



Organization, Personnel & Effectiveness
Committee

Safety and Environmental Program Quarterly Update

Item 6a

July 13, 2026

Presented by: Ofelia Perez

Item 6a

Office of Safety,
Security,
& Protection

Safety,
Regulatory
& Training

Subject

Safety and Environmental Program
Quarterly Update

Purpose

Provide update on metrics, initiatives,
and regulatory activities

Office of Safety,
Security,
& Protection

Safety,
Regulatory
& Training

Quarterly Report

- Injury Data and Metrics
- Regulatory Inspections
- Communications
- Safety Committee Activities

Injury Data and Metrics

YTD as of June 23, 2026

Incident Rate
Enterprise-Wide

Year	#EE	# Recordable Injuries	Total Incident Rate (IR)
2024	1907	26	1.5
2025	1925	47	2.7
2026 As of June 23, 2026	1926	13	1.6
CALIFORNIA AVERAGE INCIDENT RATE (2024) *2025 not available			5.8

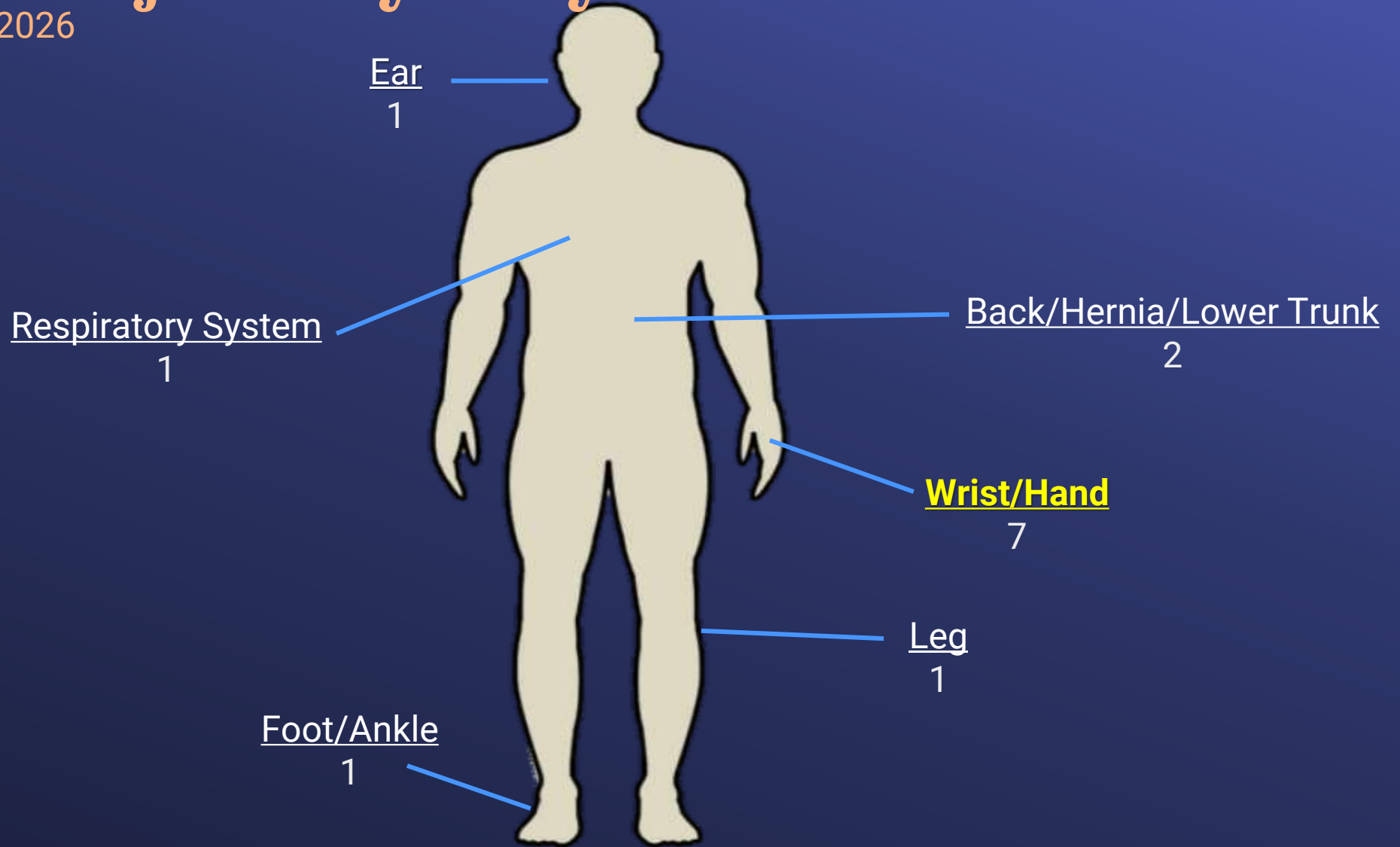
Injury Rate vs. Industry Average

YTD as of June 23, 2026



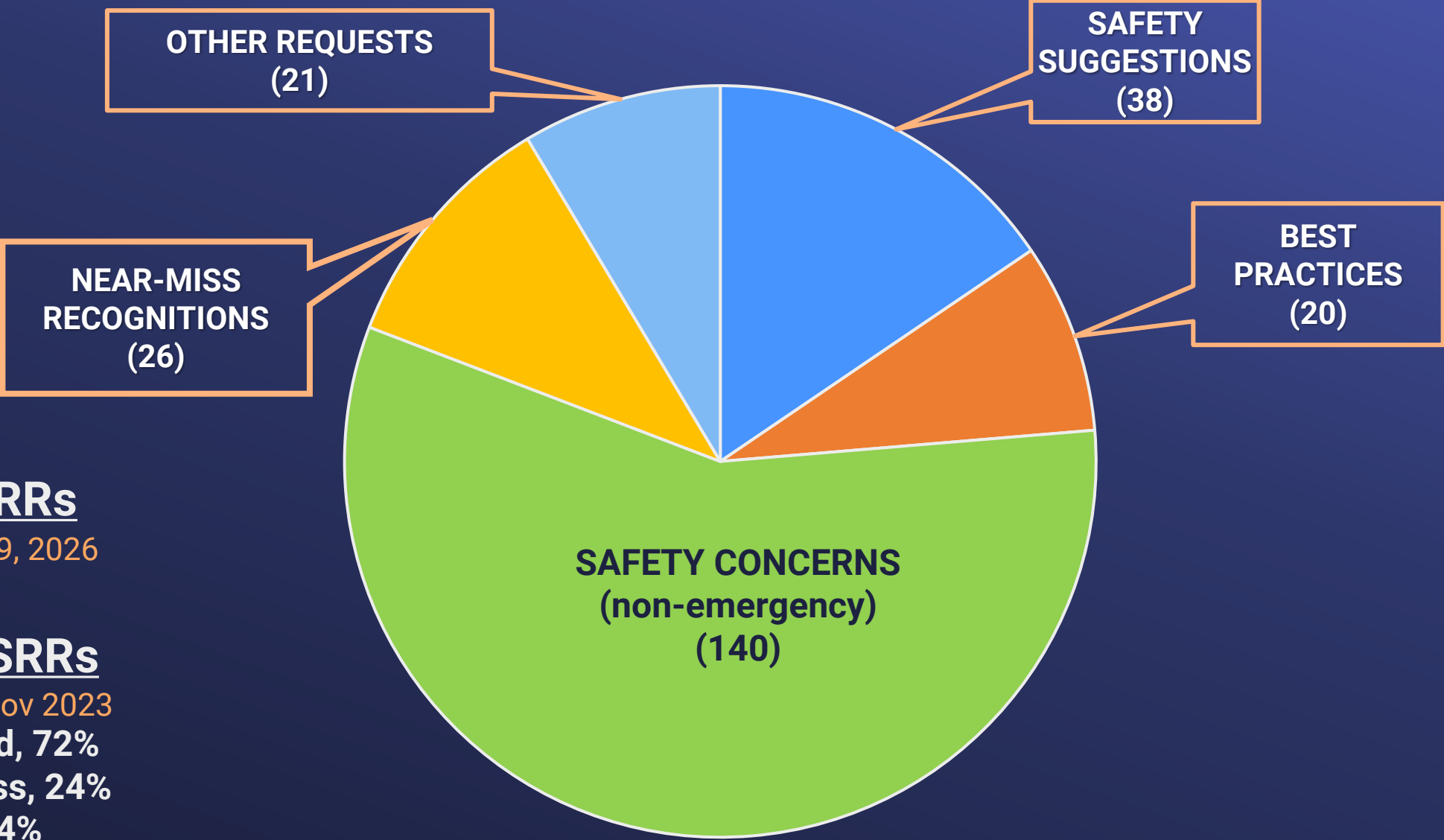
Recordable Injuries by Body Part

YTD as of June 23, 2026



Total Recordable Injuries = 13

Safety Review Requests (SRR)



36 New SRRs

January – June 9, 2026

Total 245 SRRs

submitted since Nov 2023

176 Completed, 72%

58 In-Progress, 24%

11 Pending, 4%

EHS Key Performance Indicators (District-wide)

(1st Quarter 2026)

Key Program Indicators	Type	Goal	1 st Qtr Results ¹
Safety Inspection Completion Rate (Operations)	Leading	> 90%	99%
Mandatory Safety Training Completion (District-wide)	Leading	≥ 90%	91%
Toolbox Completion Rate (every 10 days) (Operations)	Leading	> 90%	96%
Safety Committee Meeting Rate (Operations)	Leading	≥ 90%	93%

¹ Green shading denotes goal met

EHS Key Performance Indicators (District-wide)

YTD as of June 23, 2026

Key Program Indicators	Type	Goal	Reported
Recordable Injuries	Lagging	0*	13
Regulatory Violations	Lagging	0*	5
Reportable Spills	Lagging	0*	9

* Aspirational Goal

Safety Inspections



Regulatory Inspections

(2nd Quarter: April – June 2026)

Foothill Hydroelectric Plant (HEP) - 4/6/26

- Follow-up meeting – 4/23/26
- Document Request Received – 5/22/26
- Submitted requested information – 6/19/26

Diemer Appeal Settlement

Safety Inspections



Alleged Violation	Settlement Outcome	Fine Reduction
Electrical cord obstruction	General Violation withdrawn. Received a "Notice"	\$185 to \$0
Ladder not extended to at least 36 inches	General Violation (No Change)	\$280 to \$225
Fire Extinguisher not mounted	Repeat General Violation Amended to remove "Repeat"	\$1000 to \$150
Excavation protection inadequate	Serious Violation downgraded to "General Violation"	\$3375 to \$300
Overall Outcome	1 Notice And 3 General Violations	Total Fines: \$4,840 to \$675 (over 85% reduction)

Safety Inspections



Appeal Status

as of June 23, 2026

Hinds Inspection – 7/30/25

- Appealed 3 alleged violations – 1/8/26
- Appeal paused – 2/9/26
- Informal Conference – 8/6/26

Weymouth Routine PSM Inspection – 10/28/25

- Appealed 4 Alleged Violations – 4/2/26
- Status Conference – 8/3/26

Environmental Compliance Inspections



Regulatory Inspections

(2nd Quarter: April - June 2026)

8 CUPA inspections concluded, 1 CPUC inspection

- 6 CUPA inspections with no violations
- 2 CUPA inspection with violations

Jensen – RMP (Chlorine) Inspection – 3/3/26

- Inspection report received - 5/13/26
SRT working on response

Weymouth – RMP (Chlorine) Inspection – 3/4/26

- Inspection report received - 5/13/26
SRT working on response

Communications

Safety Advisory and Safety Talk April 2026

SAFETY ADVISORY

This Safety Advisory serves as an important reminder for employees conducting monthly safety inspection to proactively identify potential safety improvements. For example, during the January 21, 2026, Safety Committee Forum, staff identified an opportunity to replace chains with self-closing swing gates to enhance fall protection.

Details: Using chains instead of self-closing swing gates does not provide the same level of fall protection as guardrails when employees access the ladderway opening or platform opening.

Resolution: Replace chains with self-closing swing gates that meet the following specifications:

1. Vertical height of 42 to 45 inches (±1 inch) from the platform or floor level
2. Able to withstand at least 200 pounds of downward or outward force at any point on the exit side

Coordinate with SRT to evaluate locations without a swing gate.

Guidelines

- **Report to the local Safety Committee or SRT** any areas where chains are being used to guard ladderway floor openings or platforms.
- **Replacement of Chains:** Swing gates eliminate the potential for human error because they close automatically, whereas chains can be left unhooked and create a significant fall hazard. Chains also tend to sag and do not provide a proper midrail, making them unable to meet the specifications required for a compliant guardrail system.
- **Gate Specifications:** Gates must be 42 to 45 inches high (±1 inch), self-closing, swing away from the opening, and include both a top rail and mid-rail.
- **Load Requirements:** Gates must be able to withstand a 200-pound downward and outward load.
- **Alternative:** If a gate is not used, an offset (a non-straight walkway path) is allowed.
- **Reference:** Cal/OSHA (Title 8, Section 3212(a)(2))

Below are potential swinging gate examples. Consult with your local EHS Field Specialist for guidance and evaluation.

Style A is Common

Full Height Ladder Safety Gate

Double Door Option for Larger Openings

Portable Ladder Self-Closing Gate Extension

Other Vendor Option/Styles

Swing Gate Size and Purchase Options

Chains to Swing Gate Replacement

Organization, Personnel & Effectiveness Committee

July 13, 2026

THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Date: April 7, 2026

To:

From:

Subject:

Please be sustained incidents and deter

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MWD Safety Talk

TB180 – Preventing Slips, Trips, and Falls

Falls are one of the leading causes of serious workplace injuries and fatalities. The good news is that almost all falls are preventable. Each of us plays a key role in recognizing hazards and taking steps to control them.

To prevent falls, we first need to understand the types of walking-working surfaces we encounter and the hazards they may present.

Common Slips, Trips, and Fall Hazards

- **Working at Heights** (4 ft or more): Pedestals, ladders, platforms, and other elevated surfaces require protection from leading edges by guardrails or railing and strict attention to safety procedures.
- **Floor Holes:** Examples include pits, missing floorboards, sunken gravel or dirt, ladder openings, cracked concrete, drains, and precast openings.
- **Manholes:** Uncovered or improperly covered manholes can result in severe falls.
- **Excavations and Trenches:** Falls can occur when leading edges are unprotected or when areas are not properly marked or barricaded to restrict access.
- **Protruding or Obstructing Objects:** Any item extending from floors or walls can cause trips or sudden loss of balance.
- **Shafts:** Vertical openings such as elevator shafts, ventilation shafts, and stairwells must be secured.
- **Lack of Proper Access:** Missing ladders, ramps, or safe access points to elevated areas increases risk.
- **Ladders:** Damaged, unsecured, or improperly placed ladders increase fall risk.
- **Stairs:** Running, skipping steps, or carrying items that block your view or could spill increases the risk of falling.
- **Roof Openings:** Skylights, roof hatches, and uncompleted roof sections present fall-through hazards.
- **Inadequate Lighting:** Poor lighting can hide holes, leading edges, and trip hazards.
- **Poor Housekeeping:** Debris, uneven flooring, and general clutter raise the likelihood of slips and trips.

Poor housekeeping and floor projections

Cracks or holes in surfaces

Unprotected sides of floors, platforms, and other surfaces

Preventing Slips, Trips, and Falls

- Complete a Job Safety Hazard (JSH) Checklist before beginning any task—even those that seem routine.
- Take the time to walk the site to identify hazards and consider how your work may affect others nearby.
- Guard all floor holes large enough for a foot to enter. Use guardrails, toe boards, or strong covers that can withstand at least twice the expected load.
- Install guardrails around all elevated open-sided platforms and floors.
- Ensure ladders extend at least 3 feet above the landing for safe transition on and off.
- Protect workers from falls into equipment or machinery, regardless of height, by using appropriate guardrails and barriers.
- Use proper work platforms or scaffolding when areas are difficult to access safely.
- Use additional fall protection such as personal fall arrest systems, safety nets, stair railings, and handrails when needed.

REMINDER: Contact your local EHS Field Specialist to review and evaluate hazards. Reach out to other work teams (e.g., CSU, ESG, or others) to brainstorm and help you set up appropriate control measures.

Memo & Safety Talk – Slips, Trips, Falls

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Headquarters Safety Newsletters

Headquarters Safety Newsletters

12 MARCH 2026 / #2026-3

Headquarters Safety

Repetitive Motion Injuries

In 2025, Metropolitan had six recordable injuries classified as repetitive motion injuries (RMI). These injuries occur when the same physical movement is performed over long periods, causing cumulative stress to muscles, tendons, nerves, ligaments, or joints. RMIs can occur across all work environments including office settings, field operations, construction sites, laboratories, or industrial environments.

To support prevention efforts, Safety, Regulatory, and Training added a new section, "Together in Motion: Repeatable Motion Injuries," under Safety Talks, Education, & Training area of the Safety & Environmental website. Below are some tips from this Safety Talk to prevent RMI:

Stretch and Take Micro-breaks

- Perform stretches at the beginning of the day to warm up muscles and improve flexibility.
- Take periodic micro-breaks throughout the day (e.g., 20-30 seconds every 20-30 minutes) to rest, stretch and flex when performing repetitive tasks or static posture.
- Refer to Safety Talk - [Stretch & Flex](#) for examples.

Maintain a Neutral Posture

- Keep wrists straight and minimize wrists being bent up, down, or too far to the left or right.
- Relax shoulders and keep elbows close to the body.
- Avoid twisting your back, turn your whole body instead.
- Avoid resting wrists on hard edges.

In This Issue

- REPETITIVE MOTION INJURIES
- SAFETY TALKS
- OFFICE ERGONOMIC VIDEOS
- FINAL 2025 INCIDENT SUMMARY
- ACCIDENT TRACKING
- HEARING LOSS PREVENTION
- SECURITY
- IMPORTANT CONTACTS

Use Proper Equipment and Tools

- Adjust the workstations, tools, and equipment to fit the task and your body.
- Adjust workflow to reduce unnecessary steps or repetitive motions.
- Use mechanical aids (carts, hoists, adjustable platforms) to reduce strain.
- Use knee pads, or padding aids to minimize strain and pressure.
- Use ergonomic tools or accessories when appropriate.
- Work with your co-workers or manager to find solutions and appropriate tools.

Reduce Repetition when Possible

- Rotate tasks to avoid overusing the same muscle groups.
- Alternate between high-force and low-force tasks.
- Use both hands when possible to distribute the workload.

Ergonomic Assessment Request

- Submit an [Ergonomic Assessment Request Form](#) if you experience discomfort or if your workstation or task does not feel comfortable.
- Any questions regarding ergonomics, please email [ergonomics@metropolitan.gov](#).

Preventing Hearing Loss

What is Noise-Induced Hearing Loss?

Many everyday sounds (e.g., television music, lawnmowers, power tools) are loud enough to cause hearing loss. However, sounds can be harmful when they are repeated for a long time. These sounds, when they are repeated, can damage sensitive structures in the ear and cause noise-induced hearing loss.

Measured in decibels (dB), sounds that are 85 dB or louder are unlikely to cause hearing loss after prolonged exposure. However, long-term exposure to sounds at or above 85 dB can cause hearing loss. The louder the sound, the shorter the time it takes for noise to cause hearing loss.

Measured in units called decibels (dB), sounds that are 85 dB or louder are unlikely to cause hearing loss after prolonged exposure. However, long-term exposure to sounds at or above 85 dB can cause hearing loss. The louder the sound, the shorter the time it takes for noise to cause hearing loss.

Decibel Ratings for Typical Sources

Source	Decibel Rating (dB)
Normal conversation	60-70
Quiet office	50-60
City street	70-85
Power lawnmower	90-100
Power drill	90-100
Power sander	90-100
Power blower	90-100
Power trimmer	90-100
Power chainsaw	100-110
Power jackhammer	110-120
Power jackhammer (close)	120-130

NOI can be temporary or permanent, affecting one or both ears. Even if you think you're not hearing well, you should get it checked. If you're exposed to the sound, your distance from the source and the length of time you're exposed to the sound are important factors in preventing your hearing. A good rule of thumb: If you have to shout to be heard, your hearing should be worn. This applies to both the workplace and home. Depending on how it might affect you, consider whether you can, if possible, do something about it. For more info on hearing, visit [www.nidcd.nih.gov](#).

Contact Us

Safety, Regulatory & Training, Health & Safety Program Support Team

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(212) 217-8334
[safety@metropolitan.gov](#)

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27 JUNE 2026 / #2026-6

Headquarters Safety

June Safety Month

June is National Safety Month, an annual campaign organized by the National Safety Council to raise awareness about safety and promote the prevention of injuries and deaths. This year marks the 30th anniversary of National Safety Month, and Metropolitan is proud to promote the 2026 theme, "Moving Safety Forward." Throughout June, there will be weekly safety focus areas highlighted to strengthen our safety culture and support employees in creating their safe work environments.

Each week will feature one key topic:

- Week 1 - Moving Safety Forward:** Tools and strategies for strengthening our safety culture, proactively identifying hazards, and engaging in safer work practices.
- Week 2 - Safety on the Roads:** Tips for safe driving, preventing collisions, addressing fatigue, and promoting responsible travel for all employees.
- Week 3 - Holistic Worker Health:** Resources and practices that support total well-being—mental, physical, and emotional health—to keep employees healthy and resilient.
- Week 4 - Preventing Slips, Trips, & Falls:** Practical guidance to reduce one of the most common causes of workplace injuries through awareness, housekeeping, and control measures.

In This Issue

- JUNE SAFETY MONTH
- SAFETY TALKS
- JUNE SAFETY MONTH EVENTS
- CURRENT 2026 INJURY STATISTICS
- SAFETY SHOWCASE
- UPDATES ON SAFE REFUGE AREA #1
- IMPORTANT CONTACTS

Safety Talks

- Safety Communication** - The strongest and most effective safety cultures are those where safety is a shared responsibility. Speaking up for safety is the rule of thumb at Metropolitan. Everyone is empowered to speak up about safety issues without fear of reprisal. We need to be respectful, objective, open-minded, understanding and patient when listening to each other's points of view, concerns, and suggestions. [Safety Talk Link: Speak Up for Safety](#)
- Distraction Driving** - Distraction driving is any non-driving activity that can distract a person from the primary task of driving and increases the risk of an accident. Distraction driving occurs any time you take your eyes off the road, hands off the wheel, and mind off your primary task - to drive safely. Your brain has a limited capacity for attention. Any non-driving task you perform while behind the wheel reduces the amount of attention available to you for observing and reacting to potential dangers on the road. [Safety Talk Link: Concentrate Driving](#)
- Fatigue Prevention** - Fatigue is the state of feeling weary, tired, heavy or drowsy, as a result of insufficient sleep, prolonged mental or physical work, irregular shifts work, or extended periods of stress or anxiety. Fatigue can have an impact on work performance. [Safety Talk Link: Stay Alert, Stay Awake](#)
- Fall Prevention** - Falls are the leading cause of injury at any worksite. Falls can occur from ladders, scaffolding, aerial lifts, leading edges, openings, platforms, walkways, beams, roofs, and other elevated locations. Employees are protected from falling using guardrails, fall restraints, or personal fall arrest systems when they are less than six feet from an unguarded edge and with a fall to the lower level greater than six feet. [Safety Talk Link: Fall Prevention](#)

Safety Showcase

The Office of Safety, Security, and Protection will host a safety showcase in the Headquarters atrium showcasing personal protective equipment and other Metropolitan-wide safety initiatives. OOSP will also offer an educational session at Headquarters atrium.

The Safety, Security, and Emergency Management Showcase will be held in the atrium on June 10, 11 am to 12 pm.

If in attendance inside, there will be a presentation and a demonstration in the courtyard following the exterior.

Contact Us

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March 2026, Issue 5

June 2026, Issue 6

Site Support Activities – Safety Committee Forum

May 5, 2026



Weymouth



Diemer



CSU



Skinner



Diemer



C&D Eastern



Mills



CRA Desert



July 13, 2026

Organization, Personnel & Effectiveness Committee

Site Support Activities – Safety Committee Forum

May 5, 2026

C&D Western



Safety Forum Rundown

Issue 2

// JUNE 2026 // ISSUE 2



Safety Forum Rundown

Safety Showcase

On May 5, 2026, members of the local safety committees came together to provide updates on the great work being done to improve safety across Metropolitan. Each committee provided a presentation and most highlighted completed and future Safety Review Request projects for the year. [Click here](#) to review the presentations.

Safety, Regulatory, and Training also launched the [Employee Safety Recognition Program](#). Employees are encouraged to visit [culturescloud.com](#) to recognize peers for safe work habits to advance Metropolitan's safety culture. Surprise your peers with a Safety Recognition e-Card today!



Top takeaways for managers to consider and evaluate in coordination with the local committees:

- 1 Safety signage available in the warehouse to replace faded or degraded signs
- 2 Use the proper tool to fit the job. Encourage the use of torque wrenches in lieu of impact guns to prevent stripping threads and over-torquing



3 Drum lifting device to safely handle different sizes of hazardous waste containers



4 Hydraulic valve exerciser to reduce overexertion and repetitive motion incidents

BEFORE AFTER

Contact Us

For any questions, feedback, or requests for future topic ideas for the forum email us at:

HealthandSafety@mnwh2o.com

Promoting collaboration among safety committees

Sharing successful safety initiatives implemented at local facilities

Executive Safety Committee

No. 6 May 19, 2026

Safety Committee Activities

- Safety Suggestions and Improvements
- Significant Incidents
- Safety Recognition Program

Management Safety Committee Charter

- Approved with minor amendments

Modeling the Behavior Training

- Approved, focusing on improving MWD's weakest safety sub-cultures (Just, Flexible, and Learning)

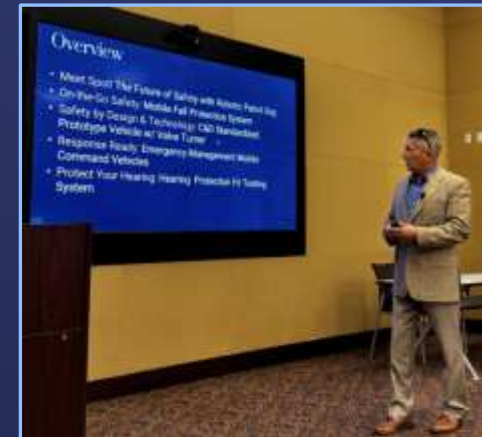


June National Safety Month



UNION STATION

Lunch & Learn

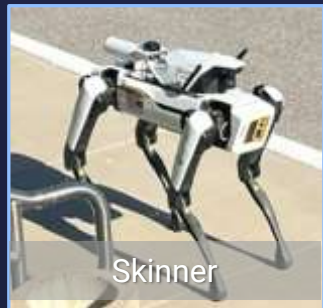




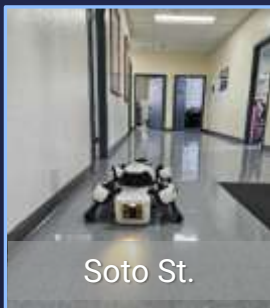
Lake Mathews

ROBO DOG

Bringing
Smiles



Skinner



Soto St.



Union Station



JENSEN

Mobile
Fall Arrest
System





Drone Presentation



Training



Vendor Fair



C&D RIVERSIDE – LAKE MATHEWS – CSU



Training



Security Presentation



Training

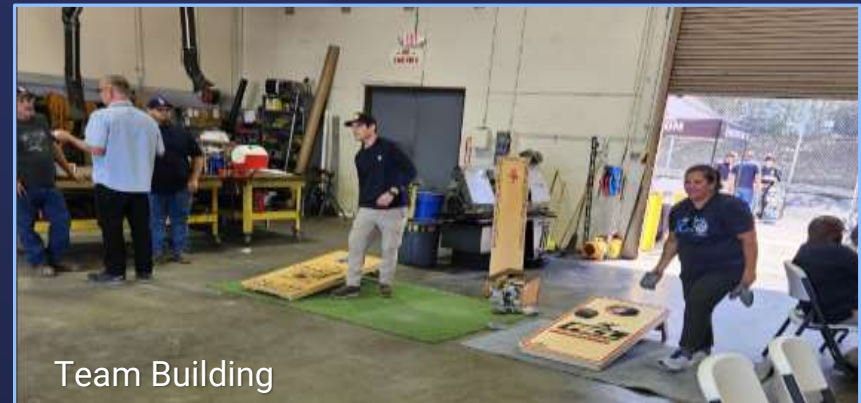


SKINNER

WESTERN C&D UNIT



Vendor Fair



Team Building



July 13, 2026

Organization, Personnel & Effectiveness Committee

Item # 6a Slide 22

Congratulations on Being Safety Forward



Safety
Excellence



Construction Services Unit



Jensen Water Treatment Unit



Safety
Communications



Weymouth Water Treatment Unit



Hazard
Prevention



C&D Western Region Unit

Employee Safety Recognition Program

Employee Safety Recognition Program

March 2026 **Safety e-Cards**

Employees can advance Metropolitan's safety culture by recognizing peers for safe work habits by surprising them with a fun Safety Recognition e-Card in five safety categories

Take Time for Safety 	Someone who calls for a "Take 5 for Safety" review to identify or re-assess hazards during planning or when work situations change due to a new hazard not previously identified
Safe Behavior 	Someone who consistently demonstrates safe work choices in daily work and encourages other to do the same
Safety Innovator 	Someone who introduces creative and practical safety solutions, demonstrates forward thinking and continual process improvements
Safety Leadership GREAT PERFORMANCE	Someone who sets an example by reinforcing safe work practices, speaking up about hazards, and taking the initiative to improve safety on the
Safety Culture Advocate 	Someone who promotes the five dimensions of safety culture by keeping the team informed about workplace risks, encourages the reporting of safety issues, responds promptly to safety concerns, focuses on learning from incidents and sharing relevant information

4 Simple Steps to get started

Step 1: Log into www.culturecloud.com

Step 2: Click on **Recognize** and Type in **Employee's Name**

Step 3: Select **Safety and Recognition Category**

Step 4: Follow the Prompts and **Submit**

More graphic options available on culturecloud.com



Recognize peers for their safe work habits in 5 Safety Categories

Fun E-card Graphics

Company Social Wall recognition

