



Lincoln County Department of Planning & Development
 210 SW 2nd Street, Newport, OR 97365
 Phone (541) 265-4192 Fax (541) 265-6945

LAND USE REGULATION COMPENSATION CLAIM

TO BE COMPLETED BY STAFF

Date Received: 1/4/05 Case File Number: 9-LURC-05-35 Staff Initials: MS
 Fee: _____ Current Zoning: _____ Comp. Plan: _____ Prev. Action: _____
 Receipt #: _____ Violation: _____ Assigned Staff Member: _____

TO BE COMPLETED BY CLAIMANT / OTHER OWNER(S) / AGENT

Claimant Property Owners

Claimant Property Owners: Davenport Steven J.
 Last First Middle
 Mailing Address: P.O. Box 554
 City: Toledo State: OR Zip: 97391
 Phone Number: (541) 270 - 2725

Other Property Owners

Please list all owners other than claimants with an interest in the property

Other Property Owner: _____
 Last First Middle
 Mailing Address: _____
 City: _____ State: _____ Zip: _____
 Phone Number: () -

Other Property Owner: _____
 Last First Middle
 Mailing Address: _____
 City: _____ State: _____ Zip: _____
 Phone Number: () -

Other Property Owner: _____
 Last First Middle
 Mailing Address: _____
 City: _____ State: _____ Zip: _____
 Phone Number: () -

Agent

Name of Agent: Carstens Kurt
 Last First Middle
 Mailing Address: P.O. Box 1730
 City: Newport State: OR Zip: 97365
 Phone Number: (541) 265 - 8670

Employees themselves can define many factors that decrease/increase these desirable person states. Therefore, they can develop action plans to increase active caring behaviors.

5) **Evaluate environment, behavior and person factors** (Principles 1, 2 and 3). Long-term continuous improvement requires ongoing monitoring of performance. Since environment, behavior and person factors determine safety performance, these domains must be periodically assessed. Environmental and behavioral audits should be conducted daily; comprehensive surveys of person factors (opinions, attitudes, expectations) should be conducted once or twice per year. Individual interviews and focus groups can be used more frequently to obtain estimates of person factors, and to discover ways to improve the acceptability, effectiveness and social validity of safety processes.

CONCLUSION

Safety professionals should set their sights on achieving a total safety culture, and establish specific, measurable, achievable goals accordingly. After the principles reviewed here are understood and accepted by a "critical mass" of the workforce, processes to operationalize these principles can be developed. Since the process must be owned and operated by the workforce, representative work teams should develop, evaluate and continually refine the various processes.

Each of the five processes discussed here can be assigned to a different task force, and each developed simultaneously. Efforts will succeed if work teams consider the relevant principles reviewed here when developing and implementing safety processes. For example, teams must have sufficient resources and management endorsement to feel empowered; team members must believe in their collective abilities to achieve goals; and they must apply actively caring coaching strategies to activate and motivate continuous improvement. This process builds individual commitment, group ownership and the synergistic performance necessary for reaching the ultimate level in occupational health—a total safety culture. ■

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E. Scott Geller, Ph.D., is a professor of psychology at Virginia Polytechnic Institute and State University in Blacksburg, where he has been employed since 1969. His work focuses on applying behavioral science to organizational problems, especially in the areas of health, safety and environmental protection. In addition to two recent textbooks, Geller has authored more than 200 research articles and 30 book chapters.