DEVELOPING A SAFETY CULTURE:

“A WORK IN PROGRESS”

Tim Flanagan, General Manager
Monterey Regional Waste Management District
PILLARS OF SUSTAINABILITY

PEOPLE
An engaged and talented workforce allows us to pursue the District's mission.

- Utilize an intentional and mindful process in the recruitment, development, and growth of our people.
- Build a high performance, safety-oriented culture.
- Promote the health and well-being of our employees.

FINANCE
Strike a balance between community needs, cost containment, and environmental protection.

- Develop a sustainable revenue structure that provides funding for the programs and services we provide to the community.
- Follow and update the District's alternative funding options.
- Pursue strategic partnerships that allow for increased efficiencies and revenues, decreased costs, and enhanced environmental benefits.

ENVIRONMENT
The District's environmental stewardship promotes a sustainable community.

- Support member agencies with implementation of state-of-the-art technology in waste collection and recovery.
- Construct the MRF (Material Recovery Facility) project to increase diversion.
- Promote the beneficial use of bugs.

COMMUNITY
District services and programs to be responsive to the unique needs of our community.

- Ensure the effectiveness of the District's programs, services, and strategic partnerships.
- Strengthen the District's visibility in the community.
- Build upon our coordinated education and outreach programs between District and community partners.

INNOVATION
Early adopters of programs and processes that best serve the needs of the District and the community.

- Track industry trends through involvement and education.
- Develop comprehensive and innovative plans to maximize use of technology.
- Maximize opportunities to become a carbon-neutral energy producer.
B. **Build a high performance, safety-oriented culture.**

Develop management practices and organizational standards for performance and behavior that result in an increasingly effective and safe workplace.

1. **Safety**: Close remaining Open Items on SDRMA 2013 and 2016 Safety Audits.
2. **Safety**: Establish a Safety Training and Management Structure to improve documentation and compliance processes.
3. **Performance**: Develop an Internal Employee-Focused Communication Strategy that includes:
   - Quarterly Round Table Meetings.
   - Transparency Initiatives, such as 360 reviews, employee evaluations and coaching, job observations and employee surveys.
   - Business Literacy Development on topics such as budget, sources of revenue, annual audits and performance measurement.
2016 – 27 Total Injuries

First Aid Only | OSHA Recordable | OSHA Recordable W/ Lost Time
---|---|---
11 | 9 | 7

Injury Locations

- MRF
- LCM
- Landfill
- Admin
- Shop
- LFG
- Site

14
Injury Causes

- Slip, Trip, Fall: 8
- Acute Ergo Strain: 9
- Cumulative Ergo Strain: 5
- Foreign Object in Eye: 3
- Stuck By / Against: 1
- Vector - Mouse: 1

Injury Types

- Sprains / Strains: 18
- Contusions / Lacerations: 10
- Foreign Object in Eye: 1
2016 Injury & Incident Summary – 3 of 4

2016 – **27 Other Incidents**

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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<tbody>
<tr>
<td>Vehicle</td>
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<tr>
<td>Fire</td>
<td>7</td>
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<tr>
<td>3rd Party Injury</td>
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</tr>
<tr>
<td>Tire Puncture</td>
<td>2</td>
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<tr>
<td>Flood</td>
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<tr>
<td>Personal Medical</td>
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</tbody>
</table>

**Responsible Party of Other Incidents**

- 3rd Party: 17
- Site: 5
- MRF: 3
- Admin: 1
- LFG: 1
2016 Injury & Incident Summary – 4 of 4

Location of 27 Other Incidents

<table>
<thead>
<tr>
<th>Location</th>
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<tbody>
<tr>
<td>MRF</td>
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<tr>
<td>Landfill Face</td>
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<tr>
<td>Site</td>
<td>3</td>
</tr>
<tr>
<td>Parking Lots</td>
<td>2</td>
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<tr>
<td>LCM</td>
<td>2</td>
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<tr>
<td>LFG</td>
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<td>Roadways</td>
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</tbody>
</table>

Damages & Injuries

- **Vehicles**: 12
- **Equipment**: 4
- **Buildings**: 3
- **Individuals**: 3
Safe Areas

- Important in Public Areas
  - New MRF
  - LCM

- Planning ahead will help Marina FD & other Emergency Responders
Safe Zone

Safety Zones
Coming Soon to:
- LCM Cashiers
- Admin Lobby
- Shop Lunch Room
- MRF

Co-located Safety Equipment
- Fire Extinguisher
- First Aid Kit
- AED
- Fire Alarm Pull Box - when possible

Incident Response Binder ("The Red Binder")
- Emergency Response Plan
- Evacuation Roll Call list
- Injury Report Forms for Employees & Customers