

EMR and how it affects us ALL

EMR (Experience Modification Ratio) is calculated by using the last three year's injury data, NOT including the current year, compared to the industry average. This number reflects the company's history over time with 1.0 as the established industry par value. Greater than 1.0 is worse than average, lower than 1.0 is better than average. We can't do anything to lower our EMR immediately; instead we must institute good safe work practices that result in injury reduction over time which will reduce our EMR. This is an ongoing task for all of us. It take's every person in our company to plan and act safely at every task to accomplish this. Wreckless behavior in the office, shop or field have the same negative consequences that can set us back for years.

It has been proven that safe workers are more productive and cost effective than those who are not.

An EMR of 1.2 means that our insurance premiums could be as high as 20% more than a company with an EMR of 1.0. That 20% difference must be passed on to clients in the form of increased overhead for our bids. A company with a lower EMR has a competitive advantage because they pay less for insurance which results in a lower overhead burden. Many clients carefully qualify us based on our EMR rate and will not award or even allow us to bid work which can result in a significant impact on you and your family.

Our EMR has dropped to 1.05 which is great improvement since our last rating of 1.22. This proves that all our efforts from every individual in the company has made a significant difference. This also shows that our changes in policies, training, reporting, and overall awareness have helped us get closer to obtaining our goal of an EMR below 1.0 along with no injuries. Although we have improved greatly, we need to stay focused and keep safety in the forefront with every task and job we do.

Zero accidents should be the #1 goal for everyone at Fire Engineering. Remember each and every one of you is responsible for your own safety. The Company is constantly striving to inform everyone of better ways to work and act safely. We do understand this can be difficult at times however the other options are far more costly.

In recognition of all our efforts, the company will be having a **Safety BBQ in August** with more info to come.

Casey Benson

How to Make your Job Easier

Has your job been looking less attractive lately? Have simple, routine procedures suddenly become more difficult? Many things could be the cause of this, but chances are it's due to your approach to your work. Here are a few suggestions that might help improve matters: Make a point of remembering pleasant people you come into contact with and forgetting the unpleasant ones. Too often we remember distasteful people for the rest of the day. Don't listen to malcontents and chronic complainers; they contribute nothing but tension. Spend your lunch away from the job, mentally at least, if not physically. Keep right on learning; never "leave school". Learn something new every day, whether it's job-related or not. Always keep your eyeball peeled for ways to improve little things. Finally, try not to worry about the future. Plan ahead by all means, but live day-to-day and solve each day's problems as they arise.

Fun Facts

- First published in the Fire Engineering Bulletin #8
- September, 1967
- Still applies 45 years later!

Do you know the jobs Fire Engineering is working on?

F22 Raptor Radar Building, HAFB

In this State of the art facility they take a F-22 raptor jet, suspend it in the air with cables and shoot radar beams to check for the stealth and integrity of the jet!

Mike Shawver & Team
are doing an excellent job!

Pepperidge Farm, Richmond

80,200 sq. ft. plant addition
3 New Production lines = 60 million pounds of Goldfish Crackers produced annually at the plant.
Adding 100 new jobs in Cache County

New Ebay Office Building, Draper

36.38 Acres
Three Story 192,000 sq ft bldg.
One Story 51,000 sq ft employee bldg
Said to create 2,200 NEW jobs by 2031!

Rick Young and Team
heading up this project!

Adobe Utah Campus, Lehi

280,000 Sq Ft Facility
\$100 Million Utah Headquarters
Bringing 500+ jobs to Utah

Way to go Tim Gardner & Team!

Fun Fire Sprinkler Facts, From Wikipedia

*Automatic Fire
Sprinklers have been
in use in the US
since 1874!*

Henry S. Parmalee of New Haven, CT created and installed the first automatic fire sprinkler system in 1874, using solder that melted in a fire to plug holes in the otherwise open water pipes. At the time he was the president of Mathusek Piano Works. Parmelee invented his sprinkler system in response to exorbitantly high insurance rates. Parmelee patented his idea and had great success with it in the U.S. Parmelee called his invention the "automatic fire extinguisher".

~ FECI EMPLOYEE NEWS ~

ACHIEVEMENTS!

Brandon Boyd – Nicet II
Hernando Solano – Nicet III

Greg Trupp – NV Fire Alarm

Good Job Guys!

NEW EMPLOYEES

Field

Douglas Wilson JR
Douglas Wilson III
Osvaldo Glaze
Daniel Milbrant
Delbert Kedelty
Eric Martinez
Deric Nuvayestewa

Travis Woolsey
Brian Morrill
Jason Linkous
Steve Reeves
Coby Gatley
Derek Begay

Special Hazards

Joshua Blake
Greg Trupp