

Safety Program Recap

Human Resources - Safety & Occupational Health
Fiscal Year 25/26





Tony Dominguez, Safety Program Coordinator
Public Safety, General Gov't, Community Services



Nichole Bombard, Medical Leave Coordinator
General Gov't, Police Department

Safety & Occupational Health Team



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Destinee Martinez Peru, Medical Leave Coordinator
Community Services, Development Services, Fire
Department, Management Services, Public Works &
Utilities

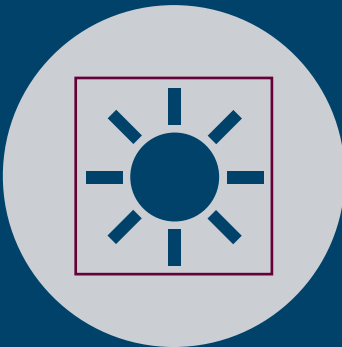
Citywide Safety Committee

Promoting a culture of safety
through education,
encouragement, and
engagement to prevent
accidents and injuries among
our employees



Occupational Safety Programs

Responsible for assuring compliance with all federal and state, occupational safety and health regulatory standards, special emphasis programs, and hazard focus area. Responsible for Safety Program maintenance including training, inspections, audits, accident investigation, and



ANNUAL HEAT STRESS
PREVENTION CAMPAIGN



HEARING CONSERVATION



CDL



ERGONOMICS



HANDS ONLY CPR, AED,
FIRST AID, STOP THE BLEED



PERSONAL PROTECTIVE
EQUIPMENT



CLASSROOM TRAININGS



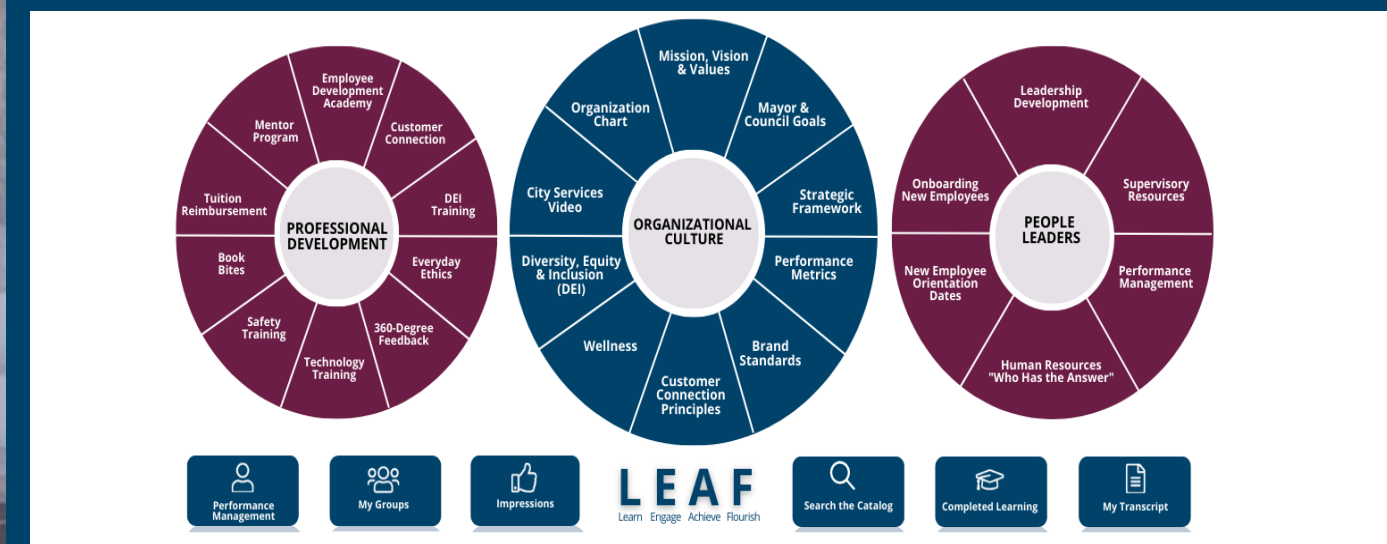
EMERGENCY ACTION PLAN
(INTERNAL)



BLOODBORNE PATHOGEN
EXPOSURE PREVENTION

Safety Training: Staying Connected

- In-Person training methods include visual aids, demonstrations and hands on exercises when able.
- Virtual training options continue to be used by Safety Coordinators to continue training staff on required and applicable safety subjects on an as needed basis.
- Virtual options utilized are LEAF, Teams and Webex meetings.



Sun Safety and Heat Stress Prevention

- Program focused on preventing employee heat stress and illness.
- Trained 312 employees
- Emphasis on Hydration, Knowing Signs and Symptoms of Heat Exhaustion, Heat Stroke, Heat Cramps
- Heat Advisory warning system
- Written Policy addressing ADOSH Employer Mandates
 - Water / Rest / Shade
 - Established work/rest cycles
 - Acclimatization periods
 - Training
 - Exposure controls

HEAT ADVISORY

- There is an increased risk for heat illnesses today. Review the symptoms of Heat Exhaustion and Heat Stroke.
- Stay hydrated with water and electrolytes.
- Plan ahead if you're heading into the field. Take extra hydration supplies and have a copy of the water station map.
- Follow water and rest cycles established by your manager/supervisor.
- Protect yourself with appropriate sun protection (sunscreen, light colored clothing, long sleeves, wide brimmed hats, outdoor safety glasses).

Call your supervisor immediately, if you start to feel ill while working in a hot environment.

EXCESSIVE HEAT WARNING

115° F +

ALL *exertional* physical activities are ceased until temperature recedes, can be mechanically controlled or until the start of the next business day. (Not including public safety emergency response operations and public utility emergency repair operations).

- There is an increased risk for heat illnesses today. Review the symptoms of Heat Exhaustion and Heat Stroke.
- Stay hydrated with water and electrolytes.
- Plan ahead if you're heading into the field. Take extra hydration supplies and have a copy of the water station map.
- Follow water and rest cycles established by your manager/supervisor.

Call your supervisor immediately if you start to feel ill while working in a hot environment.

- Protect yourself with appropriate sun protection (sunscreen, light colored clothing, long sleeves, wide brimmed hats, outdoor safety glasses)
- Work in teams of at least two for exertional activities that must take place today.
- Hold each other accountable for rest and hydration breaks.

Emergency Action Plan

- Drills conducted annually throughout City facilities.
- Continued annual training of employee Emergency Action Coordinators (EACs)
- Written Emergency Action Plans for each City facility being audited and revised after drills and debriefs.
- Audits of evacuation effectiveness performed in conjunction with Fire and Police Departments



Hazardous Waste Operations and Emergency Response Training

- 2 presenters- Safety and Environmental Management
- 10 modules recorded for CBT.
- 8 Hour Refresher- 151 employees trained
- 40 Hour initial training - 29 employees trained



2026: 8 Hour Hazardous Waste Operations and Emergency Response Refresher Training

[START COURSE](#)

This computer-based training course is offered as part of a mandatory safety training annual renewal program. This course is designed for general site workers who remove hazardous waste or who are exposed or potentially exposed to hazardous substances or health hazards. The course is comprised of nine sections covering topics pertaining to workplace hazards associated with Hazardous Waste Operations and Emergency Response (HAZWOPER). Topics include HAZWOPER regulations, site characterization, toxicology, hazard recognition, hazard communications including the Globally Harmonized Systems, safety data sheet review, lock-out/tag-out, personal protective equipment, decontamination, medical surveillance, confined space entry and emergency procedures. Upon successful completion of the course, you will receive a certificate of completion.



Respirator Fit Testing

- OSHA mandated program for protecting employees exposed to respiratory hazards.
- 91 employees with exposure tested in Fiscal Year 24/25
- Estimating 94 employees for Fiscal Year 26/27

FY 2025 - 2026	New Employee Safety Training	40hr HazWOpER	8hr HazWOpER Refresher	Supervisor Safety Training Academy	Bloodborne Pathogens Expsores Control	Respiratory Protection	Hazard Communication / GHS / Labeling	Confined Space	Hearing Conservation	ForkLift Training and Evaluation (4 Hours)	[PPE] Personal Protective Equipment	Electrical Safety	CDL Employee Drug & Alcohol	Heat Stress Prevention	Musculoskeletal Injury Prevention and Ergonomics
Number of Classes	21	7	4	3	8	16	7	1	10	2	9	6	2	9	6
Total Employees Contacted	399	29	151	109	498	239	228	8	218	12	248	162	16	329	232
Total Hours of Training	1397	1160	1208	164	249	120	228	8	109	48	124	81	16	329	232

Emergency Action Coordinator	LockOut TagOut	NFPA 70E - 4Hr	Driver Safety	Defensive Driving / 15 Passenger Vehicle	Slip, Trip & Fall Prevention	Bucket Truck Operator Training	Ladder Safety Training	Boom Lift and Aerial Lift (4 hours)	Skid Steer Training and Evaluation (4 Hours)	Temporary Traffic Control Safety	Cold and Flu Prevention	Advanced First Aid [CPR, AED and Stop The Bleed]	Blood Pressure and Stroke Prevention	Utility Trailer Towing Safety	Brain Health	Ergonomic Evaluations / Assessments/ Activity	Safety Inspections	Respirator Fit Testing
5	4	5	6	4	1	2	6	3	1	3	9	1	1	1	8			
41	75	92	183	20	84	18	229	27	9	20	240	12	18	17	236	45	19	95
62	75	368	183	60	84	36	229	108	36	20	120	12	9	17	118			

Total Number of Classes Conducted	171
Total Number of Employees Trained	4244
Total Number of Training Hours	7010
Total Number of Ergonomic Contacts	45
Total Number of Safety Inspections	19
Total Number of Respirator Fit Tests	95

FY 2025-26 Training Completed

January- Back Safety and Musculoskeletal Injury Prevention

February- Electrical Safety, Lockout-Tagout, NFPA 70E Training

March- Hazard Communication and GHS Program

April- Heat Stress Prevention/HazWOpER

May- Stress – Response, Refuel, Restore*

June- High Blood Pressure and Stroke*

July- Personal Protective Equipment

August- Bloodborne Pathogens

September- Respiratory Protection/Citywide Fit Testing

October- Hearing Protection & Conservation

November- Cold and Flu Prevention*

December – Driver Safety

2025 Training Calendar

Training marked with an * is conducted by the Wellness and Engagement Coordinator

ARS 23.971

Firefighter and fire investigator cancer claim information; data sharing; definitions

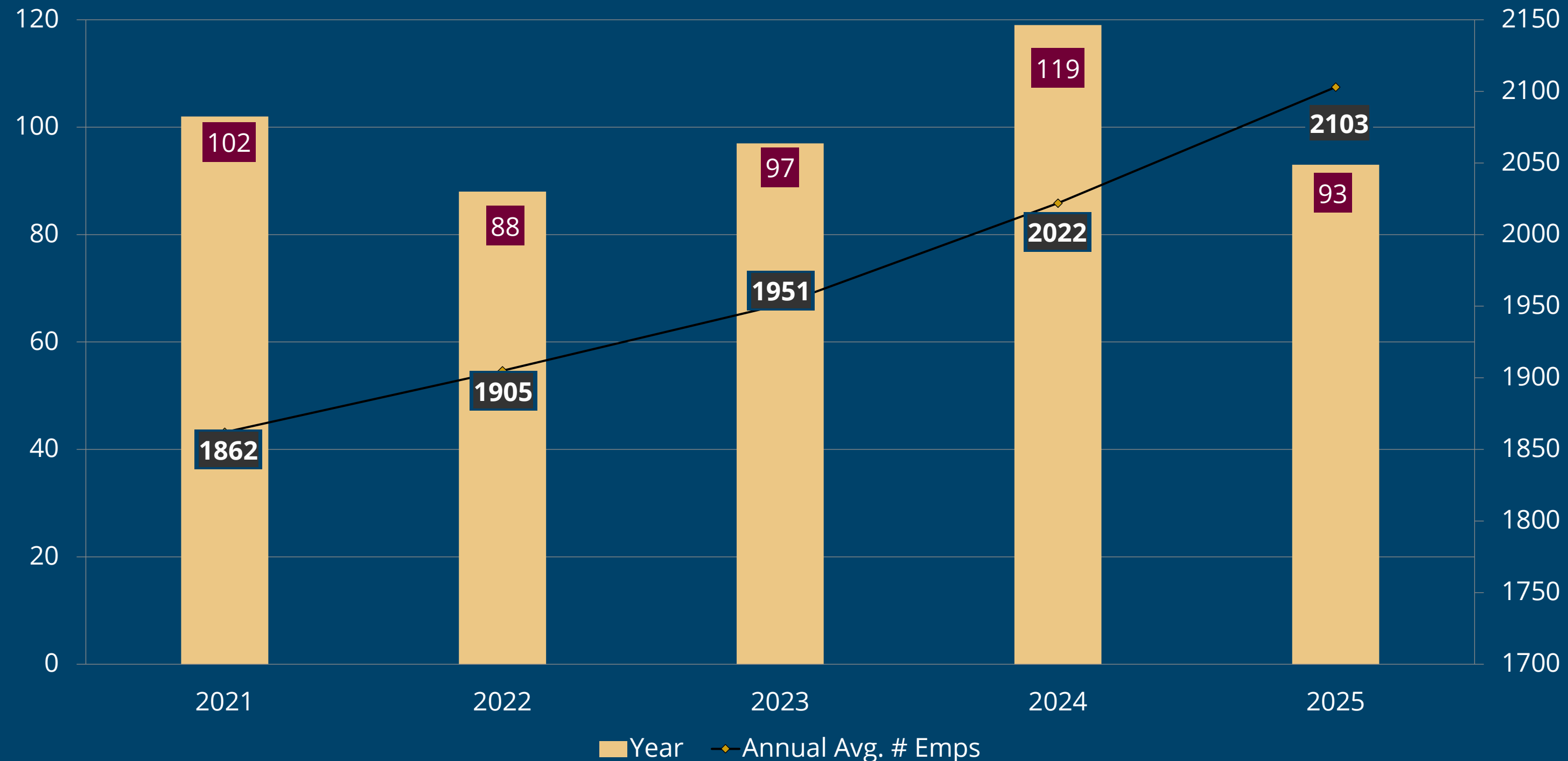
- All insurance carriers, self-insured employers et al. shall report to the Industrial Commission of Arizona (ICA) claim information for all cancer-related claims filed
- The City, working with CorVel, compiled the data for FY 25/26 and it resulted in 5 new claims being reported, each one with a unique identifier

ARS 23.1702

Municipal Firefighter Cancer Reimbursement Fund

- The Legislation became effective September 29, 2021
- The City will annually pay a premium to the Municipal Firefighters Cancer Reimbursement Fund (MFCR) with the ICA
- Cancer claims accepted on or after September 29, 2021, are eligible for reimbursement from the ICA. For FY 25/26 a total of 7 claims were eligible. The request for reimbursement is \$741,258.56. The City will receive final determination from the ICA in October.

OSHA Recordable Injuries





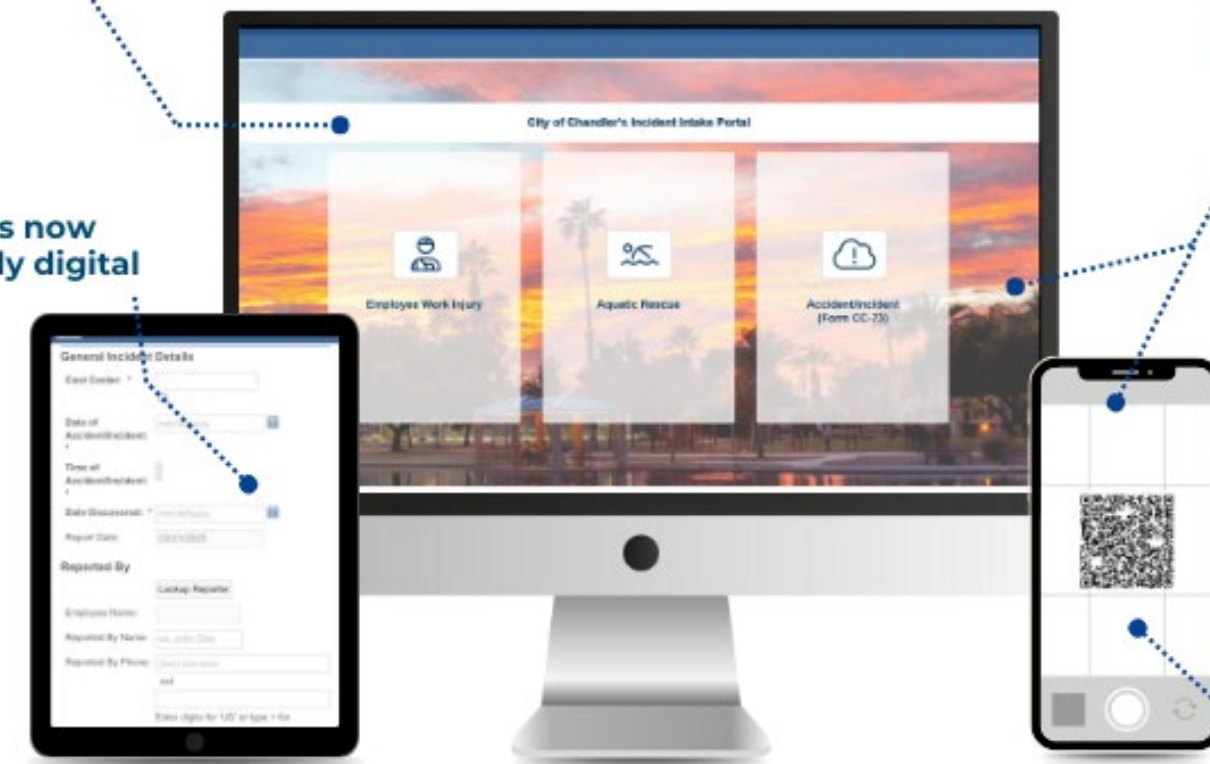
- Off-site & multiple device access points reduces late reports
- Supervisor incident review assist safety coordinators with injury investigation

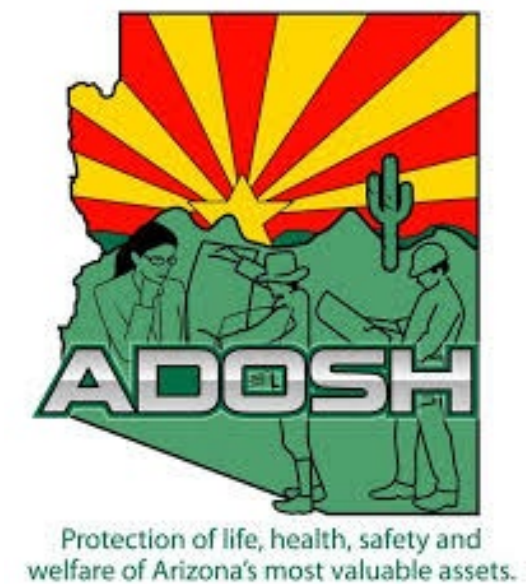
Central landing page for all incident reporting

CC-73 is now completely digital

Easily upload photos and reports from mobile device or desktop

File an Incident / Accident / Property Damage / Injury from your phone utilizing the QR code





Ongoing Initiatives