

Results MINNEAPOLIS

Health Department
Environmental Health
April 16th, 2013

Table of Contents

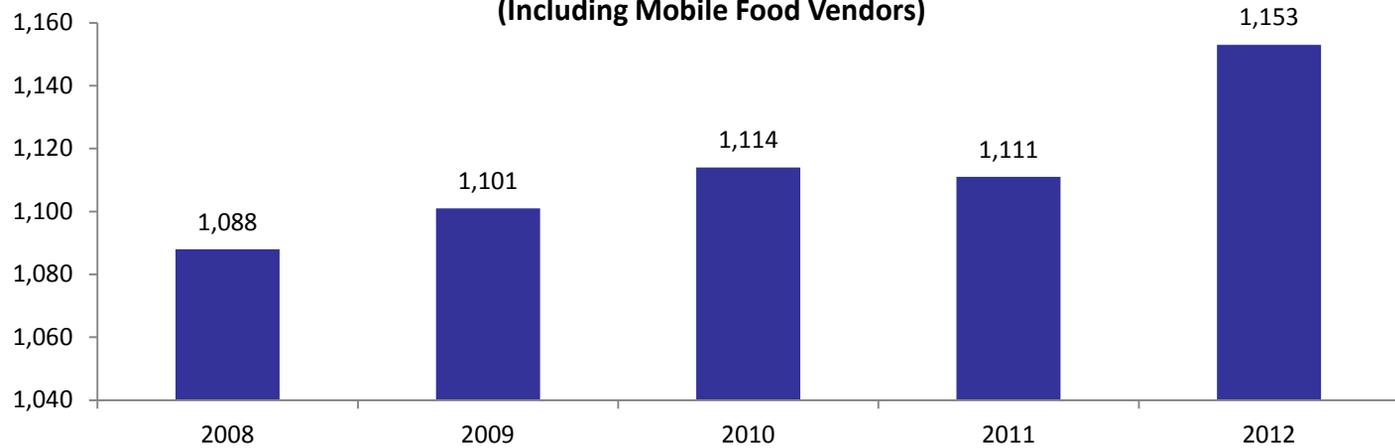
Health Department Environmental Health

Performance Measures	Page
Business Licenses	3
Farmers Markets and Mini-Markets	4
Foodborne Illness Outbreaks	6
Health Violations at Licensed Businesses	7
Lead Poisoned Children and Property Rehabilitation 	8
Erosion Control Enforcement	10
Noise Complaints and Inspections	11
Appendix	
Metro Area Ozone 	13
Average Benzene and Formaldehyde Concentrations 	13



Department is responsible for this Sustainability Measure and Target. Measures are part of the City's 26 Sustainability Indicators. For more information please visit <http://www.ci.minneapolis.mn.us/sustainability/indicators/index.htm>

Restaurant Licenses (Including Mobile Food Vendors)



Source: CPED

Why is this measure important?

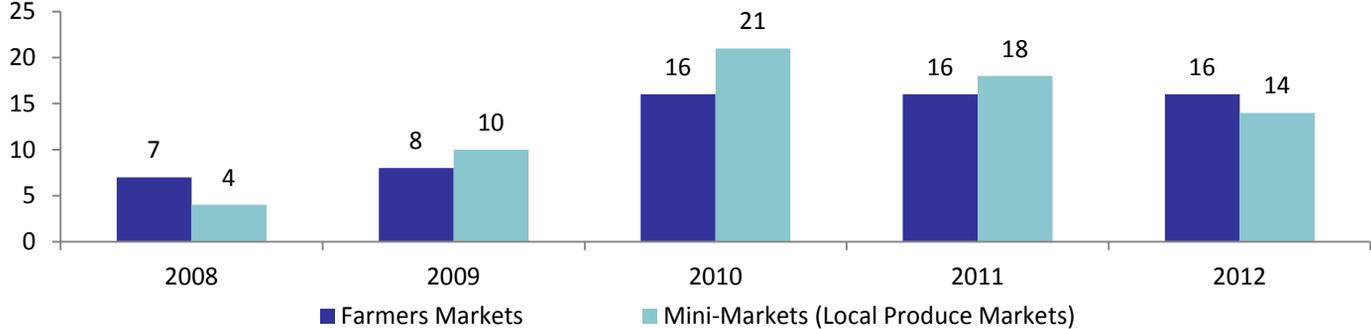
The Minneapolis Health Department ensures proper health guidelines are followed at over 4,000 establishments including restaurants, hotels, board and lodging facilities, pools, grocery stores, farmers markets, tattoo and tanning establishments, vending machines, and short term events. These Minneapolis businesses, which employ over 22,000 people, have continued to grow, even through the great recession. Fueled by business creativity and innovation, Minneapolis has become a food destination.

What will it take to make progress?

Successful regulation helps businesses thrive. Nothing is worse for the hospitality industry than causing the illness or death of patrons. However, overzealous regulation and cumbersome processes limit the ability of business to innovate and thrive in our dynamic economy. Changes in City ordinance, policy, and practice, as exemplified in farmers markets and mobile food trucks, can fuel new business. Balanced utilization of tools such as education, technical assistance and enforcement allow health inspectors to partner with local businesses in reducing health and safety risks while ensuring fair enforcement of health laws.

Minneapolis is the proving ground for new practices in the industry. The industry changes faster than the Minnesota Food Code. Minneapolis health inspectors provide up to date, relevant code interpretation using research-based health risk analysis. The merger of Environmental Health into the Minneapolis Health Department provides greater capacity to research and examine these new practices.

Farmers Markets and Mini-Markets



Source: Minneapolis Health Department and Minneapolis CPED

Why is this measure important?

Playing a critical role in the Homegrown Minneapolis initiative, the Health Department works with stakeholders to promote access to local, healthy and safe food for all Minneapolis residents. Farmers markets provide fresh and local food, feed the local economy and contribute to greenhouse gas reduction. Tracking farmers markets and market vendors is one way to help gauge the availability of fresh and local foods in our community.

The map depicts the current locations of food markets within the city. 2012 saw new types of farmers markets as a result of ordinance changes completed in 2011.

Types of vendors include Market Distributors, re-sellers of fruits, vegetables and other food products produced by others; and Market Manufacturers, sellers of food products for on-site consumption at the market such as cookies, coffee, brats, etc. The number of mini markets has declined from a peak in 2010, while the number of farmers markets has remained the same. While the total number of markets has declined, the number of vendors has increased, indicating growth and vibrancy within existing markets.

What will it take to make progress?

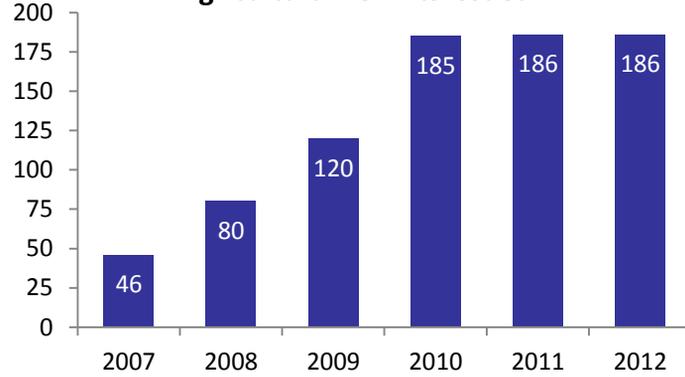
The Health Department works with Homegrown Minneapolis and community stakeholders to promote healthy eating and remove regulatory barriers to local food while ensuring a safe food supply.

Farmers Market Vendors



Source: Minneapolis Health Department

Agricultural Permits Issued

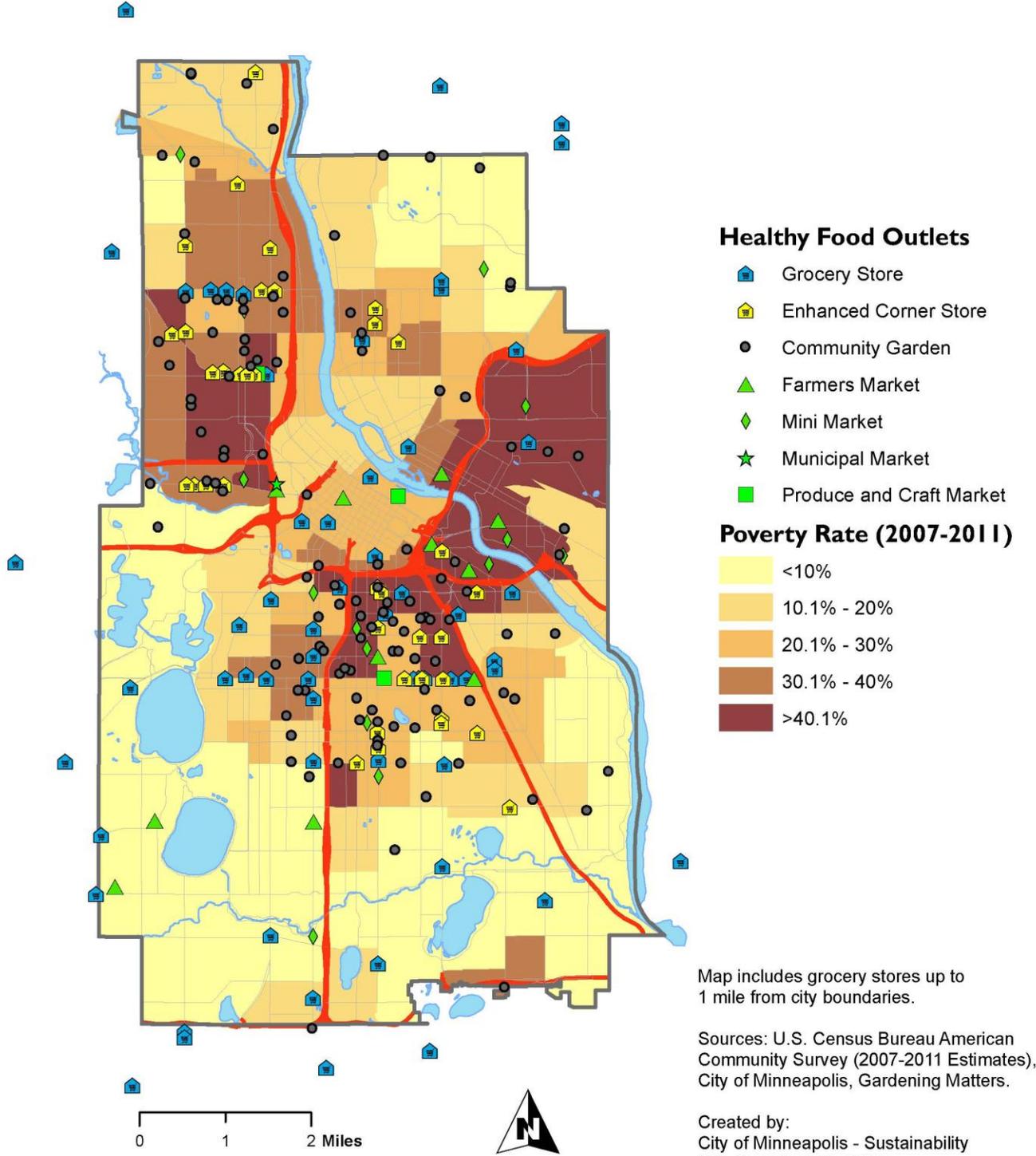


Note: 2007-2009 reported Chickens only. Chickens & Honeybees started in 2010.

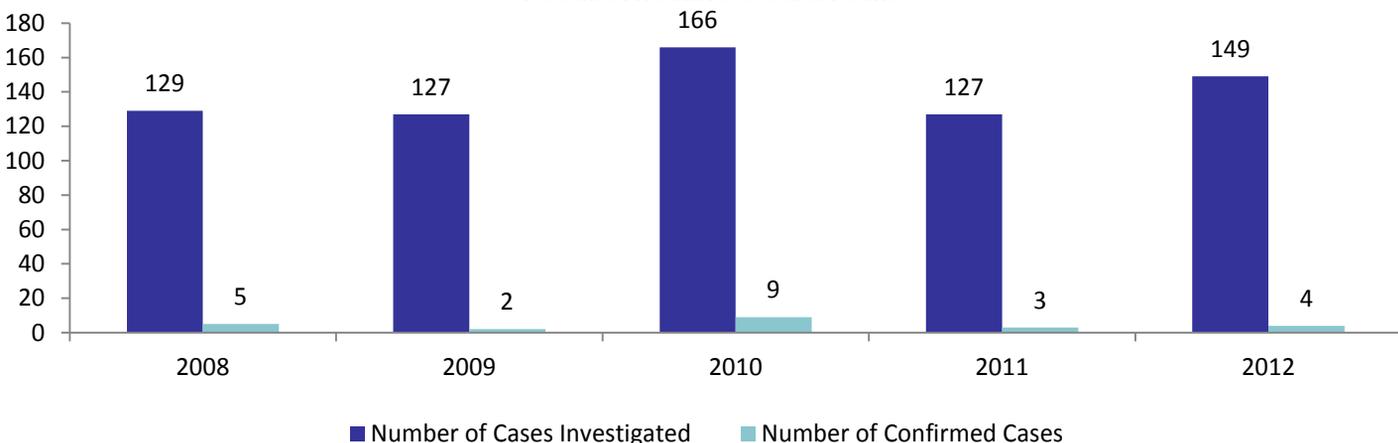
Source: Minneapolis Animal Care and Control

Additional Data on Next Page...

Healthy Food Outlets and Poverty in Minneapolis



Foodborne Illness Outbreaks



Source: Minneapolis Health Department and Hennepin County

Why is this measurement important?

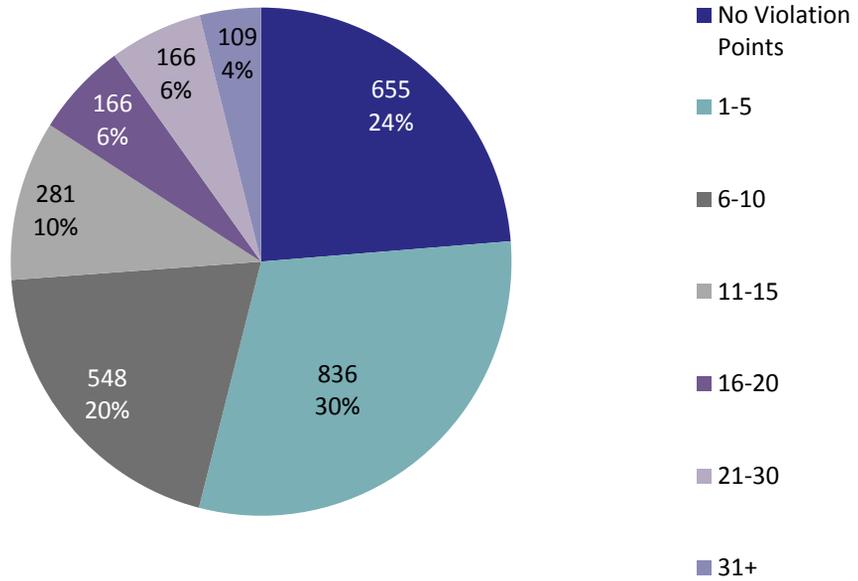
According to the CDC, one in six Americans have been afflicted with a foodborne illness and annually there are 3,000 tragic, preventable deaths. A confirmed foodborne disease outbreak is defined as an incident in which two or more persons experience a similar illness after ingestion of a common food or meal and epidemiologic evaluation implicates the meal or food as the source of illness. Confirmed outbreaks may or may not be laboratory-confirmed. City health inspectors investigate all reports of foodborne illness. During an outbreak, inspectors collaborate with State and County epidemiologists, working around the clock with the implicated business to stop the outbreak and prevent more people from becoming ill.

The cost of a single case of foodborne illness in the State of Minnesota is estimated at \$1,790 per person and is coupled with substantial expenditure of City resources. Environmental Health staff investigates an average of 140 cases per year. Increasing compliance with the most critical food safety standards protects public health and reduces costs to the City and the community.

What is the goal for this program and what will it take to achieve it?

2017 Target: Zero foodborne illness outbreaks from facilities licensed and inspected by the City of Minneapolis. When properly followed, food safety guidelines prevent foodborne illnesses. City health inspectors must use a variety of tools, including education, enforcement and technical assistance to ensure business operators follow food safety guidelines as outlined in the Minnesota Food Code.

2012 Health Violations at Licensed Restaurants



Target: No business with more than 20 violation points.
Source: Minneapolis Health Department

Why is this measurement important?

The well-trained and knowledgeable food worker is the frontline defense against foodborne outbreaks. Inspection and enforcement efforts are focused on increasing accountability in management and their oversight of frontline food workers so that workers handle food safely, do not work when ill and practice good personal hygiene. The number and types of violations in an establishment directly correlate to a higher risk for foodborne illness.

In Minneapolis, points are assigned to both critical and noncritical violations. Each critical violation, one that can directly result in illness, is given four (4) points. Noncritical violations, those that increase the likelihood of illness but are not directly linked to illness, are given one (1) point. The greater the number of violation points the greater the risk of foodborne illness at a given establishment.

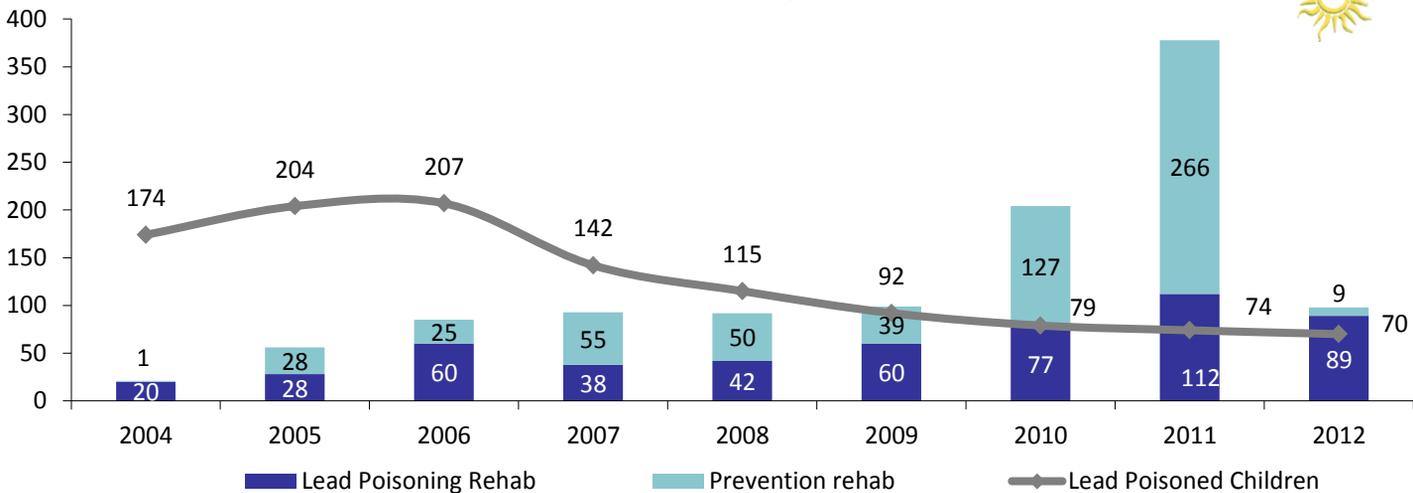
What is the goal for this program and what will it take to achieve it?

2013 – Reduce the number of establishments that achieve 30 or more violation points during an inspection
2017 – Reduce the number of violations in establishments so that none score 20 or more violation points during an inspection and reduce the number of establishments that achieve nine (9) or more violation points during an inspection.

The overwhelming majority of Minneapolis’ businesses operate safely, are well managed and adhere to the state health code. Ten percent (10%) of operators account for the majority of food safety violations. Environmental Health will focus its efforts on these ten percent to gain compliance. Increases in the number of health inspectors will allow more time for inspectors to educate operators and conduct more frequent inspections. This year, Health Department staff will be conducting listening sessions with the business community and analyze best practices to better assist struggling operators. If, after significant intervention, operators are unable or unwilling to comply, enforcement measures including emergency closure and license revocation will be employed.



Lead Poisoned Children and Properties Rehabilitated



Source: Minneapolis Health Department and MDH

Why is this measure important?

Childhood lead poisoning remains a significant health problem in Minneapolis and throughout our nation. Lead is very dangerous to children under the age of six years old because of their developing brains and nervous systems. Children with an elevated blood lead level, a venous test result of 10 micrograms per deciliter of blood ($\mu\text{g}/\text{dl}$) or higher, may suffer from irreversible impacts including nervous system and kidney damage, learning disabilities, attention deficit disorder, decreased intelligence, language and behavioral problems, decreased muscle and bone growth and hearing damage. High lead levels in children can cause seizures, unconsciousness and death. Recent studies have linked lead exposure in children to criminal activity and unintended pregnancies as lead poisoning inhibits the control of impulsive behavior.

What is the goal for this program and what will it take to achieve it?

2017 – Eliminate lead poisoning of children above 10 $\mu\text{g}/\text{dl}$. Inspect all properties with children with blood lead levels above 5 $\mu\text{g}/\text{dl}$.

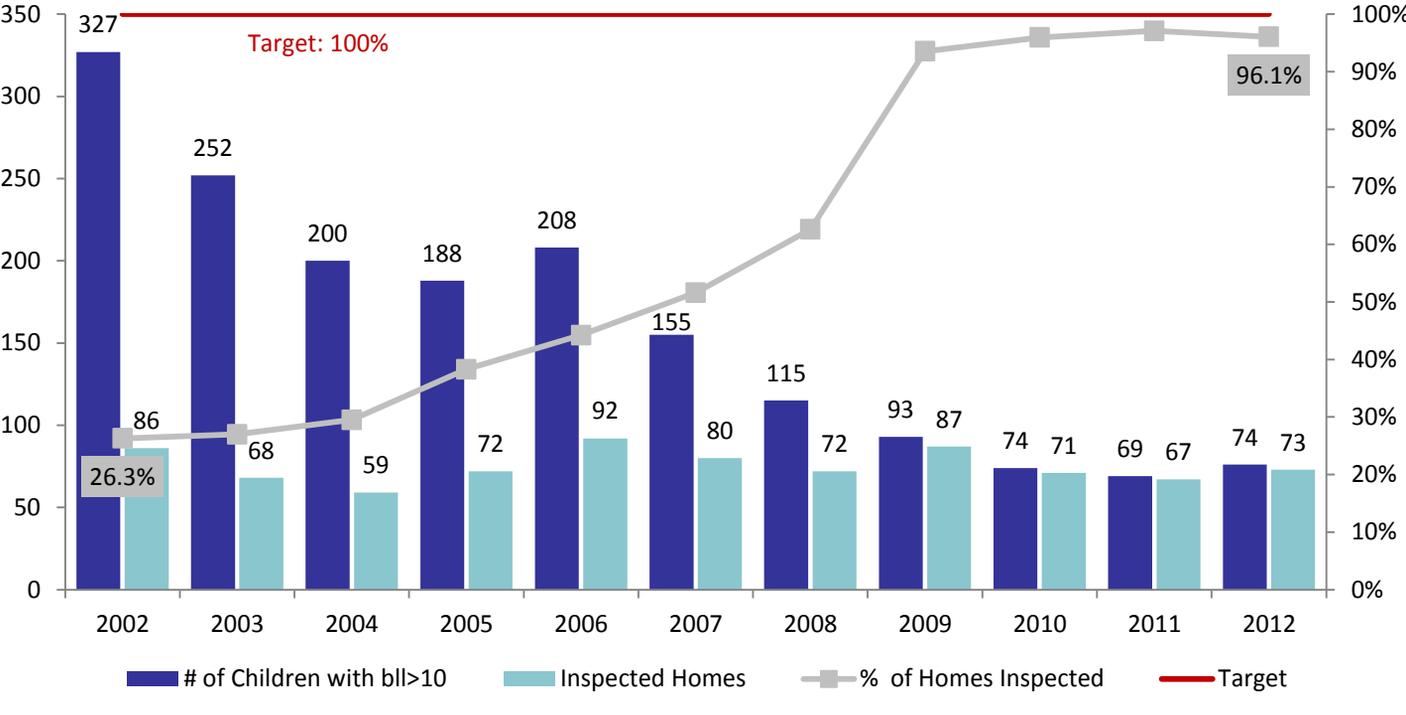
In order to eliminate lead poisoning, we must aggressively identify and control lead-based paint hazards in Minneapolis homes. This target can be achieved through inspection, enforcement, education and providing property owners financial incentives to remediate lead hazards preventatively. In 2012, the City offered specialized lead cleaning to all homes of lead poisoned children, reducing lead exposure until a full lead hazard reduction project makes the home lead safe.

The State of Minnesota mandates that environmental inspection take place when a child's blood lead level is 15 $\mu\text{g}/\text{dl}$. The City currently inspects the homes of all lead poisoned children with blood lead levels 10 $\mu\text{g}/\text{dl}$ and above. However, there is no safe level of lead. The Centers for Disease control had amended the definition of lead poisoning to a blood lead level of 5 $\mu\text{g}/\text{dl}$.

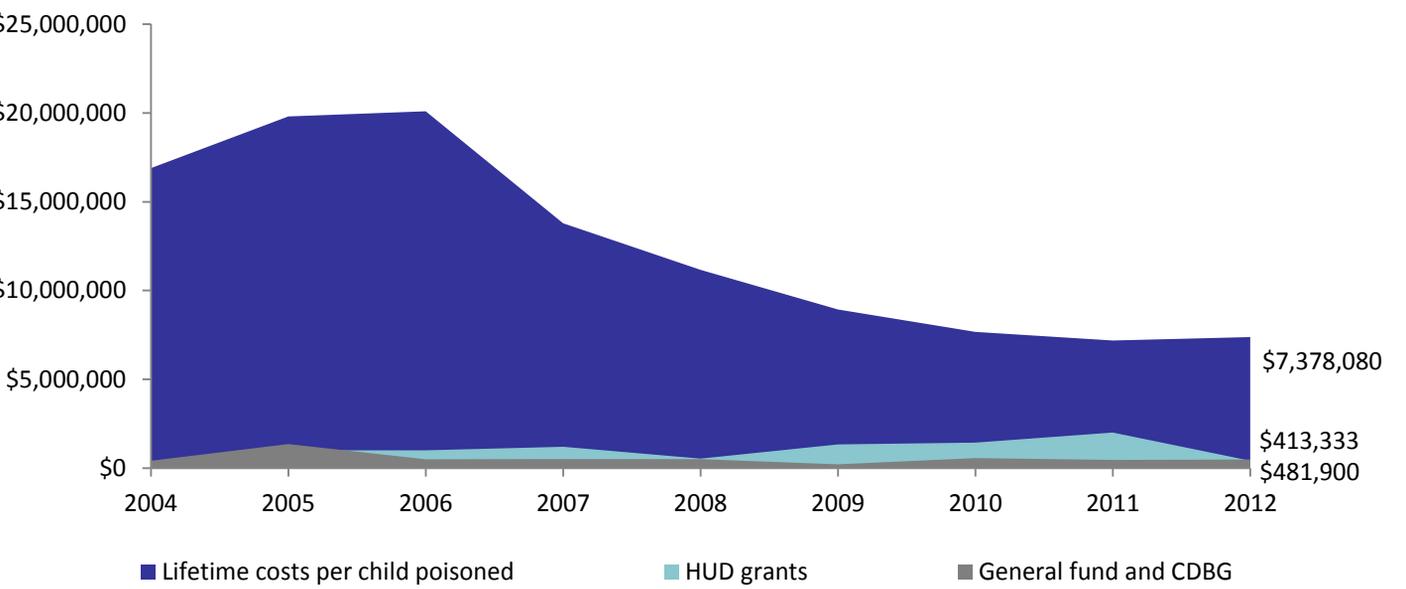
Screening all children requires coordinated efforts with the Minnesota Department of Health, clinical providers, and health plans, as well as community resources to address lead hazards once elevated lead levels are detected. Eliminating lead poisoning requires broad-based community and government efforts to remediate lead hazards in homes prior to poisonings. Partners include City departments, Hennepin County's Housing, and community partners.

Additional Data on Next Page...

Annual Inspections of Homes Where Children Have Elevated Blood-lead Levels



Costs of Lead Poisoning

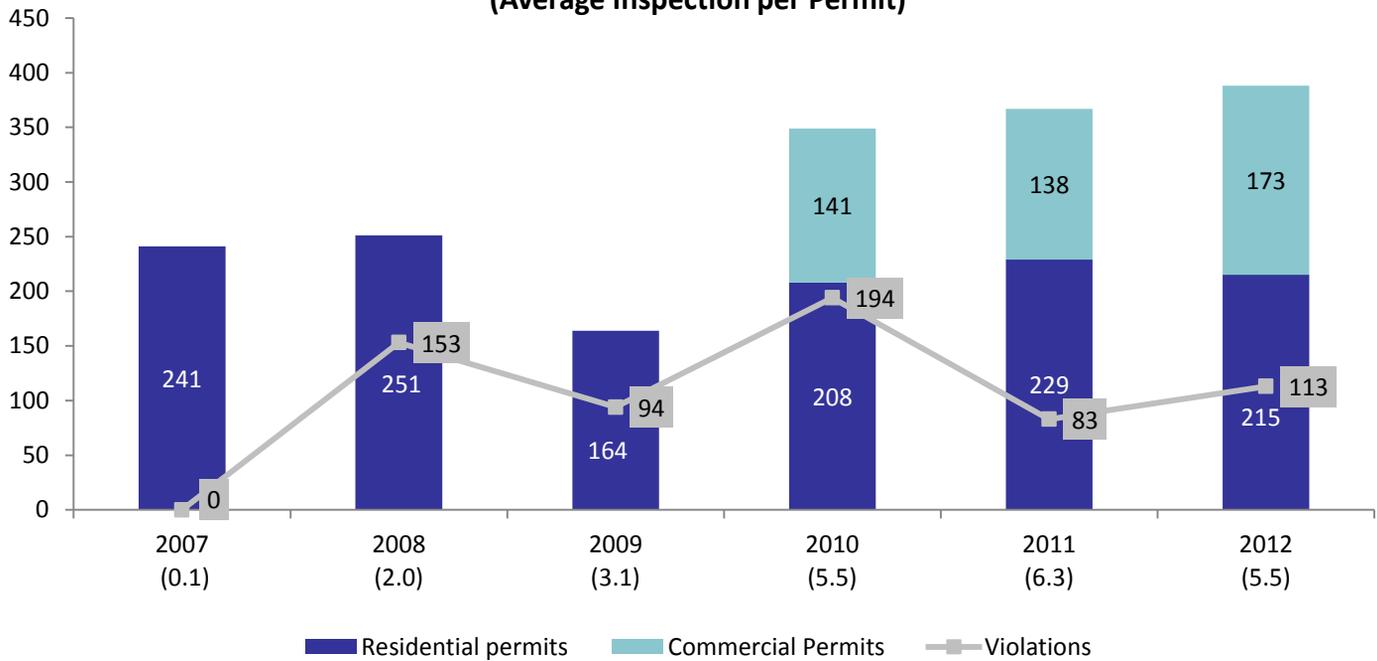


Note: This represents the cost of investigation, additional medical care, special education, criminal justice system and loss of lifetime earnings for a lead poisoned child.

Source: Minneapolis Health Department and OK Medical Society

Regulatory Services was awarded a \$2.48 million from HUD. Beginning in 2013, this grant will be used to address lead hazards in the homes of lead poisoned children.

**Annual Erosion Control Enforcement
(Average Inspection per Permit)**



Source: Minneapolis Health Department

Why are these measurements important?

Environmental Services is increasing its proactive enforcement of environmental issues. Permits allow proactive enforcement of activities that, if done improperly, commonly result in environmental pollution and increased complaints. Such permitted activities include underground storage tank removal, erosion control, well installation, after hours work and outdoor events.

Environmental Services issues over 350 erosion control permits per year for land disturbing activities, primarily construction sites. Without proper erosion control, rain will wash soil from these site into the storm system and into our lakes, streams and the Mississippi River. Eroded soil builds up within the City’s storm water sewers and treatment facilities, reducing the system’s effectiveness at preventing flooding and leading to higher maintenance costs. Sediment that reaches our valued water resources smothers aquatic life, carries pollutants and clogs channels, reducing navigability. Effective use of best practices prevents soil from ever leaving a construction site. Environmental Inspectors work with contractors to ensure these practices are used and properly maintained.

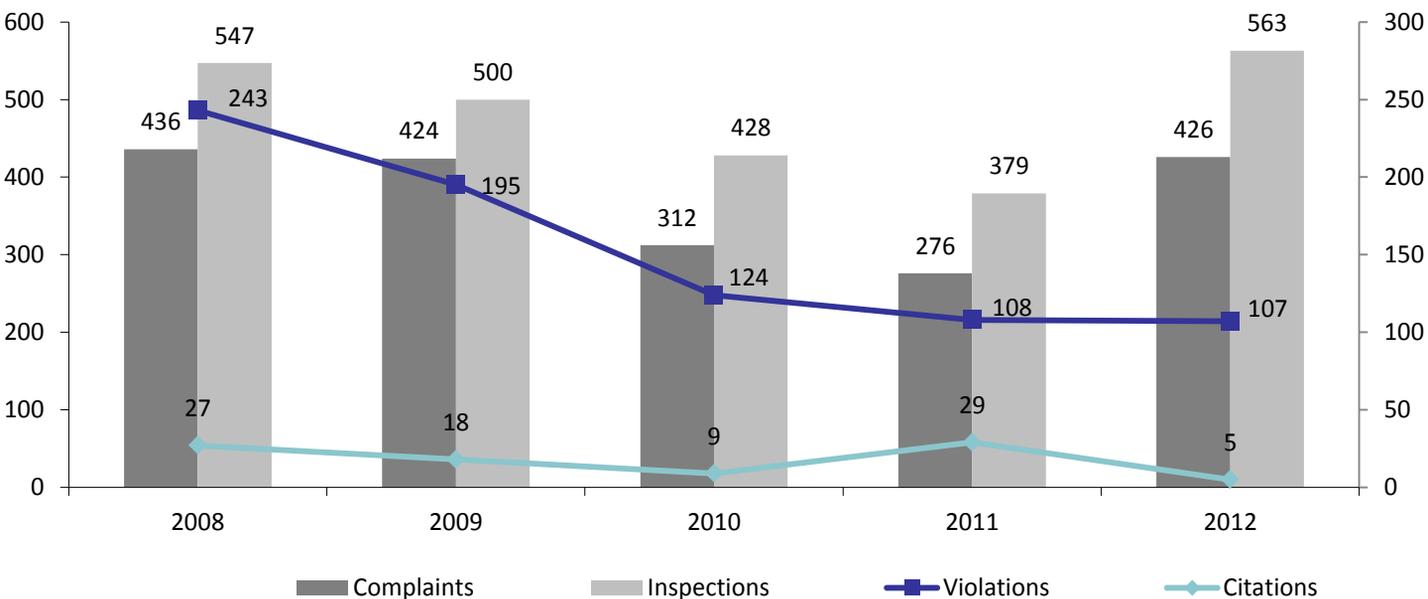
As we increase inspection oversight there is an initial increase in violations and citations. However, as accountability increases so does compliance resulting in a drop in violations. As violations decrease, fewer follow up inspections are required, saving staff resources.

What are the goals of this program and what will it take to achieve them?

2013 – Ensure all Erosion Permits are inspected to federal and local guidelines

2018 – Continue process improvements resulting in greater initial compliance with erosion control standards.

Noise Complaints and Inspections



Why is this measurement important?

In a vibrant city where people live, work and play, noise pollution from one use can often interfere with other uses. It is important to have an objective, enforceable standard to apply for interactions between homes, entertainment venues and industrial businesses. Noise complaints in the city vary from the low bass tones of bar music to the high pitched mechanical whine of a malfunctioning air conditioner. Objectively addressing noise complaints contributes to the City’s goals of Livable Communities, Healthy Lives and Jobs and Economic Vitality.

What is the goal for this program and what will it take to achieve it?

2013 – Reduce number of noise-based complaints and inspections by focusing on a proactive planning approach with city partners.

In 2008, Environmental Services rewrote and the City Council approved a new noise ordinance. Starting in 2009, an improved noise protocol was implemented based upon best practice research and the purchase of new sound monitoring equipment.

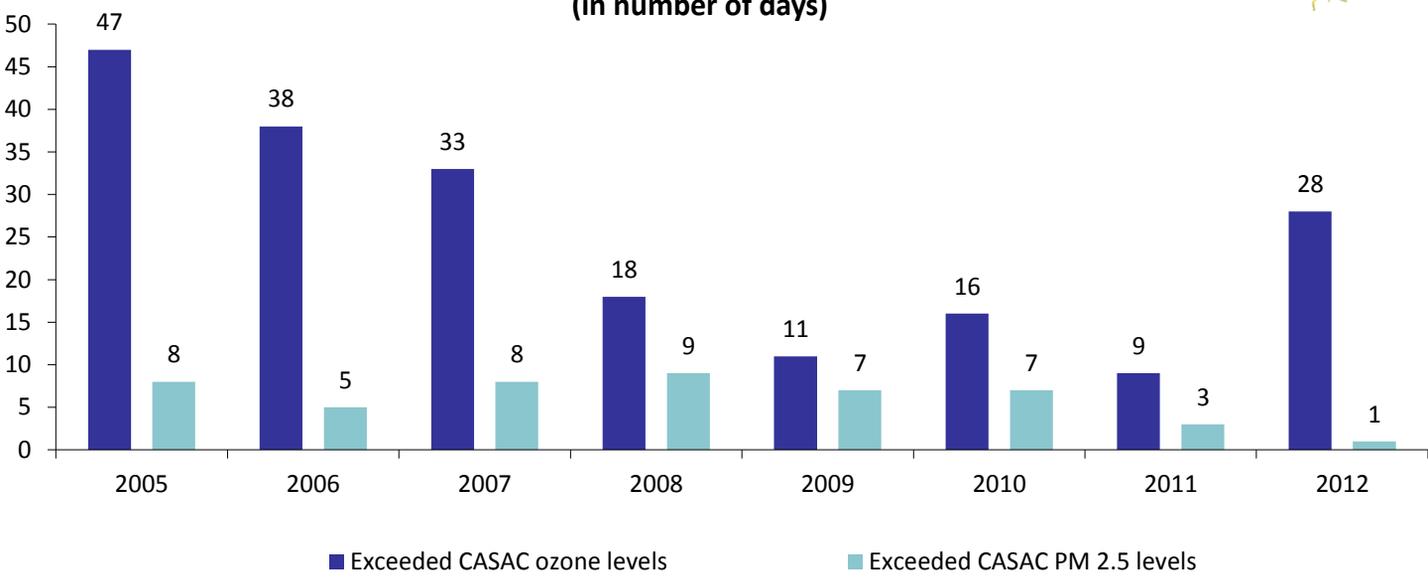
These changes have enabled Environmental Services to resolve long standing noise issues while preventing others from occurring. Inspectors proactively schedule sound monitoring, helping businesses address issues and achieve compliance. Through coordination with the Police Department, Environmental Services is addressing areas with a history of noise complaints. In working with Business Licensing to develop noise mitigation plans for businesses, Environmental Services is being proactive in addressing issues at the most effective point, before they happen.

Complaints increased dramatically in 2012. However, violations were still at reduced levels. This is likely due to car-related noise complaints being transferred to Environmental Health from the Police Department. Heightened awareness of noise issues may have also led to this increase.

Appendix



Metro Area Ozone and Minneapolis Particulate Matter (in number of days)

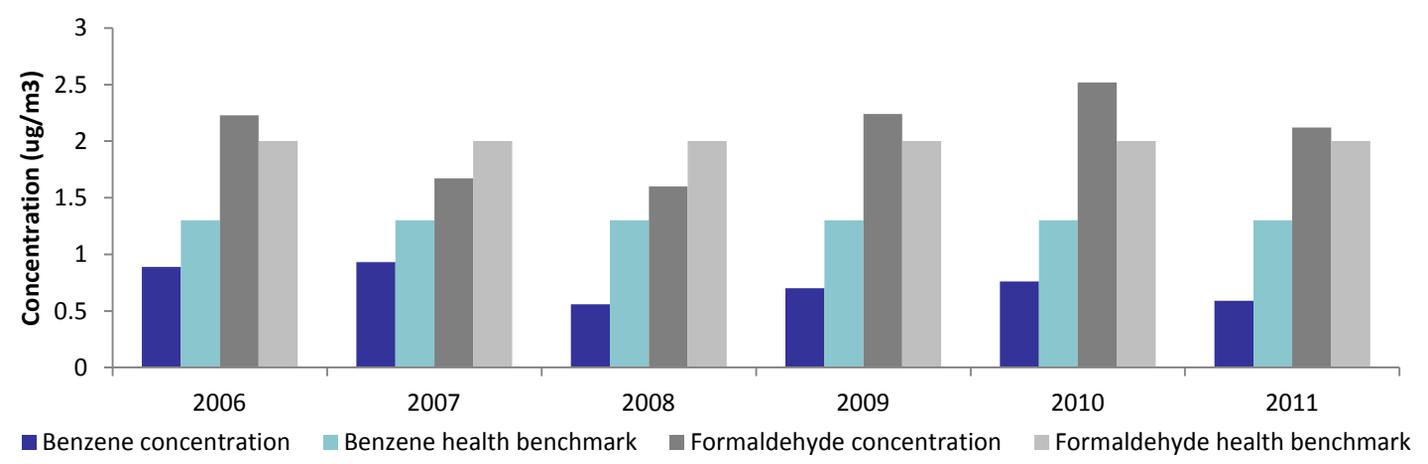


Source: Minnesota Pollution Control Agency
Based on Minnesota's annual 183-day ozone season from April 1 to September 30

Average Benzene and Formaldehyde Concentrations All Test Sites



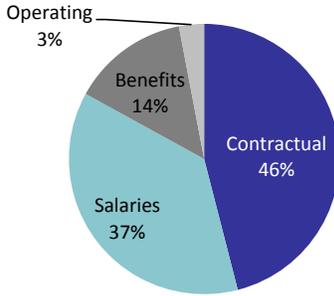
Source: Minnesota Pollution Control Agency



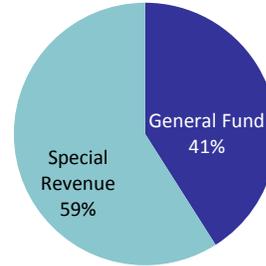
Note: 2012 data not yet available

Management Dashboard: Health Department

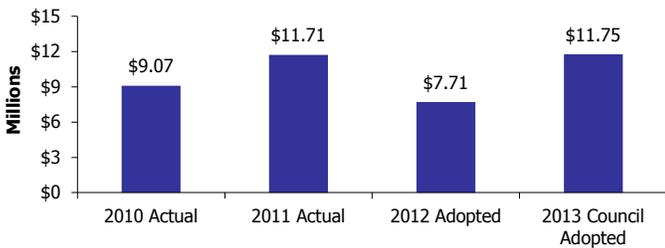
2013 Expenditures by Type: \$16.9 million



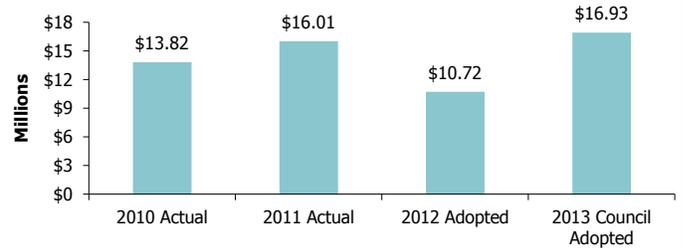
2013 Expenditures by Fund: \$16.9 million



Revenue 2010-2013 (in millions)



Expenditure 2010-2013 (in millions)



Loss Prevention Data

Year	2008	2009	2010	2011	2012
Workers Comp	\$122	\$3,612	\$4,142	\$32,807	\$74,641
Liability Claims	\$0	\$0	\$0	\$0	\$0

Average Sick Days Taken per Employee

Year	2008	2009	2010	2011	2012
Days	7.40	8.30	7.90	9.30	7.50

Workforce Demographics

Year end	12/31/10	12/31/11	12/31/12
% Female	88%	87%	91%
% Employee of Color	44%	33%	37%
# of Employees	60	53	55

Note: See back for detailed workforce analysis

Overtime Costs

Year	2008	2009	2010	2011	2012
Hours	35.0	110.3	40.8	191.0	39.5
Cost	\$1,053	\$3,046	\$1,097	\$6,245	\$1,270

Employee Turnover and Savings

Year end	2008	2009	2010	2011	2012
Turnover	11%	25%	14%	22%	21%

Positions Vacancies

Year end	2008	2009	2010	2011	2012
Percent of Total	6%	14%	5%	10%	8%

Performance Reviews Past Due in HRIS

As of 03/28/13: 59%

Retirement Projections

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Number	2	1	0	0	1	2	1	1	2	2	4

Notes:

Average Sick Days taken per Employee

- A) Based on the payroll calendar year not the calendar year.
- B) Does not include employees who were in a suspended ("S") Pay Status at the end of a given payroll year.
- C) Includes employees who are in a paid ("P") Leave of Absence status and an unpaid Leave of Absence status ("L").

Overtime Costs

- A) OT amount - Fiscol. Reconciled with CRS and Data ware house queries.
- B) Hours - based on HRIS management reports with payroll data

Workforce Demographics

- A) Includes employee counts at year's end for 2003 and 2007.
- B) Only includes active FT regular employees.

Employee Turnover and Savings

- A) Turnover Savings= \$Budgeted (personnel) - \$Actual (personnel)

Position Vacancies

- A) Includes only budgeted positions.

Retirement Projections

- A) The projected time an employee is eligible to retire is based on service time in HRIS. For employees who received pension service credit in other organizations, the actual year of retirement eligibility may be sooner than the projections show.

Workforce Analysis

1 of 8 categories indicates under-utilization:

- Service Maintenance 2 incumbents POC = 0.0% Available workforce = 20.0%

Goal: If any deficiency exists in HFS, it would be that the department is heavily female. Of the 65 total FTEs only 9 are male. Emphasis to be placed on creating a diverse workforce that is culturally and technologically competent and who are highly engaged in their work environment and relationships.

