

ILLINOIS DEPARTMENT OF LABOR

STATE OF ILLINOIS

ILLINOIS OSHA

FY 2015 State OSHA Annual Report (SOAR)

October 1, 2014 through September 30, 2015

Hugo Chaviano
Director



DECEMBER 2015

**ILLINOIS DEPARTMENT OF LABOR STATE PLAN
STATE OSHA ANNUAL REPORT**

Table of Contents

I. Executive Summary.....	p. 2
II. State Plan Overview.....	p. 3
III. Summary of Annual Performance Plan Results.....	p. 4-16
IV. Progress Toward Strategic Plan Accomplishments.....	p. 17-19
V. Mandated Activities.....	p. 20-23
VI. Special Measures of Effectiveness.....	p. 24-25
VII. Adjustments.....	p. 26-27

EXECUTIVE SUMMARY

The Illinois Department of Labor (IDOL) Illinois OSHA Division submits this State OSHA Annual Report (SOAR) to the Federal Occupation Safety and Health Administration (OSHA) for evaluation of the State program. The SOAR covers the time period October 1, 2014 through September 30, 2015. This submission is in accordance with the State Plan Policies and Procedures Manual dated September 22, 2015.

In FY 2015, Illinois OSHA endured several major adjustments. The adjustments required the implementation of new procedures to place primary emphasis on achieving significant program results and making progress toward achieving annual goals. The following summary of Illinois OSHA's FY 2015 Annual Performance Goals, as well as the strategies used to accomplish these goals, will reveal Illinois OSHA is progressing to meet all grant requirements and assure safe and healthful workplaces for all public sector employees in the State of Illinois.

STATE PLAN OVERVIEW

IDOL – Illinois OSHA operates a public sector only OSHA developmental State program. The Illinois State Plan is administered by Illinois OSHA, under the leadership of the Director of IDOL. Illinois OSHA enforces safety and health standards in public sector workplaces, provides public sector consultation services, investigates public sector occupational safety and health whistleblower discrimination complaints, adopts Federal OSHA standards and provides public sector outreach services. In Illinois, private sector enforcement remains with the U.S. Department of Labor, Occupational Safety and Health Administration.

Public sector enforcement activities are conducted by safety and health inspectors. Each inspector conducts Programmed Planned Inspections (PPI's), responds to worker complaints and investigates fatalities or serious accidents. Illinois OSHA staff ensures employee participation and compliance assistance is provided throughout any inspection conducted. A strong enforcement presence is used to establish an effective deterrent for public sector employers who fail to meet their occupational safety and health responsibilities.

Consultation services, partnerships, and alliances enable state and local government employers to initiate a proactive approach to improving their safety and health management programs and eliminate hazards in their workplaces. Illinois OSHA consultants provide assistance to Illinois public sector employers in establishing quality safety and health programs, preventing occupational deaths, injuries and illnesses, identify and eliminate workplace hazards and interpret the Illinois Occupational Safety and Health Act and OSHA standards. The consultants note any workplace hazards without the issuance of citations, penalties or enforcement involvement. A Safety and Health Achievement Recognition Program (SHARP) was created for the smaller public sector employer in FY 2015, and will continue through FY2020.

Illinois OSHA's Whistleblower Investigation Program is parallel to section 11(c) of the OSH Act. The policies and procedures for occupational safety and health discrimination protection are at least as effective as the federal 11(c) policies and implement the referral/deferral policy established in Chapters 1-7 of the Whistleblower Manual.

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

<p>Strategic Goal #1: Improve workplace safety and health for all public employees as evidenced by fewer hazards, reduced exposures and fewer injuries, illnesses and deaths.</p>	
<p>Annual Performance Goal # 1.1</p>	<p>Reduce the number of worker injuries and illnesses by focusing statewide attention and resources on the most prevalent types of injuries, illnesses in the most hazardous public occupations and workplaces.</p>
<p>Strategy</p>	<p>Decrease injury and illness rates in state, county and/or local agencies in the specific NAICS segments by five percent by 2020 as follows (one percent per year):</p> <p>1.1 State Support Activities for Transportation (NAICS 488)</p> <p>OSHA Directive: CPL 02-01-054, Inspection and Citation Guidance for Roadway and Highway Construction Work Zones</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measure</p> <ul style="list-style-type: none"> • 10 inspections conducted in targeted NAICS • 2 public sector consultation visits conducted in targeted NAICS • 1 outreach/training and education seminars conducted in targeted NAICS • 25 marketing materials distributed
<p>FY 2015 Results</p>	<ul style="list-style-type: none"> • 26 inspections conducted • 3 public sector consultation visits conducted • 0 outreach/training and education seminars conducted • 26 outreach materials distributed
<p>Conclusion</p>	<p>In FY 2015 Illinois OSHA revised the approved August 2014 Five-Year Strategic Plan to incorporate a more realistic strategy of decreasing Bureau of Labor Statistics (BLS) injury and illness rates in state, county and/or local agencies by 2% by 2020 not 5%.</p> <p>Baseline = 7.3 (averaged BLS 2009-2012 for NAICS 488)</p>

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 1.2</p>	<p>Reduce the number of worker injuries and illnesses by focusing statewide attention and resources on the most prevalent types of injuries, illnesses in the most hazardous public occupations and workplaces.</p>
<p>Strategy</p>	<p>Decrease injury and illness rates in state, county and/or local agencies in the specific NAICS segments by five percent by 2020 as follows (one percent per year):</p> <p>1.2 State Nursing and Residential Care Facilities (NAICS 623)</p> <p>OSHA Directive: CPL 02-01-052, Enforcement Procedures for Investigating or Inspecting Workplace Violence Incidents</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measure</p> <ul style="list-style-type: none"> • 1 inspections conducted in targeted NAICS • 1 public sector consultation visits conducted in targeted NAICS • 1 outreach/training and education seminars conducted in targeted NAICS • 10 marketing materials distributed
<p>FY 2015 Results</p>	<ul style="list-style-type: none"> • 4 inspections conducted • 0 public sector consultation visits conducted • Illinois OSHA team members called 59 State nursing and residential care facilities to inform them of our consultation and SHARP programs. • 4 marketing materials were distributed
<p>Conclusion</p>	<p>In FY 2015 Illinois OSHA revised the approved August 2014 Five-Year Strategic Plan to incorporate a more realistic strategy of decreasing BLS injury and illness rates in state, county and/or local agencies by 2% by 2020 not 5%.</p> <p>Baseline =13.2 (averaged BLS 2009-2012 data for NAICS 623)</p>

SUMMARY OF ANNUAL PERFORMANCE GOALS

Annual Performance Goal # 1.3	Reduce the number of worker injuries and illnesses by focusing statewide attention and resources on the most prevalent types of injuries, illnesses in the most hazardous public occupations and workplaces.
Strategy	Decrease injury and illness rates in state, county and/or local agencies in the specific NAICS segments by five percent by 2020 as follows (one percent per year): 1.3 Local Fire Protection (NAICS 92216)
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Activity Measure <ul style="list-style-type: none"> • 125 inspections conducted in targeted NAICS • 5 public sector consultation visits conducted in targeted NAICS • 1 outreach/training and education seminars conducted in targeted NAICS • 25 marketing materials distributed • 1 alliance/partnership established
FY 2015 Results	<ul style="list-style-type: none"> • 110 inspections conducted • 5 public sector consultation visits conducted • 5 outreach/training and education seminars conducted • 110 marketing materials distributed • 1 partnership established with the Illinois Fire Service Institute
Conclusion	In FY 2015 Illinois OSHA revised the approved August 2014 Five-Year Strategic Plan to incorporate a more realistic strategy of decreasing BLS injury and illness rates in state, county and/or local agencies by 2% by 2020 not 5%. Baseline = 10.6 (averaged BLS 2009-2012 data for NAICS 92216)

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 1.4</p>	<p>Reduce the number of worker injuries and illnesses by focusing statewide attention and resources on the most prevalent types of injuries, illnesses in the most hazardous public occupations and workplaces.</p>
<p>Strategy</p>	<p>Decrease injury and illness rates in state, county and/or local agencies in the specific NAICS segments by five percent by 2020 as follows (one percent per year):</p> <p>1.4 Departments of Public Works (NAICS 926120)</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measures</p> <ul style="list-style-type: none"> • 125 inspections conducted in targeted NAICS • 5 public sector consultation visits conducted in targeted NAICS • 1 outreach/training and education seminars conducted in targeted NAICS • 25 marketing materials distributed • 1 alliance/partnership established
<p>FY 2015 Results</p>	<ul style="list-style-type: none"> • 89 inspections conducted • 4 public sector consultation visits conducted • 0 outreach/training and education seminars conducted • 89 marketing materials distributed • 0 alliance/partnerships established
<p>Conclusion</p>	<p>In FY 2015 Illinois OSHA revised the approved August 2014 Five-Year Strategic Plan to incorporate a more realistic strategy of decreasing BLS injury and illness rates in state, county and/or local agencies by 2% by 2020 not 5%.</p> <p>Baseline =7.7 (averaged BLS 2009-2012 data for NAICS 926120)</p>

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 1.5</p>	<p>Reduce the number of worker injuries and illnesses by focusing statewide attention and resources on the most prevalent types of injuries, illnesses in the most hazardous public occupations and workplaces.</p>
<p>Strategy</p>	<p>Decrease injury and illness rates in state, county and/or local agencies in the specific NAICS segments by five percent by 2020 as follows (one percent per year):</p> <p>1.5 Water and Sewage Treatment Facilities (NAICS 2213)</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measure</p> <ul style="list-style-type: none"> • 50 inspections conducted in targeted NAICS • 2 public sector consultation visits conducted in targeted NAICS • 1 outreach/training and education seminars conducted in targeted NAICS • 15 marketing materials distributed • 1 alliance/partnership established
<p>FY 2015 Results</p>	<ul style="list-style-type: none"> • 60 inspections conducted • 2 public sector consultation visits conducted • 0 outreach/training and education seminars conducted • 60 marketing materials distributed • 0 alliance/partnerships established
<p>Conclusion</p>	<p>In FY 2015 Illinois OSHA revised the approved August 2014 Five-Year Strategic Plan to incorporate a more realistic strategy of decreasing BLS injury and illness rates in state, county and/or local agencies by 2% by 2020 not 5%.</p> <p>Baseline=6.2 (averaged BLS 2009-2012 data for NAICS 2213)</p>

SUMMARY OF ANNUAL PERFORMANCE GOALS

Strategic Goal #2 To promote safety and health values in the public sector workplaces in Illinois.	
Annual Performance Goal # 2.1	To promote public sector employer and employee awareness of, commitment to, and active participation in safety and health.
Strategy	Performance Goal 2.1 2.1 100% of Illinois OSHA activities will include employee involvement.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<p><u>Enforcement</u></p> <ul style="list-style-type: none"> • 600 inspections conducted (This assumes a fully staffed and trained Division of 12 inspectors working 40 weeks out of the year, averaging 1.25 inspections per week per Safety/Health Inspector, and is based on previous work experience and past history.) Originally, 1300 Enforcement inspections were projected to be performed for FY 2015. In July 2015, Illinois OSHA requested a reduction in inspection numbers to a reasonable and more accurate representation to what the FY 2015 Enforcement inspection target goals should look like. OSHA’s Directorate of Cooperative and State Programs and OSHA’s Region V Regional Administrator accepted the reduction. • 600 inspections conducted where employees were conferred with <p><u>Consultation</u></p> <ul style="list-style-type: none"> • 45 public sector consultation visits conducted • 45 public sector consultation visits conducted where employees were conferred with
FY 2015 Results	<p><u>Enforcement</u></p> <ul style="list-style-type: none"> • 460 inspections conducted. In FY 2015 Illinois OSHA had 12 Safety/Health Inspectors. Of the 12 only 5 were fully trained, 1 retired and 2 resigned. This must be taken into consideration when determining percentage of goal reached. • 460 (100%) inspections conducted where employees were conferred with <p><u>Consultation</u></p> <ul style="list-style-type: none"> • 59 public sector consultations visits conducted • 59 public sector consultation visits conducted where employees were conferred with

SUMMARY OF ANNUAL PERFORMANCE GOALS

Annual Performance Goal # 2.2	To promote public sector employer and employee awareness of, commitment to, and active participation in safety and health.
Strategy	Performance Goal 2.2 2.2 Award Safety and Health Achievement Recognition (SHARP) to five new public sector worksites by 2020. Recognize other outstanding contributions to worker safety and health.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Activity Measures: <ul style="list-style-type: none"> • 1 new public sector Safety and Health Achievement Recognitions awarded Intermediate Outcome Measures: <ul style="list-style-type: none"> • 1 new public sector Safety and Health Achievement Recognitions awarded each year Primary Outcome Measure: <ul style="list-style-type: none"> • Award Safety and Health Achievement Recognitions to five new public sector worksites by 2020
FY 2015 Results	<ul style="list-style-type: none"> • 1 public sector SHARP awarded: Posen Fire Department, Posen, IL.

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 2.3</p>	<p>To promote public sector employer and employee awareness of, commitment to, and active participation in safety and health.</p>
<p>Strategy</p>	<p>Performance Goal 2.3</p> <p>2.3 100% of Illinois OSHA’s public sector initial Consultation visits will include site-specific recommendations to improve the safety and health program management system at that facility.</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measures:</p> <p>Consultation Activities</p> <ul style="list-style-type: none"> • 45 public sector consultation visits conducted will include site specific recommendations to improve safety and health program management systems.
<p>FY 2015 Results</p>	<ul style="list-style-type: none"> • 59 public sector consultation visits conducted • 100% of public sector initial consultation visits conducted included site specific recommendations to improve safety and health program management systems.

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 2.4</p>	<p>To promote public sector employer and employee awareness of, commitment to, and active participation in safety and health.</p>
<p>Strategy</p>	<p>Performance Goal 2.4</p> <p>2.4 Conduct compliance assistance activities for high hazard industry organizations/groups concerning the hazards of relevant NEPs and OSHA Directives and promoting Illinois OSHA’s On-Site Consultation services.</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measurers:</p> <p>Consultation Activities</p> <ul style="list-style-type: none"> • Number of activities for high hazard industry groups where NEPs and OSHA Directives and public sector consultation services are promoted including 488, 926120,2213,92216.
<p>FY 2015 Results</p>	<p>7 compliance assistance activities performed:</p> <ul style="list-style-type: none"> • 10/18/15 Urbana, IL. Illinois OSHA presented to Office of State Fire Marshall Illinois Firefighters seminar. • 10/30/14 SIOSH Day Carterville, IL. Illinois OSHA team members performed Temporary worker and Backover presentations. • 1/8/15 Springfield, IL. Grain bin rescue round table discussion with the Office of State Fire Marshal, Illinois Fire Service Institute and Illinois Corn Growers Association. • 1/24/15 Peoria, IL. Illinois OSHA presented at the Illinois Society of Fire Service Instructor (ISFSI) Training Officer Boot camp. • 3/4/15 DIOSH Day Peoria, IL. Illinois OSHA team members performed a temporary worker presentation. • 8/13/15 Illinois State Fair Springfield, IL. & 8/28/15 DuQuoin State Fair DuQuoin, IL. Illinois OSHA partnered with the Illinois Fire Services Institute to educate and engage the public on grain bin rescue techniques :

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Strategic Goal #3 To invoke public confidence through excellence in the development and delivery of Illinois OSHA’s programs and services.</p>	
<p>Annual Performance Goal # 3.1</p>	<p>Respond to legal mandates (adoptions) so that the Illinois workers in the public sector are provided full protection under the Occupational Safety and Health Act. Increase and improve the number of frontline contacts with appropriate agencies, organizations and services that involve the public sector.</p>
<p>Strategy</p>	<p>Performance Goal 3.1</p> <p>3.1 Continue to initiate inspections of fatal incidents and catastrophes within one working day of notification for 100% of occurrences to prevent further injuries or deaths. Enlist the services of other agencies to make reporting requirements more user-friendly and accessible to the public sector constituency.</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measures</p> <ul style="list-style-type: none"> • Number of fatalities/catastrophes received • Number of fatalities/catastrophes investigated within one working day of notification. • Number of fatalities that are under NEPs.
<p>FY 2015 Results</p>	<p>Through a partnership with the Illinois Emergency Management Agency (IEMA), Illinois OSHA offers a 24 hour, seven days per week answering service which affords Illinois OSHA the ability to respond to fatal events or catastrophes, expeditiously, at any given time or day.</p> <ul style="list-style-type: none"> • 8 fatalities/catastrophes received • 7 fatalities/catastrophes investigated within one working day of notification. 1 fatality was initially reported as a death due to natural causes. Follow up inquiries and additional information, associated with the circumstances of the fatality, was not supportive of the employers original notification. It was determined an investigation was warranted to ensure a full and adequate evaluation of the circumstances associated with the fatality was performed. • 0 fatality investigation under NEP

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 3.2</p>	<p>Respond to legal mandates (adoptions) so that the Illinois workers in the public sector are provided full protection under the Occupational Safety and Health Act. Increase and improve the number of frontline contacts with appropriate agencies, organizations and services that involve the public sector.</p>
<p>Strategy</p>	<p>Performance Goal 3.2</p> <p>3.2 A. Safety – Initiate 100% of safety complaint inspections within five days of notification.</p> <p>B. Health – Initiate 95% of health complaint inspections within five days of notification, excluding indoor air quality and sanitation issues.</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measures</p> <p><u>Safety</u></p> <ul style="list-style-type: none"> • Number of safety complaints received • Number of safety complaint inspections initiated within five days • Number of safety complaints under NEPs <p><u>Health</u></p> <ul style="list-style-type: none"> • Number of health complaints received (non-indoor air quality or sanitation) • Number of health complaint inspections (non-indoor air quality or sanitation) initiated within five days.
<p>FY 2015 Results</p>	<p><u>Safety</u></p> <ul style="list-style-type: none"> • 91 safety complaints and referrals received • 41 of the 91 safety complaints and referrals received warranted an inspection. In FY 2015 it took an average of 4.45 days to initiate an inspection. • 6 safety complaints and referrals under Trenching NEPs <p><u>Health</u></p> <ul style="list-style-type: none"> • 106 health complaints and referrals received • 53 of the 106 health complaints and referrals received warranted an inspection. In FY 2015 it took an average of 4.45 days to initiate an inspection.

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 3.3</p>	<p>Respond to legal mandates (adoptions) so that the Illinois workers in the public sector are provided full protection under the Occupational Safety and Health Act. Increase and improve the number of frontline contacts with appropriate agencies, organizations and services that involve the public sector.</p>
<p>Strategy</p>	<p>Performance Goal 3.3</p> <p>3.3 To survey customer satisfaction rates for consultation visits in the public sector and ensure that 90% of the services are rated four or higher on a scale of one to five, with 5 being the most effective. This shows the effectiveness of the program and services from the consumer perspective.</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measures</p> <ul style="list-style-type: none"> • Number of public sector consultation visits conducted • Number of survey responses received where employer rated the consultation visit as highly effective (score of four or higher, on a scale of 1 to 5 with 5 being the most effective).
<p>FY 2015 Results</p>	<ul style="list-style-type: none"> • 59 public sector consultation visits conducted • 59 public sector surveys sent. 12 were returned all 12 had a score of 4 or higher.

SUMMARY OF ANNUAL PERFORMANCE GOALS

<p>Annual Performance Goal # 3.4</p>	<p>Respond to legal mandates (adoptions) so that the Illinois workers in the public sector are provided full protection under the Occupational Safety and Health Act. Increase and improve the number of frontline contacts with appropriate agencies, organizations and services that involve the public sector.</p>
<p>Strategy</p>	<p>Performance Goal 3.4</p> <p>3.4 Each year, increase the number of compliance assistance activities (i.e. direct mailings, advertising, newsletters, etc.) conducted or distributed in the public sector.</p>
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<p>Activity Measures</p> <ul style="list-style-type: none"> • Number of compliance assistance activities conducted/distributed (i.e. direct mailings, hazard alerts, newsletters)
<p>FY 2015 Results</p>	<p>Illinois OSHA will use FY 2015 as a baseline to increase the number of compliance assistance activities performed each year. In FY 2015, Illinois OSHA performed 7 compliance assistance activities, thus 7 is our baseline going forward.</p> <ul style="list-style-type: none"> • 10/18/15 Urbana, IL. Illinois OSHA presented to Office of State Fire Marshall Illinois Firefighters seminar. • 10/30/14 SIOSH Day Carterville, IL. Illinois OSHA team members performed Temporary worker and Backover presentations. • 1/8/15 Springfield, IL. Grain bin rescue round table discussion with the Office of State Fire Marshal, Illinois Fire Service Institute and Illinois Corn Growers Association. • 1/24/15 Peoria, IL. Illinois OSHA presented at the Illinois Society of Fire Service Instructor (ISFSI) Training Officer Boot Camp • 3/4/15 DIOSH Day Peoria, IL. Illinois OSHA team members performed a temporary worker presentation. • 8/13/15 Illinois State Fair Springfield, IL. & 8/28/15 DuQuoin State Fair DuQuoin, IL. Illinois OSHA partnered with the Illinois Fire Services Institute to educate and engage the public on grain bin rescue techniques:

PROGRESS TOWARD STRATEGIC PLAN ACCOMPLISHMENTS

In FY 2015 the approved August 2014 Five-Year Strategic Plan was revised to better define goals, objectives and establish clear measures for Illinois OSHA's performance. Through this strategic plan, Illinois OSHA will have results-oriented measureable goals that mark progress towards achieving the plans objectives.

In order to successfully achieve Illinois OSHA's goals over the Five-Year Strategic Plan timeframe, incremental annual progress measures have been implemented. Illinois OSHA has a strategy to demonstrate and measure incremental progress by establishing measureable targets in the Annual Performance Plan. Adjustment of strategies and resource allocation may impact these annual measures but overall plan achievement is the underlying goal. These strategies are continually being assessed and re-assessed to ensure that we stay on track in order to meet and exceed our divisional goals.

The strategic plan identifies three (3) fundamental goals to reduce workplace injuries, illnesses and fatalities in public sector worksites in Illinois.

- Improve workplace safety and health for all public employees as evidenced by fewer hazards, reduced exposures and fewer injuries, illnesses and deaths.
- To promote safety and health values in the public sector workplaces in Illinois.
- Invoke public confidence through excellence in the development and delivery of Illinois OSHA programs and services.

The FY 2015 activities toward meeting our strategic plan goals are described below.

Strategic Efforts to Achieve Goal #1:

Improve workplace safety and health for all public employees as evidenced by fewer hazards, reduced exposures and fewer injuries, illnesses and deaths.

- Illinois OSHA maintained a strong enforcement presence as an effective deterrent for employers who fail to meet their safety and health responsibilities by conducting comprehensive inspections at locations identified through a Programmed Planned Inspection (PPI) list. In September of 2015, a more detailed and methodical Site Specific Targeting plan was created and submitted to OSHA. The SST Plan is one of Illinois OSHA's developmental steps.
- Inspectors encouraged public sector employers to utilize consultation services to ensure they are performing these tasks in a safe and compliant manner.
- Outreach materials were distributed and compliance assistance conducted to assist with abatement and to raise awareness levels of hazardous conditions in the workplace.

Strategic Efforts to Achieve Goal #2:

To promote safety and health values in the public sector workplaces in Illinois.

- 100% of the time there was participation of an employee representative at all inspections and consultation visits conducted.
- Public sector SHARP was promoted at all public sector consultation visits performed.
- 100% of public sector employers participating in an initial Illinois OSHA On-Site Consultation visit were provided with site-specific recommendations to improve their safety and health program management system.
- In FY 2015, Illinois OSHA performed 7 compliance assistance activities.
 - 10/18/15 Urbana, IL. Illinois OSHA presented to Office of State Fire Marshall Illinois Firefighters seminar.
 - 10/30/14 SIOSH Day Carterville, IL. Illinois OSHA team members performed Temporary worker and Backover presentations.
 - 1/8/15 Springfield, IL. Grain bin rescue round table discussion with the Office of State Fire Marshal, Illinois Fire Service Institute and Illinois Corn Growers Association.
 - 1/24/15 Peoria, IL. Illinois OSHA presented at the Illinois Society of Fire Service Instructor (ISFSI) Training Officer Boot Camp
 - 3/4/15 DIOSH Day Peoria, IL. Illinois OSHA team members performed a temporary worker presentation.
 - 8/13/15 Illinois State Fair Springfield, IL. & 8/28/15 DuQuoin State Fair DuQuoin, IL. Illinois OSHA partnered with the Illinois Fire Services Institute to educate and engage the public on grain bin rescue techniques:

Strategic Efforts to Achieve Goal #3

Invoke public confidence through excellence in the development and delivery of Illinois OSHA programs and services.

- Through a partnership with the Illinois Emergency Management Agency (IEMA), Illinois OSHA offers a 24 hour, seven days per week answering service which affords Illinois OSHA the ability to respond to fatal events or catastrophes, expeditiously, at any given time or day.
- Using the OSHA Information System (OIS), Illinois OSHA tracks all complaints and referrals to ensure timely assignment and prioritization of imminent danger situations.
- Effective January 1, 2015, the Illinois Safety Inspection and Education Act [820 ILCS 220] and the Illinois Health and Safety Act [820 ILCS 225] were combined to create the Illinois Occupational Safety and Health Act [820 ILCS 219]. Combining the statutes into one streamlined the law and legislatively changed the name of the Division from the IDOL Safety Inspection and Education Division (SIED) to Illinois OSHA.

- January 1, 2015 the Illinois OSHA logo was publicly unveiled. The logo was created to promote the brand and identify the Division. Illinois OSHA believes a logo is a critical aspect of marketing and becomes the single most visible manifestation of the Division within the target market. In addition, a logo implies a degree of professionalism and competence that could help steer public sector employers toward using Illinois OSHA as a resource for their workplace safety and health needs.
- Illinois OSHA public sector consultation surveys track customer satisfaction and ensure that 90% of the services are rated four or higher on a scale of one to five with five being the most effective.
- New outreach materials such as, English/Spanish safety and reporting requirement posters, English/Spanish infographics, videos and safety and health awareness alerts were developed and distributed to thousands of state agencies, counties, and municipalities to aid in enhancing employee safety and health and overall compliance.

MANDATED ACTIVITIES

Activities mandated under the OSHA state plan program are considered core elements of Illinois OSHA's occupational safety and health program. The core elements outlined in the OSHA Act (29 CFR 1902) and 29 CFR 1956 for public sector only plans are as follows:

- Prohibition against advanced notice.
- Employee access to hazard and exposure information.
- Safeguards to protect employer trade secrets.
- Employer recordkeeping.
- Legal procedures for compulsory process and right of entry
- Posting of employee protections and rights.
- Right of employee representative to participate in walk-around.
- Right of an employee to review decision not to inspect (following a complaint).

Mandated activities are tracked on a quarterly basis using the State Activities Measures (SAMM) Report in OIS which compares State activity data to an established reference point.
(See FY 2015 SAMM Report)

FY 2015 SAMM REPORT
 ILLINOIS OSHA MANDATED ACTIVITIES
 October 1, 2014 – September 30, 2015

SAMM #	Measure	RIDs Selected	All State Plan RIDs	All Federal RIDs	National	
1A	Time to Initiate Complaint Inspections STATE formula (Average Number of Work Days to Initiate Complaint Inspections)	365	48189	36484	84,673	
		4.45	7.55	4.02	5.48	
		82	6385	9077	15,462	
1B	Time to Initiate Complaint Inspections FEDERAL formula (Average Number of Work Days to Initiate Complaint Inspections)	268	32,662	23,754	56,416	
		3.27	5.12	2.62	3.65	
		82	6,385	9,077	15,462	
2A	Time to Initiate Complaint Investigations STATE formula (Average Number of Work Days to Initiate Complaint Investigations)	44	62531	13737	76,268	
		1.57	6.76	0.79	2.87	
		28	9256	17333	26,589	
2B	Time to Initiate Complaint Investigations FEDERAL formula (Average Number of Work Days to Initiate Complaint Investigations)	1	18,798	4,403	23,201	
		0.04	2.03	0.25	0.87	
		28	9,256	17,333	26,589	
3	Timely Response to Imminent Danger Complaints and Referrals (Percent of Complaints and Referrals of Imminent Danger Responded to within 1 Day)	1	400	1,054	1,454	
		100.00%	98.77%	95.99%	96.74%	
		1	405	1,098	1,503	
4	Number of Denials where entry not obtained	0	3	8	11	
5	Average Number of Violations per Inspection with Violations by Violation Type	SWRU	648	30867	54618	85,485
			2.56	1.64	2.13	1.919717045
			253	18854	25676	44,530
		OTS	172	28964	9873	38,837
			0.68	1.54	0.38	0.872153604
			253	18854	25676	44,530
6	Percent of Total Inspections in Public Sector	460	5,120	28	5,148	
		100.00%	14.55%	0.08%	7.25%	
		460	35,190	35,821	71,011	
7	Inspections	Safety	303	27,362	28,905	56,267
		Health	157	7,828	6,916	14,744
8	Average Current	Total (1 to	\$0.00	\$32,440,867.75	\$103,358,610.37	\$135,799,478.12

FY 2015 SAMM REPORT
 ILLINOIS OSHA MANDATED ACTIVITIES
 October 1, 2014 – September 30, 2015

	Penalty per Serious Violation (Private Sector)	greater than 250 Employees)	\$0.00	\$1,527.06	\$2,217.23	\$2,001.17
			0	21,244	46,616	67,860
		a. 1-25 Employees	\$0.00	\$11,870,958.10	\$45,039,308.88	\$56,910,266.98
			\$0.00	\$918.09	\$1,627.55	\$1,401.63
			0	12,930	27,673	40,603
		b. 26-100 Employees	\$0.00	\$8,082,564.45	\$22,751,213.59	\$30,833,778.04
			\$0.00	\$1,835.69	\$2,462.25	\$2,260.04
			0	4,403	9,240	13,643
		c. 101-250 Employees	\$0.00	\$4,470,173.70	\$11,834,223.60	\$16,304,397.30
			\$0.00	\$2,861.83	\$3,212.33	\$3,107.97
			0	1,562	3,684	5,246
		d. Greater than 250 Employees	\$0.00	\$8,017,171.50	\$23,733,864.30	\$31,751,035.80
			\$0.00	\$3,413.01	\$3,943.16	\$3,794.34
			0	2,349	6,019	8,368
9	Percent In Compliance	Safety	61	7,769	6,441	14,210
			22.34%	32.30%	24.87%	28.45%
			273	24,050	25,894	49,944
		Health	55	2,326	1,831	4,157
			37.93%	35.28%	31.55%	33.54%
			145	6,593	5,803	12,396
10	Percent of Work Related Fatalities Responded to in 1 Work Day	7	335	767	1,102	
		87.50%	91.53%	98.21%	96.08%	
		8	366	781	1,147	
11	Average Lapse Time	Safety	8,819	596,436	974,770	1,571,206
			50.11	39.51	45.07	42.78067906
			176	15,097	21,630	36,727
		Health	3,118	184,843	273,120	457,963
			40.49	46.63	59.41	53.49410116
			77	3,964	4,597	8,561
12	Penalty Retention Percent Penalty	\$0.00	\$33,757,479.00	\$111,463,760.01	\$145,221,239.01	

FY 2015 SAMM REPORT
 ILLINOIS OSHA MANDATED ACTIVITIES
 October 1, 2014 – September 30, 2015

	Retained	0.00	79.37%	65.07%	67.91%
		\$0.00	\$42,533,121.00	\$171,309,380.00	\$213,842,501.00
13	Percent of Initial Inspections with Employee Walk around Representation or Employee Interview	460	34,694	35,197	69,891
		100.00%	98.59%	98.26%	98.42%
		460	35,190	35,821	71,011

SPECIAL MEASURES OF EFFECTIVENESS

In FY 2015 Illinois OSHA created a Site-Specific Targeting (SST) plan. Illinois OSHA's SST plan is Illinois OSHA's main Program Planned Inspection (PPI) program for public employer establishments. Illinois OSHA uses a high hazard inspection targeting system based on OSHA Instruction CPL 02-00-025, *Scheduling System for Programmed Inspections* (January 4, 1995), which is based on Bureau of Labor Statistics (BLS) injury/illness rate data. The BLS data and the SST plan help Illinois OSHA achieve its goal of reducing the number of injuries and illnesses that occur at public employer establishments by directing enforcement resources to those establishments where the highest rate of injury and illness has occurred.

Illinois OSHA's public sector site specific targeting is used to identify entities with the most prevalent types of injuries and illnesses in the most hazardous public occupations and workplaces and is based on past enforcement/consultation experience, national BLS injury and illness data and Illinois Department of Public Health's (IDPH) Survey of Occupational Injuries and Illnesses in Illinois report.

Illinois specific state and local government BLS injury and illness data is limited but still provides valuable information regarding injuries and illnesses that occur in Illinois. According to 2012 BLS data for Illinois, 29,600 work related injuries and illnesses were reported in state and local government. A total of 4,200 injuries and illnesses were reported in state government in Illinois during 2012. Of these injuries and illnesses, the state government employees experienced 1,800 injuries and illnesses involving days away from work, 500 were cases where the employee was transferred or restricted because of an injury and 1,900 were other recordable cases. The total recordable case rate per 100 full-time workers for injuries and illnesses in state government was 3.5. The rate for cases with days away from work, job transfer or restriction was 1.9. The rate for cases with days away from work was 1.5, the job transfer or restriction rate was 0.4 and the rate for other recordable cases was 1.6. The major industry with publishable data for 2012 is education and health services with 2,300 recordable cases. During 2012, there were approximately 25,400 injuries and illnesses in local government. Of these injuries and illnesses, the local government employees experienced 6,500 injuries and illnesses involving days away from work, 1,600 were cases where the employee was transferred or restricted because of an injury and 17,400 were other recordable cases. The total recordable case rate per 100 full-time workers for injuries and illnesses in local government was 6.0. The rate for cases with days away from work, job transfer or restriction was 1.9. The rate for cases with days away from work was 1.5, the job transfer or restriction rate was 0.4, and the rate for other recordable cases was 4.1. The major industries with publishable data for 2012 are public administration with 11,600 recordable cases, education and health services with 11,200 recordable cases, and trade, transportation and utilities with 1,300 recordable cases. See pages 11- 13 in *Illinois Department of Public Health Survey of Occupational Injuries and Illnesses in Illinois, 2012 Report* (September 2014).

National BLS data on occupational injuries/illnesses and fatal injuries from 2009 through 2013 were looked at for the following state and local government NAICS. Data tables for these areas are located in the table below.

- State Support Activities for Transportation (NAICS 488)
- State Nursing and Residential Care Facilities (NAICS 623)
- Local Fire Protection (NAICS 92216)
- Departments of Public Works (NAICS 926120)
- Water and Sewage Treatment Facilities (NAICS 2213)
- Elementary and Secondary Schools (NAICS 6111)

INDUSTRY	NAICS CODE	2009 BLS RATE	2010 BLS RATE	2011 BLS RATE	2012 BLS RATE	2013 BLS RATE
State Support Activities for Transportation	488	7.6	7.2	7.3	6.9	7.1
Nursing and Residential Care Facilities	623	11.0	15.1	13.1	13.6	13.7
Local Fire Protection	92216	11.5	10.2	10.3	10.4	10.2
Department of Public Works	926120	7.9	7.6	7.9	7.5	7.3
Water and Sewage Treatment Facilities	2213	6.5	6.2	6.2	5.8	6.3
Elementary and Secondary Schools	6111	2.6	2.6	2.6	2.3	2.1

Data from the Bureau of Labor Statistics, U.S. Department of Labor

ADJUSTMENTS

In FY 2015, Illinois OSHA experienced several major adjustments. The adjustments have required restructuring and process changes to make sure the grant requirements are being met.

Strategic Goals

Illinois OSHA achieved 100% on 10 out of 13 strategic goals. Strategic goals 1.3, 1.4 and 2.1 were slightly under the 100% mark due to no strategic targeting plan and the inability to fill vacant positions.

- Illinois OSHA completed 88% of the inspections outlined in strategic goal 1.3 and 71.2% in strategic goal 1.4. The 100% mark was not met because inspectors did not have a clear understanding of the target markets they were to inspect while performing programmed planned inspections. In FY 2015, inspectors were assigned a county not a specific site. Moving forward, a site specific targeting plan has been created and inspectors now have a site list which methodically assists with reaching strategic goals.
- Once the new administration became acclimated with Illinois OSHA's grant requirements, it was realized that the projected FY 2015 23(g) inspections numbers were not realistic and therefore unachievable. On July 1, 2015 Illinois OSHA requested a reduction in FY 2015 inspection numbers from 1300 to 600. The methodology used assumed a fully staffed and trained Division of 12 inspectors, 40 weeks in the year, and an average of 1.25 inspections per week per Safety/Health Inspector, and is based on previous work experience and past history. OSHA's Directorate of Cooperative and State Programs and OSHA's Region V Regional Administrator approved the reduction. Due to the inability to fill vacant positions, at no point in FY 2015 did Illinois OSHA have a fully trained staff of 12. Out of the 12 Safety/Health Inspectors only 5 were fully trained, 4 were in training for part of the year, 1 retired and 2 resigned. Therefore, Illinois OSHA completed 76.67% of the inspections projected for strategic goal 2.1.

OSHA Information System (OIS)

On October 1, 2014 Illinois OSHA team members transitioned from using the NCR system to using OSHA's Information System (OIS). Inspectors, administrative support and management received training prior to the October 1st date and were ready to use the system at the start of FY 2015. Using OIS streamlined processes and allows inspectors to manage their case files efficiently, administrative support to enter in data quickly and management to easily access numbers to manage progress towards meeting grant goals.

Legislative

Effective January 1, 2015, the Illinois Safety Inspection and Education Act [820 ILCS 220] and the Illinois Health and Safety Act [820 ILCS 225] were combined to create the Illinois Occupational Safety and Health Act [820 ILCS 219]. Combining the statutes into one streamlined the law and legislatively changed the name of the Division from the IDOL Safety Inspection and Education Division (SIED) to Illinois OSHA. Rebranding the Division provides Illinois OSHA with a more pronounced identity. The new name distinguishes us from IDOL, while also increasing credibility in the community and amongst public sector employers. Internally, it fosters a sense of pride and increases Illinois OSHA team member's morale, all of which improves the bottom line and enhances customer service. A new logo was also created once the Division legislatively changed their name. The logo helps promote the brand and identify the Division. Illinois OSHA believes a logo is a critical aspect of marketing and becomes the single most visible manifestation of the Division within the target market. In addition, a logo implies a degree of professionalism and competence that could help steer public

sector employers toward using Illinois OSHA as a resource for their workplace safety and health needs.

Administration

Another major adjustment occurred in January and March of 2015. On January 12, 2015 Bruce Rauner became Illinois' 42nd Governor. After his appointment, he quickly appointed a new IDOL Director, Hugo Chaviano. Director Chaviano made some Department changes and in March 2015, Ben Noven was hired as Division Manager for Illinois OSHA and Todd Miller was hired as IDOL's Chief Financial Officer. Both positions play a key role in making sure IDOL meets the requirements of the 21(d) and 23(g) grants. The administration changes have proven to strengthen Illinois OSHA's relationship with OSHA's Region V administrators.

Deobligation

Illinois OSHA deobligated \$70,000. In July 2015, the new administration quickly determined that budgeted grant projections would not be met due to the inability to fill vacant positions. OSHA Region V was notified and proper deobligation documents were submitted and approved.