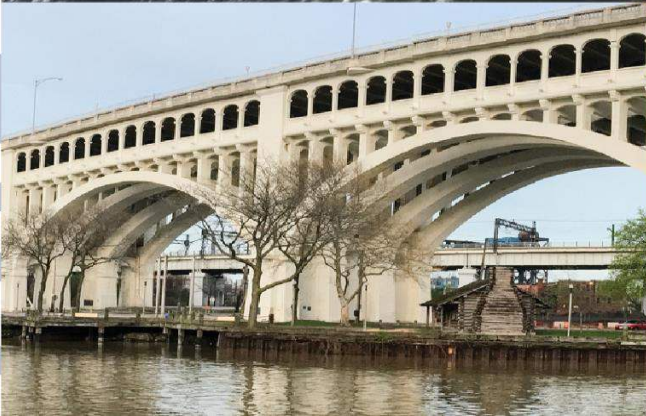


THE FORWARD PATH



Ohio Association of  
Public Treasurers  
2025



# 5 Things You Should be Focusing on

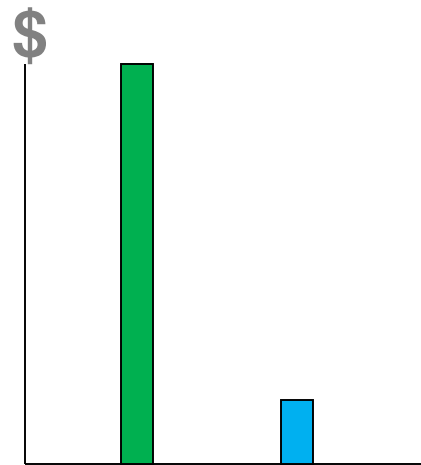
## *Agenda*

- The Business Case for Safety
- A Quiz
- High Hazard Emphasis Inspections
- Top 5 Safety Violations

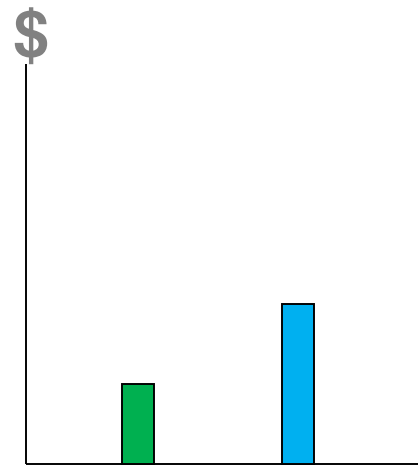


# *The Business Case for Safety*

**Buying Down Incidents**  
**Two Expense Centers:**  
**Workers' Comp Premium & Prevention / Control**



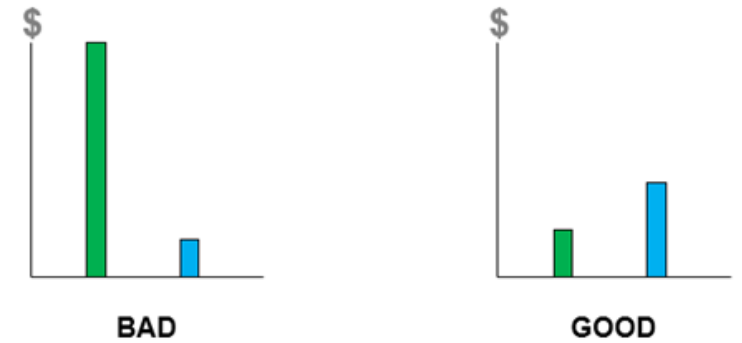
**BAD**



**GOOD**

# *Risk vs. Benefit*

1. Imbalance in decision making
2. Plan to decrease risk to As Low As Reasonably Practicable (ALARP)
3. Risk / safety needs to be included in the decision-making processes, or the imbalance will widen



# Risk vs. Benefit

Safety Risk	Environmental Risk	Compliance Risk	Legal Risk	Financial Risk	Reputational Risk
Injuries	Spills	OSHA & EPA Violations	Liability from Civil or Criminal Suits	Workers' Comp.	Company's 'Brand'
Occupational Illness	Chemical Releases to Air, Water, etc.	Fines and Penalties	VSSR	Insurance Premiums	Public Good Will
Fatalities	Climate Risk			Asset Damage	Hiring Problems
Fires				Lost Productivity	
Explosions				Business Interruption	

Risk Identification



Risk Analysis



Risk Control & Management

### *Quiz*

1. Can Public Employers in Ohio be cited by OSHA for safety violations?

### *Quiz*

1. Can Public Employers in Ohio be cited by OSHA for safety violations?

**NO**

## *Quiz*

➤ Why Not?



### Quiz

- Why Not?
  - ✓ OSHA only regulates Private employers here in Ohio.
  - ✓ They do not have jurisdiction over Public employers in Ohio.

### *Quiz*

2. Who can cite Public Employers in Ohio for safety violations?

### Quiz

2. Who can cite Public Employers in Ohio for safety violations?

- ✓ The Public Employer Risk Reduction Program (PERRP)
  - Adopted and enforce occupational safety and health standards.
  - Helps ensure public employers in Ohio have a safe and healthy workplace for employees.
  - Provides training, outreach, education and compliance assistance to prevent occupational injuries and illnesses

### *Quiz*

3. But can PERRP issue citations and impose fines like OSHA?

### *Quiz*

3. But can PERRP issue citations and impose fines like OSHA?

**YES!**

### *Penalty Amounts*

1. If abatement of the hazard(s) identified in the citations are not completed within the stated time frame, the court must impose a civil penalty:
  - **Up to \$500 per day**, per violation with a maximum total penalty of \$10,000 per violation.

*For comparison, the OSHA penalties for private employers are:*

- ✓ Serious violations: \$16,550 each
- ✓ Willful or Repeat: \$165,514 each



PERRP visit priorities	
Priority	Visit Category
1st	<b>Imminent danger/Refusal to work:</b> <i>Reasonable certainty an immediate danger exists</i>
2nd	<b>Fatality/Hospitalization/Amputation/Loss of eye:</b> <i>Fatalities reported within eight hours, other injuries within 24 hours; all inspected ASAP</i>
3rd	<b>Complaints:</b> <i>Worker or worker representative can file a confidential complaint about a safety or health hazard</i>
4th	<b>High-Hazard Emphasis Inspection (HHEI):</b> <i>Inspection schedule based upon high-risk workplaces and work tasks</i>
5th	<b>Compliance assistance services:</b> <i>Voluntary services that encourage a pro-active approach to addressing workplace hazards</i>



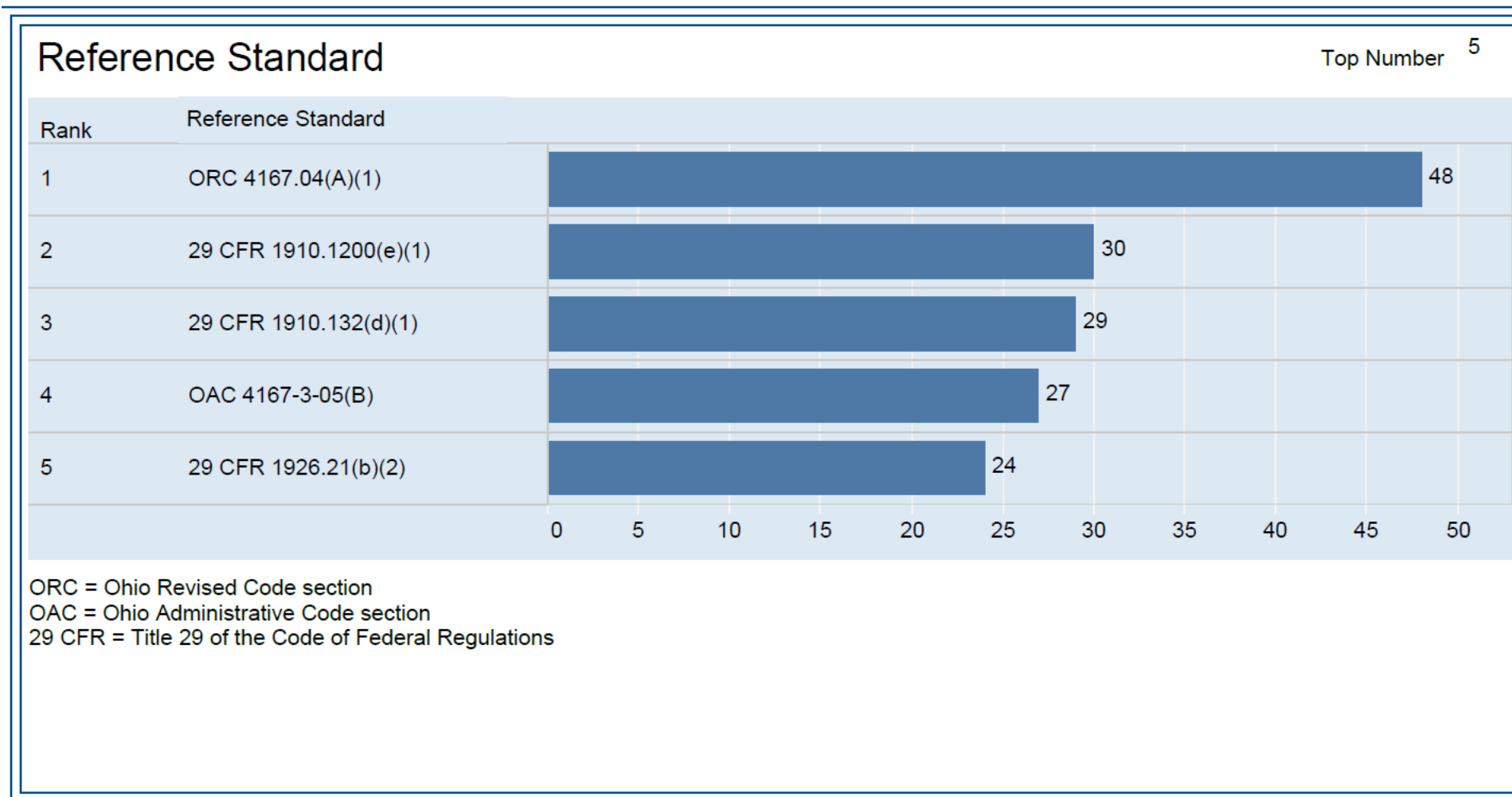
PERRP High Hazard Emphasis Inspections (HHEIs) are pro-active inspections of public sector worksites where public employees may perform high-risk activities.

- Landscaping/tree work
- Confined space entry and work
- Roadway work zones
- Tasks that require trenching and excavation

Historically, each of these high-risk activities has resulted in a substantial number of fatalities and serious injuries.

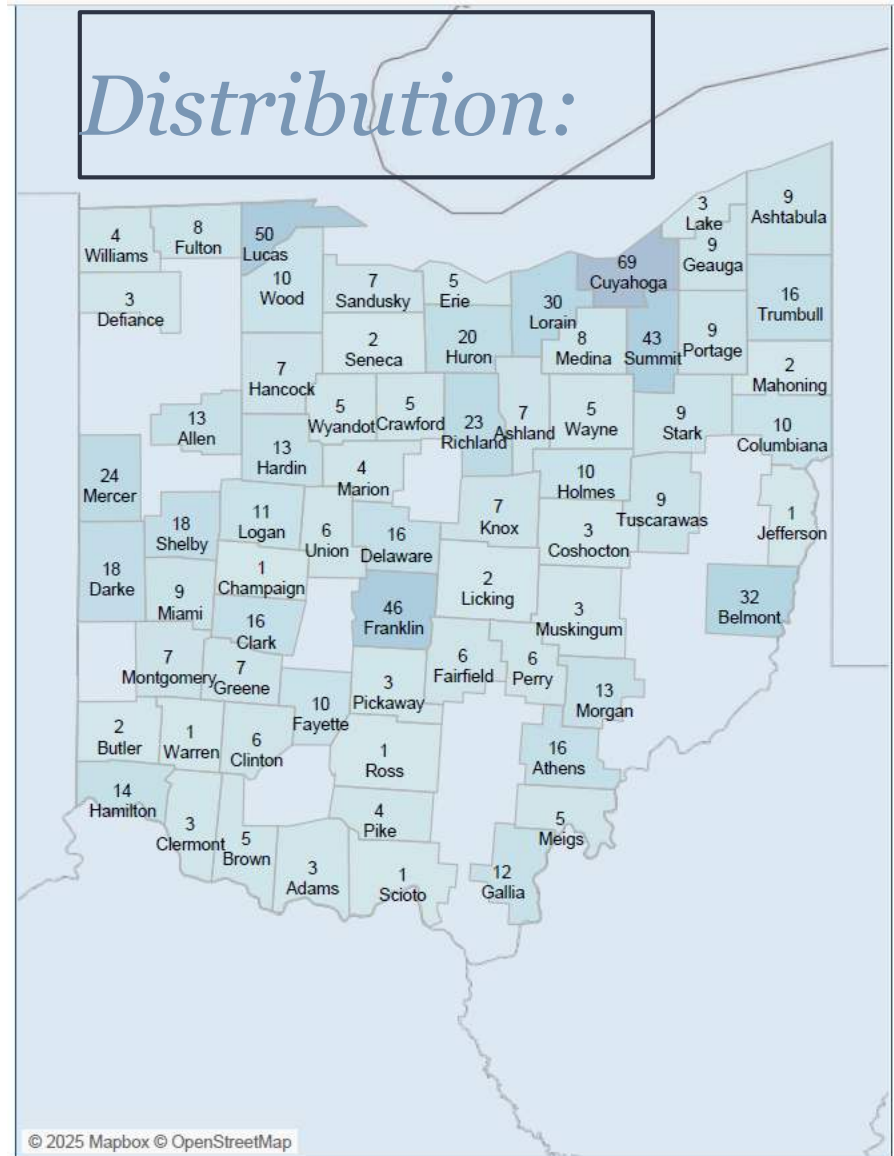
# 5 Things You Should be Focusing on

## *PERRP Citations 2020 - Jan 2025*



## *Municipality Types:*

1. Cities
2. Counties
3. Schools
4. Townships
5. Villages



## *Regulatory References:*

1. Section 4167.04 | Duty of public employer to provide safe place of employment.
  - This is the “General Duty Clause”
2. 1910.1200(e)(1) – Hazard Communication (HazCom) – Chemical Safety
  - Lack of a written hazard communication program
    - Safety Data Sheets
    - Container Labeling
    - Employee Training



### *Regulatory References:*

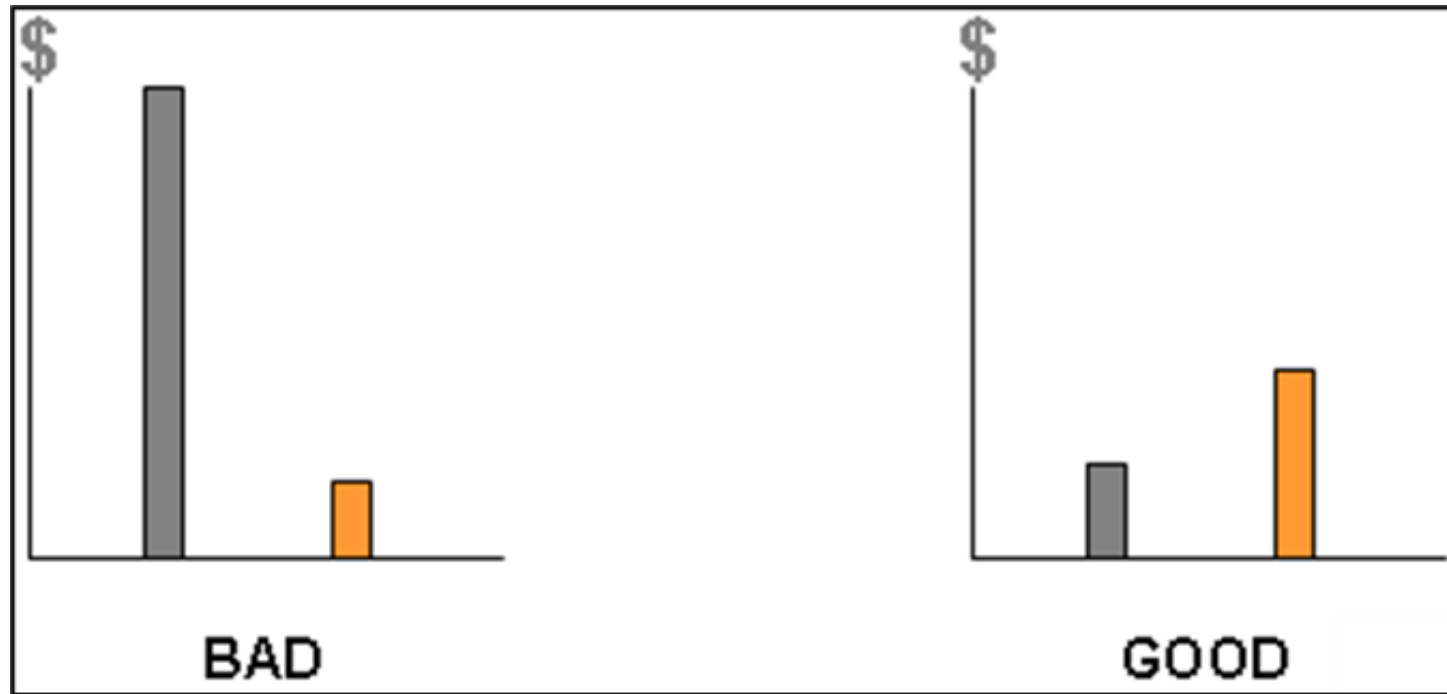
3. 1910.132(d)(1) – Personal Protective Equipment (PPE)
  - Hazard assessment and equipment selection.
  
4. OAC 4167-3-05(B) - Traffic control standards.
  - Any use of traffic control devices by a public employer must comply with the Ohio Manual of Uniform Traffic Control Devices promulgated by the Ohio department of transportation pursuant to section 4511.09 of the Revised Code

### *Regulatory References:*

#### 5. 29 CFR 1926.21(b)(2) – Safety Training

- “The employer shall instruct each employee in the recognition and avoidance of unsafe conditions and the regulations applicable to his work environment to control or eliminate any hazards or other exposure to illness or injury.”

## 5 Things You Should be Focusing on



“An ounce of prevention is worth a pound of cure.”

- Proverb

## Who is Sedgwick To You

Third Party Administrator (TPA)

### **Employer advocate**

Primary functions:

- Analysis and Options for Premium Savings/Refunds
- Claims management services
- Hearing representation on non-legal matters
- Settlement of claims
- Filing for Disability Relief
- Rate and underwriting support
- Education and training





# Group Rating Cities

## Group Rating provides for an up-front discount

Join a group through Sedgwick with similar entities

Options available based on entity experience:

Cities: 4 Teirs

59%--Effective 49%

52%--Effective 41%

48%--Effective 37%

38%--Effective 28%

Break Even Factor

Actual discount = difference between EMR and Group Effective Discount



## Group Rating Villages

### Group Rating provides for an up-front discount

Join a group through Sedgwick with similar entities

Options available based on entity experience:

Villages: Two Tiers

61%--Effective 51%

42%--Effective 31%

Break Even Factor

Actual discount = difference between EMR and Group Effective Discount



# Group Retrospective Rating

## Group Retro provides for refund of un-used premium

Join a group through Sedgwick with similar entities

Pay your Ohio BWC Premium

Claims are Paid from Premium Collected

Claims Cost Measured and Developed

**Un-used premium is Returned to Participants**

**Refunds from Ohio BWC over three-year period**

**Change to Max Assessment**

Filing Deadline is July 31st



# Sedgwick Managed Care Organization

**Open Enrollment Every Two Years in May**

**Initial Report of Injury**

**Recommended Allowance to Ohio BWC**

**Pays Medical Bills**

**Authorizes Treatment**

**Facilitates/Assists with Return to Work**

**Modified Duty/Transitional Work**

**Prescription Drug Management**

**Collection of Medical Records**

**Network of Physicians**

**Rehabilitation**

**Fraud related to Medical**

**Injury Reporting Materials**



## What can you do?

**Stay in touch with an injured worker after injury**

**Early Return to work, offer transitional work**

**Salary Continuation**

**Cost Containment**

**Pay attention—Fraud Detection**



THANK YOU!!

Questions?

Thank You!!