



MIIA Member

Automobile 2025 Rewards (Maximum Credit 3%)

**Max
Credit**

% Earned % Avail

Activity Description

% **3%** **Automobile 2025 Rewards (Maximum Credit 3%)**

% **Member Activities (see below)**

% **1%** Implement a GPS (Global Positioning System) or similar monitoring program. Must provide invoice for credit. - 1% max.

% **2%** Implement a CDL Driver Training Program or in-house Fire Driver Training Program (Trainer certification required) # Auto - 2% max.

% **2%** Implement a municipal Annual Motor Vehicle Records Check Policy through DVS (Driver Verification System) or own internal system. Must provide number of records checked. # Auto - 2% max.

% **3%** **MIIA Training**
Attend MIIA auto related training including onsite and webinars - Per topic - less than 2 hrs.= .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

% **3%** Participate in one of the following MIIA sponsored Driver Training Programs - 3% max. Please note due to demand simulator training can only be offered to members every other year.

- DPW Simulator (75% Dept.) - 1%
- Fire Simulator (75% Dept) - 1%
- In Control Driver Training(75% Dept) 1%
- Onsite Fire Driver Training (75% Dept.) - 1%
- Police EVOC - .5% per person - 3% max.
- Police Simulator (75% Dept.) - 1%
- Safety National (online) Fire, Police, Ambulance, DPW = .5%, Attention & Distraction= .25%
- Snowplow Operator/Simulator Training (50% Dept.) - 1%
- Van Driver(s) EE (100% participation) - 1%

% **2%** MIIA Online Learning (LocalGovU) -.25% per eligible topic - must be related to employee's job responsibilities - 2% max.

% **3%** **Member Directed Training** (Individualized training of 1 hour or more - not conference based)
Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

- Council of Aging
- Defensive Driver Training (including back up)
- Driver Training- Fire
- Snowplow Operator
- Van Driver



MIIA Member

General Liability 2025 Rewards (Maximum Credit 4%)

**Max
Credit**

% Earned % Avail

Activity Description

% **General Liability 2025 Rewards (Maximum Credit 4%)**

% **Member Activities (see below)**

% Develop and implement a comprehensive water and sewer infrastructure maintenance program (ie camera video log. vacuum line maintenance and use of grease mitigation agents). # General Liability - 2% max.

% Develop a Cyber Incident Response Plan (resources available through MassCyberCenter) **If member has MIIA cyber coverage it is critical that plan includes provision that any potential incident is reported immediately to MIIA creating the ability to deploy critical breach response resources. Must include documentation of tabletop exercise with designated response team and clearly defined roles.** - # General Liability - 2% max.
 Response Plan 1%
 Table top Exercise 1%

% Senior Staff conduct MassCyber Security tabletop exercise of at least 1 hour # Cyber - 1% max.

% **MIIA Training**
 Attend a MIIA general liability related training including onsite and webinars. Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

% MIIA Online Learning- (LocalGovU, CyberNet, Safety National, Zywave) .25% per eligible topic - must be related to employee's job responsibilities - 2% max.

% **Member Directed Training** (Individualized training of 1 hour or more - not conference based) Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max. Only the following topics will be considered for credit:
 EOTSS (Executive Office of Technology Services and Security) (EOTSS determines participation % for credit)
 MassCyber Center Minimum Baseline of Cybersecurity Training (4 modules)
 Work Zone Safety(if taken by police or fire)
 Workplace Violence/De-escalation



MIIA Member

Law Enforcement Liability 2025 Rewards (Maximum Credit of 7%)

Max Credit

% Earned % Avail

Activity Description

% **Law Enforcement Liability 2025 Rewards (Maximum Credit of 7%)**

% **Member Activities (see below)**

% Mass Police Certification/Accreditation 2% Certification 3% Accreditation. Must provide # Law Enforcement - 3% max.
 Accreditation 3%
 Certification 2%

% Member has implemented comprehensive body camera program. Must provide program detail - 3% max.

% **MIIA Training**
 Attend a MIIA law enforcement related training including onsite and webinars - Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

% MIIA Online Learning (LocalGovU) .25% per eligible topic - must be related to employee's job responsibilities - 2% max.

% **EAP Training**
 Attend member requested EAP training or regional member webinar that is labeled MIIA Rewards eligible on the MIIA calendar. Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

% **Member Directed Training** (Individualized training of 1 hour or more - not conference based) Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max. Only the following topics will be considered for credit:
 Conducting Internal Discrimination Investigations
 De-escalation
 Managing Reasonable Accommodations in the Workplace
 Mental Health Awareness
 Preventing Workplace Discrimination / Harassment



MIIA Member

Property 2025 Rewards (Maximum credit 4%)

**Max
Credit**

% Earned % Avail

Activity Description

% **4%** **Property 2025 Rewards (Maximum credit 4%)**

% **Member Activities (See Below)**

% **2%** Develop and implement an effective written storm protocol that deals with pre-storm, during and post storm activities. This must include an effective school vacation (if applicable) and holiday week activity plan to ensure adequate heating/cooling. (Must provide a copy of protocols) # Property - 2% max.

% **2%** Implement a preventative maintenance and inspection program to include HVAC mechanicals to ensure optimum performance of internal control systems - 2% max.

% **2%** Utilize facilities professional to inspect building management systems (BMS) to ensure optimum performance of internal control systems. - 2% max.

% **2%** Implement a periodic roof inspection program to include roof drains and gutters # Property - 2% max.

% **2%** Implement a thermography self inspection Program - (Sept - Dec 15th optimal times) Thermography Self-Inspection Checklist, Thermography Self- Inspection Summary Form, Thermography Self-Inspection Corrective Action Summary Form = .25% per building. **Please include either digital photos or images from thermography cameras to include date stamps if possible** # Property - 2% max.

% **1%** Risk Management Safety Committee Meetings (only if not in Workers Compensation Program) - .25% per meeting. - 1% max.

% **3%** **MIIA Training**
Attend a MIIA property related training including onsite and webinars - Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

% **3%** **Member Directed Training** (Individualized training of 1 hour or more - not conference based) Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max. Only the following topics will be considered for credit:

- Boiler maintenance valve exercising
- Plumbing maintenance
- Preparation for severe storm protocols
- Sprinkler sloping and low point drain maintenance of dry sprinkler systems.
- Thermography inspection for insulation gaps
- Univent Maintenance



MIIA Member

Public Officials Liability 2025 Rewards (Maximum Credit of 7%)

**Max
Credit**

% Earned % Avail

Activity Description

% **Public Officials Liability 2025 Rewards (Maximum Credit of 7%)**

% **Member Activities (see below)**

% Develop and implement a town wide best practice for employees interaction with first amendment auditors # Public Officials - 1% max.

% Develop and implement a crisis communication plan (outside emergency plan) to include the following steps: organization of available information, assembling of a team, assessment of the situation, development of communication materials, alerting of internal team/staff, determination strategy and next steps with all audiences, and monitoring for change with adaptation as needed. - 2% max.

% **MIIA Training**
Attend a MIIA public officials related training including onsite and webinars -Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

% MIIA Online Learning (LocalGovU, Safety National, Zywave) .25% per eligible topic - must be related to employee's job responsibilities - 2% max.

% **EAP Training**
Attend member requested EAP training or regional member webinar that is labeled MIIA Rewards eligible on the MIIA calendar. Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.

% **Member Directed Training** (Individualized training of 1 hour or more - not conference based) Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max. Only the following topics will be considered for credit:

- Conducting Internal Discrimination Investigations
- De-escalation
- Diversity, Inclusion, Equity and Bias
- First Amendment
- Labor Law Update
- Managing Reasonable Accommodations in the Workplace
- Mental Health Awareness
- Preventing Workplace Discrimination / Harassment



MIIA Member

School Board Liability 2025 Rewards (Maximum Credit of 7%)

% Earned	Max Credit % Avail	Activity Description
	7%	School Board Liability 2025 Rewards (Maximum Credit of 7%)
		Member Activities (see below)
	4%	School Department employee participation in school or municipal wide safety committee meetings. .1% credit will be given per documented meeting. Meeting agenda must be submitted for credit. See Risk Manager for guidance. - 4% max.
	3	Participation in Quality Behavioral Services Training Program (QBS) - 3% max.
	3%	MIIA Training Attend a MIIA school board related training including onsite and webinars -Per topic - less than 2 hrs.= .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.
	2%	MIIA Online Learning (LocalGovU, Safety National, Zywave) .25% per eligible topic - must be related to employee's job responsibilities. - 2% max.
	3%	EAP Training Attend member requested EAP training or regional member webinar that is labeled MIIA Rewards eligible on the MIIA calendar. Per topic - less than 2 hrs.= .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.
	3%	Member Directed Training (Individualized training of 1 hour or more - not conference based) Per topic - less than 2 hrs. = .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max. Only the following topics will be considered for credit: <ul style="list-style-type: none"> <input type="checkbox"/> Conducting Internal Discrimination Investigations <input type="checkbox"/> De-escalation <input type="checkbox"/> Managing Reasonable Accommodations in the Workplace <input type="checkbox"/> Mental Health Awareness <input type="checkbox"/> Preventing Workplace Discrimination / Harassment <input type="checkbox"/> Sexual Abuse Prevention <input type="checkbox"/> Title IX Training (management Level) <input type="checkbox"/> Workplace Violence



MIIA Member

Workers' Compensation 2025 Rewards (Maximum Credit 3%)

**Max
Credit**

% Earned % Avail

Activity Description

%	3%	Workers' Compensation 2025 Rewards (Maximum Credit 3%)
%	%	Member Activities (see below)
%	2%	Develop, implement and maintain a Safety and Health Management System across municipal departments. Should be submitted or shared with Risk Manager for credit. # Workers Compensation - 2% max.
%	2%	Conduct Job Hazard Analysis (JSA) refer to OSHA resources for guidance. Completed analysis should be submitted or shared with Risk Manager for credit. .25% per analysis. # Workers' Compensation - 2% max.
%	2%	Develop & implement an Accident/Investigation Program - see Risk Manager for guidance and referral to OSHA guideline resources. # Workers' Compensation - 2% max.
%	1%	Develop & implement a Material Handling Program-see Risk Manager for guidance # Workers' Compensation - 1% max.
%	2%	Develop & implement a Slip Trip and Fall Prevention Program- high frequency WC loss type throughout MIIA. See Risk Manager for guidance with loss data and program targets. # Workers' Compensation - 2% max.
%	1%	Conduct Workstation Ergonomic Evaluations, document findings, and implement corrective adjustments. Completed analysis should be submitted or shared with Risk Manager for credit. - 1% max.
%	1%	Maintain Safety Committee -.25% credit will be given per documented meeting. Meeting agenda must be submitted for credit. See Risk Manager for guidance. # Workers Compensation - 1% max.
%	3%	MIIA Training Attend a MIIA workers compensation related training including onsite and webinars - Per topic - less than 2 hrs.= .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max.
%	2%	MIIA Sponsored Online Learning - (LocalGovU, Safety National, Zywave) .25% per eligible topic - must be related to employee's job responsibilities - 2% max.
%	3%	Member Direct Sponsored Training Workers Comp Loss Focus Areas. Per topic - less than 2 hrs.= .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max. Only the following topics will be considered for credit: <input type="checkbox"/> Ergonomics – Workstation evaluation and modification. Training on how to conduct workstation evaluations and how to recognize and prevent <input type="checkbox"/> Job Hazard Analysis-Training on how to conduct a Job Hazard Analysis and utilize the Hierarchy of Controls to increase safety. <input type="checkbox"/> Material Handling-This could include manual material handling best practice,ergonomic limits and lifting techniques, machine assisted lifting <input type="checkbox"/> Occupational Health & Safety Programs-(Examples: NFPA 1500, ANSI Z10) Training on how to implement an organization-wide Safety and Health <input type="checkbox"/> Slip, Trip & Fall Prevention – Includes training on housekeeping practices and OSHA's Walking Working Surfaces Standard.



MIIA Member

Workers' Compensation 2025 Rewards (Maximum Credit 3%)

	Max Credit	
% Earned	% Avail	Activity Description

<input style="width: 50px; height: 20px;" type="text"/> %	<input style="width: 50px; height: 20px; border: 1px solid black;" type="text" value="3%"/>	<p>Member Directed Training - OSHA Compliance Focus FY25- Although compliance with OSHA/DLS standards is mandatory, each year MIIA Rewards will provide Reward credits for training on certain topics as an incentive for additional focus and safety emphasis. Please refer to MIIA's OSHA/DLS Mandatory Training Matrix for additional information. Per topic - less than 2 hrs.= .25%, 2 - 5 hrs. = .5%, 5 hrs. and over = 1% - 3% max. Only the following topics will be considered for credit:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Confined Spaces – 1910.146, Permit Required Confined Spaces and 1926 Subpart AA, Confined Spaces in Construction. <input type="checkbox"/> Ladder Safety- 1926.1053 Ladders. <input type="checkbox"/> Lockout/ Tagout – 1910.147, The Control of Hazardous Energy. <input type="checkbox"/> Respiratory Protection– OSHA 1910.134 <input type="checkbox"/> Trenching and Excavation – 1926.650, 1926.651, 1926.652. <input type="checkbox"/> Work Zone Safety - Manual on Uniform Traffic Control Devices*
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<input style="width: 50px; height: 20px;" type="text"/> %	<input style="width: 50px; height: 20px; border: 1px solid black;" type="text" value="1%"/>	<p>Toolbox Talks - Utilize industry or MIIA safety training tailgates = .25% per tailgate/talk - 1% max. Must include a description of topics covered, and a copy of the sign in sheet. # Workers Compensation - 1% max.</p>
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<input style="width: 50px; height: 20px;" type="text"/> %	<input style="width: 50px; height: 20px; border: 1px solid black;" type="text" value=".25%"/>	<p>Completion of Workers Compensation Audit by 12/31/24 - .25% max</p>
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<input style="width: 50px; height: 20px;" type="text"/> %	<input style="width: 50px; height: 20px;" type="text"/>	
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