

Office of the Chief Financial Officer

Annual Risk Management Report

Submitted on May 30, 2024



TAKE PART
Opportunity Rising



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Executive Summary

- The City Charter requires the City to have a Risk Management Council, an advisory body to the Mayor, to identify areas of interest and to consume information organized by the Director of Risk Management. The City Charter specifies the membership of the Risk Management Council. This Report summarizes areas of interest (as identified by the Risk Management Council), presentations made to the Risk Management Council on those topics, and action items to be taken to reduce the City's risk exposure. The Report also identifies areas of focus that will be addressed in the near future.

Insurance Program – Summary

Coverage	Limit	Deductible	Notes
All Risk Property	\$ 1,000,000,000	\$ 500,000	Includes a \$100 Million sub-limit for flood coverage
Cyber (included in Property)	2,000,000	Various	
Excess Cyber Liability	3,000,000	2,000,000	(xs of Primary Cyber) ¹
Airport Liability	200,000,000	1,000	
Helicopter - Hull & Liability	25,000,000	10,000	
Treasurer Bond	20,000,000	N/A	
Fine Arts	31,000,000	2,500	
Workboat - Hull & Liability	1,000,000	1,000	
Excess Marine Liability	1,000,000	1,000,000	(xs of Primary) ²
Flood (misc. locations)	500,000	50,000	NFIP flood insurance
General Liability	5,000,000	1,000	

1) Excess Cyber sits above Primary cyber. The Primary cyber (\$2M) is included within the structure of the Property policy.

2) Excess Marine sits above the Primary Workboat Hull and Liability policy.

Insurance Premium – Summary

Coverage	Renewal Date	Premium FY 23	Premium FY 24	Difference	% Change
Airport Liability	2023-07-01	\$28,375	\$31,045	\$2,670	9.41%
All Risk Property	2023-07-01	\$2,421,892	\$3,350,630	\$928,738	38.35%
Excess Cyber	2023-07-01	\$190,733	\$190,400	(\$333)	-0.17%
Fine Art	2023-08-07	\$37,173	\$28,548	(\$8,625)	-23.20%
General Liability	2023-07-01	\$255,552	\$273,092	\$17,540	6.86%
Helicopter - Hull & Liability	2023-07-01	\$43,952	\$48,798	\$4,846	11.03%
NFIP Flood (misc locations)	2023-04-24	\$16,632	\$16,632	\$0	0.00%
Treasurer Bond	2023-07-01	\$50,000	\$50,000	\$0	0.00%
Workboat Hull & Liability	2023-11-04	\$35,005	\$35,064	\$59	0.17%
XS Marine Liability	2023-11-04	\$1,722	\$2,291	\$569	33.04%
Total		\$3,081,036	\$4,026,500	\$945,464	30.69%

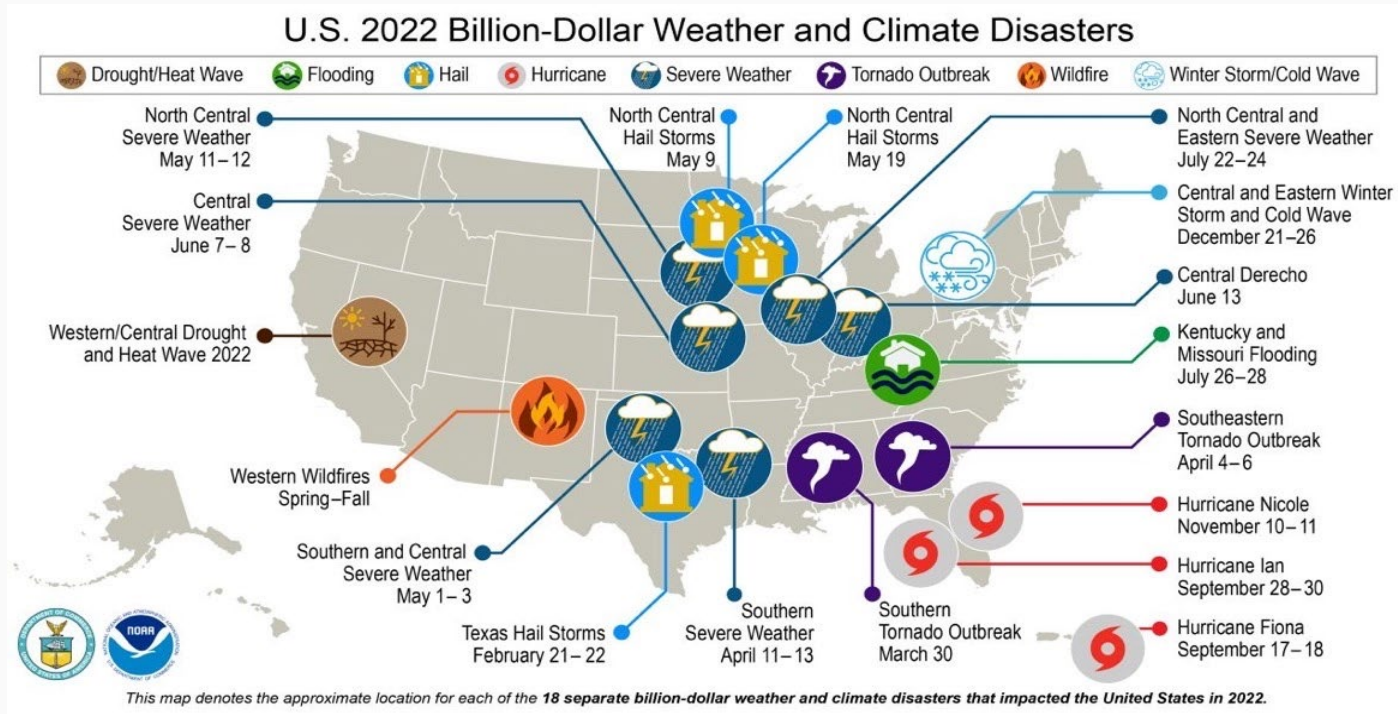
Insurance Market Updates

Impactful issues for insureds:

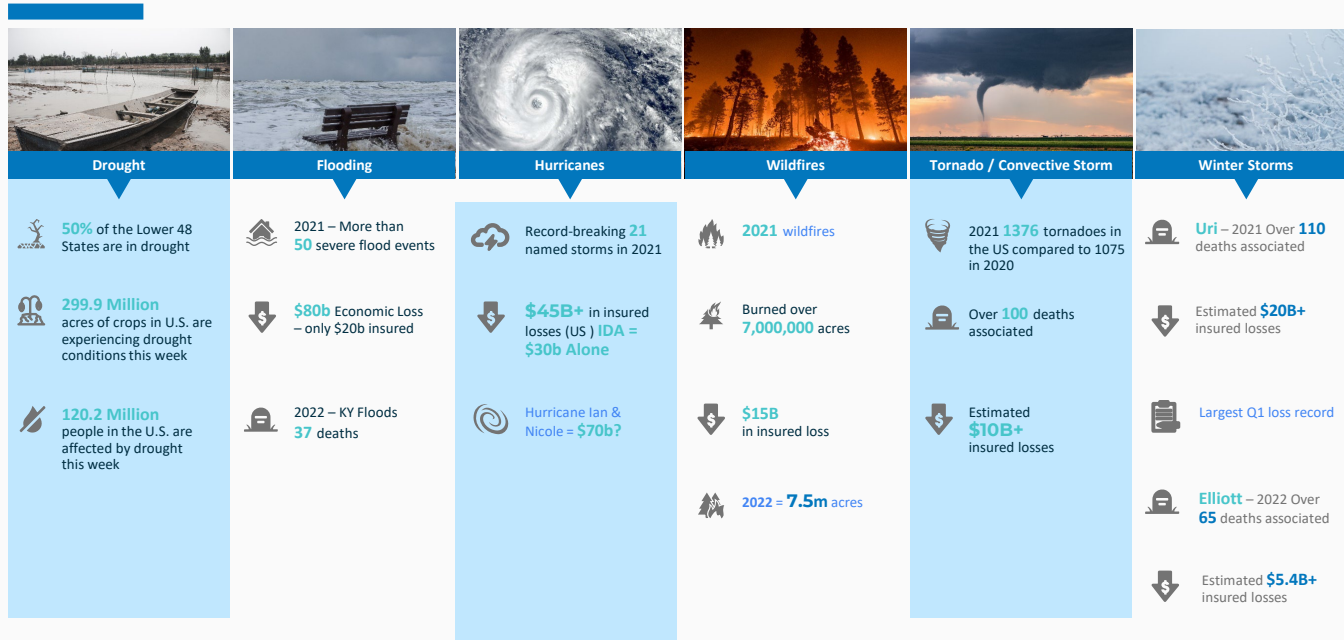


- **Liability capacity pull back** and withdrawals have been significant over the past two years
- **Property capacity reductions:**
 - 15% to 30% reduction in capacity from incumbents
 - Coastal and wildfire capacity continues to be especially difficult
- **Cyber capacity is shrinking** and particularly acute for certain industries (Public Entity)
- Insurers produced **negligible profit in 2022** – Expected \$112b in Global Insured CAT losses in 2022 – **3rd Worst Loss Year on Record.**
- Excess Workers Compensation **remains stable, but retained layer may be experiencing increased claims volume.**
- Historically **low interest rates** have hampered carrier investment returns.
- An **increased pattern of major property catastrophes** such as hurricanes, typhoons, wildfires, winter storms and etc. over the past 5 years. Is this the new normal?
- Consistent **increases in attritional property losses** (fires, water damage, tornados, hail, wildfires).
- **Increased inflation** has added to the issue of **valuation across all property classes.**
- **Social inflation & Litigation Financing** driving up liability verdicts and settlements.
- **Ransomware cyber losses** are systemic - \$6 Trillion Impact in 2021 – **Expecting \$10 Trillion by 2025** – 2019 was \$2 Trillion

Insurance Market Updates

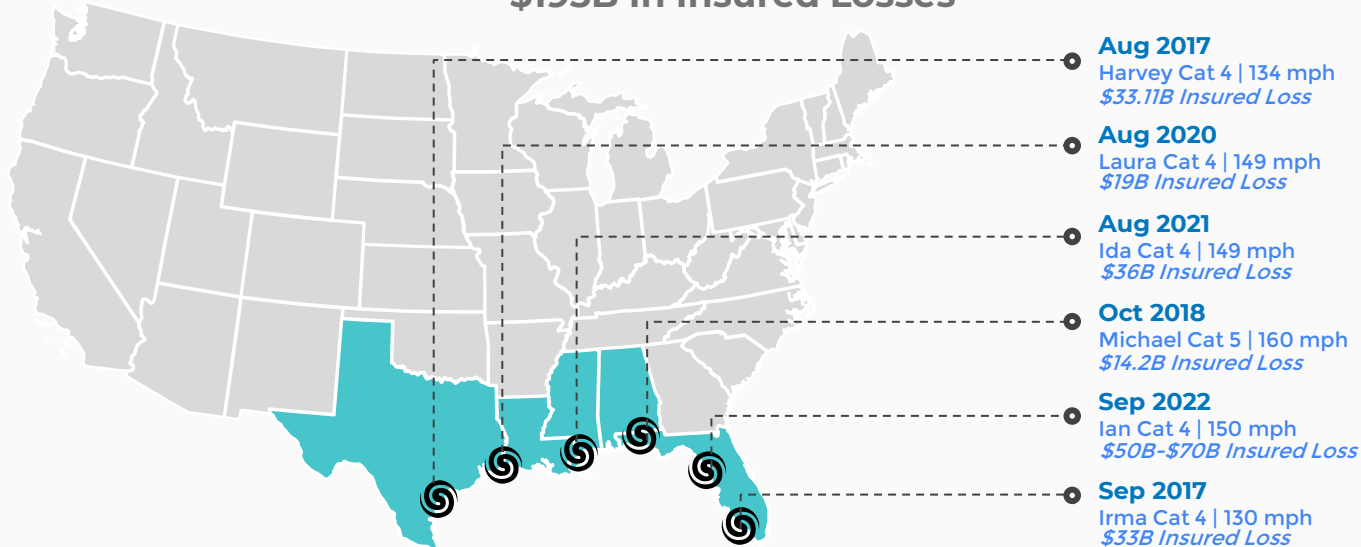


Recent CAT Losses



Insurance Market Updates

\$195B In Insured Losses



US Gulf Coast gets six years of battering from Cat 4/5 storms

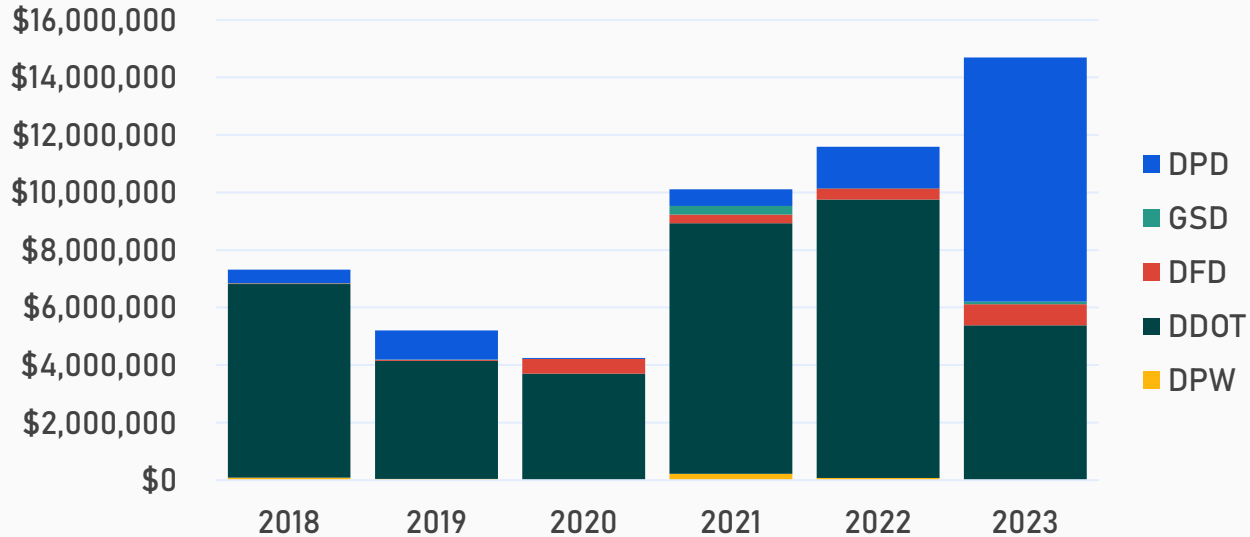
Source: Insurance Information Institute, figures adjusted for inflation



Auto Loss Review

- The Risk Management committee continues to focus on enterprise-wide loss prevention efforts for Auto related losses
- Focus on driver training and education to reduce auto losses
- DDOT, DPD and DFD are the departments with significant losses
- Renewed emphasis on reviewing employee motor vehicle records (MVR)
- New Chief Safety Officer for DDOT (July 2023)
- Renewed procurement effort for new bus camera system
- Accident review, investigation and follow up to identify training needs and/or disciplinary action
- The next slide summarizes 6 years of loss history for auto losses

Auto Loss Review



	2018	2019	2020	2021	2022	2023*	TOTAL
DPW	\$ 92,042	\$ 41,435	\$ 9,714	\$ 220,010	\$ 74,102	\$ 1,300	\$ 438,603
DDOT	\$ 6,725,763	\$ 4,103,936	\$ 3,697,177	\$ 8,713,676	\$ 9,678,371	\$ 5,381,659	\$ 38,300,582
DFD	\$ 22,891	\$ 41,250	\$ 509,792	\$ 302,008	\$ 391,886	\$ 732,781	\$ 2,000,608
GSD	\$ 5,500	\$ 2,474	\$ 1,792	\$ 295,804	\$ 2,250	\$ 87,843	\$ 395,663
DPD	\$ 474,281	\$ 1,011,474	\$ 24,694	\$ 573,959	\$ 1,443,182	\$ 8,493,741	\$ 12,021,331
TOTAL	\$ 7,320,477	\$ 5,200,569	\$ 4,243,169	\$ 10,105,457	\$ 11,589,791	\$ 14,697,324	\$ 53,156,787

*DPD 2023 Auto Losses include 3 significant losses. Connelly claim \$5M; Boyd claim \$1.1M; Cyar-Williams claim \$1.2M

Reverse Conviction Cases Update

- Currently, 21 open cases
- In February of 2024 one case settled for \$7m and in December of 2023 one case settled for \$95k.
- In addition to the city's exposure these cases allow plaintiffs to recover their attorney fee's
- The city has engaged Outside counsel for many of these cases
- Recent Risk Management fund contribution of \$50m (April 2024)

Cyber Security Awareness Training

The DoIT Cyber Security Team along with Human Resources - Talent Development and Performance Management Teams have partnered with KnowBe4 to provide fun, interactive, and informative Cyber Security Awareness training.

Employees are the most frequent targets of cyber-attacks. This training is a critical tool that will help them recognized threats when the arise. This training will not only help our employees while at work but should also help protect their personal information outside work.

The 1st Training Campaign began on September 12, 2023, and will concluded on October 31. Each employee with a detroitmi.gov email received an email with instructions for accessing the training.

We plan on initiating Cyber Awareness training on a quarterly basis at a minimum. Keep a look out for emails from KnowBe4 do-not-reply@training.knowbe4.com or directly from the Cyber Security Team via cyberawareness@detroitmi.gov.

Training Goals



Prevent or mitigate harm



Create a people-centric culture of security



Help employees navigate cyber threats through user awareness and training

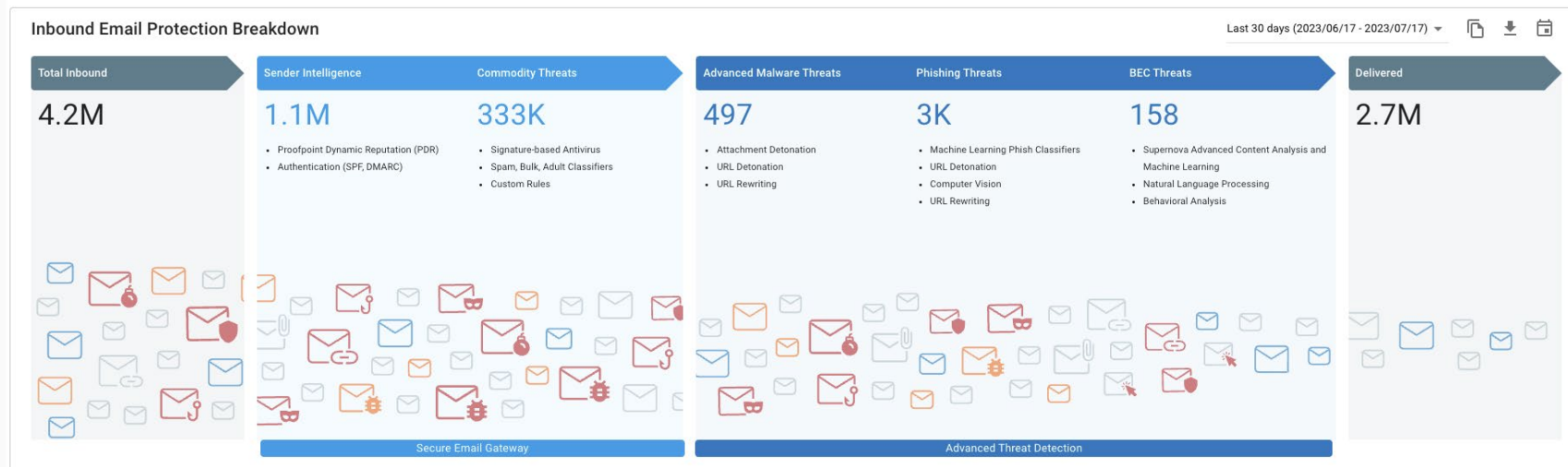


Ensure employee wellbeing by providing knowledge that employees can use in their personal lives

Why is this training important?

Reports

Report Schedules



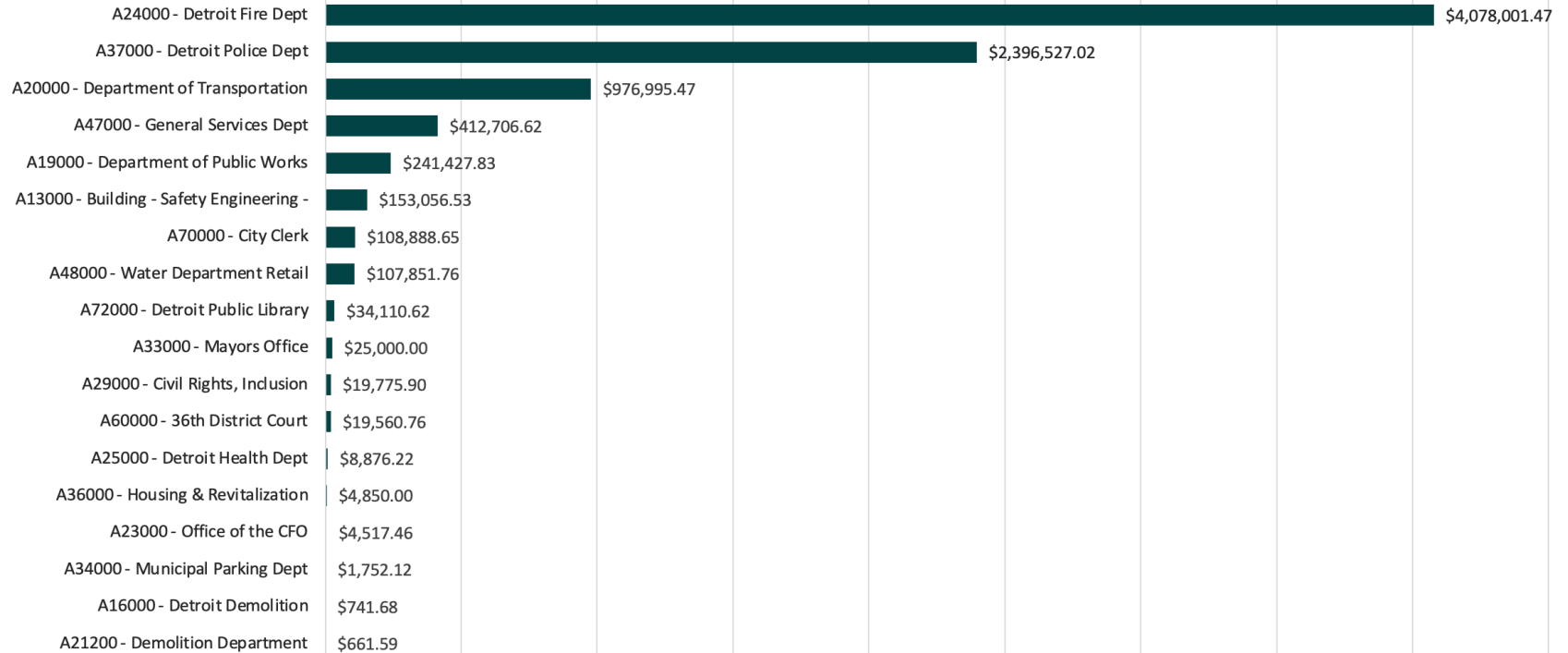
This is a snapshot of 30 days of inbound email. Of the 4.2 million unique emails sent to our organization, 2.7 million were delivered to users.

Although 1.5 million messages were blocked, there were some bad emails that were delivered to users. This is why it is important that employees take security seriously. KnowBe4 training is an important tool to argument our protections and help keep users safe.

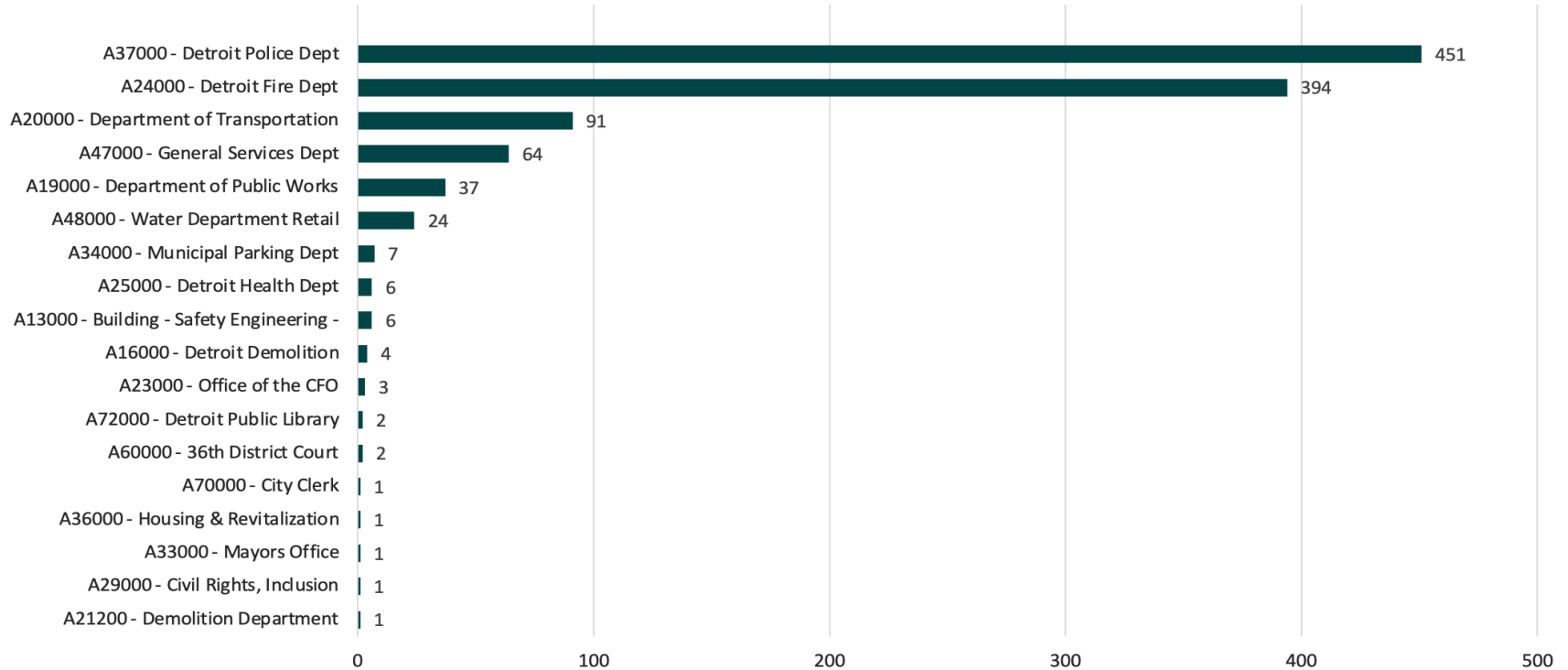
Workers Comp

- The Risk Management committee received a Workers' Compensation report from our partner CompOne (Exhibit 2)
- Fire, Police, and Transportation are the areas with most significant losses
- The next two slides provide an overview of WC activity
- Slide 17 shows claim costs, by department, for FY '23
- Slide 18 shows claim count, by department, for FY '23

Workers Comp Update (by claim \$ totals)



Workers Comp Update (by number of claims)



Department Safety Committees

- Risk Management understands there is a link between active safety and health programs and low rates of occupational injuries and illnesses. Organizations with effective safety and health programs have significantly lower injury and illness rates than those that do not. Safety Committees have been established for the following departments: DPW, DFD, MPD, GSD, & BSEED. DDOT & DPD have their own Safety Committees.
- Meetings are held monthly
- Demonstrate the importance of this safety program by initiating safety and health improvements, correcting hazards, enforcing safety rules, rewarding excellent performance in safety and health, and following all safety rules
- Monitor employees to ensure engineering controls (guards etc.) and personal protective equipment are correctly used, and procedures correctly followed
- Conduct accident investigations
- See attached summary of safety committee activity (Exhibit 3)

Risk Management Action Items

- Continue to follow up with DPD, DFD, and DDOT for update regarding driver safety and other loss prevention initiatives
- Support DDOT in efforts to obtain updated bus camera system
- Monitor, and review the Auto loss run reports to identify trends and opportunities to improve the fleet risk profile
- Continue to meet with departments to maintain the focus on auto driver safety
- Work proactively with Dolt to support the current cyber training initiatives and utilize that data to maintain and / or improve our current cyber risk insurance protection

Exhibits



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Exhibit 1: Risk Management Council Membership

Department	Delegate
Mayor	Brad Dick, Chief Operating Officer
Corporation Counsel	Conrad Mallett, Corporation Counsel
Police	Grant Ha, Deputy Chief
Finance (OCFO)	John Naglick, Chief Deputy CFO/ Finance Director
Human Resources	Kimberly Hall-Wagner, Chief of Policy & Planning
Auditor General	Laura Goodspeed, Auditor General
City Council	David Whitaker, Director, LPD
Inspector General	Ellen Ha, Inspector General
Transportation	Corie Holmes, CSO
DoIT	Art Thompson, CIO

Exhibit 2

- Worker's Compensation Trend Analysis



WORKERS' COMPENSATION TREND ANALYSIS – DEPARTMENT BREAKDOWN 2023

07/01/2022 – 6/30/2023

➤➤ OVERVIEW | DEPARTMENT SUMMARY – FINDINGS

- 1096 Claims Reported in FY 2023
- Top 5 Departments by Claim Count are Police, Fire, Transportation, General Services, and Public Works, in that order.
- \$8.9 Million in Incurred (Paid plus Reserved) on Claims Reported in FY 2023
- Top 5 account for 90.7% of Claim Costs.
- By employee count, Costs per employee by Dept range from high of \$3,524 per claim (Fire) to \$385 (General Service)
- Claims per Employee for Each Dept range from 34% (Fire) to 6% General Service
- 15 Claims Totaling over \$100K in Total Incurred for FY 2023

POLICE

- Most Cause of Claims was Gunfire.
- Largest Cost was due to activity by another person to that employee.

FIRE

- Most Cause of Claims was due to Exposure to Bodily Fluid, Toxic Chemicals.
- Largest Cost was due to activity Other than Lifting. Falls (same or different Levels) were also significant.

TRANSPORTATION

- Most Cause of Claims was due to Falls, Slips, or Trips
- Largest Cost was due to activity Other than Lifting.

GENERAL SERVICES

- Most Cause of Claims was due to Falls, Slips, Trips, as well as Lifting.
- Largest Cost was due to Falls.

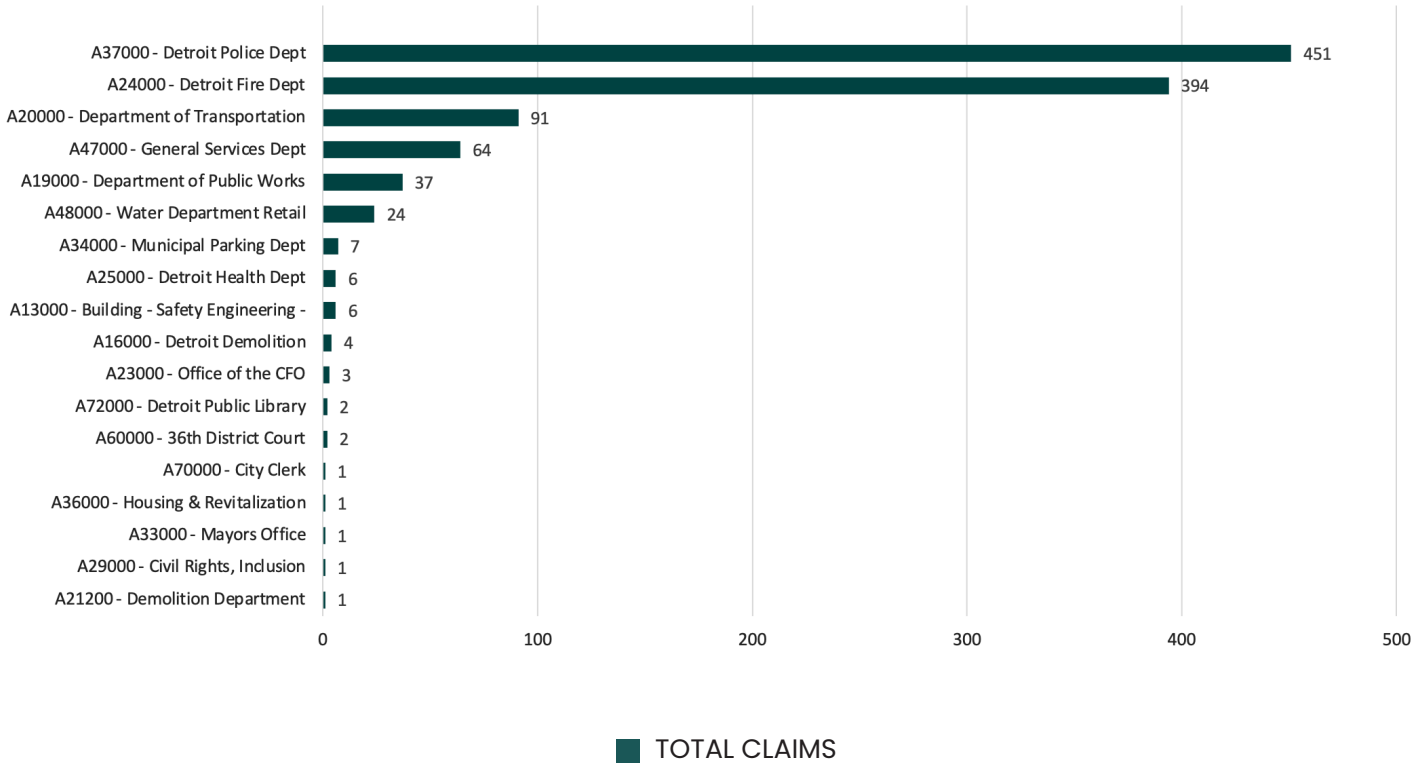
PUBLIC WORKS

- Most Cause of Claims was due to Falls, Slips, Trips.
- Largest Cost was due to Falls, slips, Trips.

OVERVIEW BY DEPARTMENT

CLAIMS REPORTED

FISCAL YEAR 2023



1096
TOTAL
CLAIMS REPORTED
IN FY 2023

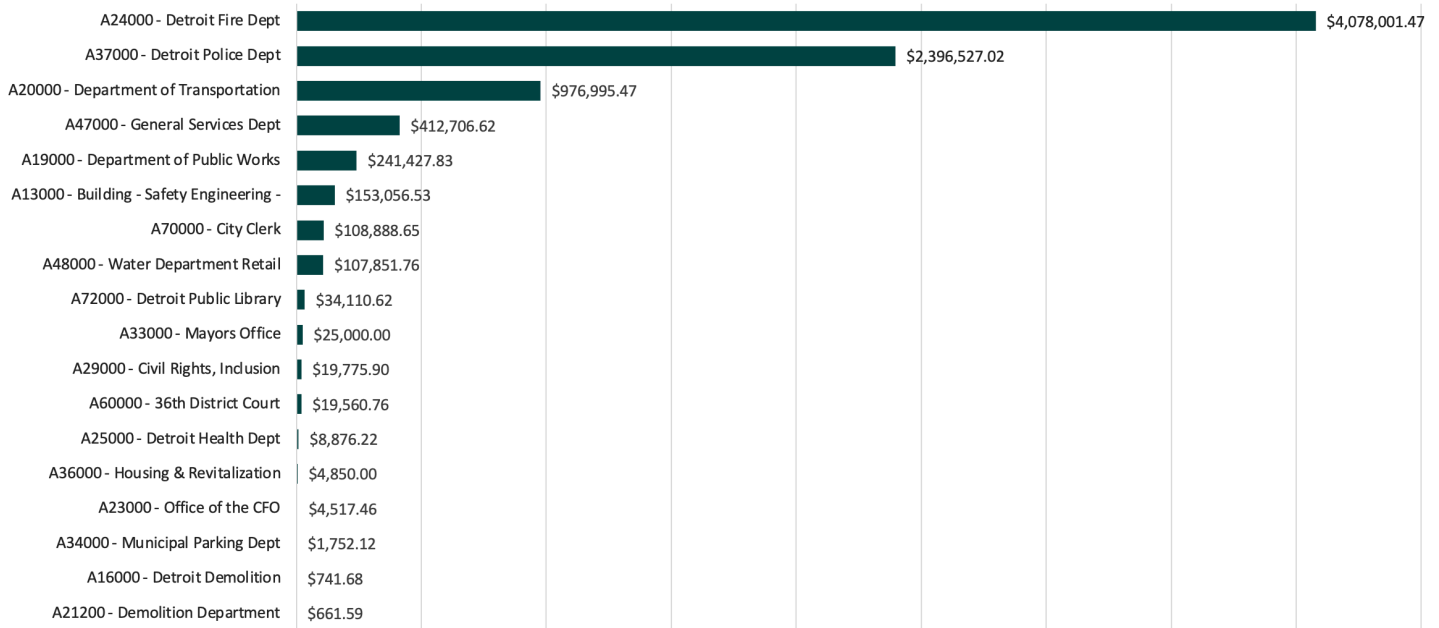
TOP 5 DEPARTMENTS BY CLAIM

1. POLICE
2. FIRE
3. TRANSPORTATION
4. GENERAL SERVICES
5. PUBLIC WORKS


OVERVIEW BY DEPARTMENT

CLAIM COSTS

FISCAL YEAR 2023



■ TOTAL CLAIM COST BY DEPARTMENT

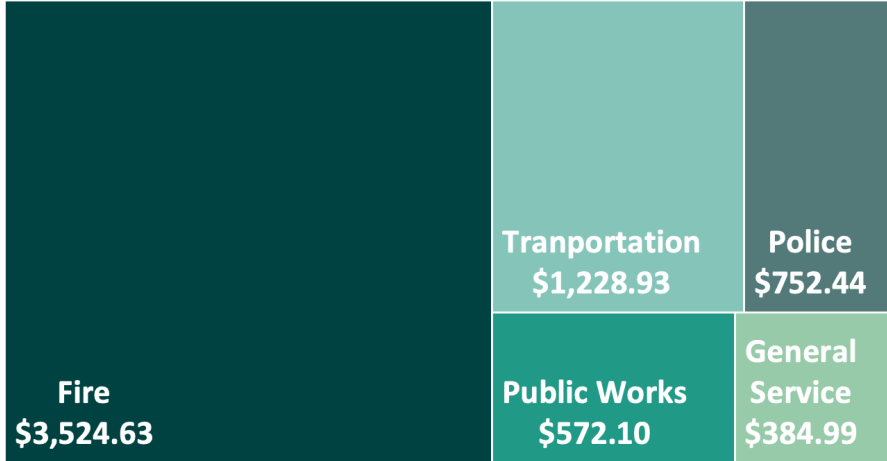
TOP 5 DEPARTMENTS  **ACCOUNT FOR** **90.7% OF CLAIM COSTS**

\$8.9 MILLION  **IN INCURRED (PAID PLUS RESERVED) ON CLAIMS REPORTED IN FY 2023**

CLAIM SUMMARY – TOP 5 DEPARTMENTS

FISCAL YEAR 2023

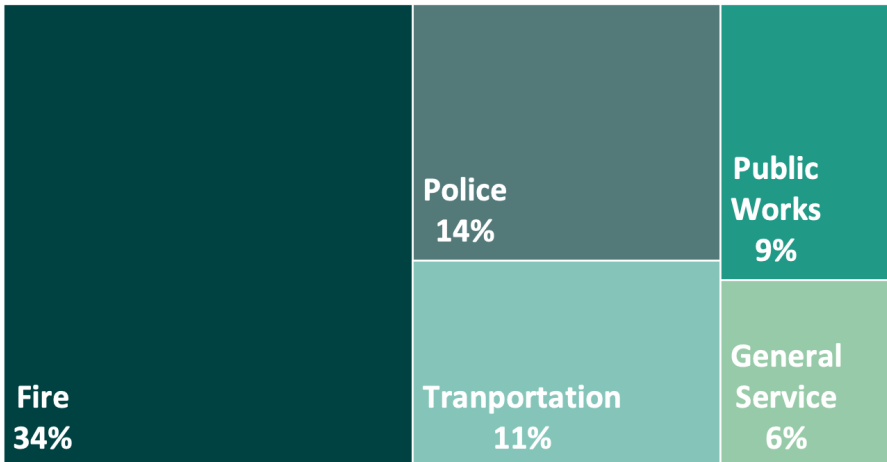
COST PER EMPLOYEE



↑ HIGH **\$3,524.63**
FIRE DEPT.

↓ LOW **\$385.99**
GENERAL SERVICE

CLAIM PER EMPLOYEE



↑ HIGH **34%**
FIRE DEPT.

↓ LOW **6%**
GENERAL SERVICE

OVERVIEW BY DEPARTMENT

LOSSES OVER \$100K

FISCAL YEAR 2023

LOSS DATE	ACCIDENT DESCRIPTION	TOTAL INCURRED
A13000 - BUILDING - SAFETY ENGINEERING		
09/20/2022	While driving on a residential street a young child ran out into the street in front of vehicle causing employee to swerve to avoid hitting the child crashing into parked vehicles.	\$185,529.21
TOTAL		\$185,529.21
A20000 - DEPARTMENT OF TRANSPORTATION		
12/08/2022	While trying to board coach, another coach was too close and employee hit her shoulder on the mirror.	\$101,502.49
12/22/2022	Attempting to step up into the drivers seat to perform a brake test. My foot slipped from the stair landing to the floor of the bus.	\$262,867.41
TOTAL		\$364,369.90
A24000 - DETROIT FIRE DEPARTMENT		
07/28/2022	"Building collapse"	\$169,630.88
08/09/2022	While at fire scene employee was using axe to ventilate the roof and the roof gave in and he fell to level below.	\$112,799.64
09/12/2022	"Sff reed contracted covid while while working"	\$140,664.38
11/25/2022	"Lieutenant was walking up stairs when he felt a "pop" in his left lower leg. His left leg began to swell and he started to have a burning sensation in his left leg. He fell to the floor."	\$118,471.34
01/05/2023	"EMT reports to this writer that he was attempting to remove an empty wooden pallet off of some waist high boxes. EMT states the pallet got caught on the corner of the boxes. EMT reports feeling / hearing a pop in the right elbow with immediate sharp and constant pain felt in the right elbow and right shoulder."	\$109,311.06
03/13/2023	"while coming down the rear ladder my right leg slipped off the rung, twisting my right leg, as i tried to hang on it pulled my right shoulder."	\$132,235.79
TOTAL		\$783,113.09

OVERVIEW BY DEPARTMENT

LOSSES OVER \$100K – CONTINUED

FISCAL YEAR 2023

LOSS DATE	ACCIDENT DESCRIPTION	TOTAL INCURRED
A37000 – DETROIT POLICE DEPARTMENT		
07/06/2022	Officer courts and partners investigating suspect who fired shots at officers killing officer courts.	\$546,875.00
09/18/2022	Claimant was accidentally shot by his partner who attempted to shoot a dog that was charging at the officers.	\$546,875.00
10/25/2022	Officer rebecca sustained broken bone in his right leg and other injuries after his marked scout car was struck by another vehicle.	\$109,976.84
03/01/2023	Member was struck by a vehicle while effecting an arrest. The member suffered a broken right arm, broken ribs, a broken clavicle, and a collapsed lung	\$196,642.33
TOTAL		\$958,559.08
A47000 – GENERAL SERVICES DEPARTMENT		
08/03/2022	Fell while at work onto right shoulder	\$131,757.84
TOTAL		\$131,757.84
A70000 – CITY CLERK		
08/15/2022	Employee tripped and fell over a trash can on the floor injuring her hip. Employee is hospitalized with a broken hip.	\$ 108,888.65
TOTAL		\$ 108,888.65



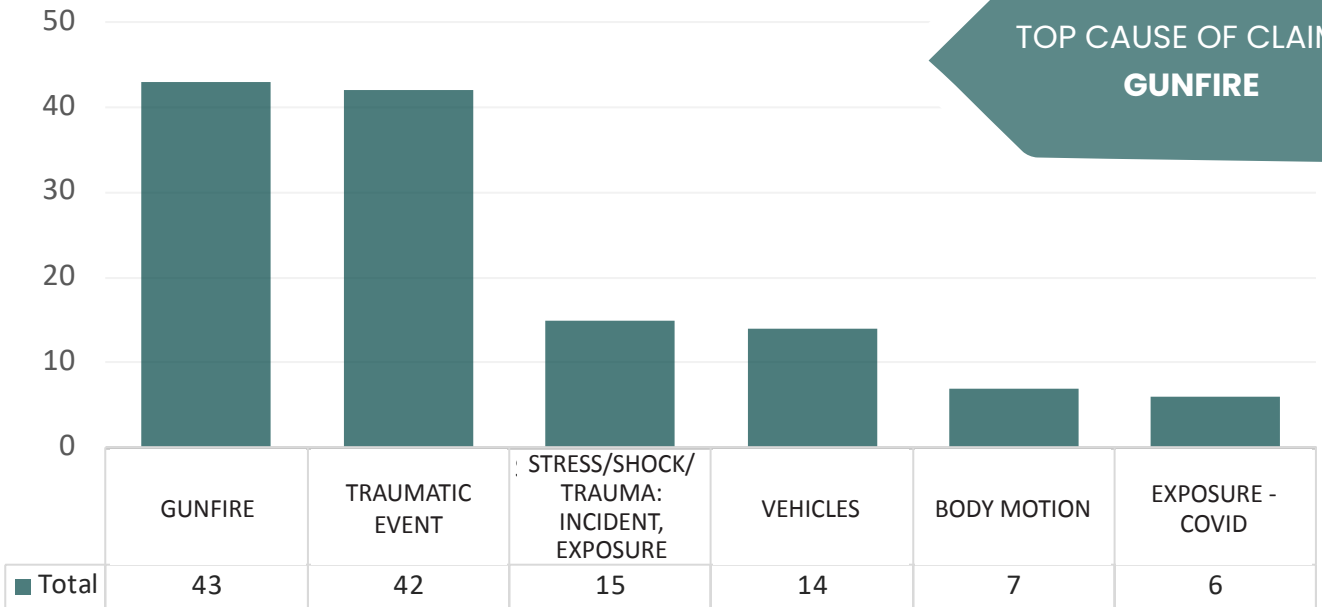
**15 Claims Totaling Over \$100K in
Total Incurred for Fiscal Year 2023**



SUMMARY BY DEPARTMENT

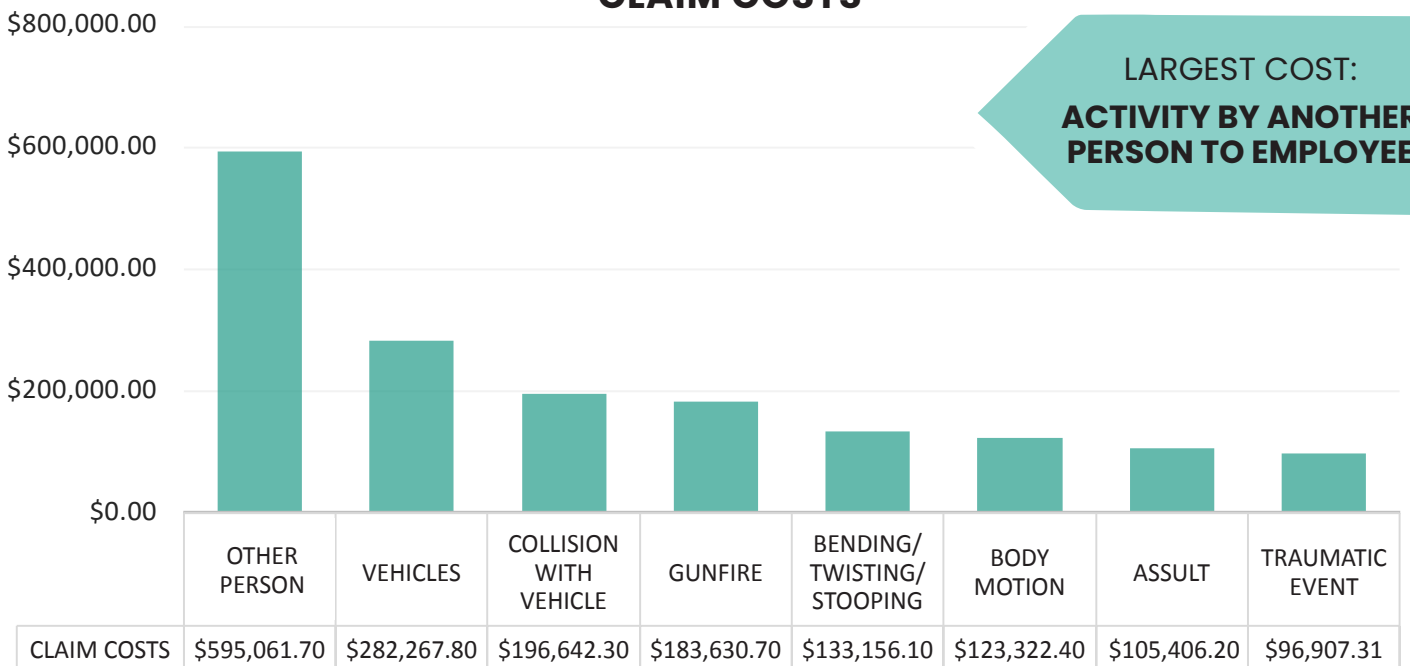
DETROIT POLICE DEPARTMENT

CLAIM COUNT



**TOP CAUSE OF CLAIMS:
GUNFIRE**

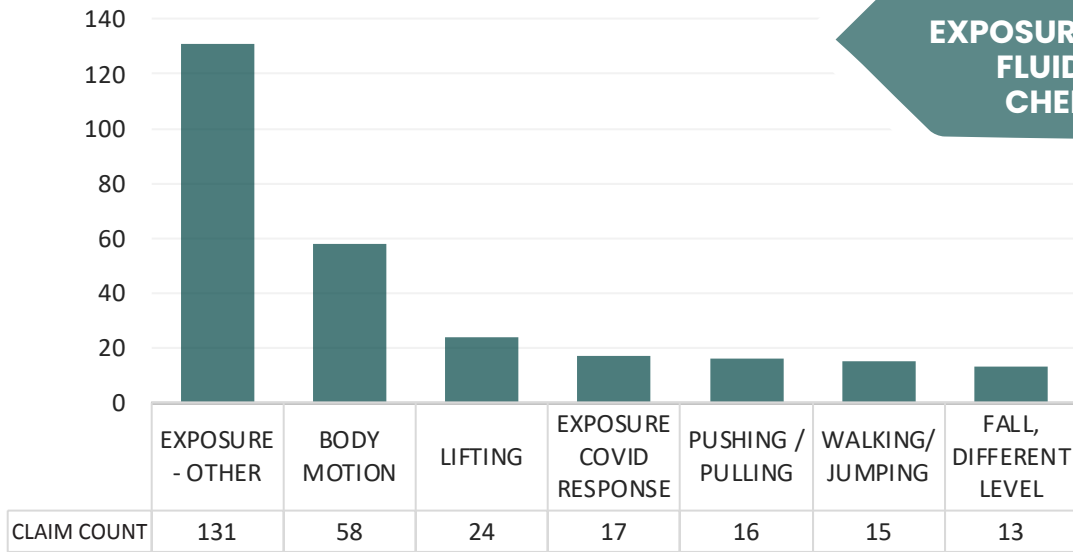
CLAIM COSTS



**LARGEST COST:
ACTIVITY BY ANOTHER
PERSON TO EMPLOYEE**

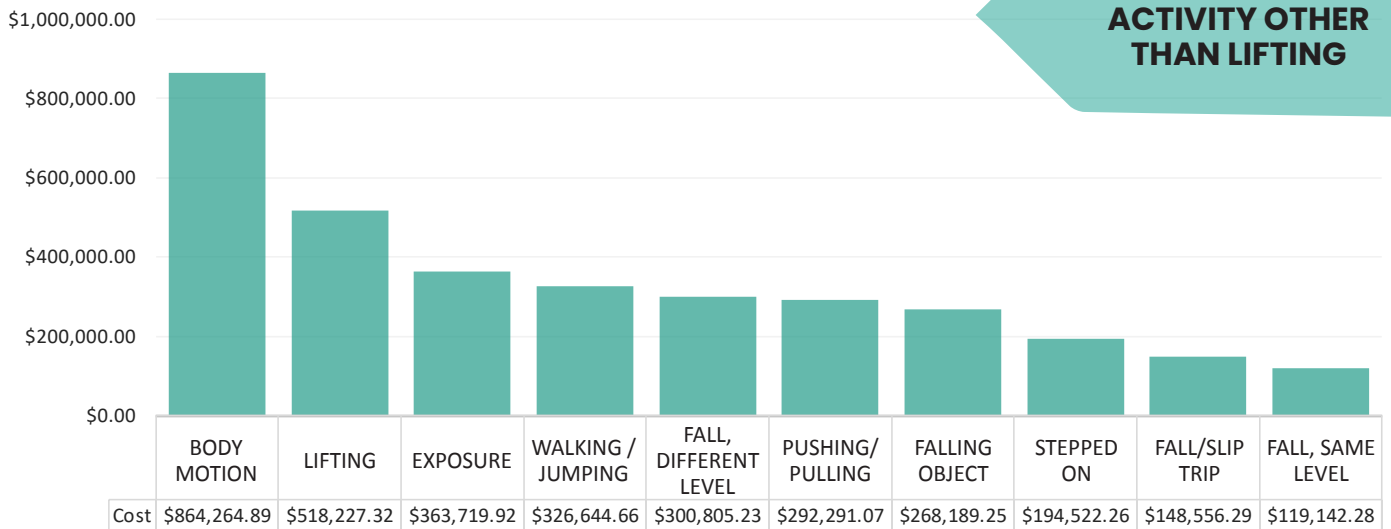
DETROIT FIRE DEPARTMENT

CLAIM COUNT



**TOP CAUSE OF CLAIMS:
EXPOSURE TO BODILY
FLUID, TOXIC
CHEMICALS**

CLAIM COSTS

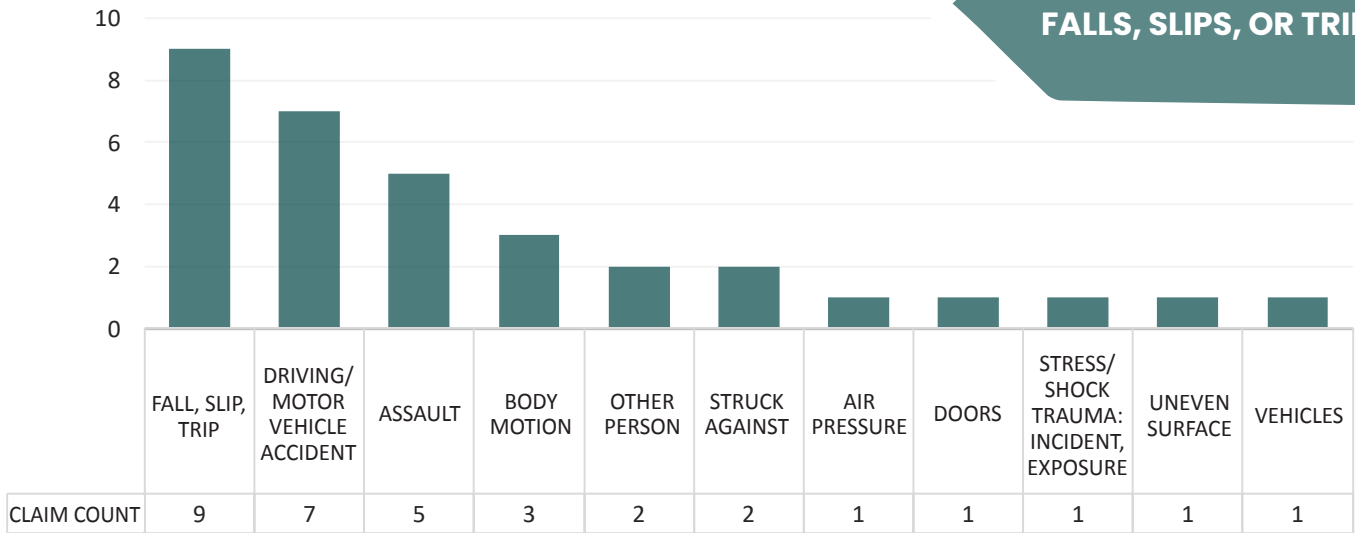


**LARGEST COST:
ACTIVITY OTHER
THAN LIFTING**

DEPARTMENT OF TRANSPORTATION

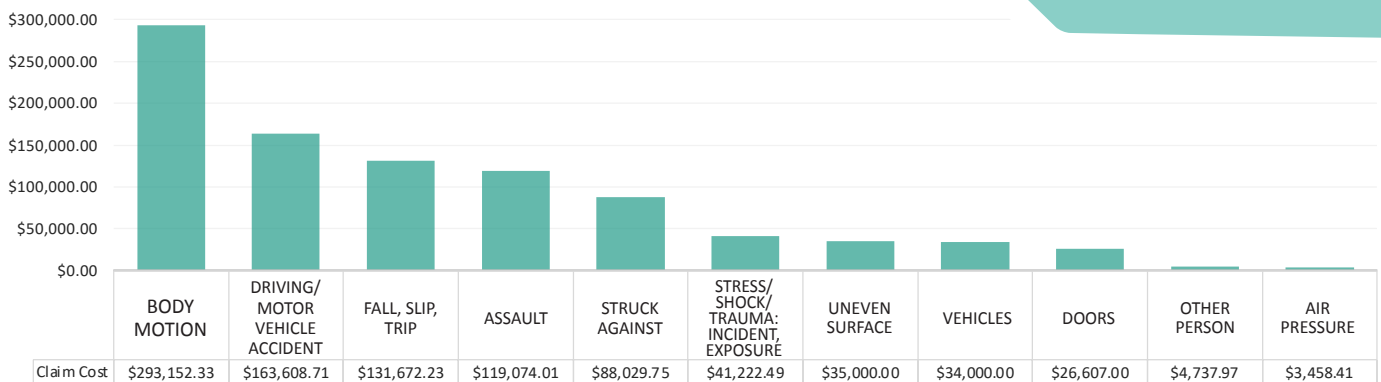
CLAIM COUNT

**TOP CAUSE OF CLAIMS:
FALLS, SLIPS, OR TRIPS**



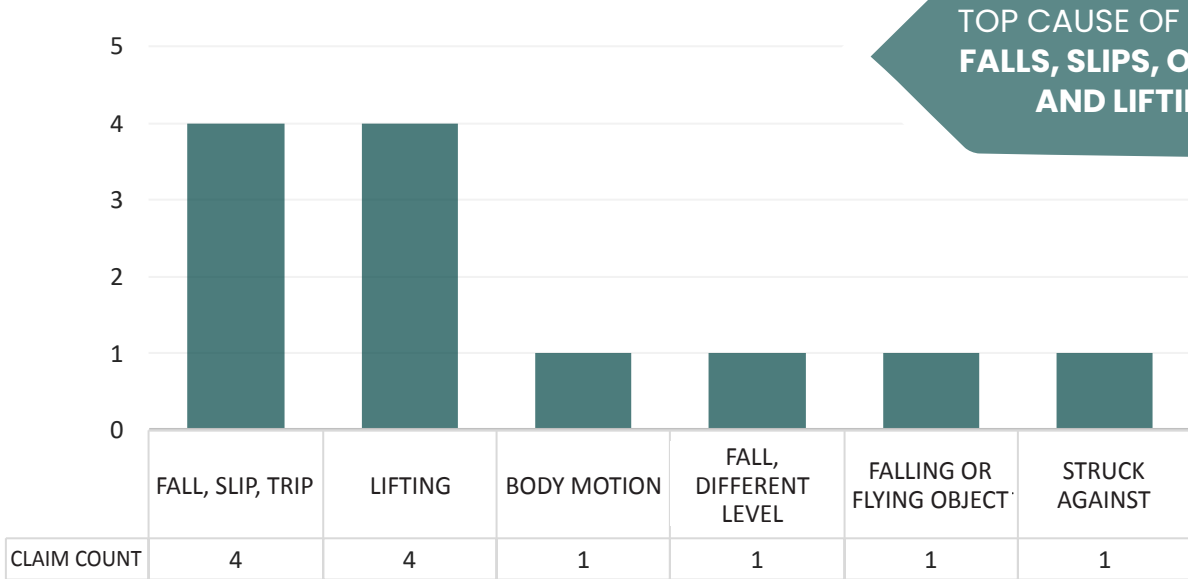
CLAIM COSTS

**LARGEST COST:
ACTIVITY OTHER THAN LIFTING**

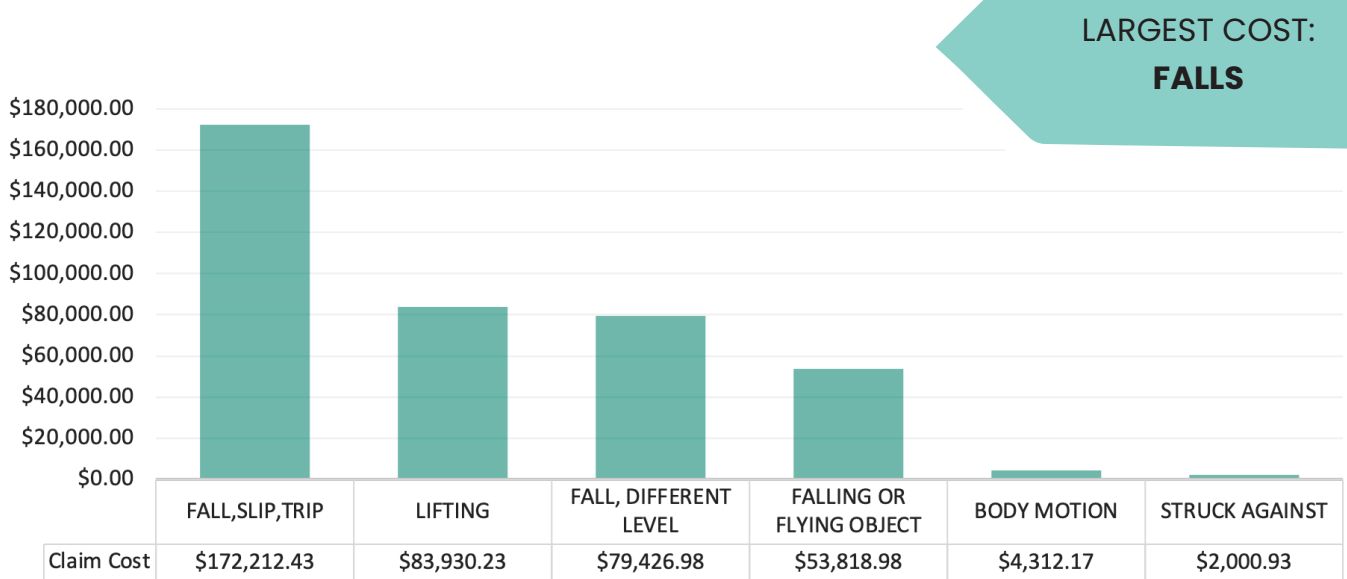


GENERAL SERVICES DEPARTMENT

CLAIM COUNT



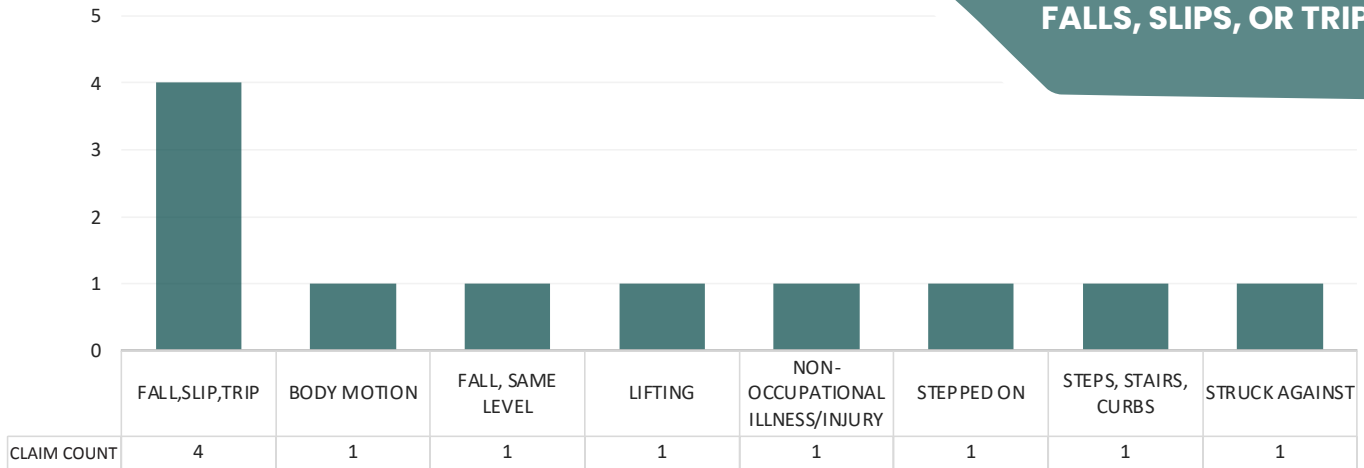
CLAIM COSTS



DEPARTMENT OF PUBLIC WORKS

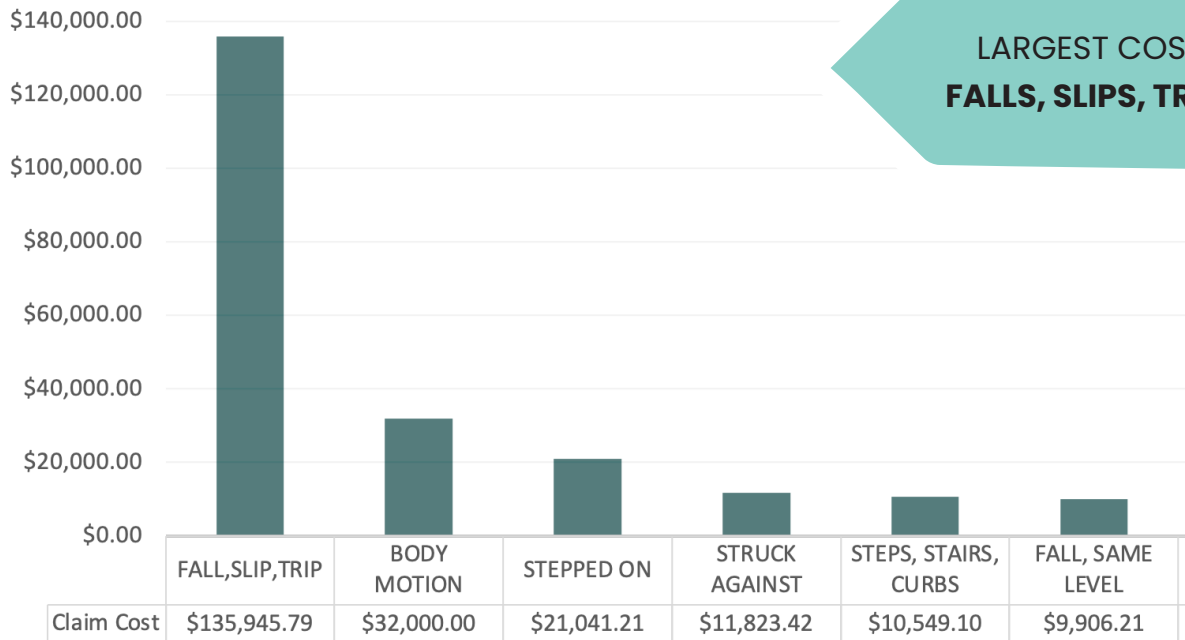
CLAIM COUNT

**TOP CAUSE OF CLAIMS:
FALLS, SLIPS, OR TRIPS**



CLAIM COSTS

**LARGEST COST:
FALLS, SLIPS, TRIPS**



PREPARED BY:

COMPONE
ADMINISTRATORS

An FDI Group Company

39500 HIGH POINTE BOULEVARD
SUITE 400 | Novi, MI 48375
(888) 298-9043

www.compone.net

Exhibit 3

- City Safety Committee

Safety Committee

Risk Management understands there is a strong, documented link between active safety and health programs and low rates of occupational injuries and illnesses. Companies with effective safety and health programs have significantly lower injury and illness rates than those that do not. Safety Committees have been established for the following COD departments: DPW, DFD, MPD, GSD & BSEED

Safety Meetings

- Meetings are held monthly
- Demonstrate the importance of this safety program by initiating safety and health improvements, correcting hazards, enforcing safety rules, rewarding excellent performance in safety and health, and following all safety rules
- Monitor employees to ensure engineering controls (guards etc.) and personal protective equipment are correctly used, and procedures correctly followed
- Conduct Accident investigations: Direct cause(immediate causes),indirect causes(unsafe acts) & basic cause(contributing factors).
- Provides Toolbox talks
- Department Vehicle Accidents
- Employee Wellbeing collaboration with Robin Floyd
- Review all work-related injuries & illnesses and take appropriate action to prevent recurrence
- Develop or Maintain an Action Plan
 - Action Plans currently in Place
 - Fire Safety & Emergency Evacuation
 - Heat Stress Prevention Program
 - Blood Borne Pathogens
 - Cold Stress & Hypothermia
 - Silica Exposure Prevention
 - Personal Protection Equipment

MPD RECOMMENDATIONS

- Update employee driving License into E-Cars.
- Conduct safety walk inspections to ensure office equipment is in good condition.
- Remove old broken chairs, and replace them with ergonomics equipment (REPLACED)
- Have employees receive verbal de-escalation training (TRAINING RECEIVED)
- Place a sign/cone in the front of the building where uneven pavement is located to avoid fall hazards.
- Place cameras on vehicles to help with incidents of employee assaults.
- Wear reflective clothing to increase safety while issuing parking tickets at night. (safety clothing and vest provided to all MPD employees) (temporary yellow vest issued and replaced with orange reflective clothing)
- Inspect PPE Daily
- Replace Hard Hats every 2 years or sooner if needed due to wear and tear.
- Replace safety glasses if broken or contain scratches.
- Use ear protection in areas where noise decibels are 85 or higher.
- Monitor employees for heat-related stress by having a buddy system in place during high temperatures.
- Ease new and returning employees into work during the first week by 20% each day to build up a tolerance to heat.
- Ensure employees have additional face masks when air quality is poor to change them out more frequently

BSEED RECOMMENDATIONS

- Please make sure to wear appropriate footwear during icy weather to prevent slipping and falling.
- Boots or shoes should be slip-resistant with strong soles, and ankle support
- When walking pay attention, always look ahead, and avoid using mobile devices
- Go slow when entering and exiting vehicles and use the vehicle for support.
- Walk like a Penguin to avoid slipping on ice.
- Avoid placing your hands in your pockets when walking, this decreases your center of gravity and throws off your balance.
- Never take shortcuts as pathways may not be clear.
- Inspect PPE Daily

- Change Hard Hats every 2 years and as needed due to wear and tear
- Replace safety glasses if broken or contain scratches
- Use ear protection when in areas where noise decibels are 85 or higher

DFD Vehicle Accidents Recommendations

Striking fixed objects: Safety recommends using a spotter to assist with backing out, parking and pulling into confine spaces

Collisions with other Vehicles: Safety Recommends revisiting training for defensive driving to include safe following distance

Vehicle accidents at an intersection:

- Checking twice for other vehicles before proceeding through intersections,
- Observe the speed of other vehicles and consider the time that it will take for other vehicles to come to a complete sudden stop.
 - Purchase Signal Light Wands to place in vehicles for spotters

DFD Recommendations (continued)

- DFD Revisit Covid Prevention Protocols
- Warm up muscles before the start of the shift by stretching to reduce muscle tension and improve flexibility and range of motion.
- Wear PPE even when performing simple tasks such as eye and hand protection.
- Proper Housekeeping: check chairs for wear and tear
- Have salt on hand during the winter months to reduce lacerations from fall injuries.
- Have 2 people assist when using fire hydrates.
- Use 3 points of contact when entering and exiting the Fire engine.
- Request additional lift assistance with fan gear to avoid muscle strains and back injuries.
- Perform quarterly inspections of bay doors at engine houses to reduce the number of vehicle accidents involving malfunctioning bay doors malfunctioning.
- Step down from the rig, maintain 3 points of contact, and avoid jumping off the rig to prevent/educate fall injuries.
- Ensure the brakes on the stretchers are secured.
- Be aware of your surroundings and slow down when not performing emergency tasks to avoid and reduce Body Motion injuries.
- Implement daily stretching routines to reduce muscle strain injuries (partnered with Robin Floyd to provide data needed for instructional videos with DMC)
- Use proper lifting stance and get lift assist with heavier patients or items.
- Watch for uneven surfaces while exiting the vehicle.
- Monitor the worksite for potential hazards with proper housekeeping.
- Send out weekly communications and re-train, when necessary, on the proper use of stair chairs

DPW Recommendations

Recommendations

- Conduct random safe lifting inspections for meter readers to reduce back injury claims.
- Car Ergonomics training for drivers stating they can only drive F150 vehicles due to back pains caused by seating positions in older models.
- Walk around the vehicle before driving to recognize potential hazards.
- Inspect PPE Daily
- Change Hard Hats every 2 years as needed due to wear and tear.
- Replace safety glasses if broken or contain scratches.
- Use ear protection in areas where noise decibels are 85 or higher.
- Create JSA's for mobile equipment and conduct accident investigations to ensure employees are well trained and decrease the number of vehicle-related accidents.
- Monitor employees for heat-related stress by having a buddy system in place during high temperatures.
- Ease new and returning employees into work during the first week by 20% each day to build up a tolerance to heat.
- Ensure that employees have additional face masks handy when air quality is poor to change more frequently
- Begin Preparing for cold weather months by having salt on hand and ensuring employees have proper safety gear for colder months.
- Prepare for colder months by ensuring employees have safety vests that can be used on top of heavy clothing.

DPW Inspections

FINDINGS/RECOMMENDATIONS

- Update Binder containing Safety Data Sheet
- Create a HAZCOM communication program.
- The SDS poster needs to be filled out with the last revision to the SDS binder.
- Organize and clean up Cords on the floor under the desk to avoid trips.
- The eye wash station needs to be replaced or repaired and training on how to use the eye wash station needs to be conducted.
- Fire Extinguishers should be inspected monthly by the contractor.
- Fire Extinguisher inspection tags need to be filled out by the contractor.
- An Evacuation Map should be posted in a location visual to the public and employees.
- Develop or update Fire/emergency Evacuation plan.
- Conduct Fire drills (2x a year)
- Maintain MIOSHA injury/illness log.
- MIOSHA 300A needs to be filled out and posted.
- Debris removal is needed in the parking lot.
- • Remove the paint can from the floor and store it properly according to label guidelines.

GSD Recommendations

- Walk like a penguin to avoid slipping on ice
- Have a buddy during the cold months to look for signs of cold stress
- Reduce Mechanic hand injury by providing PPE glove options for various tasks performed.
- Conduct a Job Safety Analysis
- Monitor employees for heat-related stress by having a buddy system in place during high temperatures
- Ease new and returning employees into work during the first week by 20% each day to build up a tolerance to heat
- Ensure that employees have additional face masks handy to change out when air quality is poor.

Education & Training

Safety Session Lunch & Learn (COD ALL)	Bloodborne Pathogens
Safety Session Lunch & Learn (COD ALL)	MIOSHA record keeping and recording DPW
Safety Session Lunch & Learn (COD ALL)	BloodBorne Pathogens MPD
Safety Session Lunch & Learn (COD ALL)	Slips, Trips & Falls
GSD	Conducting Accident Investigations/ Worker's comp 101
GSD	Reporting vehicle accidents via Smartsheet
District 7 Senior residents	Slips, Trips & Falls Safety material
MPD	Accident Investigations
DPW	Accident Investigations
Safety Session Lunch & Learn (COD ALL)	Fire Safety/Emergency Evacuation
DPW	Fire Safety/Emergency Evacuation
GSD	Fire Safety/Emergency Evacuation
DDOT	MIOSHA Record keeping & Recording
DPW	MIOSHA Record keeping & Recording refresher
BSEED	MIOSHA Record keeping & Recording refresher
Safety Session Lunch & Learn (COD ALL)	Driving in adverse weather
DDOT	Reading the MI drivers licesnse record
CPR Hands Only, Choking, AED	Risk Managent Team
GSD,MPD,BSEED,DPW	Cold Stress & Hypothermia
DPW,GSD,BSEED,MPD	Heat Stress and Heat Prevention Program
DPW,GSD,BSEED,MPD	How to conduct a JSA
COD Lunch& Learn	Blood Borne Pathogens
COD Lunch& Learn	HAZCOM Know your rights
Risk Management	Hands-Only CPR, Choking,AED provided by EMS
MPD	Verbal Descalation techniques provided by Dr. Wolfe
DPL (ALL)	Blood Borne Pathogens training
MPD	Personal Protection Equipment and a million excuses
DPW,GSD,BSEED,MPD,DFD,DDOT	Accident investigations/ Worker's comp 101
COD ALL	Workplace Hazards and Erogonomics
DPW,GSD,BSEED,MPD,DFD	Job Safety Analysis

A LOOK AHEAD

SAFETY & WELLNESS WEEK AUGUST 19-23

- Safety & Wellness Resources
- Lunch & Learn webinars
- Vendors
- Demonstrations
- Q&A
- GAMES
- Safety & Wellness Challenges

Risk Management Current Projects

DFD

DMC Rehabilitation Institute of Michigan "DMC Working with Fire" physical health videos

The series will include 9 short 3–5-minute videos that focus on stretching, strengthening, and injury prevention of certain body parts. (knee, back, shoulders, etc.) DMC's lead physical therapist shows proper ways to prevent injury with a DFD employee.

Team Wellness/ People Health

Free CT Chest scans Mobile Unit- cancer screenings and long-term effects of covid

Henry Ford Health

Biometric Screenings, Coronary Calcium test, and Webinars

Risk Management Current Projects

Employee Wellbeing Services: City-Wide

Employee Wellbeing Services Monthly Newsletters and Webinar Announcements

Monthly collateral is provided during the Safety Committee meetings.

Provided employee wellness guidance

Focus on Healthy Eating Series

The series included information about crash dieting, fast food marketing, food labels, meal prep, and much more! Upcoming workshop: March 25th

Employee Wellbeing Services

- Advocacy
- Education
- Supporting employees and departments