About CFU

- Provider of electric, natural gas, water and broadband services to Cedar Falls and surrounding area
  - Electric Utility is a transmission owner in the Midwest Independent System Operator (MISO) power market. Own two on-site generating units in addition to off-site generating resources sufficient to meet the community’s electric load. Serve 19,478 electric customers.
  - Serve 14,357 natural gas customers with 220 miles of mains.
  - Serve 14,232 water customers with 207 miles of mains.
  - City-wide fiber optic system to deliver internet, phone and cable television services to homes and businesses. Serve 9,033 cable customers, 14,126 data customers and 2,858 phone lines.
- ~200 employees
How do we get management support for safety?

• Genuinely care about your employees and their families
• Prove it at the highest level – for CFU safety is an element of our Strategic Plan
• Invest in it
• Communicate about it
Genuinely Care About Your Employees

• Get to know your employees
• Make it personal
Prove that You Care

• We report safety results to our Board quarterly
• We have a Risk Management Committee – our Safety Coordinator, myself and Department Directors
• We have a Safety Committee – employees and operating management
• Little things – preferred parking for expectant mothers
• Safety Coordinator makes regular job site visits and files a report – provided to Risk Management Committee
Invest In It

• We employ a Safety Coordinator – safety is Roland’s focus and his opinions are valued
• Buy useful equipment and keep it in good condition
• Utilize ergonomic expertise, Occupational Therapist
• CFU is investing in SafeStart, a comprehensive multi-year safety training program
Communicate About It

• Safety results reported to our Board quarterly
• Site visit reports – Roland is an ally, not a threat
• Safety is a regular topic at department meetings
• Tailgate sessions
• Near misses – we are careful not to be too punitive – we want those reported
• Incident reports – filed promptly and reported to me
• Annual all-company safety meeting – includes breakfast and a speaker
Worker’s Compensation

Worker's Compensation Numbers

- Red: All Other Claims
- Blue: Highest Claim
- Green: Premium Cost

Graph showing the compensation and claims costs from 2003-2019.
Questions?