

Agenda

Facility Manager Meeting

10.23.18

David Darling, AVC, Facilities Planning & Management

Jay Bieszke, Executive Director, Physical Plant

- Welcome & Introductions
 - Christopher McMahan, Executive Director, Facility Planning & Delivery
 - Missy Nergard, Director of Sustainability, Facilities Planning & Management
 - Craig Mayer, Director of Maintenance, Physical Plant

UWPD

- Introduction, Access Control Specialist
- Classroom Locking Project

Christopher McMahan, Executive Director, Facility Planning & Delivery

- Capital Project Update

Missy Nergard, Director of Sustainability, Facilities Planning & Management

- Sustainability Tracking, Assessment & Rating System (STARS)

Karl Stelzer, Environment, Health & Safety

- Ergonomic-Based Injury Management Program

Jay Bieszke, Executive Director, Physical Plant

- Condition of Mechanical Rooms
- Work Order Software Update (Assetworks)



UWPD

- Introduction of the new Access Control Specialist
- Classroom Locking Project

UWPD

Introduction

- Nabeel Jeelani, Access Control Specialist

Classroom Locking Project





Christopher McMahan, Executive Director, Facility Planning & Delivery

- Overview of Capital Projects



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

L A K E M E N D O T A

2015 Campus Master Plan – Approved 2018

UW-Madison Development Projects



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2017
Facilities Planning & Management



-  Recently Completed Projects
-  Projects in Construction
-  Projects in Design
-  Proposed Future Projects

Map: UW Cartography Lab & Wisconsin State Cartographer's office

RECENTLY COMPLETED – 8 Major Projects – \$132.8M



UW HOSPITAL PARKING STRUCTURE



NEAR WEST PLAYFIELDS



ALUMNI PARK



UW POLICE DEPARTMENT ADDITION



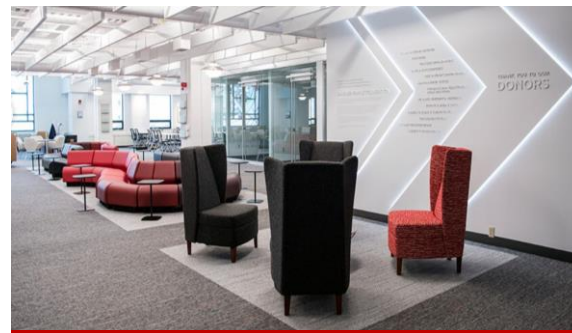
MEMORIAL UNION – PHASE II



BELOW ALUMNI CENTER



WENDT COMMONS



GRAINGER LEARNING COMMONS

IN CONSTRUCTION – 9 Major Projects – \$461.1M



WIMR ADDITION



MEAT AND MUSCLE BIOLOGY LAB



BABCOCK HALL / DAIRY RESEARCH CTR



ENGINEERING STRUCTURES LAB



HAMEL MUSIC PERFORMANCE CENTER



SERF REPLACEMENT (NICHOLAS REC)



NIELSEN OUTDOOR TENNIS EXPANSION



WITTE HALL RENOVATION & ADDITION



CHEMISTRY ADDITION & RENOVATION

Construction to Start 2019 – 1 Major Project – \$23.6M



LINDEN DRIVE PARKING GARAGE

Future Projects – Waiting for State Budget

6 Major Projects - \$479.1M



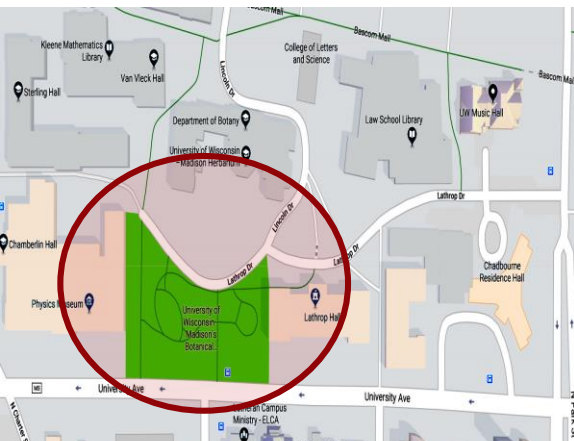
VET MED EXPANSION



GYM / NAT REPLACEMENT



UW FIELDHOUSE EXTERIOR



LATHROP DR / BASCOM HILL UTILITIES



SELLEARY HALL RENOVATION & ADDITION



KOHL CENTER ADDITION



Missy Nergard, Director Sustainability, Facilities Planning & Management

- Sustainability Tracking, Assessment & Rating System (STARS)

Sustainability Tracking, Assessment & Rating System (STARS)



Percentage of available
points earned
(0-100)

+

Innovation & Leadership
points earned (up to 4)

=

Overall STARS Score

Eligible Points

Academics	58
Engagement	41
Operations	72
<u>Planning & Administration</u>	<u>32</u>
% of Total Eligible	203
+ Innovation	<u>4</u>
Overall STARS Score	TBD

STARS Rating	Minimum Points Required
Bronze	51
Silver	91
Gold	130
Platinum	173

Planning & Administration

Coordination & Planning

- Sustainability Coordination
- Sustainability Planning
- Participatory Governance
- Diversity & Affordability
- Diversity & Equity Coordination
- Assessing Diversity & Equity
- Support for Underrepresented Groups
- Affordability & Access

Investment

- Committee on Investor Responsibility
- Sustainable Investment
- Investment Disclosure
- Wellbeing & Work
- Employee Compensation
- Assessing Employee Satisfaction
- Wellness Program
- Workplace Health & Safety

Engagement

Campus

- Student Educators Program
- Student Orientation
- Student Life
- Outreach Materials & Publications
- Outreach Campaign
- Assessing Sustainability Culture
- Employee Educators Program
- Employee Orientation
- Staff Professional Development

Community

- Community Partnerships
- Inter-Campus Collaboration
- Continuing Education
- Community Service
- Participation in Public Policy
- Trademark Licensing

Academics

Curriculum

- Academic Courses
- Learning Outcomes
- Undergraduate Programs
- Graduate Programs
- Immersive Experience
- Sustainability Literacy Assessment
- Incentives for Developing Courses
- Campus as a Living Laboratory

Research

- Research and Scholarship
- Support for Research
- Open Access to Research

Operations

Air & Climate

- Greenhouse Gas Emissions
- Outdoor Air Quality

Buildings

- Operations & Maintenance
- Design & Construction

Energy

- Building Energy Consumption
- Clean and Renewable Energy

Food & Dining

- Food & Beverage Purchasing
- Sustainable Dining

Grounds

- Landscape Management
- Biodiversity

Purchasing

- Sustainable Procurement
- Electronics Purchasing
- Cleaning & Janitorial
- Office Paper

Water

- Water Use
- Rainwater Management

Transportation

- Campus Fleet
- Commuting
- Support for Alternative Transportation

Waste

- Minimization & Diversion
- Construction & Demolition
- Hazardous Waste Management



All Ways Forward **The Immediate Horizon**

Zero Waste by 2025

- Establish long-range goals to become a future zero-waste campus by 2025

Resiliency & Stewardship

Committee to develop a campus plan to address:

- **Climate Change Mitigation**
- **Human and Environmental Health**
- **Climate Change Adaptation**
- **Local & Regional Collaboration**



Ergonomic-Based Injury Management Program

Post-Offer Pre-Employment (POPE) Hiring Process

Karl Stelzer, FP&M/ EH&S Environmental Health Specialist, Sr.
Kris Ackerbauer, FP&M/ Physical Plant Associate Director
Paul Umbeck, FP&M/ EH&S Director
Sponsors: Physical Plant and EH&S

Project Description

- Identify job (ergonomic) risks
 - Mitigate risks through engineering and administrative controls
- Combine ergonomics with injury prevention
 - Use metrics to demonstrate reduced injuries, injury rates, worker compensation filings and costs

Goal: Reduce ergonomic musculoskeletal injuries associated with physically demanding positions

Business Case

Why Physical Plant Operations Group?

- Over a ten-year period they average some of the highest musculoskeletal claim numbers and costs
- Average 91 ergonomic musculoskeletal injuries/year
- Average annual cost of \$282,071/year (not including indirect costs)
- OSHA Safety Pays Program (direct & indirect) would peg the cost around \$564,142/year
- Lost workdays have risen over 30%/year over the past four years

UW-Madison Musculoskeletal Injuries

FY08-17

	% of Claims		% of Cost
Custodian	25.7		20.2
Ground & Maintenance	14.2		17.2
% of Total	39.9		37.4

Institution	Claim #	Cost
UW-MADISON	2,281	\$7,539,491
Custodian	587	\$1,526,687
Grounds and Maintenance	324	\$1,294,023
Animals	296	\$1,088,311
Trades	281	\$1,706,907
Food Service	136	\$227,837
Administrative Support	103	\$273,878
Student Employees	82	\$148,221
Education Professionals	77	\$253,663
Police	74	\$235,837
Healthcare	55	\$208,852
Faculty	51	\$180,636
Professional Staff	38	\$46,759
Research	36	\$97,303
Shipping	31	\$30,471
IS	30	\$44,836
Fiscal and Procurement	22	\$4,570
Administration	21	\$75,255
Athletics	16	\$76,917
Library	12	\$351
Theater	8	\$18,124

Components of the Ergonomic-Based Injury Management Program

- Job Analysis
- Post Offer Evaluation

Job Analysis Content

Job analysis: physical, sensory and mental aspects for the identified job classifications

Tools available for job analysis:

- Position descriptions
- Interviews with supervisors
- On-site observations

The job analysis included:

- Physical; sensory, and non-physical occupational requirements based on the job with requirements being linked to a specific task
- Specific ergonomic analysis of critical tasks
- Tasks linked to both essential functions and marginal functions
- Key abilities needed to complete essential functions and marginal functions
- Integrated job or task-based advanced ergonomic analysis

Evaluation Components

The evaluation has three components:

- A medical history (as it relates to job duties)
- Clinical evaluation (identify preexisting conditions and compare findings to job risk factors)
- A functional performance evaluation

Post Offer Pre-Employment (POPE)

Three Possible Outcomes:

1. Candidate demonstrates no issues, cleared for hire
2. Candidate unable to complete 1 or more aspects of the functional performance for reasons other than medical, classified as a Functional Stop. Offer to hire is withdrawn
3. Candidate is undergoing medical treatment and requires medical clearance or the candidate is found to have a condition that would likely be categorized as a disability and requires restrictions to avoid further harm, classified as an Administrative Stop
 - Clearance to work, cleared to hire
 - Has restrictions, third party vendor works with our process to determine if restrictions are reasonable

Pilot Program

- Received a WI Department of Administration (DOA) grant for \$20,000
- Physical Plant contributed \$10,000.
- FP&M Operations
 - Custodial Services
 - Grounds
 - Campus Services
 - Waste & Recycling
- Blankenheim Services, LLC to develop job analysis and ergonomic risk assessments
 - <http://www.blankenheimservices.com/>

Results to Date

Through September 2018

- 84 evaluations completed
 - 71 (85%) passed (able to complete medical history, clinical evaluation or pre-existing conditions and functional performance testing)
 - 13 (15%) functional stops (unable to complete the functional performance test)
 - 8 (of the 84) administrative stops
 - 4 needed medical clearance from doctor before being able to complete the functional portion of the POPE evaluation
 - 4 had administrative restrictions. Ex. "Patient has history of asthma, triggered by exposure to cats. Individual is required to have a rescue inhaler with them at all times while at work."
- Pilot will go on for one year from the start date

Benefits of Ergonomic Program

- Protect employees by using objective measures to evaluate physical capabilities of the Essential Job Functions.
- Reduce work-related injuries by hiring candidates who demonstrate they can meet the documented job demands.
- Ensure employees who are returning to work after absences are able to safely meet the physical job demands.
- Provides data to make decisions to ensure legal compliance (ADA, FMLA) as related to injuries and return to work.

Future

- Expanding the Ergonomic program beyond the Operations group in the Physical Plant
 - Housing – Completed Job Analysis
- Return to Work – Campus program in development
 - Employees being assigned to your building on temporary duty assignment (TDA) - light duty
 - Tasks within your building that employees on TDA can do that meet their medical restrictions.



Jay Bieszke, Executive Director, Physical Plant

- Condition of Mechanical Rooms
- Work Order Software Update (Assetworks)

Mechanical Rooms



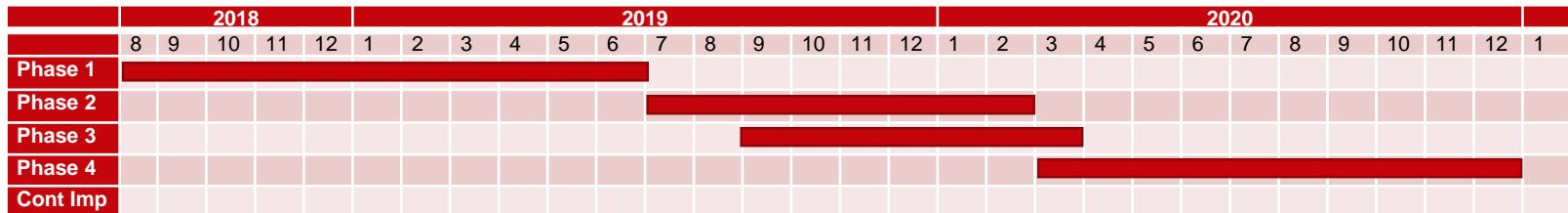
- FP&M is currently assessing the condition of our mechanical rooms.
- Storage of materials in the spaces is a code violation.
- National Fire Protection Association (NFPA) 1 10.19.5, International Fire Code (IFC) 315.3.3, and NFPA 90A 4.3.11.4.3, prohibits these spaces from being used for storage or occupancy other than supporting equipment servicing.



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IWMS Project Timeline

Updated October 8, 2018



Phase 1	Phase 2	Phase 3	Phase 4	Continuous Improvement
<ul style="list-style-type: none"> • Work Management • Accounts Payable • AiMport • Bid Management • Capital Projects • Contract Administration • Customer Service • Finance • Human Resources • AiM IQ • Inventory • Property • Purchasing • Time and Attendance • System Administration • ReADY Request • Mobile Suite 	<ul style="list-style-type: none"> • Planning and Needs Analysis • Environmental Health and Safety 	<ul style="list-style-type: none"> • Key & Access Control • Energy Management 	<ul style="list-style-type: none"> • Space Management • Lease Management 	<ul style="list-style-type: none"> • Enhanced Functionality

Streamlined Service Request Routing

Current Request Confusion:

Temperature or Power
Problem-
call customer service

Renovation-
send email with request
attachment

Flooding -
call UWPB

Window won't shut-
call customer service

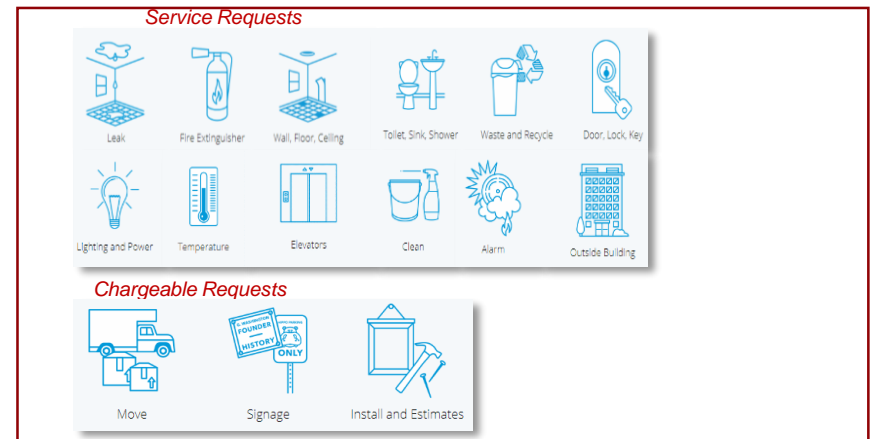
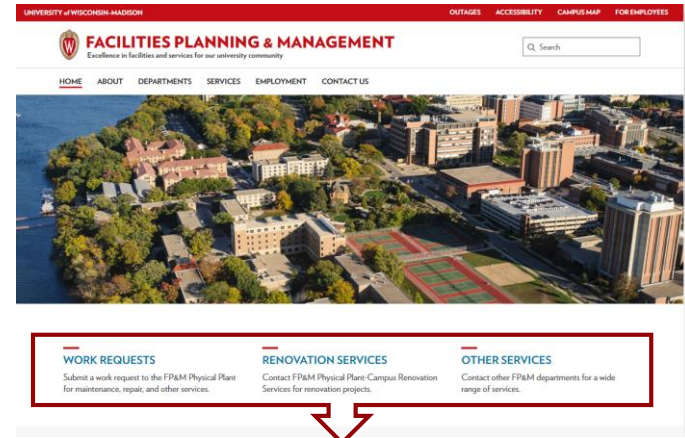
Lock broken-
call individual trades person
cellphone



Office move-
website request

Fallen tree -
call Grounds

Future (web interface):



Moving to a Single Point of Entry & Guided Questions to Ensure Efficient Routing

Questions?



**Facilities Planning
& Management**

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