



# Annual Report on Safety

**Presented by:** Umair Zia, Vice President  
Transmission & Distribution System Performance

March 25, 2026



# Discussion Topics

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 Board Policy on Safety

 Policy Compliance and Overall Assessment

 Risk Management

# Board Policy on Safety

It is LIPA's **Board Policy on Safety** to:

- Review no less than every three years the policies, procedures, and practices of the Authority's service provider.
- Benchmark safety to the top 10 percent of peer utilities, as measured by OSHA Recordable Incidence Rate and OSHA Days Away Rate.
- Take steps to eliminate fatalities and serious injuries to employees, contractors and members of the public.
- Assess the operational factors that contribute to injuries, motor vehicle accidents and red-light violations and the efforts to improve performance, where necessary.

# Policy Compliance & Overall Assessment



# Meeting the Board's Expectations for Safety

## ✓ **Triennial Review of the Service Provider's Safety Policies, Procedures, and Practices**

- In 2024, LIPA hired an independent third-party consultant to conduct its fourth Triennial Safety Assessment of PSEG Long Island. The scope of work included reviewing items from previously conducted Safety Assessments to ensure that corrective actions associated with previous recommendations were properly implemented. The consultant also conducted on-site field observations of PSEG Long Island's work practices and safety management processes, including comparisons with industry best practices.
- The final Triennial Report was issued in October 2024. The report rendered an overall positive opinion and concluded that "PSEG Long Island's management personnel views safety as not just a priority but a value." The recommendations addressed a broad array of safety areas that, when successfully completed, would serve "to enhance PSEG Long Island's already extensive safety programs."
- Report Recommendations were consolidated into the 2024 Triennial Safety Performance metric (T&D-52), which delineated the deliverable steps and timing of corrective actions. LIPA and PSEG Long Island met at the close of the year to formally review PSEG Long Island's comprehensive year-end report that highlighted its progress to date. PSEG Long Island's corrective actions were found to be responsive and timely, enabling it to successfully meet the Triennial Safety metric for 2024. The Parties agreed to continue resolving the remaining items with longer implementation timelines, and all were successfully closed out in 2025.
- The next Triennial Safety Assessment will be conducted in 2027. LIPA will develop a scope of work and select an independent third-party consultant through a competitive bid process to conduct the assessment.

# Meeting the Board's Expectations for Safety

## ✓ **Benchmark to top 10 percent OSHA Recordable Incidence and Days Away Performance**

- Long-term performance trend since PSEG Long Island's 2014 Contract Start is positive for both OSHA metrics, with improvements of 75% for the Recordable Incident Rate and 58% for the Days Away Rate.
- The 2025 Recordable Incident Rate of 0.70 exceeds the top decile industry benchmark of 0.78.
- The 2025 Days Away Rate of 12.28 also exceeds the top decile industry peer group benchmark of 12.61.

# Meeting the Board's Expectations for Safety

- ✓ **Taking Steps to Eliminate Fatalities and Serious Injuries for Employees, Contractors, and the Public**
  - In 2022, LIPA added the Serious Injury Incident Rate (“SIIR”) metric to track PSEG Long Island’s performance in this area. To set appropriate expectations regarding the importance of this metric, a zero-incident target was established and has remained at that level through the present Contract Year of 2026.
  - In 2025, there was a single serious injury to a contract employee. While zero incidents remains the objective, a single serious injury is consistent with top decile performance among industry peers.
  - LIPA and PSEG Long Island have collaborated to place the highest level of focus on the SIIR metric for the most serious, life-altering injuries, with heightened safety training and messaging for both employees and contractors. PSEG Long Island has a stringent process for contractor selection that entails a thorough review of the company’s safety culture, practices, and record, with contractors who have substandard safety marks excluded from consideration.
  - In conclusion, the SIIR metric has not been met since it was first introduced in 2022, but it did see considerable improvement from 2024 to 2025. While LIPA recognizes that PSEG Long Island’s Safety Program has improved, PSEG Long Island must continue to strive for better performance in this area, with the goal of avoiding serious safety incidents among employees and contractors.

# Meeting the Board's Expectations for Safety

- ✓ **Assessing Operational Factors that Contribute to Injuries, Motor Vehicle Accidents (MVA) and Red-Light Violations and the Efforts to Improve Performance**
  - LIPA conducted monthly reviews of PSEG Long Island's safety metrics via the Scorecard process and in-depth quarterly independent verification and validation ("IV&V"), as described in the Quarterly Performance Metric Report.
  - LIPA reviewed PSEG Long Island's MVA rate and moving violation performance. The MVA rate performance improved from 9.37 in 2024 to 8.71 in 2025, with the three-year average performance landing within the top quartile of peers in high-population-density, greater metropolitan areas. Further, moving violation performance (inclusive of red-light violations), a motor vehicle accident safety leading indicator, improved by 14% from 2024 to 2025. PSEG Long Island continues to administer and expand its driver safety training programs and utilization of technology to ensure consistently safe driver practices.
  - LIPA notes that PSEG Long Island implemented a new "Good Catch" program, including a review of Near Misses and Stop-the-Job reporting. This resulted in 30 Good Catches reported in 2025, a significant increase over prior years. Good Catches are now recorded and analyzed in PSEG Long Island's SIMS AVA safety reporting system.
  - LIPA's oversight for implementation of the 2025 Electric Safety Standards program included meeting with both the New York State Department of Public Service ("DPS") and PSEG Long Island to review current practices and compliance. The annual report titled "2025 Stray Voltage Testing and Facility Inspection Program" was filed with the NYS DPS on February 13, 2026, detailing the results of the 2025 program.

# Risk Management



# Enterprise Risk Management

## There is one high-rated risk related to the Safety Policy:

“Employees and contractors not following procedures, equipment failures, and a lack of adequate training could result in injury/death to employees, contractors, and/or members of the public.”

- To mitigate one of its top risks, PSEG Long Island’s Safety Program fosters a high level of safety awareness among its employees and contractors. They verify contractor safety records, review and authorize contractor safety plans prior to the commencement of work, and conduct required training for employees, contractors, and supervisors.
- The Safety Program also includes contractor roundtables with PSEG Long Island staff to ensure adherence to the policies and procedures and identify additional protocols for integration into these sessions.
- Both the contractor and PSEG Long Island conduct post-incident investigations to determine the cause of an incident and mitigate against future recurrence.
- Of note, the Serious Injury Incident Rate (SIIR) metric has not been met since its introduction in 2022, but PSEG Long Island did see considerable improvement from 2024 to 2025. While LIPA recognizes that PSEG Long Island’s Safety Program has improved, PSEG Long Island must continue to strive for better performance in this area, with the goal of avoiding serious safety incidents among employees and contractors.

# Questions?

**Umair Zia**

Vice President  
Transmission & Distribution  
System Performance

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**FOR CONSIDERATION**

March 25, 2026

**TO:** The Board of Trustees

**FROM:** Carrie Meek Gallagher

**SUBJECT:** Consideration of Approval of the Annual Report on the Board Policy on Safety

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**Requested Action**

The Board of Trustees (the “Board”) of the Long Island Power Authority (“LIPA”) is requested to adopt a resolution finding that LIPA has complied with the Board Policy on Safety (the “Policy”) for the period since the last annual review, and approving the annual report for the Policy, which resolution is attached hereto as **Exhibit “A.”**

**Background**

By Resolution No. 1379, dated September 27, 2017, the Board adopted the Policy. The Policy sets objectives to ensure a safe environment for the dedicated workforce of its service provider and the public. The Policy also establishes regular performance reporting by LIPA Staff to enable the Board to assess the adequacy of the service provider’s policies, procedures, and practices for safety, compliance with applicable health and safety laws and regulations, safety performance, including comparisons to peer electric utilities and initiatives to improve the safety of the service provider’s operations. The Policy was last reviewed by the Board in March 2025.

**Compliance with the Policy**

LIPA Staff recommends that the Board find that LIPA has complied with the objectives of the Policy for the period since the last annual review for the reasons set forth below.

The Policy provides the following:

“Benchmark safety to the top 10 percent of peer utilities, as measured by OSHA Recordable Incidence Rate and OSHA Days Away Rate.”

- LIPA performed an independent review that PSEG Long Island benchmarked its safety performance against a nationwide panel of electric utilities. That benchmarking helps establish programs that improve safety performance. For 2025, PSEG Long Island’s OSHA Recordable Incidence Rate was 0.70, meeting the Board Policy standard of top decile performance, which was 0.78 for industry benchmarked peer utilities. The 2025 OSHA Days Away performance of 12.28 improved year-over-year from the 14.85 result in 2024 and is now meeting the 12.61 level that reflects top decile performance among industry benchmarked peer utilities.

“Take steps to eliminate fatalities and serious injuries to employees, contractors, and members of

the public.”

- In 2022, LIPA added the Serious Injury Incident Rate (“SIIR”) metric to track PSEG Long Island’s performance in this area. To set appropriate expectations regarding the importance of this metric, a zero-incident target was established and has remained in place through the present contract year of 2026. Unlike the OSHA Recordable Incidence Rate and Days Away rate metrics that solely record injuries for PSEG Long Island employees, the SIIR metric captures all serious injuries incurred by both employees and contractors working on behalf of the company.
- This metric was not met in each of the contract years spanning from 2022 through 2024 and was not met in 2025. However, performance improved from 2024 to 2025. While the single serious injury in 2025 resulted in PSEG Long Island not meeting this metric, PSEG Long Island continues to perform among the top decile performance as benchmarked against industry peers.
- This single serious injury in 2025 involved a contract employee that was injured while performing work on the T&D system. PSEG Long Island has kept LIPA abreast of developments on a timely basis and has provided full supporting documentation related to this incident.
- LIPA and PSEG Long Island have worked to reduce these occurrences via enhanced focus on safety training and messaging for both employees and contractors. PSEG Long Island contractor selection entails a thorough review of the company’s safety culture, practices, and record, with those contractors having substandard safety marks excluded from potential selection.

“Assess the operational factors that contribute to injuries (e.g., motor vehicle accidents) and the efforts to improve performance, where necessary.”

- LIPA conducted monthly reviews of PSEG Long Island’s safety metrics via the Scorecard process. Additionally, LIPA conducts an in-depth quarterly independent verification and validation (“IV&V”) process for PSEG Long Island’s quantitative safety metrics, as described in the Quarterly Performance Metric Report.
- As part of its IV&V process, LIPA reviewed PSEG Long Island’s motor vehicle accident (“MVA”) rate and moving violation performance. PSEG Long Island’s MVA rate performance improved from 9.37 in 2024 to 8.71 in 2025. PSEG Long Island’s three-year average MVA performance stands within the top quartile of similarly sized nationwide industry peers with service territories located in high population density greater metropolitan areas. Additionally, moving violations, including speeding and red-light tickets, which serve as motor vehicle accident safety leading indicators, improved year-over-year from 2024 to 2025 by approximately 14%, after adjusting for the fact that Suffolk County ceased their red-light camera program in December 2024. PSEG Long Island continues to administer and expand its driver safety training programs and utilization of technology to ensure consistently safe driver practices.

- In 2025, PSEG Long Island implemented a new “Good Catch” program, including a review of Near Misses and Stop-the-Job reporting. This resulted in thirty Good Catches reported, a significant increase from prior years. These Good Catches are now being recorded and analyzed in PSEG Long Island’s SIMS AVA safety reporting system.
- LIPA’s oversight for implementation of the 2025 Electric Safety Standards program included meeting with both the New York State Department of Public Service (“DPS”) and PSEG Long Island to review current practices and compliance. The annual report titled: “2025 Stray Voltage Testing and Facility Inspection Program” was filed on February 13, 2026, with the NYS DPS detailing the results for the 2025 program.

“Review no less than every three years the policies, procedures, and practices of its service provider related to: o Complying with applicable health and safety laws and regulations concerning its employees, contractors, and the public; o Maintaining appropriate safety procedures, programs, and training for employees and contractors based on their responsibilities and duties; o Reporting incidents involving employees and the public promptly, investigating the cause of such incidents, and taking corrective action.”

- In 2024, LIPA hired an independent third-party consultant to conduct the fourth Triennial Safety Assessment of PSEG Long Island. The scope of work included the review of items from previously conducted Safety Assessments to ensure that corrective actions associated with previous recommendations were properly implemented. The consultant also performed onsite field observations of PSEG Long Island’s work practices and safety management processes, including a comparison to industry best practices.
- The final report was issued in October 2024. The report rendered an overall positive opinion and concluded that “PSEG Long Island’s management personnel views safety as not just a priority but a value.” The recommendations addressed a broad array of safety areas that when successfully completed would serve “to enhance PSEG Long Island’s already extensive safety programs.”
- The recommendations contained in the final report were consolidated in the 2024 Triennial Safety performance metric (T&D-52) that delineated the deliverable steps and timing of corrective actions. LIPA and PSEG Long Island met at the close of 2024 to formally review PSEG Long Island’s comprehensive year-end report that highlighted its progress to date. PSEG Long Island’s corrective actions were found to be responsive and timely, resulting in them successfully meeting the metric for 2024. PSEG Long Island continued to implement the remaining recommendations in the 2024 final safety report that had longer implementation timetables. The Parties met quarterly in 2025 to review the progress on these remaining items, and all were found by LIPA to be successfully completed and fully implemented by the end of the third quarter of 2025.
- The next Triennial Safety Assessment of PSEG Long Island is scheduled to commence in 2027. LIPA will develop a scope of work and select an independent third-party consultant through a competitive bid process to conduct the assessment.

## **Enterprise Risk Management Discussion**

The Board has adopted a policy on Enterprise Risk Management (“ERM”). Enterprise risks are brought to the Board’s attention throughout the year. There is one risk related to this Policy; “Employees and contractors not following procedures, equipment failures, and a lack of adequate training could result in injury/death to employees, contractors and/or member(s) of the public.”

This is rated as a high-level risk and is identified as one of PSEG Long Island’s top risks. To mitigate this risk, PSEG Long Island’s safety program fosters a high level of safety awareness among its employees and contractors. PSEG Long Island verifies contractor safety records, reviews, authorizes contractor safety plans prior to commencement of work, and conducts required training for employees, contractors, and supervisors. Attendance is tracked and monitored at these training sessions. Additionally, both the contractor and PSEG Long Island conduct post-incident investigations to determine the cause of the incident and mitigate against future recurrence. The Safety Program also includes contractor roundtables with PSEG Long Island staff to ensure adherence to the policies and procedures and identifies additional protocols for integration into these sessions. Equipment has been installed in company vehicles to record driving data to help reduce motor vehicle incidences.

PSEG Long Island has made considerable progress in reducing the OSHA Recordable Incidence Rate and OSHA Days Away Rate and is within top decile in comparison to their peers. There has also been progress in reducing the MVA rate. As mentioned above, the SIIR metric was introduced in 2022. To date, PSEG Long Island has missed this metric but did see significant improvement from 2024 to 2025. LIPA and PSEG Long Island are collaborating to reduce these occurrences via enhanced focus on safety training and messaging for both employees and contractors. PSEG Long Island contractor selection entails a thorough review of the company’s safety culture, practices, and record, with those contractors having substandard safety marks excluded from potential selection. While LIPA recognizes there has been improvement in PSEG Long Island’s safety processes and procedures, PSEG Long Island must continue to strive for improved performance in this area with the goal of not incurring any serious safety incidents among employees or contractors.

## **Annual Review of the Policy**

LIPA Staff has reviewed the Policy and proposes no changes at this time.

## **Recommendation**

Based upon the foregoing, I recommend approval of the above-requested action by adoption of a resolution in the form attached hereto.

## **Attachment**

## **Exhibit “A”** Resolution

**RESOLUTION APPROVING THE ANNUAL REPORT ON THE BOARD POLICY ON SAFETY**

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**WHEREAS**, the Board Policy on Safety (the “Policy”) was originally approved by the Board of Trustees (the “Board”) Resolution No. 1739, dated September 27, 2017; and

**WHEREAS**, the last annual report to the Board was presented in March 2025; and

**WHEREAS**, the Board has conducted an annual review of the Policy and affirms that the Policy has been complied with.

**NOW, THEREFORE, BE IT RESOLVED**, that consistent with the accompanying memorandum, the Board hereby finds that LIPA has complied with Policy for the period since the last annual review and approves the annual report to the Board.

Dated: March 25, 2026