Performance Plan (One Year)

Part I Program Activity Projections

23(g) Compliance and Consultation

23(g) Compliance & Consultation	Actual FY 2025		Estimated FY 2026		Projected FY 2027	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections – Non-Construction	286	130	274	91	501	129
Private Sector Inspections – Construction	770	15	707	13	752	18
State and Local Government Inspections – Total	65	17	72	13	121	18
Total Inspections	1121	162	1053	117	1374	165
State and Local Government Consultation Visits	75	2	122	6	95	5
Private Sector Consultation Visits (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Total Consultation Visits	75	2	122	6	95	5

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2025		Estimated FY 2026		Projected FY 2027	
	New	Total	New	Total	New	Total
VPP Participants – General Industry	0	13	0	13	1	14
VPP Participants – Construction	n/a	n/a	n/a	n/a	n/a	n/a
VPP Participants – State and Local Government	0	0	0	0	0	0
Participants in Cooperative Program with Enforcement Incentive (i.e. Partnerships)	2	110	0	110	3	113
Participants in Cooperative Program without Enforcement Incentive (i.e. Alliances)	0	0	0	0	0	0
Private Sector SHARP Participants – 23(g) (KY and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
State and Local Government SHARP Participants – 23(g)	0	0	0	0	0	0
Outreach Participants		3342		1950		2500

Note:

- New VPP Participants are those that become active during the fiscal year. The total number of participants is the number that is active at the end of the fiscal year, and includes all new sites from that year, but will not include sites that left the program. *Note: MOSH recently had to revise its VPP numbers after performing a deeper audit on older documentation.*

- Cooperative Programs with Enforcement Incentives: Programs similar to OSHA's Strategic Partnership Program that provide enforcement incentives to approved participants, such as inspection exemption or deferral, or reduced penalties. Note: the total includes all partnerships since the program inception for a running total.

- Cooperative Programs without Enforcement Incentives: Programs similar to OSHA's Alliance Program that involve joint cooperative efforts by employers, other groups, and the State but do not provide enforcement incentives.

- Outreach Participants: Projected total number of Trainees/participants in formal training, workshops, seminars, speeches, conferences, informal worksite training, etc. during the year.

Part II: Performance Goals

<table>
<tr><td colspan="2">Strategic Goal 1- Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations.</td></tr>
<tr><td>Performance Goal 1.1</td><td>Total Reduction in the Fatality Rate by 1% (5% by end of FY 2027)</td></tr>
<tr><td>Strategy
Enforcement/ Compliance Assistance</td><td>Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH’s current SST, NEPs, and LEPs.</td></tr>
<tr><td>23(g) Consultation</td><td>Focus marketing efforts and visits toward targeted high-hazard industries utilizing MOSH’s current SST, NEPs, and LEPs to work in conjunction with Enforcement and Compliance Assistance activities.</td></tr>
<tr><td>Performance Indicators

Enforcement/ Compliance Assistance</td><td>Perform inspection and intervention activity in the following areas:

<table>
<tr><th>Industry</th><th>’16-’20 average</th><th>2027 projected</th></tr>
<tr><td>a. Construction (NAICS 23)</td><td>1169</td><td>795</td></tr>
<tr><td>b. Other high-hazards industries</td><td>80</td><td>396</td></tr>
<tr><td>c. Manufacturing (NAICS 31-33)</td><td>88</td><td>110</td></tr>
<tr><td>d. Public Sector</td><td>87</td><td>144</td></tr>
<tr><td>e. Trade, Transportation, Utilities (NAICS 2213, 424, 44-45, 48-49)</td><td>78</td><td>144</td></tr>
</table>

Note: For FY 2027: Total high-hazard activity in 2027 will be divided into 50% construction, 25% other high-hazard industries, 7% manufacturing, 9% public sector, and 9% trade, transportation, and utilities with projected increases in the upcoming years. The 50/25/7/9/9 ratio based on the long-term historical fatality rates in those industries as well as a focus on the Davis Martinez Public Employee Safety and Health Act, which went into effect October 1, 2025.</td></tr>
<tr><td>23(g) Consultation</td><td>Conduct the following number of visits:
<u>Industry</u>
a. Public Sector 100</td></tr>
<tr><td>Data Source
Enforcement/ Compliance Assistance</td><td>MOSH Operations – Fatality Investigation Report</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Baseline
Enforcement/ Compliance Assistance</td><td>Five-year fatality average from 2016 through 2020 (22.2).</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Comments</td><td>The Chief of Compliance for MOSH will pull OIS reports on a quarterly basis or more to track progress towards the Performance Indicators.</td></tr>
</table>

<table>
<tr><td>Performance Goal 1.2</td><td>Reduce the rate of occupational injuries and illnesses in Maryland’s private sector by 1% (5% by end of FY 2027)</td></tr>
<tr><td>Strategy
Enforcement/ Compliance Assistance</td><td>Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH’s current SST, NEPs, and LEPs.</td></tr>
<tr><td>23(g) Consultation</td><td>Focus marketing efforts and visits toward targeted high-hazard industries utilizing MOSH’s current SST, NEPs, and LEPs to work in conjunction with Enforcement and Compliance Assistance activities.</td></tr>
<tr><td>Performance Indicators
Enforcement/ Compliance Assistance</td><td>Perform inspection and intervention activity in the following areas:
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Note: For FY 2027: Total high-hazard activity in 2027 will be divided into 50% construction, 25% other high-hazard industries, 7% manufacturing, 9% public sector, and 9% trade, transportation, and utilities with projected increases in the upcoming years. The 50/25/7/9/9 ratio based on the long-term historical fatality rates in those industries as well as a focus on the Davis Martinez Public Employee Safety and Health Act, which went into effect October 1, 2025.</td></tr>
<tr><td>23(g) Consultation</td><td>None.</td></tr>
<tr><td>Indicator
Enforcement/ Compliance Assistance</td><td>Private sector total recordable case (TRC) incidence rate averaged over the reference years 2016 through 2020 (2.6).</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Data Source
Enforcement/ Compliance Assistance</td><td>Bureau of Labor Statistics’ Survey of Occupational Injuries and Illnesses (SOII)</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Baseline
Enforcement/ Compliance Assistance</td><td>Bureau of Labor Statistics - Survey of Occupational Injuries and Illnesses (SOII) data for Maryland’s top-line private sector total recordable case (TRC) incidence rate averaged over five years from 2016 through 2020 (2.6).</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Comments</td><td>The Chief of Compliance for MOSH will pull OIS reports on a quarterly basis or more to track progress towards the Performance Indicators.</td></tr>
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<table>
<tr><td>Performance Goal 1.3</td><td>Reduce the rate of occupational injuries and illnesses in Maryland’s State and local government sector by 1% (5% by the end of 2027)</td></tr>
<tr><td>Strategy
Enforcement/
Compliance
Assistance</td><td>Conduct scheduled inspections and interventions in targeted high-hazard industries utilizing MOSH’s current SST, NEPs, and LEPs.</td></tr>
<tr><td>23(g) Consultation</td><td>Focus marketing efforts and visits toward targeted high-hazard industries utilizing MOSH’s current SST, NEPs, and LEPs to work in conjunction with Enforcement and Compliance Assistance activities.</td></tr>
<tr><td>Performance Indicators

Enforcement/
Compliance
Assistance</td><td>Perform inspection and intervention activity in the following areas:
<table><tr><td>Industry</td><td>’16-’20 average</td><td>2027 projected</td></tr><tr><td>d. Public Sector</td><td>87</td><td>144</td></tr></table>
Note: For FY 2027: Total high-hazard activity in 2027 will be divided into 50% construction, 25% other high-hazard industries, 7% manufacturing, 9% public sector, and 9% trade, transportation, and utilities with projected increases in the upcoming years. The 50/25/7/9/9 ratio based on the long-term historical fatality rates in those industries as well as a focus on the Davis Martinez Public Employee Safety and Health Act, which went into effect October 1, 2025.</td></tr>
<tr><td>23(g) Consultation</td><td>Conduct the following number of visits:
<u>Industry</u>
a. Public Sector: 100</td></tr>
<tr><td>Indicator
Enforcement/
Compliance
Assistance</td><td>Public sector total recordable case (TRC) incidence rate averaged over the reference years 2016 through 2020 (5.6).</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Data Source
Enforcement/
Compliance
Assistance</td><td>Bureau of Labor Statistics’ Survey of Occupational Injuries and Illnesses (SOII)</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Baseline
Enforcement/
Compliance
Assistance</td><td>Bureau of Labor Statistics - Survey of Occupational Injuries and Illnesses (SOII) data for Maryland’s top-line state and local government total recordable case (TRC) incidence rate averaged over five years from 2016 through 2020 (5.6).</td></tr>
<tr><td>23(g) Consultation</td><td>Same as above</td></tr>
<tr><td>Comments</td><td>The Chief of Compliance for MOSH will pull OIS reports on a quarterly basis or more to track progress towards the Performance Indicators.</td></tr>
</table>

Strategic Goal 2 - Promote a safety and health culture through Cooperative Partnerships, Compliance Assistance, On-Site Consultation Programs, Outreach, and Training and Education.	
Performance Goal 2.1	Increase Recognition Programs from 13 to 14 in 2027 (3 new Recognition programs by end of FY 2027)
Strategy	Increase Recognition programs in targeted high hazard industries utilizing MOSH's current SST, NEPs, and LEPs.
Performance Indicator	Increase Recognition Programs by one new company in 2027
Data Source	OIS, Report from Consultation and VPP Units
Baseline	Total of 16 Recognition Programs at the beginning of the 5-year Strategic Plan
Comments	Recently revised VPP numbers after continued auditing of previous documentation.

Performance Goal 2.2a	Increase Cooperative Compliance Partnerships (CCP) from 105 to 108 in 2027 (this is the total number of signed cooperative partnerships, not the total number of active cooperative partnerships) (add 8 new cooperative partnerships by the end of FY 2027)
Strategy Enforcement/ Compliance Assistance	Increase Cooperative Compliance Partnerships (CCP) in targeted high-hazard industries utilizing MOSH's current SST, NEPs, and LEPs.
23(g) Consultation	Consultation will work in conjunction with the Cooperative Compliance Partnerships to share resources and further educate the companies and organizations working with MOSH
Performance Indicator	Increase MOSH Cooperative Compliance Partnerships by three in 2027
Data Source	OIS, Report from CCP Unit
Baseline	Total History of 100 Cooperative Partnerships at the beginning of the 5-year Strategic Plan
Comments	None

Performance Goal 2.2b	Maintain all-time SPECS partnership total at 5 (this is the total number of signed cooperative partnerships, not the total number of active cooperative partnerships)
Strategy Enforcement/ Compliance Assistance	Maintain SPECS partnerships in the construction industry utilizing MOSH's current SST, NEPs, and LEPs, as well as a partnership with Maryland chapters of the Associated Builders and Contractors (ABC).
23(g) Consultation	Consultation will work in conjunction with the SPECS to share resources and further educate the companies and organizations working with MOSH
Performance Indicator	Maintain MOSH SPECS partnerships in 2027
Data Source	OIS, Report from SPECS Unit
Baseline	Total History of 5 SPECS partnerships at the beginning of the 5-year Strategic Plan
Comments	None

Performance Goal 2.3	Ensure a minimum of 12 MOSH outreach and training events annually.
Strategy Enforcement/ Compliance Assistance	Enforcement and compliance assistance will work together to disseminate information, conduct training and outreach activities, and share resources to increase the number of participants in our outreach and training activities in the areas covered by MOSH LEPs, current SST, and Federal NEPs.
23(g) Consultation	Consultation will continue to disseminate information and participate in our training and outreach activities.
Performance Indicator	MOSH will enact outreach and training events in the areas covered by MOSH LEPs, current SST, and Federal NEPs including formal training, workshops, seminars, webinars, speeches, conferences, and informal worksite training.
Data Source	Report from Training & Education Unit
Baseline	N/A
Comments	None

Performance Goal 2.4	Continue to emphasize the public sector initiative program to leverage agency resources in the following areas: MOSH Enforcement, partnerships/alliances, training, and consultation.
Strategy Enforcement/ Compliance Assistance	Enforcement and compliance assistance will work together to develop initiatives related to training and outreach activities, and share resources from these activities to aid in increasing the efficiency of developed initiatives.
23(g) Consultation	Consultation will continue to disseminate information and participate in our training and outreach activities, as well as effectuate a partnership with a public sector entity to reduce injury and illness rates.
Performance Indicator	Number of initiatives enacted by the agency to increase focus on public sector workplaces in the State of Maryland.
Data Source	Activity reports from each unit.
Baseline	N/A
Comments	The Davis Martinez Public Employee Safety and Health Act went into effect October 1, 2025, removing the prohibition against assessing penalties to public sector employers.

Strategic Goal 3 - Secure public confidence through excellence in the development and delivery of MOSH programs and services, and by providing excellent customer service	
Performance Goal 3.1	Initiate 100% of fatality and catastrophe inspections within one working day of notification
Strategy Enforcement/ Compliance Assistance	Primarily addressed by the MOSH enforcement unit, this goal will be maintained by continuing our effective communication within and outside of MOSH.
23(g) Consultation	No Action.
Performance Indicator	Percentage of fatal case investigations initiated within one working day of notification
Data Source	OIS
Baseline	FY 2021 percentage of fatal case investigations initiated within one working day of notification was 85%
Comments	This baseline was adversely affected due to confusion regarding employer reporting fatality information related to COVID-19 related fatalities.

Performance Goal 3.2	Initiate inspections of serious complaints within five working days of notification
Strategy Enforcement/ Compliance Assistance	Continue procedure expediting initiation of complaint inspections. Our Operations Unit, which receives the initial complaint, evaluates, processes, and assigns serious complaint inspections to the appropriate region within 2 days. The Region will ensure an inspection is initiated within the remaining 3 days.
23(g) Consultation	No Action.
Performance Indicator	Days to initiate inspections of fully received serious complaints.
Data Source	OIS
Baseline	FY 2021 time to initiate inspections of fully received serious complaints was 3.07 days.
Comments	None

Performance Goal 3.3	Percent of whistleblower complaint investigations completed within 90 working days maintained at least 90%
Strategy Enforcement/ Compliance Assistance	Our Discrimination unit will endeavor to complete discrimination complaint investigations within the 90-day time frame.
23(g) Consultation	None.
Baseline	FY 2021 average percentage of discrimination complaint investigations completed within 90 days was 43%
Indicator	Percent of whistleblower complaint investigations completed within 90 days.
Data Source	OIS whistleblower module
Comments	MOSH continues to work on revising operating procedures to maximize productivity.