City of Clearwater Solid Waste/Recycling:

Creating a Culture of Safe Operations

Earl Gloster
Director, Solid Waste/General Services
How do you change the culture of an organization?

It starts at the top
How do you change the culture of an organization?

- Talk
- Train
- Encourage
- Incentivize
How do you change the culture of an organization?

- Be open to staff suggestions
- Understand that near misses count
- Take every opportunity to learn from our mistakes
- Be accountable!
How do you change the culture of an organization

- **Situational Awareness**
  - The ability to identify, process, and comprehend the critical elements of information about what is happening to the team with regards to the mission. More simply, it's knowing what is going on around you.

- U.S. Coast Guard
SAFETY MONDAY

Back to School

Around the country children are heading back to school. Children will be along the roadside early in the morning walking to school or waiting for the bus.

Use the following tips to keep kids along your route safe:

- Children are small and not always easily seen by drivers.
- Children can enter the roadway unexpectedly.
- Children can be distracted by electronics or wearing earphones, reducing their awareness of cars and trucks on the road.
- Children are often interested in large trucks and may approach your truck without warning.
- Reduce your speed and cover the brake in residential areas, near schools and child care centers.

Drive safe and stay alert for the little ones.
<table>
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<th>EX DEBBY</th>
<th>PROPERTY</th>
<th>OUR AUTOS</th>
<th>PUBLIC LIABILITY</th>
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<th>WORK COMP</th>
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<td>$ -</td>
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<td>$ 11,946</td>
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Annual average over the past 5 years.
The Interview Matrix

- A tool to build dialogue in small groups
- Work together in teams
- Simple questions asked multiple times
- One question asked per round
- Rounds last 120 seconds
- Come together at the end in question groups
- Goal: Recommendation for each question
To remember

- The first number in the pair is asking the question to the second number
- You have less than 120 seconds
- Don’t think or filter
Four Questions

1. When backing is necessary, how do you safely perform the maneuver?
2. When it comes to taking shortcuts or speeding, is the task system a part of the equation in your department?
3. How do you teach or train situational awareness?
4. What are some ways to discourage the use of cell phones while driving?
The End
Thank you!!!