



Department of Consumer
and Business Services

2025 Annual Performance Plan

July 22, 2024



INTRODUCTION

This Annual Performance Plan, for federal fiscal year 2025 (October 1, 2024 through September 30, 2025) describes how the Oregon Occupational Safety and Health Division (Oregon OSHA) will allocate its resources to conduct the activities tied to the specific goals contained in Oregon's 5-year (2021-2025) Strategic Plan. The specific goals are:

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

Oregon OSHA will continue the reduction in injuries and illnesses as measured by the Bureau of Labor Statistics, with the statewide DART rate being reduced to 2.0 per 100 workers (or less) and the statewide total case incidence rate being reduced to 3.5 per 100 workers (or less).

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

Oregon OSHA will establish a baseline measurement of severe chemical hazards identified and will increase such hazards identified (and therefore corrected) to a five-year average of at least 869 by the final year of the planning period.

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

Oregon OSHA will accelerate the decline in Oregon workers compensation fatality rates, with the final three years of the planning period averaging 1.6 per 100,000 workers (or less), which will be a 8 percent decrease compared to the most recent three-year baseline period.

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

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

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

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

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

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

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

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

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

Customer Service - Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.

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

OVERVIEW OF OREGON OSHA

The Administration of the Occupational Safety and Health Administration's (OSHA) approved the comprehensive state plan for Oregon that is vested in the Department of Consumer and Business Services (DCBS) by the Oregon Safe Employment Act of 1973 as amended through 2023. The plan encompasses all functions of the Oregon Occupational Safety and Health Division (Oregon OSHA). Oregon OSHA promulgates and enforces occupational safety and health regulations and provides technical information, education, consultations and training grants to promote safe and healthful working conditions for Oregon workers. While the bulk of activity in the Oregon State Plan is undertaken by Oregon OSHA, other divisions within DCBS contribute to the mission including the Workers' Compensation Division, Ombuds for Oregon Workers, the Hearings Division of the Workers' Compensation Board, and the Central Services Division: Financial Services, Information Technology and Research, Director's Office. The Oregon Attorney General's Office and a portion of the Civil Rights Division of the Bureau of Labor and Industries also contribute to activities in the Oregon State Plan.

OREGON OSHA Mission Statement:

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

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

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

All Oregon OSHA programs work cooperatively toward meeting the division’s mission and strategic objectives. Along with the Public Education and the Conference Section, enforcement officers, technical specialists, and consultants produce technically accurate, high quality training to employers and employees. While the Oregon OSHA professional staff are technically trained in all areas of occupational safety and health, hazard identification, and accident investigation, the division has in-house specialists focusing on specific industry needs. These specialists include staff focusing on construction, logging, and agriculture, as well as trained ergonomists. In addition, we have trained individuals to evaluate facilities that are covered under the Process Safety Management (PSM) standard.

Oregon OSHA is dedicated to assisting employers in achieving self-sufficiency in safety and health program management, including developing and implementing comprehensive safety and health plans. The elements of a successful plan management leadership, worker participation, hazard identification and assessment, hazard prevention and education and training, program evaluation and improvement, communications and coordination of employer, contractor and staffing agencies, and a periodic review of the plan itself.

Oregon OSHA will implement progressive occupational safety and health strategies as it strives to achieve its mission and the goals of the Strategic Plan. A comprehensive program will be used by Oregon OSHA to continue the declining trend in the rate of occupational injuries, illnesses, and fatalities in Oregon.

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

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

Demographic Profile 2023

During CY 2023 an estimated 1,836,584 workers covered by Workers' Compensation insurance were employed in Oregon with an estimated 192,616 employers. These employers operate at approximately 223,339 locations.

NAICS ¹	Industry ²	Employees ³	Units ⁴
111	Crop production	27,353	4,264
115	Agriculture and forestry support	15,661	1,433
236	Building construction	32,930	9,651
237	Heavy construction	10,836	1,751
238	Specialty trade	72,326	15,191
311	Food manufacturing	28,420	1,731
312	Beverage and tobacco products	7,785	888
321	Wood product manufacturing	22,661	878
332	Fabricated metal products	15,581	1,658
333	Machinery manufacturing	14,148	1,121
334	Computer and electronic products	40,719	1,425
336	Transportation equipment	11,139	678
339	Miscellaneous manufacturing	8,559	1,120
423	Merchant wholesale, durable	39,441	4,705
424	Merchant wholesale, non-durable	30,739	3,124
441	Motor vehicles and parts	26,438	2,423
444	Building material and garden supply	17,811	1,477
445	Food and beverage stores	47,303	3,199
449	Furniture, Home Furnishings, Electronics, and Appliance Retailers	10,604	336
455	General Merchandise Retailers	40,085	125
456	Health and Personal Care Retailers	8,255	210
457	Gasoline Stations and Fuel Dealers	11,318	178
458	Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	15,780	442
459	Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	29,270	1,336
484	Truck transportation	18,812	2,970
488	Transportation support	8,755	987
492	Couriers and messengers	14,732	568
493	Warehousing and storage	17,657	590
513	Publishing Industries	16,241	2,747
518	ISPs, search portals	7,636	1,047
522	Credit intermediation	22,793	2,426
524	Insurance carriers	24,148	3,605
531	Real estate	23,503	5,541
541	Professional, scientific and technical services	109,610	26,575
551	Management of companies and enterprises	51,032	841
561	Administrative and support services	96,159	13,591
611	Educational services	32,025	3,344
621	Ambulatory health care services	98,279	9,162
622	Hospitals	59,402	638
623	Nursing and residential care	52,426	4,058
624	Social assistance	72,380	3,909
713	Amusements, gambling, and recreation	19,494	1,808

721	Accommodation	24,374	2,756
722	Food and drinking places	153,349	12,758
811	Repair and maintenance	19,828	4,117
812	Personal and laundry services	14,966	3,194
813	Membership organizations	29,341	6,467
999	Industry unknown	8,031	10,924
GOV	State and local government	256,449	8,649

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 - June 2024

IDENTIFICATION OF COVERED ISSUES

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

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

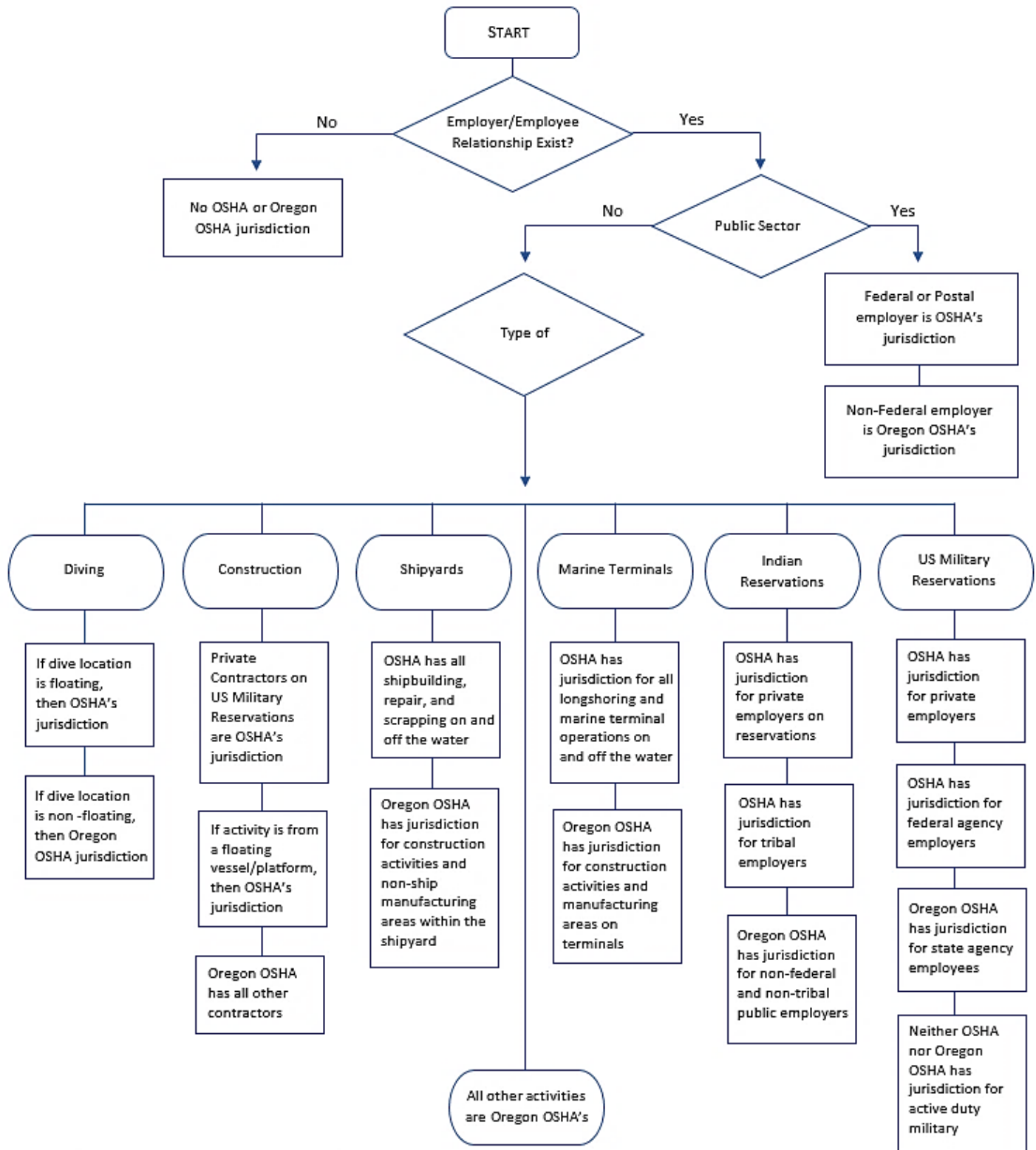
The state has concurrent jurisdiction over mining with the USDOL, Mine Safety and Health Administration (MSHA), but chooses not to exercise jurisdiction if it subjects the employer to duplicate inspections by both agencies.

Oregon OSHA will continue to register farm labor camp housing and conduct field sanitation and farm labor camp housing inspections in 2025, and work cooperatively with federal Department of Labor to coordinate farm labor camp housing.

Legislative Activity affecting Oregon OSHA

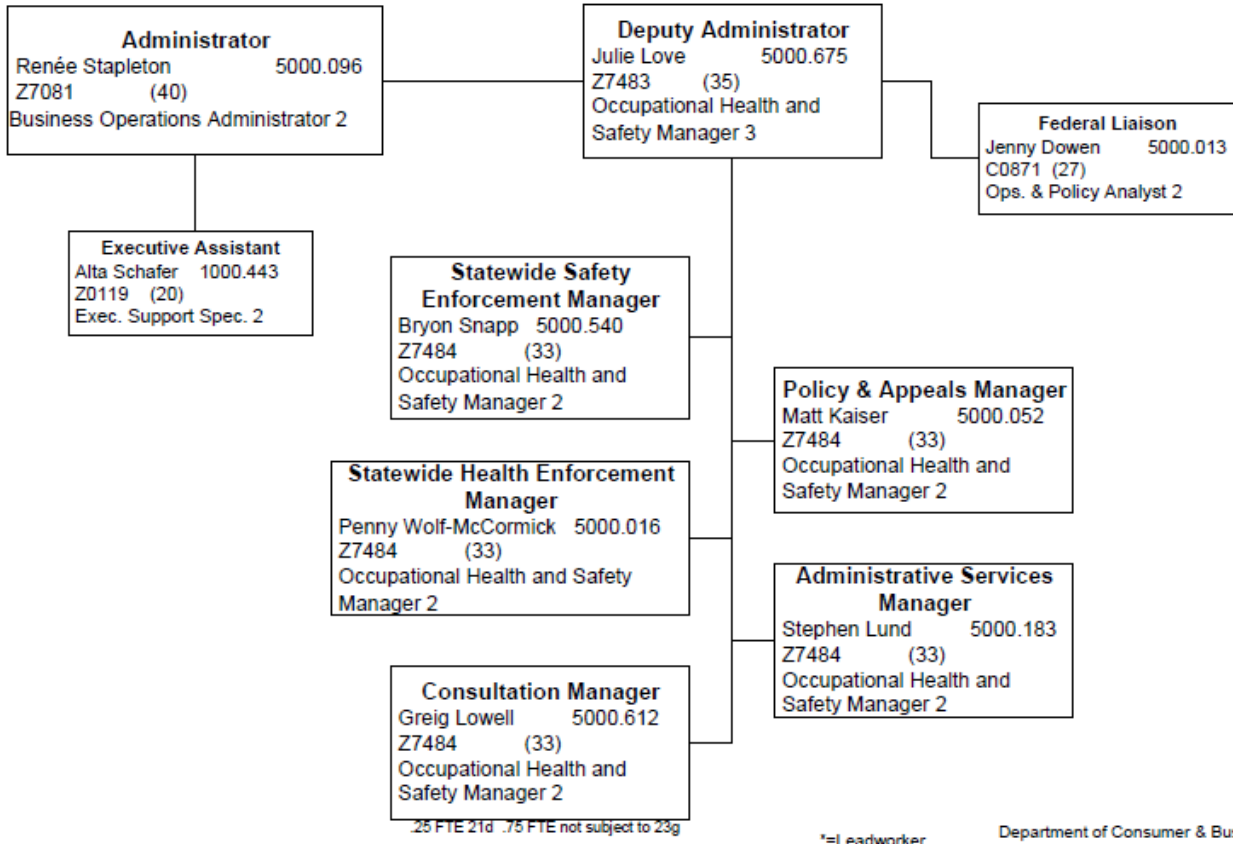
The Oregon Legislative Assembly convened for its short session February 5 - March 10, 2024. The only legislative activity of note was that [HB 4002](#) (2024) passed, which among other things, directs Oregon OSHA to participate in a state interagency "Task Force on Improving the Safety of Behavioral Health Workers," and focus on workplace violence prevention in those healthcare settings.

OSHA vs. Oregon OSHA Jurisdiction in Oregon



* The following exceptions are noted:
 Employment at DOE Albany Research Center – OSHA jurisdiction
 Private employers within Crater Lake National Park – OSHA jurisdiction

Oregon OSHA Division



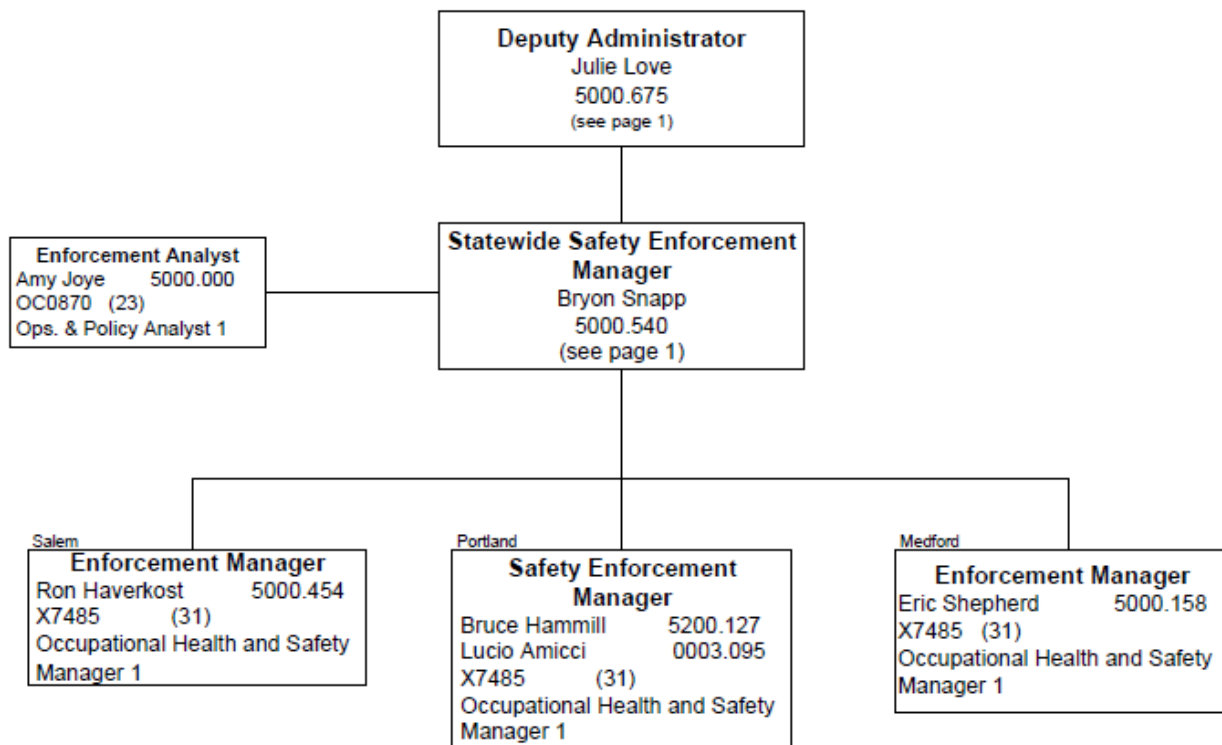
.25 FTE 21d .75 FTE not subject to 23g

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 () = Rotation out
 # = Double fill
 LD = Limited Duration
 .5 = Budgeted half-time

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 Oregon Occupational Safety & Health Division
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EXEC & ADMIN

Oregon OSHA Division

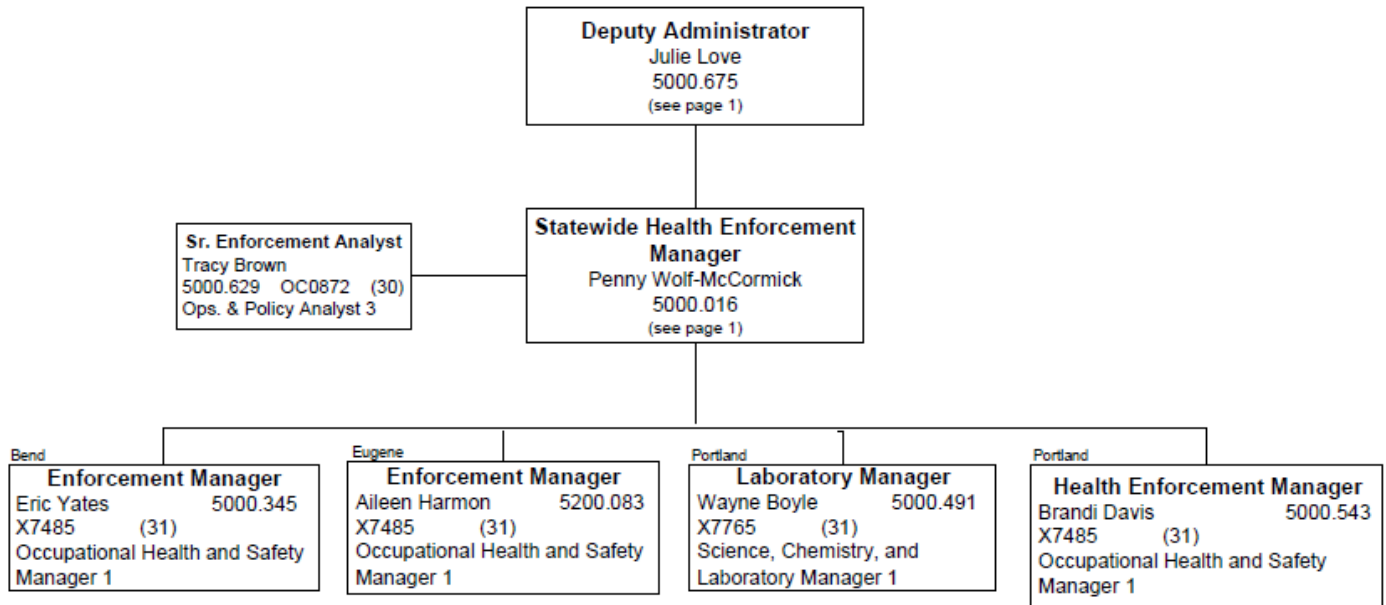


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 Enforcement
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SAFEMGR

Oregon OSHA Division

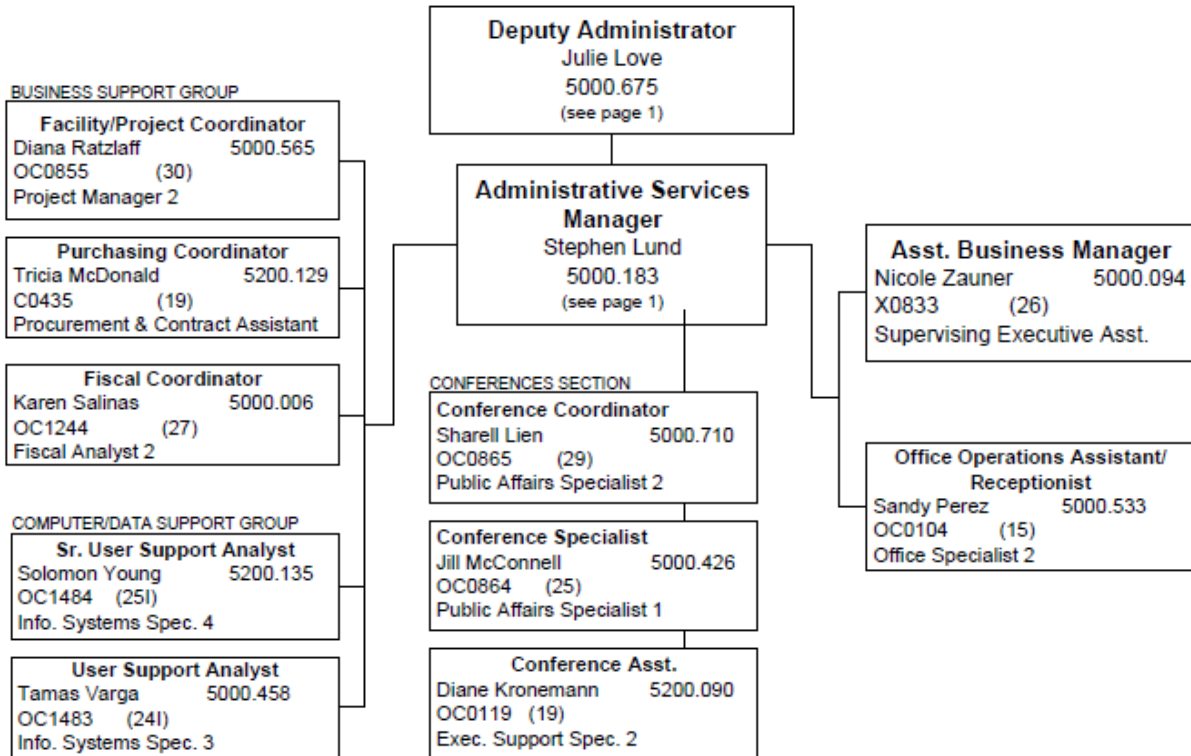


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HEALTHMG

Oregon OSHA Division

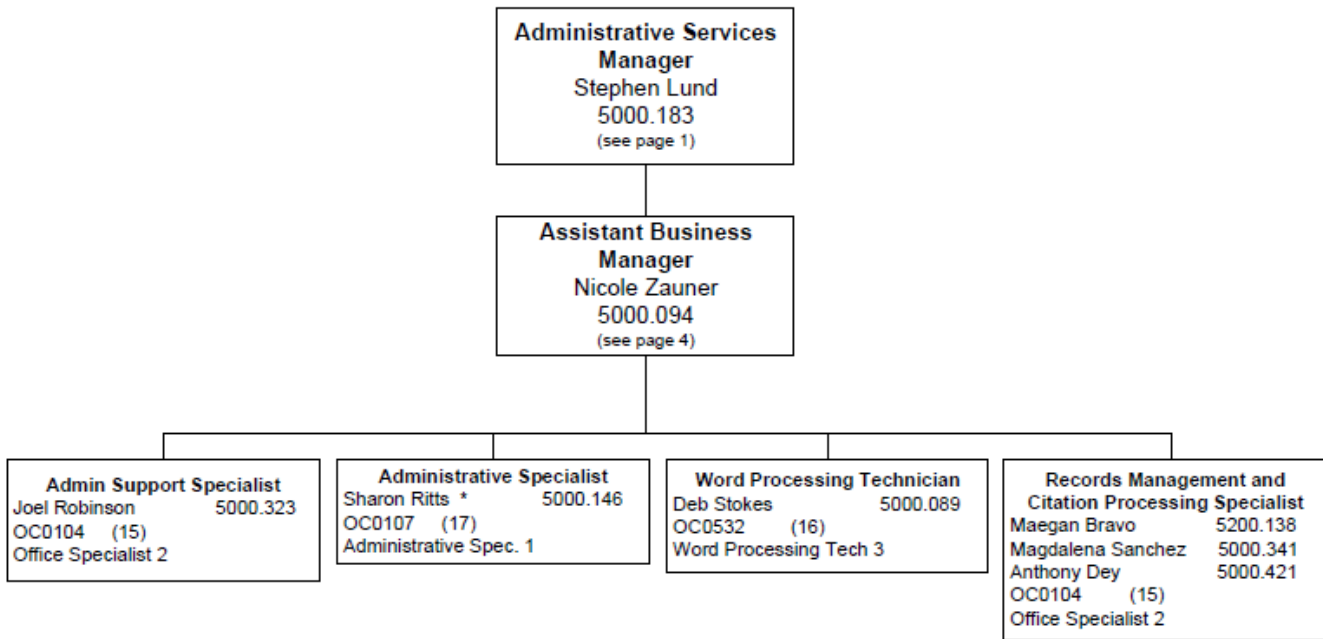


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 Oregon Occupational Safety & Health Division
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DIVTECH

Oregon OSHA Division

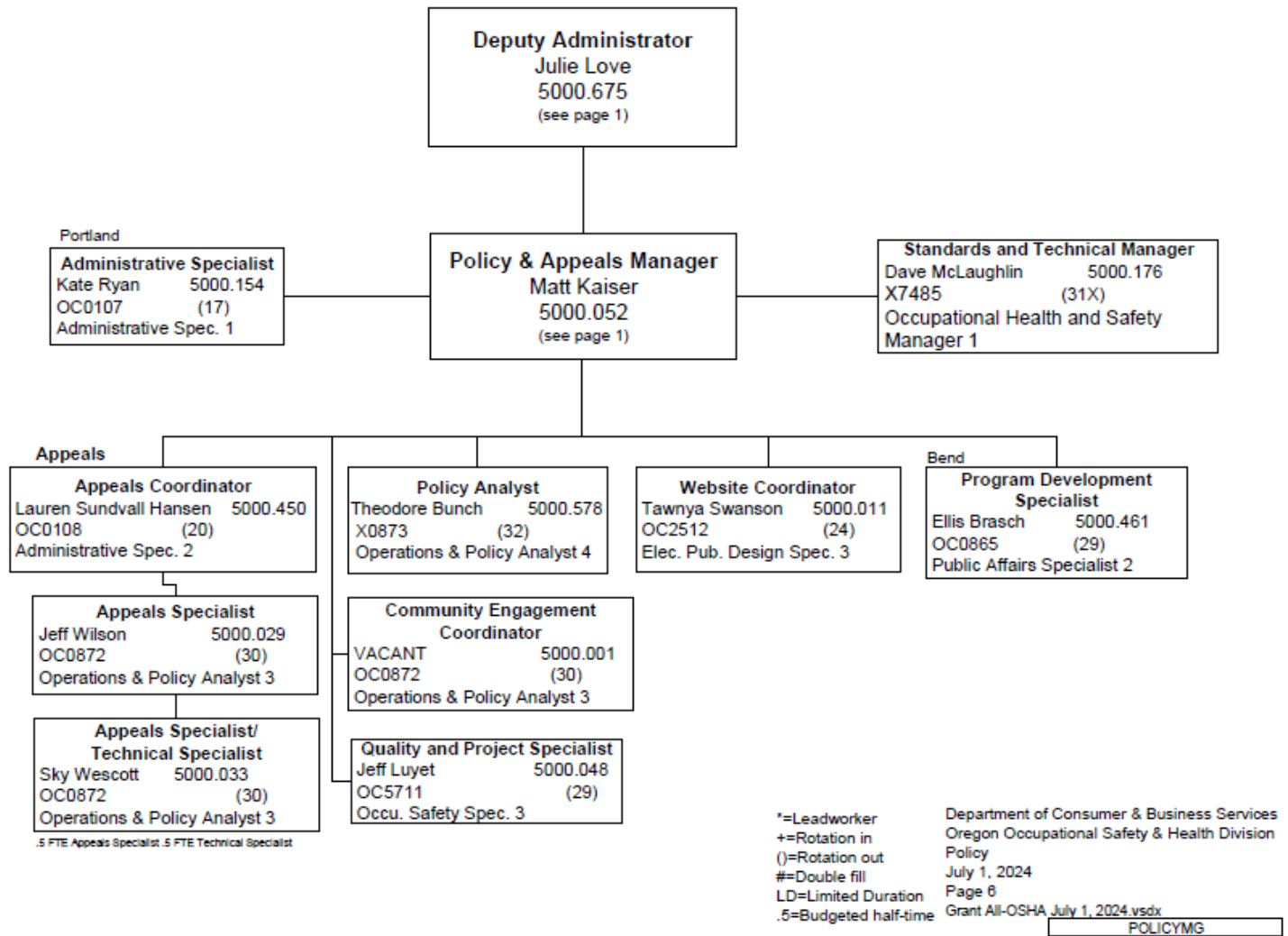


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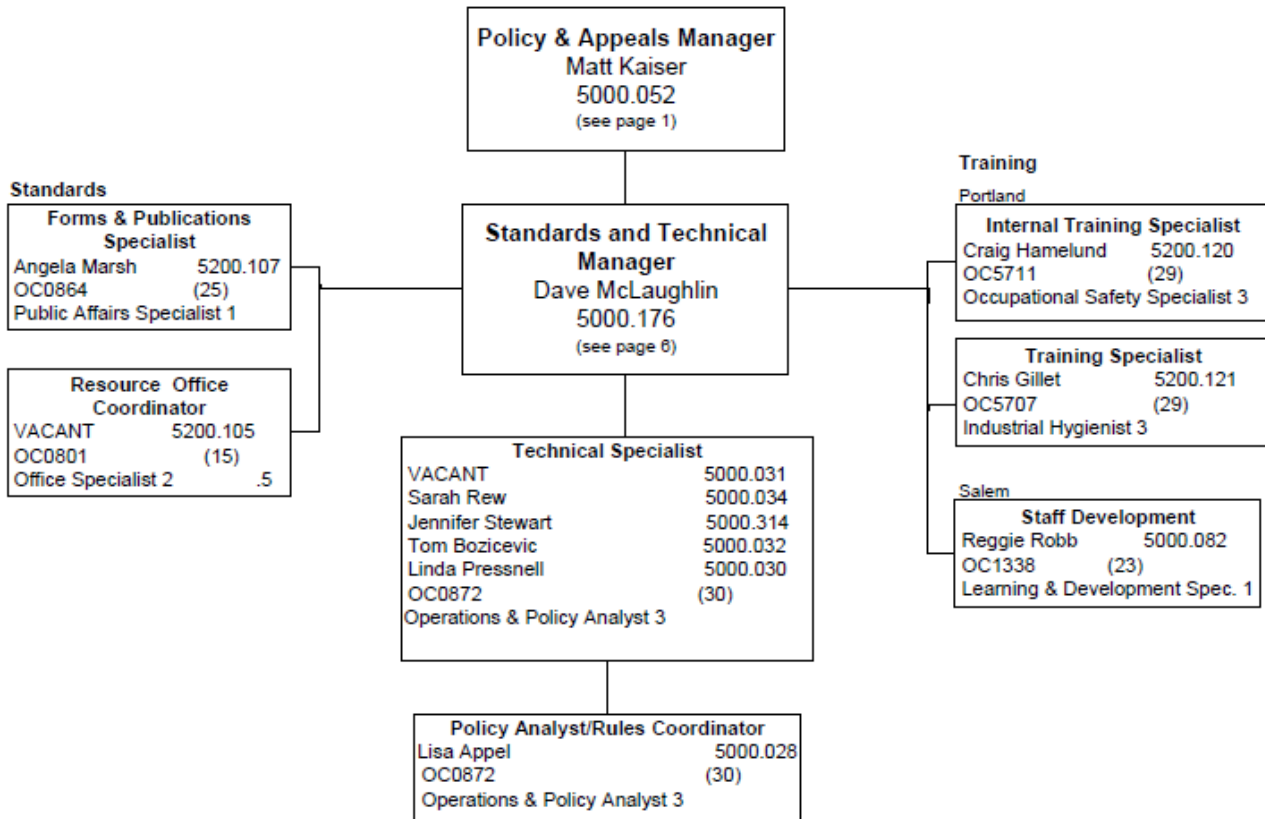
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 Office Operations
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OPS

Oregon OSHA Division



Oregon OSHA Division

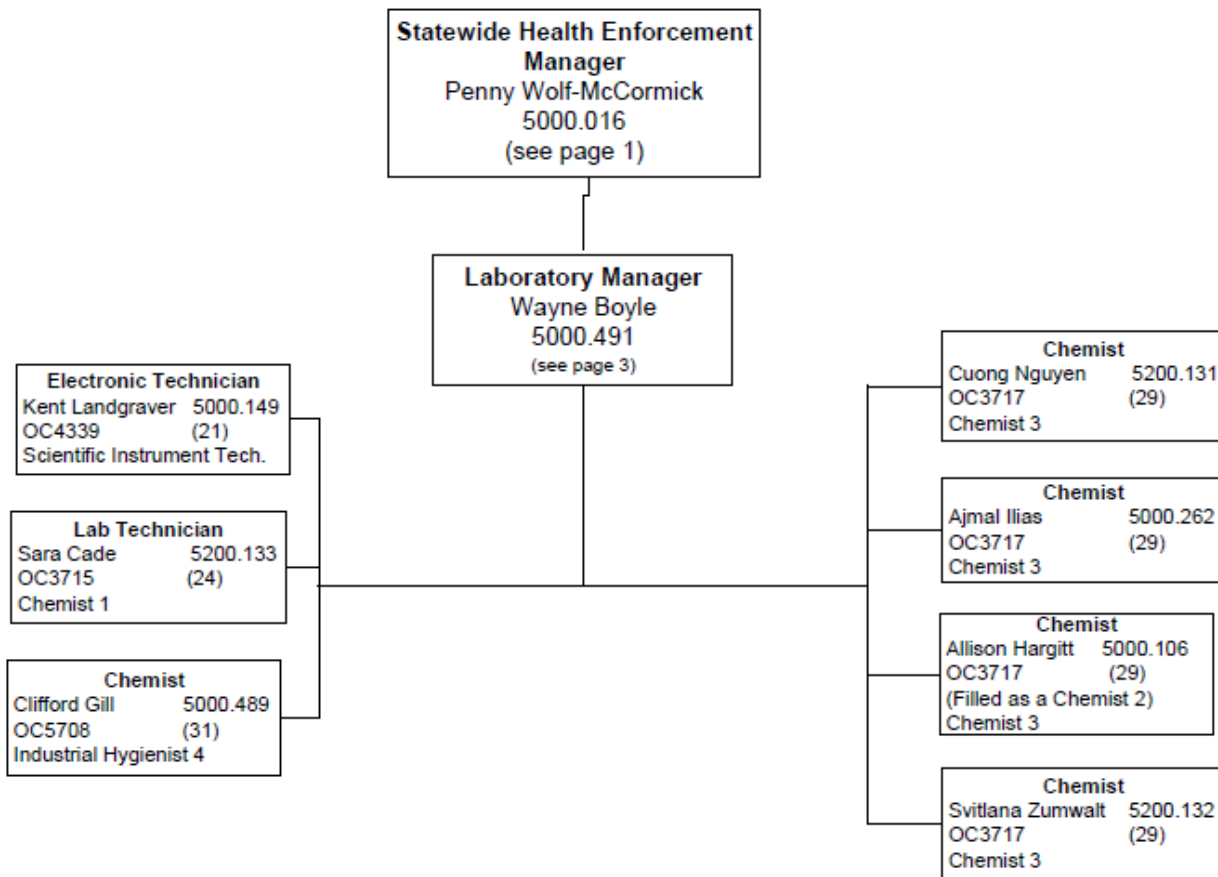


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 Technical Services
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TECH

Oregon OSHA Division

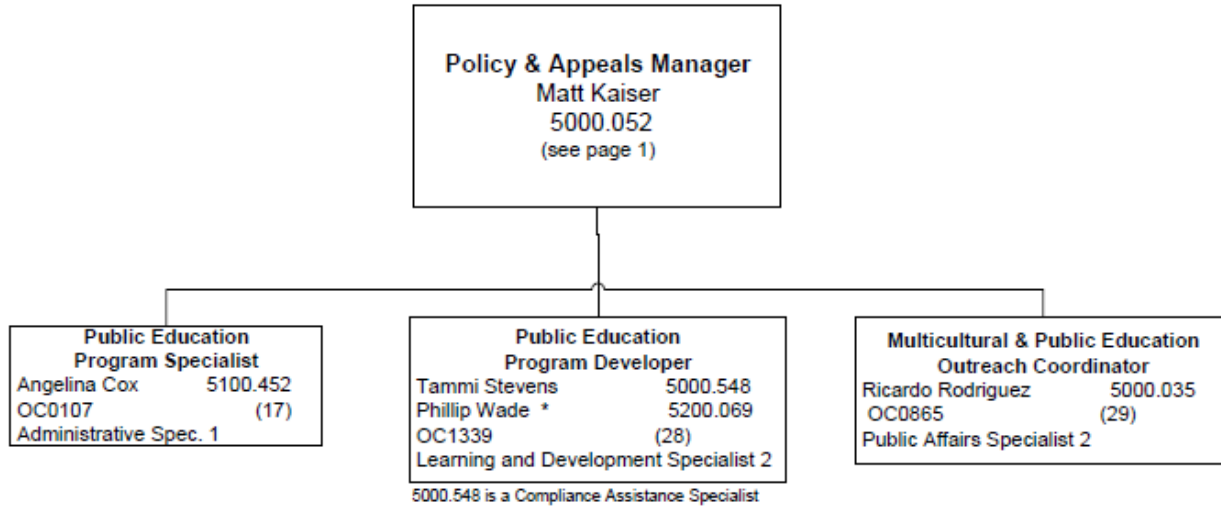


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 Oregon Occupational Safety & Health Division
 Occupational Health Lab
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LAB

Oregon OSHA Division

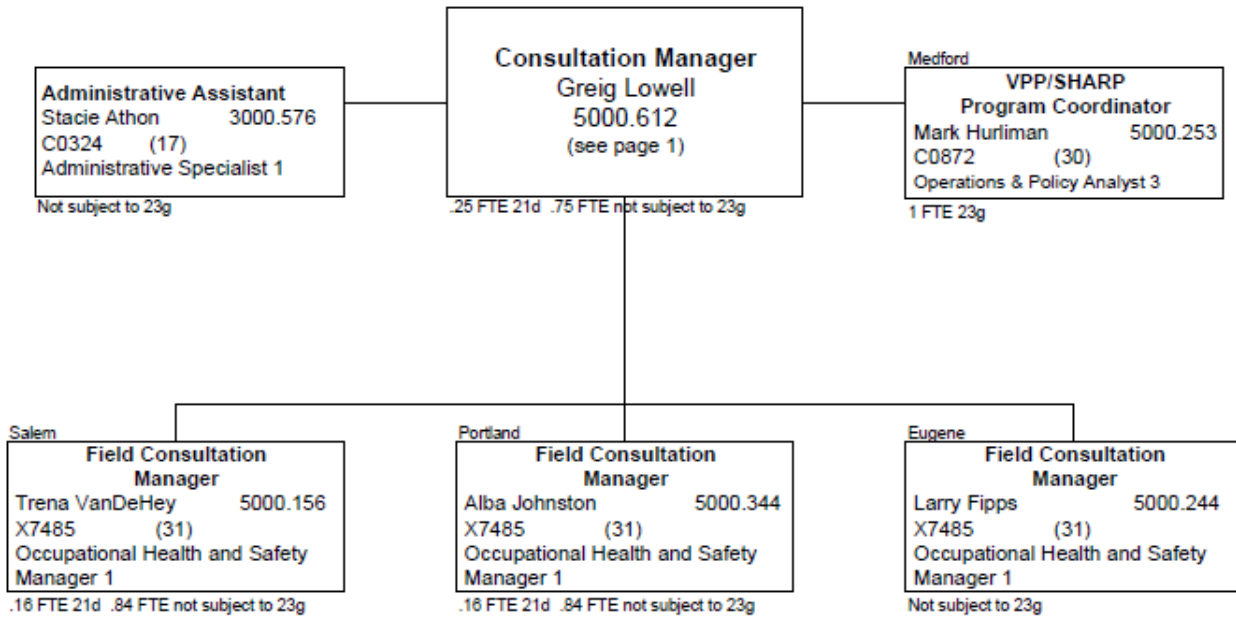


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Education Section
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PUBLICED

Oregon OSHA Division

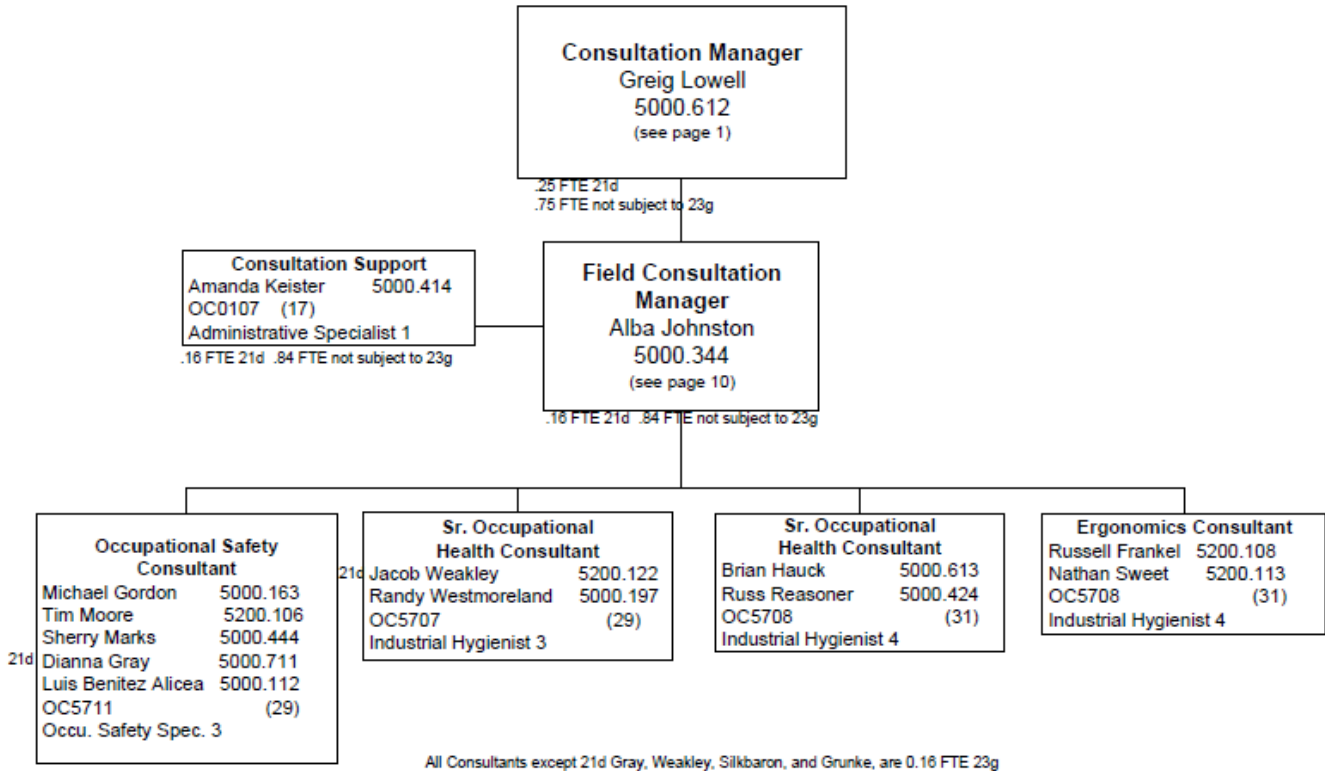


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 Consultation and Outreach Section
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CONSULT

Oregon OSHA Division

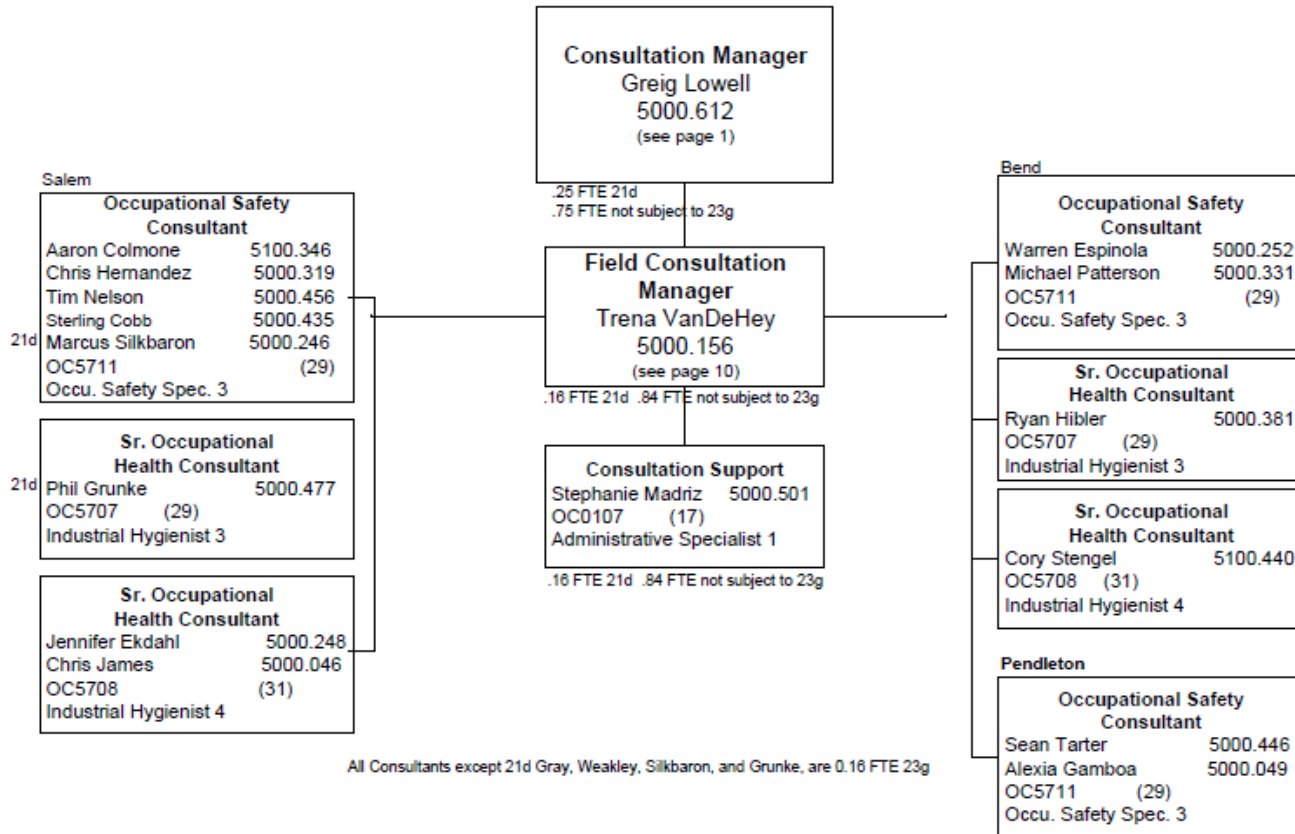


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Oregon Occupational Safety & Health Division
Consultation – Chart A – Portland
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CNSLTPFO

Oregon OSHA Division

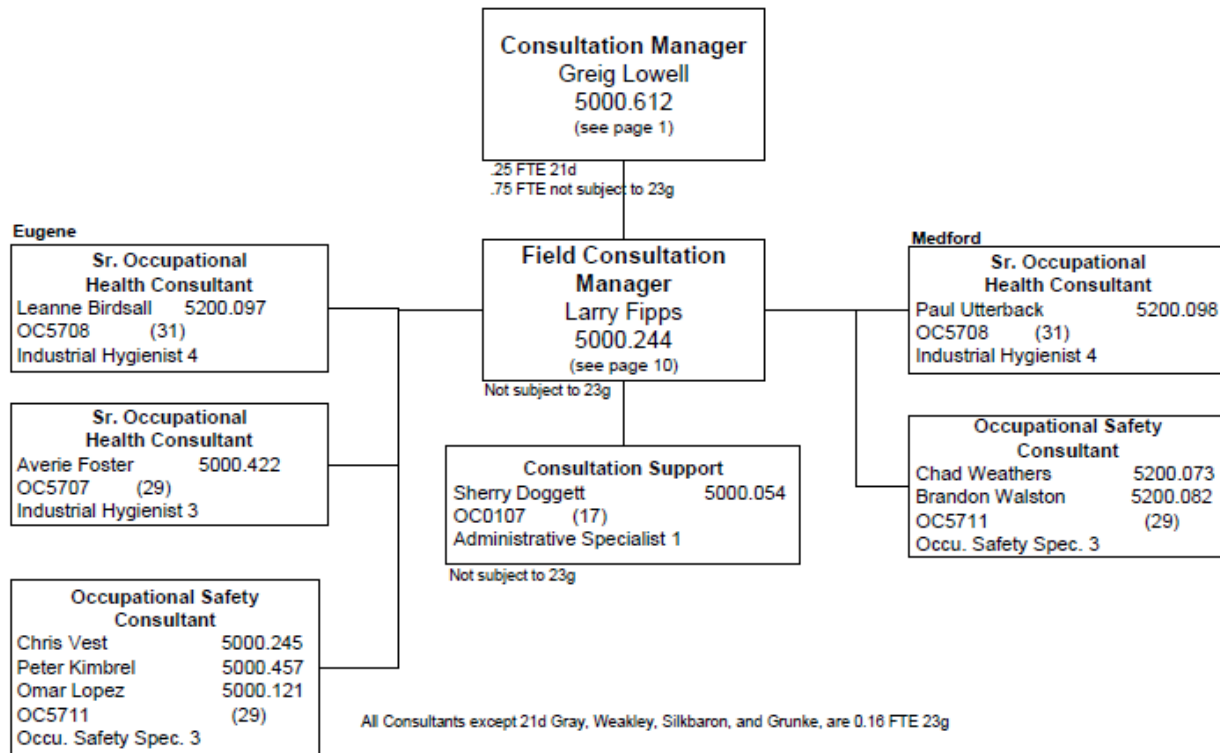


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Oregon Occupational Safety & Health Division
Consultation – Chart B – Salem
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CNSLTBPS

Oregon OSHA Division

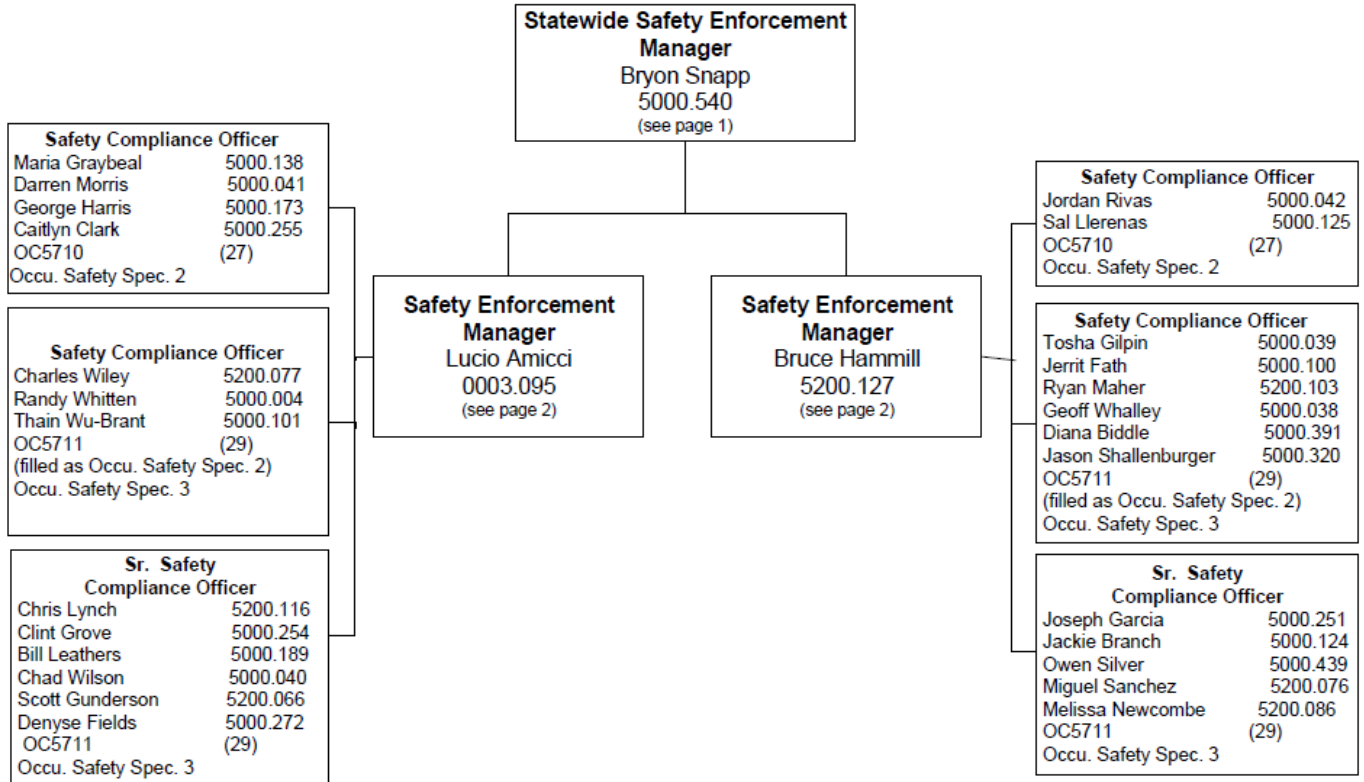


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Department of Consumer & Business Services
 Oregon Occupational Safety & Health Division
 Consultation – Chart C
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CNSLTEM

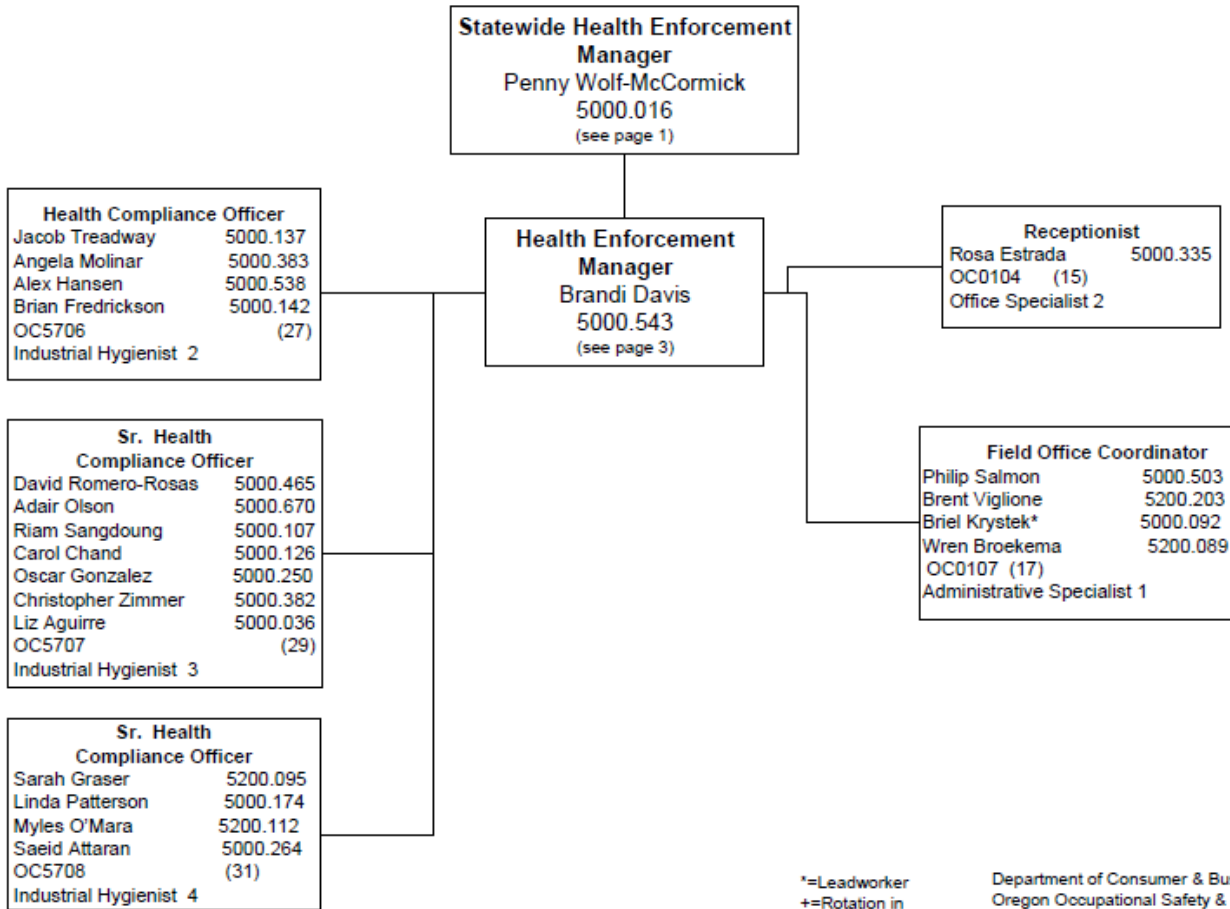
Oregon OSHA Division



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 Northern Region Office – Safety Enforcement
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Oregon OSHA Division

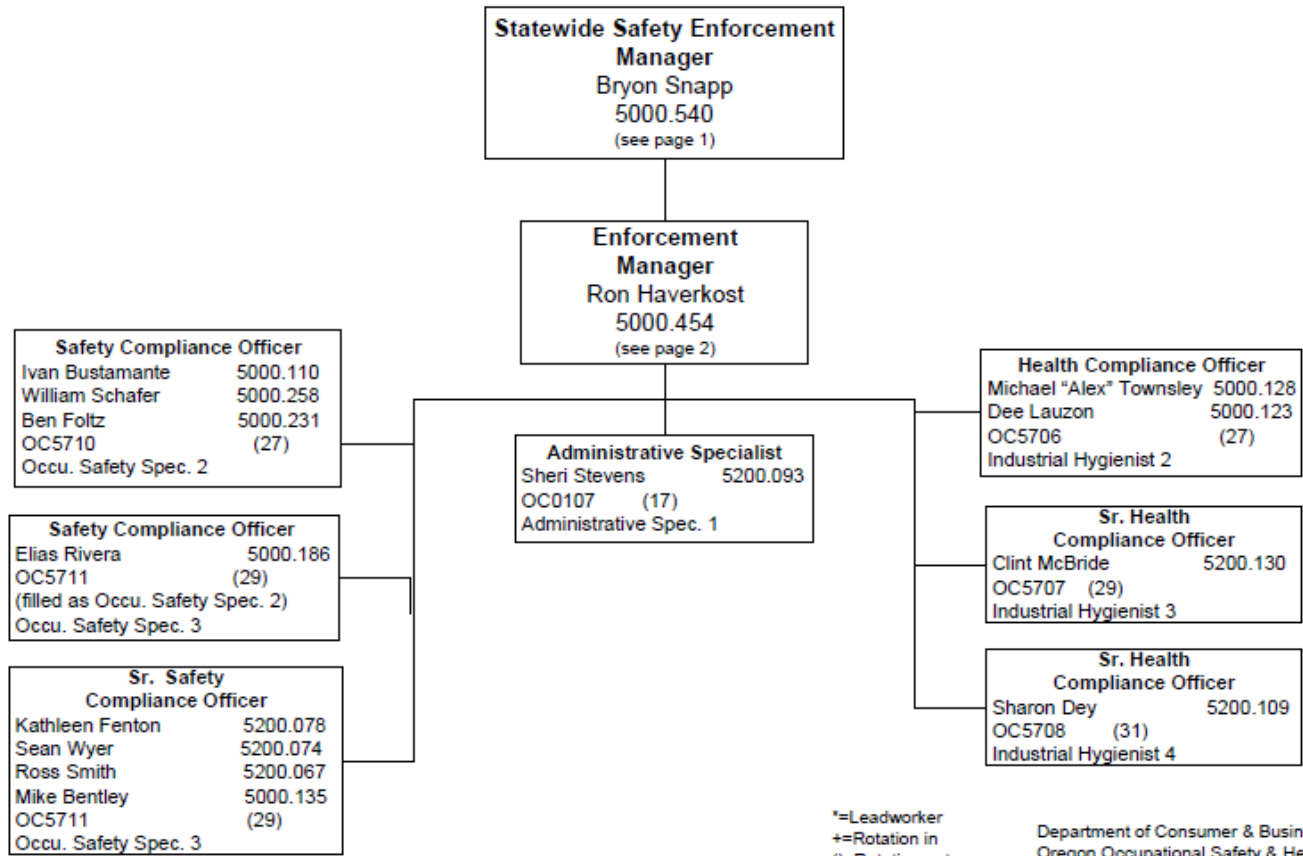


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HEALTHPF

Oregon OSHA Division

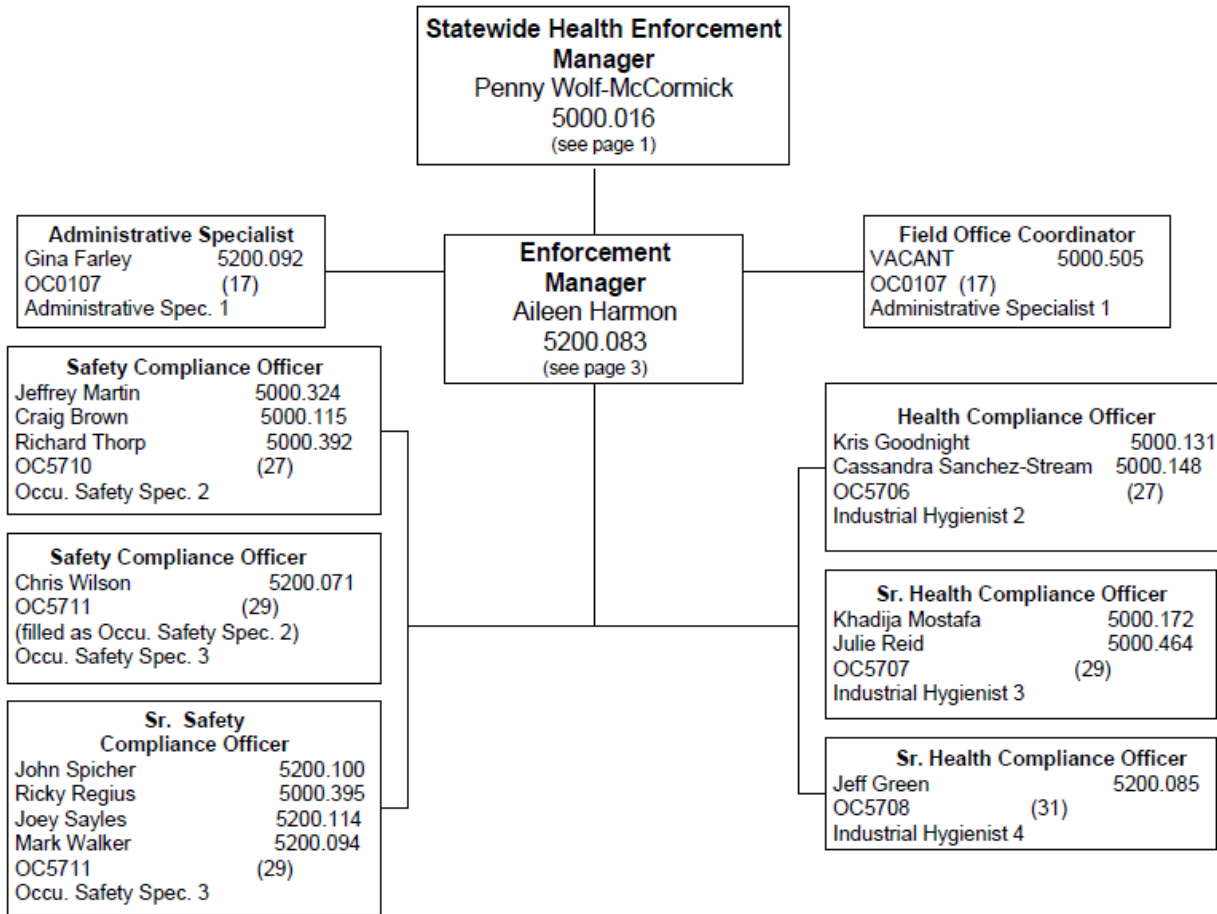


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 Central Region Office (Salem) – Enforcement
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SAFESFO

Oregon OSHA Division

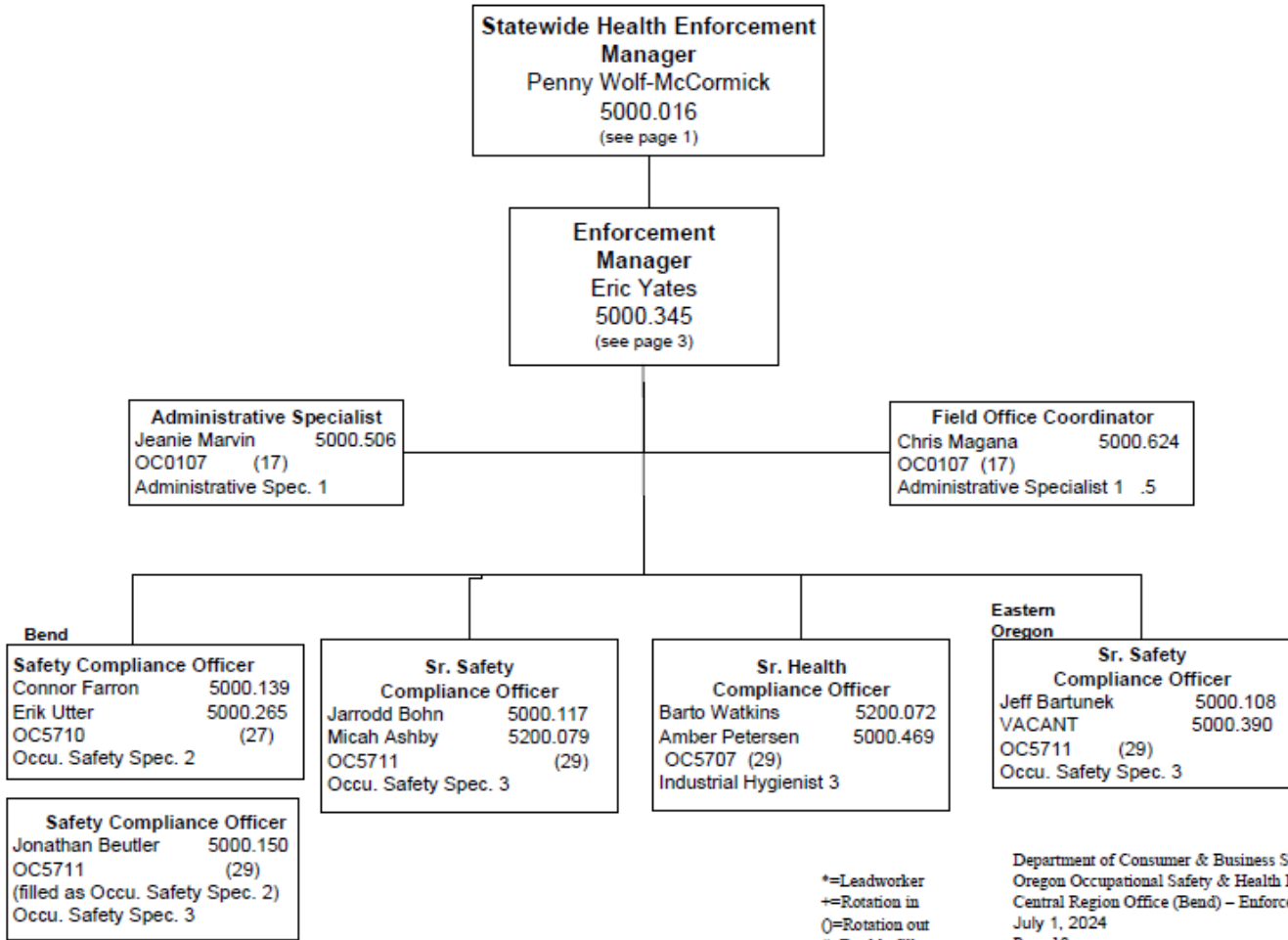


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 Southern Region Office (Eugene) – Enforcement
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SAFEFO

Oregon OSHA Division

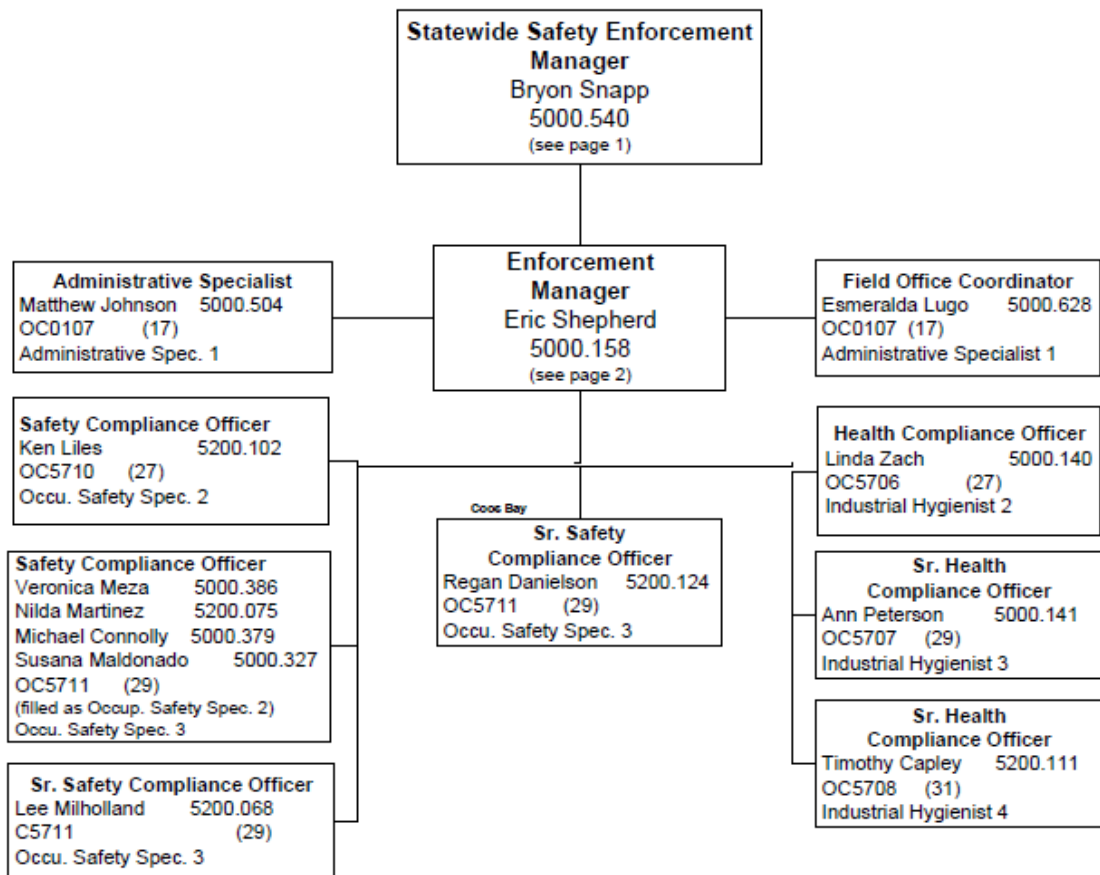


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 Central Region Office (Bend) – Enforcement
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SAFEBO

Oregon OSHA Division



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 Oregon Occupational Safety & Health Division
 Southern Region Office (Medford) – Enforcement
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SAFEMFO

Appendix E
23(g) Personnel Funding Breakout Chart

23(g) Grant Positions	Allocated FTE Funded 50/50	Allocated FTE 100% State Funded	Total	50/50 Funded FTE On Board as of 7/1/24	100% State Funded FTE On Board as of 7/1/24
Managers/Supervisors (Admin)	6.00	0.00	6.00	6.00	0.00
First Line Supervisors	10.00	0.00	10.00	10.00	0.00
Safety Compliance Officers	53.00	3.00	56.00	52.00	3.00
Health Compliance Officers	26.00	3.00	29.00	26.00	3.00
Whistleblower Investigator	0.00	0.00	0.00	0.00	0.00
Private Sector Safety Consultants (KY, WA)	0.00	0.00	0.00	0.00	0.00
Private Sector Health Consultants (KY, WA)	0.00	0.00	0.00	0.00	0.00
State/Local Gov. Safety Consultants ¹	0.00	2.72	2.72	0.00	2.72
State/Local Gov. Health Consultants ¹	0.00	1.92	1.92	0.00	1.92
Compliance Assistance Specialist	1.00	0.00	1.00	1.00	0.00
Trainers	5.00	0.00	5.00	5.00	0.00
Clerical/Admin/Data System	30.00	0.00	30.00	28.50	0.00
Other (all positions not elsewhere counted)	25.00	1.00	26.00	23.00	1.00
Total 23(g) FTE	156.00	11.64	167.64	151.50	11.64

Notes:

- FTEs should be expressed in percentage of time allocated to 23(g) grant/agreement.
- Managers/Supervisors are now separated from First Line Supervisors. Managers/Supervisors are Administration where First Line Supervisors are Program on the Cost Breakout Chart.
- For compliance officers, include all allocated or onboard positions or portions thereof, as appropriate, devoted to field enforcement activities (on-site, case documentation, informal conferences, and other CSHO-related activities).
- All information on this chart must correspond to the Organizational Chart and Object Class/Supportive Cost Breakout chart, and must not include personnel outside the 23(g) program.
- An appropriate number of whistleblower investigators should be included here.
- Deviations from this chart must be approved in advance by the Regional Administrator.

¹ Oregon OSHA has 17 Safety and 12 Health Consultants (100% state not subject to 23g grant funding) who conduct both Private Sector and State/Local Government consultations. The FTE allocation for State/Local Government is based on the projected FY 2025 consultation visits (84% Private Sector 24.36 FTE not subject to 23g, 16% State/Local Government 4.64 FTE subject to 23g).

STATEMENT OF COMPLIANCE WITH APPROPRIATIONS RIDERS

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

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

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

MANDATED ACTIVITIES

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

- Unannounced inspections, including prohibition against advance notice are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Employee access to hazard and exposure information, as well as other health and safety information are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Protection of employer's trade secrets.
- Employer record keeping, reporting, and posting requirements are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Legal procedures for compulsory process and right of entry are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Right of an employee representative to participate in the walk-around are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.
- Timely response to complaints and right of an employee to review an Oregon OSHA decision not to conduct an inspection following a complaint.
- First instance sanctions are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths, and the risks that lead to them.

- Abatement of potentially harmful or fatal conditions are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Prompt and effective standards setting and allocation of sufficient resources are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Counteraction of imminent dangers are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Protection against, and investigation of, discrimination are among the activities which could be used to achieve the strategic goals of reducing serious workplace injuries, illnesses, deaths and the risks that lead to them.
- Public employee coverage.
- Maintenance of voluntary compliance programs 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 2023		Estimated FY 2024		Projected FY 2025	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	1210	611	1399	687	1322	646
Private Sector Inspections - Construction	744	51	860	57	813	54
State and Local Government Inspections - Total	23	47	27	53	25	50
Total Inspections	1977	709	2286	797	2160	750
State and Local Government Consultation Visits	110	115	135	124	137	125
Private Sector Consultation Visits - 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Total Consultation Visits	110	115	135	124	137	125

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2023		Estimated FY 2024		Projected FY 2025	
	New	Total	New	Total	New	Total
VPP Participants - General Industry	1	22	0	22	0	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., Partnerships)	n/a	n/a	n/a	n/a	n/a	n/a
Participants in Cooperative Programs without Enforcement Incentives (i.e., Alliances)	1	7	1	8	0	8
Private Sector SHARP Participants - 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
State and Local Government SHARP participants	1	1	0	1	0	1
Outreach Participants		98,215		98,805		102,475

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

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

NOTE: Fiscal year based on federal fiscal year.

Marketing

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

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

Oregon OSHA will continue to provide presentations at the request of employers and employer organizations. While the presentation topics vary, three of the most requested presentations are related to Fall Protection, Pesticides, and What to Expect from an Oregon OSHA Inspection.

Oregon OSHA is required by law to annually notify employers determined to be among the most unsafe places of employment, of the increased likelihood of inspection. The notification letter encourages these employers to call Oregon OSHA for an on-site consultation of their safety and health program.

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

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

Oregon OSHA initiated an Alliance with Lamar Advertising to display Oregon centered safety and health messaged on digital billboards across the state. The messaging changes monthly including worker rights and services available.

Oregon OSHA reaches out to the Latino, Russian, and Vietnamese communities through the use of newspapers, radio media, magazines, and television public service announcements. We also do farm labor camp outreach during the summer and participate in multiple informative fairs/events and community presentations throughout the state. Oregon OSHA is in frequent contact with community-based organizations to engage with vulnerable and hard-to-reach workers.

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

Oregon OSHA publishes the "Resource" newsletter bimonthly to promote safety and health awareness by providing valuable information to employers and employees. These newsletters include information on recent incidents, safety notes, and information about what exemplary employers are doing to further safety and health in Oregon. Oregon OSHA's public education team periodically publishes a newsletter to inform those on the distribution list of new public education content recently released.

Oregon OSHA also maintains a website offering prioritized content to both employers and workers. The agency continues to increase its use of social media, including Facebook, X (formerly Twitter), and LinkedIn to promote safety and health information and other services. In addition, Oregon OSHA's YouTube and Vimeo channels generate tens of thousands of views annually on a variety of safety and health topics.

2025 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
Continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status. Maintain outreach activities baseline as identified in Goal 2 (7), Other Outreach Activities.
Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.

FY 2025 Performance Goal (1, 2, 3)-1	<p>Continue to promote employer self-sufficiency through consultations and by encouraging employers to attain VPP and SHARP status. Maintain outreach activities baseline as identified in Goal 2 (7), Other Outreach Activities.</p> <p>Oregon OSHA will promote SHARP and VPP through consultation, enforcement, technical services, and education.</p>
Indicators	<p>Activity Measures</p> <p>1) Market VPP & SHARP through a variety of methods, including but not limited to working with the SHARP Alliance, news releases, articles in the Oregon OSHA Resource newsletter and various social media resources.</p> <p>Intermediate Outcome Measures</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>Primary Outcome Measures</p> <p>4) Number of employers who receive SHARP certification. 5) Number of employers who receive VPP certification.</p>
Data Sources	<ul style="list-style-type: none"> • Oregon OSHA SHARP database. • Oregon OSHA VPP database.
Baseline(s)	<ul style="list-style-type: none"> • Number of SHARP certified companies. FY 2019: Working towards SHARP 29, Active 18, Graduates 164 • Number of VPP sites as of FY 2019: 21
Program Contacts	<ul style="list-style-type: none"> • Greig Lowell, Oregon OSHA Statewide Consultation Manager

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

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

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

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

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

FY 2025 Performance Goal (1, 2, 3)-2	Maintain current efforts to educate employers and employees, particularly small employers in high hazard industries and vulnerable or hard-to-reach populations regarding the value of occupational safety and health by providing workshops, conferences, educational venues, training, marketing and other outreach activities.
Indicators	<p><u>Outreach Efforts:</u></p> <p>Videos</p> <ol style="list-style-type: none">1) Number of new non-English training media created or acquired.2) Number of non-English training media checked out or viewed. <p>Publications, On-line APPs</p> <ol style="list-style-type: none">3) Number of new or substantially revised publications or APPs developed that are targeted to small employers, high hazard industries and vulnerable or hard-to-reach worker populations.4) Number of current publications evaluated for possible translation to other languages, considering cultural barriers to communication that may necessitate an alternative approach. <p>On-line Courses</p> <ol style="list-style-type: none">5) Continue review and revision of on-line course offerings and expand the number of on-line courses. <p>Conferences</p> <ol style="list-style-type: none">6) Coordinate with stakeholders to co-sponsor safety and health conferences throughout the state. <p>Other Outreach Activities</p> <ol style="list-style-type: none">7) Number and nature of outreach activities provided by technical, consultation and enforcement that include but are not limited to staffed booth at conferences, direct mail marketing, participation in stakeholder events, social media and focused outreach to high hazard industries, vulnerable and hard-to-reach workers, and voluntary programs.
	<p>Primary Outcome Measures</p> <p>Training Sessions</p> <ol style="list-style-type: none">8) Number of Non English language training sessions.9) Number of attendees at Non English language training sessions.10) Number and percent of participants from small businesses and high hazard industries participating in Oregon OSHA on-line training sessions.

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

	<ul style="list-style-type: none"> • Number and nature of outreach activities provided by technical, consultation and enforcement that include but are not limited to staffed booth at conferences, direct mail marketing, participation in stakeholder events, social media and focused outreach to high hazard industries, vulnerable and hard-to-reach workers, and voluntary programs in FY 2019: 287.
Program Contacts	<ul style="list-style-type: none"> • Greig Lowell, Oregon OSHA Statewide Consultation Manager • Stephen Lund, Oregon OSHA Administrative Services Manager • Matt Kaiser, Oregon OSHA Policy Manager

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

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

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

<p>FY 2025 Performance Goal (1, 2, 3)-3</p>	<p>Oregon OSHA continues to maintain the well-being of the existing 40+ partnerships and alliances. These effective relationships will lead to new and innovative groups for the new laws, rulemaking and policy challenges that Oregon OSHA will face in the next five years. Oregon OSHA will engage appropriate or applicable partnerships 100% of the time, in all policy and rule making activities.</p>
<p>Indicators</p>	<p>Activity Measures</p> <ol style="list-style-type: none"> 1) Activities undertaken in collaboration with stakeholder groups and partnerships to increase occupational safety and health awareness. 2) Continue to identify partnerships and stakeholder groups in high hazard, emerging and existing industry sectors. <p>Primary Outcome Measures</p> <ol style="list-style-type: none"> 3) Percent of partnerships and stakeholder groups developed and maintained in relation to legislative, policy and rule making activities. Target 100%.
<p>Data Sources</p>	<ul style="list-style-type: none"> • Oregon OSHA Policy Program partnership records.
<p>Baseline(s)</p>	<p>No baseline, dependent on the number of projects engaged in during a given measuring period.</p>
<p>Program Contacts</p>	<ul style="list-style-type: none"> • Theodore Bunch, Oregon OSHA Legislative Coordinator and Policy Analyst

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

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

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

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

FY 2025 Performance Goal (1, 2)-1	Reduce injuries and illnesses by reducing the DART rate from 2.2 to 2.0 (or less) per 100 workers and total case incidence rate TCIR from 3.7 to 3.5 (or less) per 100 workers by the end of year 2025 through focusing on targeted high hazard industries and safety and health hazards.
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Indicators	<p>Activity Measures</p> <p>Inspections - Health</p> <ol style="list-style-type: none">1) Total number of health inspections.2) Total number of health inspections in high hazard industries.3) Percent of health inspections in high hazard industries compared to target of 60%. <p>Inspections - Safety</p> <ol style="list-style-type: none">4) Total number of safety inspections.5) Total number of safety inspections in high hazard industries.6) Percent of safety inspections in high hazard industries compared to target of 75%. <p>Consultations - Health</p> <ol style="list-style-type: none">7) Total number of health consultations.8) Total number of health consultations in high hazard industries.9) Percent of health consultations in high hazard industries. <p>Consultations - Safety</p> <ol style="list-style-type: none">10) Total number of safety consultations.11) Total number of safety consultations in high hazard industries.12) Percent of safety consultations in high hazard industries. <p>High Hazard Consultations</p> <ol style="list-style-type: none">13) The number and percentage of consultation visits in high-hazard industries compared to target of 50%. <p>Ergonomics Consultations</p> <ol style="list-style-type: none">14) Total number of safety and health ergonomics consultations.15) Total number of safety and health ergonomics consultations in industries with high MSD rates, reported annually. <p>Workplace Violence</p> <ol style="list-style-type: none">16) Number of inspections where workplace violence was addressed.17) Number and type of workplace violence focused outreach efforts.18) Number of consultations where workplace violence was addressed.
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	<p>Primary Outcome Measures</p> <p>19) Percent change in the DART rate (reported annually). Target 2.0</p> <p>20) Percent change in the statewide total case incidence rate, TCIR (reported annually.) Target 3.5</p>
Data Sources	<ul style="list-style-type: none"> • OSHA OIS and Oregon OSHA OTIS • Oregon OSHA Consultation database • DART and TCIR rates are updated annually in November by the Bureau of Labor and Statistics. The most recent update is 11/2022. <p>Note: 2013 and 2014 accepted disabling claims and fatality rates are based on preliminary employment data that was updated June 2015 and June 2016, respectively.</p>
Baseline(s)	<ul style="list-style-type: none"> • Calendar year 2020 DART rate for public sector + private industry: 2.1 (Fiscal year 2021) • Calendar year 2020 TCIR rate for public sector + private industry: 3.4 (Fiscal year 2021)
Program Contacts	<ul style="list-style-type: none"> • Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager • Greig Lowell, Oregon OSHA Statewide Consultation Manager

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

5-Year Performance Goal (2)-1: Health Hazards

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

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

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

5-Year Performance Goal (3)-1: Fatalities

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

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

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

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

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

FY 2025 Performance Goal (1, 2, 3)-5	Investigations/inspections will be initiated timely in 100% of fatalities and 95% of hazard complaints; complainant responses will be timely in 90% of all cases; and family members will be notified 100% timely.
Indicators	<p>Activity Measures</p> <p>1) Document and follow-up on untimely openings of fatality and imminent danger complaint/referral inspections.</p> <p>Primary Outcome Measures</p> <p>2) Percent of timely responses.</p> <ul style="list-style-type: none"> ➤ Fatalities: Attempt within 24 hours of notification ➤ Imminent Danger Complaint/Referral Inspections: Attempt within 24 hours of notification ➤ Serious Complaint Inspections: Attempt within 5 working days ➤ Other-than-Serious Complaint Inspections: Attempt within 30 working days ➤ Complainant Response: Send letter within 10 working days ➤ Investigations (phone/fax/email, letter): Respond within 10 working days ➤ Family Letter: Send within 10 days of fatality notification
Data Sources	<ul style="list-style-type: none"> • OSHA OIS, Oregon OSHA OTIS. • Department of Consumer Business Services, Information Management Division reports. • Oregon OSHA Enforcement case files. • Oregon OSHA Fatality log in Excel database. • Status reports from Oregon OSHA Field Enforcement Managers
Baseline(s)	<p><u>FY 2019 timely response percentages:</u></p> <ul style="list-style-type: none"> • Untimely opening of fatality inspections: 0 • Untimely opening of imminent danger complaint inspections: 1 • Fatalities: 97.5% (39/40) attempted within 24 hours • Imminent Danger Complaint Inspections: 97.9% (47/48) attempted within 24 hours • Serious Complaint Inspections: 97.6% (742/760) attempted within 5 working days • Other-than-serious Complaint Inspections: 99.5% (405/407) attempted within 30 working days • Complainant Response Time: 94.1% (1052/1119) within 10 calendar days • Investigations (phone/fax, letter): 96.4% (836/867) response w/in 10 working days • Family Letter: 98.5% (69/70) sent within 10 days of fatality notification
Program Contacts	<ul style="list-style-type: none"> • Bryon Snapp, Oregon OSHA Statewide Safety Enforcement Manager • Penny Wolf-McCormick, Oregon OSHA Statewide Health Enforcement Manager

Strategic Goal 1: Reduce serious workplace injuries and the risks that lead to them.
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)-6: Customer Service

Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.

FY2025 Performance Goal (1, 2, 3)-6	Achieve and maintain customer satisfaction in the delivery of Oregon OSHA programs and services as evidenced by a survey rating of 90% or above on each program survey.
Indicators	<p>Activity Measures</p> <p>1) Analyze stakeholder survey results and take corrective actions as necessary to address results falling below 90%.</p> <hr/> <p>Primary Outcome Measures</p> <p>2) Percent of positive responses on customer surveys in the following areas:</p> <ul style="list-style-type: none"> Conferences Public education Audio-visual library Consultation Enforcement Appeals Lab
Data Sources	<ul style="list-style-type: none"> • Information Management Division - Research & Analysis. • Oregon OSHA Conference Section Database. • Oregon OSHA Training Section Database. • Oregon OSHA Audio-Visual Library Database. • Oregon OSHA Lab survey results.
Baseline(s)	<p><u>FY 2019 percent satisfaction reported:</u></p> <ul style="list-style-type: none"> Consultation: 98% Public Education: 98% Conferences: 93% Enforcement Compliance Officer Performance Survey: 96% Audio-Visual Library Survey: 92% Appeals: 88% - (90% is the baseline goal) Lab: 89% - (90% is the baseline goal)
Program Contacts	<ul style="list-style-type: none"> • Julie Love, Oregon OSHA Deputy Administrator

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

Ensure 90% of Safety and Health staff receives 48 hours of Safety and Health professional development training over two years.

FY 2025 Performance Goal (1, 2, 3)-7	Ensure 90% of Safety and Health staff receives 48 hours of Safety and Health professional development training over two years.
Indicators	<p>Activity Measures</p> <p>1) Classes offered to Safety and Health staff.</p>
	<p>Primary Outcome Measures</p> <p>2) Number of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.</p> <p>3) Percentage of Safety and Health staff members receiving 48 hours of Safety and Health professional development training over two years.</p>
Data Sources	<ul style="list-style-type: none"> Internal staff development training database.
Baseline(s)	<ul style="list-style-type: none"> In FY 2019, 91% of Safety and Health staff received 24 hours of Safety and Health professional development training. <p>The second two year period for Safety and Health staff to receive 48 hours of Safety and Health professional development training is FY 2016 through FY 2020.</p>
Program Contacts	<ul style="list-style-type: none"> Matt Kaiser, Oregon OSHA Policy Manager