

Exhibit to Agenda Item # 1

Discuss the monitoring report for **Strategic Direction SD-6, Safety Leadership.**

Board Policy Committee and Special SMUD Board of Directors Meeting

Tuesday, March 12, 2024, immediately following the Strategic Development Committee and Special SMUD Board of Directors meeting scheduled to begin at 6:00 p.m.

SMUD Headquarters Building, Auditorium

Strategic Direction SD-6, Safety Leadership

Through best practice methods and continuous improvement, SMUD will be recognized as a leader in employee safety while also assuring the safety of the public related to SMUD operations and facilities. SMUD commits to a proactive approach, including the active involvement of SMUD leadership, employees, contractors, and the community, as well as comprehensive monitoring of organizational and public safety performance.

Therefore, SMUD will continue to improve safety results to: Workplace Safety

- a) Reduce SMUD's injury severity incidents to 13 or less than by 2025, as measured by OSHA's Days Away Restricted Time (DART), a rate that demonstrates top quartile safety performance for similar size utilities using the Bureau of Labor Statistics (BLS) work-related safety data.
- b) Provide timely, quality health care for injured employees that aids their recovery while maintaining positive financial performance of the workers' compensation program.

Contractor Safety

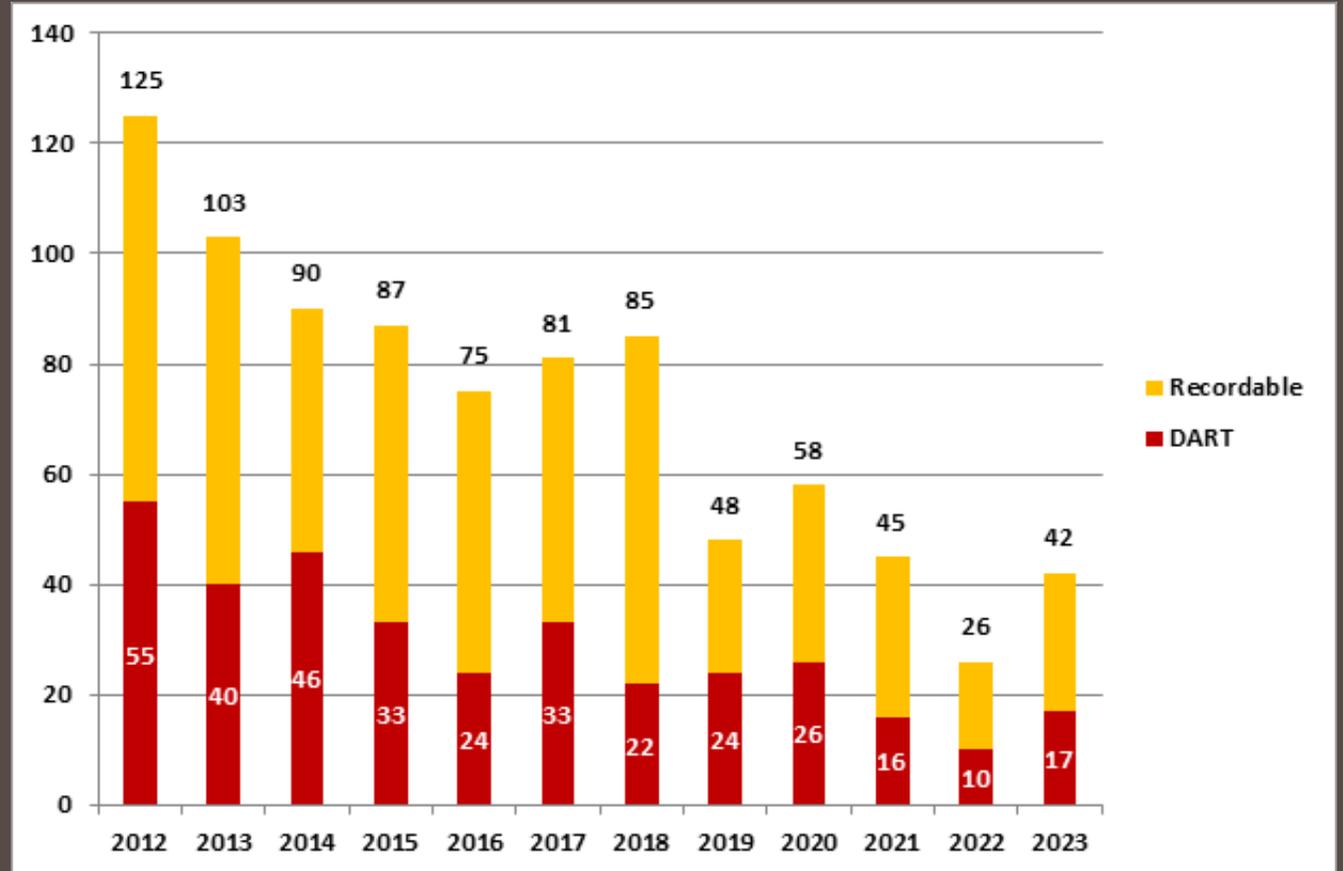
- a) Support contractors to reduce and eliminate potential hazards for Serious Injuries and/or Fatality (SIF) when conducting high risk work.

Public Safety

- a) Track and report injuries to the public related to SMUD operations or facilities.
- b) Implement measures to protect the public from injuries related to SMUD operations or facilities.

Workplace Safety 2023

- Days Away Restricted Time (DART)
Board Limit by 2025 = **13**
- 2023 Target = **17** Days Away Restricted Time (DART)
- 2023 = 42 OSHA Recordables
- Ongoing Improvements due to: Safety for Life Culture, increased near miss reporting, accident/incident investigation, joint labor involvement supervisor/employee interactions, management & employee engagement, behavior-based safety, and wellness.



Quality Care

Quality care of injured employees is measured through the Workers' Compensation program's performance, which is assessed annually by an independent actuary. This WC report covers case data annually ranging from the timeframe of July to June the following year.

	2019	2020	2021	2022	2023
No. of Claims (Medical & Indemnity)	85	89	59	54	46*
Incident rate per 100 employees	3.6	2.3	2.4	2.2	1.8*
Rates per \$100 payroll	0.94	0.94	0.85	0.67	0.58

*** All metrics are at historic lows**

Contractor and Public Safety

Contractor Safety



- 110 SMUD Contractors currently in the ISNet
- Pre-qualification of contractors
- Safety Plan Review and Onboarding
- 454 Field Visits in 2023
- Improved OSHA compliance oversight with projects
- New Online Portal through SMS

Public Safety

- Billboard Campaign & Educational Outreach
- Tree Worker, Contractor, Agricultural, Drone Programs
- Bi-Lingual web resources
- Emergency responder learning enhancements
- EMF meter loan program
- 811 Public Safety Education Day



Statistics:

- 253 Asset Collision Incidents
- 2 Electrical Contacts
- 72 Dig-ins

Safety for Life: 2023



Vehicle Safety

- Behind the wheel defensive driving
- Vehicle roadeo – interactive training
- Improvements to vehicle visibility
- SMS digital vehicle inspections
- Incident reduction campaign



Ergonomics

- Updated ergonomics standard
- Enhancements to SMS tool
- New Ergonomic sharePoint site



Safely Conducted Observations Reduce Common Hazards (SCORCH)

- 2,217 office & 2,202 field interactions
- Office At-Risk – head & neck
- Field At-Risk – situational awareness
- 100% digital observations via SMS



Supervisor-Employee Interactions

- 6,495 interactions
- Focus on field, contractors, hybrid staff
- Expanded Digital Interactions using SMS



Learning Culture

- 180 Near miss reports
- Continued focus on incident learning
- Joint Labor Management participation

Safety Roadmap

- Continued Leadership involvement
- Employee engagement opportunities
- Enhanced contractor safety
- Public safety



Accident and Incident Investigation

- Onboarding and field visit focus
- SMS Incident review and corrective action follow-up
- Contractor incident follow up
- TapRoot utilization for SIF incidents/ near miss



Safety for Life

- Bi-Monthly communications to all SMUD personnel on H&S related topics
- 2023 Safety & Environmental Day completed



Safety Management System (SMS)

Utilization Continues to Expand

- New Applications in Q3 & Q4 of 2023 :
 - **Sustainability Application Live**
- Enhancements and process improvements in Q3 & Q4 of 2023 :
 - **Ergo Evaluator** Data Enhancement
 - **Incident & Measurements** Vehicle Data enhancement
 - **Safety Observation** application enhancement
 - New **Supervisor Employee Interaction** Forms
 - Line Dept. **Tailboard** Dashboards
 - **Workplace Violence** Incident logging planned for 2024



Challenges

Ergonomics – Soft Tissue, Non-SIF Injuries

- Continue to challenge organization road to zero injury target goals
- Primary are being experienced by field personnel.
- Require a diverse integration action plan in order to be managed.
- Must ensure that early and immediate reporting of minor physical discomfort continues to be reported.
- Minor acute symptoms can lead to severe chronic injuries.



Requested Action

- Accept the Q3/Q4 2023 monitoring report for SD-6, Safety Leadership.
- Place item on the Board consent calendar for approval.