



**Program #72009 - FRM Workers' Compensation/Safety & Health** FY 2026 Department Requested

**Department:** County Management **Program Contact:** Michelle Cross  
**Program Offer Type:** Operating **Program Offer Stage:** Department Requested  
**Related Programs:**  
**Program Characteristics:**

**Program Description**

This program provides workers' compensation benefits in accordance with state law. Multnomah County has been self-insured for this mandatory program since 1978. Claims are administered through a contract with a Third-Party Administrator (TPA) with oversight and coordination of return to work and CBA or Personnel Rule additional benefits from Risk Management staff. Staff work with employees, supervisors, physicians, the TPA, attorneys, managed care organizations and other vendors to accurately and timely process claim benefits for the injured employee. Internal Workers' Compensation section employees focus on service, equitability, cost containment and compliance efficiency. The Workers' Compensation section is responsible for the County's return-to-work program and follows state requirements necessary to benefit from the Workers' Compensation Division (WCD) Employer-At-Injury light duty cost reimbursement program.

The primary activity of the Safety and Health section is assisting management in efforts to reduce employee on-the-job injuries, illnesses, and employer liability due to injuries to non-employees. This work incorporates safety, trust, and belonging values in all communication and program implementation. Through an equity lens, the Safety and Health staff consult with County departments to assist them in providing a safe environment, safety for both employees and the public. Staff help to identify and abate deficiencies related to occupational safety and health regulations in an inclusive and equitable manner. All employer-based loss prevention activity needed to maintain the workers' compensation self-insured status is managed by the Safety and Health staff and communicated to internal partners through an equity lens for implementation and program success.

**Performance Measures**

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Telework ergonomic support	65	15	15	15
Outcome	OR-OSHA complaint responses closed without inspection follow up initiated by OR-OSHA	5	4	6	4
Output	Percentage of Supervisor corrective action reviewed and support provided when indicated by Safety & Health staff	N/A	90%	85%	90%

**Performance Measures Descriptions**

Telework ergonomic support counts the number of consultations completed. OR-OSHA complaint measures our ability to adequately respond to complaints and ensure appropriate remedial measures are in place to ensure safety and health and thus not requiring a follow up inspection. Supervisor's completing root cause analysis and implementing corrective actions is an OR-OSHA obligation and Origami has provided a means for Risk Management Safety professionals to track progress and document completeness and implementation of improvements.

## Legal / Contractual Obligation

MCC 7.102 and 7.103 established the safety and loss prevention program in the County. The Oregon Safe Employment Act, ORS 654, establishes minimum safety standards for employers. Oregon OSHA, as outlined in OAR 437-001-1005 through 1020 and 1050 through 1060, requires each self-insured employer to have a written loss prevention plan for each location and to provide safety and health loss prevention services for each work site. This program manages the employer/TPA process required in OAR 436 for workers' compensation claim processing.

## Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
<b>Program Expenses</b>	<b>2025</b>	<b>2025</b>	<b>2026</b>	<b>2026</b>
Personnel	\$0	\$1,467,624	\$0	\$1,516,081
Contractual Services	\$0	\$500,150	\$0	\$580,000
Materials & Supplies	\$0	\$5,089,509	\$0	\$5,480,986
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$7,057,283</b>	<b>\$0</b>	<b>\$7,577,067</b>
<b>Program Total:</b>	<b>\$7,057,283</b>		<b>\$7,577,067</b>	
<b>Program FTE</b>	0.00	7.50	0.00	7.25

<b>Program Revenues</b>				
Other / Miscellaneous	\$0	\$7,242,283	\$0	\$7,577,067
<b>Total Revenue</b>	<b>\$0</b>	<b>\$7,242,283</b>	<b>\$0</b>	<b>\$7,577,067</b>

## Explanation of Revenues

\$6,875,067 Internal service reimbursements from departments

\$700,000 Revenues from the State of Oregon for workers compensation claims when certain eligibility requirements are met

\$2,000 Reimbursement revenues from staff who attend first aid/CPR/AED classes taught by Safety and Health instructors, used to offset course costs and certification process.

Countywide Workers Compensation and Safety rate is based on claims experience and an actuarial valuation performed every three years.

## Significant Program Changes

**Last Year this program was:** FY 2025: 72009A FRM Workers' Compensation/Safety & Health

FTE decreased by .25 and increased by .25 in program offer 72006 FRM Property & Liability Risk Management Program. The change was made to better reflect support for General Liability program.