

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

**2017 Annual Performance Plan**

**July 1, 2016**



## **INTRODUCTION**

This Annual Performance Plan, for federal fiscal year 2017 (October 1, 2016 through September 30, 2017) 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 (2016-2020) 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 3.7 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) to at least 817 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 1.4 per 100,000 workers (or less), which will be a 10 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 2017 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 2017 Annual Performance Plan includes updated FY 2014 baseline figures as they apply. FY 2017 data, as they apply establish baseline figures for the quarterly Annual Performance Plan report, FY 2016 through FY2020.

## Demographic profile CY 2015, Run date: 5/16/2016

During CY 2015 an estimated 1,802,000 workers covered by Workers' Compensation insurance were employed in Oregon with an estimated 111,800 employers. These employers operate at approximately 161,465 locations.

NAICS <sup>1</sup>	Industry <sup>2</sup>	Employees <sup>3</sup>	Units <sup>4</sup>
111	Crop production	26,143	3,912
115	Agriculture and forestry support	12,444	1,139
236	Building construction	21,544	5,973
237	Heavy construction	8,996	1,243
238	Specialty trade	51,764	10,579
311	Food manufacturing	27,936	1,178
321	Wood product manufacturing	22,396	759
331	Primary metal manufacturing	8,450	140
332	Fabricated metal products	15,792	1,346
333	Machinery manufacturing	12,464	665
334	Computer and electronic products	37,487	755
336	Transportation equipment	12,432	449
339	Miscellaneous manufacturing	7,930	810
423	Merchant wholesale, durable	32,839	2,848
424	Merchant wholesale, non-durable	26,983	1,973
425	Electronic markets	13,904	4,213
441	Motor vehicles and parts	24,730	2,043
444	Building material and garden supply	15,384	1,327
445	Food and beverage stores	42,383	2,735
446	Health and personal care	8,598	684
447	Gasoline stations	10,898	1,158
448	Clothing and accessories	16,130	1,267
451	Sports, hobby, books, and music	10,534	932
452	General merchandise	42,290	710
453	Miscellaneous stores	10,945	1,801
484	Truck transportation	18,577	2,075
488	Transportation support	7,721	709
492	Couriers and messengers	8,083	346
511	Publishing, except internet	14,458	1,203
522	Credit intermediation	26,059	1,587
524	Insurance carriers	24,532	2,487
531	Real estate	19,731	4063
541	Professional, scientific and technical services	86,956	13,122
551	Management of companies and enterprises	42,795	397
561	Administrative and support services	92,425	7,986
611	Educational services	29,632	1930
621	Ambulatory health care services	82,253	6,667
622	Hospitals	55,629	331

623	Nursing and residential care	48,329	2,564
624	Social assistance	35,252	2,569
713	Amusements, gambling, and recreation	17,324	1,181
721	Accommodation	23,596	1,816
722	Food and drinking places	143,824	10,221
811	Repair and maintenance	17,030	3,484
812	Personal and laundry services	14,023	1,958
813	Membership organizations	29,388	5,312
814	Private households	9,564	229
	State and local government	250,599	7,422

## DEMOGRAPHIC EMPLOYMENT PROFILE DATA – May 15, 2016, continued

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 2016

## **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 2017, and work cooperatively with federal ESA to coordinate farm labor housing.

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

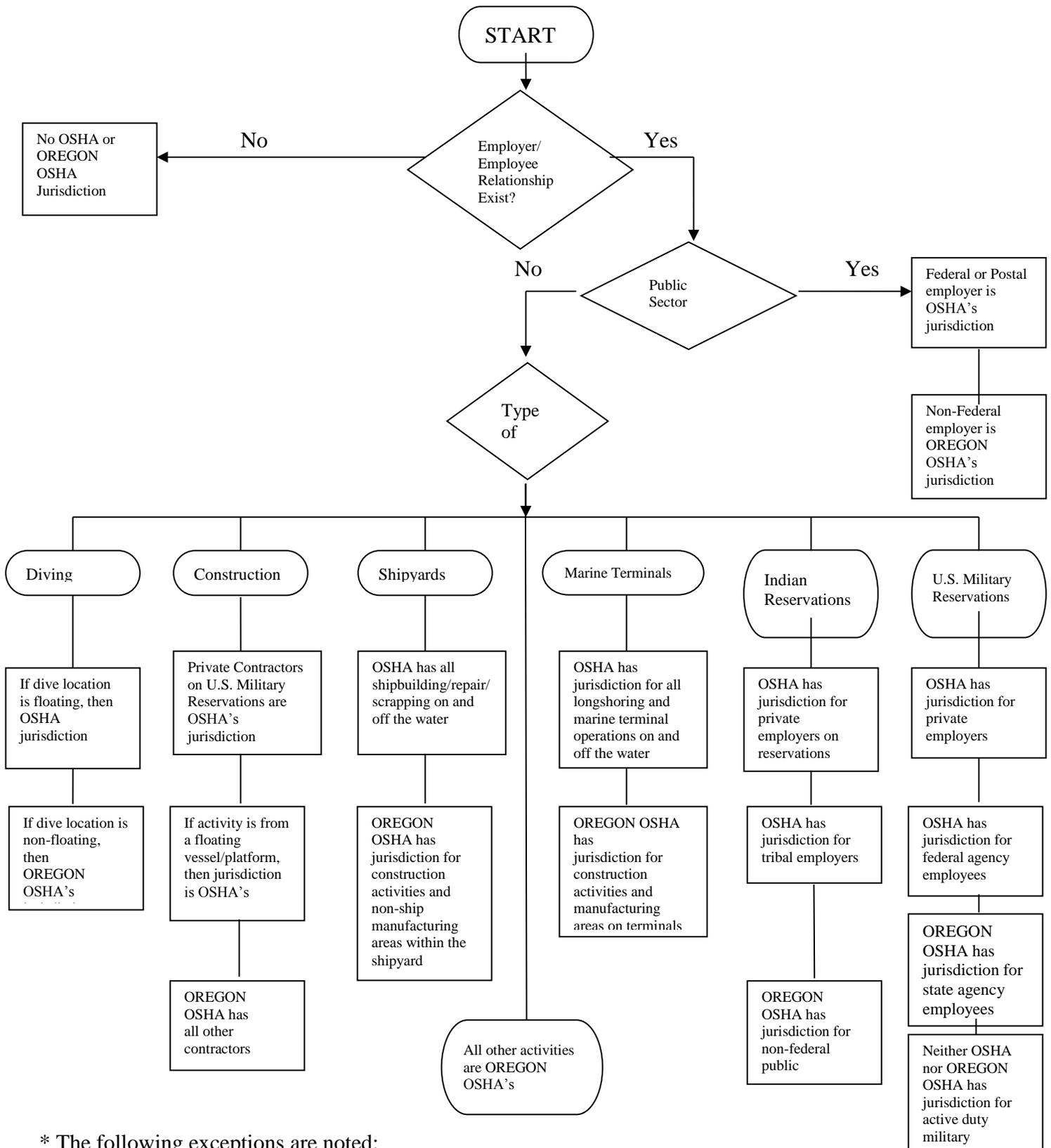
Oregon OSHA is developing three legislative concepts for probable introduction in the 2017 legislative session. The overall relating theme of the three legislative concepts is addressing changes in specified financial thresholds over time.

The first legislative concept aligns Oregon OSHA with the Federal Civil Penalties Act of 2015, which requires an increase to the maximum serious violation penalty and maximum repeat or willful violation. It would grant the agency the authority to set maximum penalties in accordance with federal guidelines.

The second legislative concept would allow the agency to raise the Worker Memorial Scholarship fund from \$250,000 to \$1,000,000. The scholarships are allocated based on earnings by the fund and this fund has not been increased since 1993.

The final legislative concept increases the cost of construction sites that require sanitary facilities with flushing toilets and warm water basins for employees. The current cost of these sites is \$1,000,000 and Oregon OSHA is asking that the cost be raised to \$1,750,000 with future increase being allowed by department in rule. The statute has not changed since 1993.

# OSHA VS. OREGON OSHA JURISDICTION IN OREGON



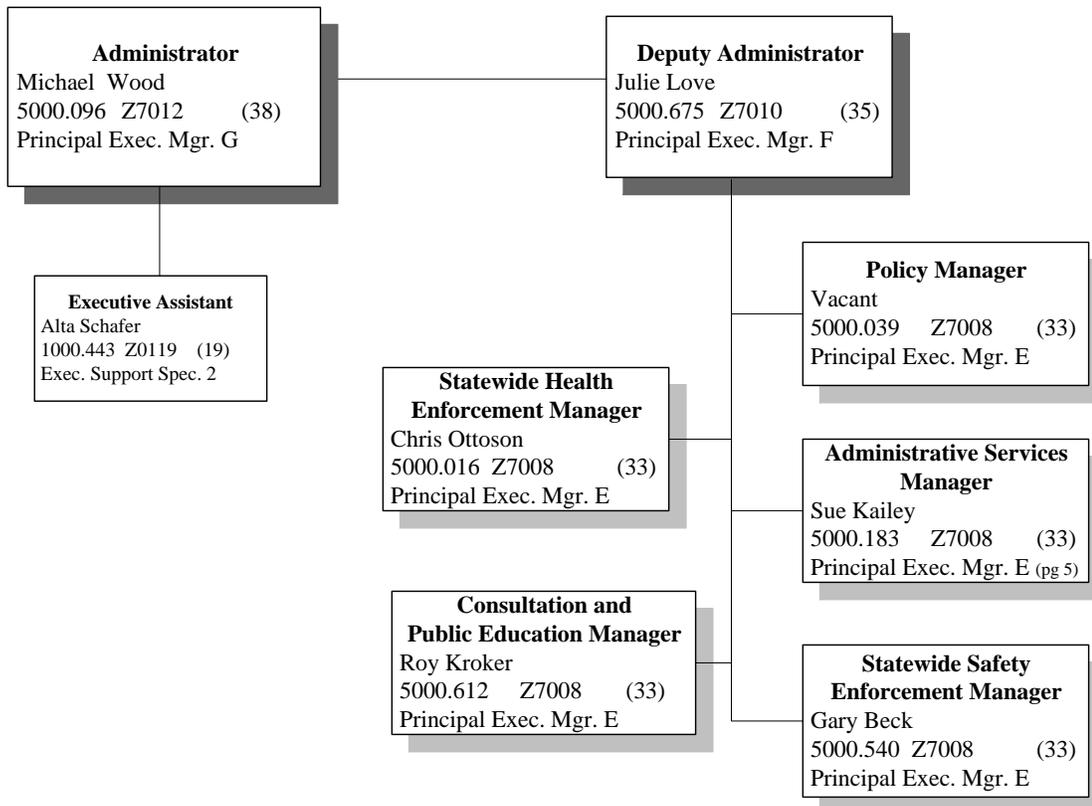
\* The following exceptions are noted:

Employment at DOE Albany Research Center – OSHA jurisdiction

Private employers within Crater Lake National Park – OSHA jurisdiction

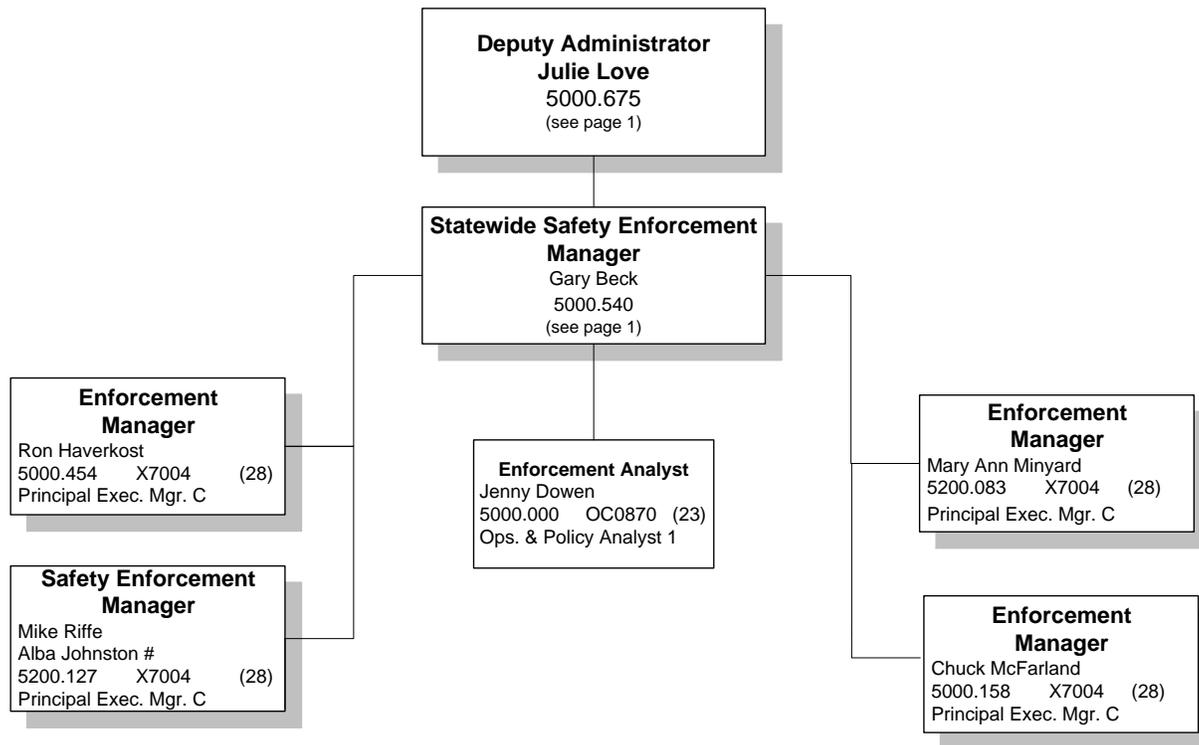
# OREGON OSHA ORGANIZATIONAL CHART

## Oregon OSHA Division



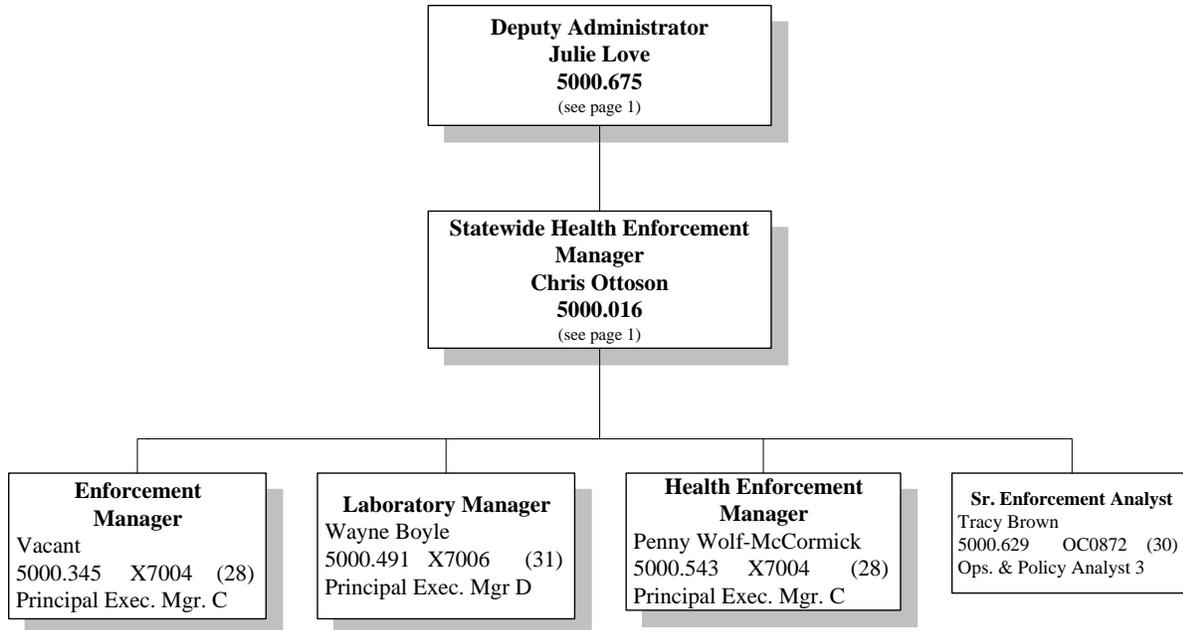
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 July 2016  
 Page 1  
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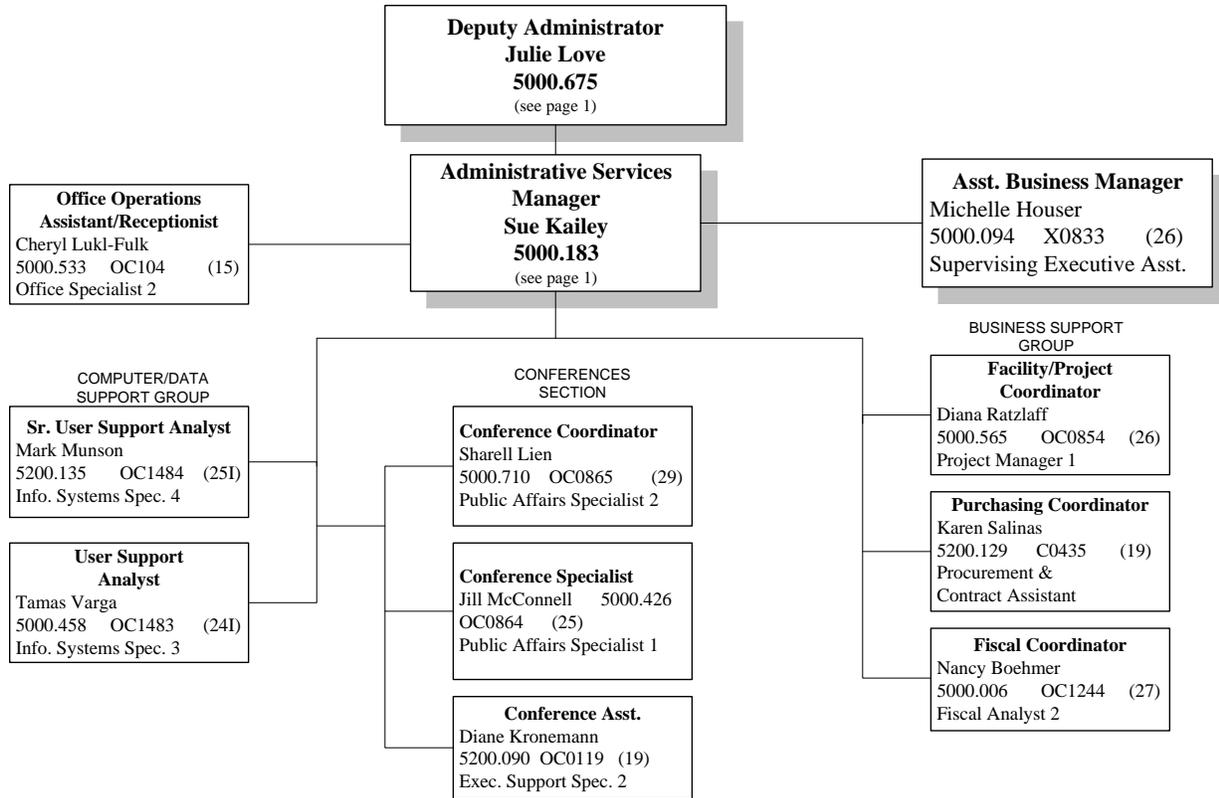
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 July 2016  
 Page 2  
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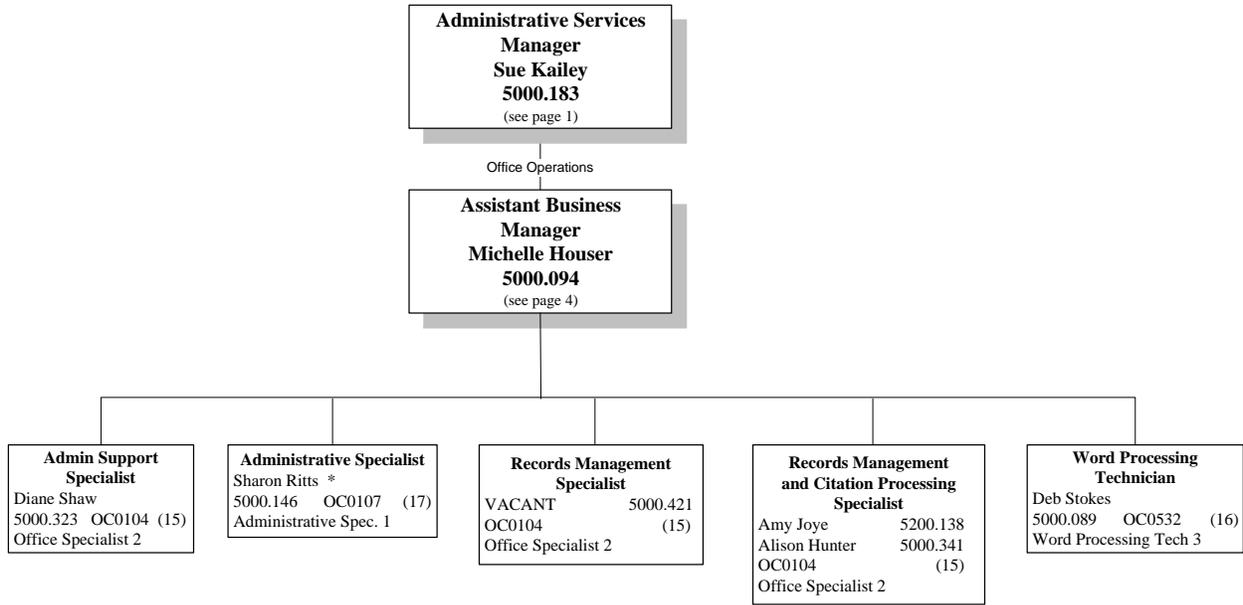
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 July 2016  
 Page 3  
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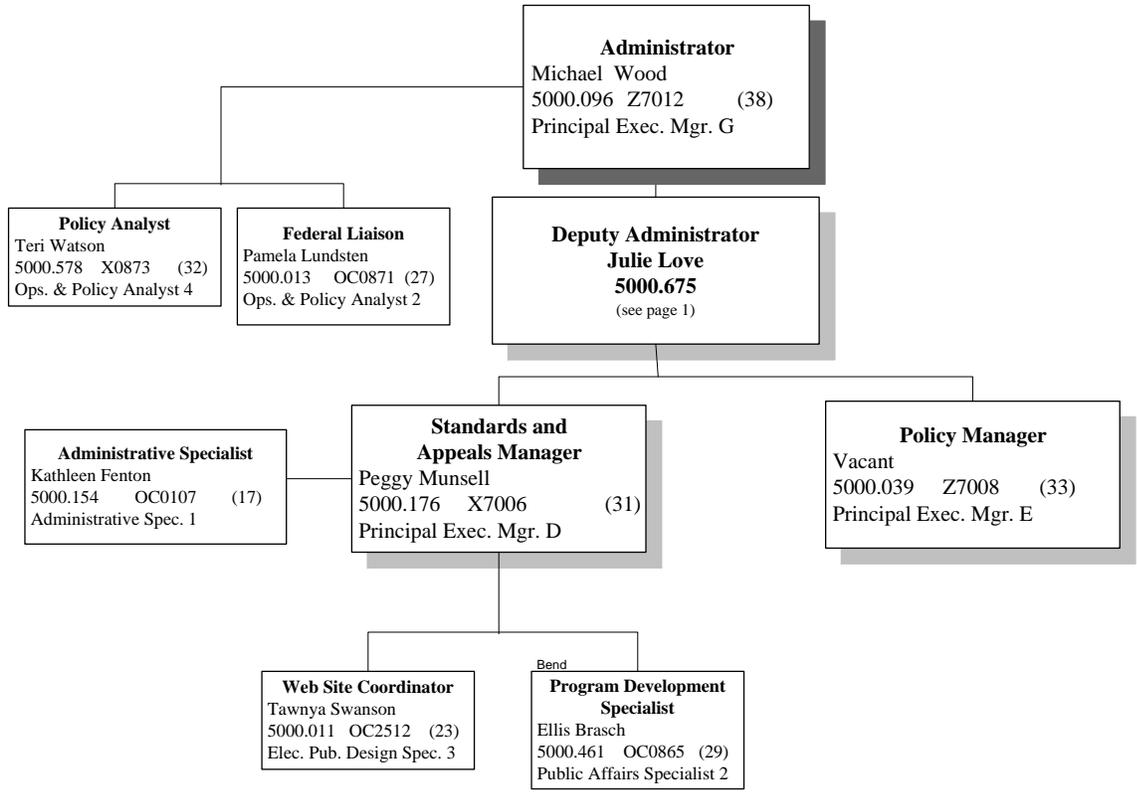
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 July 2016  
 Page 4  
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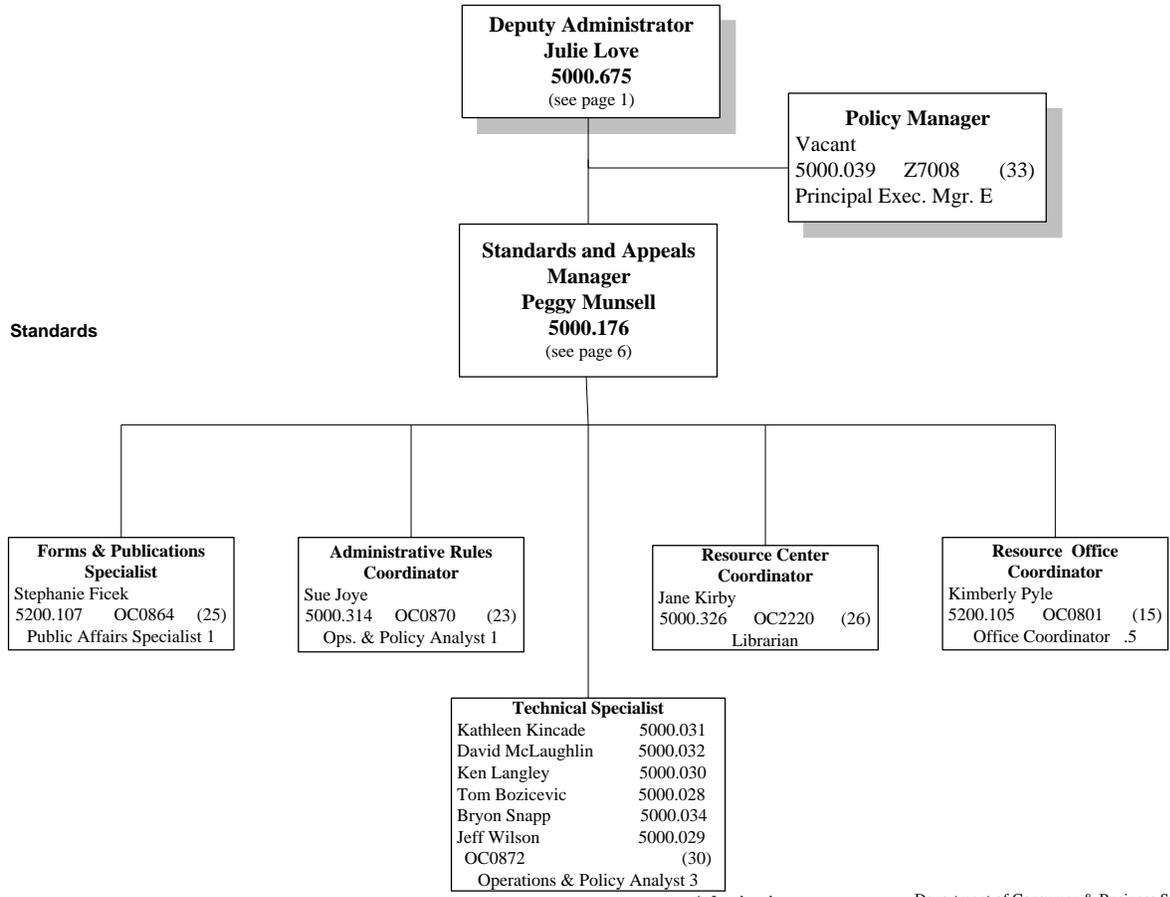
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 July 2016  
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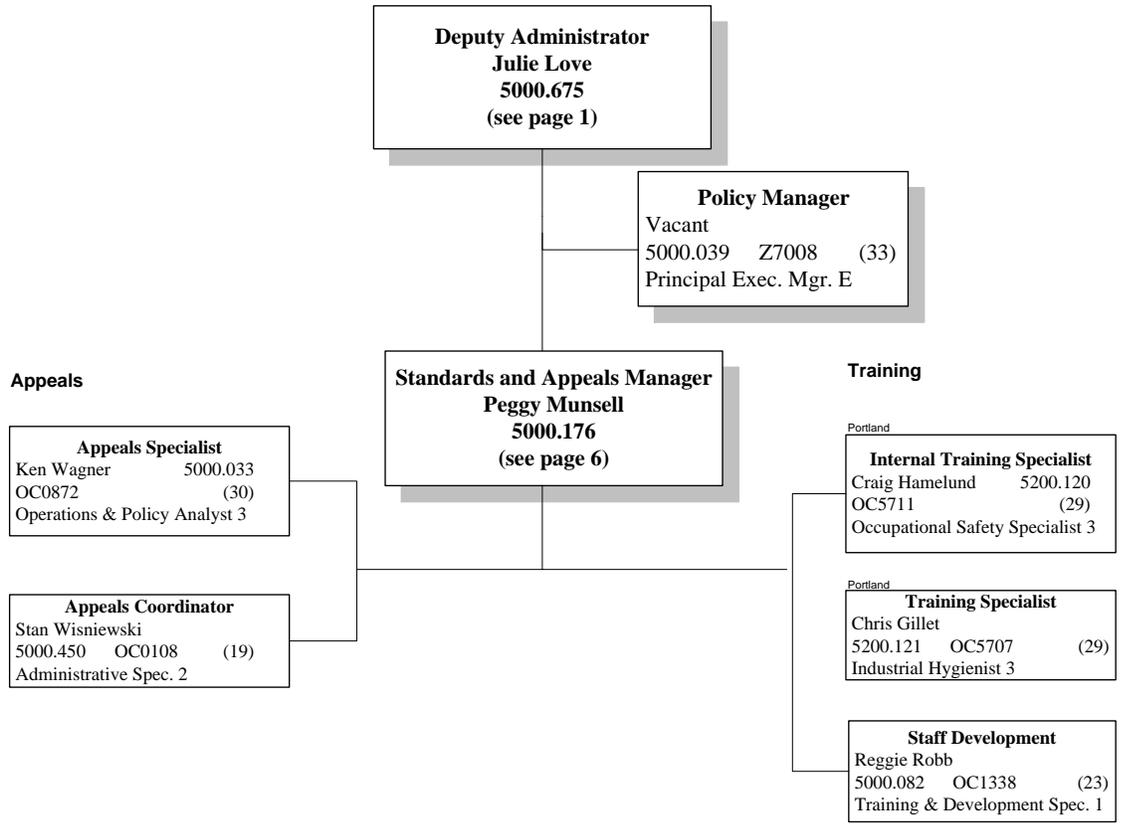
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 July 2016  
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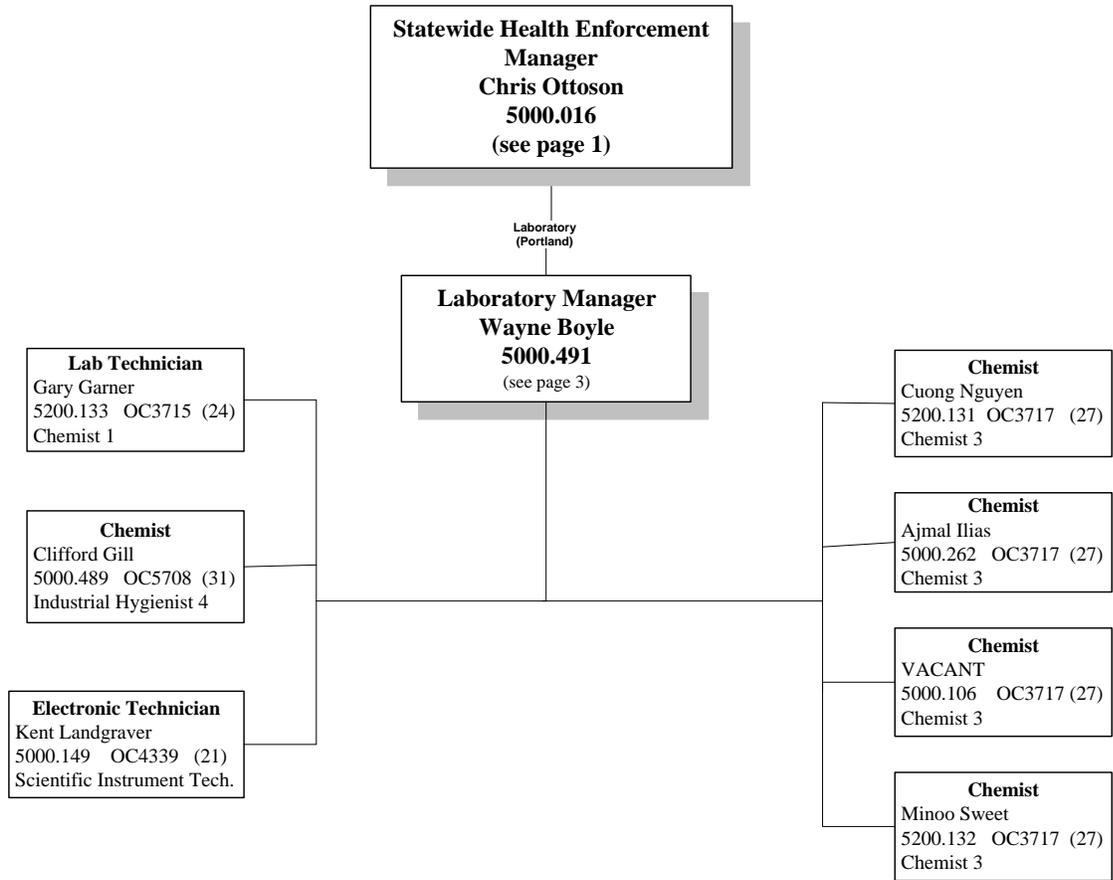
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July 2016  
Page 7  
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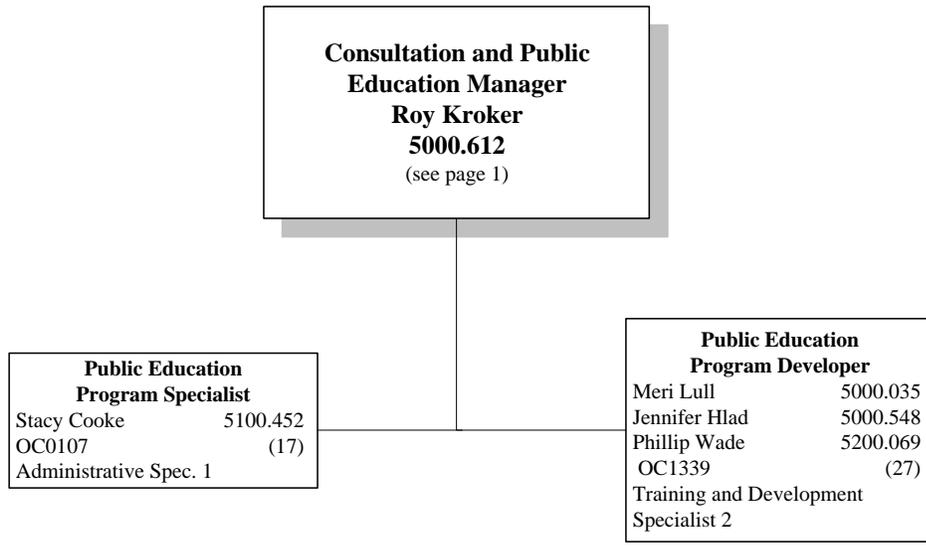
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Department of Consumer & Business Services  
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 July 2016  
 Page 8  
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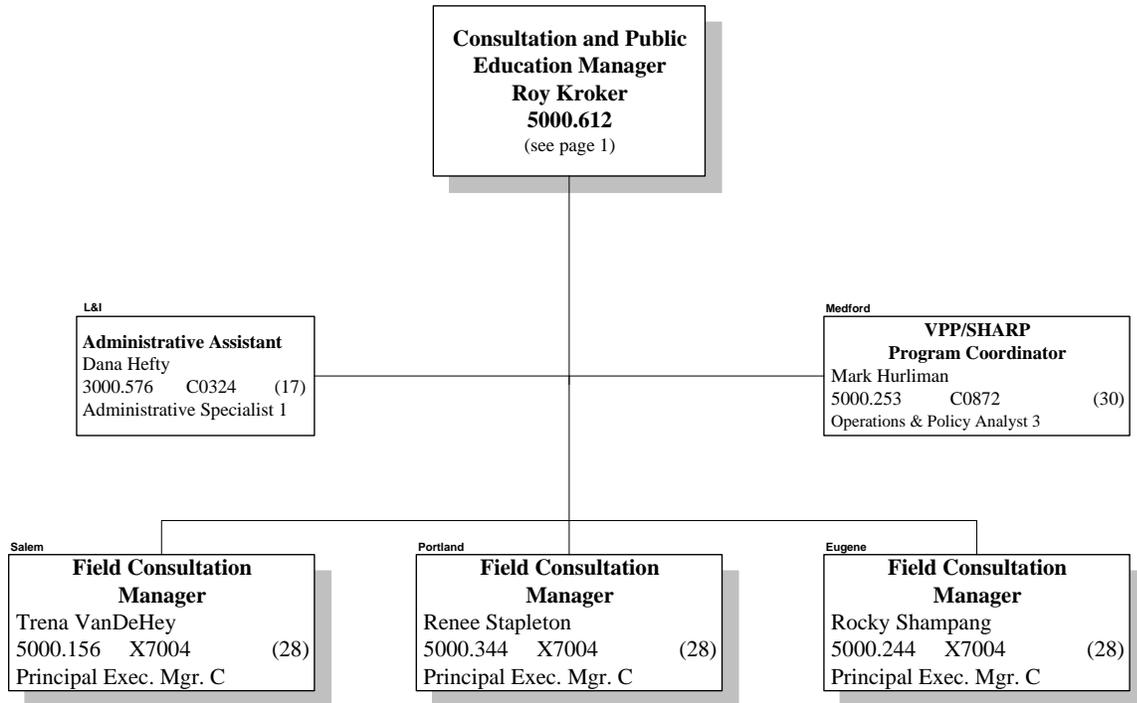
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 July 2016  
 Page 9  
 VisioDocument



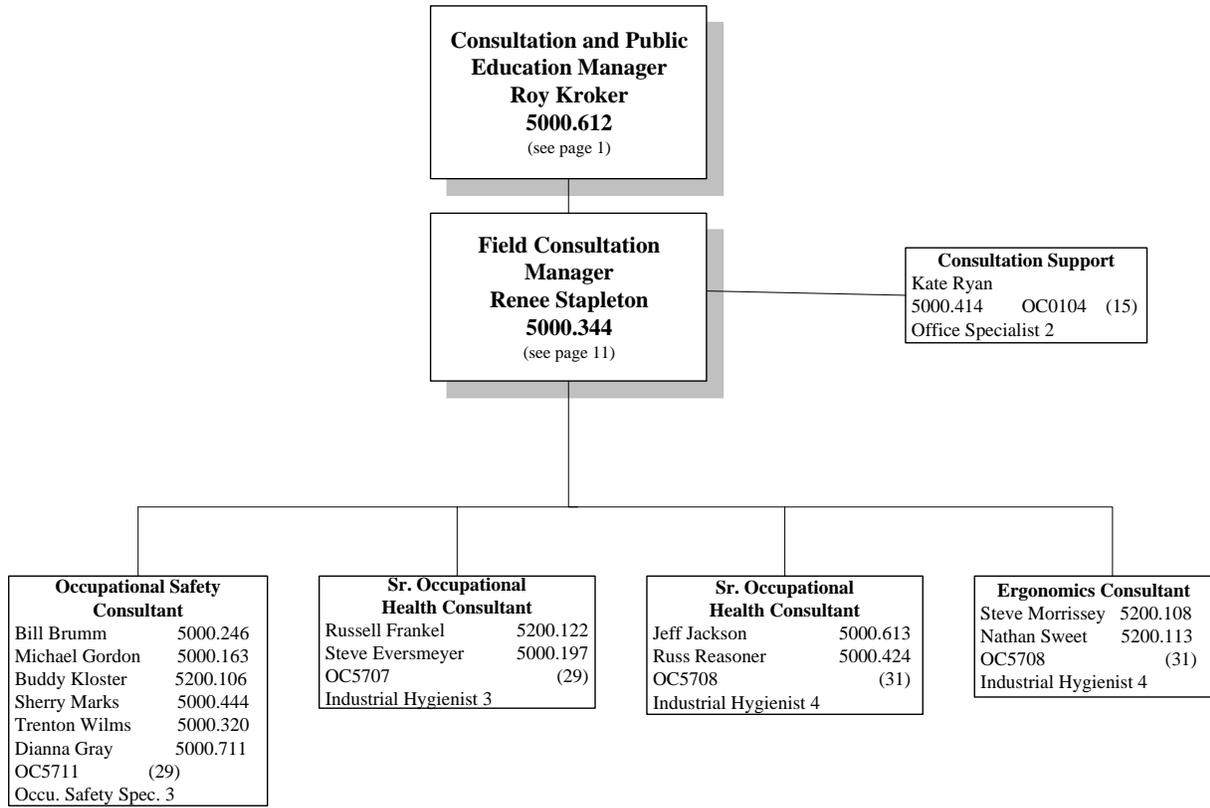
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 Page 10  
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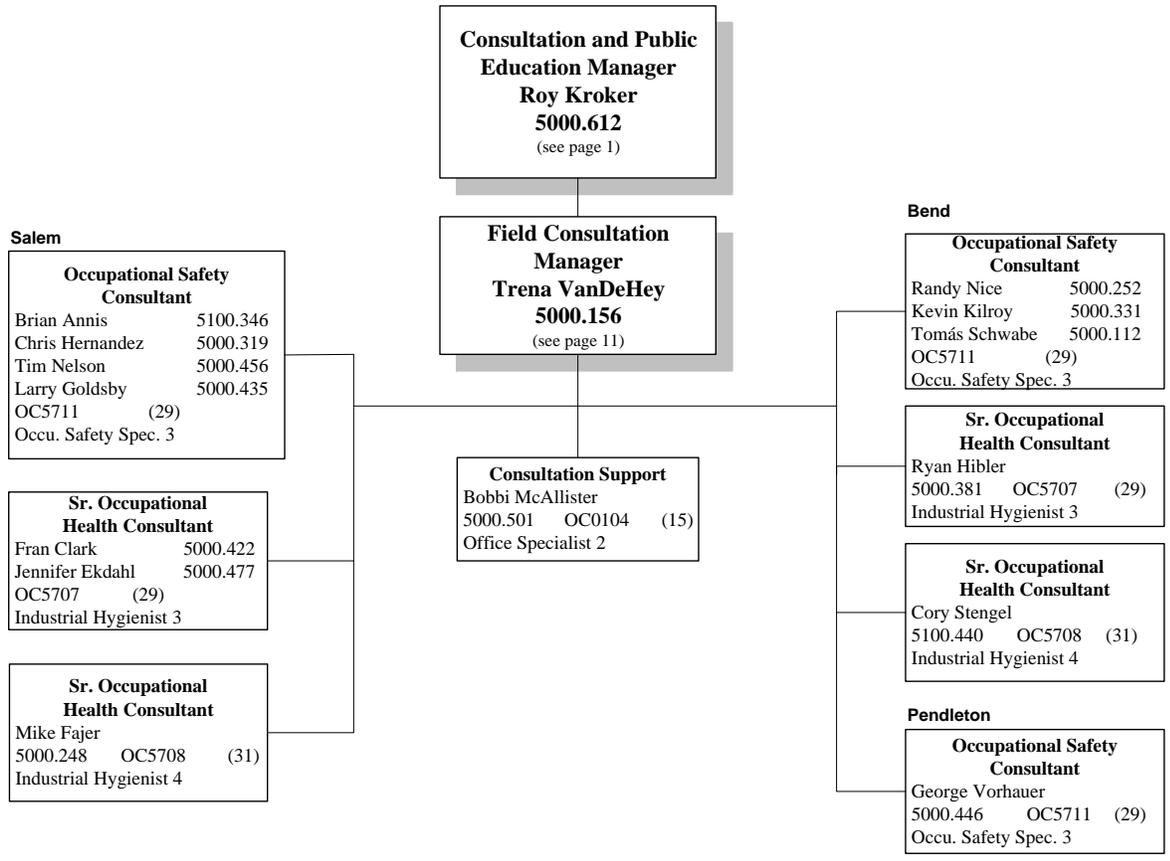
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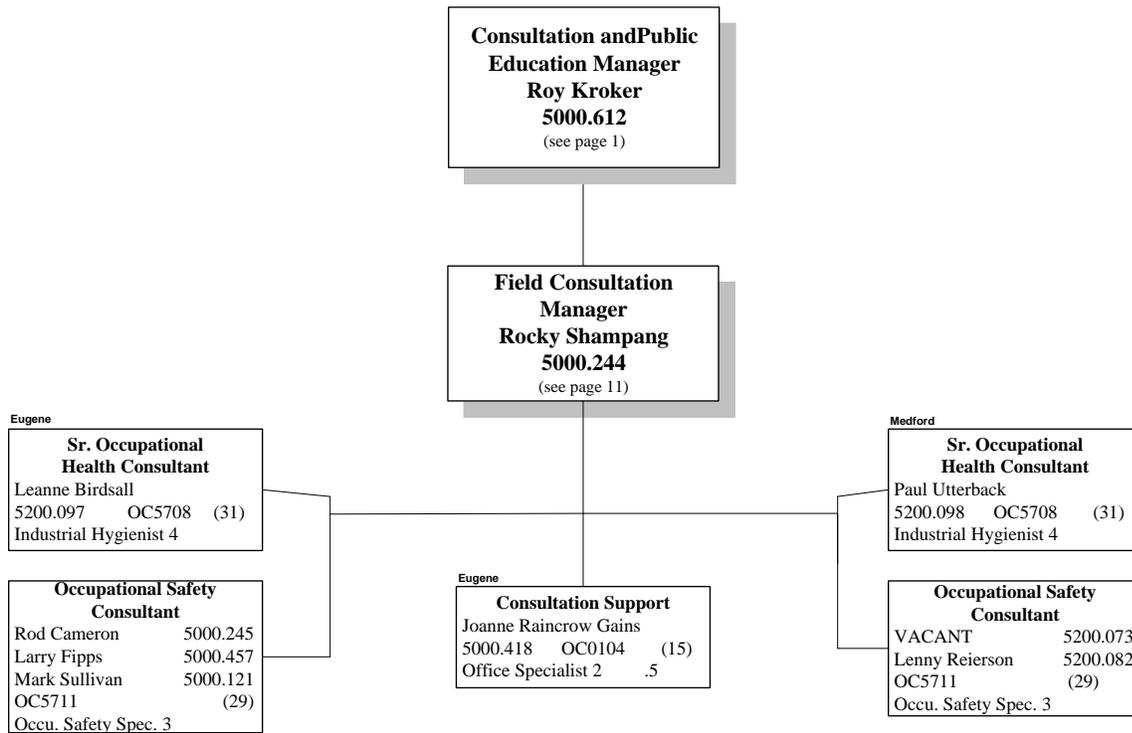
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 July 2016  
 Page 12  
 VisioDocument



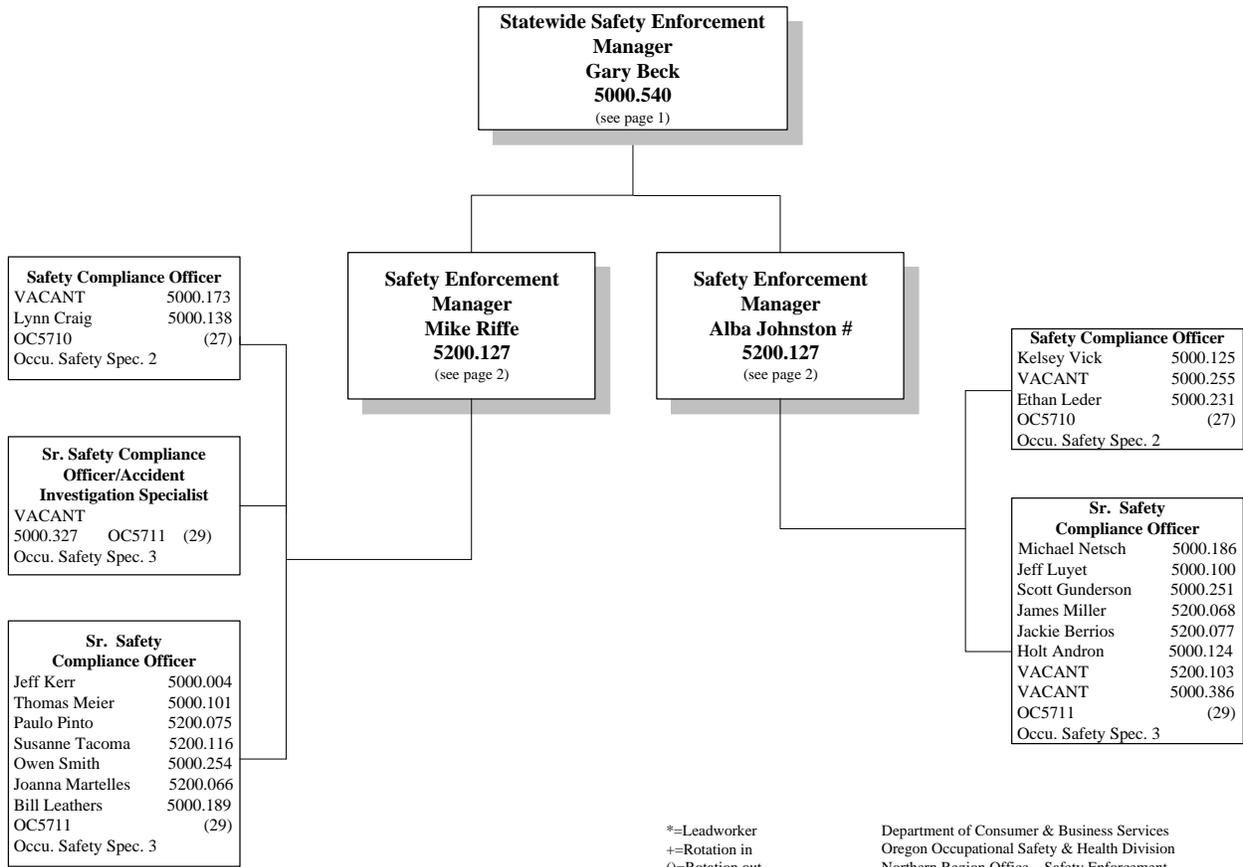
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 July 2016  
 Page 13  
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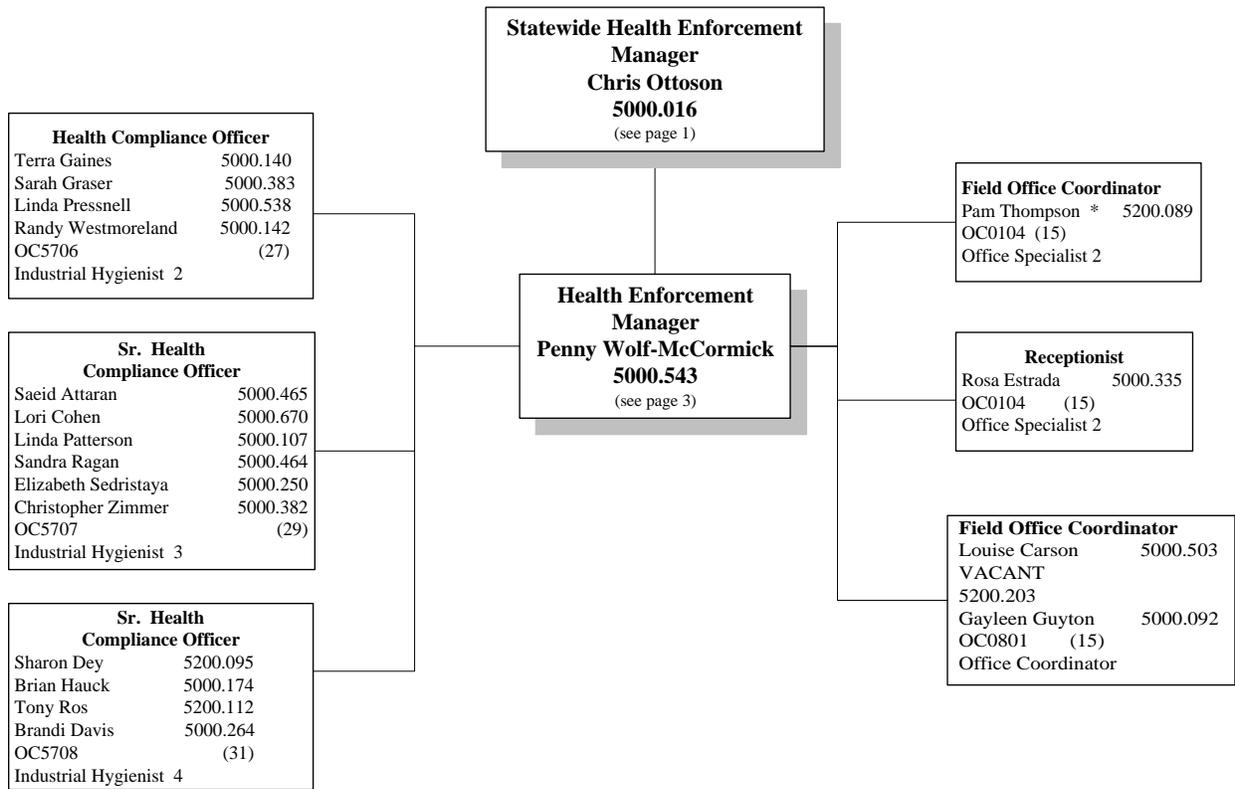
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 July 2016  
 Page 14  
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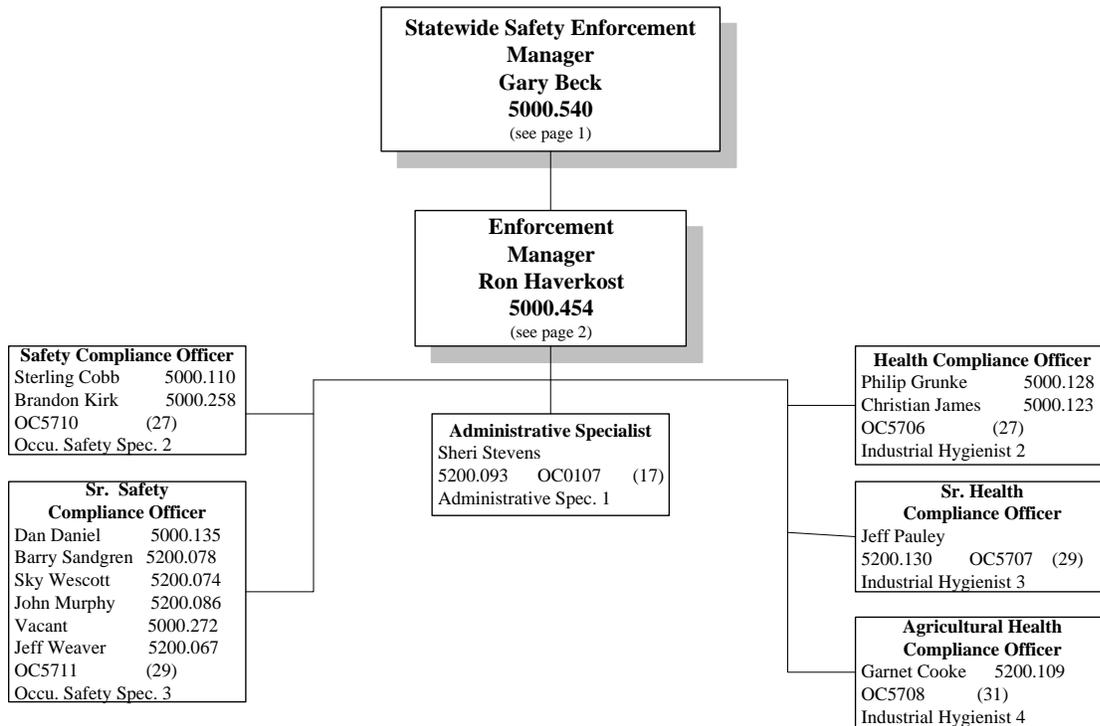
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 July 2016  
 Page 15  
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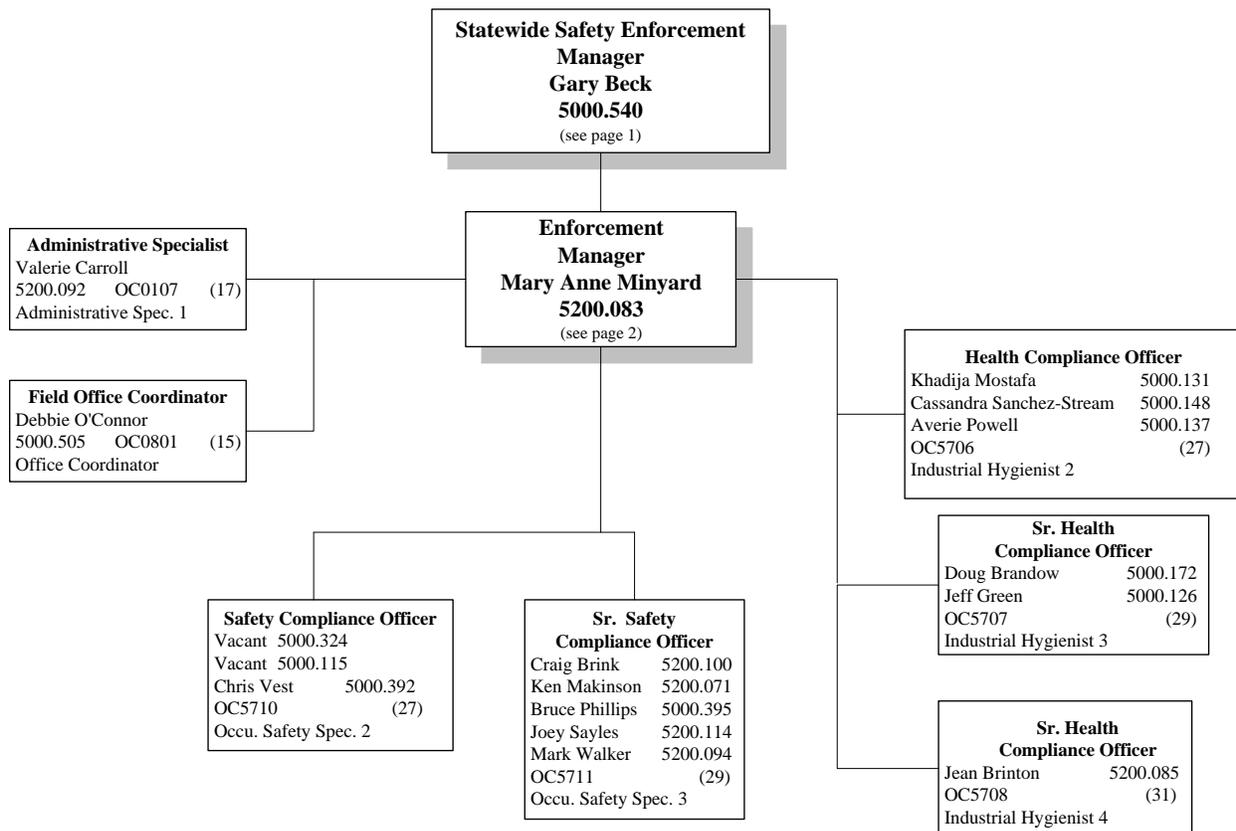
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 July 2016  
 Page 16  
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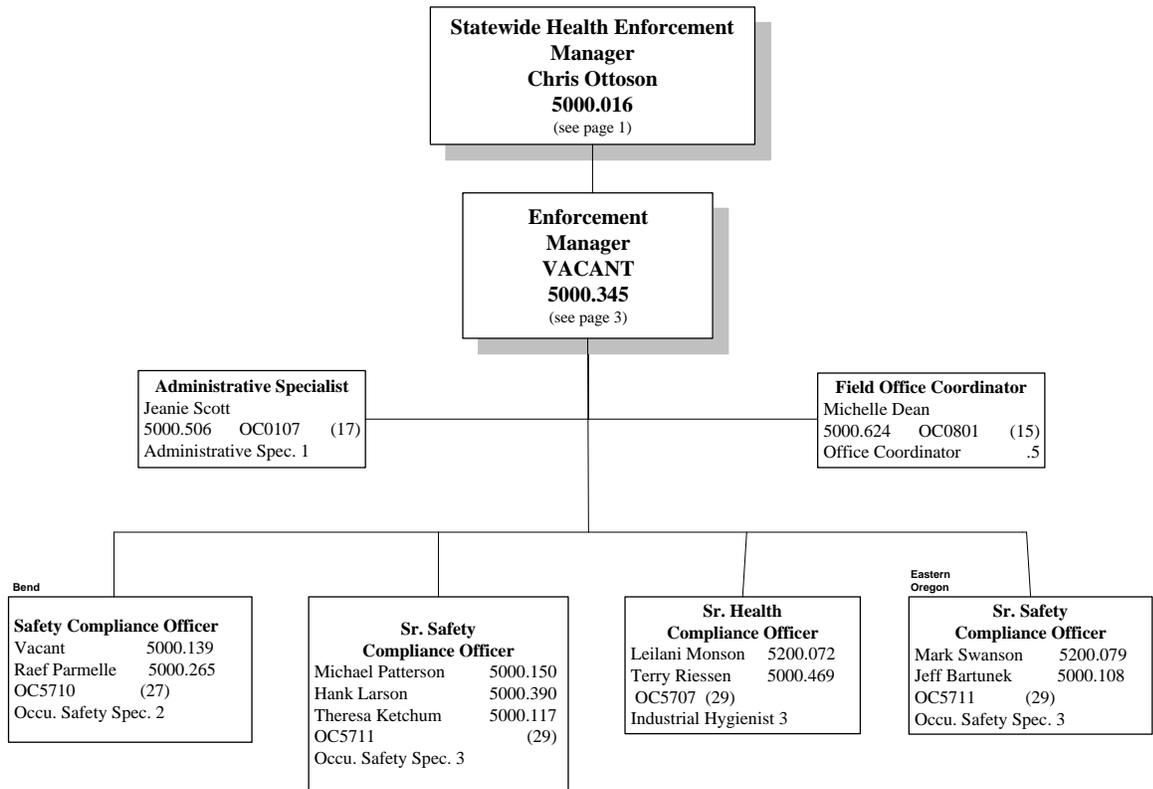
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 July 2016  
 Page 17  
 VisioDocument



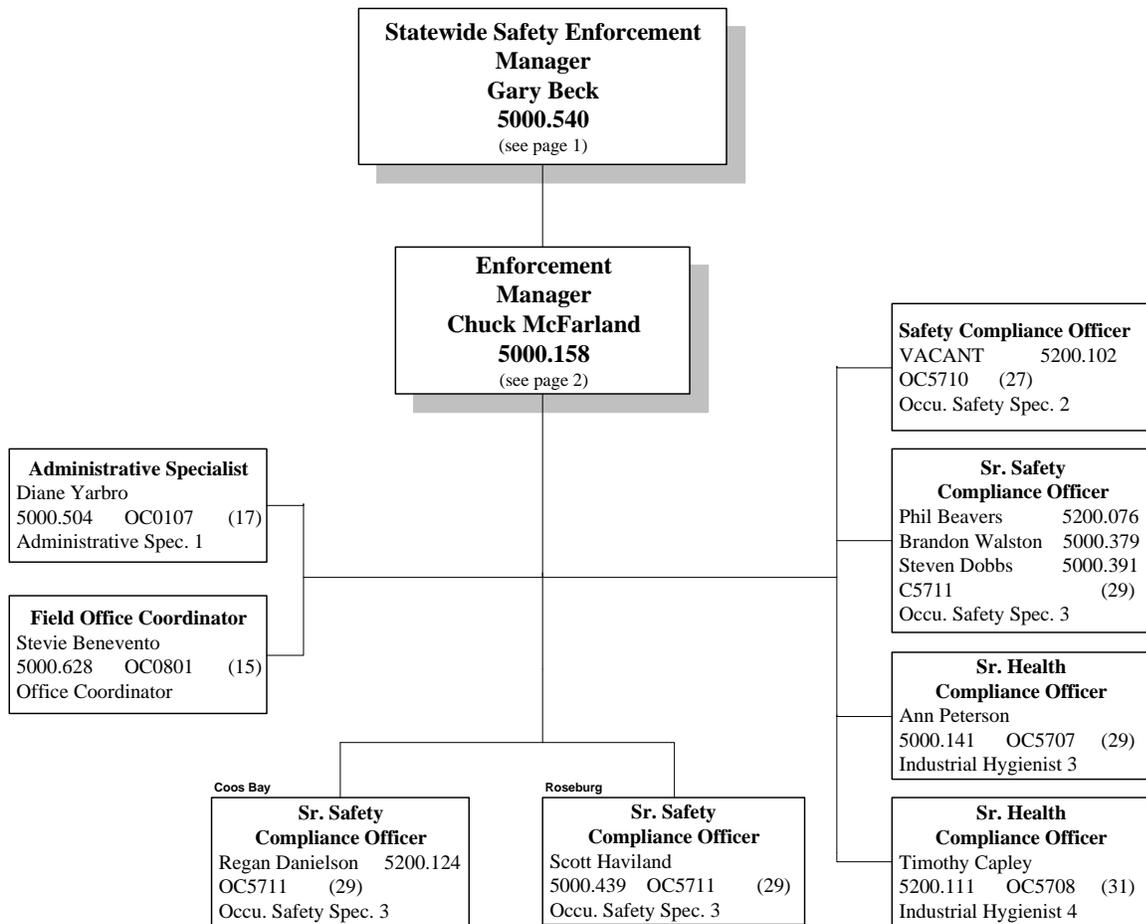
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 July 2016  
 Page 18  
 VisioDocument



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Department of Consumer & Business Services  
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 Page 19  
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 Oregon Occupational Safety & Health Division  
 Southern Region Office (Medford) – Enforcement  
 July 2016  
 Page 20  
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**FY 2017 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 7/1/16</b>	<b>100% State Funded FTE On Board as of 7/1/16</b>
Managers/Supervisors (Admin)	5.00	2.00	7.00	5.00	1.00
First Line Supervisors	9.00	3.75	12.75	8.00	3.75
Safety Compliance Officers	47.00	3.00	50.00	37.00	3.00
Health Compliance Officers	25.00	3.00	28.00	25.00	3.00
Discrimination Investigator	0.00	0.00	0.00	0.00	0.00
Private Sector Safety Consultants (KY, PR, WA) 1, 2	0.00	15.00	15.00	0.00	14.00
Private Sector Health Consultants (KY, PR, WA) 1	0.00	9.00	9.00	0.00	9.00
State/Local Gov. Safety Consultants 1, 2	0.00	3.00	3.00	0.00	3.00
State/Local Gov. Health Consultants 1	0.00	2.00	2.00	0.00	2.00
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	29.00	4.25	33.25	27.00	4.25
Other (all positions not elsewhere counted)	24.00	0.00	24.00	23.00	0.00
<b>Total 23(g) FTE</b>	<b>145.00</b>	<b>45.00</b>	<b>190.00</b>	<b>131.00</b>	<b>43.00</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.*

1 Oregon OSHA has 17 Safety and 12 Health Consultants (100% state funded) who conduct both Private Sector and State/Local Gov. consultations. The FTE allocation is based on the projected FY 2017 consultation visits. (84% Private Sector, 16% State/Local Gov.).

2 VPP/SHARP Program Coordinator included in Safety Consultant category.

## **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 Template

#### 23(g) Compliance and On-site Consultation

23(g) Compliance & On-site Consultation	Actual FY 2015		Estimated FY 2016		Projected FY 2017	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	1895	744	1767	704	1964	741
Private Sector Inspections - Construction	1288	117	1201	111	1335	116
State and Local Government Inspections - Total	98	43	92	40	101	43
<b>Total Inspections</b>	<b>3281</b>	<b>904</b>	<b>3060</b>	<b>855</b>	<b>3400</b>	<b>900</b>
State and Local Government Consultation Visits	146	10	250	130	230	115
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>146</b>	<b>10</b>	<b>250</b>	<b>130</b>	<b>230</b>	<b>115</b>

#### 23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2015		Estimated FY 2016		Projected FY 2017	
	New	Total	New	Total	New	Total
VPP Participants - General Industry	1	21	0	21	2	22
VPP Participants - Construction	0	0	0	0	0	0
VPP Participants - State and Local Government	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	4	0	4	0	4
Private Sector SHARP Participants - 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n.a	n/a
State and Local Government SHARP participants	0	0	0	0	0	0
<b>Outreach Participants</b>		29,629		21,238		27,336

*Outreach Participants refers to estimated number of workers impacted by outreach activity. 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.*

*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 six to seven 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.

Oregon OSHA has coordinated with the Small Business Ombudsman to market to policy holders on the assigned risk plan, with experience modifications over 1.00. The national council on compensation insurance is providing data to Oregon OSHA quarterly.

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, monthly Construction Depot Newsletter and Forest Activities News that is published occasionally 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.

## **2017 ANNUAL PERFORMANCE GOALS**

## **Strategies for Success**

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

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

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

<b>FY 2017 Performance Goal (1, 2, 3)-1</b>	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.  Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.
<b>Indicators</b>	<b>Activity Measures</b> 1) Market VPP & 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.
	<b>Intermediate Outcome Measures</b> 2) Number of companies working toward SHARP recognition. 3) Number of companies indicating an interest in VPP by requesting program information.
	<b>Primary Outcome Measures</b> 4) Number of employers who receive SHARP certification. 5) Number of employers who receive VPP certification.
<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(s)</b>	<ul style="list-style-type: none"> <li>• Number of SHARP certified companies, including graduated sites as of FY 2014: 211</li> <li>• Number of VPP sites as of FY 2014: 20</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**

<b>FY 2017 Performance Goal (1, 2, 3)-2</b>	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.
<b>Indicators</b>	<p><b><u>Outreach Efforts:</u></b></p> <p><b>Videos</b></p> <ol style="list-style-type: none"> <li>1) Number of new non-English videos created or acquired.</li> <li>2) Number of non-English videos checked out or viewed.</li> </ol> <p><b>Publications, On-line APPs</b></p> <ol style="list-style-type: none"> <li>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.</li> <li>4) Number of current publications evaluated for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach.</li> </ol> <p><b>On-line Courses</b></p> <ol style="list-style-type: none"> <li>5) Continue review and revision of on-line course offerings and expand the number of on-line courses.</li> </ol> <p><b>Conferences</b></p> <ol style="list-style-type: none"> <li>6) Coordinate with stakeholders to co-sponsor safety and health conferences throughout the state.</li> </ol> <p><b>Other Outreach Activities</b></p> <ol style="list-style-type: none"> <li>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 and vulnerable and hard-to-reach workers.</li> </ol>
	<p><b>Primary Outcome Measures</b></p> <p><b>Training Sessions</b></p> <ol style="list-style-type: none"> <li>8) Number of Non English language training sessions.</li> <li>9) Number of attendees at Non English language training sessions.</li> <li>10) Number and percent of participants from small businesses and high hazard industries participating in Oregon OSHA on-line training sessions.</li> </ol>

	<p>11) Number of participants at Oregon OSHA workshop training sessions.</p> <p><b>Educational Activities</b></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 directed to small employers and to high-hazard industries.</p> <p>14) Number of participants at Oregon OSHA conferences.</p> <p><b>Consultations</b></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>
<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 2014: 3</li> <li>• Number of non-English videos checked out in FY 2014: 553</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 FY2014: 29</li> <li>• Number of Spanish language training sessions in FY 2014: 2</li> <li>• Number of attendees at Spanish language training sessions in FY 2014: 40</li> <li>• Number and percentage of participants from small businesses and high hazard industries participating in Oregon OSHA training sessions in FY2014: 572 (3.8%) participants from small businesses and 4,814 (32.1%) from high hazard industries.</li> <li>• Number of participants in Oregon OSHA training sessions in FY 2014: 14,987</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 FY2014: 5</li> <li>• Number of participants at Oregon OSHA conference sessions in FY 2014: 1,894</li> <li>• Number and percentage of consultations provided to small employers in FY 2014: 1,609 out of 2,570 (62.60%)</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 FY2014: 1,176 out of 2,570 (45.79%).</li> <li>• 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</li> </ul>

	events, social media and focused outreach to high hazard industries and vulnerable and hard-to-reach workers. (New. Baseline yet to be determined.)
<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 2017 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 partnerships and stakeholder groups in high hazard, emerging and existing 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 and stakeholder groups in high hazard, emerging and existing industry sectors.
<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 2014: 32</li> <li>• Number of alliances posted on OSHA web site at the end of FY 2014: 3</li> <li>• Number of partnerships and stakeholder groups in high hazard, emerging and existing industry sectors at the end of FY 2014: 14</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Teri Watson, Oregon OSHA Legislative and Policy Analyst</li> </ul>

**Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.**  
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**5-Year Performance Goal (1, 2)-1: Safety & Health Hazards**

<p><b>FY 2017 Performance Goal (1, 2)-1</b></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 4.1 to 3.7 (or less) per 100 workers by the end of year 2020 through focusing on targeted high hazard industries and safety and health hazards.</p>
<p><b>Indicators</b></p>	<p><b>Activity Measures</b></p> <p><b>Inspections - Health– Rolling Total</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– Rolling Total</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– Rolling Total</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 during on-site consultation activities.</li> </ol> <p><b>Consultations - Safety– Rolling Total</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 during on-site consultation activities.</li> </ol>

	<p><b>High Hazard Consultations – Rolling Total</b>  18) The number and percentage of consultation visits in high-hazard industries compared to target of 50%.</p> <p><b>Ergonomics Consultations</b>  19) Total number of safety and health ergonomics consultations.  20) Total number of safety and health ergonomics consultations in industries with high MSD rates.</p> <p><b>Workplace Violence</b>  21) Number of inspections where workplace violence was addressed.  22) Number and type of workplace violence focused outreach efforts.  23) Number of consultations where workplace violence was addressed.</p> <p><b>Primary Outcome Measures</b>  24) Percent change in the DART rate (reported annually).  25) Percent change in the statewide total case incidence rate, TCIR (reported annually.)</p>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• OSHA IMIS, OSHA OIS, Oregon OSHA OTIS</li> <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 11/2013. 2013 and 2014 accepted disabling claims and fatality rates are based on preliminary employment data that will be updated June 2015 and June 2016, respectively.</li> </ul>
<b>Baseline(s)</b>	<ul style="list-style-type: none"> <li>• 2013 DART rate for public sector + private industry: 2.2</li> <li>• 2013 TCIR rate for public sector + private industry: 4.1</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 2017 Performance Goal (2)-1</b>	Increase the number of severe chemical hazards identified (and therefore corrected) to at least 817 by the end of 2020.
<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) An increase in the identification and correction of serious hazards, for a 5-year total of at least 817.
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>Information Management Division reports</li> <li>Selected standards from Divisions 2,3,4,7 were identified as those most likely related to exposures to hazardous chemicals rated as serious.</li> </ul>
<b>Baseline(s)</b>	The count of serious violations is totaled annually from the FY 2014 baseline of 743. This will be reported annually.
<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 2017 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-Rolling Total</b>  <b>Total number</b> of inspections/consultations in the following emphasis areas:</p> <table border="0"> <tr> <td>1) Trenching</td> <td>9) Diisocyanate</td> </tr> <tr> <td>2) Falls in Construction</td> <td>10) Process Safety Management</td> </tr> <tr> <td>3) Struck-by in logging</td> <td>11) Combustible dust</td> </tr> <tr> <td>4) Agricultural labor housing</td> <td>12) Hexavalent chromium</td> </tr> <tr> <td>5) Field sanitation</td> <td>13) Amputations</td> </tr> <tr> <td>6) Pesticide</td> <td>14) Nursing and residential care facilities</td> </tr> <tr> <td>7) Lead</td> <td>15) Diacetyl (Flavoring Chemicals)</td> </tr> <tr> <td>8) Silica</td> <td>16) 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.  *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	9) Diisocyanate	2) Falls in Construction	10) Process Safety Management	3) Struck-by in logging	11) Combustible dust	4) Agricultural labor housing	12) Hexavalent chromium	5) Field sanitation	13) Amputations	6) Pesticide	14) Nursing and residential care facilities	7) Lead	15) Diacetyl (Flavoring Chemicals)	8) Silica	16) Severe Violator Enforcement Program
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8) Silica	16) Severe Violator Enforcement Program																
	<p><b>Primary Outcome Measures-Rolling Total</b>  <u>Emphasis programs – Percent of all</u> inspections/consultations conducted in local and national emphasis programs.</p> <p>17) Safety &amp; Health Inspections  18) Consultations</p>																
<b>Data Sources</b>	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 2014: Safety (996/3333) Health (266/910)</li> <li>• FY 2014 percent of local and national emphasis inspections compared to total inspections: 29.7% (1262/4243)</li> <li>• Number of emphasis program consultations in FY 2014: (818/2570)</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 2017 Performance Goal (3)-1</b>	Reduce the most recent 3-year average rate of workplace fatalities from 1.78 per 100,000 to 1.4 per 100,000 by 2020 through inspections and interventions.
<b>Indicators</b>	<p><b>Activity Measures</b></p> <ol style="list-style-type: none"> <li>1) Total number of inspections.</li> <li>2) Total number of consultations.</li> </ol> <p><b>Comprehensive Consultations – Safety and Health- with identified and corrected hazards – Pilot Project</b></p> <ol style="list-style-type: none"> <li>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.</li> <li>4) The number of Safety and Health comprehensive consultations with identified and corrected hazards in the Pilot Project.</li> </ol>
	<p><b>Intermediate Outcome Measure</b></p> <ol style="list-style-type: none"> <li>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.</li> </ol>
	<p><b>Primary Outcome Measures</b></p> <ol style="list-style-type: none"> <li>6) Number of compensable fatalities (reported quarterly fiscal year and annual calendar year).</li> <li>7) Compensable fatality rate (reported annually - calendar year).</li> </ol>
<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>• Comprehensive Consultations – Safety and Health- with identified and corrected hazards – Pilot Project (New. Baseline yet to be determined.)</li> <li>• Compensable fatality baseline rate for CY 2012-2014: 1.78</li> <li>• The combined average penalty where the hazard cited creates a meaningful increase in the risk of workplace death in FY 2014: \$1,341.</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>

**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)-5: Timely Response**

<b>FY 2017 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 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>	<p><u>FY 2014 timely response percentages:</u></p> <ul style="list-style-type: none"> <li>• Untimely opening of fatality inspections: 0</li> <li>• Untimely opening of imminent danger complaint inspections: 0</li> <li>• Fatalities: 100% (31/31) attempted within 24 hours</li> <li>• Imminent Danger Complaint Inspections: 100% (26/26) attempted within 24 hours</li> <li>• Serious Complaint Inspections: 93.3% (461/494) attempted within 5 working days</li> <li>• Other-than-serious Complaint Inspections: 94.4% (321/340) attempted within 30 working days</li> <li>• Complainant Response Time: 95.7% (1365/1425) within 10 calendar days</li> <li>• Investigations (phone/fax, letter): 97.5% (578/593) response w/in 10</li> </ul>

	working days <ul style="list-style-type: none"> <li>• Family Letter: 98.5% (64/65) sent within 10 days of fatality notification</li> <li>• Discrimination Complaints: 83% (91/109) within 90 days</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>• Teri Watson, Oregon OSHA Legislative and Policy Analyst</li> </ul>

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

<b>FY 2017 Performance Goal (1, 2, 3)-6</b>	Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.
<b>Indicators</b>	<p><b>Activity Measures</b></p> <p>1) Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.</p> <p><b>Primary Outcome Measures</b></p> <p>2) Percent of positive responses on customer surveys in the following areas:</p> <ul style="list-style-type: none"> <li>Conferences</li> <li>Public education</li> <li>Audio-visual library</li> <li>Consultation</li> <li>Enforcement</li> <li>Appeals</li> <li>Lab</li> </ul>
<b>Data Sources</b>	<ul style="list-style-type: none"> <li>• Information Management Division - Research &amp; Analysis.</li> <li>• Oregon OSHA Conference Section Database.</li> <li>• Oregon OSHA Training Section Database.</li> <li>• Oregon OSHA Audio-Visual Library Database.</li> <li>• Oregon OSHA Lab survey results.</li> </ul>
<b>Baseline(s)</b>	<p><u>FY 2014 percent satisfaction reported:</u></p> <ul style="list-style-type: none"> <li>Consultation: 98%</li> <li>Public Education: 98%</li> <li>Conferences: 90.5%</li> <li>Enforcement Compliance Officer Performance Survey: 91.7%</li> <li>Audio-Visual Library Survey: 91%</li> <li>Appeals: 82.5% - (90% is the baseline goal)</li> <li>Lab: 88.1% - (90% is the baseline goal)</li> </ul>
<b>Program Contacts</b>	<ul style="list-style-type: none"> <li>• Julie Love, Oregon OSHA Deputy Administrator</li> </ul>

(1, 2, 3)-7

**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 2017 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 FY2014, 94% of Safety and Health staff received 24 hours of Safety and Health professional development training.</li></ul> <p>The first two year period for Safety and Health staff to receive 48 hours of Safety and Health professional development training is FY 2014 through FY2015.</p>
<b>Program Contacts</b>	<ul style="list-style-type: none"><li>Peggy Munsell, Oregon OSHA Standards and Appeals Manager</li></ul>