

# **Risk Management Services Proposal for:**

## **Village of Orland Park**

**Presented by:**



**1443 Cascade Lane  
Barrington, IL. 60010  
(630-846-8862)  
LTCRS2019.gmail.com**

**&**

**TITAN**  
Safety Management, Inc.

**2360 Palmer Ranch Drive  
New Lenox, IL 60451  
(815-405-8448)  
bcrimmins@titan-risk.com**

# **LT CONTRACTUAL RISK SOLUTIONS/TITAN SAFETY MANAGEMENT**

## ***VILLAGE OF ORLAND PARK PROPOSAL SUBMISSION:***

Building upon our six-year partnership with the Village of Orland Park, we are pleased to present this updated proposal for advanced public sector risk management services. While our initial work established a comprehensive safety baseline, this next phase transitions toward a dynamic, proactive strategy. We will perform a targeted evaluation of current departmental operations to identify emerging risks and modern municipal challenges. By leveraging our ongoing oversight of the Village's loss history and claims trends, we will further refine our existing solutions to reduce the Village's overall loss profile, enhance employee safety, and protect public assets. This continued collaboration is designed to consistently drive down the total cost of risk, ensuring maximum resources remain available for the Village's essential community programs.

Our proposed risk management framework adheres to the core principles of public sector safety and loss control. Each service component outlined below is structured to ensure the Village remains at the forefront of municipal risk management best practices, providing a comprehensive and scalable solution. The following services are available and will be performed as requested.

### **Risk Management Program Evaluation**

#### **Risk Management Program Assessment**

- **Risk Management Program Assessment:** Building upon our historical knowledge of the Village's operations, we suggest an updated targeted risk management program review with the major operating departments to determine their level of compliance with both risk management program structure and implementation based on best practices in municipal risk management. This evaluation will be based on meetings with department management teams to develop comprehensive documentation of the current program structure and processes for implementation of the plan. The assessment will result in a report which provides specific Village-wide and departmental recommendations to obtain compliance with risk management best practices.
- **Time Allotment Needed:** 2.5 days will be required to complete the Risk Management Program Assessment including a list of departmental specific recommendations in order to comply with municipal risk management best practices.
- **Resources available to the Village:** Best practices policies for municipal operations along with specific recommendations for policy modification to improve departmental risk management compliance.
- **Expected benefits & how benefits will be measured:** Adherence to best practices in public risk management should result in a lower overall risk of loss, which will be measured by a reduction in actual loss frequency/severity and a lower overall cost of risk for the Village.

## Regulatory Compliance Evaluation

- Regulatory Compliance Visit: We will execute a formal technical review of regulatory programs across all major departments to ensure continued alignment with the Illinois Department of Labor (IL-OSHA), the Department of Transportation (DOT), and other applicable mandates. This evaluation goes beyond a basic walkthrough, utilizing in-depth consultations with management and thorough records verification to validate existing protocols and identify areas for enhancement. Following the assessment, we will provide a comprehensive written report that outlines specific departmental requirements and offers actionable recommendations to fortify compliance and minimize regulatory exposure.
- Time Allotment Needed: 1.0 days (one-half day on-site and one-half day reporting per major operating department) will be required to complete the Regulatory Compliance Visit including a list of departmental specific recommendations.
- Resources available to the Village: Example draft policies/templates and reference materials will be made available to the Village to assist departments needing assistance in modifying or updating their current policies. In addition, consultation on regulatory requirements and best practices would be provided.
- Expected benefits & how benefits will be measured: These evaluations educate and guide management in understanding where required programs are effectively being implemented and where program improvement is needed. Informed management teams are better positioned to make progress towards full compliance, resulting in lower exposures to injury or loss. The effectiveness of these programs is measured in eliminating compliance gaps, which results in ease of program management, better use of resources, and fewer injuries. This evaluation should also assist the Village in compliance with Illinois OSHA regulations, reducing the potential for citations.

## Premise Hazard Survey

- Premise Hazard Survey: Conduct inspections of higher risk locations to assess compliance with key regulatory requirements including OSHA and NFPA standards. The process involves the inspection of several Village owned and operated facilities. The inspection produces a written report identifying exposures that are well maintained and non-conforming items. Recommendations are developed to assist the Village in taking corrective actions on all identified needs improvement areas.
- Time allotment needed: 1.5 days (one-day on-site and one-half day reporting) will be required to complete the Premise Hazard Survey Visit including a list of departmental specific recommendations. Depending on the number of locations visited, additional visits may also be necessary.
- Resources available to the Village: The report will act as a guide for the Village to address needs improvement or non-conformance areas. The Village will have access to a Certified

Safety Professional (CSP) that will consult with the Village on possible methods to achieve full compliance.

- Expected benefits & how benefits will be measured: In addition to increased safety and regulatory compliance, the Village will benefit from the Premise Hazard Survey by correcting exposures before they result in loss. The process can reduce operating costs and downtime, prevents misuse, and can bring operational concerns into focus. It assists management in reducing injuries, managing resources, and improving overall customer and employee satisfaction.

## **Staff Risk Management Committee**

### **Committee Structure & Organizational Guidelines:**

- Development of Committee Structure & Organizational Guidelines: Building on the success of the Village's quarterly safety meetings, we will assist in the ongoing development of committee policies and organizational guidelines. This structural refinement is aimed at maximizing the impact of risk management functions through a unified leadership model. By fostering a committee comprised of management and departmental stakeholders, we will ensure that safety goals are effectively communicated and that risk reduction strategies are tailored to the practical needs of every Village operation.
- Time Allotment Needed: Continued implementation of the Risk Management Committee (RMC) Structure & Organizational Guidelines should not require additional time allotment as we are maintaining the current program.
- Resources available to the Village: The Risk Management Committee will have access to best practices policies and practices for public sector risk management along with 35 plus years of experience in working with municipal Risk Management Committees.
- Expected benefits & how benefits will be measured: Through establishment of a Village-wide Risk Management Committee the Village will improve their ability to manage the risks of all municipal operations. This will result in both a better understanding of the Village's operational risk and provide a regular platform to identify and mitigate the associated risks to reduce the loss frequency and severity in all lines of coverage resulting in an overall lower municipal risk.

### **Coordination of the Risk Management Committee:**

- Coordination of Risk Management Committee: We will continue to actively assist the Village's Risk Management Coordinator in initiating, managing the overall operations of the Risk Management Committee. We recommend the Committee meeting at least quarterly to work on building risk management expertise through ongoing Committee training in accident investigation, root cause analysis, accident review board techniques, and other municipal specific loss reduction practices. The Committee may increase the

meeting frequency based on need to discuss current and future objectives including but not limited to:

- Development of Annual Risk Management Goals & Objectives
- Accident Reviews with Root Cause Analysis
- Discuss Near-Miss Reporting Incidents
- Departmental Safety Training & Activities
- Risk Management Policy Development
- Claim Report Reviews
- Progress on Annual Risk Management Goals & Objectives

Based on initial development of risk management expertise and successes of the Committee, meeting frequency can be modified as needed.

- Time Allotment Needed: 1 ½ day for meeting preparation, agenda & packet development and coordination all required meeting material and resources.
- Resources available to the Village: The Risk Management Committee will have access to best practices policies and practices for public sector risk management along with 35 plus years of experience in working with municipal Risk Management Committees.
- Expected benefits & how benefits will be measured: Through establishment of a Village-wide Risk Management Committee the Village will improve their ability to manage the risks of all municipal operations. This will result in both a better understanding of the Village's operational risk and provide a regular platform to identify and mitigate the associated risks to reduce the loss frequency and severity in all lines of coverage resulting in an overall lower municipal risk and a corresponding reduction in loss and insurance costs. An active, engaged and well-trained Risk Management Committee will be the key to the long-term risk management success of the Village of Orland Park. The key measure of benefits will be an overall reduction in workers' compensation, auto and liability claims experience resulting in a lower overall cost of risk.

## **Special Events**

### **Review Special Events Policies/Requirements: (As needed)**

- Review Special Event Policies, Procedures and Requirements: We will conduct a detailed review of recreational department facility use, rental and other contractual recreational agreements to determine if the forms provide the proper level of risk transfer to ensure the Village is protecting taxpayer assets in a comprehensive and appropriate manner. This evaluation process will result a list of recommendations to improve risk management, risk transfer and planning process to assist in reducing the Village's overall risk resulting from recreational activities and special events.
- Time Allotment Needed: 2 days will be required to review Village-wide forms and develop best practice recommendations to be implemented.

- Expected benefits & how benefits will be measured: The specific contractual risk transfer program enhancements will serve to significantly reduce the risk of loss to the Village arising from the actions or inactions of third parties. The potential contractual liability losses arising from Village third party contractor negligence can be a multi-million exposure to the Village without full compliance with an aggressive risk transfer program. Benefits can be measured through a significant improvement in risk transfer compliance in all Village contracts. This will reduce the overall risk of liability loss for the Village.

### **Monthly Contractual Risk Transfer Full Compliance Service:**

- Monthly Contractual Risk Transfer Full Compliance Service: This unique service will ensure the most important part of a successful contractual risk transfer program - FULL COMPLIANCE fully implemented, village-wide. Even with comprehensive insurance requirements and indemnity provisions included in all Village contracts, programs, special events and facility-use agreements without a complete review process with the knowledge and ability to ensure full compliance, the resulting potential for significant risk reduction will be compromised. This service will ensure full compliance for all Village operating departments and administration to significantly reduce the risk of large liability losses, high defense costs and increased reputational risk resulting from non-compliance. Liability losses in this area are not frequent, but when they do occur, they can be very large with a devastating financial and reputational impact on a public entity. This service will protect an entity from these types of large unanticipated losses. This service ensures comprehensive compliance with the Village required insurance and indemnity provisions arising from Village operational risks. All third-party submissions will be reviewed to determine if and when all required provisions are in full compliance. Communication with third party providers will be handled by LT Contractual Risk Solutions until either full compliance is achieved or they are determined to be unable to meet the required contractual risk transfer provisions.
- Time Allotment Needed: Will vary based on the number of contracts and agreements under consideration for the month. A flat monthly fee is **being** proposed to ensure adequate resources are available to confirm all required provisions are always being met. The \$1000 flat monthly fee will be used to reduce overall costs from the \$130 per hour rate to \$100 per hour for services up to the maximum of 10 hours per month. This equates to a significant reduction in hourly rate for the first 10 hours of monthly usage.
- Resources available to the Village: Over 35 years of public sector risk management experience to ensure full compliance in all situations. Best practice consulting, policies, procedures and resources will also be available at no additional cost.
- Expected benefits & how benefits will be measured: The specific contractual risk transfer program enhancements will serve to significantly reduce the risk of significant loss to the Village arising from the actions of third parties. The potential contractual liability losses to the Village arising from third party contractor negligence can be a multi-million exposure to the Village without full compliance with a comprehensive risk transfer

program in place and enforced. Benefits can be measured by a significant improvement in risk transfer compliance in all Village contracts. This will reduce the overall risk of liability loss for the Village.

## **Safety Training and Consultation**

### **Development of Annual Safety Training Plan:**

- **Development of Annual Safety Training Plan:** We will facilitate the development of an integrated annual training plan designed to maintain a highly educated staff and ensure regulatory compliance. Recognizing the Public Works Department as the primary hub for technical safety training, we will lead an annual coordination meeting to align training agendas across all Village operations. By leveraging the results of our program assessments and regulatory evaluations, we will perform a targeted gap analysis to identify missing or evolving training needs. This plan will establish baseline expectations for each department—accounting for turnover, orientations, and onboarding—while ensuring that specialized training is accessible to all applicable staff. This live document will be updated annually to reflect regulatory changes and emerging municipal exposures.
- **Time Allotment Needed:** 1 day will be required to evaluate and establish the Annual Safety Training Plan for the Village.
- **Resources available to the Village:** In addition to the training plan a list of training courses and supplemental materials will be available. Toolbox talks with related quizzes will be provided based on need. On-going consultation with a Certified Safety Professional (CSP) will also be available.
- **Expected benefits & how benefits will be measured:** Implementing an organized approach to safety training planning can save the Village money and time and make your safety training much more efficient. Employees will also recognize a more formal and strategic approach that impacts their well-being, resulting in a better educated staff and improved morale. Well managed training plans will also reduce the frequency and severity of accidents and results in improved OSHA compliance and a lower overall cost of risk.

### **Implement Training:**

- **Implement Training:** Training will be delivered based on the Annual Training Plan and will be expected to occur at regular intervals throughout the year, such as monthly. Training will be provided on-site to reduce non-productive travel time and will be conducted according to a schedule that will be to the benefit of the department. Training classes are generally scheduled weeks in advance and may require more than one session to ensure appropriate staff coverage. Training generally utilizes a variety of media including PowerPoint presentations, video, printed materials, and quizzes. All instruction will be provided by a Certified Safety Professional (CSP) who is also an Authorized OSHA

Outreach Instructor for both General Industry and Construction. Documentation provided back to the Village will include copies of all materials used in the training, sign in sheets, and required quizzes. Length of training programs vary by subject from 1 ½ to 3 or 4 hours in duration. Common training subjects consist of the following:

**General Subjects**

- Ladder Safety
- Slips, Trips, and Falls
- Hazard Communication
- Personal Protective Equipment
- Bloodborne Pathogens
- Material Handling / Lifting
- Electrical Safety for the Non-Electrician
- Electrical Safety and Arc Flash
- Ergonomics
- Hazard Awareness
- Accident Investigations
- Root Cause Analysis
- Silica Awareness

**Comprehensive Subjects**

- Driving Safety: 2 – 3 hours
- Fall Protection: 3 – 4 hours
- Lock Out Tag Out/Authorized Personnel: 2 hours
- Trenching & Excavations: 4-6 hours
- Forklifts: 4 hours
- Flagger Training: 4 hours
- Confined Spaces: 4-6 hours
- Welding & Cutting: 2 – 3 hours
- Respirators: 2 – 3 hours
- Contractual Risk Transfer: 2 hours
- Hearing Conservation: 2 hours
- OSHA 10 & 30 Hour Classes
- Silica Competent Person 2 – 3 hours

- Time Allotment Needed: The time needed to implement the training classes will vary due to the subject matter and occasionally due to the size of the class. In addition, some classes may need to be provided more than once, depending on the ability to cover the department needs. Each training course will require preparation time, travel, set-up, presentation, and documentation time. Classes will be coordinated to be as cost effective as possible by combining classes into one day and by combining different departments, when feasible.
- Resources available to the Village: Departments will be provided with a list of training subjects and provided guidance on recommended training based on the Annual Safety Training Plan. Training materials are generally provided in hard copy / pdf format. Copies of the training documentation will also be held by the trainer as a back-up record. Supplemental training resources such as toolbox talks, handouts, and quizzes are also available.
- Expected benefits & how benefits will be measured: A well-trained staff will be better positioned to recognize hazards and take corrective actions to prevent accidents. Many training subjects are also required by OSHA / IDOL standards, thus reducing the potential for citation. Overall training will be measured by a reduction in employee injuries, vehicle accidents, and lost work time.

## **Consultation - Risk Management & Safety Management:**

- Consultation: Effective risk and safety management requires comprehensive knowledge of ever-changing regulations, specific industry experience, entity loss frequency & experience as well as an understanding of basic human behavior. The Village will have access to experienced professionals having decades of experience working with public entity risks. We are available throughout the week to provide telephone or on-site consultation regarding a wide variety of risk/safety management topics such as hazards and work practices, OSHA regulations, accident investigations, noise surveys, training and other risk management needs. We are here to counsel and support your staff year-round to reduce your overall exposure to loss thereby lowering your overall cost of risk. We are also able to offer a review of the Village of Orland Park annual coverage renewal with possible recommendations for enhancement and cost comparison through LT Contractual Risk Solutions, if the Village so desires.
- Time Allotment Needed: Consultations will normally be provided during planned meetings, but the Village will have the ability to reach out to us when needed to obtain consultation with experienced risk management and safety professionals.
- Resources available to the Village: Consultation will be provided by our risk management team having either an Associate in Risk Management (ARM) or Certified Safety Professional (CSP) designation. Our team has a combined 68 years of experience working with public entity risks. We have access to numerous sample best practice documents including risk management programs, inspection forms, model safety policies, municipal best practice policies, etc.
- Expected benefits & how benefits will be measured: The greatest benefit to the Village is our extensive municipal risk management and safety experience. Few risk management entities can say they have decades of experience with municipal risk management work. Our team can bring the Village's risk management and safety program to a level which exceeds most municipal entities. Our direct Chicagoland municipal experience, program planning knowledge, resources, and determination to provide top level risk management and safety services to the Village of Orland Park will be a great asset to reduce your overall cost of risk for many years to come. We encourage the Village to contact our references to validate all that we have proposed, including our continuous level of outstanding customer service and technical expertise.

### **Description of your firm's risk management philosophy**

We have the proven experience and expertise to equip the Village of Orland Park with expert public sector risk management resources to significantly enhance the Village's risk management knowledge base, expertise and long-term risk management performance.

Preventing and controlling losses is the best overall strategy for reducing injuries and managing your insurance costs. LT Contractual Risk Solutions and Titan Safety Management provide cost-effective solutions to control your organization's exposure to loss. Our goal is sustainable risk management and safety that improves your bottom line by reducing your overall cost of risk.

We specialize in assisting public entities to improve their overall risk management and loss prevention efforts. We utilize proven risk management techniques which yield the desired results, assist with complex regulatory documentation, and provide our customers with a competitive risk management advantage.

Managing public entity risk is not easy; it requires the experience, forethought, and precision implementation only LT Contractual Risk Solutions and Titan Safety Management can provide.

### **Biography of Account Manager & Principal Consultant**

The following individuals will be working on your account.

#### **Dan LeTourneau, ARM, LT Contractual Risk Solutions, Inc.**

Mr. LeTourneau is a public sector risk management and insurance professional with over 35 years of public sector risk management and insurance experience. Prior to forming LT Contractual Risk Solutions, Dan held the position of Director of Risk Management Services for the Intergovernmental Risk Management Agency (IRMA) for 29 years. IRMA is an intergovernmental risk pool comprised of over 70 local governments in northeastern Illinois. Dan's expertise focuses on risk management consulting, commercial insurance & reinsurance, contractual risk transfer, and loss prevention for public entities. Dan holds a Bachelor of Science Degree from Northern Illinois University. Dan has achieved the Associate in Risk Management (ARM) designation from Insurance Institute of America in 1997, after completing all required coursework and national examinations. Dan is also a licensed property/casualty insurance broker.

**Bill Crimmins, CSP, Titan Safety Management, Inc.**

Mr. Crimmins has 40 years of experience in Occupational Safety and Health and Risk Management, including 23 years of public entity experience. Bill began his career at a national commercial insurance company, providing loss control services for policyholders. During his ten years at the carrier, he held various positions throughout the country and became the Chicago Regional Loss Control Manager. Bill spent the next nine years at a national insurance broker as the Vice President of Loss Control. Prior to establishing Titan Safety Management, he was the Director of Loss Control Services for a large construction company. While in this position, he was responsible for safety activities on nearly 30 projects with 20 direct reports. Mr. Crimmins has been a Certified Safety Professional (CSP) since 1992 and is an Authorized OSHA Outreach Training Instructor for General Industry and Construction. He currently provides safety and risk management consulting for a wide variety of clients.

**Additional Resources Not Requiring Additional Billable Hours**

As a part of LT Contractual Risk Solutions and Titan Safety Management's services, the Village of Orland Park will have access to a variety of municipal policies, procedures, best practices, and documents for public entity risk management. Additional reference materials such as new articles or research papers would also be available.

Our team's resources would also provide the Village with sample safety inspection forms, accident investigation tools/documents, federal and state postings, and assistance in the completion of OSHA recordkeeping documentation. As previously stated, a library of toolbox talks and related quizzes are available for distribution. Currently there are approximately three years' worth of toolbox talks and related quizzes available.

**Description of the experience of the company and involvement in projects of similar size and scope:**

Our partnership has worked with one of the largest and oldest public entity risk pools in the nation, formed in 1979. The risk pool has over 75 public entity members with populations from 3,800 to over 75,000 residents. Dan LeTourneau, ARM, was the Director of Risk Management Services for the Intergovernmental Risk Management Agency (IRMA) starting with IRMA in 1991 after five years of commercial insurance experience.

In addition to working with IRMA member municipalities for 23 years, Bill Crimmins, CSP, has worked with McHenry County to establish safety programs for the sheriff's department, facilities management, coroner's office, and animal control. The project also consisted of conducting inspections of facilities and providing training to all departments. The county periodically re-engages with our organization to further its safety training efforts.

Mr. Crimmins also has consulting agreements with the Village of Addison, the City of Darien, the Village of La Grange Park, and the Village of Oak Park to conduct OSHA Compliance Reviews, site inspections, management evaluations, and training. Safety training is also provided for the City of Wheaton and the Village of Woodridge.

## **References:**

LT Contractual Risk Solutions and Titan Safety Management are proud to provide you with the following list of references and invite you to contact any or all of them. We believe the following list of references will be capable of reassuring the Village of Orland Park that our knowledge and service is exemplary.

### **Dan LeTourneau, ARM, LT Contractual Risk Solutions**

1. Tom Mick, Village Manager, Village of Park Forest  
350 Victory Drive, Park Forest, IL. 60466  
(708) 503-8153
2. Chris Bethel, Director of Public Works, Village of Woodridge  
1 Plaza Drive, Woodridge, IL. 60517  
(630) 719,4753
3. Kelly Amidai, Village Administrator, Village of Libertyville  
118 W. Cook Ave., Libertyville, IL. 60048  
(847) 362-2430
4. Laura Ditanto, Assistant Director of Public Works, Village of Libertyville  
600 North Ave, Libertyville, IL 60048  
(847) 247-5432

### **Bill Crimmins, CSP, Titan Safety Services:**

1. Jeff Moline, Assistant Director of Public Works, Village of Woodridge  
1 Plaza Drive, Woodridge, IL. 60517  
(630) 719-4754
2. Laura Ditanto, Assistant Director of Public Works, Village of Libertyville  
600 North Ave, Libertyville, IL 60048  
(847) 247-5432

Note: Additional References can be provided upon request.

## **Organizational Background:**

Titan Safety Management, Inc. originally started as Titan Risk Management, LLC in 2007 and changed its corporate status in 2013 due to a change in ownership. Both organizations have been run and managed by William Crimmins who has 40 years of experience in safety and risk management. Most of our clients are in the Chicagoland area; however, the company routinely conducts business throughout the country. As an independent safety consulting firm, we are routinely asked to validate our insurance coverage. The organization has met the insurance requirements of all past clients and continues to meet renewal expectations since our inception. Certificates of insurance and required endorsements will be provided upon successful award of the project.

LT Contractual Risk Solutions was incorporated in January 2020 by Dan S. LeTourneau, Principal. This risk management consulting firm was founded to provide public sector risk management consulting to local municipalities in the six-collar county area. Previously to forming LT Contractual Risk Solutions, Mr. LeTourneau was the Director of Risk Management Services for the Intergovernmental Risk Management Agency (IRMA), a public sector intergovernmental risk pool located in Westmont, Illinois and serving over 75 local Illinois municipal governments for over 29 years. IRMA was formed in 1979 and is the second oldest public entity risk pool in the nation. Mr. LeTourneau managed the Pool's coverage & reinsurance program, risk management and loss prevention services, and risk management consulting specializing in contractual risk transfer, and administered the Membership Relations Committee (MRC) and the Police Chiefs Steering Committee (PCSC). Mr. LeTourneau has provided professional training on municipal risk management topics at both local and national conferences. Certificate of insurance will be provided upon successful award of the project.

- Our group has a combined 68 years of risk management and safety experience specifically working with Chicagoland Public Entities.
- We specialize in implementing ground floor comprehensive risk management and safety solutions for local municipalities.
- Similar services have been provided to over 75 local municipalities.
- We are a highly respected team of Risk Management and Technical Safety Service professionals that have extensive experience in all areas municipal risk management and safety services.
- We are well-known and respected in public entity/municipal arena.
- We offer superior consultation and training services with high satisfaction based on student ratings and client feedback.
- All risk management technical and consulting services are provided by experienced professionals with Associate in Risk Management (ARM) and Certified Safety Professional (CSP) designations that are experts in the field municipal risk management.

**Fee Structure:**

<b>Task / Services</b>	<b>Estimated Time</b>	<b>Hourly Rate</b>
Risk Management Program Assessment	2.5 Days	\$130.00
Regulatory Compliance Evaluation	1.0 Days per Department	\$130.00
Premise Hazard Survey	1.5 Days	\$130.00
Review and Enhance Injury/Illness Program	2 Days	\$130.00
Coordination of the Risk Management Committee	0.5 to 1.5 Days per Meeting	\$130.00
Review Special Events Policies/Requirements	2 Days	\$130.00
Monthly Contractual Risk Transfer Full Compliance Service	Monthly Flat Fee-10 hours/Add'l. Hrs=\$130	\$1000.00 Month Flat/ Plus \$130 per additional hours
Development of Annual Safety Training Plan	1 Day	\$130.00
Safety Training Implementation	1.0 to 2.0 Days per Month	\$130.00
Risk Management & Safety Management Consultation	As needed	\$130.00