

PROGRAM OVERVIEW

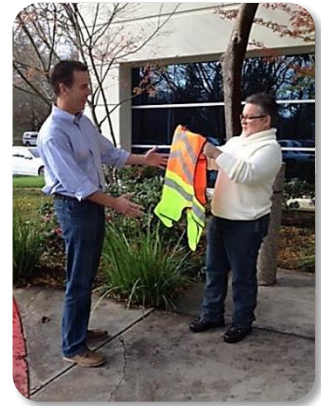
The CHWCA Risk Management Committee has once again approved the *Cash for Culture* Safety Award Program. The program awards not only agencies, but also agency employees. Our goal is to promote a positive safety culture by recognizing and rewarding agencies for proactive safety efforts and employees who take an active role in the agency's safety program.

Agencies will be rewarded for:

- Most improved experience modification factor
- Most proactive/innovative safety program implemented to impact employee morale in relation to safety

Agency employees will be rewarded for:

- Recognizing hazards and developing solutions to improve the workplace
- Developing solutions to prevent close calls or accidents from happening again
- Submitting ideas to improve safety programs that get implemented



AWARDS

Awards will be based on the following:

Agency Employees (all will receive a certificate)

- | | |
|---|-------------|
| ▪ Most Outstanding Suggestion | \$500 |
| ▪ Outstanding Suggestions (multiple awards) | \$250 |
| ▪ Good Suggestions (multiple awards) | \$100 |
| ▪ Honorable Mention Suggestions | Certificate |

Agencies

- | | |
|--|---------|
| ▪ Most improved experience modification factor (uncapped): | |
| - Large Agency | \$3,000 |
| - Medium Agency | \$2,000 |
| - Small Agency | \$1,000 |
| ▪ Most proactive/innovative safety program implemented | \$6,000 |

MARKETING

We've developed instructions to help supervisors promote and implement the program. We encourage you to identify ways where the program can specifically help your agency promote a positive safety culture. We will also send out emails and additional materials throughout the year to help promote participation. The materials are also available on the CHWCA Home page at www.chwca.org.



SUBMISSIONS

Employee submissions

Employees must submit an Application form with supporting documentation where applicable. The form provides specific instructions on how employees can submit their ideas. To promote enthusiasm encourage your employees to submit applications as the ideas and solutions arise throughout the year. **All employee submissions must be approved by the employee's manager.**

Agency submissions

Submissions for the most proactive/innovative safety program implemented should be submitted in memo format describing the details of the program, steps taken and supporting documentation.

Email submissions to Henri Castro, CHWCA Risk Control Manager, at hcastro@bickmore.net or mail to Bickmore at 1750 Creekside Oaks Dr. #200, Sacramento, CA 95833. Retain a copy for your records. Once the submission is received we will send a confirming email to the employee and manager. Feel free to contact Henri Castro for any questions at 916.244.1107.

All submissions must be received by October 1, 2016.

RECOGNITION

In November, the Risk Management Committee will determine which submissions will be rewarded and the award amount. If desired by the agency, the Risk Control Manager will come to the agency to present the awards during staff meetings and/or board meetings.

A safety communication will be distributed to all members to showcase the outstanding ideas and to share best practices among the members. Results will also be shared at the annual retreat and posted on the website.

AWARD DISTRIBUTION

Employees will receive a certificate and check issued from CHWCA. Each agency can decide how to present the awards to their employees.

Agencies may receive their award in the following ways:

- Cash award to the agency
- CHWCA can pay for an employee appreciation event directly
- Used to off-set future premiums
- Purchase additional risk control services

