

# South Carolina

## State OSHA Annual Report (SOAR)

October 1, 2014 – September 30, 2015

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**Fiscal Year 2015**



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## **Executive Summary**

The State OSHA program is administered by the Director of the South Carolina Department of Labor, Licensing and Regulation. The Department of Labor, Licensing and Regulation is divided into divisions of Labor, Fire and Life Safety, and Professional and Occupational Licensing. The South Carolina Occupational Safety and Health Administration (SC OSHA) program has the distinction of being one of the first programs approved by the United States Department of Labor in accordance with the guidelines of the Occupational Safety and Health Act of 1970. This was accomplished on November 30, 1972.

The SC OSHA plan has been considered fully operational since 1974. This status was recognized in 1975, when the Commissioner for the South Carolina Department of Labor and the OSHA Regional Administrator in Atlanta, Georgia, signed an “Operational Status Agreement”. The agreement suspended the concurrent jurisdiction exercised by federal officials in all areas covered by the state plan. This was closely followed by “certification” in 1976, when South Carolina OSHA completed all developmental steps as outlined in its plan and as required by the United States Department of Labor.

On December 15, 1987, the South Carolina OSHA program received 18(e) determination (final approval). Final approval of the South Carolina State Plan represented a judgment, after extensive evaluation, that the South Carolina Department of Labor was administering its state plan in an effective manner, and resulted in formal relinquishment of concurrent federal authority to enforce occupational safety and health standards in areas covered by the state.

The State OSHA Annual Report (SOAR) for fiscal year 2015 provides a summary of South Carolina OSHA activities and results for the strategic plan, grant commitments, and other program accomplishments. The strategic goals have provided the focus for SC OSHA’s enforcement, education and training, outreach, and administrative programs. During fiscal year (FY) 2015, SC OSHA continued activities directly related to the five-year strategic plan for FY 2012-2016.

The SC OSHA annual report documents progress toward achieving the SC OSHA strategic vision of an agency that promotes workplace safety and health by motivating employers and employees to be actively involved in preventing hazards, which lead to reduced injuries and illnesses on the job.

The role of SC OSHA is to enforce safety and health regulations for employers who are not in compliance with the rules and regulations through enforcement efforts, and to provide compliance assistance through targeted outreach, education, and training and to emphasize increased awareness for South Carolinians on the importance of a safety and health culture.

SC OSHA strives to provide as many employers as possible with assistance in achieving voluntary compliance with SC OSHA standards before enforcement measures become necessary—and, more importantly, before an employee is injured or killed. Traditional enforcement methods are supplemented by incentive and education programs and targeted outreach that encourage voluntary compliance. Alliances and partnerships are also a part of SC OSHA’s resources.

In accordance with the requirements of the Government Performance and Results Act (GPRA), South Carolina developed a Five-Year Strategic Plan covering the period 2012 through 2016. The Five Year Strategic Plan incorporated the two federal OSHA goals as its direction. The two overall strategic goals are:

**Goal 1.** Ensure and Improve Workplace Safety and Health.

**Goal 2.** Promote a culture of safety and health.

The Fiscal Year (FY) 2015 Annual Performance Plan developed by SC OSHA was intended to support the overall goals of the five-year Strategic Plan. The 2015 Performance Plan included specific performance goals designed to produce measurable progress toward realization of SC OSHA’s strategic goals. Performance goals include:

- Reducing fatalities and occupational injuries in construction;
- Reducing injuries, illnesses and fatalities in selected high hazard industries with a goal of removing the industry from the High Hazard List due to decreased injury and illness rates;
- Improving communication and interaction with high-risk worker organizations regarding workplace safety and health;
- Identifying employers who have the potential to successfully participate in and/or renew their status in the SC Voluntary Protection Program (SC VPP); and
- Effective response to mandates so that workers are provided full protection under SC OSHA by timely issuance of citations, so that hazards could be

corrected quickly, and by timely response to work related fatality/catastrophe reports.

This annual report for SC OSHA Enforcement reflects the integrated approach to achieving goals which were outlined in the SC OSHA Strategic Plan.

## **Jurisdiction**

The South Carolina OSHA Program exercises jurisdiction over all private and public sector employers and employees within the state except:

- private sector marine terminals,
- employment on military bases,
- private sector employment at Area D of the Savannah River Site,
- Three Rivers Solid Waste Authority,
- federal government employers and employees, and
- The U.S. Postal Service (USPS), including USPS employees, contract employees and contractor-operated facilities engaged in USPS mail operations.

## **Regulations and Standards**

States must set job safety and health standards that are “at least as effective as” comparable Federal OSHA standards. Most states adopt standards identical to Federal OSHA standards.

South Carolina OSHA has the statutory authority to promulgate safety and health standards in response to specific state conditions that would warrant such action. In South Carolina, the adoption of Federal OSHA promulgated standards is a streamlined process that allows for almost immediate adoption. South Carolina adopted all Federal OSHA standards in FY 2015.

## **Enforcement Programs**

The South Carolina Occupational Safety and Health Act requires South Carolina employers to provide their employees with safe and healthy worksites that are free from recognized hazards which may cause injuries and illnesses to workers. The SC Office of Occupational Safety and Health conducts inspections of businesses to

ensure compliance with the law utilizing a staff of 17 safety compliance officers and 10 health compliance officers.

## **Voluntary and Cooperative Programs**

### **Consultation Programs**

Employers, who want help in recognizing and correcting safety and health hazards, and want help in improving their safety and health programs, may obtain it from a free consultation service largely funded by Federal OSHA. This service is delivered by state government using well-trained, professional staff.

The South Carolina Consultation Program is a cooperative approach to solving safety and health programs in the workplace. As a voluntary activity, it is neither automatic nor expected. The employer must request it. The obligation for the employer is a commitment to correct, in a timely manner, all safety and health hazards that are found during the consultation visit. In addition to helping employers identify and correct specific hazards, consultants provide guidance in establishing or improving an effective safety and health program and offering training and education for the employer, supervisors and employees.

Primarily targeted for smaller businesses in higher hazard industries or with especially hazardous operations, the safety and health consultation program is completely separate from the inspection effort. In addition, no citations are issued or penalties proposed. The service is confidential, too. The name of the employer, and any information about the workplace, plus any unsafe or unhealthy working conditions the consultant uncovers, will not be reported routinely to the SC OSHA inspection staff.

### **Training and Education**

OSHA Voluntary Programs provide a variety of training programs and presentations designed to reduce or eliminate safety and health hazards in the workplace. Training is available to employers and employees of both the public and private sector upon request and can occur at a location selected by the employer (requiring participation of twelve or more employees) or as a result of participation in one of the regional training programs coordinated by the training staff. In fiscal year 2015, an excess of 436 training programs were delivered to employees throughout our state, resulting in

more than 10,484 employees being trained on various OSHA regulations and other safety and health issues.

General industry, health, and construction areas are covered in training curriculum. Examples of training programs offered include:

- The OSHA inspection process
- Bloodborne pathogens
- Lockout/Tag out (LOTO)
- Trenching/excavation
- Hazard communication
- S.C. SMART- Safety Management Accident Reduction Training
- Fall protection
- Personal protective equipment
- Violence in the workplace
- Scaffolding (construction)
- Permit required confined spaces
- Industrial trucks (forklifts)
- OSHA recordkeeping

## **Overview of Fiscal Year 2015**

The South Carolina Department of Labor, Licensing, and Regulation is authorized to use “other agency funds”, through a proviso, to provide matching funds. During fiscal year 2015, the SC OSHA Consultation and Training Divisions added one Industrial Hygienist to their staff. There is currently one vacancy in the consultation division. The goal for FY 2016 is to hire a new Training & Development Director to oversee the in-house training. When this is completed, the filling of inspector positions will begin. SC OSHA Enforcement ended the year with seven inspector vacancies in the safety and health divisions. The office and support areas remain fully staffed. This new position will assist the OSHA program with ensuring the continued effectiveness of the SC OSHA program.

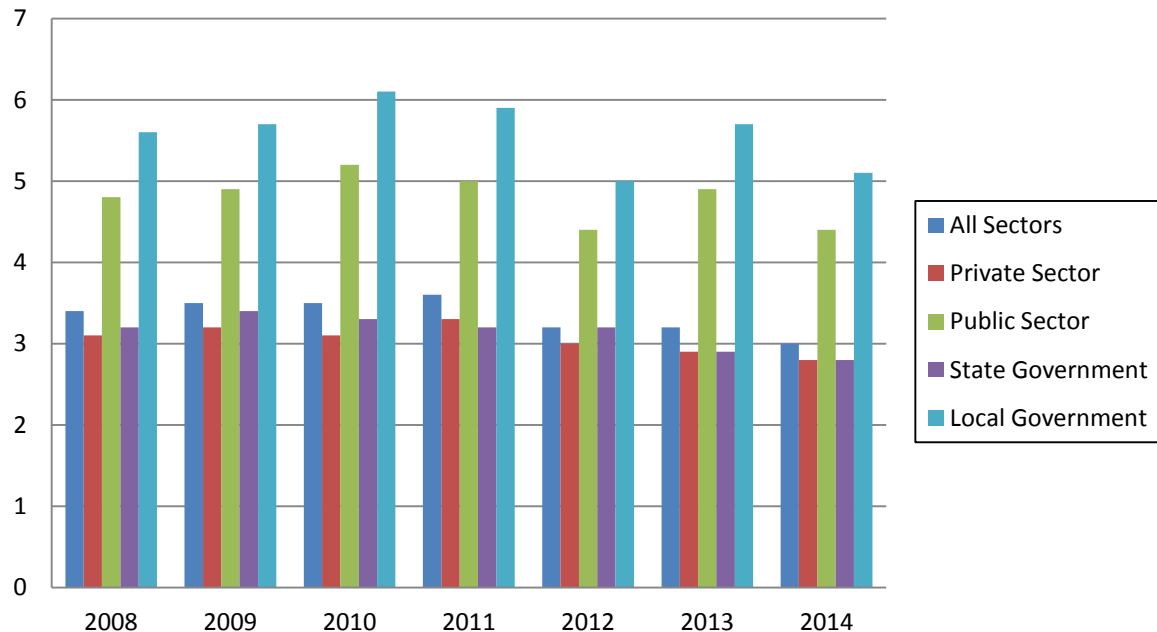
Fiscal year 2015 was a very productive year for South Carolina OSHA. In addition to meeting our strategic goals set in 2015, we have also made enormous strides in accomplishing internal goals such as revising manuals, implementing internal audits procedures, and developing or updating internal policies.

## State Demographic Profile

| Sector                 | Establishments | Employees        |
|------------------------|----------------|------------------|
| Total Private Industry | <b>116,012</b> | <b>1,552,931</b> |
| Total Public Sector    | <b>2,936</b>   | <b>306,097</b>   |

The current (2014) injury and illness total case rate for all industries, including state and local government decreased from 3.2 to 3.0. Private industry observed a decrease in its TCR from 2.9 to 2.8. Public sector TCR decreased from 4.9 to 4.4. South Carolina continued to be one of the few states with rates below the national average. SC OSHA will continue working to develop strategies that can further reduce these rates during the next year.

### SC Occupational Injury and Illness Rate

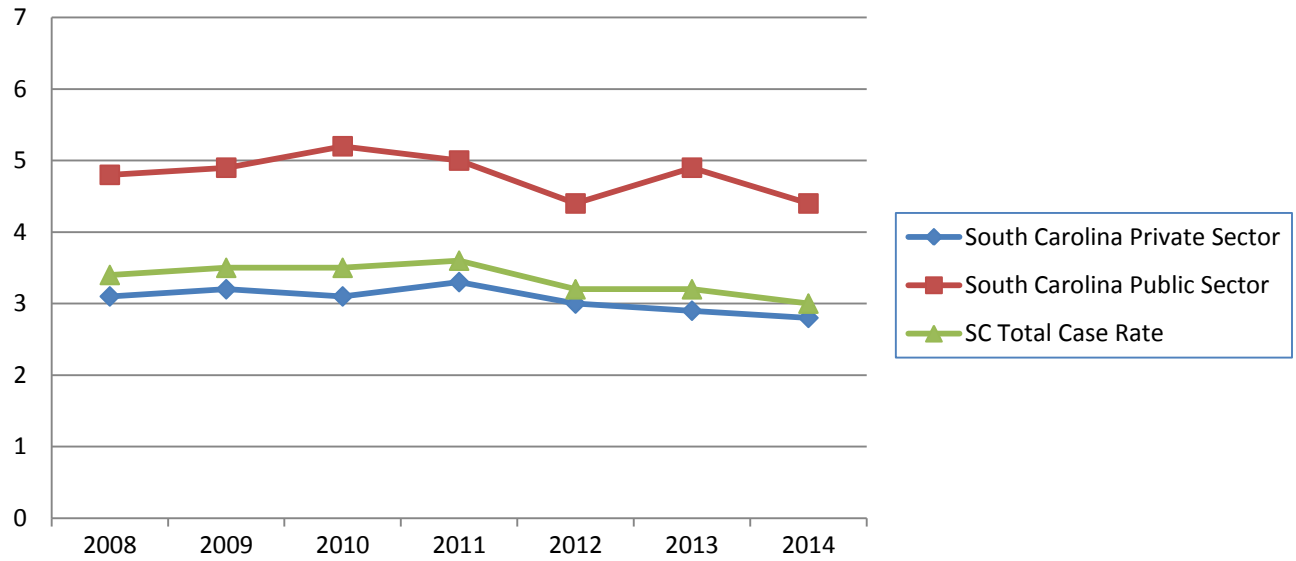


### SC Occupational Injury and Illness Rates

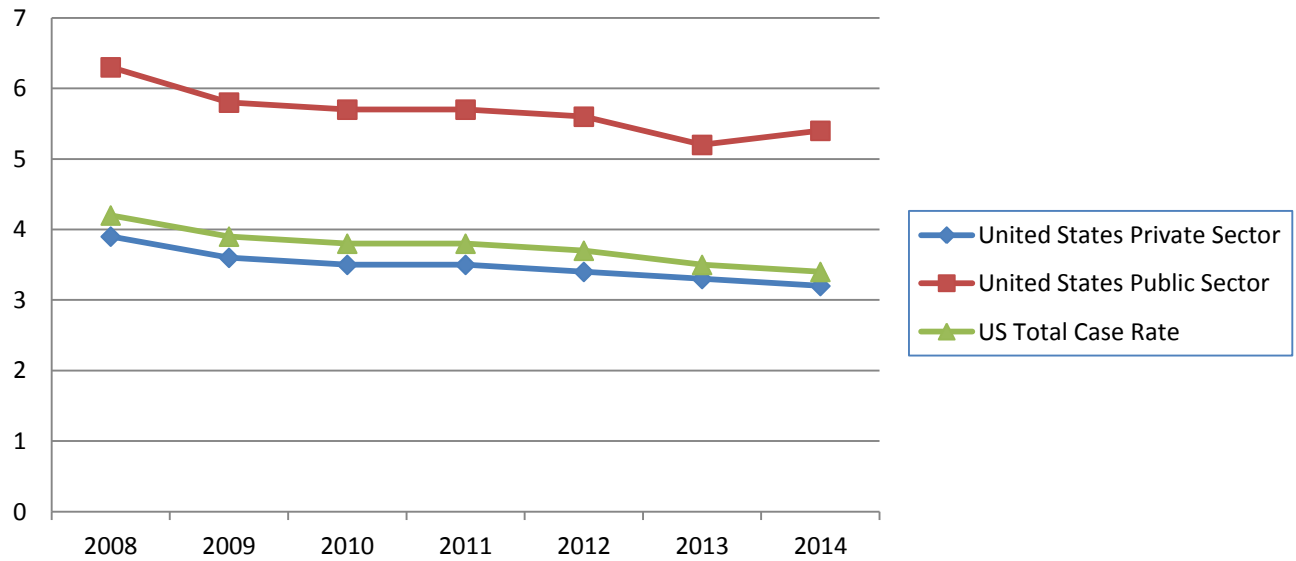
|                       | 2008       | 2009       | 2010       | 2011       | 2012       | 2013       | 2014       |
|-----------------------|------------|------------|------------|------------|------------|------------|------------|
| <b>TRC (All)</b>      | <b>3.4</b> | <b>3.5</b> | <b>3.5</b> | <b>3.6</b> | <b>3.2</b> | <b>3.2</b> | <b>3.0</b> |
| <b>Private Sector</b> | <b>3.1</b> | <b>3.2</b> | <b>3.1</b> | <b>3.3</b> | <b>3.0</b> | <b>2.9</b> | <b>2.8</b> |
| <b>Public Sector</b>  | <b>4.8</b> | <b>4.9</b> | <b>5.2</b> | <b>5.0</b> | <b>4.4</b> | <b>4.9</b> | <b>4.4</b> |



## SC Occupational Injury and Illness Rates



## US Occupational Injury and Illness Rates



## Mandated Activities

### OSHA Voluntary Programs

South Carolina OSHA Voluntary Programs (SC OVP) consultation division conducted 919 site visits and identified 4,414 safety and health hazards. Eight hundred fourteen of these visits resulted in the development of safety and health programs and improvements to existing safety and health programs. The consultation division received an overall customer satisfaction rating of 98.8 percent from the companies they visited.

The Office of Recognition Programs and Outreach has continued to work with employers throughout the state to explore new initiatives to improve workplace safety and health. In March of 2015, SC OVP held a safety conference in cooperation with the South Carolina Manufacturers Alliance and the National Safety Council. It was very well attended.

There was one new Voluntary Protection Program (VPP) site recognized this year and currently 41 active Voluntary Protection Program (VPP) “Palmetto Star” sites. There was one new Safety and Health Recognition Program (SHARP) site recognized during this fiscal year, bringing the program to a total of ten. We are working with three new companies to potentially become SHARP sites. A great deal of emphasis has been put into this program to encourage companies to participate.

- The Office of Training conducted a total of 436 classes for public and private-sector employers during fiscal year 2015.
- 10,484 South Carolina workers received training in South Carolina.

#### Statistical Training Information FY 2015

|  |        |
|--|--------|
| Private sector employers trained               | 517    |
| Private sector employees trained               | 3,841  |
| Public sector employers trained                | 1,932  |
| Public sector employees trained                | 4,191  |
| Total number of workers that received training | 10,484 |

South Carolina OSHA Voluntary Programs currently has one supervisor and three full-time trainers. The Training Division continues to reach out to employers and employees through organizations and associations. Training conducted at these meetings resulted in several individual training requests by companies. Some of the groups we have worked with include: the American Society of Safety Engineers, SC Manufacturer's Alliance, SC & NC Utility Coordinating Committee, Timber Producers Association, SC Association of Counties and the SC Rural Water Associations.

## **OSHA Technical Support and Standards**

The SC OSHA Technical Support Office manages the SC OSHA Standards Office and ensures accuracy and consistency of standard interpretations provided to the public and SC OSHA staff. This office develops and oversees SC OSHA's Strategic Plan, generates quarterly and annual reports, and assists the OSHA Administrator with South Carolina Department of Labor, Licensing, and Regulation's Strategic Plan and other state reports such as the state annual and accountability reports.

The Technical Support Office also reviews all Federal OSHA documents; recommends action to the OSHA administrator, such as standard changes and directives for state adoption; maintains tracking logs, drafts interpretive memorandums or directives, and coordinates all public hearings for standard promulgation and amendment adoptions. There were two public standard adoption hearings held during fiscal year 2015.

The SC OSHA Standards Office provides assistance to many employers, employees and compliance staff who desire to eliminate safety and health hazards in their workplaces. Electrical hazards, machine guarding problems, bloodborne pathogens, recordkeeping requirements and respiratory protection are examples of conditions for which information and assistance are frequently requested.

The SC OSHA Standards Office evaluates and provides guidance on OSHA standards and directives promulgated by Federal OSHA which may be adopted in South Carolina. The Standards Office provides training for SC OSHA personnel on new or amended standards. This office also evaluates the validity of requests for temporary and permanent variances from OSHA standards and facilitates public hearings, as needed. There was one variance hearing held during this year.

There are three positions within the Offices of Technical Support and Standards. These positions are technical support coordinator, safety standards officer, and health standards officer. Currently, the SC OSHA Offices of Technical Support and Standards are fully staffed.

South Carolina Standards Office personnel spend the greatest amount of their time providing compliance assistance. Personnel respond to volumes of customer requests in the forms of phone calls, letters, walk-ins, and e-mails. The following chart represents the number of individual safety and health standard inquiries answered by the standards division during fiscal year 2015:

**Statistical Standards Information FY 2015**

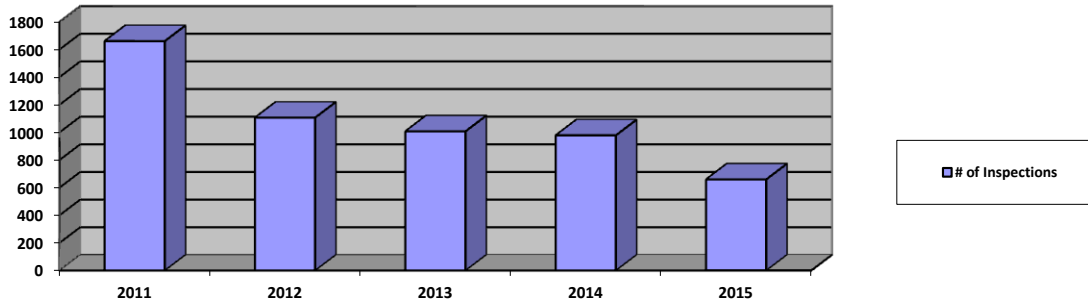
| <b>Requests for Information</b>  | <b>Number of Calls / Responses</b> |
|----------------------------------|------------------------------------|
| Standards Information            | 608                                |
| Technical Information and Advice | 205                                |
| Standards Interpretation         | 333                                |
| General Information              | 347                                |
| Referrals                        | 441                                |
| Letters                          | 10                                 |
| E-mails                          | 377                                |
| <b>Total</b>                     | <b>2,321</b>                       |

**OSHA Enforcement**

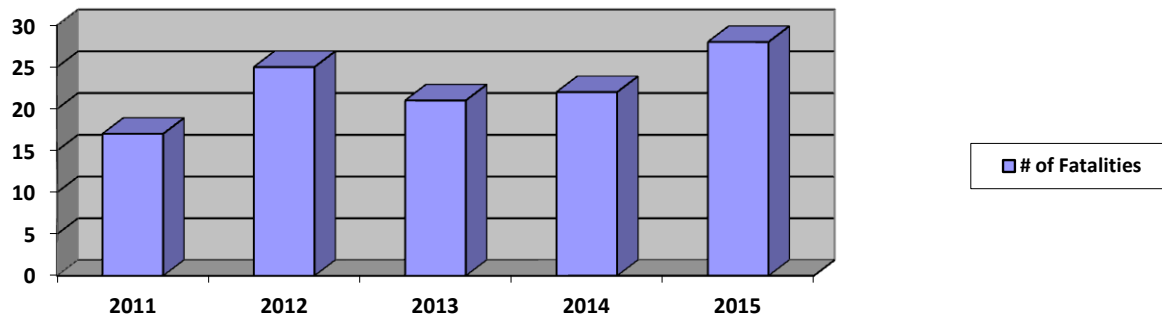
OSHA Enforcement conducted 659 inspections resulting in 992 violations being issued during fiscal year 2015. Seventy-eight percent of the citations issued were serious in nature. Additionally, three repeat violations were issued.

During fiscal year 2015, SC OSHA conducted twenty-eight fatality investigations and twenty-seven (27) accident investigations. Also, SCOSHA continued its efforts to reach vulnerable workers. SC OSHA conducted thirty (30) inspections pertaining to temporary workers. SC OSHA was able to impact over 1,200 workers in this class of worker.

## Compliance Inspections



## Fatalities



The construction safety compliance group conducted 377 inspections during the fiscal year. Four hundred six citations were issued with 646 instances for a serious violation rate of seventy-two percent. As part of our continual efforts to reduce falls in construction, twenty-two (22) inspections were conducted at residential construction sites during the year. Sixty-eight percent of those inspections resulted in serious violations. Also, SC OSHA has placed a heightened awareness of trenching and excavation hazards in the construction industry. Ten (10) inspections were conducted for the Trenching and Excavation Emphasis program with a serious violation rate of one hundred percent. Compliance officers continue to recognize hazards as they travel throughout the State. Thirty-four plain view inspections were conducted on construction sites for this fiscal year. Falls in construction and hazards associated with trenching and excavations continue to be a focus for SC OSHA.

The health compliance group conducted ninety (90) inspections during the fiscal year. One hundred forty citations were issued with 210 instances. Health compliance conducted nine inspections in industries known to have employees exposed to lead. SC OSHA and the South Carolina Department of Health and Environmental Control (SC DHEC) continue the cooperative relationship through a Memorandum of Understanding (MOU) to use data from the Adult Blood Lead Epidemiology Surveillance (ABLES) program. SC DHEC reports all work-related adult blood lead analysis over 25  $\mu\text{g}/100\text{g}$  of whole blood. Two inspections were conducted under the Process Safety Management (PSM) Covered Chemical Facilities emphasis program. Three inspections were conducted under the emphasis program for Primary Metals Industry. Exposures to lead, hexavalent chromium, and noise were determined in this industry. Five inspections were conducted for the presence of Crystalline Silica emphasis program and seven for the Occupational Exposure to Isocyanates emphasis program.

The general industry safety compliance group conducted 192 inspections during the fiscal year. Four hundred forty-eight citations were issued with 2,122 instances resulting in a serious rate of eighty-three percent. Using BLS data the safety compliance group focused on the following industries: Cement & Concrete Mfg (3273), Animal Slaughtering (3116), Textile Furnishing Mills (3141), Other Wood Products (3149), Veneer, Plywood and Engineered Wood Products (3212), Ship & Boat Building (3366), Agriculture, Construction and Mining Machinery (3331), Plastic Products (3261), HVAC and Refrigeration Mfg (3334) and Household and Institutional Furniture and Kitchen Cabinet Mfg (3371). Machine guarding and electrical violations led the way as the most cited violations in these industries.

## SOAR Information

Fiscal Year 2015

1. During the period of October 1, 2014 thru September 30, 2015, SC OSHA implemented and/or was actively engaged in emphasis initiatives involving industries with high injury and illness rates within the State of South Carolina.

| SC OSHA<br>Emphasis/Initiatives | Inspections | # of Citations<br>Issued/Instances | # of Employees |
|---------------------------------|-------------|------------------------------------|----------------|
| Lead                            | 9           | 37/65                              | 444            |
| PSM Facilities                  | 2           | 5/5                                | 558            |

| SC OSHA<br>Emphasis/Initiatives                                 |  | Inspections | # of Citations<br>Issued/Instances | # of Employees |
|---|--|-------------|------------------------------------|----------------|
| Hexavalent Chromium   |  | 1           | 8/17                               | 40             |
| Primary Metals  |  | 2           | 6/8                                | 86             |
| Occupational Exposure to<br>Isocyanates                         |  | 7           | 1/2                                | 269            |
| Crystalline Silica  |  | 5           | 2/3                                | 268            |
| Residential Construction  |  | 22          | 24/80                              | 107            |
| Trenching and Excavation  |  | 10          | 32/34                              | 62             |
| NAICS 3273<br>Cement & Concrete Mfg.                            |  | 16          | 49/112                             | 650            |
| NAICS 3116<br>Animal Slaughtering                               |  | 5           | 29/141                             | 1841           |
| NAICS 3141<br>Textile Furnishing Mills                          |  | 4           | 9/9                                | 361            |
| NAICS 3149<br>Other Wood Products                               |  | 7           | 30/75                              | 440            |
| NAICS 3212<br>Veneer, Plywood and<br>Engineered Wood Product    |  | 6           | 30/73                              | 483            |
| NAICS 3366<br>Ship & Boat Building                              |  | 6           | 21/55                              | 344            |
| NAICS 3331<br>Agriculture, Construction<br>and Mining Machinery |  | 1           | 5/5                                | 103            |
| NAICS 3261<br>Plastic Products                                  |  | 15          | 89/318                             | 885            |
| NAICS 3334<br>HVAC and Refrigeration<br>Equipment Mfg           |  | 3           | 28/138                             | 699            |
| NAICS 3371<br>Household and<br>Institutional Furniture and      |  | 3           | 35/86                              | 266            |

| SC OSHA<br>Emphasis/Initiatives |  | Inspections | # of Citations<br>Issued/Instances | # of Employees |
|---------------------------------|--|-------------|------------------------------------|----------------|
| Kitchen Cabinet Mfg             |  |             |                                    |                |

2. Fatalities, Catastrophes, Accidents.

| Accident Reporting |  |  |    |  |
|--------------------|--|--|----|--|
| Fatalities         |  |  | 28 |  |
| Catastrophes       |  |  | 0  |  |
| Accidents          |  |  | 27 |  |

3. Safety and Health complaints received, inspected and investigated.

| Complaints                            |  |  |     |  |
|---------------------------------------|--|--|-----|--|
| Safety and Health Complaints Received |  |  | 380 |  |
| Inspections Accomplished              |  |  | 92  |  |
| Investigations (Mail/Phone/Fax)       |  |  | 277 |  |

4. Whistleblower complaints received, investigated, settled, administratively screened and/or referred of another agency.

| Discrimination Complaints            |  |  |    |  |
|--------------------------------------|--|--|----|--|
| Discrimination Complaints Received   |  |  | 60 |  |
| Inspections Accomplished             |  |  | 29 |  |
| Investigations Settled               |  |  | 0  |  |
| Administratively Screened and Closed |  |  | 26 |  |
| Referred to Another Agency           |  |  | 3  |  |



## **Informal Conferences**

The Informal Conference Office provides an avenue for employers to settle cases and reach a better understanding of the citations received after an inspection. This office also maintains inspection files and handles Freedom of Information Act (FOIA) requests for SC OSHA records. In the past year, 176 informal conferences were requested. Eighty-two (82) informal conferences were scheduled for discussion of the citations, with 13 moving forward to formally contest. The remaining 94 informal conferences regarding penalty and/or abatement were conducted over the phone. One hundred ninety-nine (199) FOIA requests were filled. All outstanding requests have been acknowledged and are waiting for file documents to become releasable.

## **Integrated Management Information System (IMIS)**

The South Carolina OSHA Redesign and Enhancement (SCORE) Information System is into its sixth year of operation and continues to provide a significant cost avoidance through the reduction of paper files. In 2015, SCORE obviated the need to keep and maintain paper inspection reports for 656 inspections and 936 consultation visits. Those inspections and consultations generated 2594 inspection and consultation reports, citations, etc. SCORE not only provides an efficient means of data entry and secure storage, it also allows South Carolina OSHA to retrieve and analyze that data instantaneously.

SCORE has transitioned completely to the 64-bit operating systems in the Windows 7™ environment. SC OSHA is well placed to maintain its data integrity and security for all inspections and consultations, with or without the Integrated Management Information System (IMIS) or the new Federal OIS system.

Federal OSHA's replacement for the IMIS, the new "web based" OSHA Information System (OIS), has been implemented for both Enforcement and Consultation. The development of a system-to-system interface between SCORE and OIS allows SC OSHA to conduct its own data management while providing the required data to Federal OSHA.

## Summary

South Carolina OSHA continues to operate an effective state OSHA program. SC OSHA reviews the annual high hazard planning guide for target hazards in industries. As a result of this practice, we have seen a reduction in the number of injuries and illnesses in safety and health industries. SC OSHA has developed a Strategic Management Plan with outcome goals that are consistent with Federal OSHA activity. As well as specific outcome measures, the plan includes activity goals for all components of the state program. Strategies can be altered and activities increased or decreased to further enhance program performance.

Over the last year, SC OSHA has continued to identify and reduce the number of worker injuries, illnesses and fatalities in construction by focusing attention and resources on the most prevalent types of workplace injuries and illnesses. (e. g., falls, electrocutions, struck-bys, and crushed by/caught between).

The South Carolina OSHA plan was again able to successfully participate and partner with the SC Manufacturers Alliance to sponsor the Southeastern Workforce Protection Conference which was held in March of 2015. The sixth annual Southeastern Workforce Protection Conference is scheduled for March 2016. Through partnership in conferences, forums and training courses, SC OSHA continues to work with associations, employers and other groups to promote SC OSHA Consultation and Training services. Services are provided by the consultation division to promote a positive safety and health environment to ensure a safe and healthy workplace for employees in South Carolina.

SC OSHA continues to develop and provide safety and health training programs on new or amended standards for OSHA staff members and companies.

South Carolina OSHA received comments and recommendations from the Enhanced Federal Annual Monitoring Evaluation (EFAME) report. Upon review of the responses from Federal OSHA, there were recommendations to improve the program, but only minor deficiencies were noted. These deficiencies have been resolved and measures have been implemented to review outcomes and make adjustments as needed.

## OUTCOME GOAL

| <u>Performance Goal</u>   | <u>Annual Performance Goal</u>   | <u>Outcome</u>         | <u>Comments</u>   |
|---|--|------------------------|---|
| Reduce the overall injury and illness rate (Total Case Rate) in Manufacturing by <u>10%</u> | Reduce the overall injury and illness rate (Total Recordable Case rate) in Manufacturing by <u>2%</u> each year (October 1 – September 30) | <b><i>EXCEEDED</i></b> | The TRC baseline rate for Manufacturing was <u>4.0</u> . Our goal for FY 2015 was <u>3.6</u> . According to the 2014 BLS survey report, the TRC rate for manufacturing in South Carolina <u>3.0</u> . |

## OUTCOME GOAL

| <u>Performance Goal</u>  | <u>Annual Performance Goal</u>   | <u>Outcome</u>             | <u>Comments</u>  |
|--|--|----------------------------|--|
| Initiate inspection of fatalities and catastrophes within one working day of notification for <u>95%</u> of occurrences to prevent further injuries and death. | Initiate inspection of fatalities and catastrophes within one working day of notification for <u>95%</u> of occurrences to prevent further injuries and death. | <b><i>DID NOT MEET</i></b> | <u>90%</u> of the fatalities were opened within one working day of notification. |

## OUTCOME GOAL

| <u>Performance Goal</u>  | <u>Annual Performance Goal</u>   | <u>Outcome</u>         | <u>Comments</u>   |
|--|--|------------------------|---|
| Reduce the overall injury and illness rate (TRC rate) in construction by <b><u>10%</u></b> . | Reduce the injury and illness (TRC rate) in construction by <b><u>2%</u></b> each year (October 1 – September 30). | <b><i>EXCEEDED</i></b> | The TRC baseline rate for construction was <b><u>2.6</u></b> . Our goal for FY 2015 was a rate of <b><u>2.5</u></b> . According to the 2014 BLS data, the TRC rate for construction was <b><u>1.6</u></b> . |

## OUTCOME GOAL

| <u>Performance Goal</u>   | <u>Annual Performance Goal</u>  | <u>Outcome</u>         | <u>Comments</u>   |
|---|---|------------------------|---|
| <b><u>50%</u></b> of employers who receive a 21(d) visit either implement an effective safety and health program or improve their existing program. | <b><u>50%</u></b> of employers who receive a 21(d) visit either implement an effective safety and health program or improve their existing program. | <b><i>EXCEEDED</i></b> | <b><u>88%</u></b> of the employers that requested a 21(d) visit implemented or improved their safety and health programs. |

## OUTCOME GOAL

| <u>Performance Goal</u>   | <u>Annual Performance Goal</u>  | <u>Outcome</u>         | <u>Comments</u>   |
|---|---|------------------------|---|
| <b>50%</b> of High Hazard employers who requested an informal conference will develop and implement systems to address specific safety and health issues. | <b>50%</b> of High Hazard employers who requested an informal conference will develop and implement systems to address specific safety and health issues. | <b><i>EXCEEDED</i></b> | <b>91 %</b> of High Hazard employers that requested an informal entered into an informal settlement agreement. (49 of 54 High Hazard inspections settled) |

## OUTCOME GOAL

| <u>Performance Goal</u>   | <u>Annual Performance Goal</u>  | <u>Outcome</u>         | <u>Comments</u>  |
|---|---|------------------------|--|
| Provide timely responses to formal complainants by reducing the notification time for inspection results to 20 days for <b>95%</b> of formal complaints that are inspected. | Provide timely responses to formal complainants by reducing the notification time for inspection results to 20 days for <b>95%</b> of formal complaints that are inspected. | <b><i>EXCEEDED</i></b> | Complainants were notified of inspections results within 20 days of closing the inspection <b>97%</b> of the time. |

## OUTCOME GOAL

| <u>Performance Goal</u>  | <u>Annual Performance Goal</u>   | <u>Outcome</u>             | <u>Comments</u>   |
|--|--|----------------------------|---|
| Initiate investigation of <u>98%</u> of formal complaints within <u>7 workdays</u> . | Initiate investigation of <u>98%</u> of formal complaints within <u>7 workdays</u> . | <b><i>DID NOT MEET</i></b> | The average over the entire year was <u>82 %</u> within 7 workdays. |

## OUTCOME GOAL

| <u>Performance Goal</u>  | <u>Annual Performance Goal</u>   | <u>Outcome</u>         | <u>Comments</u>  |
|--|--|------------------------|--|
| Ensure worker protection by obtaining <u>95%</u> of warrants in a timely manner (within 10 workdays of refusal). | Ensure worker protection by obtaining <u>95%</u> of warrants in a timely manner (within 10 workdays of refusal). | <b><i>EXCEEDED</i></b> | <u>13</u> companies denied entry during the year. <u>3</u> warrants obtained in a timely manner. <u>9</u> companies allowed re-entry. <u>1</u> warrant was not obtained. |