

# **SAFETY AWARD PROGRAMS**

- Amendment 4: The Road to Funding Approval
- Safety Award Programs: Pro's, Con's, Concerns & Issues to Ponder.



AMENDMENT 4 OPENS THE DOOR  
FOR POSSIBLE FUNDING FOR A  
NUMBER OF LOCAL PROJECTS.

## AMENDMENT 4

(..”an amendment that would permit each county commission in the state to establish certain programs relating to the administration of county affairs and with regard to certain specified county programs and activities.”

## AMENDMENT 4

“Except where otherwise provided for or specifically prohibited by the constitution or by general or local law and subject to the limitations set forth herein, the county commission of each county in this state may exercise those powers necessary to provide for the administration of the affairs of the county through (certain) programs, policies, and procedure(s).”

# AMENDMENT 4

(In part, Amendment 4 pertains to)...”Programs, policies, and procedures relating to county personnel, including:  
Establishment of a county personnel system; the provision of employee benefits; allowing a deputy to be given his or her badge and pistol upon retirement; creating employee incentive programs related to matters such as attendance, performance, and safety; creating incentive programs related to the retirement of county employee recognition and appreciation programs.”

# Safety Awards Program –

To do or not to do?



# PRO'S

- Increases safety performance awareness for departments and the county as a whole. Employees want to know where they stand.
- Potential improvement of safety “numbers” which translates to potential increased savings in premiums and direct costs.
- More employees get involved in the safety program and develop “buy in”.
- Employees encourage a “Brother’s Keeper” attitude.
- Employees develop a sense of pride through safety achievements therefore reinforcing the efforts put into achieving safety goals.

## CONS and CONCERNS

- Difficult to develop consistency among departments:
  - Risks vary by job task (law enforcement, sanitation workers, clerical, Road and Bridge, etc.). Should all employees be judged and rewarded the same?
  - Incentives vary by department. While one department values time off, another values a tangible item.
- Safety is an expectation of employment.
  - Should you reward employees for doing something they are expected to do?
- Eligibility
  - Determining who is eligible???? Individual, Department as a whole, County as a whole? Is it fair to penalize the whole department / county if one employee gets hurt?
- Potential for “under reporting” or false reporting of accidents in order to maintain the record.
  - If accidents are not reported they will not be investigated and corrective action may not be put into place.
  - If not reported, individuals may not seek proper medical attention resulting in the potential for a more severe injury.
- After a period of time, safety award programs can be viewed as an “entitlement”.



## OTHER ISSUES TO CONSIDER

- What to measure?
  - Injury?
  - Equipment Damage?
  - Vehicular Accidents?
  - Activities Performed?
  - Mixture of all?
- Commission buy-in?
  - If one or more commissioners is not on board, does this dilute the intent and possible success of the safety program?
- How and who administers the program?
  - Determining the validity and impact of no-fault injuries
  - Tracking of safety activities and performance
  - Keeping employees informed on performance
  - Recognition of award recipients



## **PLEASE REMEMBER.**

- Before implementing a program it must first be approved by the County Commission.
  - ☐ Procedures/policies should be very **clear and fairly implemented**.
  - ☐ It is recommended that policies/procedures should be written in such a way as to clearly state the public benefit of the program.
  - ☐ All notice requirements set forth in Amendment 4 must be followed.

**IF IN DOUBT – CONTACT YOUR ACCA LEGAL TEAM!**