

**FY 2012 Abridged Federal Annual Monitoring and Evaluation (FAME)  
Report**

**State of Utah**



**Evaluation Period: October 1, 2011 – September 30, 2012**

**Initial Approval Date: January 10, 1973  
Program Certification Date: November 19, 1976  
Final Approval Date: July 16, 1985**



**Prepared by:  
U. S. Department of Labor  
Occupational Safety and Health Administration  
Region VIII  
Denver, Colorado**



## Contents

I.	Executive Summary .....	1
II.	Major New Issues.....	1
III.	State Progress in Addressing FY 2011 FAME Report Recommendations.....	1
IV.	Assessment of FY 2012 State Performance of Mandated Activities .....	3
	A. Enforcement	
	• Complaints	
	• Fatalities	
	• Targeting and Programmed Inspections	
	• Citations and Penalties	
	• Abatement	
	• Employee and Union Involvement	
	B. Review Procedures	
	• Informal Conferences	
	• Formal Review of Citations	
	C. Standards and Federal Program Changes Adoption	
	• Standards Adoption	
	• Federal Program/State Initiated Changes	
	D. Variances	
	E. Public Employee Program	
	F. Discrimination Program	
	G. Voluntary Compliance Program	
	H. Program Administration	
V.	State Progress in Achieving Annual Performance Goals .....	9
VI.	Other Areas of Note .....	10

Appendix A – New and Continued Findings and Recommendations

Appendix B – Observations Subject to Continued Monitoring

Appendix C – Status of FY 2011 Findings and Recommendations

Appendix D – FY 2012 State Activity Mandated Measures (SAMM) Report

Appendix E – FY 2012 State OSHA Annual Report (SOAR) – Available Upon Request

## I. Executive Summary

The State of Utah received final State Plan approval on July 16th, 1985. Utah OSHA is part of Utah's Labor Commission. The State Designee is Labor Commissioner Sherrie Hayashi. Louis Silva serves as the UOSH Program Administrator. The UOSH program consists of enforcement, discrimination, cooperative programs and private and public sector consultation. Public Sector Consultation, the Voluntary Protection Program and partnerships are administered by the enforcement division and funded under the 23(g) grant. Consultation in the private sector is funded through the 21(d) cooperative agreement. UOSH operates on a traditional five day workweek from a centrally-located office in Salt Lake City. UOSH closely mirrors the federal program with some differences that allow for accommodation of the unique state demands and issues.

This report assesses the activities of Utah OSHA and their progress in resolving outstanding recommendations. During Fiscal Year (FY) 2012, Utah conducted 657 inspections.

During FY 2012, Utah OSHA completed six of the six recommendations listed in the FY2011 FAME Report Corrective Action Plan. Utah worked diligently in addressing and exceeding their mandatory and non-mandatory performance goals.

## II. Major New Issues

Utah OSHA celebrated their first two Public Sector SHARP locations with two fire stations in Lehi City earning this award.

## III. State Progress in Addressing FY 2011 FAME Report Recommendations

**Finding 11-1 Complaint: The results of a complaint inquiry are not being sent to non-employee complainants who provide contact information.**

Recommendation: Letters should be sent to all complainants that file complaints and provide their contact information.

State Response/Corrective Action: UOSH indicates that response letters are being sent to complainants on all formal complaints. This item is closed.

**Finding 11-2 Inspection: Twenty-three percent of the cases with violations contained additional hazards that were not cited or were not further evaluated when there was evidence that potential hazards existed.**

Recommendation: Violations identified in the case file should be cited. Potential hazards should be further evaluated when warranted.

State Response/Corrective Action: Follow-up training and hazard assessment training was provided during FY 2012 to all compliance staff. This item is closed.

**Finding 11-3 Inspection: Employee interviews were not documented in all case files.**

Recommendation: A representative number of employee interviews should be conducted and documented on all inspections.

State Response/Corrective Action: Follow-up training and hazard assessment training was provided during FY 2012 to all compliance staff. This item is closed.

**Finding 11-4 (Formerly 10-04) Review Procedures: Penalties were reduced at a percentage of 69% in Utah during the 2011 fiscal year, which is higher than the 44% for federal OSHA and an increase of 3% from the state's reduction rate last fiscal year.**

Recommendation: The average percentage of penalty reductions should be reduced.

State Response/Corrective Action: Utah follows a clear and strict penalty reduction policy. Reductions are made on a case- by- case basis. Reductions are based on the merit of each case and each case is reviewed by UOSH management. UOSH Management continues to monitor penalty reduction policy effectiveness. The average penalty reduction for FY 2012 was 57%. This item is closed.

**Finding 11-5 Discrimination: In two whistleblower cases a decision was made not to investigate where evidence merited further investigation.**

Recommendation: When evaluating unusual or questionable situations, consult the Whistleblower Investigation Manual, UOSHA's Attorney General's Office, or the OSHA Denver Regional Office.

State Response/Corrective Action: For both 11-5 and 11-6, Utah has retrained all investigators who conduct whistleblower investigations, focusing particularly on Chapter 17 of the Utah Operations Manual. The entire whistleblower process was re-evaluated to ensure that the intake process was appropriately documented. Additionally, all whistleblower cases are reviewed by a supervisor and developed as a team between the investigator and the supervisor. This item is closed.

**Finding 11-6 Discrimination: Some whistleblower case files may not have been fully developed as reflected by the reports.**

Recommendation: Provide training in developing and testing the Respondent's defenses and nexus, i.e. disparate treatment, animus and timing.

State Response/Corrective Action: For both 11-5 and 11-6, Utah has retrained all investigators who conduct whistleblower investigations, focusing particularly on Chapter 17 of the Utah Operations Manual. The entire whistleblower process was re-evaluated to ensure that the intake process was appropriately documented. Additionally, all whistleblower cases are reviewed by a supervisor and developed as a team between the investigator and the supervisor. This item is closed.

## IV. Assessment of FY 2012 State Enforcement Measures

### A. Enforcement

Utah OSHA conducted 657 inspections according to the FY 2012 Enforcement Activity Report. This is 99% of their goal of 660 inspections.

- Complaints

Utah OSHA conducted 58 formal complaint inspections in FY 2012 and 384 referral inspections. Utah maintains that a formal complaint inspection can only be conducted when a current employee or employee representative signs a formal complaint. If someone will not sign a complaint, the hazard is treated as a referral. This is a variation between Utah OSHA and Federal OSHA that will be monitored and is listed as Observation 1 (OB-12-1) in Appendix B.

- Fatalities

Utah OSHA conducted 11 fatality investigations. Five of these were related to construction activities. These fatalities were caused by struck-by (5 cases), falls (2 cases), Caught in-between (2 cases), fire (1 case) and electrocution (1 case). Utah follows the same procedures for the inspection of fatalities as federal OSHA. Utah inspects all fatalities including heart attacks to determine if the fatality is work related.

- Targeting and Programmed Inspections

Twenty-six percent (168) of UOSH inspections during FY 2012 were programmed compared with fifty-six percent of federal inspections. Due to a Utah statute that requires inspection of all workplace accidents, UOSH is driven by un-programmed activity.

Utah's areas of emphasis included:

- Public Sector Activity

- Machine Guarding (LOTO)
- Prevention 4 for Residential Construction

UOSH also participated in the following National Emphasis Programs (NEPs):

- Primary Metals
- Chemical PSM

- Citations and Penalties

During FY 2012, Utah issued 751 violations as follows: 617 serious, 111 other-than-serious, 13 repeat and 10 failure-to-abate. There were no willful citations issued. According to SAMM Indicator 9, Utah averaged 1.73 serious, willful or repeat violations per inspection, which is slightly below the national average of 2.1.

SAMM Number 8, which is an indicator addressing programmed inspections with S/W/R violations, showed a decline from FY 2011 to FY 2012. Safety was 56.5% and Health was 40%. The reference standards are 58.5% for Safety and 53.0% for Health. The number of fatality and serious injury case investigations may have been a driving factor in this decrease. Also, the size, complexity, and resource intensive nature of public sector inspections contributed to the decline of the total number. A review of the targeting program, particularly for health inspections, may be warranted. This will continue to be monitored as Observation 2 (OB-12-2) in Appendix B.

- Abatement

SAMM Number 6, which is the verification of serious, willful or repeat violations, has increased by over 10% from 83.82% to 94.96% in the private sector, and increased by over 20% from 71.43% to 98.41% in the public sector. SAMM Number 7 which, is lapse time, has improved from 56.79 days to 32.08 days with regard to safety inspections, and from 86.23 days to 67.45 days with regard to health inspections. Both of the FY 2012 indicators fall below the reference standards of 55.9 days and 67.9 days, respectively.

- Employee and Union Involvement

Utah has very few unions. Employees are involved in all inspections. If employees are part of a union, union representatives are involved.

## B. Review Procedures

- Informal Conferences

Employers in Utah have thirty days to submit a written notice of contest to the Adjudication Division. Settlements reached between UOSH and the employer before that thirty days are considered informal settlement agreements with the exception of the Penalty Reduction

Agreement (PRA). Informal conferences are conducted by the Compliance Manager and/or Program Administrator.

Utah prefers to settle cases by adjusting the penalty for those employers who make investments to improve their safety and health program over reclassification or deleting the citation. UOSH uses payment plans for penalties only in cases of extreme financial hardship. Item Number 8 on the Interim State Indicator Report shows that in FY 2012, Utah reclassified violations for 4.9% of all violations, whereas Federal OSHA reclassified violations only in 0.7% of all violations.

Utah has a Penalty Reduction Agreement (PRA) that is similar to the OSHA Expedited Informal Settlement Agreement. The PRA is the only formal penalty reduction program used by UOSH. If an employer has fewer than 250 employees, has not used the PRA in the past three years, and is not being issued willful or repeat violations and has not had a fatality or accident, an agreement is sent with the citations and proposed penalties offering a 50% penalty reduction. If this agreement is signed by the employer, appropriate evidence of abatement is submitted, and a check for the designated penalty is remitted, the case is closed. The maximum penalty reduction for the PRA is 50%. The maximum penalty reduction for the PRA was changed from 60% to 50% in FY 2010. In 2012, UOSH added an additional limitation to the PRA disqualifying fatality and serious injury cases.

- Formal Review of Citations

Contested cases in Utah are assigned to an Administrative Law Judge (ALJ) for hearing. Appealed decisions of the ALJ automatically move forward to the Labor Commissioner, unless the appeal is required to be heard before the Labor Commission Appeal Board. This board is composed of three members; one employer, one employee and one other member. Each board member is selected by the Governor and serves a six year term. No more than two members can be of the same political affiliation. Decisions by the Board are majority decisions. Appealed decisions of either the Board or the Commissioner are heard in the Utah Court of Appeals.

### C. Standards and Federal Program Changes Adoption

The Utah Occupational Safety and Health Program closely mirrors the federal program while still addressing the unique characteristics of the state. UOSH continues to adopt all new and updated federal Occupational Safety and Health Administration (OSHA) standards.

- Standards Adoption

29 CFR 1910.1200 Final Rule Hazard Communication – Adopted 9/26/2012.

- Federal Program/State Initiated Changes

CPL 02-01-053 Compliance Policy for Manufacture, Storage, Sale, Handling, Use and Display of Pyrotechniques – Adopted 1/1/2012.

CPL 03-00-014 PSM Covered Chemical Facilities National Emphasis Program  
Adopted 4/1/12.

CPL 03-00-016 NEP Nursing and Residential Care Facilities – Adopted  
6/1/2012.

CPL 02-00-153 Communicating OSHA Fatality Inspection Procedures to a  
Victim’s Family – Utah did not adopt this.

CPL 02-00-154 Long Shoring and Marine Terminals “Tool Shed” Directive –  
Utah does not have long shoring and did not adopt.

CPL 02-03-004 Section 11(c), AHERA, and ISCA Appeals Program – Utah  
did not adopt.

CPL 02-01(CPL-02) Whistleblower Alternative Dispute Resolution (ADR)  
Program – Utah did not adopt.

CPL 02-01-054 Inspection and Citation Guidance for Roadway and Highway  
Construction Work Zones – Utah OSHA anticipates adopting this.

#### D. Variances

Utah currently has one permanent variance with Alberici Mid-Atlantic LLC which was granted on August 2, 2008. This variance addresses chimney work.

#### E. Public Employee Program

According to the Utah 2012 grant application, approximately fifteen percent of employees in Utah work in the public sector. Lehi City’s two fire stations received Utah’s first ever Public Sector SHARP recognition. Additionally, UOSH conducted 30 public sector inspections, 16 public sector consultation visits and 51 public sector interventions. According to SAMM Indicator 11, 6.44% of Utah’s total inspections were in the public sector, which is consistent with last fiscal year.

#### F. Discrimination Program

A Special Study including an onsite audit was conducted in FY 2011. This resulted in two findings which were resolved by additional training for the Whistleblower Team, and additional reviews by supervision.

The following is a summary of the FY 2012 discrimination investigations. The information on the following table was obtained from a Web IMIS Report.

Disposition	Totals
Total cases received in FY 2012	23
Cases completed in FY 2012	23
Cases completed in a timely fashion	87%
Withdrawn	2
Dismissed	20
Merit	1
Settled	0
Investigator on staff (collateral duty)	6

#### G. Voluntary Compliance Program

Utah administers a Voluntary Protection Program following the Guidelines of the federal Voluntary Protection Program Manual (CSP 03-01-003). Utah currently has seven approved VPP sites: six “Star” and one “Merit.” One new company, Simmons Manufacturing Co., LLC received their Merit status on 8/9/12, and Pacific States Cast Iron Pipe, Co. was recertified on 10/21/2009.

#### H. Program Administration

Four quarterly meetings were held this fiscal year.

##### 1. TRAINING

Training in Utah is done in-house due to restricted funds to travel out of the state. UOSH has a well-documented training program and is based on OSHA’s competency model. Initial training takes approximately six months to complete and consists of the following three parts:

Classroom Training – includes review of 29 CFR 1910, 29 CFR 1926, the Utah Administrative Code, the Utah Field Operations Manual, instructions on using the OSHA website, and IMIS training. The CDs provided to the State Plans by the OSHA Training Institute (OTI) are also used during this training.

Hands-on Training – includes reviewing manuals and CDs in the form of a “Compliance Kit” from American Safety Training.

Field Training – occurs when a new hire accompanies a senior CSHO on an inspection. A CSHO will observe approximately twenty inspections before being released to the field alone, assuming progressively more responsibility with each inspection.

Once a new hire has completed training, he/she is required to complete three final tests which assess his/her knowledge of the material presented. Each CSHO is then interviewed by a board consisting of the Compliance Manger, the Compliance Team Leader and either a Senior Safety or Senior Health CSHO, depending on the discipline of

the new hire. The Board then recommends release to the field, more in-house training or more field training.

The UOSH staff participated in Webinars that addressed Lead Paint and Global Harmonization, attended 3M Hearing Conservation Training, Fall Protection Training and the Utah Industrial Hygiene and Safety Conference. In-house training addressing referral/complaints, case file proof reading, and Phone Duty 101 were conducted.

## 2. FUNDING

Economic challenges continue in Utah. Limited compensation for professional staff is a hindrance to acquiring experienced technical staff. The state spends a large amount of money to train inexperienced staff members only to lose them to higher paying jobs within a few years. The telecommuting program continues to provide some relief in operational costs and is being continued. Utah continually explores other cost-saving ideas but does not expect their strained economic situation to improve any time soon.

## 3. STAFFING

According to the Grant Application, staffing levels in Utah at the end of FY 2012 were slightly below the benchmark of ten safety and nine health compliance officers. They had 9.5 safety and 8.5 health compliance officers. In addition to safety and health compliance officers, UOSH has 4 managers throughout compliance and consultation. Staffing levels continue to change as new personnel are hired and other staff departs. According to the SOAR, low compensation levels continue to be a tremendous challenge to UOSH affecting not only recruitment of qualified individuals but also retention of qualified individuals.

## 4. INFORMATION MANAGEMENT

No issues exist at this time related to the Integrated Management Information System (IMIS). The state has made a decision to develop and implement a state specific data management system which is called SafeBase in lieu of the OSHA Information System (OIS). The state system must be effectively linked to the OIS for the collection of national data. The state has initiated communication with the OIS team to effectively plan this link.

## 5. STATE INTERNAL EVALUATION PROGRAM

The UOSH State Internal Evaluation Program (SIEP) included an internal evaluation of the Report Process for Safety and Health Inspections. This internal evaluation was accomplished as a team effort between management and CSHOs. Areas that were evaluated included improved communications within UOSH and the Labor Commission, report and case file review and writing processes, operating procedures and the use and development of Standard Alleged Violation Elements (SAVES).

## V. State Progress in Achieving Annual Performance Goals

FY 2012 marked the fourth year of Utah's five year Strategic Management Plan (2009-2013)

**Strategic Goal #1 – Achieve an effective impact in the reduction of Utah fatality rate for industries that are under UOSH jurisdiction by 2013, measured by the most current BLS fatality data available for that state.**

**Annual Performance Goal #1 – By 2013, reduce the rate of workplace fatalities.**

In FY 2012, the BLS indicates a fatality rate of 1.5 per 100,000 workers; Utah's eleven fatalities yielded a Fatality Rate of 0.95 per 100,000 workers. Utah met this goal.

**Strategic Goal #2 – Achieve an effective impact in the reduction of injuries and illnesses in industries that are under UOSH jurisdiction, measured by the most current average of BLS total recordable case rate (TRC) from 2009 – 2013.**

**Annual Performance Goal #2 – Effect an annual reduction of 0.1 of the BLS Total Recordable Cases Rate.**

In FY 2012, the BLS baseline was a Total Recordable Cases Rate (TRC) of 5.5 per 100,000 employees, and Utah's goal was a TRC of 5.2 per 100,000 employees. The most recent data for Utah is from 2011, and indicates a TRC rate of 3.7. Outcome indicators include the number of compliance and consultation interventions in construction and general industry in addition to the number of consultation outreach activities. Utah reports that they conducted 915 inspections and surveys, as well as 546 Forms 55 and 66, yielding a total of 1,461 inspections, surveys and outreach activities. Utah is meeting this goal.

**Strategic Goal #3 – Promote a safety and health culture through increased participation of Consultation Services, VPP, SHARP and Compliance Assistance.**

**Annual Performance Goal #3 – Increase by 1% each year, the number of consultation services, workshops, presentations, VPP applications, SHARP applications and participation in Compliance Assistance activities.**

Interventions	Baseline	2012 Goal	2012 Result	% Change (from baseline)
21(d) Consultation Visits	292	303	337	+15.41%
Form 66	217	226	446	+105%
Form 55	426	443	100	-77%
VPP Presentation	5	6	2	-60%

<b>Interventions</b>	<b>Baseline</b>	<b>2012 Goal</b>	<b>2012 Result</b>	<b>% Change (from baseline)</b>
VPP Application	1	1	4	+300%
SHARP Presentation	10	11	11	+10%
SHARP Application	2	2	2	0%
Public Sector Consultation	15	16	51	+240%

## VI. Other Areas of Note

UOSH had two CASPAs in FY 2012. Issues related to whistleblower activity and safety were addressed through the CASPAs. These CASPAs were resolved.

Appendix A – New and Continued Findings and Recommendations  
FY 2012 Utah State Plan Abridged FAME Report

Utah does not have any new or continued findings and recommendations.

**Appendix B – Observations Subject to Continued Monitoring**  
**FY 2012 Utah State Plan Abridged FAME Report**

Rec # [OB-1]	Observations	Federal Monitoring Plan	FY 11#
OB-12-1	Information received from non-employees or employees who refuse to sign a complaint are treated as referrals. UOSH does not recognize non-formal complaints and feels that treating what Federal OSHA considers a non-formal complaint as a referral does not affect the inspection process.	Determine whether this process is in use in other states, and ensure that complaints/referrals coming into the state are appropriately addressed.	
OB-12-2	S/W/R citations found during programmed activities continue to decline. For example, the difference from FY 2011 to FY 2012 in S/W/R violations was 76% to 56.6% for safety and 100% to 40% for health.	Evaluate the targeting mechanism used by the state to ensure that appropriate industries are being targeted.	

Appendix C - Status of FY 2011 Findings and Recommendations  
 FY 2012 Utah State Plan Abridged FAME Report

Rec#	Findings	Recommendations	Corrective Action Plan	State Action Taken	Status
11-1	<b>Complaints:</b> The results of a complaint inquiry are not being sent to non-employee complainants who provide contact information.	Letters should be sent to all complainants that file complaints and provide their contact information.	Utah states that this is not required, and that complainants are informed of inspection outcomes when formal complaints are filed.	UOSH indicates that complaint letters are sent to all complainants who file formal complaints.	Completed
11-2	<b>Inspections:</b> Twenty-three percent of cases with violations contained additional hazards that were not cited or were not further evaluated when there was evidence that potential hazards existed.	Violations identified in the case file should be cited. Potential hazards should be further evaluated when warranted.	Follow-up training and hazard assessment training to be conducted with staff.	Training was conducted.	Completed
11-3	<b>Inspections:</b> Employee interviews were not documented in all case files.	A representative number of employee interviews should be conducted and documented on all inspections.	Follow-up training and hazard assessment training to be conducted with staff.	Training was conducted.	Completed
11-4	<b>Review Procedures:</b> Penalties were reduced at a percentage of 69% in Utah during the 2011 fiscal year, which is higher than the 44% for federal OSHA and an increase of 3% from the state's reduction rate last fiscal year.	The average percentage of penalty reductions should be reduced.	Utah follows a clear and strict penalty reduction policy. Reductions are based on a case by case basis. Reductions are based on the merit of each case and each case is reviewed by UOSH management. UOSH management continues to monitor penalty reduction policy effectiveness.	The average penalty reduction for FY 2012 was 57%, which is 12% higher than last years.	Completed
11-5	<b>Discrimination:</b> In two whistleblower cases, a decision was made not to investigate where evidence merited further investigation.	When evaluating unusual or questionable situations, refer to the Whistleblower Investigation Manual, UOSH's Attorney General Office, or the OSHA Denver Regional Office.	Currently, a team approach is taken on every whistleblower case Whistleblower investigators were retrained.	Training was conducted.	Completed
11-6	<b>Discrimination:</b> Some whistleblower case files may not have been fully developed as reflected by reports.	Provide training in developing and testing the Respondent's defenses and nexus, i.e. disparate treatment, animus and timing.	Currently, a team approach is taken on every whistleblower case Whistleblower investigators were retrained.	Training was conducted.	Completed

## Appendix D - FY 2012 State Activity Mandated Measures (SAMM) Report FY 2012 Utah State Plan Abridged FAME Report

NOV 09, 2012      RID: 0854900

MEASURE	From: 10/01/2011 To: 09/30/2012	CURRENT FY-TO-DATE	REFERENCE/STANDARD
1. Average number of days to initiate Complaint Inspections	276 4.75 58	18 3.00 6	Negotiated fixed number for each state
2. Average number of days to initiate Complaint Investigations	49 .90 54	1 .25 4	Negotiated fixed number for each state
3. Percent of Complaints where Complainants were notified on time	60 89.55 67	2 100.00 2	100%
4. Percent of Complaints and Referrals responded to within 1 day -ImmDanger	0 0	0 0	100%
5. Number of Denials where entry not obtained	0	0	0
6. Percent of S/W/R Violations verified			
Private	471 94.96 496	9 69.23 13	100%
Public	62 98.41 63	0 0	100%
7. Average number of calendar days from Opening Conference to Citation Issue			
Safety	9817 32.08 306	240 40.00 6	2032800 55.9 36336 National Data (1 year)
Health	4789 67.45 71	222 111.00 2	647235 67.9 9527 National Data (1 year)

0\*UT FY12

\*\*PRELIMINARY DATA SUBJECT TO ANALYSIS AND REVISION

**Appendix D - FY 2012 State Activity Mandated Measures (SAMM) Report**  
**FY 2012 Utah State Plan Abridged FAME Report**

NOV 09, 2012      RID: 0854900

MEASURE	From: 10/01/2011 To: 09/30/2012	CURRENT FY-TO-DATE	REFERENCE/STANDARD
8. Percent of Programmed Inspections with S/W/R Violations			
	87	4	76860
Safety	56.49	100.00	58.5
	154	4	131301
	6	1	9901
Health	40.00	100.00	53.0
	15	1	18679
9. Average Violations per Inspection with Violations			
	654	21	367338
S/W/R	1.73	2.62	2.1
	378	8	175950
	106	7	216389
Other	.28	.87	1.2
	378	8	175950
10. Average Initial Penalty per Serious Violation (Private Sector Only)	1038650	13375	624678547
	1835.07	1910.71	1990.5
	566	7	313826
11. Percent of Total Inspections in Public Sector	42	3	124
	6.44	10.71	6.5
	652	28	1899
12. Average lapse time from receipt of Contest to first level decision	4421	191	3197720
	368.41	191.00	187.0
	12	1	17104
13. Percent of 11c Investigations Completed within 90 days*	21	0	100%
	87.50	0	100%
	24	0	100%
14. Percent of 11c Complaints that are Meritorious*	1	0	1619
	4.17	0	23.4
	24	0	6921
15. Percent of Meritorious 11c Complaints that are Settled*	0	0	1444
	.00	0	89.2
	1	0	1619

\*Note: Discrimination measures have been updated with data from SAMM reports run on 1/3/2013

**Appendix E - State OSHA Annual Report (SOAR)**  
FY 2012 Utah State Plan Abridged FAME Report

*[Available Upon Request]*