



President
Ms. Rachel Ancheta
City of Dixon

Vice President
Ms. Jen Leal
City of Auburn

Treasurer
Ms. Jen Lee
City of Rio Vista

Secretary
Ms. Tricia Cobey
City of Galt

NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND RISK MANAGEMENT COMMITTEE MEETING AGENDA

DATE/TIME: Thursday, April 17, 2025, at 10:00 am

LOCATION: Rocklin Event Center – Ballroom
2650 Sunset Blvd.
Rocklin, CA 95677

A - Action
I - Information

1 - Attached
2 - Hand Out
3 - Separate Cover
4 - Verbal

MISSION STATEMENT

The Northern California Cities Self Insurance Fund, or NCCSIF, is an association of municipalities joined to protect member resources by stabilizing risk costs in a reliable, economical, and beneficial manner while providing members with broad coverage and quality services in risk management and claims management.

A. CALL TO ORDER

B. INTRODUCTIONS

C. PUBLIC COMMENTS

This time is reserved for members of the public to address the Committee on matters pertaining to NCCSIF that are of interest to them.

pg. 4 D. CONSENT CALENDAR

A 1

All matters listed under the consent calendar are considered routine with no separate discussion necessary. Any member of the public or Risk Management committee may request any item to be considered separately.

pg. 5 1. Minutes of the Risk Management Committee Meeting –October 17, 2024

E. COMMITTEE BUSINESS

pg. 9 1. Trending Reports for Workers' Compensation Claims

I 1

Members will receive an overview of Workers' Compensation claim statistics and trends.

pg. 19 2. 2024/2025 Program Year Risk Control Services Update

I 1

Shane Baird from Sedgwick will present an update on the services Sedgwick provided during the 2024/2025 program year.



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pg. 44	3. Proposed Risk Control Service Plan for 2025/2026 Program Year <i>Sedgwick will present an overview of the proposed Risk Control Service Plan for the 2025-2026 program year and encourage members to provide suggestions regarding goals and deliverables.</i>	A	1
pg. 48	4. Cash for Safety Culture <i>Members will review and provide direction to the Board of Directors on the nominations.</i>	A	1
pg. 86	5. Risk Management Training Calendar FY 25/26 <i>Members will review and provide direction to the Board of Directors on the Risk Management Training Calendar FY 25/26.</i>	A	1
pg. 88	6. Police Risk Management Committee (PRMC) a. PRMC Update <i>Program Administrators will provide a summary of the last four Police Risk Management Committee Meetings and other police related activities over the past 12 months.</i>	I	1
pg. 90	b. PRMC Grant Fund Usage Report and Request <i>The Program Administrators will provide an update of grant usage by police agencies and funding request for FY 25/26.</i>	A	1
pg. 94	7. FY 24/25 Risk Control Services Budget <i>Program Administrators will present the draft budget for risk services for review and recommendation to the Board of Directors.</i>	A	1
pg. 97	8. Liability Claim Settlements and Risk Control <i>Members will receive a report regarding recent claim settlements and lessons learned for risk control efforts.</i>	I	1
pg. 123	9. Round Table Discussion <i>This is an opportunity for Committee members to ask questions or raise issue on risk exposures common to the members.</i>	I	4

F. ADJOURNMENT

UPCOMING MEETINGS

Police Risk Management Committee Meeting – May 8, 2025

Claims Committee Meeting - May 22, 2025

Executive Committee Meeting - May 22, 2025

Board of Directors Meeting – June 18, 2025



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Per Government Code 54954.2, persons requesting disability related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, are requested to contact Jenna Wirkner at Alliant Insurance Services at (916) 643-2741.

The Agenda packet will be posted on the NCCSIF website at www.nccsif.org. Documents and material relating to an open session agenda item that are provided to the NCCSIF Risk Management Committee less than 72 hours prior to a regular meeting will be available for public inspection and copying at 2180 Harvard Street, Suite 460, Sacramento, CA 95815.

Access to some buildings and offices may require routine provisions of identification to building security. However, NCCSIF does not require any member of the public to register his or her name or to provide other information, as a condition to attendance at any public meeting and will not inquire of building security concerning information so provided. See Government Code section 54953.3.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item D.

CONSENT CALENDAR

ACTION ITEM

ISSUE: The Risk Management Committee (RMC) reviews and approves items on the Consent Calendar as a whole. If an item requires clarification or discussion a member should ask that it be removed for separate action. The Committee should then consider action to approve the Consent Calendar excluding those items removed. Any items removed from the Consent Calendar will be placed on the agenda in an order determined by the Chair.

RECOMMENDATION: Review and approve the Consent Calendar.

FISCAL IMPACT: None expected from this item.

BACKGROUND: The Committee regularly places the minutes of previous meetings on the Consent Calendar for approval, as well as any other routine items that generally do not require discussion.

ATTACHMENT(S): Minutes of the Risk Management Committee Meeting – October 17, 2024



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN COMMUNITY CENTER
OCTOBER 17, 2024**

COMMITTEE MEMBERS PRESENT

Christy White, City of Anderson
Brant Mesker, City of Corning
Jim Ramsey, City of Elk Grove
Tricia Cobey, City of Galt
Veronica Rodriguez, City of Lincoln
Elizabeth Ehrenstrom City of Oroville
Dave Warren, City of Placerville
Marti Brown, City of Willows

Ishrat Aziz-Khan, City of Colusa
Kim Stalie, City of Dixon
Allison Garcia, City of Folsom
Jodi Molinari, City of Gridley
Dalacie Blankenship, City of Jackson
Crystal Peters, Town of Paradise
Paul Young, City of Red Bluff
Spencer Morrison, City of Yuba City

OTHER MEMBERS PRESENT

Anje Mahil, City of Elk Grove
Sheleen Loza, City of Yuba City

Megan Williams, City of Oroville
Aricka Espinoza, City of Yuba City

COMMITTEE MEMBERS ABSENT

Jen Leal, City of Auburn
Jennifer Schultz, City of Rio Vista

Sean Grayson, City of Nevada City

CONSULTANTS & GUESTS

Marcus Beverly, Alliant Insurance Services
Evan Washburn, Alliant Insurance Services
Jenna Wirkner, Alliant Insurance Services
Summer Simpson, Sedgwick

Shane Baird, Sedgwick
Brian Davis, Sedgwick
Rob Patton, Sedgwick

A. CALL TO ORDER

Chair Liz Ehrenstrom called the meeting to order at 10:00a.m.

B. INTRODUCTIONS

Roll call was made, and a majority of the members were present constituting a quorum.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

- Minutes of the Risk Management Committee Meeting - April 18, 2024



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN COMMUNITY CENTER
OCTOBER 17, 2024**

A motion was made to approve the Consent Calendar as posted.

MOTION: Spencer Morrison **SECOND:** Dave Warren

**MOTION CARRIED
UNANIMOUSLY**

Ayes: White, Aziz-Khan, Mesker, Stalie, Ramsey, Garcia, Cobey, Molinari, Rodriguez, Ehrenstrom, Peters, Warren, Young, Morrison

Nays: None

E. GENERAL RISK MANAGEMENT ISSUES

Mr. Beverly discussed handouts for homeless encampment removal, hazards and regulatory concerns and requirements.

F. COMMITTEE BUSINESS

F.1. Trending Reports for Liability Claims

Ms. Sumer Simpson discussed the trending report for the liability program over the last five years.

Marcus discussed updated design for roadways and crosswalks. Approval of intersection. Roadway design. Discuss pass through contract for roadway/crosswalk design.

Information only. No motion was taken.

Marti Brown joined the meeting at 10:15a.m.

F.2. Sedgwick Risk Control Services Update

Mr. Shane Baird presented an update on the risk control services Sedgwick has provided to NCCSIF members from January 1 through September 2024. Mr. Baird discussed focused risk assessment, workplace violence training, policy development, physical inspections for job sites and the cash for safety program.

Information only. No motion was taken.

Dalacie Blankenship joined the meeting at 10:17a.m.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN COMMUNITY CENTER
OCTOBER 17, 2024**

F.3. NCCSIF FY 24/25 Risk Control Service Plan

Shane Baird discussed the NCCSIF 24/25 Risk Control Service Plan. Mr. Baird discussed trainings, ergonomic evaluation requests, and scheduling training and policy and procedure reviews.

Information only. No motion was taken.

F.4. Cash for Safety Awards Recognition FY 23/24

Mr. Shane Baird presented the Cash for Safety Awards for FY 23/24. Members are encouraged to submit ideas for FY 24/25.

- City of Anderson, Most Outstanding
- City of Jackson, Outstanding
- City of Placerville, Good

Information only. No motion was taken.

F.5. Police Risk Management Committee Update

Mr. Beverly and Ms. Washburn provided the Police Risk Management Committee Update. Mr. Beverly introduced Rob Patton of Sedgwick. Rob will be working with the Police Risk Management Committee and taking over Tom Kline's duties. Ms. Washburn discussed benchmark analytics.

Ms. Liz Ehrenstrom mentioned the passing of Tom Kline. Tom will be missed by the NCCSIF Board and PRMC.

Information only. No motion was taken.

F.6. DKF Training Link

Mr. Beverly discussed DKF training link. DKF offered NCCSIF members the discounted rate of \$10,000 for all members per year.

A motion was made to recommend that DKF provide a contract for the December Board Meeting.

MOTION: Jim Ramsey

SECOND: Dave Warren

**MOTION CARRIED
UNANIMOUSLY**



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
RISK MANAGEMENT COMMITTEE MEETING MINUTES
ROCKLIN COMMUNITY CENTER
OCTOBER 17, 2024**

Ayes: White, Aziz-Khan, Mesker, Stalie, Ramsey, Garcia, Cobey, Molinari, Rodriguez, Ehrenstrom, Peters, Warren, Young, Brown, Morrison

Nays: None

F.7. Risk Management Training Calendar and Matrix

Mr. Wirkner discussed yearly trainings for members.

24/25 NorCal Cities Training Calendar

- Managing Sidewalk Liability (Webinar)
- Sewer Summit (Webinar)
- Law Enforcement Training Day (Rocklin Event Center)
- Risk Management 101 (Webinar)
- AMVP v. APIP (Webinar)
- Insurance Requirements in Contracts (Webinar)
- Heat Illness Prevention (Webinar)
- Flagger Training (Regional)
- Aquatic Risk Management (Webinar)
- Playground Safety Inspection Training (Regional)

Mr. Beverly discussed upcoming trainings and member visits.

Rob Patton discussed the POST Organizational Wellness Program (POWR). Agencies can apply for this, and POST staff will select agencies to participate in this program. City of Pinole retired police chief developed a wellness program with 6 pillar podcasts.

H. ADJOURNMENT

The meeting was adjourned at 11:38 a.m.

Next Meeting Date: April 18, 2024

Respectfully Submitted,

Tricia Cobey, Secretary

Date



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.1.

TRENDING REPORTS FOR WORKERS' COMPENSATION CLAIMS

INFORMATION ITEM

ISSUE: Members will receive an overview of NCCSIF claim trends over the last five years, 2020-2025 and analysis of the top loss exposures related to the Workers' Compensation Program.

FISCAL IMPACT: None expected from this item.

RECOMMENDATION: Review analysis and consider when providing input for setting risk management goals.

BACKGROUND: LWP maintains a database of member claims experience that includes loss causes and other demographic information that can be used for risk management purposes.

ATTACHMENT(S): Trending Report for Workers' Compensation Claims



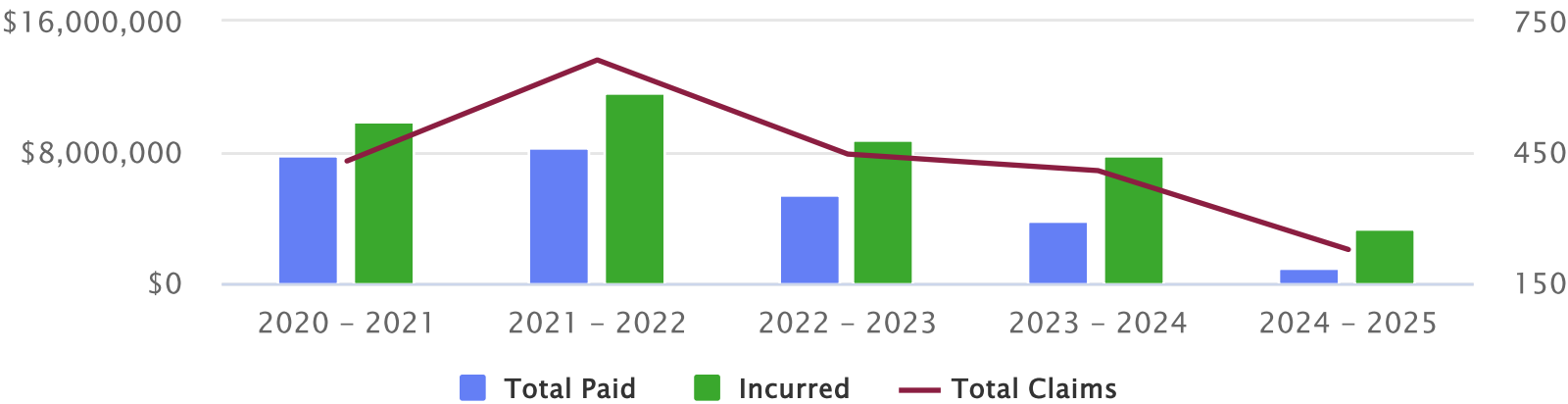
CLAIMS
SOLUTIONS

DELIVERING WHAT WE PROMISE

Workers' Compensation Claims Management

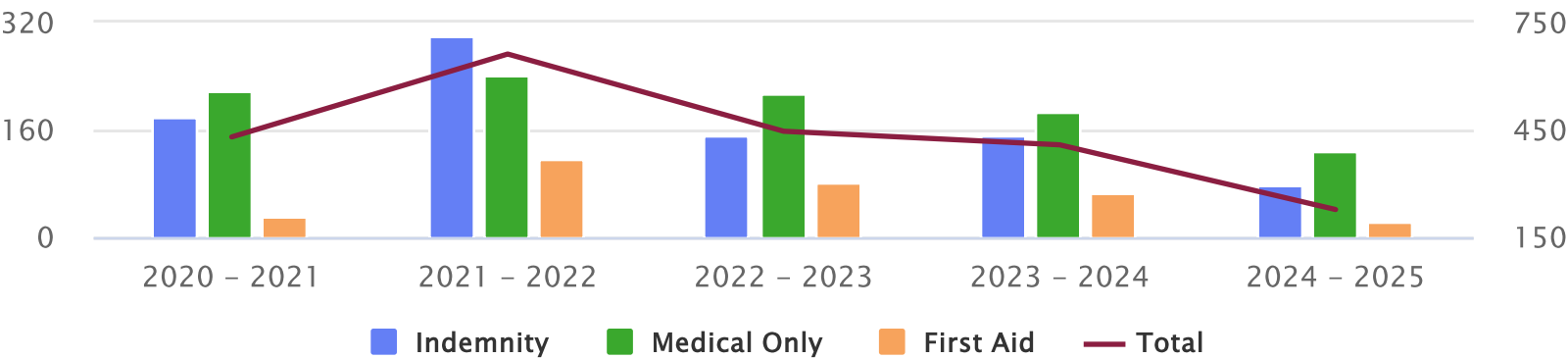
NCCSIF Stewardship Report March 2025

Total Paid and Incurred by Fiscal Year for Injuries within Fiscal Year



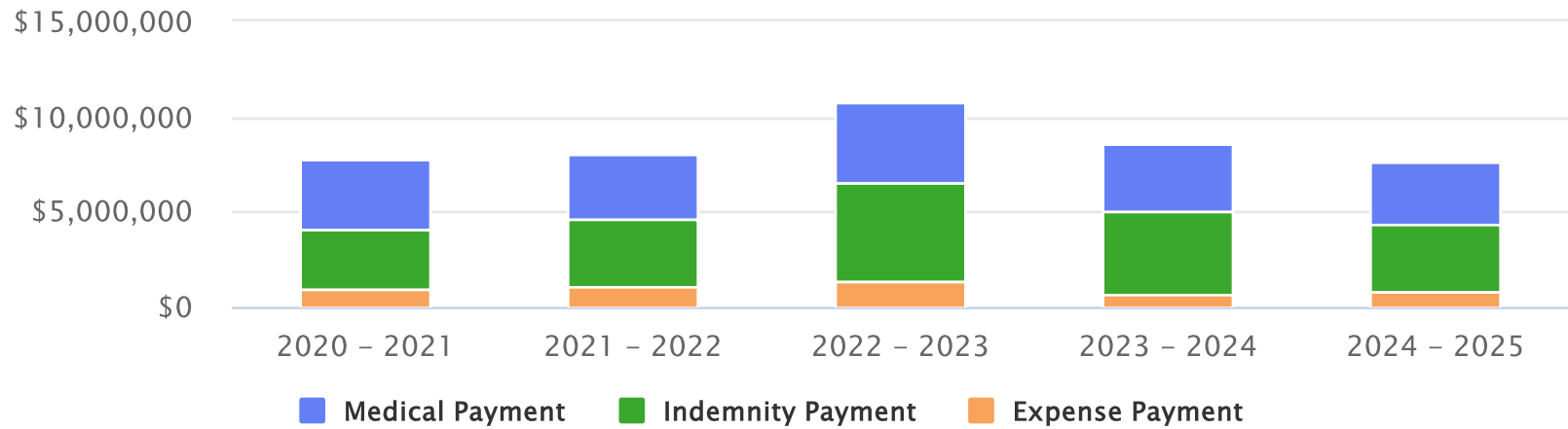
Total Paid	\$7,778,261	\$8,312,392	\$5,466,682	\$3,901,684	\$1,007,512
Incurred	\$9,911,204	\$11,668,744	\$8,753,498	\$7,796,652	\$3,311,607
Claims	430	662	446	408	227

Claim Type by Fiscal Year



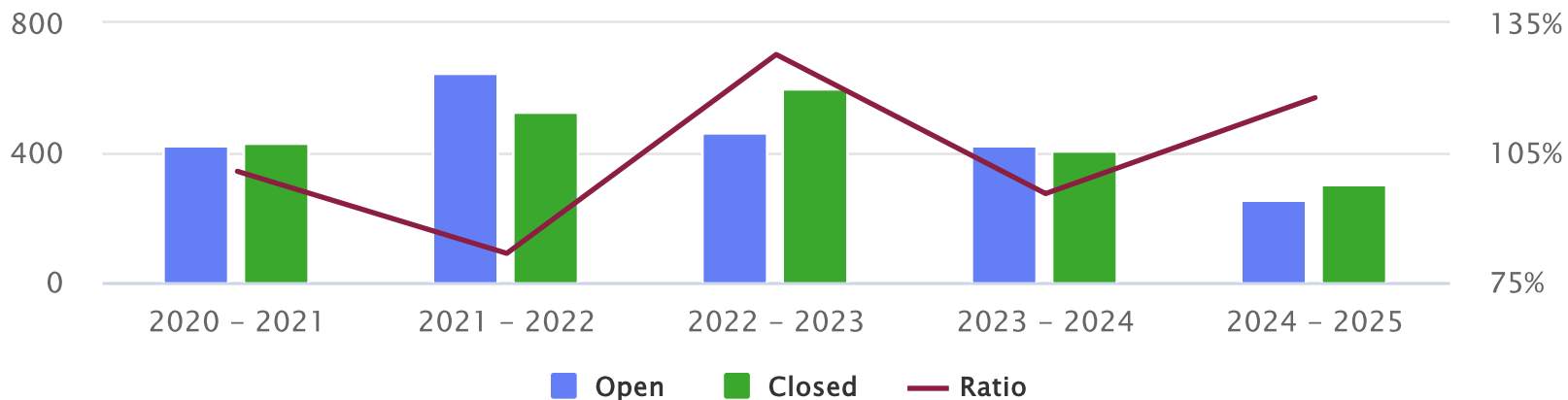
Indemnity	181	302	152	153	77
Medical Only	219	243	213	187	127
First Aid	30	117	81	68	23
Total	430	662	446	408	227

Total Paid by Fiscal Year Regardless of Injury Date



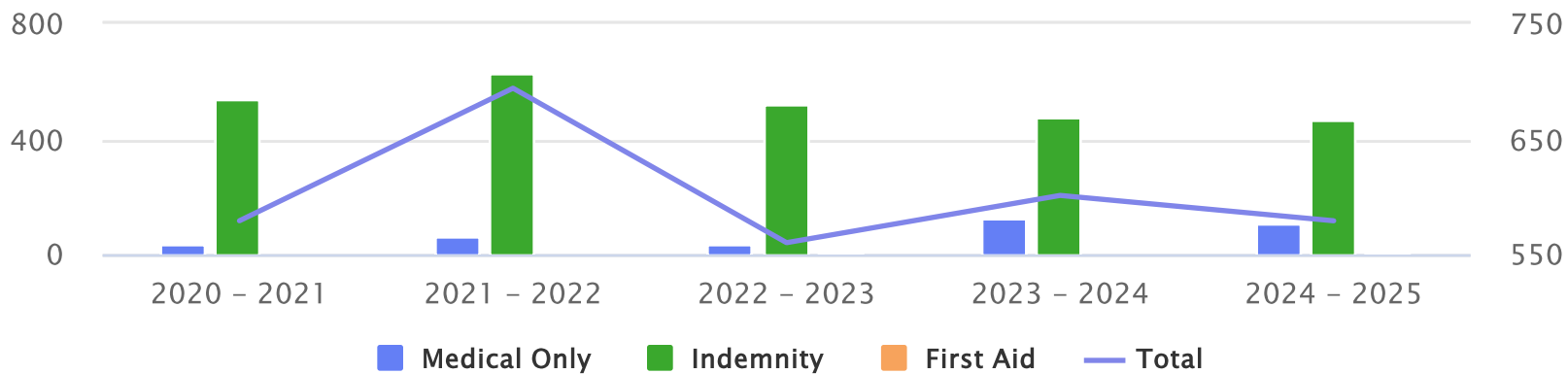
Medical Payment	\$3,693,540	\$3,391,534	\$4,248,013	\$3,607,649	\$3,316,470
Indemnity Payment	\$3,057,425	\$3,498,992	\$5,160,299	\$4,300,421	\$3,514,524
Expense Payment	\$991,275	\$1,155,359	\$1,395,914	\$722,268	\$847,504

Closing Ratio



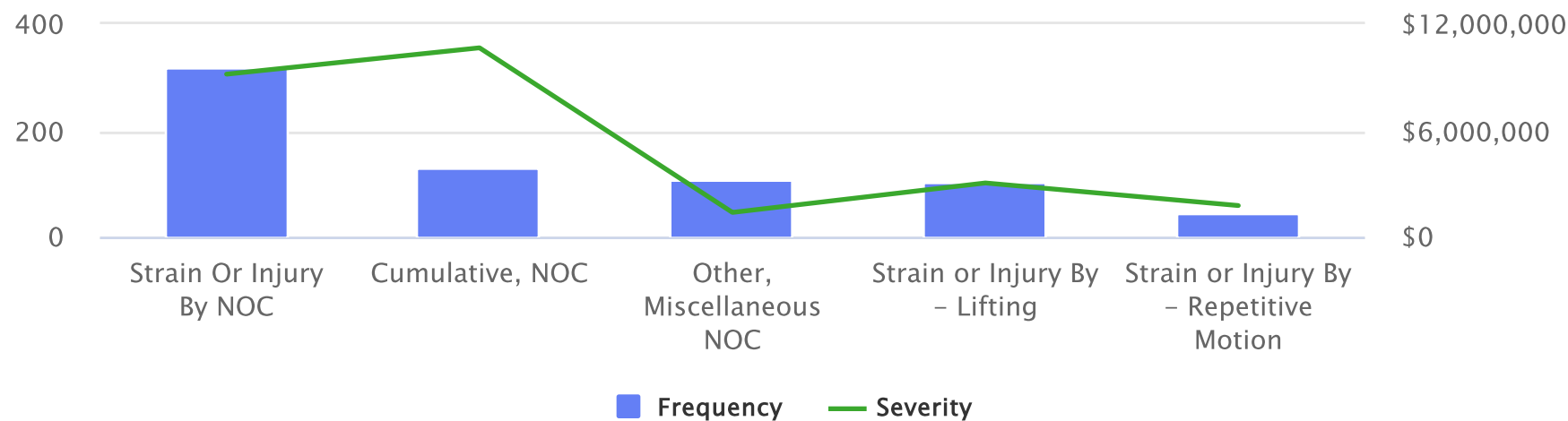
Open	428	650	468	425	259
Closed	431	531	598	406	305
Ratio	101%	82%	128%	96%	118%

Total Ending Open Inventory



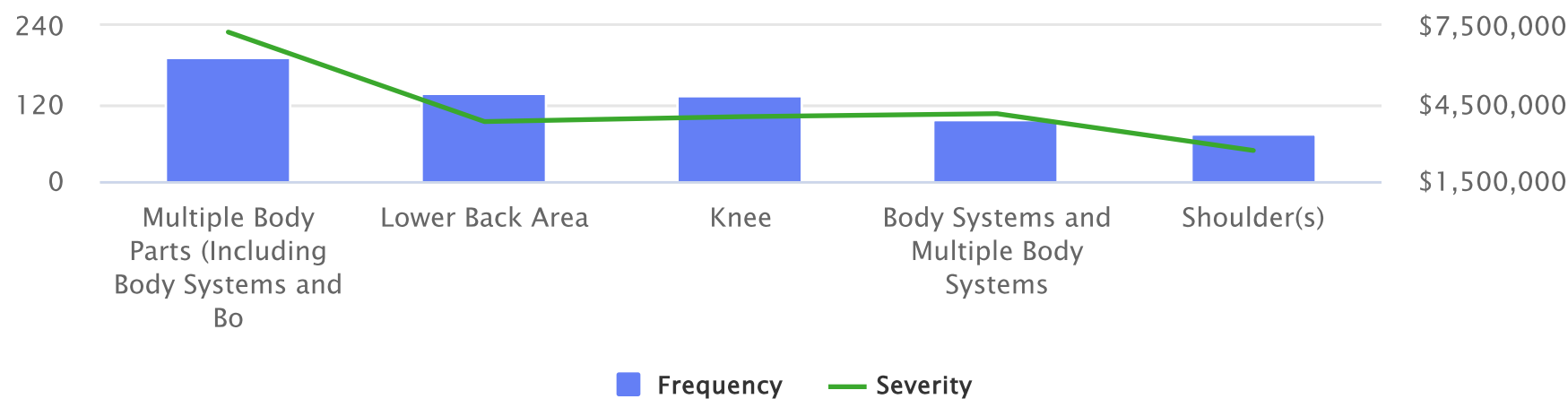
Medical Only	38	63	34	129	109
Indemnity	541	629	521	472	465
First Aid	0	2	5	0	5
Total	579	694	560	601	579

Top 5 Cause of Injury



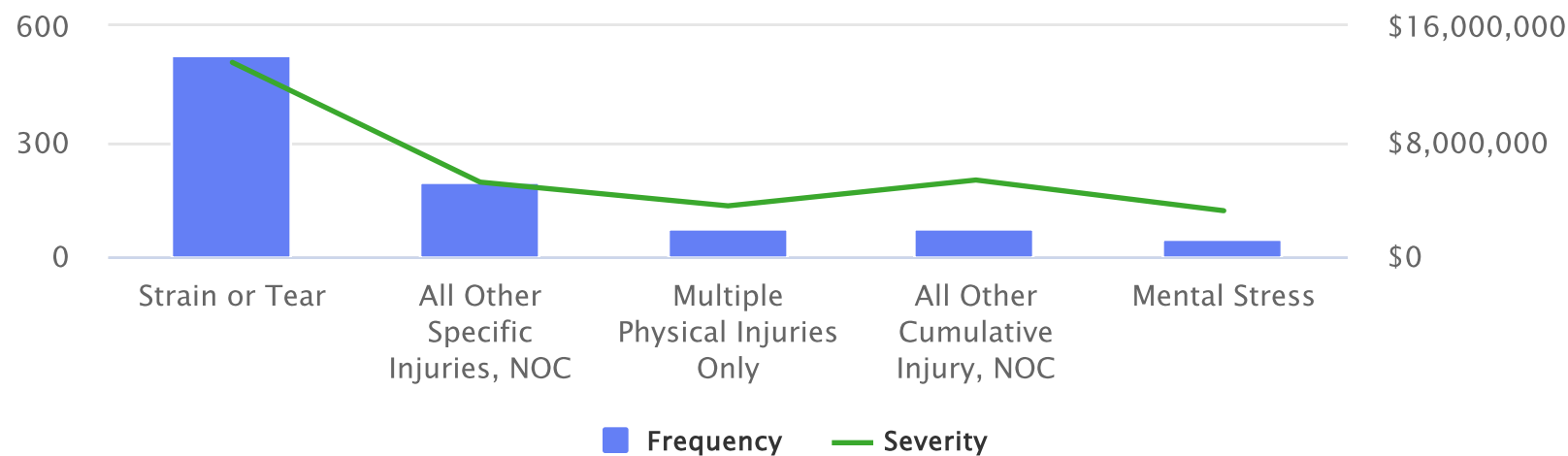
Frequency	321	129	108	104	45
Severity	\$9,179,658	\$10,665,944	\$1,375,729	\$3,037,694	\$1,762,616

Top 5 Part of Body Injured



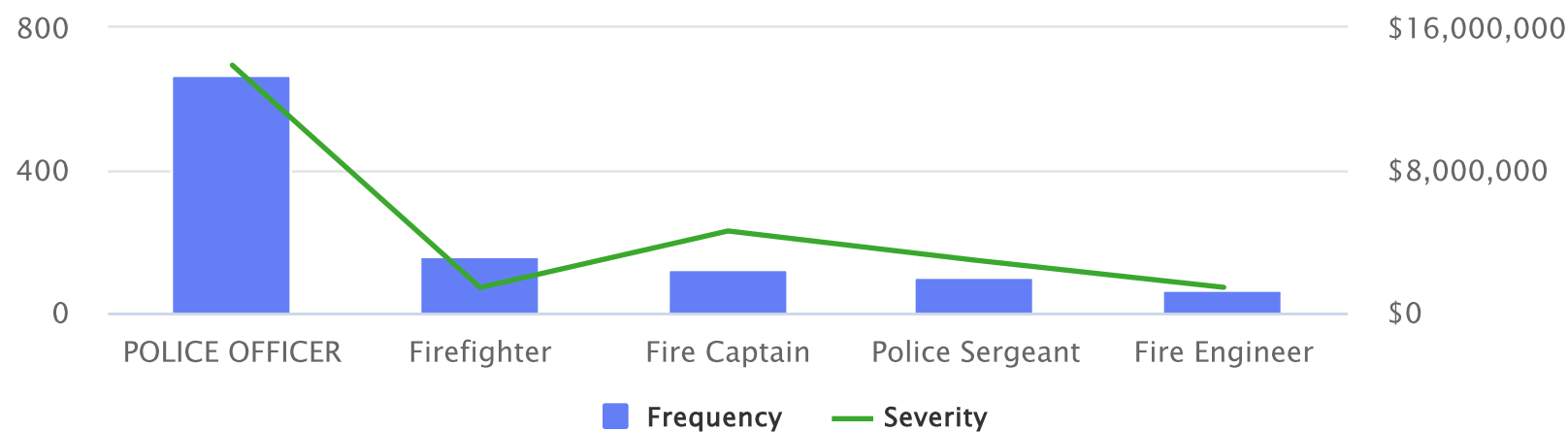
Frequency	191	135	134	95	73
Severity	\$7,253,728	\$3,799,249	\$3,988,329	\$4,103,732	\$2,683,089

Top 5 Nature of Injury



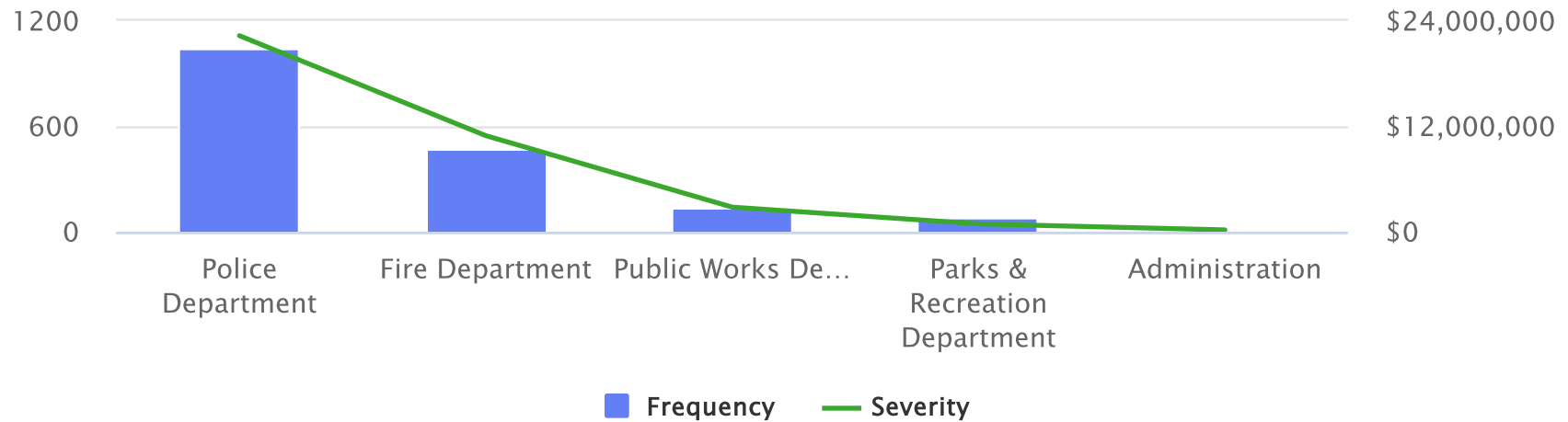
Frequency	528	198	76	73	46
Severity	\$13,486,052	\$5,164,768	\$3,516,378	\$5,313,129	\$3,180,195

Top 5 Occupation of Injury



Frequency	668	158	122	105	66
Severity	\$13,903,406	\$1,409,043	\$4,586,675	\$2,939,987	\$1,418,941

Top 5 Department of Injury Fiscal Year



Department	Frequency	Severity	Average
Police Department	1042	\$22,312,141	\$21,413
Fire Department	476	\$10,931,207	\$22,965
Public Works Department	134	\$2,795,898	\$20,865
Parks & Recreation Department	85	\$884,708	\$10,408
Administration	7	\$206,249	\$29,464

Top 20 Claims

Claim Number	Description	Loss Date	Paid	Incurred
2096610247	Cumulative Injury/illness - Melanoma;diffuse metastatic, malignant	07/31/2020	\$1,043,755	\$1,043,755
2196610267	Vehicle crashed over the temporary construction barriers, striking patrol car.	08/22/2021	\$475,820	\$996,702
2196610082	Heart and high blood pressure presumptive per LC3212. Hands wrists low back neck shoulders feet knees bilateral hearing loss and sleep apnea	03/03/2022	\$212,554	\$737,133
2196610432	Solano County Coroners Office ruled employee's cause of Death as Cardiac Arrhythmia; a presumptive injury for active duty police officers per CA Labor Code 3212.	12/18/2021	\$520,971	\$520,971
2296610183	He was traveling on the highway when he collided head on with a wrong driver resulting his death the next day.	01/21/2022	\$295,369	\$510,733
2296610563	Cumulative exposure to know carcinogens from 04/18/1984 through 09/20/2013 resulting in kidney cancer known on 09/27/2022 (presumptive).	09/27/2022	\$46,440	\$454,854
2396610138	Employee is filing an accumulative trauma claim, undefined. Injuries stated are heart/cardiovascular health and bilateral hearing loss or acoustic traumas.	05/09/2023	\$159,939	\$401,674
2196610394	He was getting off his police motorcycle in the back lot and felt pain to his lower back. He amended his app to include psyche.	11/22/2021	\$368,666	\$368,666
2296610583	Employee states 25 years of wearing duty belt and recurring low back pain. He states flair up on 10/23/2022 and has gotten progressively worse with rest.	10/23/2022	\$297,856	\$366,589
2196610187	Employee was lifting approx. 100lbs extrication power plant during an accident scene in a field on uneven ground quickly because of cows running out of trailer. Lower back, right hip tightness	06/29/2021	\$252,736	\$356,217
2196610040	WHILE ON DUTY AS A POLCIE OFFICER, EE WAS TRANSPORTED TO RIDEOUT HOSPITAL BY AMBULANCE FOR DIZNESS , LIGHTHEADED FEELING, HEDACHE, RAPID HEART RATE, NAUSEA, FAINT FEELING.	01/30/2021	\$204,671	\$350,094
2096610248	Cumulative trauma to right shoulder and neck	08/01/2020	\$230,723	\$337,819
2496600112	PTSD/Anxiety and depression	03/04/2024	\$137,090	\$337,079
2496600136	During tube settle installation, foot slipped causing it to fall on EE.	03/13/2024	\$140,368	\$311,754
2296610325	The injured employee was working and walking to the apparatus bay when he felt a pain to the left arm, neck and jaw.	04/24/2022	\$303,150	\$303,150
2196610050	He was at his residence off duty when he experienced heart issues.	02/11/2021	\$210,993	\$300,034
2096610287	43-year-old female is alleging CT injuries to her right forearm, wrist, right elbow, right shoulder, and left shoulder (compensable consequence) due to repetitive motion with her d	10/01/2020	\$160,762	\$296,494
2296610316	44-year-old male Sergeant is alleging PTSD.	04/18/2022	\$295,738	\$295,738
2096610358	40-year-old male PW Mechanic suffered an injury to his low back after lifting a garbage can.	11/30/2020	\$211,914	\$294,567
2396610115	Employee was walking during a SWAT training day when the left part of his body began to experience serious pain. There was no specific movement or incident that occurred.	04/18/2023	\$241,392	\$292,415

Frequency and Severity of Worker's Compensation Claims by Member

Member	Frequency	Severity	Average
City of Anderson	52	\$934,775	\$17,976
City of Auburn	61	\$1,207,517	\$19,795
City of Colusa	12	\$253,963	\$21,164
City of Corning	21	\$316,277	\$15,061
City of Dixon	130	\$1,639,942	\$12,615
City of Elk Grove	347	\$6,062,379	\$17,471
City of Folsom	488	\$6,886,291	\$14,111
City of Galt	150	\$1,793,266	\$11,955
City of Gridley	22	\$732,188	\$33,281
City of Ione	30	\$90,430	\$3,014
City of Jackson	8	\$27,347	\$3,418
City of Lincoln	68	\$1,597,845	\$23,498
City of Marysville	51	\$1,884,905	\$36,959
City of Nevada City	17	\$899,493	\$52,911
City of Oroville	54	\$970,253	\$17,968
City of Placerville	40	\$1,060,682	\$26,517
City of Red Bluff	71	\$2,554,955	\$35,985
City of Rio Vista	20	\$144,817	\$7,241
City of Rocklin	262	\$7,220,201	\$27,558
City of Willows	4	\$10,846	\$2,712
City of Yuba City	235	\$4,610,690	\$19,620
Town of Paradise	30	\$542,643	\$18,088



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.2.**SEDGWICK 2024/2025 RISK CONTROL SERVICES UPDATE****INFORMATION ITEM**

ISSUE: Shane Baird will present an update on the risk control services Sedgwick has provided to NCCSIF members from July 01, 2024, through March 31, 2025. A member services report is included for review and discussion.

To date for PY 2024/2025 there have been 105 service requests from NCCSIF members. These requests include training, program development, phone/email consultations, and physical inspections. Training (45) and ergonomic evaluations (42) have been the most requested out those 105 service requests.

Focused Risk Assessments

It has been a goal to get the NCCSIF scorecards updated, and a self-reporting tool has been created. The purpose is to allow each member to complete the assessment “on their own time” as opposed to using service days for the year to meet in person and update the scorecard. The self-reporting tool has been sent out to each member, with thirteen scorecards updated and nine still pending. If there were “in progress/needs work” findings, recommendations were made and/or policies provided.

Individual emails were sent to those remaining nine members to remind them that their scorecard still needs to be updated along with the self-reporting tool.

SCORECARD UPDATE		
UPDATED		NOT UPDATED
Anderson	Placerville	Auburn
Corning	Red Bluff	Colusa
Elk Grove	Rio Vista	Dixon
Folsom	Rocklin	Jackson
Galt	Willows	Lincoln
Ione	Yuba City	Gridley
Marysville		Nevada City
		Oroville
		Paradise

Focused Risk Assessment Follow-up

Sedgwick has provided members with draft resolutions, policies, and programs related to their Focused Risk Assessment Examples include:

Special Events Risk Management

Return to Work Program

Vehicle Use Program

Sidewalk Liability Program

Volunteer Risk Management

Urban Forest & Wildfire Best Practices

Injury and Illness Prevention Program

Ergonomics Program

ADA Compliance & Transition Plans

Risk Management Resolution & Policy



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.2.continued

Training Included:

Traffic Control Flagging, Powered Industrial Trucks (Forklift), Aerial Lifts, Defensive Driver, Emergency Action Plan, Workplace Violence (SB 553), Dealing with Difficult People, Bloodborne Pathogens, Ladder Safety, Wildfire Smoke, Heat Illness, Asbestos Awareness, and Electrical Safety.

Policy Development and/or Review:

Injury and Illness Prevention Program (IIPP), Workplace Violence Prevention, Alcohol & Drug Policy, Emergency Response Management. Auto, Fleet & Drivers Risk, and Indoor Heat Illness.

Physical inspections

Members have requested physical inspections city-wide and some with just one or two specific locations. Some common inspection requests have been Aquatic Centers, Waste Water Plants, Water Plants, Corporate Yards, City Halls, Playgrounds, Police Departments, and Engineering Offices.

Ergonomic Evaluations

Members have continued to request office ergonomic evaluations for their staff. These evaluations have been conducted both virtually and in person. To request an ergonomic evaluation please use the ergonomic evaluation form and send Shane Baird to set up.

Phone Email Consultations

Members have requested information or guidance regarding the following topics: Ergonomics, Cal/OSHA reporting requirements, DOT Title VI, scorecard questions, Workplace Violence Safety Committee, access to medical records, & sexual harassment.

Risk Management Assessment Complete Scorecard

The complete Scorecard with all Best Practice Categories is provided to show members other categories available for assessment as needed.

FISCAL IMPACT: None.

RECOMMENDATION: None. This is provided as information only.

ATTACHMENTS:

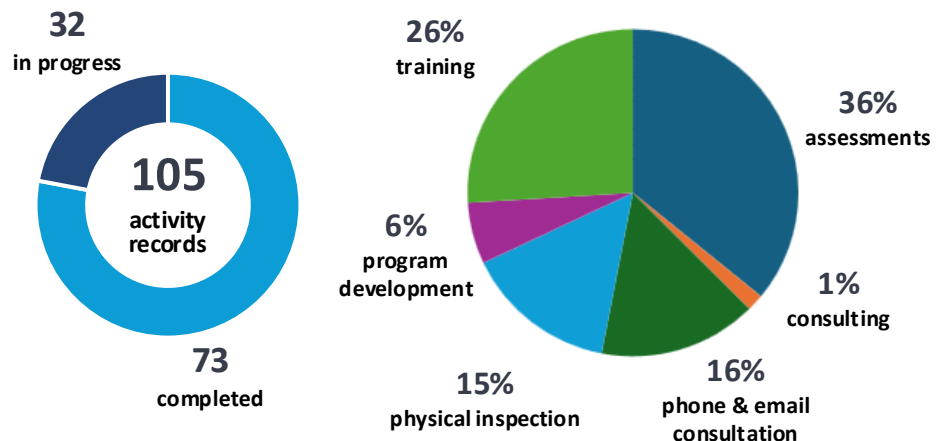
1. Risk Control Service Activity 2024-2025
2. Risk Management Assessment Scorecard Summary
3. Safety Award Program Overview
4. Sedgwick Risk Control Brochure
5. Ergonomic Evaluation Request Form
6. Risk Management Assessment Complete Scorecard FY 15/16

Risk Control SERVICE ACTIVITIES



Northern California Cities Self Insurance Fund (NCCSIF) contracts with Sedgwick to provide safety and risk control services to its members. The information portrayed reflects open and closed service activity records for PY2024-2025 as of March 31, 2025.

SERVICE UTILIZATION



- Member outreach campaign to update the member scorecard. Safety training requests have increased.
- Members have increased requests for ergonomic evaluations.
- Members have increased request for facility inspections, which include City Hall, Corporate Yard, Police Department, Fire Department and playground inspections
- Phone and email consultation services are still most service requests with consultative assistance on workplace violence, IIPP, drug and alcohol testing changes, and other Cal/OSHA compliance concerns.

RISK CONTROL SERVICE – WHAT TO EXPECT

- Continued dedicated Risk Control Services to help reduce exposures
- Outreach to those members who have not had an updated scorecard to identify gaps and work with the member to close those gaps.
- Continue to work with the members who have updated their scorecard and close those gaps identified.
- Continue to promote the Cash for Safety Culture program.

TRAINING SERVICES

36

Trainings
2024-2025

12 MEMBER
LOCATIONS

5 REGIONAL
TRAINING



269 ATTENDEES
2024-2025

249 ATTENDEES
2023-2024

MOST REQUESTED TOPICS



EQUIPMENT
OPERATIONS



DEFENSIVE
DRIVING



PHYSICAL
INSPECTIONS

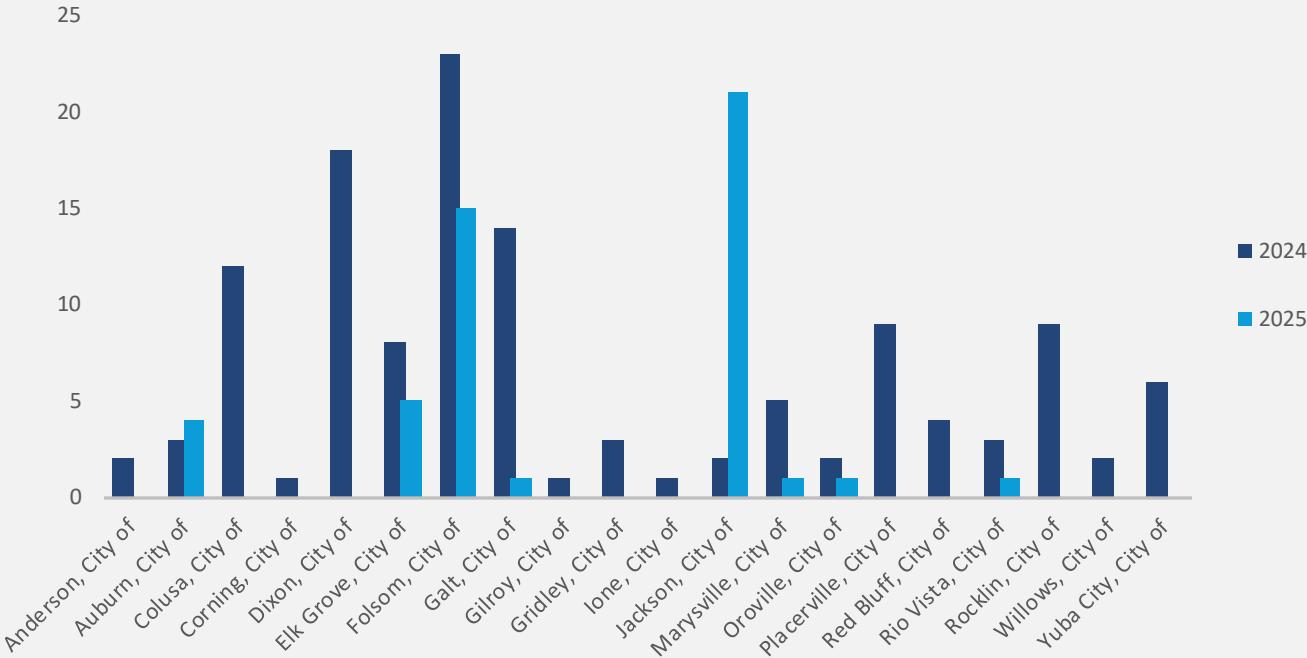


PLAYGROUND
INSPECTIONS



SERVICE ACTIVITY RECORDS

by member and by program year



RISK SERVICES HIGHLIGHTS



FACILITY INSPECTIONS



The value of on-site inspections

Facility inspections reveal numerous issues and risks for liability, workers compensation, and Cal/OSHA violations which led to a recommendation to improve the safety of the members employees and the public.

Several members have taken advantage to this service and have already been able to implement changes that were identified on the inspection report. In addition, to the changes some members have even implemented their own inspection schedules based on the results.

MEMBER ENGAGEMENT



40%

Increase in submissions for the Cash for Safety Culture Program in 2024/2025 program year compared to 2023/2024.

60%

Of members engaged in the scorecard update in 2023/2024 compared to no engagement in 2022/2023.



2024/2025

Risk Management Assessment Scorecard Summary

As of date: 04/01/2024

	Risk Management Framework	Injury & Illness Prevention Program	ADA Compliance	Driver & Vehicle Use Safety	Ergonomics Injury Management	Sidewalk Liability Management	Urban Forest Management	Volunteer Risk Management	Special Events Management
Anderson	●	●	●	●	●	●	●	●	●
Auburn	●	●	●	●	●	●	●	●	●
Colusa	●	●	●	●	●	●	●	●	●
Corning	●	●	●	●	●	●	●	●	●
Dixon	●	●	●	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●	●	●	●
Folsom	●	●	●	●	●	●	●	●	●
Galt	●	●	●	●	●	●	●	●	●
Gridley	●	●	●	●	●	●	●	●	●
Ione	●	●	●	●	●	●	●	●	●
Jackson	●	●	●	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●	●	●	●
Marysville	●	●	●	●	●	●	●	●	●
Nevada City*	●	●	●	●	●	●	●	●	●
Oroville	●	●	●	●	●	●	●	●	●
Paradise	●	●	●	●	●	●	●	●	●
Placerville	●	●	●	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●	●	●	●
Willows	●	●	●	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●	●	●	●

*Nevada City is PARSAC member for liability and did not answer questions regarding Sidewalk Liability or Urban Forest. Volunteered answers in other liability exposures were scored.

Implementation Level

In Place/Effective ●

In Progress/Needs work ●

Absent/Ineffective ●

Minimal Exposure Exists ●

Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

1 RISK MANAGEMENT FRAMEWORK	
1-1	Executive Management has developed a Risk Management Policy that supports an effective risk management structure designed to protect employees and reduce costs associated with liability and workers' compensation losses.
1-2	The City Council has adopted a resolution supporting the Risk Management Policy.
1-3	The NCCSIF Board and Risk Management Committee members have reviewed the updated NCCSIF Risk Management Policies & Procedures Manual.
1-4	A Safety/Risk Management Committee has been formed to assist with effectively implementing the City's Injury & Illness Prevention program and risk management program. The committee provides regular progress reports to Senior Management.
1-5	The City conducts an analysis of liability and workers' compensation losses to identify trends and loss reduction measures.
1-6	A risk control plan is developed with measurable loss reduction goals.
1-7	A system is in place to immediately report and investigate workers' compensation and liability claims to control claims costs.
1-8	Return-To-Work program is in place to aid in employee recovery and reduce claim costs.
1-9	The City utilizes the available NCCSIF risk management and safety resources.

	1-1	1-2	1-3	1-4	1-5	1-6	1-7	1-8	1-9
Anderson	●	●	●	●	●	●	●	●	●
Auburn	●	●	●	●	●	●	●	●	●
Colusa	●	●	●	●	●	●	●	●	●
Corning	●	●	●	●	●	●	●	●	●
Dixon	●	●	●	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●	●	●	●
Folsom	●	●	●	●	●	●	●	●	●
Galt	●	●	●	●	●	●	●	●	●
Gridley	●	●	●	●	●	●	●	●	●
Ione	●	●	●	●	●	●	●	●	●
Jackson	●	●	●	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●	●	●	●
Marysville	●	●	●	●	●	●	●	●	●
Nevada City	●	●	●	●	●	●	●	●	●
Oroville	●	●	●	●	●	●	●	●	●
Paradise	●	●	●	●	●	●	●	●	●
Placerville	●	●	●	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●	●	●	●
Willows	●	●	●	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

2 INJURY & ILLNESS PROGRAM IMPLEMENTATION	
2-1	A current program has been developed that contains the Cal/OSHA required elements
2-2	An IIPP Administrator, who has the authority to implement the program, has been designated.
2-3	Responsibilities have been identified for managers, supervisors, and employees.
2-4	All employees are held accountable for the completion of their safety duties as part of their performance review.
2-5	A system for communicating hazards to employees and receiving employee feedback on safety concerns is in place. Examples include training, postings, communication, hazard reporting procedures, and safety committees.
2-6	Methods to enforce safety rules and regulations are in place and utilized.
2-7	Procedures for identifying workplace hazards are in place, including hazard assessments, documented inspections, and observation of work practices.
2-8	A system to correct unsafe conditions is in place.
2-9	A documented accident investigation process is in place that includes root cause analysis, manager review, and corrective action follow-up.
2-10	Training or other effective methods are used to ensure employees are aware of safety policies, programs, procedures, and tasks.
2-11	All IIPP activities are documented and records are maintained as required by Cal/OSHA.

	2-1	2-2	2-3	2-4	2-5	2-6	2-7	2-8	2-9	2-10	2-11
Anderson	●	●	●	●	●	●	●	●	●	●	●
Auburn	●	●	●	●	●	●	●	●	●	●	●
Colusa	●	●	●	●	●	●	●	●	●	●	●
Corning	●	●	●	●	●	●	●	●	●	●	●
Dixon	●	●	●	●	●	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●	●	●	●	●	●
Folsom	●	●	●	●	●	●	●	●	●	●	●
Galt	●	●	●	●	●	●	●	●	●	●	●
Gridley	●	●	●	●	●	●	●	●	●	●	●
Ione	●	●	●	●	●	●	●	●	●	●	●
Jackson	●	●	●	●	●	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●	●	●	●	●	●
Marysville	●	●	●	●	●	●	●	●	●	●	●
Nevada City	●	●	●	●	●	●	●	●	●	●	●
Oroville	●	●	●	●	●	●	●	●	●	●	●
Paradise	●	●	●	●	●	●	●	●	●	●	●
Placerville	●	●	●	●	●	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●	●	●	●	●	●
Willows	●	●	●	●	●	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●	●	●	●	●	●

Implementation Level

In Place/Effective ●

In Progress/Needs work ●

Absent/Ineffective ●

Minimal Exposure Exists ●

Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

3	ADA COMPLIANCE
3-1	A self-evaluation of programs and facilities has been conducted per ADA requirements.
3-2	A transition plan has been completed to bring noncompliant programs and facilities into compliance.
3-3	There is a process in place to ensure all new construction, alterations, and additions meet current accessibility standards.
3-4	A procedure is in place for filing complaints related to compliance with ADA requirements.
3-5	A qualified individual has been assigned to coordinate ADA compliance requirements.
3-6	Budget and development plans include budgeting for ADA compliance projects.

	3-1	3-2	3-3	3-4	3-5	3-6
Anderson	●	●	●	●	●	●
Auburn	●	●	●	●	●	●
Colusa	●	●	●	●	●	●
Corning	●	●	●	●	●	●
Dixon	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●
Folsom	●	●	●	●	●	●
Galt	●	●	●	●	●	●
Gridley	●	●	●	●	●	●
Ione	●	●	●	●	●	●
Jackson	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●
Marysville	●	●	●	●	●	●
Nevada City	●	●	●	●	●	●
Oroville	●	●	●	●	●	●
Paradise	●	●	●	●	●	●
Placerville	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●
Willows	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

4 DRIVER & VEHICLE USE SAFETY	
4-1	The City has a written program in place that establishes vehicle use, vehicle maintenance, use of personal vehicles during City business, driver selection criteria, and defensive driver requirements.
4-2	All employees who are required to drive in the course of their employment are placed in the Department of Motor Vehicles' Employee Pull Notice Program.
4-3	Acceptable driver criterion mirrors the requirements in RM-2.
4-4	Maintenance records are maintained to meet relevant standards and warranties.
4-5	The program includes defensive driver techniques and safe practices on the use of hands free electronic devices and distracted driving.
4-6	Employees and supervisors who regularly drive on City business are trained on the City's program and procedures at hire and annually thereafter.

	4-1	4-2	4-3	4-4	4-5	4-6
Anderson	●	●	●	●	●	●
Auburn	●	●	●	●	●	●
Colusa	●	●	●	●	●	●
Corning	●	●	●	●	●	●
Dixon	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●
Folsom	●	●	●	●	●	●
Galt	●	●	●	●	●	●
Gridley	●	●	●	●	●	●
Ione	●	●	●	●	●	●
Jackson	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●
Marysville	●	●	●	●	●	●
Nevada City	●	●	●	●	●	●
Oroville	●	●	●	●	●	●
Paradise	●	●	●	●	●	●
Placerville	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●
Willows	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

5 ERGONOMIC INJURY MANAGEMENT	
5-1	The City has developed an ergonomics program to assist in the identification, prevention, and control of exposure to ergonomic risk factors (awkward postures, repetitive motion, forceful exertion, contact stress, and vibration). https://www.dir.ca.gov/title8/5110.html
5-2	High risk positions are identified by utilizing worksite evaluations, job hazard analyses, employee input, and loss data.
5-3	Once the risk factors are identified the City works at developing controls measures.
5-4	A system is in place for employees to report discomfort and/or symptoms of musculoskeletal problems and for the City to identify ergonomic solutions.
5-5	All employees are trained to recognize work-related ergonomic risk factors. High-risk employees are trained on their specific ergonomic risk factors and control measures.

	5-1	5-2	5-3	5-4	5-5
Anderson	●	●	●	●	●
Auburn	●	●	●	●	●
Colusa	●	●	●	●	●
Corning	●	●	●	●	●
Dixon	●	●	●	●	●
Elk Grove	●	●	●	●	●
Folsom	●	●	●	●	●
Galt	●	●	●	●	●
Gridley	●	●	●	●	●
Ione	●	●	●	●	●
Jackson	●	●	●	●	●
Lincoln	●	●	●	●	●
Marysville	●	●	●	●	●
Nevada City	●	●	●	●	●
Oroville	●	●	●	●	●
Paradise	●	●	●	●	●
Placerville	●	●	●	●	●
Red Bluff	●	●	●	●	●
Rio Vista	●	●	●	●	●
Rocklin	●	●	●	●	●
Willows	●	●	●	●	●
Yuba City	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

6 SIDEWALK LIABILITY MANAGEMENT	
6-1	Written sidewalk inspection and mitigation procedures are in place. Procedures include a schedule for routine, documented sidewalk inspection and repair.
6-2	A written process is in place to notify property owners to repair sidewalks as allowed by the Municipal Code.
6-3	Follow-up procedures are in place to ensure defects have been mitigated by the property owner within a reasonable period.
6-4	The City has a follow-up procedure to ensure defects have been addressed by marking, barricading, etc. within reasonable periods.
6-5	Photographs are taken and maintained to visually record action taken to guard against contact by the public within a hazardous sidewalk site.
6-6	The City maintains, where feasible, an annual budget to administer the program.
6-7	A sidewalk liability transfer ordinance has been adopted. Alternatively, the City Council has considered and declined to pass such an ordinance.

	6-1	6-2	6-3	6-4	6-5	6-6	6-7
Anderson	●	●	●	●	●	●	●
Auburn	●	●	●	●	●	●	●
Colusa	●	●	●	●	●	●	●
Corning	●	●	●	●	●	●	●
Dixon	●	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●	●
Folsom	●	●	●	●	●	●	●
Galt	●	●	●	●	●	●	●
Gridley	●	●	●	●	●	●	●
Ione	●	●	●	●	●	●	●
Jackson	●	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●	●
Marysville	●	●	●	●	●	●	●
Nevada City	●	●	●	●	●	●	●
Oroville	●	●	●	●	●	●	●
Paradise	●	●	●	●	●	●	●
Placerville	●	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●	●
Willows	●	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

7 URBAN FOREST MANAGEMENT	
7-1	The City has a written urban forest management plan that includes selection and placement of trees and provides for identification and mitigation of hazards related to trees, shrubs, and vegetation. The plan also includes procedures for periodic inspection, care, maintenance, and complaint/emergency response.
7-2	Urban forest management is under the control and supervision of persons who have the expertise to qualify as urban foresters or arborists. Alternatively, the management plan was created by an expert and managed by the City.
7-3	Inspection and monitoring frequency is prioritized by degree of exposure of the public to vegetation hazards. (i.e.: obscured intersections, parks, playgrounds).
7-4	The City examines and, where feasible, budgets for the cost of tree maintenance, including trimming, removal and replacement as needed.
7-5	The City has adopted an ordinance defining ownership and maintenance responsibilities for trees.

	7-1	7-2	7-3	7-4	7-5
Anderson	●	●	●	●	●
Auburn	●	●	●	●	●
Colusa	●	●	●	●	●
Corning	●	●	●	●	●
Dixon	●	●	●	●	●
Elk Grove	●	●	●	●	●
Folsom	●	●	●	●	●
Galt	●	●	●	●	●
Gridley	●	●	●	●	●
Ione	●	●	●	●	●
Jackson	●	●	●	●	●
Lincoln	●	●	●	●	●
Marysville	●	●	●	●	●
Nevada City	●	●	●	●	●
Oroville	●	●	●	●	●
Paradise	●	●	●	●	●
Placerville	●	●	●	●	●
Red Bluff	●	●	●	●	●
Rio Vista	●	●	●	●	●
Rocklin	●	●	●	●	●
Willows	●	●	●	●	●
Yuba City	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

8	VOLUNTEER RISK MANAGEMENT
8-1	The City has either 1) adopted a resolution extending Workers' Compensation benefits to volunteers or 2) the City Council has considered and declined to extend benefits.
8-2	Volunteers complete applications and undergo screening procedures. Volunteer screen includes criminal background checks if the volunteer works with children, the elderly or disabled.
8-3	Volunteers receive clear direction on the scope of their volunteering duties including a written orientation and training procedures.
8-4	The driving records of volunteers who operate vehicles while volunteering for the City are screened and have no more than four points in the last three years.
8-5	Volunteers who operate personal vehicles while volunteering for the City must provide proof of adequate auto insurance (NCCSIF recommended minimum limits of: 100k/300k/50k)
8-6	Volunteers are advised their own insurance is primary in the event of an accident.
8-7	Volunteers working with children have been trained regarding requirements for mandatory reporting of suspected abuse or neglect.

	8-1	8-2	8-3	8-4	8-5	8-6	8-7
Anderson	●	●	●	●	●	●	●
Auburn	●	●	●	●	●	●	●
Colusa	●	●	●	●	●	●	●
Corning	●	●	●	●	●	●	●
Dixon	●	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●	●
Folsom	●	●	●	●	●	●	●
Galt	●	●	●	●	●	●	●
Gridley	●	●	●	●	●	●	●
Ione	●	●	●	●	●	●	●
Jackson	●	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●	●
Marysville	●	●	●	●	●	●	●
*Nevada City	●	●	●	●	●	●	●
Oroville	●	●	●	●	●	●	●
Paradise	●	●	●	●	●	●	●
Placerville	●	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●	●
Willows	●	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Risk Management Assessment Scorecard Summary

date

9 SPECIAL EVENTS	
9-1	The City has 1) a written process and 2) an application form for applicants who wish to use city facilities and/or host events on public property. (ex: classes, meetings, banquets, outdoor markets, block parties and parades)
9-2	The City requires a written contract and/or permit that includes language that the applicant agrees to defend, indemnify and hold harmless the city, its officials, agents and employees from any and all claims arising from the special event.
9-3	When appropriate, the City requires the applicant to provide proof of insurance including an additional insured endorsement in favor of the city, its officials, agents and employees for any covered claims arising from the event.
9-4	The City utilizes NCCSIF's recommended insurance specifications and requires liability limits of at least \$1 million per occurrence, increasing with the level of risk, with at least \$5 million dedicated limit for any fireworks display or demonstration.
9-5	Special events requiring road closures includes a traffic management plan that is approved by a qualified engineer.
9-6	The participants and/or volunteers of special events that involve risk of injury (ex: sporting activities) are required to sign waivers prior to participation.

	9-1	9-2	9-3	9-4	9-5	9-6
Anderson	●	●	●	●	●	●
Auburn	●	●	●	●	●	●
Colusa	●	●	●	●	●	●
Corning	●	●	●	●	●	●
Dixon	●	●	●	●	●	●
Elk Grove	●	●	●	●	●	●
Folsom	●	●	●	●	●	●
Galt	●	●	●	●	●	●
Gridley	●	●	●	●	●	●
Ione	●	●	●	●	●	●
Jackson	●	●	●	●	●	●
Lincoln	●	●	●	●	●	●
Marysville	●	●	●	●	●	●
*Nevada City	●	●	●	●	●	●
Oroville	●	●	●	●	●	●
Paradise	●	●	●	●	●	●
Placerville	●	●	●	●	●	●
Red Bluff	●	●	●	●	●	●
Rio Vista	●	●	●	●	●	●
Rocklin	●	●	●	●	●	●
Willows	●	●	●	●	●	●
Yuba City	●	●	●	●	●	●

Implementation Level

In Place/Effective ● In Progress/Needs work ● Absent/Ineffective ● Minimal Exposure Exists ● Not completed/discussed ●



Cash SAFETY for CULTURE

Change Happens One Idea At A Time

SAFETY AWARD PROGRAM OVERVIEW

The NCCSIF Risk Management Committee has approved a “Cash for Safety Culture” Award Program for the 2024-2025 program year. This program is designed to recognize and reward members for promoting a positive safety culture within their organization. We encourage you to identify ways where the program can specifically help your city promote a positive safety culture and reduce losses.

AWARDS CRITERIA

Members will be recognized for:

- Implementing proactive/innovative safety solutions that impact employee safety
- Implementing proactive/innovative safety solutions that reduce liability exposures

Prize Awards

- Most Outstanding Submission - \$5,000
- Outstanding Submission - \$3,000
- Good Submission - \$2,000
- Honorable Mention – Certificate

MARKETING

Marketing materials and reminders will be sent throughout the year to help promote participation. Consider promoting the program during staff and department head meetings, emailing the Application Form to employees, or posting the Application Form in employee break rooms.



Safety Award Program Overview

SUBMISSIONS

Members must submit an application form and supporting documentation where applicable to be eligible. Tell us what your city has done to improve safety and its effects on your employees or the citizens you serve. Encourage your management team and employees to develop an idea and solution that can have a positive impact on your agency's safety program.

Email all submissions to Shane Baird at shane.baird@sedgwick.com. Remember to retain a copy for your records. Once your submission is received, a confirmation email will be sent to the member. Feel free to contact Shane with any questions at 661.619.3520.

The Risk Management Committee (RMC) will review all submissions and select the winners during the April RMC meeting. The RMC reserves the right to withhold, or reduce, a monetary award if the submission does not meet the awards criteria. In such instances, the member will receive an Honorable Mention certificate.

RECOGNITION

The members who submit the top three entries will be invited to share their submissions at the Annual NCCSIF Board Meeting and all submissions will be posted on the NCCSIF website.

AWARD DISTRIBUTION

Members may receive their award in the following ways:

- Cash award to the Member
- Off-set future NCCSIF premiums

If desired by the member, NCCSIF Staff will come to the member to present the awards during staff meetings and/or board meetings.



Safety and Risk Control Services

Member service offerings

Sedgwick is a service partner to Northern California Cities Self Insurance Fund (NCCSIF). We strive to deliver easy-to-use resources to take your safety and risk control culture to the next level. With a focus on why safety and risk control matters, everything we provide is aimed to help inspire and motivate managers, supervisors, and employees to make a difference by being safe and productive. Risk control staff is available to provide services on-site and virtually to the membership based on a defined list of services and service day allowance allocated to each member.

Contact for services and questions

Shane Baird, CSP, CHST | Risk Service Manager
Risk Control Services
Sacramento, CA
CELL 661.619.3520 (TEXTING OK)
EMAIL shane.baird@sedgwick.com

Service request guidelines

Guidelines for the use of risk control services on-site and virtual are included at the end of this document.

Members will receive a minimum of three (3) risk control service days during the program year that may be delivered on-site or virtually. Services may be mixed and matched within the service guidelines to fit member's individual needs. Each member may select from the services listed in the table below or discuss other services with the risk control manager.

Service Offerings	Day/Time Allotment Details	Descriptions of Service Offerings for Planning Purposes
Biennial Risk Assessments and Action Plans	1 to 2-days of on-site time; some services can be provided virtually	Conduct a focused biennial risk assessment for each member, including discussion of member's specific needs, action plan development, and review of the available risk control resources. Services also include on-site inspections, interviews with staff, and report writing, as well as maintenance and updates to the member's progress and scorecard throughout the year.



Service Offerings	Day/Time Allotment Details	Descriptions of Service Offerings for Planning Purposes
On-Site Training	1 hour training sessions up to all day training sessions. Can be provided on-site or virtually	On-site training is available to members on a variety of workers' compensation, liability, and EPL exposures. Training topics include, but are not limited to, Cal/OSHA program requirements, hazard inspections, accident investigation, forklift certification, driver training, sexual harassment, CPR certification, various workplace safety topics, and more.
Policy/Program Development	Can be provided on-site or virtually	Risk Control staff will provide guidance in the customization of policy templates or the revision of existing written safety program documents to meet the agency's needs.
Driving Safety: Making Better Driving Decisions and Reducing Complacency Training	Can be provided virtually or in person	This training will include a focus on loss cause drivers for the pool, as well as good defensive driving techniques. This program includes discussion, lecture, and video formats and is designed for drivers. This is a 2-hour training session and can be provided in-person or virtually.
Temporary Traffic Control & Flagging Training	Training session available 3-4 hour/ training Can be provided in morning or afternoon	This training is required to all employees who engage in any form of traffic control of flagging operations. The training is based on the latest version of the CA Manual on Uniform Traffic Control Devices (CA MUTCD).
On-Site Inspections	Depending on the site or facility will depend on the duration. Typically, a few hours and done in person	On-Site inspections of facilities or corporate yards will focus on offices, storage rooms, bathrooms, building exteriors, kitchen/break rooms, interior work areas, machine shops equipment storage material storage, chemical storage etc.
Sidewalk Maintenance Program and Awareness Training Resources	Consultative assistance to review and update policies and programs	Sidewalk Inspection and Maintenance Program and best practices Sidewalk Liability RM Best Practices Sidewalk Inspection and Maintenance Vendor: Precision Concrete Cutting Joseph Ortega jortega@dontgrind.com



Our risk control staff has extensive experience assisting clients with safety program development and implementation. We also have a team of credentialed safety professionals who can provide onsite and remote risk control services and employee safety training on a variety of subjects. Below is a sample list of what Sedgwick can provide.

Program development and implementation

- Aerosol Transmissible Diseases (ATD)
- Bloodborne Pathogens
- Confined Space
- Driver Safety & Vehicle Use
- Electrical Safety Program
- Emergency Action Plan
- Ergonomics
- Fall Protection Program
- Fire Prevention Plan
- Hazard Communication
- Hearing Conservation
- Heat Illness Prevention
- Injury & Illness Prevention Program (IIPP)
- Lockout/Tagout
- Personal Protective Equipment Policy
- Respiratory Protection
- Sidewalk Inspection and Maintenance
- Workplace Violence
- Wildfire Mitigation

Safety training services

- Aerosol Transmissible Diseases (ATD)
- Bloodborne Pathogens
- Confined Space Awareness
- Defensive Driver
- Electrical Safety – Low Voltage
- Emergency Action Preparedness
- Ergonomics (Office & Industrial)
- Fall Protection
- Forklift Certification & Train-the-Trainer
- Hazard Communication
- Hearing conservation
- Heat Illness Prevention
- Injury & Illness Prevention Program
- Ladder Safety
- Lockout/Tagout
- Mobile Elevated Work Platforms
- Playground Inspection & Maintenance
- Personal Protective Equipment
- Respiratory Protection
- Sidewalk Liability
- Temporary Traffic Control & Flagging
- Trailer Safety
- Wildfire Smoke
- Workplace Violence

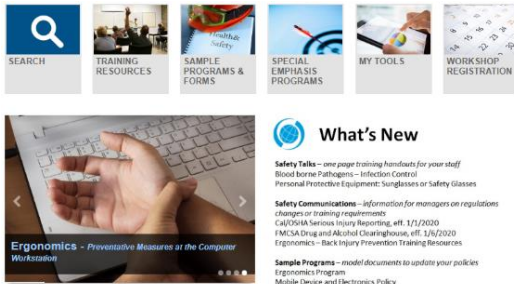
Additional onsite services

- Hazard Inspections
- Ergonomic Evaluations (Office & Industrial)
- Playground inspections by Certified Playground Safety Inspectors
- Safety Committee Development

IMPORTANT NOTE: NCCSIF 2024/25 program year ends June 30, 2025. You must reach the Risk Manager to schedule services *no later than May 1, 2025*, to ensure delivery before the end of the program year.

Risk control website resources

Members have 24/7 access to the Sedgwick Risk Control website at: riskcontrol.sedgwick.com



Regulatory updates and training publications – Over 300 publications have been developed to assist members with Cal/OSHA compliance and liability best practices.

On-Line Streaming Safety Videos – Over 400 safety training titles available on-demand. This service has allowed members to deliver brief safety trainings or tailgate sessions.

Sample Programs, forms, and checklists – Sample programs available for members to use; many of the programs include a development guide. In addition, there are several forms and checklists available.

Webinars – Sedgwick’s Risk Control team regularly develops pertinent safety webinars. Members are invited to attend live sessions or can view recorded webinars.

Additional Services

Resource	Description	Contact/Links
Cal/OSHA Basic Information	Basic OSHA information including electronic reporting requirements and information on the Injury Tracking Application (ITA) an online portal OSHA requires CA employers use to report injury and illness data	Cal/OSHA Report Accident or Injury Cal/OSHA Log 300 Reporting Injury Reporting Site
Lexipol	Public safety policies, training, grant assistance, news, and analysis	Lexipol Site
PRISM Risk Control Resources	<ul style="list-style-type: none"> List of risk control services and programs Risk Control services specifically for peace officers 	PRISM Risk Control Menu of Services & Partner Programs PRISM Risk Control Services for Peace Officers
Cyber Risk Management Resources Beazley Breach Solutions Risk Management Portal (APIP Members only)	www.beazleybreachsolutions.com Please reach out to Jenna Wirkner (Jenna.Wirkner@alliant.com) (to get connected to the site. At a minimum, we will need the person's name, the name of their corresponding organization, and their work-issued email addresses (personal email addresses won't work).	The Portal contains a lot of useful cyber risk management information, including best practices, training, response plans, tabletop exercises, and what to do before, during and after a cyber-attack.
Sewer Risk Management	DKF Solutions Group, LLC David Patzer Office: 707.373.9709 Email: dpatzer@dkfsolutions.com Website: http://www.dkfsolutions.com	Free sewer risk management resources for NCC members and residents https://www.besewersmart.com
Sidewalk Repair Services	Precision Concrete Cutting www.dontgrind.com Katrina Lynch (916) 847-7346 Klynch@dontgrind.com Joseph Ortega jortega@DontGrind.com	<i>Master contract with NCCSIF – no need for your own</i>

Member Services

User Guidelines

NCCSIF Risk Control services include a variety of services such as, training, inspections, assessments, and program development efforts. Each member has a designated number of days of service for the current program year. Members are encouraged to use their designated allowance within the program year.

The list of service options is provided for the program year. The time required to deliver each service option is available for planning purposes. Members may combine service offerings, as needed, to fill a service day. Many of the services can be provided on-site or virtually. Members are encouraged to use their allotted service days in two consecutive day increments when selecting on-site services.

Service day

Service days are normally delivered Monday through Friday, 8:00 a.m. to 5:00 p.m. Requests for Saturday service are considered on a case-by-case basis when staff and equipment are available.

On-Site Services

On-site services and training sessions are delivered in full-day increments. Half-Day trainings can be completed in one working day in a morning and afternoon session to utilize a single service day.

Virtual Services

Training sessions delivered virtually can be provided in half-day increments. Virtual training will be recorded and made available to the members.

Service & Scheduling Requests

All service requests are made through the Risk Control Manager. All efforts will be made to accommodate requests based on staff availability.

Members may contact the Risk Control Manager throughout the year to schedule services or may set their desired training timeframe at the beginning of the program year. NCCSIF will send out periodic reminders to members and their risk control contacts to remind them to schedule services.



Northern California Cities Self Insurance Fund

c/o Alliant Insurance Services, Inc.

Corporate Insurance License No. 0C36861



ERGONOMIC EVALUATION REQUEST FORM

Northern California Cities Self- Insurance Fund (NCCSIF) is pleased to offer ergonomic evaluation services. Sedgwick is the risk control service partner to NCCSIF and conduct the evaluation. If you have any questions, please reach out to Shane Baird: shane.baird@sedgwick.com.

Member Entity Name: _____ **Today's Date:** _____

Your Name: _____ **Phone:** _____

Your Email Address: _____

Employee Contact Information

*Please include pictures of your workstation.

Employee Name: _____ **Job Title:** _____

Email Address: _____ **Phone Number:** _____

Employee Work Site Address: _____

Employee Work Hours: _____

Date Ergo Evaluation Needed by: _____

Please provide a reason for the ergonomic evaluation request: (explain employee symptoms or workstation issues).

(If additional room is needed, please attach separate sheet.)

Please e-mail the completed form to: Shane Baird shane.baird@sedgwick.com or (661) 619-3520

NCCSIF Program Administrators:

Marcus Beverly Marcus.Beverly@alliant.com or Jenna Wirkner Jenna.Wirkner@alliant.com



2015-2016 Risk Management Assessment Scorecard

WORKERS' COMPENSATION BEST PRACTICE CATEGORIES	Anderson	Auburn	Colusa	Corning	Dixon	Elk Grove	Folsom	Galt	Gridley	Ione	Jackson	Lincoln	Marysville	Nevada City	Oroville	Paradise	Placerville	Red Bluff	Rio Vista	Rocklin	Willows	Yuba City
Aerial Lift Operations	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Aerosol Transmissible Diseases (ATD) Exposure Control	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Bloodborne Pathogens (BBP) Exposure Control	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Confined Space	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Emergency Response	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Ergonomic Injury Management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Fire Department Operations (WC and GL)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Fire Prevention Program	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Forklifts & Powered Industrial Trucks	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Hazard Communication Program	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Hearing Conservation Program	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Heat Illness Prevention Program	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Injury & Illness Prevention Program (IIPP)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
LOTO & Hazardous Energy Control Program	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Parks & Recreation Operations (WC/GL)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Personal Protective Equipment (PPE) Assessment Certification	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Police Department Operations (WC & GL)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Respiratory Protection Program	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Return-To-Work -Transitional Duty Program	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Trenching & Excavation Operations	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Work Zone Safety	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Workers' Compensation Claims Administration	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

● 70% to 100% Strong – Major elements in place
● 40% to 69% Moderate – Some elements in place with additional work required
● 0% to 39% Considerable effort required to develop and implement major elements
● No Operations/Operation Contracted Out

As of April 18, 2016



2015-2016 Risk Management Assessment Scorecard

GENERAL LIABILITY BEST PRACTICE CATEGORIES	Anderson	Auburn	Colusa	Corning	Dixon	Elk Grove	Folsom	Galt	Gridley	Ione	Jackson	Lincoln	Marysville	Nevada City	Oroville	Paradise	Placerville	Red Bluff	Rio Vista	Rocklin	Willows	Yuba City
ADA Compliance	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Animal Control Services	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Auto & Fleet Liability	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Business Continuity	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Contractor Selection & Control	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Contractual Transfer of Risk	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Employment Practices Liability	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Information Technology	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Risk Management Program Overview	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Sewer Liability Management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Sidewalk Liability Management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Traffic Engineering	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Urban Forest Management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

PROGRAM COVERAGES	Anderson	Auburn	Colusa	Corning	Dixon	Elk Grove	Folsom	Galt	Gridley	Ione	Jackson	Lincoln	Marysville	Nevada City	Oroville	Paradise	Placerville	Red Bluff	Rio Vista	Rocklin	Willows	Yuba City
Workers’ Compensation Program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
General Liability Program	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Aquatics Operations	No	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes
City Fire Department Operations	No	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes
Sewer Operations	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes



PROPOSED RISK CONTROL SERVICE PLAN FOR 2025/2026 PROGRAM YEAR

ACTION ITEM

ISSUE: Shane Baird, Sr. Consultant, Risk Control Services, will provide an overview of the services available to members and solicit feedback for training topics, risk management support, or other focus of risk control efforts for the 2025/2026 Program Year.

The contract for Risk Control Services provides the following scope of services, with each member able to customize the plan to their needs. Certain areas may be a focus for all members based on loss experience, evolving risks, or the need to establish baseline standards and goals.

Workers Compensation Claims Loss Analysis

Conduct in-depth claims loss analysis of the previous 5-year experience focusing on severity and frequency trends. Using a systematic approach to analyze loss data, the NCCSIF Risk Control Manager will identify the loss drivers and recommend targeted services to pool members.

Focused Risk Assessments

Conduct biennial risk management program assessment for each member including discussion on member's specific needs, development of action plans, and review of the available risk control resources. Services include on-site inspections, interviews with staff, and report writing. Maintain and update the member's progress and program scorecard throughout the year.

Member Services

Provide the equivalent of three days (provided in half day and/or full day increments) of risk control services to each member, Risk control services may include assisting with best practice recommendations identified in the risk management assessments. In addition, the following services include:

- Onsite or virtual trainings to meet the Cal/OSHA requirements and identified gaps.
- Participate in safety committee meetings
- Provide sample written programs/policies and assist with development and implementation.
- Facility inspections that focus on Cal/OSHA compliance and other hazards
- Provide cause and analysis
- Other consulting services as needed



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.3. continued

Members may request a risk management orientation for Managers and Supervisors. This orientation is designed to provide your management team with an understanding of risk management best practices and services that are available as an NCCSIF member. The training is jointly presented by the NCCSIF Program Administrator, Sedgwick Account Manager (TPA) and Sedgwick Risk Control Account Manager. This service will not count toward the number of allocated service days.

Safety Communication/Resource Development

Timely safety topic alerts and information will be provided to NCCSIF members on a regular basis. In addition, Sedgwick Risk Control continues to build documents and tools for members to conduct a self-assessment on liability and employee safety exposures. The following communications were sent to members and can be accessed from the Sedgwick Risk Control website:

- Indoor Heat Illness Prevention Regulation
- Wildfire Smoke Safety
- Great American Shakeout
- Grant Pass Decision – Homeless Encampment Clean-up
- Vacant Building
- Driving in the Holiday Season
- Cal OSHA Recordkeeping & Reporting
- COVID-19 Update
- Outdoor Heat Illness Prevention

Training Coordination

Coordination of member training services and provision of regional trainings (training may be virtual or in person events). Trainings recently completed or planned for the program year include the following:

- Workplace Violence Prevention July 2025
- Managing Sidewalk Liability – August 2025
- Motivate and Lead – October 2025
- Risk Management 101 – November 2025
- Insurance Requirements in Contracts (IRIC) – January 2026
- Playground Inspections – March 2026
- Heat Illness Prevention – April 2026
- Aquatic Facility Operator Course – May 2026
- More as they surface



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.3. continued

EAP and Management Training

Staff is working with ACI Specialty Benefits, 34th Street Consulting and others to deliver virtual training events on topics addressing management, communication, stress, wellness, diversity, equity, inclusion, ethics, and harassment. ACI Specialty Benefits sessions will be recorded and posted on the NCCSIF website.

Safety Recognition Program

Staff will oversee the implementation of the NCCSIF Cash for Safety Program. This includes providing resources and marketing efforts to promote the program as well as gathering the required information to identify the program award recipients. All members can participate and are not limited to the amount of safety suggestions/mitigations throughout the program year. All member submissions will be presented at the Risk Management Committee meeting in April and the Committee will recommend winners to the Board.

Additional Services and Resources

- Unlimited phone and email consultation with the NCCSIF Risk Control Manager
- Coordination support for members to request grants from the NCCSIF Cash for Safety Culture Risk Management Fund
- Access to the resources on the Sedgwick Risk Control website:
<http://riskcontrol.sedgwick.com>
 - ***On-line Streaming Videos*** - Members have access to over 400 on-line streaming videos to help comply with OSHA and other regulatory training requirements. Sedgwick-produced videos are also developed on key safety topics.
 - ***Safety Publications*** - Sedgwick Risk Control has developed customized safety publications that provide guidance on Cal/OSHA regulatory requirements and industry Best Practices. The publications are written in an interesting and informative manner, nicely designed, and ready for distribution.
 - ***Sample Programs, Forms, and Checklists*** - Up to date sample safety programs, forms, and checklists are available in a streamlined, yet comprehensive manner. These documents are in Word or Excel format so that they can be easily customized by each member.

FISCAL IMPACT: None from this item. Contracted services budgeted at \$184,320 with additional \$30,000 for outside training and Safety Award.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.3. continued

RECOMMENDATION: Review and provide feedback on desired training topics and services for the 2025/2026 Program Year.

BACKGROUND: NorCal Cities contracts with Sedgwick for risk control services, including risk assessments and follow up to assist members in implementing the pool's Best Practices for most municipal operations. They also provide on-site support for inspections, training, and other services as needed.

ATTACHMENT(S): None.



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.4.

**CASH FOR SAFETY CULTURE AWARD PROGRAM
ACTION ITEM**

ISSUE: The Program Administrators have received nominations for the “Cash For Safety Culture” program awards. Shane Baird will present the attached material regarding the program and the submissions for the committee to review and recommend awards or other action to the Board.

The members who submit the top three entries will be invited to share their submissions at the Annual NCCSIF Board Meeting and have them posted on the NCCSIF website. Members and staff will be able to review all submissions to determine if any of the ideas could have a positive impact on their organizations and consequently the entire membership.

FISCAL IMPACT: None expected from this item - \$10,000 for awards in FY 24/25 budget.

RECOMMENDATION: Review and provide recommendations to the Board of Directors on the nominations.

BACKGROUND: Members are reminded of the “Cash for Safety Culture” incentive program approved by the Board. The program is designed to recognize and reward members for promoting a positive safety culture within their organization. Members are encouraged to identify risks within their organizations, develop an idea or solution to reduce the risk, and describe the results. The award criteria will be based on proactive/innovative safety solutions that were implemented by the member and improved employee safety or reduced risk exposures.

To be eligible Members will complete the attached application form and provide any supporting documentation to the NCCSIF Risk Control Manager identifying the risk, the idea or solution, and its impact on employees or citizens. The entries will be presented to the RMC, with member references removed to maintain anonymity. The RMC will review all submissions and recommend the winners.

Cash prizes will be awarded for the “Most Outstanding” submission (\$5,000), an “Outstanding” submission (\$3,000) and a “Good” submission (\$2,000). All other submissions will receive an Honorable Mention certificate. The RMC will reserve the right to withhold, or reduce, a monetary award if the submission does not meet the awards criteria.

ATTACHMENT(S):

1. Cash for Safety Culture Program Overview & Award Applications
2. Cash for Safety Voting Scorecard

NCCSIF

Cash for Safety Culture
Program



Presented by: Shane Baird CSP, CHST

NCCSIF Risk Manager



Cash SAFETY for CULTURE



- Open to all 22 NCCSIF members.
- Submissions can be submitted anytime.
- Members are reminded of the program monthly.
- Members have access to the application via the NCCSIF website.

Cash SAFETY for CULTURE



- Designed to recognize and reward members for promoting a positive safety culture.
- Members are encouraged to identify risk.
- Develop mitigations to eliminate or minimize the risk.
- Describe the results of the mitigation.

Cash SAFETY for CULTURE



AWARDS:

- Most Outstanding = **\$5,000.00**
- Outstanding = **\$3,000.00**
- Good = **\$2,000.00**
- All other submissions receive an Honorable Mention certificate
- Top three entries will be shared at the Board Meeting and will be posted on the NCCSIF website.



SUBMISSIONS

Total Submissions: 18

Total Member Engagement: 10

Cash SAFETY for CULTURE



Describe the hazard or problem:

Our Police Department lobby had two wooden doors to access the dispatch room and the interview room. Using wood doors at a police department, particularly for interview rooms, can present safety and security concerns for both employees and protected citizens. Also the confidentiality in the police interview room is crucial. Wood doors do not adequately block sound, potentially compromising sensitive discussion or interrogation privacy. Wood doors are less resistant to forced entry, making them easier to breach compared to steel or reinforced metal doors. In some cases, a wooden door can splinter or break, potentially creating dangerous sharp fragments that can be used as weapons by an agitated or violent individual.

The Corning Police Department had a situation with an agitated and violent individual and a Molotov cocktail in the dispatch waiting area for citizens. This situation prompted the need to upgrade the doors.

Provide details about your idea and solutions:

Replaced wood doors with steel doors and industrial hardware.
The door leading to the Dispatchers room has a secure keypad access.

Describe the results:

Replacing wood doors with steel doors has improved the overall safety, security, and functionality of police department facilities, ensuring a safer environment for employees and protected individuals alike. A keypad access on the door to enter the Dispatchers room allows access control and for the access code to be changed to grant or revoke access to specific individuals as needed.

HAZARD/PROBLEM: City PD had wooden doors at the dispatch and interview room. This posed a safety and confidentiality concern.

MITIGATION: Replace the wooden doors with steel doors and industrial hardware. Also installed a keypad to access the dispatch room

RESULTS: Replacing the wooden door improved overall safety, security and functionality of police department facilities. The keypad also allows more control

Cash SAFETY for CULTURE



Cash SAFETY for CULTURE



CashSAFETY for CULTURE



Describe the hazard or problem:

Cal/OSHA's Indoor Heat Illness standard requires supervisors to log indoor heat index throughout the day. This creates a significant administrative burden that will likely not be fully followed without extensive reminders. It would be very easy for a supervisor to forget to check the temp at the right time and then log it. Especially for Elk Grove, in that we don't have anyone working in indoor unconditioned spaces full-time. Workers are generally not indoors for more than a few hours at a time.

Provide details about your idea and solutions:

Our supervisors are aware of indoor temps and protect their crews from indoor heat illness effects. Having to log temps at certain times throughout the day is difficult to remember, even when staying aware of temps. Missing readings would result in an administrative fine.

Finding an automated system to meet all statutory requirements was difficult as no system was providing all the answers... until I found Kestrel's Heat Stress Monitoring System

Describe the results:

I secured two of the systems and had them installed in our unconditioned spaces. Linked with Ambientweather.net, these systems fulfill all the statutory requirements. They communicate with the website showing current conditions, which all supervisors can access using a PC or smartphone. The website creates a log that supervisors can access should the need arise. The tablet screen is always on and allows employees to see what the current conditions are out in the unconditioned space. Should Cal/OSHA request logs, they're easily downloadable from the website. These units have been well received and are working well.

HAZARD/PROBLEM: Cal/OSHA's Indoor Heat standard requires to log the heat index throughout the day. This posed a significant administrative burden.

MITIGATION: Installed a Heat Stress Monitoring System that logs the temperature through the day.

RESULTS: The new systems meet Cal/OSHA's regulatory requirements, and the readings can easily be downloaded if Cal/OSHA were to ever request the readings. Employees can also see the temperature in real time.

Cash SAFETY for CULTURE



CashSAFETYforCULTURE



Describe the hazard or problem:

As a Lieutenant supervising several [REDACTED] Police Units—including the Problem Oriented Policing (POP) team, Homeless Outreach Team (HOT), School Resource Officers (SRO), and Critical Incident Response Team (CIRT)—I was responsible for ensuring the safety of my team during an unexpected workplace relocation.

In the summer of 2024, our police facility underwent remodeling, requiring us to relocate to the second story of the [REDACTED] City building. This transition presented two key challenges:

1. Our primary workspace was now separate—albeit a short distance—from our usual police facilities.
2. More significantly, we were now operating from a second-floor location, an unfamiliar setup for most officers.

Throughout my 30-year career, I have always worked in single-story police buildings, making this a unique experience. As I monitored my team's adjustment to the new location, I observed officers rushing down the stairs at high speeds whenever a priority call came over the radio. With fall and winter approaching, I became increasingly concerned about the potential for slips and falls, especially when the stairwell became wet due to heavy foot traffic and seasonal storms.

The stairwell features hard-molded plastic steps with small circular undulations designed for traction. However, given that the building is over 25 years old, I felt that the existing traction was inadequate for officers navigating the stairs at high speeds multiple times a day.

Provide details about your idea and solutions:

To mitigate the risk of slips and falls, I proposed an easy and cost-effective solution: installing grip tape on each stair tread to enhance traction.

This approach offered several advantages:

- Quick implementation – The solution did not require major renovations or long-term construction.
- Cost-effectiveness – Grip tape is inexpensive and can be easily replenished when worn down.
- Immediate impact – The added traction significantly reduced the risk of slipping, especially in wet conditions.

The grip tape was installed by our facilities personnel in a timely manner, ensuring that the stairwell remained safe for daily use.

HAZARD/PROBLEM: Due to a remodel the PD was forced to move to the second story. This posed a fall hazard due to having to rush down the stairs in emergency situations that featured hard molded plastic steps.

MITIGATION: Installed grip tape on each stair to enhance traction.

RESULTS: The grip tape has made the stairs safer to travel because of the increased traction and helps to decrease the likelihood of potential injury.

Cash SAFETY for CULTURE

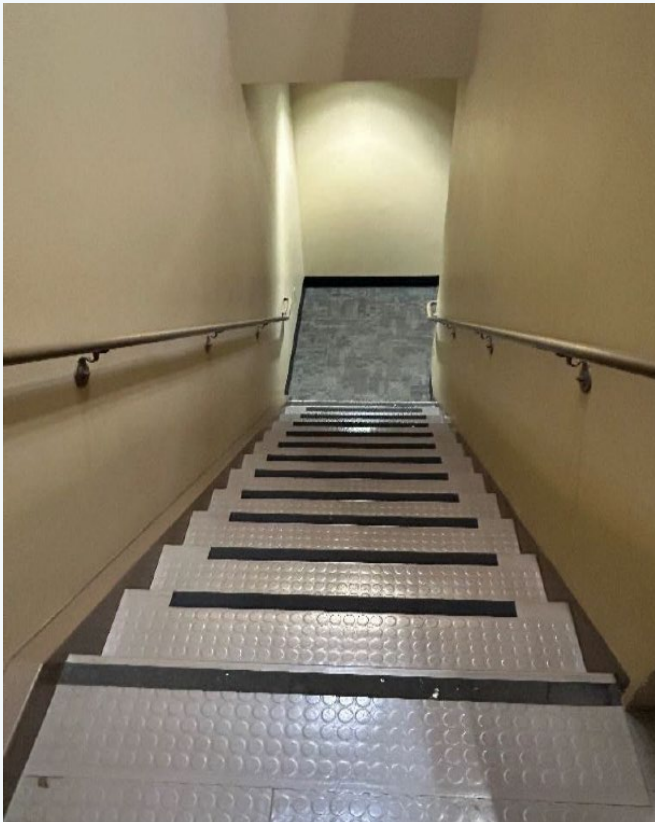


Describe the results:

The installation of grip tape has made a substantial difference, particularly since the heavy rains began. The transition areas, where I anticipated the most issues, have remained safe, and officers can now navigate the stairs with confidence.

Beyond benefiting police personnel, the added traction has also improved safety for all employees using the stairwell multiple times a day. As the tape wears down over time, it can be easily replaced, ensuring continued effectiveness without significant maintenance costs.

This proactive safety enhancement has effectively reduced the risk of falls, reinforcing our commitment to workplace safety and setting a precedent for future improvements.



Cash SAFETY for CULTURE



Describe the hazard or problem:

The Community Development Department public counter remains fully open at all times, with no physical barriers or closures. Due to its open nature, there were no measures in place to ensure safety or restrict access, increasing the potential for security concerns.

Provide details about your idea and solutions:

The City sought to enhance security in the area, as the fully open design of the public counter presented safety concerns. To address this, the space was modified by installing bulletproof glass and enclosing the previously open area to create a more secure environment for employees and visitors.

Describe the results:

As a result, while the area has been enclosed for safety, it still maintains a spacious feel, allowing the department to conduct business efficiently and effectively.

HAZARD/PROBLEM: The Community Development counter which does not restrict access to the to ensure the safety of the employees.

MITIGATION: The counter was modified by installing bullet proof glass which created a more secure environment for employees and visitors.

RESULTS: The city employees are safer because of the installation and business can still be conducted efficiently.



BEFORE

Cash SAFETY for CULTURE



AFTER

Cash SAFETY for CULTURE



Describe the hazard or problem:

The City has experienced two positively confirmed cyper security hacks and one negative confirmed cyber security hack. The hackers brought down our system for months and data was erased from desktop computers and other areas that were not backed up.

Provide details about your idea and solutions:

The Information Technology Department has assigned annual cyber security training to all staff. Reminder emails are sent to those who have not completed their required trainings. An incentive program has been implemented for staff who have completed the training on time. Test emails such as simulating phishing attacks and vulnerability assessments help keep staff aware and vigilant by regularly reinforcing security practices and raising awareness of potential threats. In addition, the department has increased the minimum password length policy to 15 characters making it much harder for attackers to crack.

Describe the results:

The Cybersecurity training and testing provide employees with hands-on experience in identifying and responding to cyber threats in real-world scenarios, helping them develop the skills and instincts to recognize suspicious activities or security breaches. Conducting these tests periodically creates a culture of continuous learning and awareness. Staff become more accustomed to the potential risks and better prepared to act when an actual cyber threat arises. Testing has also helped us identify areas where staff need additional training and ensures that any gaps in security knowledge are addressed before they lead to breaches. This helps reduce the possibility of human error, which is usually the main factor in cyber incidents, and reinforces the importance of vigilance in maintaining a secure environment. Testing keeps employees on their toes and ensures they remain alert and prepared for continually evolving cyber threats. Additionally, increasing the minimum character password length reduces the likelihood of a successful cyber attack adding a critical layer of defense against unauthorized access.

HAZARD/PROBLEM: The city experienced two cyber attacks and one negative confirmed hack that brought the systems and data was erased.

MITIGATION: Implemented an incentive programs for those who complete trainings, test/phishing emails implemented to bring awareness, increased password length.

RESULTS: Staff has become more aware and better prepared to act when a cyber attack arises.

Cash SAFETY for CULTURE



Describe the hazard or problem:

Receiving multiple claims for hazards at the [REDACTED] Flea Market Grounds. There was no safety inspection in place to look for these hazards.

Provide details about your idea and solutions:

Worked with Sedgwick to develop a safety inspection checklist. Walked the market grounds to identify safety hazards and concerns that need to be addressed.

Describe the results:

The Market staff is now able to utilize the checklist developed to implement a standard weekly inspection of entrances/exits, sidewalks, parking lots, vendor equipment, general market area, special hazards and other miscellaneous areas of concern. The inspection includes a detailed record of the action taken to correct the hazards and who completed each action. Having this in place will ensure compliance with safety regulations and industry standards. This proactive approach shows the City took reasonable steps to prevent injuries on City property. Regular inspections will reduce the risk of unsafe conditions that could lead to costly litigation.

HAZARD/PROBLEM: Several claims due to multiple hazards at the city's Flea Markets grounds. Also, there was no inspection process in place.

MITIGATION: Worked with Sedgwick to develop a safety inspection checklist and performed a physical hazard inspection of the Flea Market.

RESULTS: Staff now utilizes the checklist, and the Flea Market is inspected weekly. Having this in place ensures compliance with safety and industry standards. Also shows the city is proactive to address hazards.

Cash SAFETY for CULTURE



Describe the hazard or problem:

The City does not have a public information officer to relay information in the event of a crises or high-visibility event. This person should relay information to media outlets including social media to protect the reputation of the City and and mitigate legal challenges with getting accurate and consistent information to the public.

Provide details about your idea and solutions:

The City has partnered with Cole Pro Media to assist in responding quickly to media inquiries, managing social media channels and issuing official statements from the City.

Describe the results:

Partnering with Cold Pro Media minimizes public relations (PR) risks by tracking social media platforms, news outlets and online content to monitor public sentiment, emerging issues and negative coverage in real-time. Leveraging these tools helps the City identify potential threats early and respond swiftly before they escalate, reducing the likelihood of damaging the City's reputation. This proactive approach allows for timely intervention, strategic messaging and damage control which is critical in maintaining a positive public image and mitigating risks that could lead to public backlash or legal challenges.

HAZARD/PROBLEM: The City does not have a PIO to speak on events of a crisis or high-visibility events.

MITIGATION: The city has partnered with a 3rd party to assist in responding to media inquiries, social media challenges and issuing official statements.

RESULTS: Partnering with this 3rd party protects the city's reputation and allows for timely intervention.

Cash SAFETY for CULTURE



Describe the hazard or problem:

There was not a comprehensive training program or a way to track completed trainings for all staff at the City. Training for some positions were self assigned by their manager or supervisor during hiring and annual or ongoing trainings were never completed.

Provide details about your idea and solutions:

We worked with each of the department directors to identify training applicable to each classification and their job duties in the fall of 2024. We made a recommendation to each of the department heads and solicited their feedback. We already utilize target solutions training but it was only used as a self-assigned program. We assigned all trainings based on the matrix.

Describe the results:

Trainings are assigned beginning January each calendar year and due by December. We will be incorporating the required trainings into the annual evaluation program to have accountability for completing the assigned trainings.

HAZARD/PROBLEM: There was not a comprehensive training program or a way to track completed trainings.

MITIGATION: Worked with all dept. directors and a training matrix was developed and trainings are assigned based on the matrix.

RESULTS: The trainings are assigned each January and will be part of the annual evaluations program to have accountability.

Cash SAFETY for CULTURE



Describe the hazard or problem:

In the beginning of the 2024-2025 Fiscal year, our Recreation Coordinator unexpectedly resigned from the City of [REDACTED]. I stepped up to cover the Recreation Department and stay as Finance Director. During my time as Interim Recreation Director, I noticed multiple outdated procedures and potential safety issues.

The Recreation Department has a group of Senior Citizens twice a week, where they can come in and have breakfast, socialize, and play Bingo, it's a popular program. During the school year, there is a preschool/daycare that rents out a room 4 days a week with roughly 20 children. At all times, the front door was open to the public, anyone could come into the Recreation where the Elderly and Daycare was being held at.

Provide details about your idea and solutions:

The Recreation Department is located at [REDACTED] Manuel Vierra Park, which is hidden from public view unless you physically enter the park. I saw this as a potential Safety concern, and presented a report to the City Administrator and IT Department to install Cameras, locked door, a camera/doorbell system, and PD to have access to those cameras at all times. Security cameras installed internally and externally have acted as a deterrent thus far making the building safer and reducing risk of break-ins.

Describe the results:

As of today, the security cameras have been installed covering all entrances and potential blind spots. The doors lock and a doorbell/camera system has been installed. Staff will be able to see and speak to the public that rings the doorbell before letting them inside the building. City staff, Daycare Staff, and the Senior Program Attendees have stated they feel safer and more comfortable. The Cameras were placed in areas where theft or vandalism had the highest risk.

HAZARD/PROBLEM: The city's recreation building location is in an area that is hidden from public view which poses a security risk because of the unsecured doors.

MITIGATION: To increase security cameras were installed, doors to remains locked where applicable, installed a camera/doorbell system and allowed PD to have access to those cameras.

RESULTS: City staff, daycare staff, and the senior program attendees have expressed they feel safer because of the new additions.

Cash SAFETY for CULTURE



Cash SAFETY for CULTURE



Cash SAFETY for CULTURE



Describe the hazard or problem:

In July of 2024 the Lone Police Department moved our facility from City Hall to a leased building. After our homicide in 2023 we ran out of space in our property room and with the growth in the department we were out of space. My concern was physical security of not only our new facility but of confidential information within the department. With DOJ terminals and access to reports we needed to make sure our facility was more secure than our old facility in city hall.

Provide details about your idea and solutions:

We came up with three ways to secure and control access to our new facility. The first approach was to install cameras both inside and outside the new police facility. The cameras chosen not only do video but audio as well. The second approach was controlled access. This was accomplished by changing all locks to HID card access. This gives the card holder access to only the areas needed. The third approach was a new facility access policy which includes visitor logs and escorted control. All visitors must be logged in, given a visitor lanyard, and escorted only to common areas except meetings with command staff.

Describe the results:

As a result of the policy and security measures put into place the Lone Police Department is now a secure controlled facility. The Department of Justice visited our facility in October of 2024 and were impressed with the changes made to our facility security. Our new security procedures, policies, and hardware exceeds both state and federal standards for DOJ terminals and protection of sensitive data.

HAZARD/PROBLEM: The city PD relocated and quickly realized there were physical security issues as well as confidential information not fully secured.

MITIGATION: Cameras were installed both inside and outside the new facility. All locks were changed to HID card access which allows for restrictions to areas. Implemented a visitor log as well as escort control.

RESULTS: The PD dept is now a more secure controlled facility. The DOJ visited the facility and were impressed with the changes made. The new procedure and hardware exceed DOJ minimum requirements.

CashSAFETYforCULTURE



Describe the hazard or problem:

Working near a roadway in low-light conditions seriously threatens workers due to diminished visibility. This reduced visibility significantly heightens the chances of drivers not seeing them, which raises the risk of severe accidents. The danger is further intensified by contributing factors such as driver fatigue, poor road markings, and inadequate lighting in the work zone. Together, these elements create a perilous environment that can lead to catastrophic injuries or even fatalities. It is crucial to address these risks to ensure the safety of all workers.

Recently, our police personnel joined forces with the Public Works Department to tackle a pressing roadway hazard. It was emphasized how dangerous it can be to spot fast-moving workers in low or no light conditions. Even when they are wearing reflective vests, a driver may fail to see an employee standing just beyond the reach of headlights. This highlights the urgent need for enhanced safety measures to protect those working in these hazardous environments.

Provide details about your idea and solutions:

To mitigate these dangers, several years ago, the Police Department invested in personal lighting devices from Guardian Angel. These 360-degree warning lights have increased the visibility of personnel working on or near the roadway.

Describe the results:

I have no affiliation with Guardian Angel; I genuinely believe in the effectiveness of their product. I strongly advocate for the purchase and mandatory issuance of these lighting devices as standard personal protective equipment (PPE) for all city employees who work in or near roadways during low-light or no-light conditions. Implementing this safeguard not only enhances visibility but also significantly increases the safety of our workforce.

Since the introduction of this device, our officers have expressed a significant increase in their sense of safety, stating they feel more visible and recognized than they do when simply wearing a reflective vest. This enhancement in their perception underscores the device's transformative impact on their protection and presence in the field..

HAZARD/PROBLEM: It was recognized that poor light conditions pose a significant threat to the workers and officer who must put themselves in high traffic environments.

MITIGATION: To mitigate the hazard the PD invested in personal lighting devices that increase visibility by using 360-degree warning lights.

RESULTS: Since implementation, the officers have expressed a significant increase in their safety, stating they feel they are more visible than before the implementation.

Cash SAFETY for CULTURE



CashSAFETYforCULTURE



Describe the hazard or problem:

In a small agency, dispatchers are often working solo and perform a wide variety of dispatch tasks such as handling incoming emergency calls, tracking and monitoring officers for safety, managing multiple phone lines, listening to the radio and dispatching calls for service. Our dispatchers were inundated with calls with only one staff per shift. This created a hazard when multiple 911 lines were ringing at once.

Provide details about your idea and solutions:

Our Police Department contracted with Prepared 911 to reduce the workload on 911 dispatchers by leveraging automated systems and tools to manage non-emergency calls, routine inquiries and automate certain aspects for emergency response. This allowed dispatchers to focus on more critical incidents, improving overall response times in the emergency response process.

Describe the results:

Prepared 911 automates call handling triaging certain calls, directing them to appropriate resources or providing scripted responses to common inquiries, reducing the need for a live dispatcher to take each call manually. Emergency calls are transcribed in real time in English and Spanish (other languages coming soon), allowing us to prompt questions without the use of a translation service. During the 911 call, the information captures everything case in case information is missed by the dispatcher, allowing for more accurate information to be provided to patrol officers. In addition, Prepared 911 offers callers self-service options through interactive voice response (IVR) systems. The system helps prioritize incoming calls, routing more critical cases to human dispatchers while less urgent calls may be handled by automated systems or redirected to appropriate agencies. Prepared 911 helps automate the collection of information such as location and nature of the emergency improving response times and efficiency.

HAZARD/PROBLEM: The City's dispatchers often work solo which created a hazard because only one 911 call at a time could be answered.

MITIGATION: The City contracted with Prepared 911 to reduce the workload on 911 dispatchers by leveraging automated systems and tools to manage non-emergency calls.

RESULTS: The systems helps prioritize calls, routing more critical calls to human dispatchers while less urgent calls may be handled by the automated systems or redirected to the appropriate agencies.

Cash SAFETY for CULTURE



Describe the hazard or problem:

The Police Department was engaging in high speed pursuits overwhelming emergency services and traffic which increased the danger to everyone involved or in the area of the pursuit.

Provide details about your idea and solutions:

The Police Department contracted with Star Chase to eliminate the need for high-speed chases by using a GPS tracking system. This program features a launcher that fires a small GPS tag onto a suspects vehicle during a pursuit or when a suspect is attempting to flee. Once the tag is attached, officers can track the suspects location in real time allowing them to disengage the high speed pursuit.

Describe the results:

This technology alleviates the dangers of high-speed pursuits, such as collisions, loss of control or injury by allowing officers to safely monitor a suspects movements from a distance. With the GPS tracking device in place, law enforcement can coordinate with other agencies, set up roadblocks and make a controlled arrest without the immediate risks associate with a high-speed chase. The program provides for a more safe and strategic alternative to apprehending suspects.

HAZARD/PROBLEM: The City recognized the dangers of high sped police pursuits which could cause unnecessary harm.

MITIGATION: The City contracted with Star Chase to eliminate the need for high-speed chases by using GPS tracking system by launching a GPS onto the suspects vehicle then can be tracked via GPS.

RESULTS: The technology alleviates the dangers of high-speed pursuits which provides for a safe and strategic alternative to apprehending suspects.

CashSAFETYforCULTURE



Describe the hazard or problem:

The City partners with CalTRANS to maintain the landscape area along the freeway over crossing. The area is a grassy terrain on a steep sloped hill. Staff had to mow the grass down with hand weed eaters to abate the weeds.

Provide details about your idea and solutions:

The Parks and Recreation department purchased robot mowers solely to manage this area where the slope was too steep for a standard mower and too labor intensive to mow by hand. The robot mowers are specifically designed to handle steep inclines and difficult terrain, making them the ideal solution for mowing overpass hillsides safely and efficiently. This new equipment ensures consistent mowing without putting workers in unsafe working conditions.

Describe the results:

In the past, employees had to navigate challenging terrain with manual equipment, which is both physically demanding and dangerous. With robot mowers, we remove the human element from these high-risk areas entirely, allowing for safer, more effective lawn maintenance. The decision to invest in this equipment is rooted in our ongoing commitment to improving the safety of our operations. This technology will help us minimize the risk of accidents and injuries while maintaining high-quality landscaping standards.

HAZARD/PROBLEM: Employees maintain landscape along freeways and steep slopes using handheld weed eaters.

MITIGATION: A robot mower was purchased to manage the areas where slopes are too steep inclines and difficult terrain.

RESULTS: The implementation of the robot mower allows for a safer work environment with the goal of reducing accidents and workplace injuries.

Cash SAFETY for CULTURE



Program Name: Cash for Safety Culture Award Submission

City of [REDACTED] ("City") is excited to submit recent safety improvements for consideration in the Cash for Safety Culture Award Program. Our commitment is to cultivate a proactive and engaged safety culture across all departments while prioritizing the health and safety of our employees. In the spring of 2024, the City partnered with Sedgwick Risk Control Services to conduct a Physical Hazard Inspection of City properties. The inspection identified several areas requiring hazard improvements across multiple City locations. Risk Management then developed a plan addressing both immediate, low-cost improvements and long-term strategies for ongoing safety initiatives. Below are some of the key improvements from 2024, both implemented and in progress:

1. Development of Evacuation Maps for the Workplace Violence Prevention Plan

The inspection report highlighted that the City's evacuation maps were outdated and only available for a few buildings. In response, we created updated evacuation maps for City Hall and the Senior-Multi Use Center as the first phase of a comprehensive map update. These maps are now in the final stages of printing and will be prominently displayed throughout the buildings. They are an integral part of our Workplace Violence Prevention Plan.

2. Physical Hazard Inspection Checklist and Departmental Responsibility

In collaboration with various departments, we developed a thorough physical hazard inspection checklist. As part of this effort, we appointed a safety officer in each department to oversee and address potential hazards. These designated officers are responsible for ensuring their departments are well-maintained and actively identifying potential safety risks. This system has promoted accountability and contributed to a safer working environment throughout the organization.

3. Ordering and Installing Exit Signage

The inspection report identified the absence of exit signage at key exit doors. To enhance our emergency preparedness, we ordered and installed clear, visible exit signs throughout our facilities. These signs are strategically placed near doors in every department, ensuring that employees can quickly and easily locate exits in an emergency. This initiative has greatly improved our evacuation procedures, facilitating a quicker and more organized response in any evacuation situation.

HAZARD/PROBLEM: The city partnered with Sedgwick RC to conduct inspections. The city was not in compliance with several Cal/OSHA regulations and lacked key components of WPV plan and EAP.

MITIGATION: The city took the finding found during the inspection and implemented the recommendations.

RESULTS: Implementing the recommendations have made significant progress in fostering a safer, more secure work environment through these initiatives.

CashSAFETYforCULTURE



Describe the hazard or problem:

My job requires me to lift people off the ground daily, often in challenging conditions. Many individuals are overweight, have poor hygiene, and may be partially or completely unclothed. They are often found in hard-to-reach areas such as between furniture, in bathtubs, or in bathrooms.

Back injuries are common among my coworkers and me, with multiple workers' compensation claims filed due to the strain of lifting. After recovering from a severe back injury, I returned to work and had to lift 11 people in a single 24-hour shift. Most of my coworkers have also experienced back strain or injuries.

Our typical method involves lifting under the patient's arms, but many individuals have shoulder issues and cannot tolerate this technique. Despite the frequency of injuries, we continue to face these challenges daily.

Provide details about your idea and solutions:

My coworkers and I collaborated to create a simple and effective lift assist device. We purchased a heavy-duty 12,000 lb tow strap and cut it into 3.5 ft sections. A commercial company then reinforced the strap by sewing on nylon handles and grips.

The strap wraps around the person's back and under their arms, providing a secure grip and promoting proper lifting posture. The handles allow up to three people to assist, significantly reducing the strain and effort required for heavy lifts.

Describe the results:

After using the strap for 12 months, I have not had a single patient complain about shoulder pain. The strap folds compactly to fit in our existing medical bags and can be easily washed in a commercial extractor/washer after each use.

We have successfully lifted individuals weighing up to approximately 350 lbs with this device. Since implementing the strap, I have not experienced any back strains, nor have I heard of any coworkers sustaining injuries. I believe this lift assist strap has been highly effective in reducing workplace injuries. Every engine in the city now carries these straps, and neighboring agencies are considering adopting them for their own use.

HAZARD/PROBLEM: The City's first responders were experiencing a high rate of back injuries because of having to lift/transport patients.

MITIGATION: The first responders recognized this as a problem and produced a solution to reduce/eliminate the risk of back injuries resulting from lifting patients by inventing a strap.

RESULTS: After implementing the strap, the department has not had a single back injuries or compliant. The strap has been placed in all engines.

CashSAFETYfor CULTURE



Describe the hazard or problem:

Last year, the City of [REDACTED] made significant improvements to its safety program, transforming it from an environment lacking OSHA compliance and safety awareness into a proactive, safety-first culture. Key developments included creating a Safety Committee Team, updating the IIPP and policies, establishing regular safety training, and implementing a Safety Inspection Team (SIT). While the City has made tremendous strides in improving its safety program, there is always room for growth to ensure that safety remains a top priority and evolves with changing needs. Acknowledging that some employees were more engaged than others in advancing the program, the City recognized the critical need for broader buy-in. As a result, several strategic initiatives have been implemented to further cultivate a strong safety culture, with an emphasis on improving employee engagement.

Provide details about your idea and solutions:

Since the last safety award submission, the City invited OSHA for a formal consultation to ensure their safety practices were fully compliant with OSHA standards. This consultation provided expert guidance on improving risk management and ensuring the City's safety protocols align with industry best practices (Attachment A). After the consultation with OSHA, the City took the important step of revisiting and rewriting their IIPP once again (Attachment B). This revision was based on OSHA's advice, ensuring that the program incorporates the latest safety practices, updates, and compliance requirements. By doing so, the City continues to prioritize the safety and well-being of its employees while remaining in line with safety regulations. The City took additional steps based on the results of the consultation by installing additional eyewash stations, mounting fire extinguishers, and following injury reporting guidelines.

In an effort to help strengthen the safety culture, the City conducted a survey to assess employee perceptions and attitudes toward safety. The Safety Culture Survey consisted of 23 questions with room for comment and was distributed to all non-sworn employees (Attachment C). Staff was encouraged to participate in the voluntary survey and the results were collected confidentially (Attachment D).

Beginning this year, the City introduced a quarterly safety newsletter titled *Safety Matters* (Attachment E). This newsletter highlights important safety topics, tips, and lessons learned from real incidents. It will also serve as a way to keep staff informed about new safety policies, upcoming training sessions, and key updates to the IIPP.

Within the quarterly newsletter, the City launched the *Employee Safety Spotlight* feature (Attachment E, pg 2). This section recognizes individual employees who consistently demonstrate a commitment to safety in their work. In addition to being featured in the newsletter, safety spotlight recipients are announced during an all-staff safety meeting and awarded "brownie points" (Attachment F) in the form of an actual box of brownies. At the end of the year, one Safety Champion will be selected from the list of recognized employees and awarded a special prize —hopefully funded by this submission! 😊

The response from the newsletter was positive, and the employees who were recognized in the *Safety Spotlight* were appreciative of the gesture. As the year progresses, department heads and supervisors know to be on the lookout for actions or attitudes that exemplify a safety mindset in our employees. By celebrating these safety champions, the City not only encourages positive behaviors but also motivates others to prioritize safety in their own daily tasks.

With a Risk Management Policy, the City ensures that safety issues are identified and addressed before they become incidents. Although the goals, responsibilities, and processes were already in place, it was essential to adopt a formalized policy.

These additional actions reflect the City of [REDACTED] ongoing commitment to enhancing its safety culture and ensuring that its employees are equipped with the knowledge, tools, and support to work safely. By continuously assessing and improving their safety protocols through expert consultations, feedback from employees, and regular updates to safety programs, the City is fostering an environment where safety is not only a priority but also a shared responsibility among all staff members.

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HAZARD/PROBLEM: The member recognized that there was not 100% buy in in their safety culture.

MITIGATION: The member decided to invite Cal/OSHA to conduct a formal consultation to ensure their safety practices were fully compliant with Cal/OSHA standards. Conduct surveys and implement a quarterly newsletter.

RESULTS: The members implementation of several identified gaps the safety has improved as well as the safety culture.

Cash SAFETY for CULTURE



SAFETY MATTERS

QUARTERLY NEWSLETTER

Common Workplace Injuries



Muscle Strains and Ergonomics

Muscle strains are a common workplace injury caused by lifting heavy objects or using improper techniques. Musculoskeletal disorders can lead to significant pain and decreased productivity. Ergonomic solutions, such as adjustable chairs, lift aids, and proper lifting techniques, can mitigate these risks.

Make sure to stretch and take breaks, reducing the risk of strain from repetitive tasks.



QUICK TIPS

MIND YOUR POSTURE

Correct posture can prevent a variety of musculoskeletal problems.

- Keep your feet flat on the floor and your back supported when seated.
- When lifting, keep your back straight and use your legs and hips to lower yourself down to the object.

01/03

EMPLOYEE SAFETY SPOTLIGHT

SHOUT OUT TO...

Julian Jimenez, Custodian - For the extra effort he puts into Tailgate Safety Trainings and his outstanding work keeping our facilities clean and sanitized for everyone's health and safety.

Craig Van Ert, Water Systems Operator II - For the way he handled a sweeper truck fire incident. He calmly removed himself from the unsafe vehicle, and used the fire extinguisher to put the fire out quickly. He then called the fire department, and his supervisor.

Dan Norton, CCC Specialist - For reporting unsafe eyewash station conditions and suggesting proper maintenance and repair.

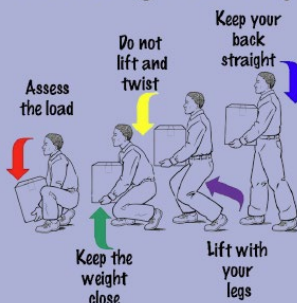
HAVE A SAFETY SUGGESTION?

All employees are encouraged to bring forward suggestions for safety improvement to the City.

You can:

- 1) Inform your supervisor or other management personnel in writing or orally
- 2) Complete a "Safety Suggestion Form" and submit anonymously if preferred

Lifting Safely



02/03

ERGONOMIC WORKSTATION

MONITOR POSITION

- Arm-length away
- Top of monitor at eye level
- Monitor directly in line

ARMRESTS

- Straight wrist postures
- Wrists not resting on worksurface edge
- Relaxed shoulders

LUMBAR CURVATURE SUPPORTED

RECLINE TENSION


- Allow movement

SEAT DEPTH

- 2-3" of clearance behind knee

SEAT HEIGHT

- Hips at or above knee level
- Knees bent to 85-110 degrees
- Feet stable on the floor



WE WANT YOUR FEEDBACK!

Please complete your Safety Survey by Monday, March 24

03/03

Accidents hurt but safety doesn't.... So, check yourself before you wreck yourself.

Cash SAFETY for CULTURE



Instructions: This survey has been developed to assess the attitude towards safety within this organization and, if necessary, what we can do to improve it. All results will be combined for analysis; no individual results will be kept. Remember—we are not looking for right or wrong answers. We want to know what your thoughts are about this organization's safety culture. Please do not write your name anywhere on this form.

Surveys are due Monday, March 24, 2025.

My current role is:

Employee ☐ Supervisor ☐ Manager ☒

Please rate the following:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1 I was trained on safe work procedures for my job.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
2 I am made aware of safety issues that arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
3 I have the tools/resources to perform my job safely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
4 My team follows safe work procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
5 Our organization reviews and updates our safe work procedures regularly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
6 Management communicates with us and listens to us about health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
7 We have safety reporting procedures (for incidents and issues).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
8 We report safety incidents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
9 We are encouraged to report safety incidents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
10 Safety is a high priority for our organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
11 Management gets involved in safety issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					

Please rate the following:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
12 I feel like my health and safety matter here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
13 I know what to do if I get injured at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
14 I am provided adequate ongoing safety training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
15 I know what to do in the event of an emergency like a fire or earthquake.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
16 Appropriate responses are made after a reported incident to address the reasons why the incident occurred.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
17 I have the ability to correct safety issues when they occur.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
18 Assigned tasks take priority over safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
19 Safety meetings are effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
20 My supervisor understands the job safety problems I face.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
21 My supervisor enforces safe work procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
22 I know where to find safety policies and procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					
23 I am recognized for safe work behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comment:					

Additional comments:

CashSAFETYfor CULTURE



Describe the hazard or problem:

Hazard Identification Gaps: Limited staff and resources make it hard to consistently identify and address hazards.
Reactive Culture: With a small team, safety efforts often focus on responding to injuries rather than preventing them.
Engagement and Awareness: Employees may not feel empowered to report issues or risks. This can lead to unreported near-misses and a weaker safety culture.

Provide details about your idea and solutions:

Employees use department cell phones to report hazards via text- picture if applicable for safety concerns, near-misses or safety ideas..
Safety lead receives instant alerts to prioritize and address reported risks.
Each month, one department head becomes a safety lead, tasked with leading a 15-minute peer safety discussion, conducting a quick workplace evaluation, and reporting findings at weekly department meetings.
Safety lead rotates to involve all department heads over time, fostering ownership and fresh perspectives without overburdening any single person.
Monthly 10-15 minute training sessions, delivered in-person or via recorded videos.
Content uses free resources (e.g., OSHA, NCCSIF materials) and local examples (e.g., a recent storm's impact) to keep it relevant and engaging.
Safety lead helps facilitate discussions, linking training to reported hazards

Describe the results:

Improved Hazard Prevention:
Enables early reporting, reducing near-misses by an estimated 20% and workplace injuries by 10% within the first year, as hazards like broken equipment or slippery surfaces are flagged and fixed proactively.
Stronger Safety Culture:
Employee engagement rises and is measured by participation, as department heads take turns leading and contributing to safety efforts.
Training ensures awareness of specific risks, shifting the mindset from reactive to preventive.
Cost-Effective Impact:
Low-cost tools and minimal staffing needs make it sustainable for budget, while collecting data, insights, and training creates a feedback loop that continuously improves safety.
Measurable Success:
After 6 months, the city can track reduced incident reports, higher employee confidence and specific examples of prevented risks demonstrating value to NCCSIF.

HAZARD/PROBLEM: It was recognized that there were hazard identification gaps, a reactive culture, employees did not feel empowered

MITIGATION: a new reporting systems was implemented allow for hazards to get notified of hazards in real time. These hazards are discussed at the monthly meetings.

RESULTS: The new reporting systems has significantly reduced near misses by 20% and workplace injuries by 10% within the first year creating the improved safety culture.

NCCSIF CASH FOR SAFETY CULTURE NOMINEES

PLEASE CIRCLE YOUR TOP 3

MEMBER #1

1. City PD replaced wooden doors with industrial steel doors to improve overall safety and security. The keypad also allows more control.

MEMBER #2 (Please only select one)

1. The city installed a heat index monitoring system to meet the new Cal/OSHA regulatory requirements.
2. The city PD was forced to move to a second story, so grip tape was installed on the outdated steps to mitigate the potential for a slip and fall injury when ascending/descending the stairs.

MEMBER #3

1. The city installed bullet proof glass at the community development counter to increase the safety of the employees.

MEMBER #4 (Please only select one)

1. Recent cyber risk attacks and one successful one created the need to implement incentives and additional security protocols to better combat the risk of future cyber risk attempts.
2. Resulting from claims brought against the city at the local flea market, a request to have the flea market inspected and the city now requires weekly inspections.
3. The City was lacking a PIO, so the City partnered with a 3rd party to handle a media, social media, and official statement to the public.
4. The City did not have a comprehensive training program in place, so the City created a matrix and training assigned throughout the year and employees are held accountable for completion.
5. The City's dispatchers work solo at times and were not able to address the more serious 911 calls so the City Partnered with Prepared 911 to help prioritize calls.
6. The City recognized the risk of high speed pursuits, so the City partnered with Star Chase which provides a way to GPS track the suspect in real time and eliminate the need for high speed pursuits
7. Implementation of robot mowers which allows for safer work environment with the goal of reducing accidents & workplace injuries.

MEMBER #5

1. The City Recreational building is located in a conspicuous area which present an unsafe work environment. The City installed cameras and a doorbell system which is linked to the PD.

MEMBER #6 (Please only select one)

1. The City Police Department relocated to a new location, upgrades were made, and the DOJ visited and were highly impressed with the changes made.
2. After identify hazard gaps and realizing the safety culture was down measures were taken to promote the safety culture and employee's engagement reducing near misses by 20% and workplace injuries by 10%.

MEMBER #7

1. The city added 360 warning lights to those who are required to work on the streets which bring more awareness to the public which helps reduce injury to those employees

MEMBER #8

1. Implementing the recommendations have made significant progress in fostering a safer, more secure work environment through these initiatives.

MEMBER #9

1. After implementing the strap, the department has not had a single back injury or compliant. The strap has been placed in all engines.

MEMBER #10

1. After inviting Cal/OSHA in for a formal consultation, implementing a safety culture survey, a quarterly newsletter, and others, the safety Culture has improved as well as the safety of the City's employees.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.5.

RISK MANAGEMNT TRAINING CALENDAR FY 25/26

INFORMATION ITEM

ISSUE: Members are asked to review and provide feedback regarding the attached draft Risk Management Training Calendar for FY 25/26.

FISCAL IMPACT: None from this item - \$20,000 allocated in the outside training budget

RECOMMENDATION: Review the attached training calendar and recommend to the Board of Directors as presented, revised, or provide direction.

BACKGROUND: NorCal Cites provides Risk Management Training for members using service providers and outside vendors.

ATTACHMENT(S): Risk Management Training Calendar FY 25/26



2025-2026 TRAINING CALENDAR

AS	Alliant Insurance Services
SRC	Sedgwick Risk Control
DKF	DKF Solutions
OV	Outside Vendor
LWP	LWP
SC	Sedgwick Claims
JM	James Marta & Co.

JULY 2025		
AS	Understanding your JPA Insurance Pool	Virtual
AS/OV	Managing Sidewalk Liability	Webinar
August 2025		
SRC	Temporary Traffic Control and Flagging	Regional
JM	JPA Finance 101	Virtual
OCTOBER 2025		
DKF	2025 Sewer Summit	Virtual
LWP	Workers' Compensation 101	Virtual
NOVEMBER 2025		
AS	Law Enforcement Training Day	In-person
AS	Risk Management/Insurance 101	Virtual
DECEMBER 2025		
SC	Liability Claims 101	Virtual
JANUARY 2026		
AS	AMVP v. APIP Training – Marcus Beverly	Virtual
AS	Board Roles, Responsibilities and Questions to Ask	Virtual
FEBRUARY 2026		
AS	Insurance Requirements in Contracts Training – Marcus Beverly	Virtual
AS	Understanding the NorCal Cities Budget	Virtual
MARCH 2026		
OV	AB 1234 and AB 1825 *every odd year	Virtual
OV	34 th Street Consulting Virtual Training	Virtual
APRIL 2026		
SRC	Heat Illness Prevention Training – Virtual	Virtual
SRC	Flagger Training – Regional Training	In-person
MAY 2026		
SRC	Playground Safety Inspection Training	In-person
OV	Aquatic Risk Management	Virtual
AS	Special Events Risk Management	Virtual



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.6.a.

POLICE RISK MANAGEMENT COMMITTEE UPDATE

INFORMATION ITEM

ISSUE: The program administrators will provide an update on the recent activities of the Police Risk Management Committee (PRMC). The PRMC meetings are well attended, and a new training topic is typically covered as part of each meeting. Training classes have included the following:

May 2, 2024 – *Improving Police Performance*. During this session, POST certified Team Building Workshop Coordinator, Mark J. Wittenberg, provided new and dynamic ways to approach issues faced by law enforcement.

August 1, 2024 – *Apex Officer Demonstration* – presented by Steve Nelson. Apex Officer provides policer officers and law enforcement agencies with turnkey virtual reality force options training simulators and VR technology training solutions.

November 6, 2024 – *Law Enforcement Training Day* – NCCSIF, CJPRMA, YCPARMIA provided the second annual Law Enforcement Training Day for law enforcement.;

Session 1: Police Liability Claims: A Coverage Perspective.

Session 2: What's the Mission?: Responding to Persons in Crisis

Session 3: Cross-Exam Survival: Managing Risks for Deposition & Trial.

Session 4: Legitimate Leadership: Managing the Chaos

The Law Enforcement Training Day was a full day from 8:30 am to 5:00 pm. It was very well attended by the police. There were 4 different speakers and each one brought their own unique expertise and insights into their presentations.

November 14, 2024 – *PERFORMA Labs* – presented an overview and demo of the PERFORMA Labs mobile training app.

February 6, 2025 – *Police Risk Management Legal Update, Impact of New Legislation & Lessons Learned*. Presented by Derick Konz and William Bittner from Angelo. Kilday, and Kilduff, Attorneys at Law.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.6.a. continued

FISCAL IMPACT: None. Services for PRMC facilitation included in Sedgwick contract.

RECOMMENDATION: None - information only.

BACKGROUND: NCCSIF services include the facilitation of the Police Risk Management Committee meetings by Sedgwick.

ATTACHMENT(S): None



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.6.b

**POLICE RISK MANAGEMENT GRANT FUND
USAGE REPORT AND REQUEST**

ACTION ITEM

ISSUE: From FY 14/15 to FY 23/24 NorCal Cities members have funded grants totaling \$50,000 per year for their police departments. This amount was increased to \$100,000 in FY 24/25. The grant program started as a way for departments to purchase and implement Body-Worn Cameras (BWC). The program has been a success, with numerous cases of claims being avoided or settled quickly based on video evidence.

The attached Usage Report tracks the grant funds over the life of the program. All but one member has taken advantage of the grants and all but one have BWCs. Willows and Rio Vista outsourced their police department but remain in the program to fund their Lexipol Fire Policy Service annual fee. The Police Risk Management Committee members regularly provide feedback on their needs and make suggestions for use of the grant funds.

Those members with BWC programs in place have been allowed to use the grant funds for other risk management purposes, including duty vests, tactical equipment, and the Cordico wellness app, designed primarily for public safety personnel and first responders

RECOMMENDATION: Review usage and member feedback to recommend funding for FY 25/26 and use of funds for other risk management purposes if BWC program in place.

FISCAL IMPACT: TBD - \$100,000 has been allocated to the preliminary draft FY 25/26 budget.

BACKGROUND: The Board approved a FY 14/15 budget of \$50,000 for the purchase of Body Worn Cameras (BWC) for NCCSIF's police agencies. Since that time, if a member agency's BWC program is fully funded the grant can be used for other risk management functions. The Board has continued to approve annual grants, the total annual amount was \$50,000 from 14/15 – 23/24, with an approved increase to \$100,000 in 24/25.

ATTACHMENT(S):

1. Police Risk Management Grant Funds Usage Report and FY 24/25 Allocation as of 4/2/25
2. Police Risk Management Grant Fund Request Form

NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	FY 19/20 \$50,000 Grant Fund Allocation	FY 20/21 \$50,000 Grant Fund Allocation	FY 21/22 \$50,000 Grant Fund Allocation	FY 22/23 \$50,000 Grant Fund Allocation	FY 23/24 \$50,000 Grant Fund Allocation	FY 24/25 \$50,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	FY 22/23 Member Specific Police Fund	FY 23/24 Member Specific Police Fund	FY 24/25 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 4/2/2025	Reimbursement Notes/Plan Usage
1	Anderson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030					\$16,665		\$16,665	
2	Auburn	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060					\$33,330	\$23,349	\$9,981	4/25/17 \$6,280.56 (12 VieVu LE4 mini body worn cameras) 9/8/17 \$3,029.18 (4 VieVu LE4mini & 1 multi-dock LE4) 2/5/19 \$2,810.26 portion of invoice (16 VieVu LE5 body worn cameras) 3/24/21 \$5,998.49 Body Cameras 9/29/22 VIEVU Bodyworn Camears 9/19/24 Lexopol Training Bulletin
3	Colusa	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030		\$8,360			\$25,025	\$3,030	\$21,995	7/27/17 \$3,030 (concealable vests with load bearing carriers)
4	Corning	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030				\$8,480	\$25,145	\$5,592	\$19,553	2/15/19 \$2,301.12 firewall 1/14/25 Front door upgrades
5	Dixon	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060	\$5,000				\$38,330	\$23,846	\$14,484	4/20/17 \$6,060 (30 Wolfcom Vision 1080p body camera with rotatable camera head and 32GB memory) 6/1/18 \$2,934.38 (3 Wolfcom Vision 1080p body camera + training cost for force options simulator) 3/6/20 \$2,631.63 (5 Wolfcom Body Camera + 1 docking port) 8/26/20 IA PKO Program 2/7/23 Deletable App - Removes officers personal information from the internet
6	Elk Grove*	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060					\$33,330	\$27,210	\$6,120	1/11/18 \$9,090 (WatchGuard Vista HD body cameras) 3/20/19 \$3,030 (portion of Cordico Wellness Program) 11/4/19 \$3,030 (portion of 2019 BWC purchase/Vista HD) 5/6/22 \$6,060 (portion of Cordico Wellness Program) 10/17/23 \$6,000 My Steady Mind
7	Folsom	5	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$7,575	\$400,000				\$441,663	\$22,725	\$418,938	10/5/16 \$7,576 (8 VieVu LE4 body camera and 1 multi-dock network station) 12/16/20 \$15,150 Iapro software
8	Galt	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060		\$65,000	\$60,000	\$80,000	\$238,330	\$230,589	\$7,741	1/25/18 Plan to use fund/BWC program under consideration 2/28/22 AXON Body Worn Cameras 2/13/24 Gym Equipment and Tactical Vests 12/17/24 Starchase and Glock Guns
9	Gridley	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030				\$5,000	\$21,665	\$4,543	\$17,122	9/6/16 \$3,291.26 (4 VieVu LE4 body cameras) 3/28/18 \$1,252 (one VieVu LE5 camera and seven Public Safety Vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights)
10	lone	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030	\$7,331			\$8,000	\$31,996	\$10,605	\$21,391	11/2/16 \$1,655.23 (2 VieVu LE4 body camera) 9/8/17 \$1,736.24 balance (2 VieVu LE4 body cameras and 2 LE4 Cradle) 5/21/18 \$1,234.14 (2 VieVu LE5 body camera and license for Veripatrol Software) 5/28/21 Lava Dog Fire and Police Supply (Riot helmets, batons, gas masks and filters) 3/7/22 LENSLOCK Cameras
11	Jackson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030					\$16,665	\$9,090	\$7,575	4/20/20 Jackson PD in process of acquiring new body cams. 1/7/2021 \$9,090 Vista HD Wearable Camera User Guide 10/9/26 \$6,060 (8 VieVu LE4 body cameras) 2/25/25 \$11,632 (14 Watchguard body worn cameras) 4/19/24 \$9,090 Body Worn Cameras
12	Lincoln	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060					\$33,330	\$27,271	\$6,060	8/18/17 \$4,919.87 (6 VieVu LE4 body cameras) 7/25/23 \$15,533 (Body Cameras)
13	Marysville	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$4,545					\$24,998	\$20,453	\$4,545	2/6/18 \$4,545 (Body Camera Storage and Equipment cost for 2015-2017) 7/15/19 \$1,515 (Axon Body Camera Storage) 4/17/20 \$1,515.00 (Body Camera Storage Fees) 3/31/21 \$1,515.00 (Body Camera Storage Fees)
14	Nevada City	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030					\$16,665	\$7,575	\$9,090	9/23/16 \$3,010 (Video Storage Buffalo Terastation) 10/5/16 \$3,050 (5 VieVu LE4 body cameras) 11/20/17 \$1,174.00 (1 Tactical Armor-Ballistic Vest) 9/4/18 \$4,886 (20 Vievu LE5s body cameras)
15	Oroville	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060					\$33,330	\$12,120	\$21,210	station) 3/14/17 \$2,305.58 (Ballistic Vests) 5/3/19 \$1,895.50 (five load bearing vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights) 7/27/22 \$9,039 Body Worn Cameras
16	Paradise	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$4,545					\$24,998	\$18,180	\$6,818	12/28/17 \$3,970.32 (4 Tactical Armor-Ballistic Vests) 10/3/19 \$3,674.75 (Fitness Equipment) 11/18/20 \$1,077.49 (Treadmill) 9/29/21 \$1,382.87 (Kettlebell, Resistance bands, under desk bike pedal, weight bench, battle rope)
17	Placerville*	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030					\$16,665	\$10,105	\$6,560	
18	Red Bluff	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$4,545					\$24,998	\$20,452	\$4,545	2/17/17 \$1,473.74 (Apex Body cam storage remediation) 10/18/17 \$3,071.26 (5 VieVu LE4 body cameras) 1/25/18 Plan to use to purchase more BWC & future funds to replace old cameras. 3/27/20 Red Bluff PD BWC is fully funded; plan to use funds for fitness equipent. 5/26/20 \$6,814.17 (Fitness Slam Balls, ball rack, cable machine, dumbbell rack, kettlebell racks, kettlebells and bumper rack) 10/29/21 \$2,692.86 (3 Body Cameras, 12 Clip Lock Metal Clips) 11/14/23 Lenslock Cameras

NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	FY 19/20 \$50,000 Grant Fund Allocation	FY 20/21 \$50,000 Grant Fund Allocation	FY 21/22 \$50,000 Grant Fund Allocation	FY 22/23 \$50,000 Grant Fund Allocation	FY 23/24 \$50,000 Grant Fund Allocation	FY 24/25 \$50,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	FY 22/23 Member Specific Police Fund	FY 23/24 Member Specific Police Fund	FY 24/25 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 4/2/2025	Reimbursement Notes/Plan Usage
19	Rio Vista	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030					\$16,665	\$12,120	\$4,545	11/16/17 \$4,241.15 (9 VieVu LE5 body cameras)
20	Rocklin	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060				\$40,000	\$73,330	\$18,180	\$55,150	10/5/16 \$6,516.24 (4 VieVu LE4 body cameras, 1 LE4 multi-dock, 1 LE3 multi-dock) 1/3/19 \$5,603.76 (58 Lenslock bwc cameras and 25 in car dash cameras) 11/9/20 \$6,060 (Lenslock software)
21	Willows	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$3,030					\$16,665	\$13,230	\$3,435	6/18/18 \$2,130 for 18/19 Lexipol-Fire Policy Service annual fee 7/2/19 \$2,130 for 19/20 Lexipol-Fire Policy Service annual fee 7/1/20 \$2,157 for 20/21 Lexipol- Fire Policy Service annual fee 6/15/21 \$2,178 21/22 Lexipol- Fire Policy Service annual fee 6/15/21 \$2,010 Lexipol Fire Policy Service 6/21/24 Lexipol Fire Services
22	Yuba City	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$6,060					\$33,330	\$17,297	\$16,033	5/5/17 \$6,060 (Data911 body-worn cameras) 7/12/21 \$3,699.05 (Treadmill) 11/1/23 Gym Flooring
	TOTAL	58	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$99,990	\$405,000	\$80,691	\$60,000	\$141,480	\$1,237,116	\$537,563	\$699,554	

*Opted for Cash Allocation to purchase other than VieVu Camera
Fund Allocation is based on cost of camera at \$757.50 each



POLICE RISK MANAGEMENT GRANT REQUEST FORM

Member Entity Name: _____

Submitted by: _____ Submission Date: _____

Available Funds: _____ Requested Funds: _____

Please use the following lines to describe the proposed use for your funds, and be sure to attach any applicable backup data such as purchase order, receipts, etc.

(If additional room is needed, please attach separate sheet.)

Check Payable to: _____

Mail Check to: _____

Signature: _____ Date: _____

Please e-mail the completed form to: Jenna Wirkner at Jenna.Wirkner@alliant.com

STAFF USE ONLY

Program Administrator Approval: _____

Total Amount Subject to Reimbursement: \$ _____



**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.7.

**FY 25/26 RISK CONTROL SERVICES BUDGET
ACTION ITEM**

ISSUE: Each year the Committee reviews the attached preliminary Risk Management Services Budget and makes a recommendation regarding the types and amounts of funding. The Police and Training Funds and are presented with amounts for FY 25/26, pending any direction from the Committee.

Risk Management Services	WORK COMP	LIABILITY	FY 25/26 TOTAL	FY 24/25 TOTAL	\$ CHANGE	% CHANGE	Comments
Risk Control Services Agreement	\$102,320	\$102,320	\$204,640	\$184,320	\$20,320	11.0%	Per 2025 to 2028 contract
Outside Training & Safety Award	\$20,000	\$20,000	\$40,000	\$30,000	\$10,000	33.0%	<i>Including \$10k for safety award and adding \$10,000 for DKF</i>
Risk Mgmt Comm Mtg Expense	\$750	\$750	\$1,500	\$1,500	\$0	0.0%	
Member Training and Risk Management	\$50,000	\$38,000	\$88,000	\$88,000	\$0	0.0%	\$4,000 per member annual allocation for training/ conferences
Lexipol Police Manual Updates & DTBs	\$159,980		\$159,980	\$155,320	\$4,660	3.0%	3% increase
Police Risk Management Funds	\$50,000	\$50,000	\$100,000	\$100,000	\$0	0.0%	Pending approval
Total Safety Services Expenses	\$378,050	\$206,070	\$594,120	\$559,140	\$34,980	6.3%	

RECOMMENDATION: Review and recommend budget for FY 25/26.

FISCAL IMPACT: TBD - Total proposed budget of \$594,120, an increase of \$34,980, or 6.3%, based on increases in outside training, Sedgwick Risk Control Services and the Lexipol subscription.

BACKGROUND: The Risk Management Committee annually reviews the administrative budget for Risk Management Services and makes a recommendation to the Executive Committee for the upcoming fiscal year.

ATTACHMENT(S):

1. FY 24/25 Member Training Fund Usage Report
2. Member Training Fund Expense Claim Form

NCCSIF
FY 24/25 MEMBER TRAINING AND RISK MANAGEMENT FUND - Updated 4-9-25
(formerly Seminars/Conference Reimbursement)

Member	FY 24/25 Training Funds	YTD Reimbursements Made	Reimbursement Notes/Usage	Must Use Funds by 6/30/2025
1 Anderson	\$4,000	\$4,000.00	11-26-24 - Calperla Conference 3-11-25 - TRAQ Roseville 4-8-25 De-Escalation Training	\$0.00
2 Auburn	\$4,000	\$4,000.00	11-26-24 - CalPelra Conference 4-4-25- PARMA Conference	\$0.00
3 Colusa	\$4,000			\$4,000.00
4 Corning	\$4,000	\$1,033.49	12-31-24 - Jam Services Conference 2-28-25 HR Training	\$2,966.51
5 Dixon	\$4,000			\$4,000.00
6 Elk Grove	\$4,000			\$4,000.00
7 Folsom	\$4,000	\$2,458.51	4-8-25 - PARMA Conference	\$1,541.49
8 Galt	\$4,000	\$2,588.48	11-12-24 - CALPELERA Conference	\$1,411.52
9 Gridley	\$4,000			\$4,000.00
10 Ione	\$4,000			\$4,000.00
11 Jackson	\$4,000			\$4,000.00
12 Lincoln	\$4,000			\$4,000.00
13 Marysville	\$4,000			\$4,000.00
14 Nevada City	\$4,000			\$4,000.00
15 Oroville	\$4,000	\$4,000.00	11-12-24 - CALPELERA Conference 4-3-25 - PARMA Conference	\$0.00
16 Paradise	\$4,000	\$4,000.00	4-3-25 LWC	\$0.00
17 Placerville	\$4,000	\$4,000.00	1-23-25 CPR/FA/AED and Confined Space Training Hazardous Materials Awareness/Safety Training	\$0.00
18 Red Bluff	\$4,000	\$4,000.00	11-18-24 Calpelra Conference 3-29-25 PARMA Conference	\$0.00
19 Rio Vista	\$4,000	\$2,717.49	12-4-24 Chief & City Manager Renewal	\$1,282.51
20 Rocklin	\$4,000	\$2,344.00	10-21-24 CalGov HR Conference	\$1,656.00
21 Willows	\$4,000			\$4,000.00
22 Yuba City	\$4,000	\$4,000.00	3/3/25 CJPRMA Conference	\$0.00
Total	\$88,000	\$39,141.97		\$48,858.03

NOTE: FY 23/24 each member city is allotted \$4,000 from the Admin budget 52207 - **Member Training and Risk Management**
This is a Use-It-or-Lose-It and reimbursement request must be submitted within the fiscal year.

A

NCCSIF EXPENSE CLAIM FORM

Name: _____

Date: _____

City: _____

Location of Meeting: _____

Meeting Date: _____

Expenses:

Airfare: \$ _____ Attach travel itinerary and ticket receipt

- Covers coach rates only and any mandatory baggage fees.

Auto: Total miles _____ X _____ (IRS Rate) = \$ _____

- If travel by car shared with another member, you may share the mileage costs to avoid the maximum.

Hotel: \$ _____ Attach hotel receipt

- Not to exceed Government Rate.

Meals: \$ _____ Attach receipts

- Not to exceed \$50 per day. When meals are provided by a conference or meeting, members will not be eligible for reimbursement if they choose to dine separately. Alcohol and/or corkage fees are not reimbursable expenses.

Parking: \$ _____ Attach receipt

Car Rental: \$ _____ Attach receipt

Other Expenses: \$ _____

If other, please explain:

Member Signature: _____

*Please forward original and one copy (including all receipts) to
NCCSIF Program Administrators at jenna.wirkner@alliant.com
2180 Harvard Street, Suite 380, Sacramento, CA 95815*



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.8.

**LIABILITY CLAIM SETTLEMENTS
AND RISK CONTROL**

INFORMATION ITEM

ISSUE: CJPRMA provides the attached report of recently closed claims and lessons learned from a select few. The report includes summaries of other relevant settlements from Jury Verdicts. Also attached is an article regarding a recent jury award against the City of Davis, a member of CJPRMA.

Members are encouraged to review and consider lessons learned to improve their own risk management efforts.

RECOMMENDATION: None – Information only.

FISCAL IMPACT: None expected from this item.

BACKGROUND: CJPRMA is NCC's excess coverage provider and regularly provides claims analysis for their members.

ATTACHMENT(S):

1. CJPRMA Claims Report
2. Jury Awards \$24.2 million verdict in Slide Hill Park Death – Davis, CA (CJPRMA)



CALIFORNIA JOINT POWERS RISK MANAGEMENT AUTHORITY

CLAIMS COMMITTEE MEETING

Thursday, January 9, 2025 10:00 A.M. – 12:00 P.M.

MEETING LINK

<https://us02web.zoom.us/j/87432764078?pwd=g04iBRyh3GYglbgIRalvRXOtmcS30N.1>

MEETING NUMBER: 874 3276 4078

PASSWORD: 193752

JOIN BY PHONE: 1-669-444-9171

AGENDA

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. COMMUNICATIONS**
 - 1. Claims Committee Members
 - 2. General Manager
 - 3. Next Scheduled Claims Committee Meeting: 4/9/2025 (In person, CJPRMA Office)
- IV. ACTION CALENDAR**
 - 1. Lessons learned from closed litigation
 - 2. Tort Claims handling tips, Shawn Millar
 - 3. Sample verdicts from VerdictSearch October – December 2024.
- V. ADJOURNMENT**

Closed Claims since last Committee Meeting

Closed from 9/28/24 to 12/16/24

Member	Type	Claimant Name	Principal Allegation	Member Paid	Member Paid	Member Paid	Member Recovery	CJPRMA Paid	CJPRMA Paid	CJPRMA Total	CJPRMA NET
				IND	EXP & LEGAL	Total		IND	EXP & LEGAL	INC	INC
Alameda	GL	Iola L Taylor	Dangerous Cond: Sidewalk	\$ 74,323	\$ 425,677	\$ 500,000	\$ -	\$ 3,100,000	\$ 1,489	\$ 3,101,489	\$ 3,027,165
Alameda	GL	Haider Shabir	Civil Rights	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
Chico	GL	Jeremy S. Rosales	Excessive Force	\$ -	\$ 232,939	\$ 232,939	\$ -	\$ -	\$ -	\$ -	\$ -
Chico	GL	Scott & Paula K. Rushing	Police Claims (Negligence)	\$ -	\$ 366,127	\$ 366,127	\$ -	\$ -	\$ -	\$ 0	\$ 0
Chico	EPL	Matthew Thompson	EPL	\$ -	\$ 87,332	\$ 87,332	\$ -	\$ -	\$ -	\$ 0	\$ 0
Chico	GL	Laura Lorianio	Dangerous Cond: Sidewalk	\$ 300,000	\$ 84,176	\$ 384,176	\$ -	\$ -	\$ -	\$ -	\$ -
Fairfield	GL	Diana Santos-Chavez	Excessive Force	\$ 20,000	\$ 56,115	\$ 76,115	\$ -	\$ -	\$ -	\$ -	\$ -
NCCSIF (Auburn)	GL	Dalton Dyer	Excessive Force	\$ -	\$ 57,701	\$ 57,701	\$ -	\$ -	\$ -	\$ -	\$ -
NCCSIF (Folsom)	GL	Dorian Eldridge	Civil Rights	\$ 2,000	\$ 11,776	\$ 13,776	\$ -	\$ -	\$ -	\$ -	\$ -
NCCSIF (Lincoln)	GL	Travis & Easton Nunes	Dangerous Cond: Railroad	\$ -	\$ 61,953	\$ 61,953	\$ -	\$ -	\$ -	\$ -	\$ -
NCCSIF (Oroville)	PI	Samuel Albanese	Civil Rights	\$ 22,500	\$ 52,313	\$ 74,813	\$ -	\$ -	\$ -	\$ -	\$ -
NCCSIF (Oroville)	GL	William Martin	Police Claims (Negligence)	\$ -	\$ 19	\$ 19	\$ -	\$ -	\$ -	\$ -	\$ -
Redding	GL	Timothy J Bullard	Dangerous Cond: Roads	\$ -	\$ 5,558	\$ 5,558	\$ -	\$ -	\$ -	\$ -	\$ -
REMIF (Willits)	EPL	Natalie Higley	EPL	\$ 585,378	\$ 164,622	\$ 750,000	\$ -	\$ 2,250,000	\$ 74	\$ 2,250,074	\$ 1,664,696
Richmond	EPL	David Batiste	EPL	\$ -	\$ 326,981	\$ 326,981	\$ -	\$ -	\$ -	\$ -	\$ -
Richmond	EPL	Bashar Zeidan	EPL	\$ 45,380	\$ 454,620	\$ 500,000	\$ -	\$ 1,200,000	\$ 149,447	\$ 1,349,447	\$ 1,304,068
San Leandro	GL	Marie Cross	Civil Rights	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Rafael	GL	Albert Ellis	Dangerous Cond: Roads	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Rafael	GL	Andrew Leone	Dangerous Cond: Roads	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Rosa	GL	Shomrei Torah Congregation	Inverse Condemnation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stockton	GL	Michael Bean Survivors	Police Claims (Negligence)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Stockton	GL	Byron Santos	Excessive Force	\$ 550,000	\$ 38,563	\$ 588,563	\$ -	\$ -	\$ -	\$ -	\$ -
Stockton	GL	Francisco Duarte	Excessive Force	\$ 428,729	\$ 404,664	\$ 833,393	\$ -	\$ -	\$ -	\$ -	\$ -
Stockton	GL	Ariana Solis	Dangerous Cond: Tree	\$ 1,000,000	\$ 24,226	\$ 1,024,226	\$ -	\$ -	\$ -	\$ -	\$ -
Stockton	GL	Estate of Janet Rojas	Dangerous Cond: Sidewalk	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sunnyvale	GL	Aguilar, Lochner & Reading	Dangerous Cond: Roads	\$ -	\$ 149,952	\$ 149,952	\$ -	\$ -	\$ -	\$ -	\$ -
Sunnyvale	EPL	Jane Doe	EPL	\$ -	\$ 89,353	\$ 89,353	\$ -	\$ -	\$ -	\$ -	\$ -
Vacaville	GL	William MacDonald	Dangerous Cond: Roads	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Vacaville	GL	John & Gina Espinosa	Dangerous Cond: Roads	\$ -	\$ 145,879	\$ 145,879	\$ -	\$ -	\$ -	\$ -	\$ -
Vacaville	PI	Tara Stansberry	Civil Rights	\$ 25,000	\$ 16,500	\$ 41,500	\$ -	\$ -	\$ -	\$ -	\$ -
YCPARMIA (WSac)	GL	Gaven A. Zunie Magers	Dangerous Cond: Roads	\$ -	\$ 77,711	\$ 77,711	\$ -	\$ -	\$ -	\$ -	\$ -
						<u>\$ 6,403,064</u>					
										<u>\$ 5,995,930</u>	

Lessons Learned for Claims Committee

Closed from 9/28/24 to 12/16/24

<u>Organization</u>	<u>Claim Type</u>	<u>Status</u>	<u>Claim #</u>	<u>Claimant Name</u>	<u>Age</u>	<u>DOL</u>
Richmond	EPL	Closed	2015-2016-0719-01	Bashar Zeidan	-	1/1/2016
<u>Principal Cause</u>	<u>Root Cause</u>	<u>Date Suit Filed</u>		<u>Court</u>	<u>Case Number</u>	
EPL	Hostile Work	6/28/2021		Northern District of California	3:21-CV-04010-JD	
<u>Case Description</u>				<u>Defense Attorney</u>	<u>Plaintiff Attorney</u>	
Employees alleges racial discrimination and retaliation following previous litigation.				Suzanne Solomon	Fulvio Cajina	
<u>Final Disposition</u>				<u>Lessons</u>		
Settled for \$1.2M shortly before trial.				1) Unprofessionalism can aggravate otherwise innocuous facts.		
				2) Tolerating "locker room" behavior has negative impact.		
				3) Don't assume understanding of plaintiff's needs and motivations.		

<u>Organization</u>	<u>Claim Type</u>	<u>Status</u>	<u>Claim #</u>	<u>Claimant Name</u>	<u>Age</u>	<u>DOL</u>
Richmond	EPL	Closed	2012-2013-0407-01	David Batiste	-	2/1/2013
<u>Principal Cause</u>	<u>Root Cause</u>	<u>Date Suit Filed</u>		<u>Court</u>	<u>Case Number</u>	
EPL	Conduct Unbecoming	2/25/2022		Northern District of California	3:22-cv-01188-LB	
<u>Case Description</u>				<u>Defense Attorney</u>	<u>Plaintiff Attorney</u>	
Employee alleged ongoing discrimination and harassment by co-workers, including a nickname that equated to an ethnic slur.				Christy Maloney	Paul Alaga	
<u>Final Disposition</u>				<u>Lessons</u>		
Defense verdict reached at trial.				1) Nicknames easily turn problematic even without malice.		
				2) Cultural references that have unintended impact.		
				3) Can win trials where the employee has no adverse actions.		

<u>Organization</u>	<u>Claim Type</u>	<u>Status</u>	<u>Claim #</u>	<u>Claimant Name</u>	<u>Age</u>	<u>DOL</u>
Alameda	GL	Closed	2018-2019-0493-01	Iola Taylor	61	12/21/2018
<u>Principal Cause</u>	<u>Root Cause</u>	<u>Date Suit Filed</u>		<u>Court</u>	<u>Case Number</u>	
Dangerous Cond: Sidewalk	Product defect	3/21/2019		Alameda County Superior	RG19011841	
<u>Case Description</u>				<u>Defense Attorney</u>	<u>Plaintiff Attorney</u>	
Plaintiff was riding her bicycle when a <u>utility box cover collapsed</u> underneath her, throwing her to the ground.				David Samuelson	Shawn Lalezary	
<u>Final Disposition</u>				<u>Lessons</u>		
Settled for \$3.1M.				1) Late discovered facts undermines early evaluation efforts.		
				2) What constitutes a recreational trail?		
				3) Ensure final specs comply with contract/design requirements.		

<u>Organization</u>	<u>Claim Type</u>	<u>Status</u>	<u>Claim #</u>	<u>Claimant Name</u>	<u>Age</u>	<u>DOL</u>
Chico	EPL	Closed	2019-2020-0174-01	Matthew Thompson	61	8/9/2019
<u>Principal Cause</u>	<u>Root Cause</u>	<u>Date Suit Filed</u>		<u>Court</u>	<u>Case Number</u>	
EPL	Job Performance	12/20/2019		Eastern District of California	22CV01393	
<u>Case Description</u>				<u>Defense Attorney</u>	<u>Plaintiff Attorney</u>	
Former at-will employee was released from employment, but alleged wrongful termination.				Sharon Medellin	Patricia Savage	
<u>Final Disposition</u>				<u>Lessons</u>		
Defense verdict at trial. Appeal filed, but Third District Court of Appeals dismissed as non-appealable.				1) History of positive evaluations is a challenge post-separation.		
				2) Motion disposes majority of causes of action; brings focus.		
				3) Re-starting litigation in State Court has pros and cons.		

<u>Organization</u>	<u>Claim Type</u>	<u>Status</u>	<u>Claim #</u>	<u>Claimant Name</u>	<u>Age</u>	<u>DOL</u>
Willits	EPL	Closed	2020-2021-0621-01	Natalie Higley	43	6/19/2021
<u>Principal Cause</u>	<u>Root Cause</u>	<u>Date Suit Filed</u>		<u>Court</u>	<u>Case Number</u>	
EPL	Hostile Work	6/6/2023		Mendocino County Superior	23CV00498	
<u>Case Description</u> Alleges sexual harassment and hostile work environment.				<u>Defense Attorney</u> Michael Wenzel	<u>Plaintiff Attorney</u> Matthew McNicholas	
<u>Final Disposition</u> Settled for \$2.25M at mediation.				<u>Lessons</u> 1) Importance of solid pre-employment psych evals. 2) Many advantages when bad facts have been identified early. 3) Challenges when the defendant employee is unredeemable.		

<u>Organization</u>	<u>Claim Type</u>	<u>Status</u>	<u>Claim #</u>	<u>Claimant Name</u>	<u>Age</u>	<u>DOL</u>
Chico	GL	Closed	2017-2018-0218-01	Scott & Paula K. Rushing	64	7/23/2017
<u>Principal Cause</u>	<u>Root Cause</u>	<u>Date Suit Filed</u>		<u>Court</u>	<u>Case Number</u>	
Negligence	3rd Party/Cmnt Negligent	6/8/2018		Eastern District of California	2:18-cv-01692-MCE-AC	
<u>Case Description</u> Tyler Rushing shot by security guard then physically attacked two officers. Parents claimed wrongful death.				<u>Defense Attorney</u> Sharon Medellin	<u>Plaintiff Attorney</u> Mark Merin	
<u>Final Disposition</u> Defense verdict at trial. Appeal filed; parties agreed to dismiss appeal in exchange for waiving fees and costs.				<u>Lessons</u> 1) Good result, but defense costs were substantial. 2) Emotions sometimes drive litigation beyond what is necessary. 3) Taser use post-shoot was pivotal issue to the Ninth Circuit.		

Minor suffered burns in science demonstration: lawsuit

Type:	<u>Settlement</u>
Amount:	<u>\$18,500,000</u>
State:	California
Venue:	Napa County
Court:	Superior Court of Napa County, Napa, CA
Injury Type(s):	<ul style="list-style-type: none">• <i>arm</i>• <i>neck</i>• <i>burns</i>• <i>chest</i>• <i>other</i> - physical therapy• <i>mental/psychological</i> - emotional distress
Case Type:	<ul style="list-style-type: none">• <i>Recreation</i> - Negligent Supervision
Case Name:	John Doe v. City of Napa and Friends of Scientopia DBA Scientopia Discovery Center, No. 19CV001042
Date:	December 16, 2022
Plaintiff(s):	<ul style="list-style-type: none">• John Doe, (Male, 9 Years)
Plaintiff Attorney(s):	<ul style="list-style-type: none">• Thomas J. Brandi; The Brandi Law Firm; San Francisco CA for John Doe• Brian J. Malloy; The Brandi Law Firm; San Francisco CA for John Doe
Defendant(s):	<ul style="list-style-type: none">• City of Napa• Friends of Scientopia

**Defense
Attorney(s):**

- Eugene B. Elliot; Bertrand, Fox, Elliot, Osman & Wenzel; San Francisco, CA for City of Napa
- David F. Beach; Perry, Johnson, Anderson, Miller and Moskowitz, LLP; Santa Rosa, CA for Friends of Scientopia
- Ethanluke M. Lowry; Bertrand, Fox, Elliot, Osman & Wenzel; San Francisco, CA for City of Napa
- Heather G. Hensley; Bertrand, Fox, Elliot, Osman & Wenzel; San Francisco, CA for City of Napa

Facts:

On June 28, 2018, the minor plaintiff, 9, was an attendee at a city of Napa sponsored summer camp called, “Get A Reaction Using Chemistry,” which was entirely overseen by Friends of Scientopia, an independent contractor with the city of Napa’s Parks and Recreation Department from 2015 to 2018, at Blue Oak Middle School in Napa.

The plaintiff was among a group of students watching three Scientopia instructors perform a science demonstration known as a carbon snake experiment, which involved igniting a mixture of baking soda, powdered sugar and isopropyl alcohol. The first experiment failed and the instructors attempted to redo it about 15 minutes later. As one of the Scientopia instructors ignited the mixture for the second carbon snake, a jet of flame shot out of the bottle of rubbing alcohol, passed over another instructor’s arm, and ignited the plaintiff’s shirt. The instructors attempted to extinguish the flames. The plaintiff suffered significant burns to his body.

The plaintiff sued the city of Napa and Friends of Scientopia, alleging negligent supervision.

Prior to the accident, Scientopia had no history of injuries sustained by students as a result of this demonstration, or any other science demonstration. The city made several changes to its contractor programs after the June 2018 accident.

Injury:

The plaintiff was airlifted to a burn center following the accident. He suffered burns to more than 21% of his body, including his chest, neck and right arm. He was hospitalized for 41 days and had subsequent hospitalizations after that. The plaintiff was given physical therapy and occupational therapy and counseling, and will require further surgeries as he gets older. He sought recovery for his past and future medical expenses and his emotional pain and suffering from the events.

Result:

The parties agreed to settle prior to a trial for \$18.5 million, with Scientopia, a defunct corporation, agreeing to pay the plaintiff its liability insurance policy limit of \$1 million, and the city agreeing to pay \$17.5 million.

John Doe

Trial Information:

Judge: Victoria D. Wood

Trial Length: 0

**Trial
Deliberations:** 0

**Editor's
Comment:** This report is based on information that was provided by plaintiff's counsel and defense counsel for the city. Additional information was gleaned from an article that was published by Napa Valley Register. Defense counsel for Friends of Scientopia did not respond to the reporter's phone calls.

Writer Priya Idiculla

Lawsuit claimed surveillance footage captured head-on collision

Type: Decision-Plaintiff

Amount: \$17,400,000

State: California

Venue: Kings County

Court: Superior Court of Kings County, Hanford, CA

Injury Type(s):

- *arm* - fracture, humerus; scar and/or disfigurement, arm
- *leg* - fracture, leg; fracture, tibia
- *back* - sprain, lumbar
- *head* - concussion
- *knee* - scar and/or disfigurement, knee
- *neck* - sprain, cervical; fracture, cervical
- *brain* - traumatic brain injury
- *chest* - fracture, rib; fracture, sternum
- *other* - subluxation
- *pelvis* - fracture, pelvis; fracture, pubic bone
- *epidermis* - degloving
- *face/nose* - facial laceration
- *hand/finger* - hand
- *neurological* - radiculopathy
- *mental/psychological* - cognition, impairment
- *pulmonary/respiratory* - collapsed lung

Case Type: • Motor Vehicle - Truck; Passenger; Intersection; Tractor-Trailer

Case Name: Gayle Dutton and Barbara Musick v. Damian Rolando Espinoza, Colton Chance Banuelos and City of Hanford, No. 23CU0185

Date: October 01, 2024

Plaintiff(s):

- Gayle Dutton, (Female, 87 Years)
- Barbara Musick, (Female, 79 Years)

**Plaintiff
Attorney(s):**

- Bobby Taghavi; Sweet James LLP; Newport Beach CA for Gayle Dutton,, Barbara Musick
- Ashkahn Mohamadi; Sweet James LLP; Newport Beach CA for Gayle Dutton,, Barbara Musick

Defendant(s):

- city of Hanford
- Colton Chance Banuelos
- Damian Rolando Espinoza

**Defense
Attorney(s):**

- Christina G. Di Filippo; Griswold, LaSalle, Cobb, Dowd & Gin LLP; Hanford, CA for Damian Rolando Espinoza, Colton Chance Banuelos, city of Hanford
- Mario U. Zamora; Griswold, LaSalle, Cobb, Dowd & Gin LLP; Hanford, CA for Damian Rolando Espinoza, Colton Chance Banuelos, city of Hanford

Facts:

Feb. 6, 2023, plaintiff Barbara Musick, 81, was driving a Ford Ranger near an intersection in Hanford, with co-plaintiff Gayle Dutton, 89, in her vehicle's passenger seat, when a city-owned Ford F450 truck, with an attached trailer, reportedly blew through a stop sign, and collided head-on with Musick's truck. The F450 was allegedly traveling at more than 50 mph at the time of the collision.

The F450 was being driven by Damian Rolando Espinoza, who was allegedly encouraged to drive erratically by Colton Chance Banuelos, who was seated in the F450's passenger seat. Both women suffered head and back injuries, which they attributed to the accident.

Musick and Dutton sued Espinoza, alleging negligence while operating a motor vehicle, as well as Banuelos and the city of Hanford, who were alleged to be vicariously liable for Espinoza's actions. The women were represented by attorneys Bobby Taghavi and Ashkahn Mohamadi, of the Newport Beach-based personal injury law firm, Sweet James.

After the Sweet James law firm was able to introduce what they described as "game-changing" surveillance camera footage of the crash, taken from a home on the corner of the intersection where the accident occurred, the city of Hanford admitted liability.

Injury:

Mohamadi said in an interview that the jury was particularly moved by stories about the elderly plaintiffs' unconventional lives.

"The most important thing when you are trying a case is your client," he said. "And in this case, our clients, Gayle and Barbara, were two of the most amazing women you've ever met in your entire life." At their age, he said, they were unusually active and regularly practiced activities such as gardening, woodworking, house painting and driving a tractor on 10 acres of land.

"You're talking about two women who were functioning on a level that was higher than probably most people in their 30s," he said. "Our argument to the jury was ... they were given a gift, a gift of being very physically fit and active and healthy ... And then in a single moment, because someone wasn't paying attention when they were driving a Ford F450 ... and blew through a stop sign at 51 mph, [it] changed the course of the rest of their lives."

As a result of their injuries, both Musick and Dutton, the passenger, were hospitalized for more than a week. Mohamadi said the "biggest pivotal moment" in the trial was the testimony of their orthopedic surgeon, who confirmed that the women had suffered extensive orthopedic and brain injuries. Dutton, he said, almost died from hers. Musick and Dutton initially sought just shy of \$12 million in damages in pretrial litigation and the city had initially offered only \$7.65 million prior to the case going to trial.

"Gayle Dutton and Barbara Musick were in the last chapter of their lives," he said. "And so one of the biggest pushbacks we got from the city in this case were that these ladies were elderly, and that they really didn't have that much longer to live, statistically."

Result:

Kings County Superior Court Judge Valerie Chrissakis granted \$9.6 million be awarded to Dutton, 89, and \$7.8 million be awarded to Musick, for a total judgment of \$17.4 million.

Sweet James said in a news release that the amount was the largest verdict ever awarded in the county's history, at that point.

Mohamadi hoped the amount awarded in this verdict would set a precedent that benefits personal injury plaintiffs in venues outside Los Angeles County.

"There was a ... mentality that there would not be a big verdict in [Hanford] because there had really never been a big verdict in [Kings County]," he said. "The biggest verdict that I'm aware of in a personal injury case was in 2010 for \$6.45 million. ... I hope the lasting impact this verdict will have is it'll allow other people that are in similar situations to get justice for their cases and not have to take a discount because the insurance companies say, 'Well, hey, the people in this county don't historically pay that much.'"

Barbara Musick

Gayle Dutton

Trial Information:

Judge: Valerie R. Chrissakis

Trial Length: 0

**Trial
Deliberations:** 0

**Editor's
Comment:** This report is based on an article published by The Recorder, an ALM publication.
Additional information was gleaned from a press release for the plaintiffs' law firm.

Writer Priya Idiculla

Excessive force used in killing dog during search: lawsuit

Type: Verdict-Mixed

Amount: \$800,000

State: California

Venue: Fresno County

Court: Superior Court of Fresno County, Fresno, CA

Case Type:

- *Civil Rights* - 42 USC 1983; Police as Defendant
- *Government* - Excessive Force
- *Intentional Torts* - Conversion
- *Constitutional Law* - Search and Seizure

Case Name: Veronica Ordaz Gonzalez, Jose Ramos Santiago, Omar Perez and Roberto Perez v. County of Fresno, Deputy Courtney Bush, Deputy Jeffrey Morse, Sergeant James Dunn and Deputy Isaac Cervantes, No. 18CECG03672

Date: March 22, 2023

Plaintiff(s):

- Omar Perez, (Male, 29 Years)
- Roberto Perez, (Male, 65 Years)
- Jose Ramos Santiago, (Male, 38 Years)
- Veronica Ordaz Gonzalez, (Female, 35 Years)

Plaintiff Attorney(s):

- Warren R. Paboojian; Baradat & Paboojian, Inc.; Fresno CA for Veronica Ordaz Gonzalez,, Jose Ramos Santiago,, Omar Perez,, Roberto Perez
- Nolan C. Kane; Baradat & Paboojian, Inc.; Fresno CA for Veronica Ordaz Gonzalez,, Jose Ramos Santiago,, Omar Perez,, Roberto Perez

Plaintiff Expert (s):

- Scott A. DeFoe; Police Practices & Procedures; Huntington Beach, CA called by: Warren R. Paboojian, Nolan C. Kane

Defendant(s):

- James Dunn
- Courtney Bush
- Jeffrey Morse
- County of Fresno
- Isaac Cervantes

Defense Attorney(s):

- Leslie M. Dillahunt; Weakley & Arendt, PC; Fresno, CA for County of Fresno, Courtney Bush, Jeffrey Morse, James Dunn, Isaac Cervantes
- James D. Weakley; Weakly & Arendt, PC; Fresno, CA for County of Fresno, Courtney Bush, Jeffrey Morse, James Dunn, Isaac Cervantes

Defendant Expert(s):

- Clarence R. Chapman; Police Practices & Procedures; Santa Monica, CA called by: for Leslie M. Dillahunt, James D. Weakley

Facts:

On June 3, 2018, plaintiffs Veronica Ordaz Gonzalez, 35, her boyfriend, Jose Ramos Santiago, 38, her dad, Roberto Perez, 65, and her brother, Omar Perez, 29, were all inside their residence in Fresno. Fresno County Sheriff Deputies Courtney Bush, Jeffrey Morse, Colleen Santos, Isaac Cervantes and Reserve Deputy Moreno-Lopez arrived at their residence to try and locate a vandalism suspect.

Prior to this, Bush responded to a report of vandalism made by the alleged vandal's parents. The vandalism suspect's mother informed Bush that the night before, her son, Jesus Ramos, damaged their truck's windshield in the amount of approximately \$500. Jesus Ramos was described as 5'3" and 110 pounds. Jesus Ramos' parents told Bush that he frequented the residence shared by the plaintiffs, but the deputies had no other information that would connect the vandalism suspect to the plaintiffs' home.

When the deputies arrived, they observed a Hispanic male— who was later identified as a friend of the residents, who was only ever identified by the name "Jacob" in court documents. While Jacob reportedly did not match the description of Jesus Ramos, deputies stopped to question him in the front yard of the residence.

According to the defense, while the deputies were talking to Jacob, Morse observed a male run out of sight in the backyard. Additionally, Bush saw approximately 10 marijuana plants in the backyard. The deputies ordered all occupants out of the house. Plaintiffs and Jacob were subsequently handcuffed and detained in the front yard. Deputies asked Gonzalez to enter the home to search for Jesus Ramos, who they believed to be inside the residence.

Gonzalez claimed she did not consent, though Sergeant James Dunn disputed her claim. Deputies searched the home and no one was located. While the deputies were searching the home, Gonzalez and Santiago's dog, Scooby, who was tied up by deputies, got loose and ran to the backyard where a K-9 unit had posted up. The K-9 handler, Cervantes, shot and killed Scooby. The reason given was that the dog had allegedly bit the K-9 on the leg for two seconds. The K-9, however, suffered no injuries, and there was no other evidence to suggest that the dog had been bitten.

Plaintiffs, Gonzalez, Santiago, Omar Perez and Roberto Perez sued the deputies' employer, the county of Fresno, as well as Bush, Morse, Cervantes and Dunn. Plaintiffs alleged violations of their civil rights and violations of the Fourth Amendment to be free from unreasonable search and seizures; and for the wrongful taking of their dog, Scooby. Omar Perez and Roberto Perez had claims for Bane Act and negligence, all stemming from excessive force by the officers, but did not have a claim for Scooby, as Scooby was not their dog.

Plaintiffs' counsel contended that Gonzalez did not consent to the deputies searching the residence. Plaintiffs' counsel noted there was no documentation of consent or any other witnesses to the alleged consent. Plaintiffs' expert in police practices and procedures testified that without consent there was no legal basis to enter the home. This expert also testified that the K-9 handler, Cervantes, overreacted and had other non-lethal options that he should have used.

Plaintiffs' counsel noted that Scooby was a conversion claim, being the wrongful taking of property, as the dog was property. Defense counsel contended it was not wrongful because it was self-defense and justified. Plaintiffs' expert in police practices and procedures testified that the killing of the dog was not a reasonable response and constituted excessive force. The defense noted that excessive force is usually in regards to the fourth amendment claim, and Scooby was not a fourth amendment claim.

Injury:

Scooby did not survive the shooting. Gonzalez and Santiago claimed emotional distress from the events. Gonzalez saw a licensed family and marriage therapist at Fresno State three times following the incident. They sought recovery for their past and future emotional distress. Omar Perez and Roberto Perez also sought recovery for their emotional pain and suffering from the events.

Result:

The jury found that Cervantes was liable for the unjustified shooting death of Scooby, and that Dunn was liable as to Gonzalez, only, for violation of the Bane Act. Bush and Morse were not found liable. The jury awarded \$800,000, with \$500,000 to Gonzalez for the loss of Scooby and the Bane Act violation, and \$300,000 to Santiago for the loss of Scooby.

Roberto Perez

Omar Perez

Jose Ramos Santiago

\$ 300,000 Past & Future Emotional Distress

\$ 300,000 Plaintiff's Total Award

Veronica Ordaz Gonzalez

\$ 500,000 Past & Future Emotional Distress

\$ 500,000 Plaintiff's Total Award

Trial Information:

Judge: Jeffrey Hamilton

Trial Length: 15 days

**Trial
Deliberations:** 10 hours

Post Trial: Plaintiff will be able to make a motion for attorney fees for violation of the Bane Act.

**Editor's
Comment:** This report is based on information that was provided by plaintiffs' counsel. Defense counsel did not respond to the reporter's phone calls.

Writer Priya Idiculla



Dispute over cause of death in restraint incident: lawsuit

Type: Verdict-Mixed

Amount: \$7,500,000

Actual Award: \$1,500,000

State: California

Venue: Federal

Court: United States District Court, Central District, Riverside, CA

Injury Type(s): • *other - death*

Case Type:

- *Wrongful Death*
- *Civil Rights - 42 USC 1981; Police as Defendant*
- *Government - Excessive Force*
- *Worker/Workplace Negligence - Negligent Training*

Case Name: Tracy Alves, Individually and as Successor in Interest for Kevin R. Niedzialek, deceased v. Riverside County, Riverside Sheriffs Department, Sheriff-Coroner Chad Bianco, Deputy Sonia Gomez and Deputy Brian Keeney, No. 5:19-cv-02083-JGB-SHK

Date: April 07, 2023

Plaintiff(s):

- Tracy Alves, (Female, 47 Years)
- Estate of Kevin R. Niedzialek, (Male, 34 Years)

Plaintiff Attorney(s):

- **Dale K. Galipo**; Law Offices of Dale K. Galipo; Woodland Hills CA for Tracy Alves,, Estate of Kevin R. Niedzialek
- John C. Burton; Law Offices of John C. Burton; Pasadena CA for Tracy Alves,, Estate of Kevin R. Niedzialek

**Plaintiff Expert
(s):**

- Daniel Wohlgeleirter M.D.; Cardiology; Santa Monica, CA called by: Dale K. Galipo, John C. Burton
- Jeffrey J. Noble; Police Practices & Procedures; Rancho Santa Margarita, CA called by: Dale K. Galipo, John C. Burton

Defendant(s):

- Chad Bianco
- Sonia Gomez
- Brian Keeney
- Riverside County
- Riverside Sheriff's Department

**Defense
Attorney(s):**

- **Tony M. Sain**; Lewis Brisbois Bisgaard & Smith LLP; Los Angeles, CA for Riverside County, Riverside Sheriff's Department, Chad Bianco, Sonia Gomez, Brian Keeney
- Tori Bakken; Lewis Brisbois Bisgaard & Smith LLP; Los Angeles, CA for Riverside County, Riverside Sheriff's Department, Chad Bianco, Sonia Gomez, Brian Keeney

**Defendant
Expert(s):**

- Robert Fonzi; Police Practices & Procedures; Yucaipa, CA called by: for Tony M. Sain, Tori Bakken
- Theodore C. Chan M.D.; Emergency Medicine; San Diego, CA called by: for Tony M. Sain, Tori Bakken

Facts:

On July 29, 2019, plaintiff's decedent, Kevin Niedzialek, 34, a student, was at an apartment complex in Temecula, when he was approached by Riverside County Sheriff's Deputies Sonia Gomez and Brian Keeney, who were responding to 911 calls that described an unarmed man at the complex who had a bleeding head wound and sounded incoherent.

Niedzialek was seated when the officers approached and despite commands to stay seated, Niedzialek is said to have quickly advanced toward Keeney. Gomez then fired her stun gun, striking Niedzialek. Niedzialek ignored additional commands and made a second advance toward Keeney, prompting Gomez to fire her stun gun a second time. Niedzialek was intoxicated on methamphetamine at this time, which might explain his behavior.

The deputies then moved to restrain Niedzialek in a prone position for handcuffing. Once prone, Niedzialek resisted the handcuffing, both before and after the handcuffing was completed. After Niedzialek stopped resisting, the deputies continued to restrain a handcuffed Niedzialek in the prone position for nearly four minutes: with hands and a single knee to his back.

At some point, the deputies realized Niedzialek might not be breathing and flipped him over. Paramedics arrived minutes later and determined Niedzialek was not breathing. He was transported to a hospital but was ultimately taken off life support.. The medical examiner later determined that Niedzialek had died from fatal methamphetamine toxicity.

Despite the medical examiner concluding that the deputies' restraint played no causal role in Niedzialek's death, the county determined the death to be a homicide.

Plaintiff, Niedzialek's sister, sued Riverside County, Riverside Sheriff's Department, Sheriff-Coroner Chad Bianco, Gomez and Keeney. Plaintiff alleged claims for violation of Niedzialek's rights to be free from excessive force, as well as claims for negligent training of the deputies. Plaintiffs dismissed Gomez and Keeney from the case and the matter proceeded against the county and Bianco.

Plaintiff contended that her brother was motionless and held down for more than four minutes, causing a cardiac arrest from positional asphyxia.

The county contended that Niedzialek died solely due to his use of methamphetamines.

Injury:

Upon recognizing that Niedzialek was not breathing, paramedics were called to the scene. They were able to resuscitate Niedzialek, though he was declared brain dead at a hospital the next day after going too long without oxygen. His organs were donated.

Prior to his death, Niedzialek struggled with substance abuse and was attempting to recover. He relapsed days prior to the incident in July 2019 by using methamphetamine. Plaintiff's experts pointed out that Niedzialek stopped moving 40 seconds after being handcuffed and laid motionless for more than four minutes before he was turned over and it was determined that he was not breathing and his pupils were dilated. A paramedic testified that his carbon dioxide level indicated he had been in cardiac arrest for a significant time, which explained his extensive anoxic brain injury.

Plaintiff Tracy Alves, Niedzialek's sister, sought recovery for his pre-death pain and suffering and for his loss of life. She also sought recovery for past and future loss of love, companionship, comfort, care, assistance, protection, society and support. Alves also sought punitive damages against Bianco.

Defense disputed that Niedzialek's death was due to him being handcuffed and prone. Defense's experts testified that during his struggle with the deputies, and Niedzialek being handcuffed face down, that Niedzialek appeared to be breathing, was vocalizing and some portions of his body were not fully prone on the ground, which the defense argued indicated that he had not been suffocated by the restraint. Defense counsel contended that Niedzialek's death was due to acute methamphetamine toxicity.

Result:

The jury found that neither Keeney or Gomez used excessive or unreasonable force or restraint against Niedzialek when apprehending him. However, the jury found that the officers were negligent in their use of force after Niedzialek had already been handcuffed.

The jury found that the deputies' negligence was a cause of Niedzialek's death, and that Niedzialek's own negligence was also a cause of his death.

The jury apportioned 10% negligence to Keeney, 10% to Gomez, and 80% to Niedzialek. The jury awarded Alves \$7.5 million for the loss of her brother.

After apportioning responsibility, her award was reduced to \$1.5 million.

Estate of Kevin Niedzialek

Tracy Alves

Trial Information:

Judge: Jesus G. Bernal

Trial Length: 8 days

**Trial
Deliberations:** 9 hours

**Jury
Composition:** 5 male, 3 female

Post Trial: Post-trial motions and an appeal are anticipated by the defense.

**Editor's
Comment:** This report is based on information that was provided by plaintiff's and defense counsel.

Writer Priya Idiculla

https://www.davisenterprise.com/news/jury-awards-24-2-million-verdict-in-slide-hill-park-death/article_0dbc3f64-f637-11ef-8ec7-5f40deb821c2.html

FEATURED

Jury awards \$24.2 million verdict in Slide Hill Park death

By Lauren Keene, Enterprise staff writer
Feb 28, 2025

1 of 3



Davis Public Works employees inspect the scene where a large tree limb fell on a woman in February 2021 at Slide Hill Park. Owen Yancher/Enterprise file photo



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WOODLAND — A Yolo County jury found the city of Davis fully liable for a woman's 2021 death from a fallen tree limb in Slide Hill Park, awarding her surviving husband and daughter more than \$24.2 million in damages following a three-week wrongful death trial.

The verdict, reached after two days of deliberations, absolved Davey Resource Group, the private firm that conducted a tree inventory for the city in 2018, of any responsibility for 44-year-old Jennifer Comey's death.

Roger Dreyer, the attorney representing Comey's husband Ted Pitts and their daughter Margaret, called the judgment "an extraordinary reflection of the quality of the people of this community, to be able to do the right thing for a family that suffered an immeasurable loss."

Dreyer added that the \$24,244,911 verdict sends a message to the city: "Do your job, because people are depending on their public servants to pay attention. You can't have a park that goes without any kind of evaluation, inspection or pruning for decades, and just keep your fingers crossed that no one gets killed."

Evidence presented at trial revealed that the shamel ash tree limb was riddled with decay and pest damage when it broke loose and fell on Comey on the windy morning of Feb. 23, 2021, as she watched Margaret, then 3, play in the park's sandbox.

Davey Resource Group deemed the tree in "fair" condition during a July 2018 inspection and in need of only routine pruning. But the city, which lacked a proactive park maintenance plan, failed to act on any of the maintenance recommendations contained in the 40,000-tree inventory — even after Comey's death.

Comey, who suffered a basal skull fracture, broken pelvis and other injuries from the impact of the 1,200 to 1,500-pound limb, survived for more than an hour before succumbing to her wounds at the UC Davis Medical Center.

Lawyers for the Pitts family pursued \$30-40 million in damages for Comey's wrongful death and pain and suffering, lost financial support and love and care for her family, as well as the emotional trauma Margaret endured from witnessing the event.

The city of Davis' legal team, which sought a \$10 million verdict, admitted liability in Comey's death shortly before the trial began but argued that DRG should share in the blame. DRG, meanwhile, denied that the firm's work contributed to the fatality.

While the jury was unanimous in finding DRG not liable, some of the monetary awards brought split votes of 11-1 and 10-2. In civil trials, only nine jurors must agree in order to reach a verdict.

"I thought the jury paid close attention. They clearly considered the facts," said **Bruce Kilday**, one of the attorneys representing the city of Davis. The votes "made it pretty clear they were serious and looked at it independently. That's good."

During the trial, jurors heard testimony from Comey's family and friends who said she cherished her role as a wife and stay-at-home mother, medical experts who described the impacts of her injuries and whether she experienced pain and suffering, forensic economists who calculated the loss of her household services and income had she returned to work, and mental-health professionals regarding the Pittses' therapy needs and prognoses for recovery.

"Jennifer Comey was a remarkably wonderful mother and wife, and she should be here," Dreyer said in closing arguments held over the course of three days last week. **"This was a tragic event, and it was because people didn't do their jobs.** That failure changed the world for my two clients."

Expert arborists called by the city and DRG, meanwhile, offered conflicting opinions on the quality of the 2018 tree inventory and whether the firm exercised "reasonable care" in its services to the city.

Lawyers for the plaintiffs and the city argued that DRG erred by not assigning a certified arborist to conduct the inventory, as outlined in the contract for the project, which they said should also have noted the ash tree's proximity to a "high risk" playground.

DRG attorney Andrew Cox, meanwhile, asserted that the city alone determined the scope of the five-month tree inventory, which did not include a formal risk assessment that would have been more costly and time-consuming to carry out.

Besides, Cox added, **Davis' former urban forest manager admitted at trial that the city disregarded the inventory's maintenance recommendations in the 2½ years between its completion and Comey's death.**

"We told them to trim the tree, and they ignored it," Cox said in his closing remarks.

"Which means nothing got pruned, which means the limb fell. It really is that simple."

— Reach Lauren Keene at lkeene@davisenterprise.net



[BACK TO AGENDA](#)

**Northern California Cities Self Insurance Fund
Risk Management Committee Meeting
April 17, 2025**

Agenda Item E.9.

ROUND TABLE DISCUSSION

INFORMATION ITEM

ISSUE: The floor will be open to the Committee for discussion.

- CJPRMA requested a list of Risk Management Activities from all members.
- Law Enforcement Training Day 2025

RECOMMENDATION: None.

FISCAL IMPACT: None expected from this item.

BACKGROUND: The item is to the Committee members for any topics or ideas that members would like to address.

ATTACHMENT(S): CJPRMA Risk Management Activities

NCCSIF - Risk Management Activities

Trainings

Gordon Graham - Your Black Swan is Someone Else's Grey Rhino

Insurance Requirements in Contracts Manual

Heat Illness Prevention Training

Aquatics Risk Management

Improving Police Performance

Preventing Burnout Refreshing Your Prospective

Traffic Control and Flagger Training

Workplace Violence Plan

Special Events Requirements Training

Caring for Your Mental Health Work-Life Balance

Law Enforcement Training Day

Risk Management 101

Contract with Sedgwick Risk Control Services

Vector Solutions

Sedgwick Risk Control

1. Lockout Tagout (LOTO)
2. Electrical Safety
3. Compressed Gas Safety
4. Aerial Lifi
5. Asbestos Awareness
6. Forklift
7. Defensive Driving
8. Workplace Violence
9. Fall Protection
10. Confined Space
11. Safe Lifting
12. Excavation, Trenching, Shoring
13. Bloodborne Pathogens
14. Heat Illness
15. Temporary Traffic Control & Flagging
16. Ladder Safety

Re: Risk Management Activities Report

This memorandum outlines the Anderson Police Department's liability-reducing training, activities, and software to minimize liability risk. Please see the following comprehensive report for further details:

Perishable Skills/ Mandated by Peace Officer Standard and Training:

The California Peace Officers Standards and Training (POST) have identified "perishable skills" training that all POST certified officers are required to complete every two years. These perishable skills include the below listed areas of training:

Use of Force: This course provides California Peace Officers with training on considerations related to the use of force, including legal standards, objectiveness, de-escalation, and the need to safeguard life, dignity, and liberty of all persons without prejudice to anyone. This course provides updated legislative content of Penal Code Section 835a. This course includes scenario-based training that is often completed with the assistance of virtual reality systems.

Driver Training/Awareness: This course provides California Peace Officers with the topics of Driver Training/Awareness, including Basic Driving Principles, Legal and Moral Aspects, Defensive Driving, and Maneuvering Course Exercises. This includes training in high-speed or pursuit driving and behind-the-wheel exercises that include collision avoidance and slow-speed driving maneuvers.

Arrest and Control: This course provides California Peace Officers with techniques for handcuffing, control of persons, de-escalation, legal standards, use of force policy review, and hands-on/practical skills to safely apprehend and control persons.

Strategic Communications: This course provides California Peace Officers with techniques to generate voluntary compliance through the art of persuasion and utilizing tools of interpersonal and tactical communication, along with de-escalation techniques through scenario-based training.

Firearms: This course provides California Peace Officers with the topics of tactical firearms and lethal force options. The trainees will develop the necessary tactical knowledge and skills in firearms to survive and win a realistic lethal force encounter. This course provides updated legislative content of Penal Code Section 835a. This course also improves officer shooting skills and practice in tactical decision-making while using their primary firearm. Students receive some instruction on force options, case law, legal and moral issues, firearms tactics, as well as a review of our use of force policy.

Policy Review:

The Anderson Police Department houses our policies using a Knowledge Management System (KMS) called Lexipol. This system allows us to manage all employees and how they receive and acknowledge policies. The KMS system has a supplemental smartphone application, allowing officers to reference department policies in the field to ensure compliance before action.

One of the system's tools is Daily Training Bulletins (DTB), enabling us to send out 7-10 policies monthly for our users to review. The system generates a scenario related to each policy, allowing the reader to examine the scenario and then answer a question to show competency.

Range:

The Anderson Police Department holds several range trainings throughout the year in addition to the Firearms PSP. These training focus on firearm proficiency, firearm manipulation, qualifications, use of force policy review, shooting policy review, and shoot and don't shoot scenarios. We also cover the use of our less lethal shotguns to include

policy review, qualification, de-escalation, firearm manipulation, and practical scenarios. This training also provides information on firearm safety.

Defensive Tactics:

The Anderson Police Department holds several defensive tactics training throughout the year in addition to the Arrest and Control PSP. This training focuses on a legislative update to include updated case law decisions and a review of landmark case law decisions related to police work and the use of force. This training focuses on practical scenarios and the physical practice of handcuffing techniques, control holds, takedowns, positions of advantage, footwork, and safety.

Taser:

The Anderson Police Department either holds the initial training for new officers, an eight-hour course, or a four-hour course for officers who have already completed the eight-hour course. This training covers safety on the taser and cartridges, review of the taser policy, use of force policy, medical needs after a taser deployment, practical training on how to use the taser, target zones on the body, and reporting and documenting the use of a taser.

Impact Weapons:

The Anderson Police Department holds impact weapons training throughout the year. This training usually is in conjunction with our defensive tactics training. This training covers the use of a baton and the applicable policies. The training covers the deployment of the baton, holding of the baton, target areas on the body, striking, and retention. The training is done in a practical format with some scenario training.

High-Risk Vehicle Stops:

The Anderson Police Department conducts training on executing a high-risk vehicle stop. This training includes positions of vehicles, communication between officers, communication with a suspect(s), position of officers, firearm deployment, less lethal deployment, crossfire awareness, handcuffing of the suspect(s), and the clearing of the vehicle. This training covers areas of de-escalation, strategic communication, and policy review.

Active Shooter:

The Anderson Police Department has sent all sworn supervisors to a specialized course responding to Active Shooter incidents. Certified instructors teach this course and details the response and responsibilities of law enforcement supervisors in managing an active shooter event. This course is conducted in conjunction with our emergency services partners, including fire and medical staff, and provides training in the ICS (Incident Command System) to ensure a Unified Command approach is utilized.

K9 Training:

The Anderson Police Department currently has three Police Service Dogs (PSDs). Our PSDs are dual-purpose, meaning they are used for both patrol functions and narcotics searches. California currently has no legal standard for the training of PSDs. However, California POST has issued recommended training standards, which include annual certification and ongoing training, with a recommended minimum of 16 hours a month. All of the Anderson Police Department PSDs are currently certified to California POST-recommended standards and maintain a minimum of 16 hours of training monthly, often exceeding that amount. Our two K9 program managers have successfully completed courses in POST certification standards. This allows our program managers to continuously evaluate our PSDs and ensure they are compliant with the POST recommendations.

POST Portal Trainings:

California POST provided a web-based learning portal for officers to view training courses and receive continuous professional training credit (CPT). Throughout the year, our officers are assigned portal training assignments. These often include subjects such as racial biased training, tactical communications/de-escalation, Domestic Violence Response update, autism recognition, and Homelessness and Policing.

CPR/First Aid/Naloxone Administration:

Every two years, sworn members of the Anderson Police Department complete an 8-hour First Aid / CPR course of instruction. This course complies with the requirements of Title 22 of the California Code of Regulations and the Emergency Medical Services Authority requirements for California Peace Officers. This course also includes training on the proper utilization of AED devices. Two AED devices have been purchased and are stored on-site at the Anderson Police Department.

All sworn officers and community service officers have been trained and provided with Naloxone to carry on their person. This has been implemented due to the prevalence of synthetic opioids, such as fentanyl, that our officers have been seizing in the field regularly.

Blue Team Software:

The Anderson Police Department has purchased a software application suite known as IA Pro and Blue Team to provide analytics of officer-related Use of Force incidents and Vehicle Pursuits. This software allows the officers to upload information regarding the use of force incidents, which outlines where the incident occurred, who was involved in the incident, the type of circumstance surrounding the incident, officer injuries, suspect injuries, type of force used, and resistance encountered. This information is sent up through the chain of command, allowing supervisors to track incidents and determine if they are within policy or if someone needs additional training. The system will enable us to track all uses of force and alert us to potential force patterns. The system similarly tracks vehicle pursuits, with officers uploading information surrounding the pursuits, allowing supervisors to determine if the pursuit was in policy and identify potential training needs or increased liability factors.

Unmanned Aerial Vehicles (UAV): The Anderson Police Department maintains a fleet of UAV drones. These drones are utilized in response to incidents where aerial surveillance could assist in tactical decision-making before contact with the developing situation. These drones can also be used to respond to hazardous situations, including those in which a chemical spill or gas leak occurs, to ensure proper distancing for first responders. Our UAV pilots are all Part 107 FAA licensed pilots and have created an excellent working relationship with our local municipal airport air traffic controllers.

Employee Evaluations: The Anderson Police Department conducts annual evaluations of all employees. Every employee is evaluated on their workplace safety work practices and procedures during the evaluation process. Additionally, each employee confirms receipt and understanding of the workplace sexual harassment policy, computer incident plan, and workplace harassment/retaliation policy.

Briefing Training:

Each shift has briefing topics that are openly discussed by the personnel and sergeant. These topics are captured in each sergeant's briefing log that outlines the topic, officers present, and date/time. The issues that are discussed are policy changes/refreshers, law changes, safety topics, such as fentanyl exposure risks, internal safety concerns, and new directives that outline a new way in which a situation is handled and documented. These briefing logs are kept by each sergeant for their shift rotation and can be accessed throughout the year.

City of Red Bluff

Administrative and Public Works Staff In-Person Training:

- Fire Prevention and Fire Extinguisher Training provided by our Fire Department.
- First Aid Training provided by our Fire Department.
- Driver Safety Training provided by Sedgwick Risk Management.
- Active Shooter Training provided by a trained law enforcement provider.

In-Person Facilities Safety Audit by Sedgwick Risk Management:

- Audited by their Risk Manager and given list of fixes/repairs to be compliant with facility safety. All items were addressed successfully from the audit.
- Localized fire alarms and smoke detectors were installed/replaced where needed throughout all City buildings.
- Created Facilities Safety Committee to address Audit and the ongoing safety needs of the facilities of the City

HR Training:

- HR Administrator attended Calpelra HR Conference in Monterey.
- HR Administrator attended SHRM Northstate Conference.
- HR Analyst II attended Employers Advisory Council (EAC) conference put on by EDD.

Policies & Procedures:

- Updated Personnel Policies to follow the changes to Workplace Violence.
- Conducted required Workplace Violence training.
- Created new Vehicle/Equipment Use & Travel Policies.
- Reviewed and updated the Injury & Illness Protection Plan.
- Comprehensive review and update of most of the City's class specifications to ensure accuracy in job duties/physical requirements.
- Replaced Employee Handbook with new, updated version.
- Implemented Cell Phone Consent & Allowance program.
- Updated Injury/Incident Report form to streamline process and gather more information for record.
- Implemented confidential employee complaint process.

Supervisor Training:

- Increased overall skill level of supervisors on writing accurate and reflective Evaluations for their employees.
- Conducted in-person training on interview panel questioning and process.

Programs:

- Researched new EAP with first responder focus (ConcernPlus).

City of Galt

Contracted training you have brought in:

Sedgwick for trainings such as Arial Bucket Training, Forklift Training, Traffic and Safety Control, Bloodborne Pathogens.

Anti-Harassment and Discrimination Training.

Training you have done yourself for city staff:

The city pays for a Lorman subscription to offer an array of trainings in Workplace Violence, Construction/Engineering, Government, Human Resources, Legal, Procurement, Leadership Development, etc.

The city pays for a Target Solutions subscription which also offers an array of trainings.

Vendors you have hired to reduce liability:

Cole Pro Media assists messaging the public and social media to minimize risk.

Lorman

Target Solutions

LCW

Sedgwick

ATSSA

Tools/software/systems you have implemented to reduce liability:

Assigned a new Cybersecurity training to all City employees.

Implemented incentive reward program for staff completing Cybersecurity training on time and for passing their phishing tests.

Currently in progress implementing multifactor authentication for all PD computer logins.

Increased minimum password length policy to 15 characters.

Established relationships with Cybersecurity government organizations CISA and MS-ISAC.

Implemented DNS security filtering with Quad9.

Training that departments have done on their one that helps with liability:

Public Works- weekly safety meetings addressing various topics such as noise exposure, lock out tag out, electrical safety, biohazard, confined space awareness, etc. They offered Ariel Bucket Training, Forklift Training, and trainings from Target Solutions (see attached list).

Police Department- Hate Crimes Investigation – POST Learning Portal, Domestic Violence Investigations – POST Learning Portal, Aerosol Transmissible Diseases – Target Solutions, Bloodborne Pathogens Safety – Target Solutions, Heat Illness Prevention - Target Solutions, Use of Force – Sacramento Regional Public Safety Training Center, Arrest and Control - Sacramento Regional Public Safety Training Center, Strategic Communications - Sacramento Regional Public Safety Training Center, First Aid/CPR/AED - Sacramento Regional Public Safety Training Center.

Employment practices training:

Lorman training site offers trainings related to discrimination, reasonable accommodation, and the interactive process.

LCW Consortium trainings.

City of Corning

City Hall:

All employees are current on their Sexual Harassment Awareness training.

Police Department:

CART (Child Abduction Response Team Training): Ashley Knight & Matt Hewitt

Field Training Officer: Dannette Ross

Portable Evidential Breath-Alcohol Testing System (PEBT): Julie Hansel & Lisa Estes

POST Northern Symposium: Matt Portillo

PC832 Arrest: Lisa Estes & Julie Hansel

Firearms And Tactical Rifle Instructor: Matt Hewitt

California Sex and Arson Registry (CSAR): Ashley Knight & Lacey Hudson

Interview & Interrogation: Rey Valencia

Public Safety Dispatcher Course: Gabriella Gutierrez

RIMSCON: Paris Fountain & Lacey Hudson

Field Training Officer: Ed Curiel

Academy Instructor Certification Course (AICC): Matt Portillo

Less Lethal Instructor Course: Buck Squier

Dispatch Priming: Lacey Hudson

Administrative Services Manager:

Terminating Employees Safely

Assistant Public Works Director:

Basics of Leadership: 06-Leadership Dynamics

Smart Management: Discrimination in the Workplace for Managers

Diversity, Equity and Inclusion: Skills for Managers

City of Folsom

Active Shooter Response
Addressing Implicit Bias
Arrest Control
Baton/Impact Weapons
Domestic Violence and Missing Person Update
Driving PSP
Electronic Weapons Update
Firearms -General
Firearms – Low Light
Firearms – Red Dot Systems
Firearms – Tactical Rifle
Less Lethal Weapons
Naloxone (Narcan) Update
Strategic Communication
Vehicle Use/Pursuit Policy
Use of Force

Active Shooter at city work groups
City Library
Corporation yard
Aquatics Center
Sports Center
Zoo
City Hall

City of Red Bluff

Trainings for staff:

- Range (Patrol and Swat)
- Active Shooter- City Hall Staff
- Red Dot Range training
- Defensive Tactics
- POST Online Driving course
- Use of Force
- Tactical Commander- CATO
- Taser/ Pepperball/ Less Lethal trainings
- POST Portal Courses (De-Escalation, Racial bias/ profiling, hate crimes, etc)

Equipment/ tools/ software implemented:

- Red Dots on Patrol firearms and rifles
- New CCW Program (has standardized questions and tracking)
- Suppressors for SWAT members (2 of 6)

City of Rocklin

Upgraded our bodycam and in car camera systems with Lenslock.

Upgraded(ongoing project) our Police Department Camera system.

Department Training: min of 24 hours of Continuing Professional Training (CPT) and 22 hours of Perishable Skills every 2 years. We do that each year through the department trainings that we conduct.

PSP Training

Evoc (Driver training) every 2 years

Arrest and Control / Defensive Tactics

Tactical Firearms

Use of Force Training

Strategic Communications / De-escalation

Additional training

All Hazards training – field searches / active shooter/ Mass Casualty incident

Taser

Legal Update training – regarding new case law and legal precedence

Force Options / Shoot – Don't Shoot scenarios

Mental Health / First Aid training

Active Shooter Training

Public Works Risk Management Training

In-House Training:

- Workplace Violence/Hostile Work Environment Training
- Ladder Safety Training
- Chemical Spill Training
- Ergonomics Training
- Water Operations Training
- Common Workplace Injuries Training
- SDS Training
- Blood Borne Pathogens Awareness
- ARC Flash Awareness
- Heavy Equipment Hazards Awareness
- Hand Tools Training
- Defensive Driving/Driving Safety
- Exit Routes and Emergency Response Planning
- Sweeper Training
- Powered Platforms, Manlifts, And Vehicle Mounted Work Platforms
- Hazardous Materials Awareness
- Traffic Control Training
- Respiratory Program Review
- Slips, Trips, And Falls Awareness
- Lockout Tagout Training
- Heat Illness Awareness
- IIPP Training
- PPE Training
- Excavation And Trenching Training
- Fire Extinguisher Training
- Chlorine Gas Safety Training
- Water Operations Training
- Narcan Training and Fentanyl Awareness
- Trailer Safety
- First Responder Awareness
- Hazard communication program
- Wildfire Smoke
- Flusher/Vac truck operations

City of Gridley PD

- Emergency Vehicle Operator Course Training (Butte Community College and College of the Siskiyous)
- Arrest and Control Training (Gridley Police Department)
- Use of Force Training (Gridley Police Department)
- Training and Qualification on all assigned weapons (Gridley Police Department)
- Firearms Training and Qualification on all assigned weapons (Gridley Police Department)
- Gridley Police Department Policy Review (Lexipol)
 - o Topics include: Use of Force, Emergency Vehicle Operation, Discriminatory Harassment, Bias-Biased Policing.
- Gridley Police Department Daily Training Bulletins (Lexipol)
 - All employees were issued Daily Training Bulletins throughout 2024, which consisted of scenario type questions that related to Gridley Police Department's Policies and Procedures.

City of Dixon

All Engineers completed an Emergency Vehicle Operations Class
Offroad Driving class (384 hours)
Safety Inspections - Vehicles
Paramedics maintaining current certifications
EMT current certifications

Finance

Implemented new Finance software – Incode (Tyler Product) to streamline accounting processes

Community Development

Implemented new permitting software – Energov (Tyler Product) to streamline permit processing
In-house Customer Service/Proper behavior training with staff

Public Works:

Tailgate trainings
Sidewalk repair – in house
Painted fog lines on Pedrick Road
Dogs on leash – signage
311 implemented report issues to Public Works
Access controls City Hall
Bullet proof glass PD and City Hall
CPR Trainings
Emotional Intelligence -Conflict Resolution Fred Pryor

Wastewater:

Holt of California – Forklift Training (every 3 years)
More Safety – CPR Training, First Aid and AED

Recreation:

Communicate and update Evacuation plans annually
AED Pool – Check annually
Chemical Training/Handling
CPR, Recertification Lifeguarding (annually)
Diving boards, ladders, lawn chairs– inspections annually before season starts
Senior-Multi Use Center - Commercial Refrigerator inspections
ADA pool compliance annually
Inspections of Smoke detectors, Alarm checks – Stanley (Securitas)
Inspections of Fire Suppression – River City Fire
Safety Awareness Training - Annually/new hires

Water:

Annual reporting and continuing education through WaterOnline Learning, CWEA, CRWA and AWWA

Transit:

Daily Bus Inspections

Seatbelt & Wheelchair Trainings & added signage

Added signage at corp yard

Added conduct signage buses

City of Marysville PD

These are all POST Certified Courses.

CPR / First Aid – March/April 2024

Perishable Skills- Driving- September 2024

Perishable Skills- Firearms / Use of Force/ De-Escalation – April 2024

Perishable Skills- Defensive Tactics- May 2024

Vehicle Pursuit- Policy Review- February 2024

Beyond Bias- February / March 2024

Behavioral Health- For Field Training Officers- updates for 4 personnel in February/ March

City of Marysville Public Works

- Contracted training you have brought in.

July 2024 – Playground Inspection Training, Shane Baird, Sedgwick (NCCSIF) at City of Oroville

October 2024 – Forklift Safety and Importance of Following OSHA Regulations Training, Shane Baird, Sedgwick (NCCSIF)

- Training you have done yourself for city staff. Anything you do for defensive driving will be very useful in this.

Jan 2024 – Deadly Cold Exposure

Jan 2024 – Proper and Safe Usage of the Propane Torch

Feb 2024 – Personal Protective Equipment

Feb 2024 – Chainsaw Sharpening Equipment Training

March 2024 – Cal/OSHA Protection from Wildfire Smoke

March 2024 – Titan Paint Striper Equipment Training

April 2024 – Heat Illness Safety Training

May 2024 – Backhoe and Vactor Truck Equipment Training

July 2024 – Asbestos Awareness Safety Training

July 2024 – Tree Maintenance and Assessment Skills Training

August 2024 – Defensive Driving Safety Training

August 2024 – Driver Awareness Training w Police Department

August 2024 – Volt Ohmmeter Electrical Safety Training

November 2024 – Inclement or Severe Weather Safety Training

November 2024 – MUTCD Basic Overview – Session 1 Signs

City of Oroville

From Airport for 2024:

Removed 4ea 4"x4"x 12' wooden posts and bases near FBO perceived by a Council member to be a hazard.

Replaced tie-down access gate locks from golf course to airfield

Replace Positive Pressure Vent (PPV) system on 12,000-gallon AvGas tank to mitigate ventilation into atmosphere and / or flammable debris from entering tank

Significant vegetation management throughout airfield to mitigate wildfire risk. (Airport was not burned in 2024 by Cal Fire due to lack of vegetation because of these efforts)

From the Sewer Division for 2024:

Training with Fischer compliance on Sewer Emergency Response Plan (SERP).

Several employees have attended training with CWEA on jet rodding practices, CCTV operations, and lift station maintenance.

Hired a contractor (Duke's) to root foam approx. 3800 feet of sewer main.

Through CCTV inspections identified and repaired 2 sections on our sewer main on Bird and Veatch St. that were in failure.

City of Auburn PD

Please see the information below regarding risk management activities related to reduction of liability losses;

Defensive Driving: Completed Fall of 2024. PD staff will participated in 12 hours of Drivers Training and EVOC

- 4 hours of Skid Pan

- 4 hours of Vehicle Placement

- 4 hours of Cornering/Emergency Driving

proper roadway positioning, braking, clearing intersections, negotiating interference vehicles

APEX Officer: Virtual Reality use of force/de-escalation system

Officers are utilizing the system at a minimum of 1 hour per month

Wellness:

- One hour workout time during each shift

- Wellness checks with LCSW

- Annual Physicals

- Emotional support canine

Monthly Lexipol policy review:

Received 'gold' recognition from Lexipol over the last several quarters as our percentile numbers on issuing, reviewing, and completing daily training bulletins have continuously been in the 90's

CueHit:

Early Intervention software engaging the community in rating staff performance.

Benchmark Analytics:

Early Intervention software tracking incidents of citizen complaints, use of force, pursuits, etc.

Combined staff POST training hours, CPT and PSP:

792

Monthly Sgt/OIC (officer in charge) training

Monthly management meetings

Monthly Coaching

Implicate Bias training

City of Marysville FD

Marysville Fire Department Risk Management Activities 2024

Facilities

Training:

- Slip, trip and fall protection
- Eye Safety
- Power tool safety
- lock out tag out
- Proper lifting techniques
- Safety Data Sheet (SDS) training
- Injury reporting

Hazard Building Identification:

- Identify hazardous buildings and document in ERS
- Unreinforced Masonry (URM) structure identification
- Balloon Frame Construction identification
- Hazardous Material storage facilities
- High-rise/ mid-rise structure identification
- Special hazards (hospital, skilled nursing facilities)

Structural Firefighting Safety:

- Identify risks associated with interior and exterior fire tactics
- PPE during active fire attack and overhaul operations
- Ladder safety
- Power saw safety
- Fireground hose management
- Post incident reviews or After action

Wildland Firefighting Safety:

- Identify risks associated with wildland fires
- Environmental hazards
- Aircraft safety
- Annual wildland refresher
- Post incident reviews

Hazardous Materials

Safety:

- Annual haz mat training
- Haz mat team training
- Monitors, equipment and vehicle maintenance

Vector (Target) Solutions:

- Utilize for online training/ records

- EMS continuing education
- New hire OSHA compliance training
- Certificate and license documentation

Driver Safety:

- Driver operator training for all appropriate license holders
- Cone courses (serpentine, alley dock and diminishing cones)
- Document supervised code 3 driving for new drivers
- Code 3 driver safety
- Vehicle familiarization and maintenance

Operational Guidelines/ Standard Operating Procedures:

- Review and acknowledge all sop's
- ensure adherence to sop's while actively engaged in fireground operations

Emergency Medical Technician:

- Utilize outside instructors for CPR, First aid, Multi Casualty incidents
- Expanded scope training (Narcan, Blood sugar)
- Continuing education minimum 24 hours every 2 years

Firefighter Health and Safety:

- Physical and mental well-being
- stress management
- Critical incident debriefing
- Physical fitness is encouraged daily
- Psychological support services with third party

Incident Command System (ICS):

- Chain of command
- Annual ICS refresher
- Communications training and annual radio refresher

Technical

Rescue:

- Swift water rescue
- Confined space rescue
- Trench rescue
- Low and High angle rescue
- Machine entanglement
- Vehicle extrication

Public Education and

Safety:

- Provide training for school aged children (k-2, 3-6 and Middle school)

- Fire safety at retirement facilities and care homes
- Fire station tours

City of Willows

LIBRARY

All Library staff received training and certification for two separate in-person courses "Adult Mental Health First Aid" and "Youth Mental Health First Aid" both of which include de-escalation techniques and strategies.

Four staff also recently completed a "Workplace De-Escalation" online course.

FIRE

- Emergency Vehicle Operators Course
- Hose testing
- Pump testing
- Refresher Medical Training
- New Computer software for tracking
- Annual standard performance evaluations
- Physical fitness standards
- Self-Containing Breathing Apparatus fit testing
- Bloodborne pathogen training
- HAZmat training

COMMUNITY DEVELOPMENT & SERVICES

(includes Planning, Building, Code Enforcement, Public Works, Sewage, and Facilities)

Public Works holds a weekly safety meeting at the Corporation Yard.

During severe weather events, the PW staff hold additional coordination and operation meetings.

The Superintendent of PW attended two Pesticide Applicators Professional Association continuing education spray classes.

Two PW Maintenance Workers attended the following classes this past year:

- sewage plant/system management,
- responding to flooding, and

inspecting park play equipment.

Community Development & Services Director attended the Public Works Officer Institute in 2024 covering such topics as “Traffic Safety Now”, “Brief Look at the Evolution of Public Sidewalks” and many other topics that covered reducing liability to the City.

Staff are proactively working to revise the city’s tree maintenance program to reduce liability of private trees planted in the City right-of-way.

Staff completed presentations on sidewalk liability at City Council meetings and developed a sidewalk replacement schedule that focuses on safe routes to schools. The attached map is used to prioritize sidewalk replacement as funding becomes available.

City replaced 1,320 square feet of damaged sidewalk with new ADA compliant sidewalks using city transportation funds.

Projects were approved and are underway to install ADA-compliant upgrades at the City Hall/Library and Jensen Park which will be completed in the spring of 2025.

As the attached list illustrates, city contractors, who manage the City’s Wastewater Treatment Plant, also participated in numerous trainings related to the management of the WWTP.

FINANCE

Implementation of new accounting software/modules (Tyler Technologies):

- ongoing training,
- monitor financial performance,
- new program provides enhanced reporting which enables a proactive approach to risk management,
- data security, and
- audit trails.

Continuous education:

Finance Director attended California Society of Municipal Finance Officers (CSMFO) conference:

Courses directly related to mitigating risk such as COSO Internal Controls.

HR related webinars:

- The Secret to Successful Disability Interactive Processes,
- Workplace Violence Prevention Program, and
- Managing CalPERS.

Vector Solutions:

Access to online courses:

PRISM Learning (Public Risk Innovation, Solutions, and Management) - Courses may be assigned to staff for ongoing education.

City of Rio Vista

Fire Department trainings

Anger, Violence and Conflict Resolution

Back Injury Prevention

Ethics in the Workplace

Sexual Harassment Prevention (Supervisor & Subordinates)

Workplace Diversity

Reasonable Suspicion (Drug and Alcohol)

Risk Assessment Analysis

Public Works trainings

Certified Pool Operator

Water treatment

Water Distribution

Heat Illness Prevention

Defensive Driving

Fire Extinguisher use

Vehicle Maintenance

Trench Safety

Bloodborne Pathogens

Heat awareness

Safety Glasses

Wastewater Maintenance

Forklift Training

PPE

Traffic Control

Customer Service

IIPP

Safety Awareness

Additionally:

The City adopted a Workplace Violence Prevention Policy

Assistant City Manager attended sessions on Interactive Process, Reasonable Accommodations, and Managing Burnout & Anxiety at CalPELRA and MMANC conferences

Bollard system was installed at the foot of Main Street for special event safety

City of Yuba City

Parks

- The parks division provides annual pesticide and labels training for all city employees that spray pesticides under the city's restricted materials permit.
- We provide annual training at the GAP for all staff that maintains the city pool. Staff members have to be a Certified Pool and Spa operator (NSPF) to do any chemical treatments to the pool.
- We have at least one parks member who is a Certified Playground Safety Inspector (CPSI), and does monthly reports on the condition of every play structure and documents the condition in IWORX.
 - In house Annual Tree Work Safety Workshop.
 - Sign Off sheets for all new employees for small equipment operation.

Public Works – Utilities

1. Du-All Learning Portal (online courses)

Annual

- Respiratory Protection
- Hearing Conservation
- Summer Safety & Heat Illness Prevention
- Hazards of Homeless Encampments

2. Target Solutions & Sedgwick (online courses)

- Workplace Violence Prevention Plan
- Alcohol & Drug Abuse Policy
- Reasonable Suspicion in the Workplace

3. In-Person Trainings

As Needed (annual, biennial, triennial)

- Chlorine Safety Training
- Emergency Action Plan
- Hearing & SCBA FIT Testing
- CPR/First Aid & AED
- Lockout/Tagout Training

- Confined Space Non-Entry Rescue
- Line Locator Training
- Rigging Training
- Cranes & Other Hoisting Equipment Training

4. Weekly & monthly safety training is done within each department (ex: maintenance, lab)

5. Daily/As-Needed High Heat Safety Checks when the temperature is going to be above 95 degrees

6. Implemented Chlorine Safety & Process Safety Management for any contractors working at the WTP or WWTF.

Fire

- Continuous updating and Implementation of new elements of Lexipol by developing a full Policy and Procedures Manual for the Fire Department
- Conducted training with ASHER equipment (Active Shooter Hazard Equipment Response) for all department personnel and developed response plans
- Hosted Rescue Task Force Training for YCPD and YCFD personnel (Manipulative and Classroom Tabletops)
- Cancer Prevention Task Force and Standards Training
- Cancer Screening Blood Draws for all Fire Department Personnel
- Updated Department Physicals and Medical Evaluations to meet NFPA 1582
- Developed and conducted training in Emergency Operation Center (EOC) positions, ICS format, NIMS, SIMS
- Updated and developed Firefighter 1 and 2 Training Manual with updated testing criteria and elements
- Developed an Acting Operator Task Book, Training Program and Standard and successfully tested 10 members in this position
- Developed an Acting Captain Task Book, Training Program and Standard and successfully tested 3 members in this position
- Updated Code Red, Evacuation Mapping/City Zones and conducted training for city evacuation and information sharing
- Developed and Incident Action Plan (IAP) for large scale community events
- Conducted (1) Firefighter Recruit Training Academies
- Advanced Technical Rescue (ATR) Team Training Program/Standard
- Hazardous Materials Team (HazMat) Training Program/Standard

- Tactical Emergency Medical (T.E.M.S) Training Program/Standard
- Instructed training on Stop the Bleed for city employees and neighboring county officials.
- Instructed CPR Renewal Courses
- Instructed EMT manipulative testing and skills renewal through SSV
- Conducted Peer Support and Mental Health Training for Department
- Conducted EVOC (Emergency Vehicle Operator Course) training for Defensive Driving and Code 3 Response
- Developed MCI Policy and Training Drills (Multi-Casualty Incident Training)
- Completed all ISO training (210 hours minimum) for every department member in all-hazard categories (hazardous materials, Driver training, Officer command training, Company skill Training) with each member completing over (270 hours) of training on average.
- Rapid Intervention Crew Training (For Firefighter Rescue)
- Vehicle Extrication Training
- Search and Rescue Training (Confined Space, Trench Rescue, and Victim removal)
- Instructed Report Writing and Documentation Training for all employees
- Hosted Coaching for Success, Emotional Intelligence and Learning Culture Training for all employees
- Helped Establish a Sutter County Fire Safe Council
- Hosted PG&E Regional Disaster Drill for Yuba and Sutter County
- Conducted Training and Testing for City wide Code Red emergency alerts
- Participated in Oroville Dam Collapse functional exercise
- Participated in Bullards Bar Dam Collapse functional exercise
- Secured contracts with Mental Health Technicians for all YCFD members

Police

- Brought in Ed Obayashi for 4 hours of Use of Force Training and 2 hours of Social Media use.
- Sent a mix of officers and sergeants to CPOA (California Police Officers Association) legal update course.
- Implemented Guardian Tracking which is another data entry and safeguard program for use of force tracking.

- Yearly evaluation has each employee sign off on the review of the following policies: Use of Force and Deadly Force, Officer Response to calls, Vehicle Pursuit Policy, Email Policy, Discriminatory Harassment Policy, and Drug and Alcohol Policy.
- Continued with Wellness Program which last year added free counseling sessions (10 total) for all members of the department. They have 2 local vetted options as well as a vetted first responder remote option available.
- Range training/less lethal training/tactical firearms training- 16 hours for sworn officers.
- Defensive Tactics training- Includes covering policy, de-escalation, and hands-on training- 4 hours for sworn officers
- Taser training – 4 hours for sworn officers
- Active shooter training- 8 hours of tactical response and scenarios for active shooters. Also included TCCC (Tactical Combat Casualty Care).
- We do monthly briefing trainings that covered the following topics (10-30 minutes per topic) throughout the year: Discriminatory harassment, Bias-Based Policing, Officer Involved Shootings, Temporary Custody of Juveniles/Adults, Use of Force Policy, Pursuit/Code 3 driving and POST video, Officer Wellness, Search and Seizure, Custody Searches, Probation Searches, Sexual Assault Investigations, Sex Registrants, Protected Information, Basic Collision Investigations, DUI Investigations, Criminal Street Gangs, Narcotic Enforcement Stops, Evidence/Property Procedures, Officer Response to Calls, Foot Pursuits, Felony Car Stops, Domestic Violence, Missing Persons, Mental Illness and CIT, Utilizing Confidential Informants.

-These topics do not hit every member of the department, but each shift is given the training. There is no makeup training on these as they are meant to be quick refreshers of these topics.

Office/Administration

- COVID-19 Prevention Program Training
- AB 1825 Training
- SB 1343 Training
- AB 1234 Training
- Active Shooter
- WVPP Training

City of Lincoln PD

- Contracted training you have brought in.
- Training you have done yourself for city staff. Anything you do for defensive driving will be very useful in this.
- Vendors you have hired to reduce liability.
- Tools/software/systems you have implemented to reduce liability.

Training that departments have done on their own that helps with liability. There should be a lot of police training that fits this: de-escalation; use of force; community policing; etc. Public Works might have training on how to do their work in such a way as to not damage resident property.

- Employment practices training on issues such as discrimination, reasonable accommodation, interactive process, etc. Participation in the LCW Consortium would be a good measure of this, too.

The California POST requires we complete 24 hours of perishable skills that is done on a two year cycle. This includes drivers awareness (EVOC), defensive tactics, firearms, use of force, first aid.

We completed most of our requirements in 2023.

In 2024 we completed the below as a department. Officers are sent on a regular basis to training that they may be lacking (Drug recognition, Basic Traffic, Radar/Lidar, Crisis intervention, Interview and Interrogation, Alcohol impairment,)

Impact Weapons (baton).

Range (Handguns, Rifles and Shotguns) 3 times to include a night range

First Aid/CPR

Beyond Bias: Racial and profiling

Active shooter exercise that included fire department, community members and outside agencies.

Annual TASER training

City of Yuba City PD

- Brought in Ed Obayashi for 4 hours of Use of Force Training and 2 hours of Social Media use.
- Sent a mix of officers and sergeants to CPOA (California Police Officers Association) legal update course.
- Implemented Guardian Tracking which is another data entry and safeguard program for use of force tracking.
- Yearly evaluation has each employee sign off on the review of the following policies: Use of Force and Deadly Force, Officer Response to calls, Vehicle Pursuit Policy, Email Policy, Discriminatory Harassment Policy, and Drug and Alcohol Policy.
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