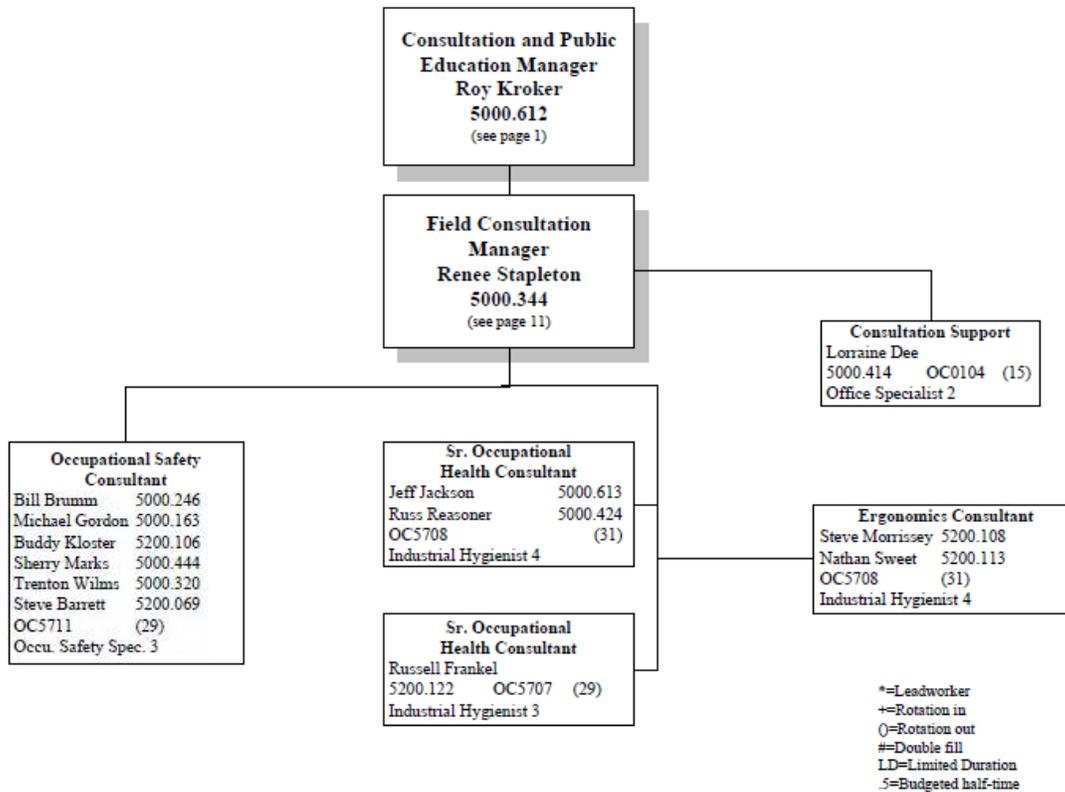
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Education Section  
 July 2014

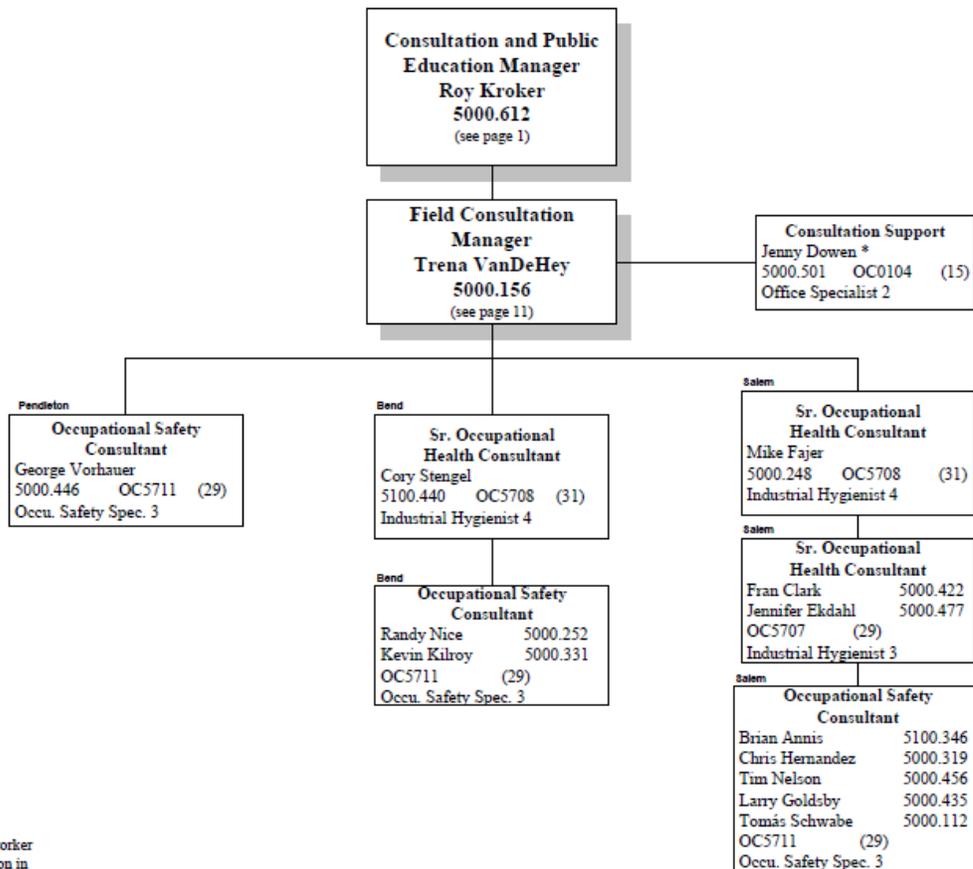


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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Consultation and Outreach Section  
 July 2014

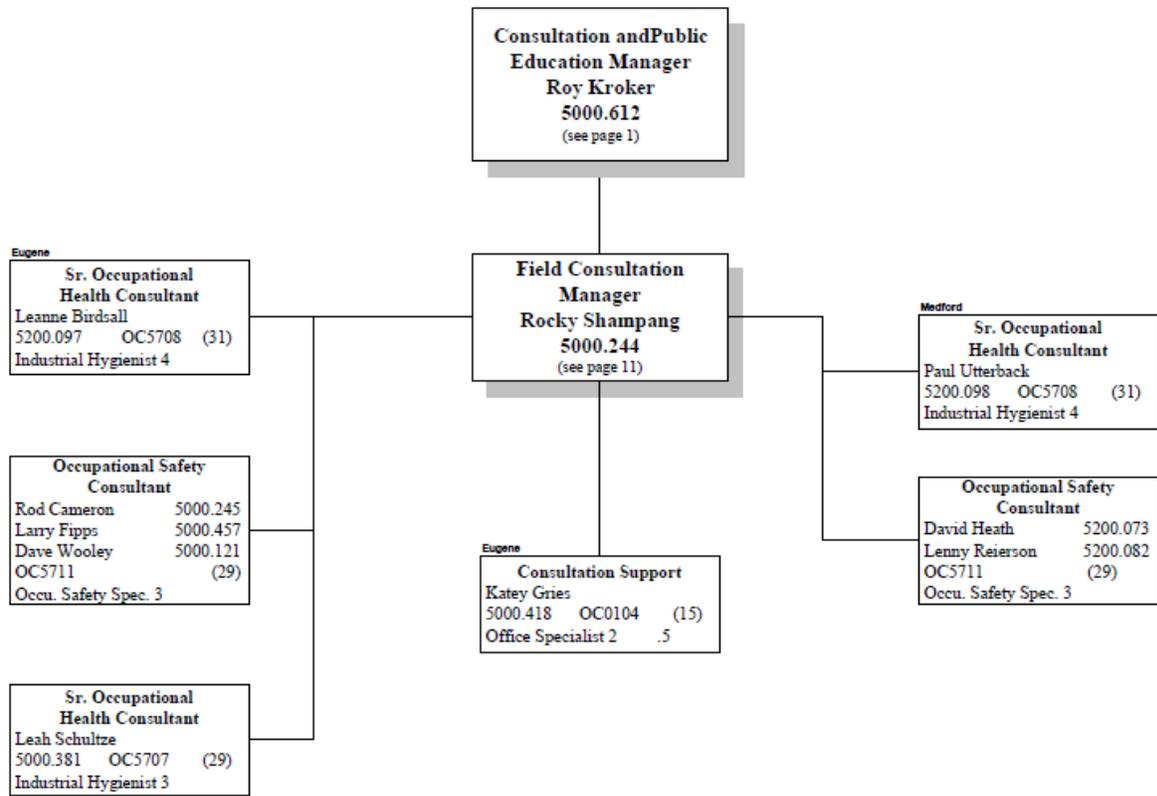


Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Consultation – Chart A – Portland  
 July 2014



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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Consultation - Chart B - Salem  
 July 2014



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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Consultation – Chart C  
 July 2014

**Statewide Safety Enforcement  
Manager  
Gary Beck  
5000.540  
(see page 1)**

**Safety Enforcement  
Manager  
Dianna Gray  
5200.127  
(see page 2)**

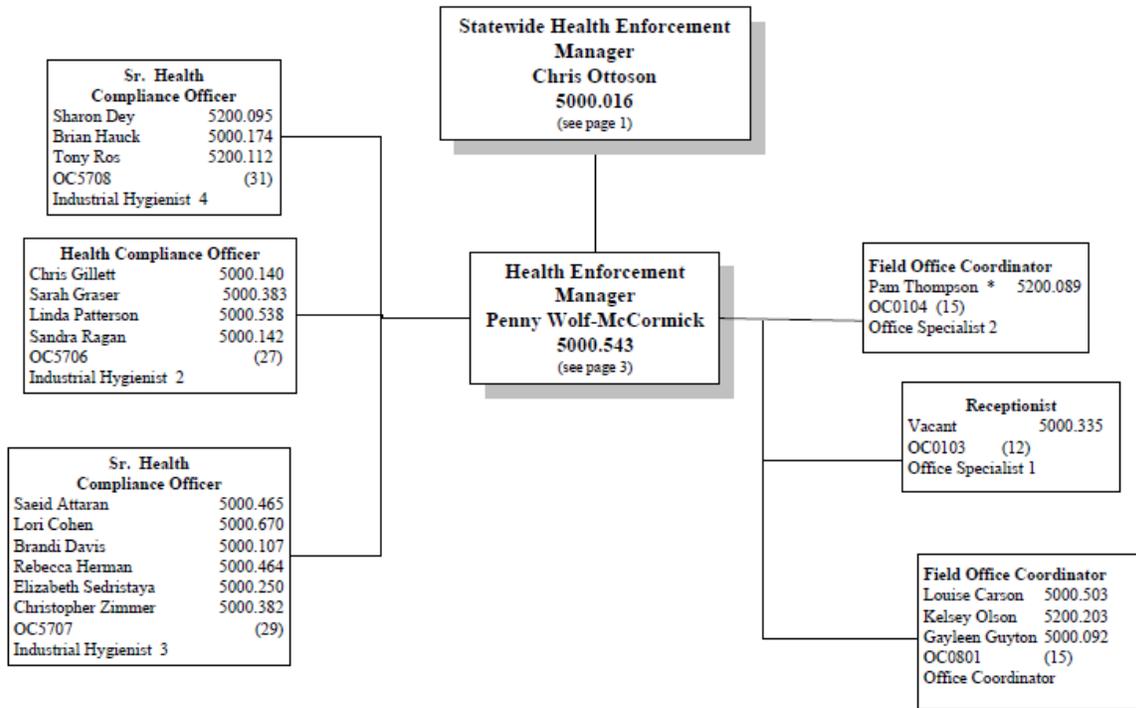
**Sr. Safety  
Compliance Officer**  
 Michael Netsch 5000.186  
 Regan Danielson 5200.124  
 Alba Johnston\* 5000.391  
 Ken Langley 5000.004  
 Jeff Luyet 5000.100  
 VACANT 5200.116  
 Thomas Meier 5000.101  
 Paulo Pinto 5200.075  
 Owen Smith 5000.254  
 James Miller 5200.068  
 Theresa Waters 5000.711  
 VACANT 5000.251  
 VACANT 5200.066  
 VACANT 5200.077  
 OC5711 (29)  
 Occu. Safety Spec. 3

**Safety Compliance Officer**  
 Scott Gunderson 5000.173  
 Jackie Berrios 5000.125  
 Joanna Martelles 5000.255  
 Susanne Tacoma 5000.231  
 Angela Hannan 5000.138  
 OC5710 (27)  
 Occu. Safety Spec. 2

**Sr. Safety Compliance  
Officer/Accident  
Investigation Specialist**  
 Mike Riffe  
 5000.124 OC5711 (29)  
 Occu. Safety Spec. 3

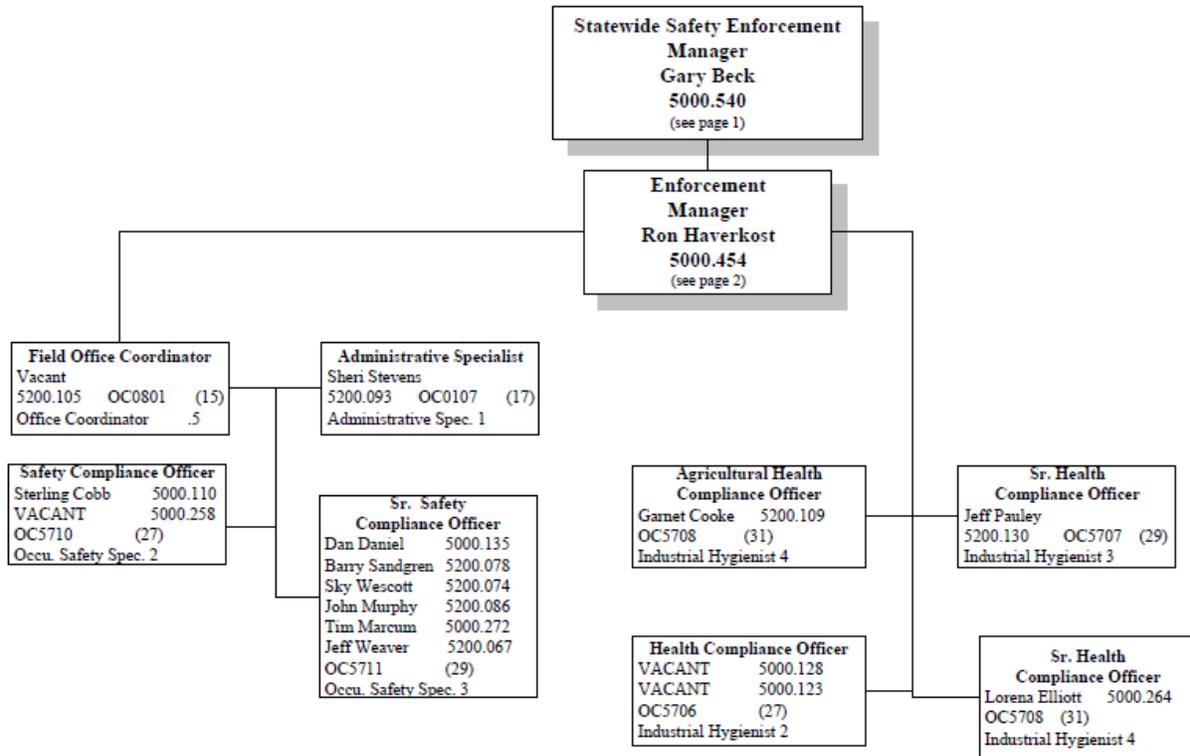
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Northern Region Office – Safety Enforcement  
 July 2014



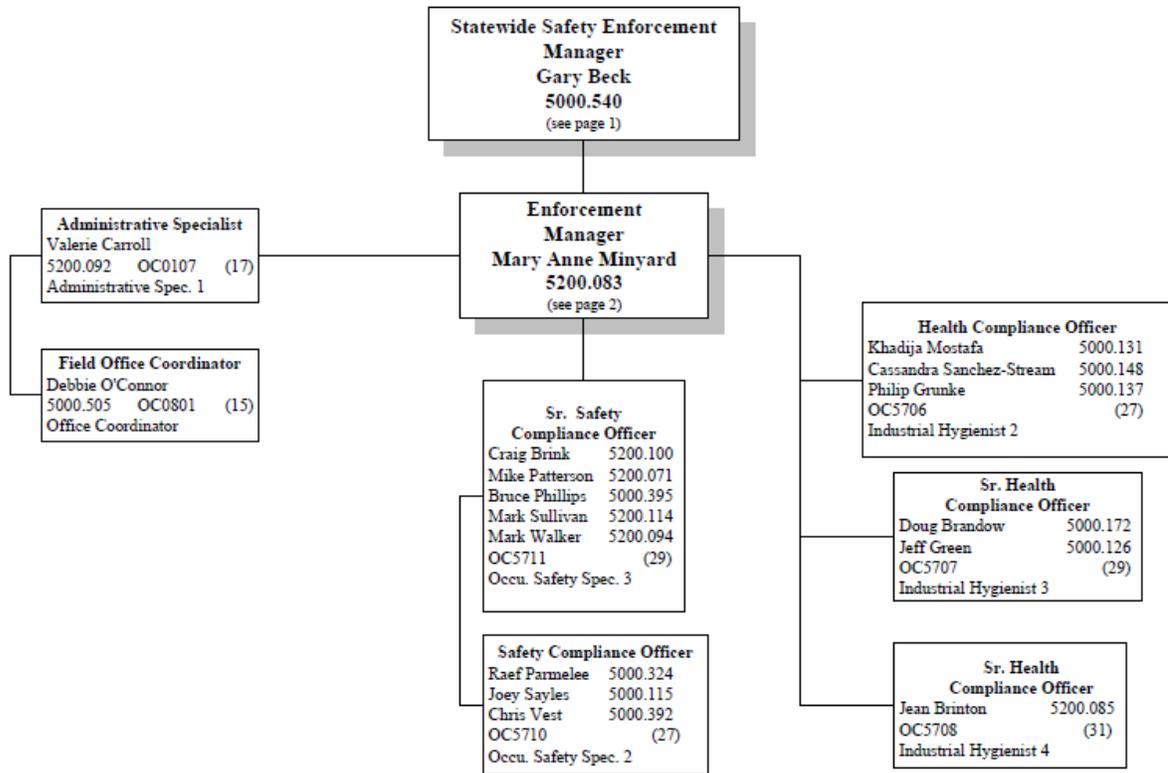
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 July 2014



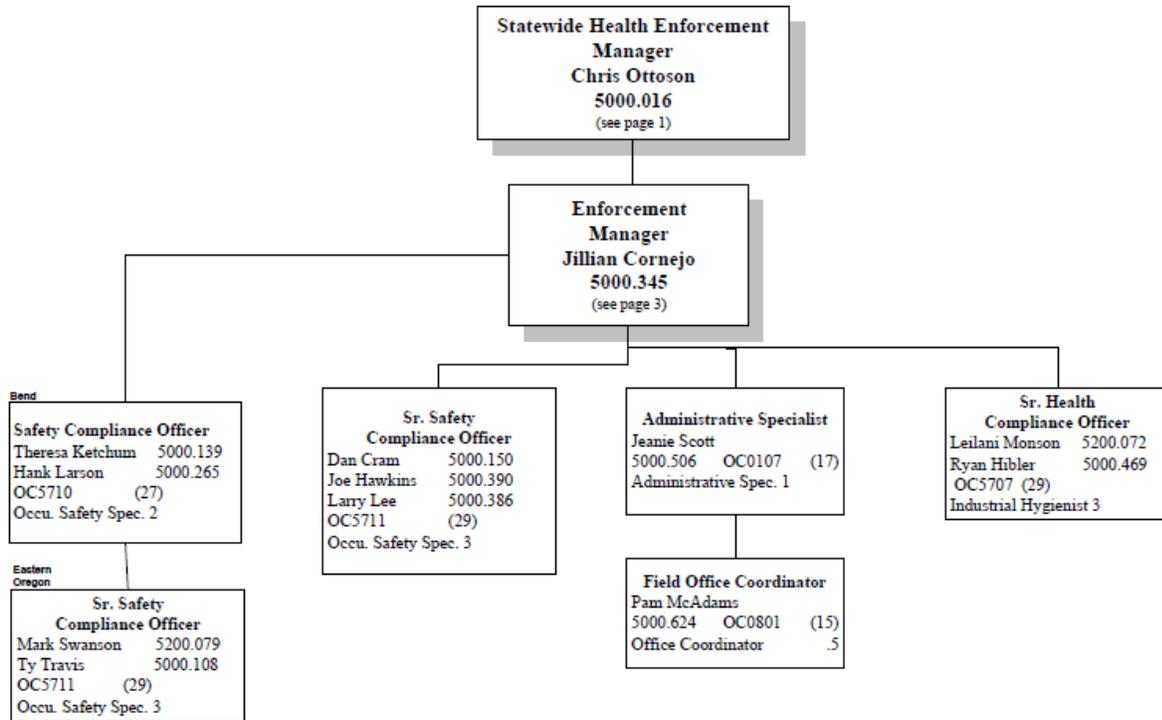
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Central Region Office (Salem) – Enforcement  
 July 2014



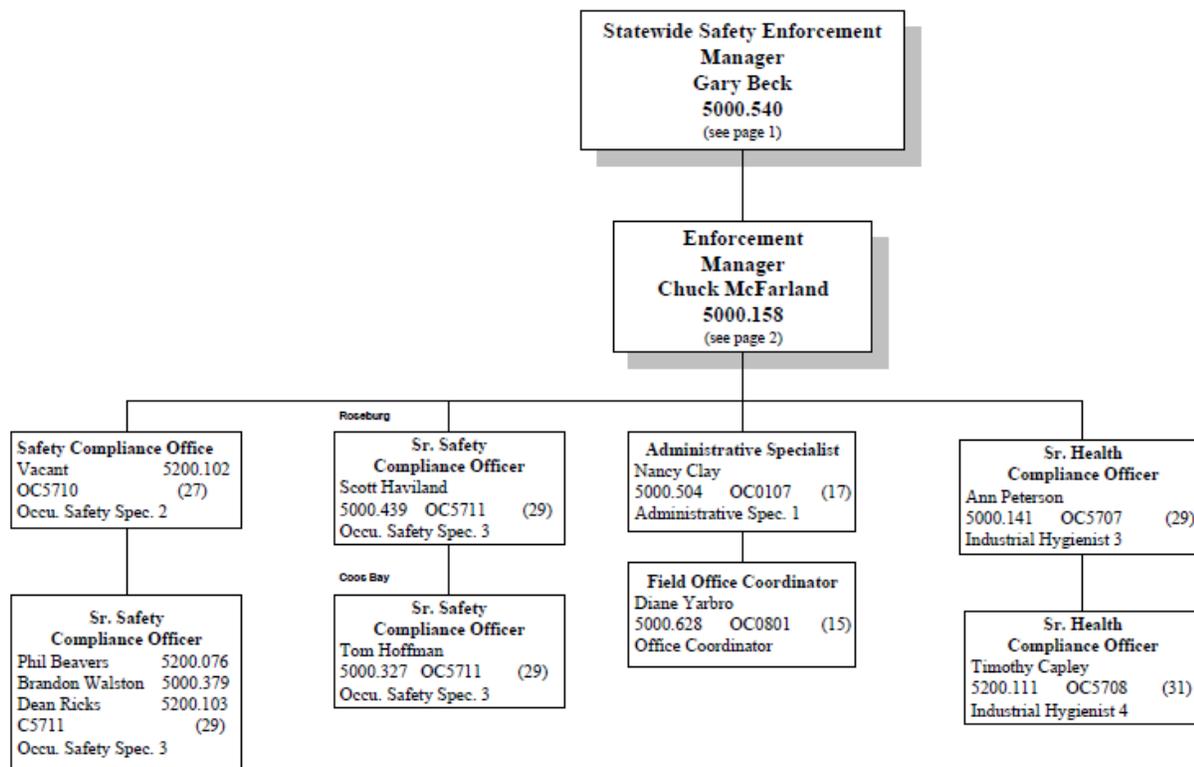
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Southern Region Office (Eugene) – Enforcement  
 July 2014



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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Central Region Office (Bend) – Enforcement  
 July 2014



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 LD=Limited Duration  
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Department of Consumer & Business Services  
 Oregon Occupational Safety & Health Division  
 Southern Region Office (Medford) – Enforcement  
 July 2014

**FY 2015  
Appendix E**

**23(g) Personnel Funding Breakout Chart**

<b>23(g) Grant Positions</b>	<b>Allocated FTE Funded 50/50</b>	<b>Allocated FTE 100% State Funded</b>	<b>Total</b>	<b>50/50 Funded FTE On Board as of 8/15/14</b>	<b>100% State Funded FTE On Board as of 8/15/14</b>
Managers/Supervisors (Admin)	5.00	1.00	6.00	5.00	1.00
First Line Supervisors	9.00	2.75	11.75	9.00	2.75
Safety Compliance Officers	47.00	2.00	49.00	41.00	2.00
Health Compliance Officers	25.00	3.00	28.00	23.00	3.00
Discrimination Investigator	0.00	0.00	0.00	0.00	0.00
Private Sector Safety Consultants (KY, PR, WA)	0.00	15.00	15.00	0.00	15.00
Private Sector Health Consultants (KY, PR, WA)	0.00	8.00	8.00	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	0.00	3.00	3.00	0.00
Clerical/Admin/Data System	29.00	5.375	33.375	26.00	4.875
Other (all positions not elsewhere counted)	26.00	0.00	27.00	26.00	0.00
<b>Total 23(g) FTE</b>	<b>145.00</b>	<b>42.125</b>	<b>187.125</b>	<b>134.00</b>	<b>41.625</b>

*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 would be Administrative where First Line Supervisors would be Program.*
- *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.*

Safety and Health Consultants "Allocated FTE" based on Projected Consultation visits to Private Sector 84% and Public Sector 16%.

## **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 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 2013		Estimated FY 2014		Projected FY 2015	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	1931	811	2040	768	2040	768
Private Sector Inspections - Construction	1161	97	1243	95	1243	95
Public Sector Inspections - Total	125	65	117	37	117	37
<b>Total Inspections</b>	<b>3217</b>	<b>973</b>	<b>3400</b>	<b>900</b>	<b>3400</b>	<b>900</b>
Public Sector Consultation Visits	244	120	264	120	288	128
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>244</b>	<b>120</b>	<b>264</b>	<b>126</b>	<b>288</b>	<b>128</b>

#### 23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2013		Estimated FY 2014		Projected FY 2015	
	New	Total	New	Total	New	Total
VPP Participants - General Industry	0	26	1	24	1	25
VPP Participants - Construction	0	0	0	0	0	0
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)	0	3	0	3	0	3
Private Sector SHARP Participants - 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Public Sector SHARP	0	0	0	0	0	0
<b>Outreach Participants</b>		<b>18,152</b>		<b>11,550</b>		<b>17,550</b>

- *New participants* are those that become active during the fiscal year. The total number of participants is the number that is active at the end of the fiscal year, and includes all new sites from that year.
- *Cooperative Programs with Enforcement Incentives:* Programs similar to OSHA's Strategic Partnership Program that provide enforcement incentives to approved participants, such as inspection exemption or deferral, or reduced penalties.
- *Cooperative Program without Enforcement Incentives:* Programs similar to OSHA's Alliance Program that involve joint cooperative efforts by employers, employees, other groups and the State but do not provide enforcement incentives.
- *Outreach Participants:* Projected total number of trainees/participants in formal training, workshops, seminars, speeches, conferences, informal worksite training, etc., during the year. [Note: Fiscal year based on Federal fiscal year]

## **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 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 employer conferences, speaking engagements, training workshops, and inspections.

Oregon OSHA reaches out to the Spanish and Russian communities through the use of newspapers and radio media.

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

## **2015 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.**  
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**5-Year Performance Goal (1, 2, 3)-1: Recognition Programs or Voluntary Programs or Self-Sufficiency**

<b>FY 2015 Performance Goal (1, 2, 3)-1</b>	<p>Maintain the number of SHARP and VPP participants 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>• Oregon OSHA VPP database.</li> </ul>
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• Number of VPP sites as of FY 2011: 28</li> <li>• Number of SHARP certified companies, including graduated sites as of FY 2011: 169</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Roy Kroker, Oregon OSHA Consultation and Public Education Manager</li> </ul>

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

<p><b>FY 2015 Performance Goal (1, 2, 3)-2</b></p>	<p>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.</p>
<p><b>Indicators</b></p>	<p><b><u>Training Media:</u></b>  <b>Videos</b>  1) Number of new non-English videos acquired.  2) Number of non-English videos checked out.  <b>Publications</b>  3) Number of new or substantially revised publications developed that are targeted to small employers and vulnerable or hard-to-reach worker populations.  4) Review current publications for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach.  <b>On-line Courses</b>  5) Continue review and revision of on-line course offerings and expand the number of online courses.  <b>Conferences</b>  6) Coordinate with stakeholders to co-sponsor a variety of safety and health conferences throughout the state.</p>
	<p><b>Primary Outcome Measures</b></p> <p><b>Training Sessions</b>  7) Number of Spanish language training sessions.  8) Number of attendees at Spanish language training sessions.  9) Number and percent of participants from small businesses and high hazard industries participating in Oregon OSHA training sessions.  10) Number of participants at Oregon OSHA training sessions.  <b>Educational Activities</b>  11) 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.  12) Other educational activities directed to small employers and to high-hazard industries.  13) Number of participants at Oregon OSHA conference sessions.  <b>Consultations</b>  14) Number and percentage of consultations provided to small employers.  15) Number and percentage of consultations provided to employers who have not used Oregon OSHA's consultation services during the previous five years.</p>

<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Oregon OSHA Technical Section records.</li> <li>• Oregon OSHA Technical Section Publication database.</li> <li>• Oregon OSHA Resource center video library database.</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 new videos in languages other than English as of FY 2011: 2</li> <li>• Number of non-English videos checked out in FY 2011: 702</li> <li>• Number of new or substantially revised publications developed that are targeted to small employers and vulnerable or hard-to-reach worker populations in FY2011: 15</li> <li>• Number of Spanish language training sessions in FY 2011: 7</li> <li>• Number of attendees at Spanish language training sessions in FY 2011: 214</li> <li>• Number and percentage of participants from small businesses and high hazard industries participating in Oregon OSHA training sessions in FY2011: 2,298 (32%) participants from small businesses and 4,236 (59%) from high hazard industries.</li> <li>• Number of participants in Oregon OSHA training sessions in FY 2011: 13,701</li> <li>• Number of new or substantially revised educational resources developed that are targeted to small employers and vulnerable or hard-to-reach worker populations in FY2011: 5</li> <li>• Number of participants at Oregon OSHA conference sessions in FY 2011: 2,944</li> <li>• Number and percentage of consultations provided to small employers in FY 2011: 1,604 out of 2,639 (60.78%)</li> <li>• Number and percentage of consultations provided to small employers who have not used Oregon OSHA's consultations services during the previous five years in FY2011: 1,203 out of 2,639 (45.59%).</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Roy Kroker, Oregon OSHA Consultation and Public Education Program Manager</li> <li>• Suzanne Kailey, Oregon OSHA Administrative Services Manager</li> <li>• Peggy Munsell, Oregon OSHA Standards and Appeals Manager</li> </ul>

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

<b>FY 2015 Performance Goal (1, 2, 3)-3</b>	Promote occupational safety and health by maintaining and enhancing the effectiveness of existing partnerships and establishing new partnerships as opportunities present themselves, each with specific safety and/or health awareness improvement objectives. Use existing partnerships to advise Oregon OSHA management on where more specific focus would be fruitful.
<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 2011: 25</li> <li>• Number of alliances posted on OSHA web site at the end of FY 2011: 3</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Marilyn Schuster, Oregon OSHA Deputy Administrator</li> <li>• Teri Watson, Oregon OSHA Legislative and Policy Analyst</li> </ul>

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

<b>FY 2015 Performance Goal (1, 2)-1</b>	Reduce the injury and illness DART rate to 2.2 (or less) per 100 workers and total case incidence rate TCIR to 3.7 (or less) per 100 workers by 2016 through focusing on targeted high hazard industries and safety and health hazards.
<b>Indicators</b>	<p><b>Activity Measures</b></p> <p><b>Inspections - Health</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) Percent of health inspections in high hazard industries compared to target of 60%.</li> <li>4) The number of serious health hazards identified in enforcement.</li> </ol> <p><b>Inspections - Safety</b></p> <ol style="list-style-type: none"> <li>5) Total number of safety inspections.</li> <li>6) Total number of safety inspections in high hazard industries.</li> <li>7) Percent of safety inspections in high hazard industries compared to target of 75%.</li> <li>8) The number of serious safety hazards identified in enforcement.</li> </ol> <p><b>Programmed and non-Programmed visits</b></p> <ol style="list-style-type: none"> <li>9) The number and percentage of programmed and non-programmed enforcement visits in high-hazard industries.</li> </ol> <p><b>Consultations - Health</b></p> <ol style="list-style-type: none"> <li>10) Total number of health consultations.</li> <li>11) Total number of health consultations in high hazard industries.</li> <li>12) Percent of health consultations in high hazard industries.</li> <li>13) The number of serious health hazards identified on-site consultation activities.</li> </ol> <p><b>Consultations - Safety</b></p> <ol style="list-style-type: none"> <li>14) Total number of safety consultations.</li> <li>15) Total number of safety consultations in high hazard industries.</li> <li>16) Percent of safety consultations in high hazard industries.</li> <li>17) The number of serious safety hazards identified on-site consultation activities.</li> </ol> <p><b>High Hazard Consultations</b></p> <ol style="list-style-type: none"> <li>18) The number and percentage of consultation visits in high-hazard industries compared to target of 50%.</li> </ol> <p><b>Primary Outcome Measures</b></p> <ol style="list-style-type: none"> <li>19) Percent change in the DART rate (reported annually.)</li> <li>20) Percent change in the statewide total case incidence rate, TCIR (reported annually.)</li> </ol>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• OSHA IMIS, OSHA OIS, Oregon OSHA OTIS</li> </ul>

	<ul style="list-style-type: none"> <li>• Oregon OSHA Consultation database</li> <li>• DART and TCIR rates are updated annually in November by the Bureau of Labor and Statistics. The most recent update is 11/2011.</li> <li>•</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• 2011 DART rate for public sector + private industry: 2.1</li> <li>• 2011 TCIR rate for public sector + private industry: 3.9</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Gary Beck, Oregon OSHA Statewide Safety Enforcement Manager</li> <li>• Chris Ottoson, Oregon OSHA Statewide Health Enforcement Manager</li> <li>• Roy Kroker, Oregon OSHA Consultation and Public Education Program Manager</li> </ul>

<b>Strategic Goal 2: Reduce serious workplace illnesses and the risks that lead to them.</b>
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<b>5-Year Performance Goal (2)-1: Health Hazards</b>
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<b>FY 2015 Performance Goal (2)-1</b>	Increase the number of severe chemical hazards identified (and therefore corrected) by at least 2 percent each year.
<b>Indicators</b>	<b>Activity Measures</b> 1) Severe chemical hazard is defined to mean any chemical that produces a chronic disease outcome.
	<b>Primary Outcome Measures</b> 2) A 2% increase in the identification and correction of serious hazards, for a 5-year total of at least 10%.
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Department of Consumer Business Services, Information Management Division reports</li> <li>• Oregon OSHA selected standards from Divisions 2,3,4,7 that were identified as those most likely related to exposures to hazardous chemicals rated as serious.</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>➤ The count of serious violations, totaled annually, will be averaged over a 5-year period (federal fiscal year) to establish the base indicator. The indicator will be a 5-year rolling average moving forward. This will be reported annually.</li> <li>➤ For FY2010, 633 serious hazards were identified, and the 5-year rolling average (FY2006-2010) was 652, which will be the base indicator.</li> <li>➤ For FY2011, 700 serious hazards were identified, and the 5-year rolling average (FY2007-2011) was 689.</li> <li>➤ For FY2012, 747 serious hazards were identified, with a 5-year rolling average (FY2008-2012) of 713.</li> <li>➤ For FY2013, 819 serious hazards were identified, with a 5-year rolling average (FY2009-2013) of 743.</li> <li>➤ For FY2014, 748 serious hazards were identified, with a 5-year rolling average (FY2009-2013) of 732.</li> <li>➤ Data will be reported annually.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Chris Ottoson, Oregon OSHA Statewide Health Enforcement Manager</li> </ul>

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

<b>FY 2015 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>  <b>Total number</b> of inspections/consultations in the following emphasis areas:</p> <table border="0"> <tr> <td>1) Trenching</td> <td>10) Diisocyanate</td> </tr> <tr> <td>2) Falls in Construction</td> <td>11) Process Safety Management</td> </tr> <tr> <td>3) Struck-by in logging</td> <td>12) Combustible dust</td> </tr> <tr> <td>4) Assigned risk pool</td> <td>13) Hexavalent chromium</td> </tr> <tr> <td>5) Farm labor housing</td> <td>14) Amputations</td> </tr> <tr> <td>6) Field sanitation</td> <td>15) Formaldehyde (Exposures in Hair Salons)</td> </tr> <tr> <td>7) Pesticide</td> <td>16) Nursing and residential care facilities</td> </tr> <tr> <td>8) Lead</td> <td>17) Diacetyl (Flavoring Chemicals)</td> </tr> <tr> <td>9) Silica</td> <td>18) Severe Violator Enforcement Program</td> </tr> </table> <p>NOTE: These totals may exceed total emphasis inspections due to multiple emphasis areas being addressed in an inspection.</p> <p>*Oregon OSHA will discontinue the Primary Metals Industries NEP effective September 30, 2014. We schedule programmed inspections according to a priority system based on written neutral administrative standards to identify the most hazardous industries and places of employment. Industries identified for inspection under the PMI NEP are already included in our primary scheduling system.</p> <p>*Oregon OSHA does not establish a set number of inspections for each emphasis program. Inspections are done for each emphasis program. If additional inspection efforts are needed in a given emphasis program, that is discussed and implemented through our management reviews.</p>	1) Trenching	10) Diisocyanate	2) Falls in Construction	11) Process Safety Management	3) Struck-by in logging	12) Combustible dust	4) Assigned risk pool	13) Hexavalent chromium	5) Farm labor housing	14) Amputations	6) Field sanitation	15) Formaldehyde (Exposures in Hair Salons)	7) Pesticide	16) Nursing and residential care facilities	8) Lead	17) Diacetyl (Flavoring Chemicals)	9) Silica	18) Severe Violator Enforcement Program
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8) Lead	17) Diacetyl (Flavoring Chemicals)																		
9) Silica	18) Severe Violator Enforcement Program																		
	<p><b>Primary Outcome Measures</b>  <u>Emphasis programs – Percent of all</u> inspections/consultations conducted in local and national emphasis programs.</p> <p>19) Safety inspections  20) Health inspections  21) Consultations</p>																		
<b>Data Sources</b>	OSHA IMIS, OSHA OIS, Oregon OSHA OTIS and Consultation Database																		
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• Number of emphasis program inspections in FY 2011: Safety (1190/3687) Health (247/901)</li> <li>• FY 2011 percent of local and national emphasis inspections compared to total inspections: 31.3% (1437/4588)</li> <li>• Number of emphasis program consultations in FY 2011: (700/2639)</li> <li>• All Local and National Emphasis Programs are implemented.</li> </ul>																		
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Gary Beck, Oregon OSHA Statewide Safety Enforcement Manager</li> <li>• Chris Ottoson, Oregon OSHA Statewide Health Enforcement Manager</li> <li>• Roy Kroker, Oregon OSHA Consultation and Public Education Program 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 2015 Performance Goal (3)-1</b>	Reduce the most recent 3-year average rate of workplace fatalities by 20% by 2016 and by 16% by CY 2013 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 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.
	<b>Primary Outcome Measures</b> 4) Number of compensable fatalities. (reported annually: fiscal and calendar year) 5) Compensable fatality rate (reported annually).
<b>Data Sources</b>	OSHA IMIS, OSHA OIS, Workers’ Compensation database, Oregon OSHA OTIS and Consultation database
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• Compensable fatality baseline rate for CY 2007-2009: 2.15</li> <li>• The average penalty where the hazard cited creates a meaningful increase in the risk of workplace death in FY 2011: \$1,069.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Gary Beck, Oregon OSHA Statewide Safety Enforcement Manager</li> <li>• Chris Ottoson, Oregon OSHA Statewide Health Enforcement Manager</li> <li>• Roy Kroker, Oregon OSHA Consultation and Public Education Program Manager</li> </ul>

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

<b>FY 2015 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) Provide ergonomic assistance during consultations and referrals to ergonomists.
	<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 2011: 2639</li> <li>• Ergonomic issues were addressed during 49% of all consultative activities in FY 2011.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Roy Kroker, Oregon OSHA Consultation and Public Education Program Manager</li> </ul>

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

<b>FY 2015 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> <ul style="list-style-type: none"> <li>➤ Fatalities: Attempt within 24 hours of notification</li> <li>➤ Imminent Danger Complaint Inspections: Attempt within 24 hours of notification</li> <li>➤ Serious Complaint Inspections: Attempt within 5 working days</li> <li>➤ Other-than-Serious Complaint Inspections: Attempt within 30 working days</li> <li>➤ Complainant Response: Send letter within 10 working days</li> <li>➤ Investigations (phone/fax, letter): Respond within 10 working days</li> <li>➤ Family Letter: Send within 10 days of fatality notification</li> <li>➤ Alleged Discrimination Complaints: Process through determination level within 90 calendar days</li> </ul>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• OSHA IMIS/NCR reports, OSHA OIS, Oregon OSHA OTIS.</li> <li>• Department of Consumer Business Services, Information Management Division reports.</li> <li>• Oregon OSHA Enforcement and BOLI/CRD case files.</li> <li>• Oregon OSHA Fatality log in Excel database.</li> <li>• Status reports from Oregon OSHA Field Enforcement Managers</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• <u>FY 2011 timely response percentages:</u> <ul style="list-style-type: none"> <li>➤ Untimely opening of fatality inspections: 13% (3/23)</li> <li>➤ Untimely opening of imminent danger complaint inspections: 0</li> <li>➤ Fatalities: 96% (22/23) attempted within 24 hours: 0%</li> <li>➤ Imminent Danger Complaint Inspections: 100% (37/37) attempted within 24 hours</li> <li>➤ Serious Complaint Inspections: 95.6% (475/497) attempted within 5 working days</li> <li>➤ Other-than-serious Complaint Inspections: 99.1% (331/334) attempted within 30 working days</li> <li>➤ Complainant Response Time: 95% (1152/1212) within 10 calendar days</li> <li>➤ Investigations (phone/fax, letter): 97.6% (534/547) response w/in 10 working days</li> <li>➤ Family Letter: 98.3% (57/58) sent within 10 days of fatality notification</li> </ul> </li> </ul>

	➤ Discrimination Complaints: 91.94% (114/124) within 90 days
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Gary Beck, Oregon OSHA Statewide Safety Enforcement Manager</li> <li>• Chris Ottoson, Oregon OSHA Statewide Health Enforcement Manager</li> <li>• Roy Kroker, Oregon OSHA Consultation and Public Education Program Manager</li> </ul>

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

<b>FY 2015 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>	<b>Activity Measures</b> 1) Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.
	<b>Primary Outcome Measures</b> 2) Percent of positive responses on customer surveys in the following areas: Conferences Public education Audio-visual library Consultation Enforcement Appeals Lab
<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 2011 percent satisfaction reported:            Consultation – 98.6%            Public Education – 99.1%            Conferences – 100%            Enforcement Compliance Officer Performance Survey – 95.9%            Audio-Visual Library Survey – 91%            Appeals: - 98% (FY 2012)            Lab: 95.8%</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Marilyn Schuster, Oregon OSHA Deputy Administrator</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)-7: Staff Development**

<b>FY 2015 Performance Goal (1, 2, 3)-7</b>	Ensure 90% of Safety and Health staff receives 48 hours of Safety and Health professional development training over two years.
<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 48 hours of Safety and Health professional development training over two years. 3) Percentage of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>Internal staff development training database.</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>In FY2011, 70% of Safety and Health staff received 48 hours of Safety and Health professional development training during FY2010-2011.</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>Peggy Munsell, Oregon OSHA Standards and Appeals Manager</li> </ul>