

# **DEVELOPING A SAFETY CULTURE: “A WORK IN PROGRESS”**



**Tim Flanagan, General Manager  
Monterey Regional Waste Management District**



# PILLARS OF SUSTAINABILITY

Our mission is to Turn Waste Into Resources in the most cost effective and environmentally sound manner to benefit the community.

## 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-industry franchise collection contracts.

.....  
Construct the MRF improvement project to increase diversion.

.....  
Promote the beneficial use of biogas.

## 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 identity 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 a comprehensive and innovative plan to maximize use of technology.

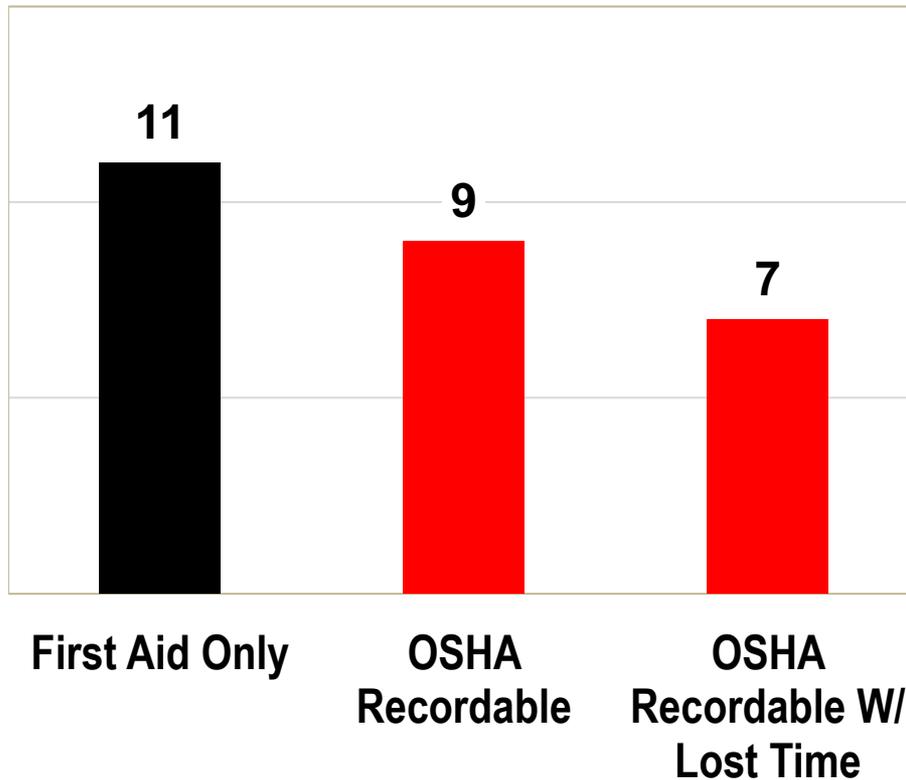
.....  
Maximize opportunities to become a carbon-neutral energy producer.

## **B. Build a high performance, safety-oriented culture.**

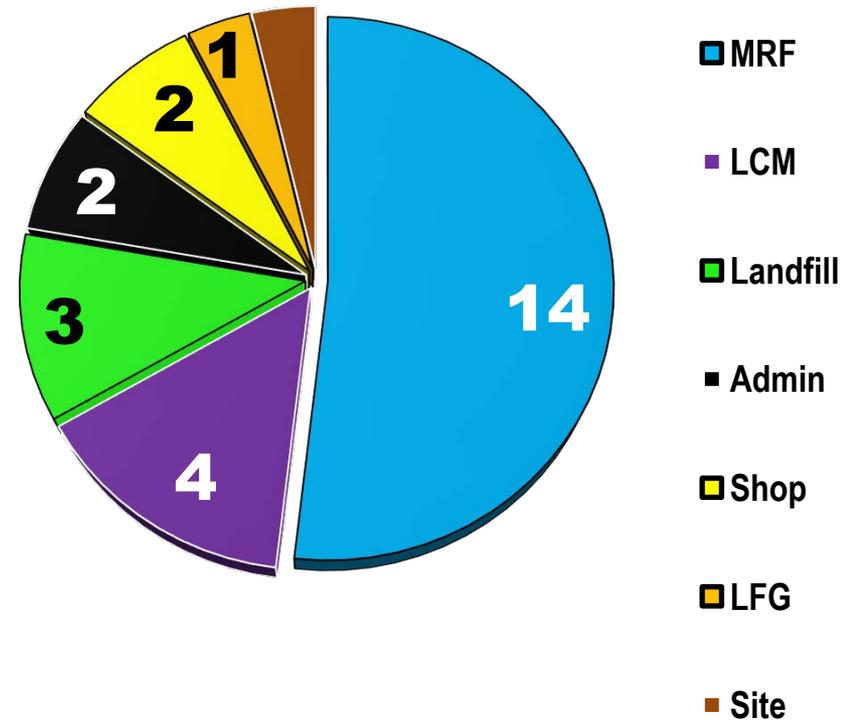
Develop management practices and organizational standards for performance and behavior that result in an increasingly effective and safe workplace.

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.

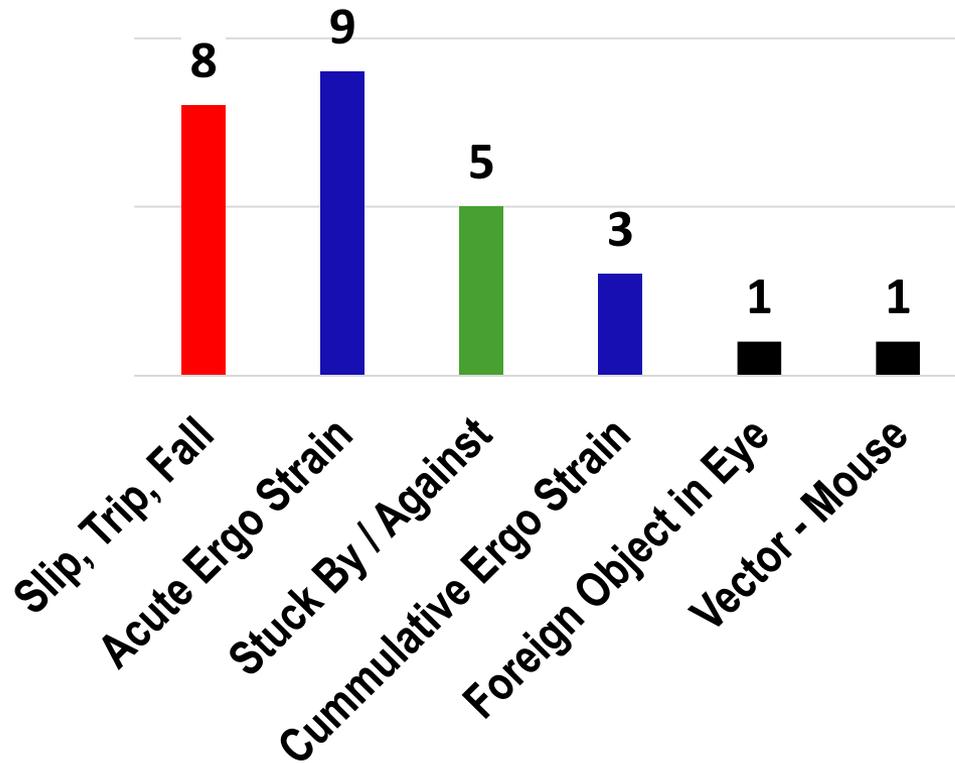
## 2016 – 27 Total Injuries



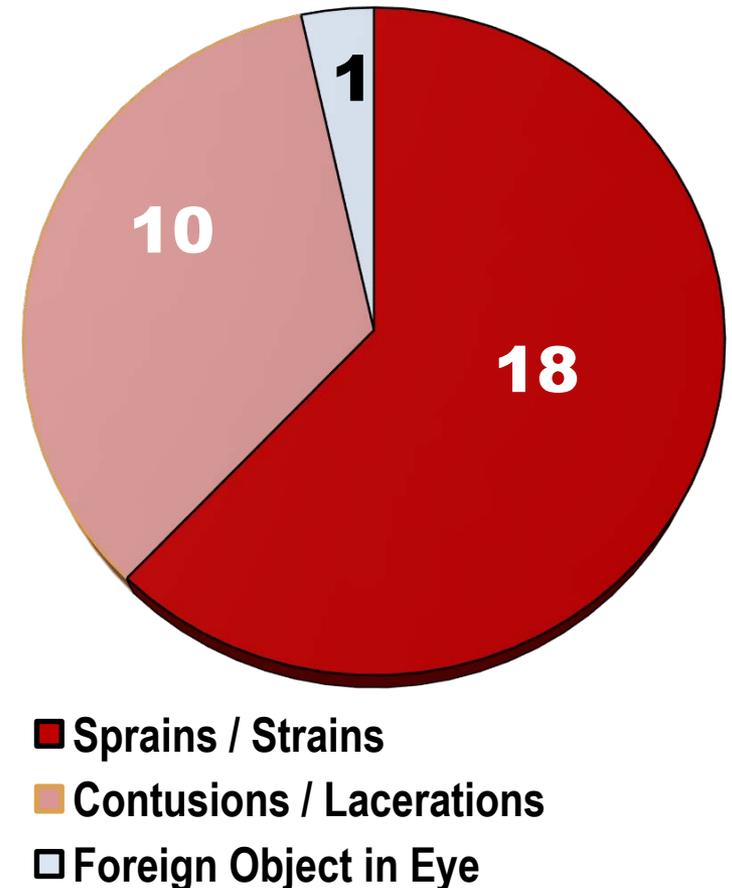
## Injury Locations



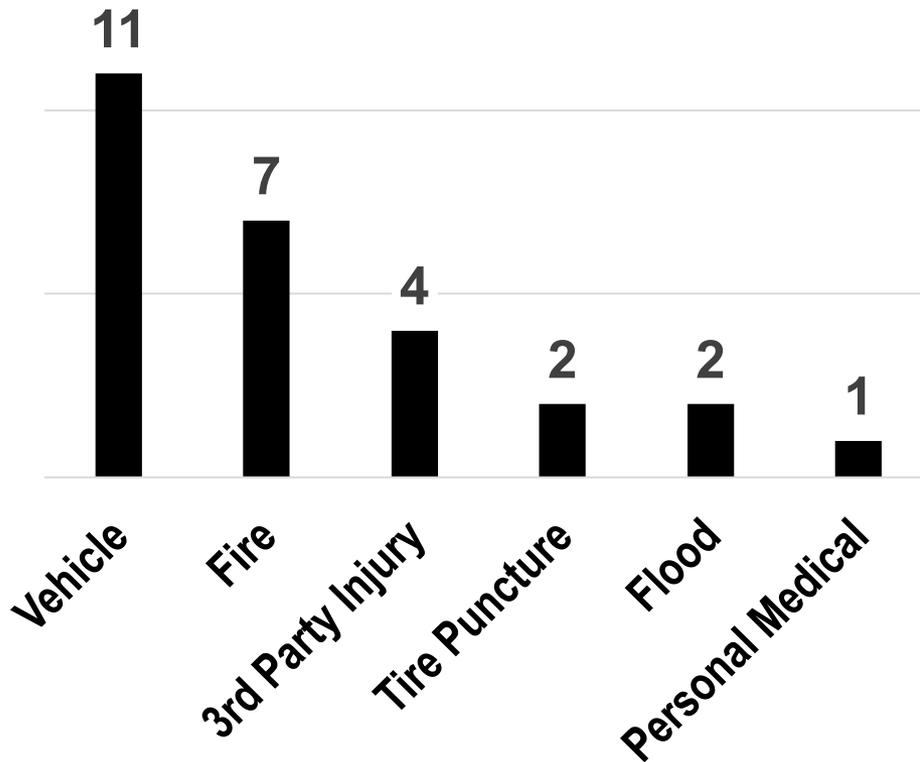
## Injury Causes



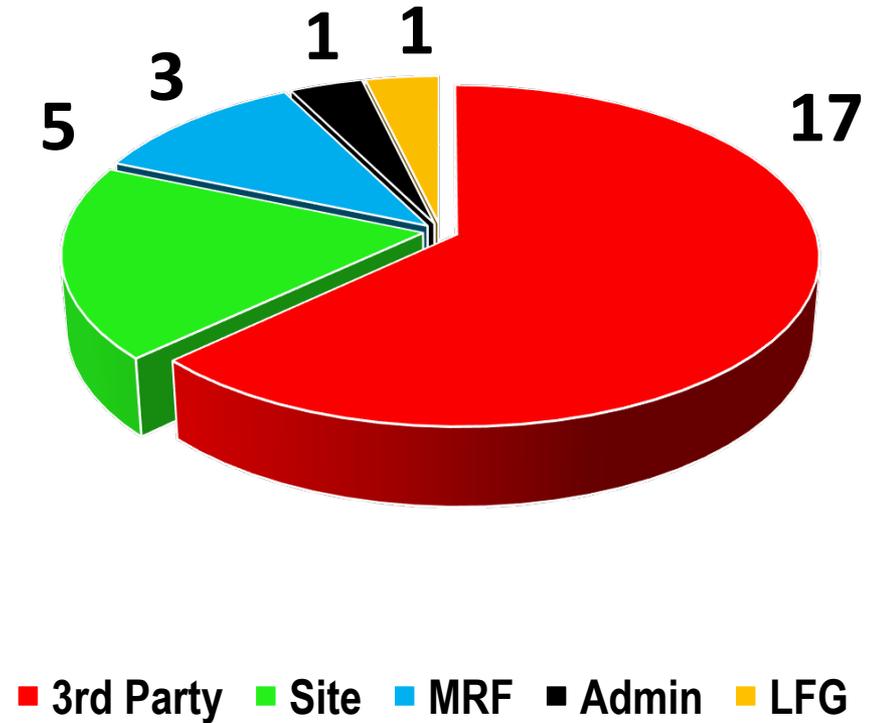
## Injury Types



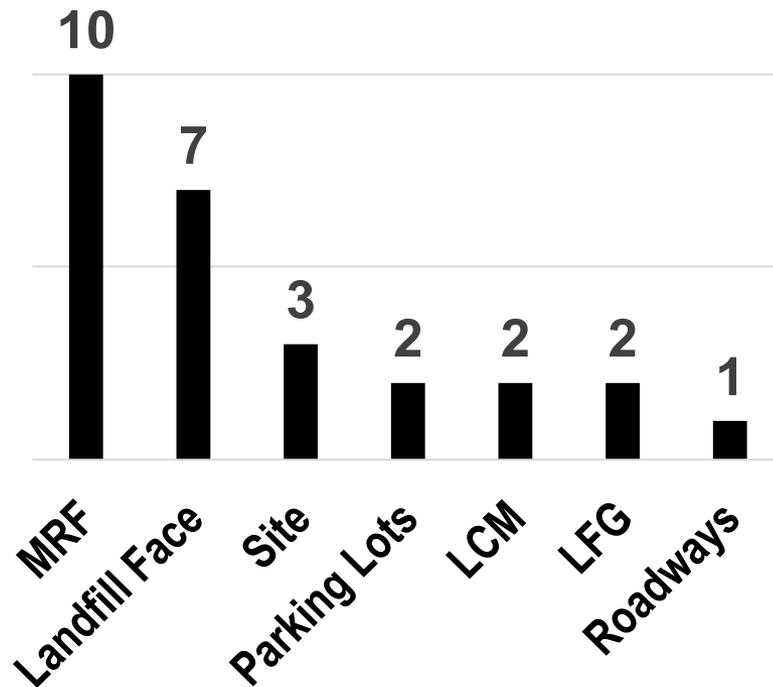
## 2016 – 27 Other Incidents



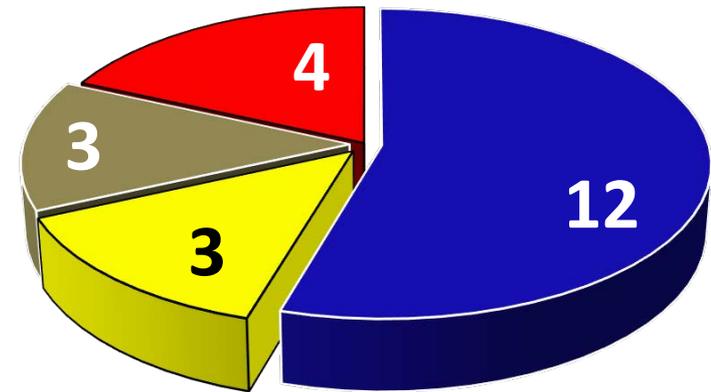
## Responsible Party of Other Incidents



## Location of **27** Other Incidents



## Damages & Injuries



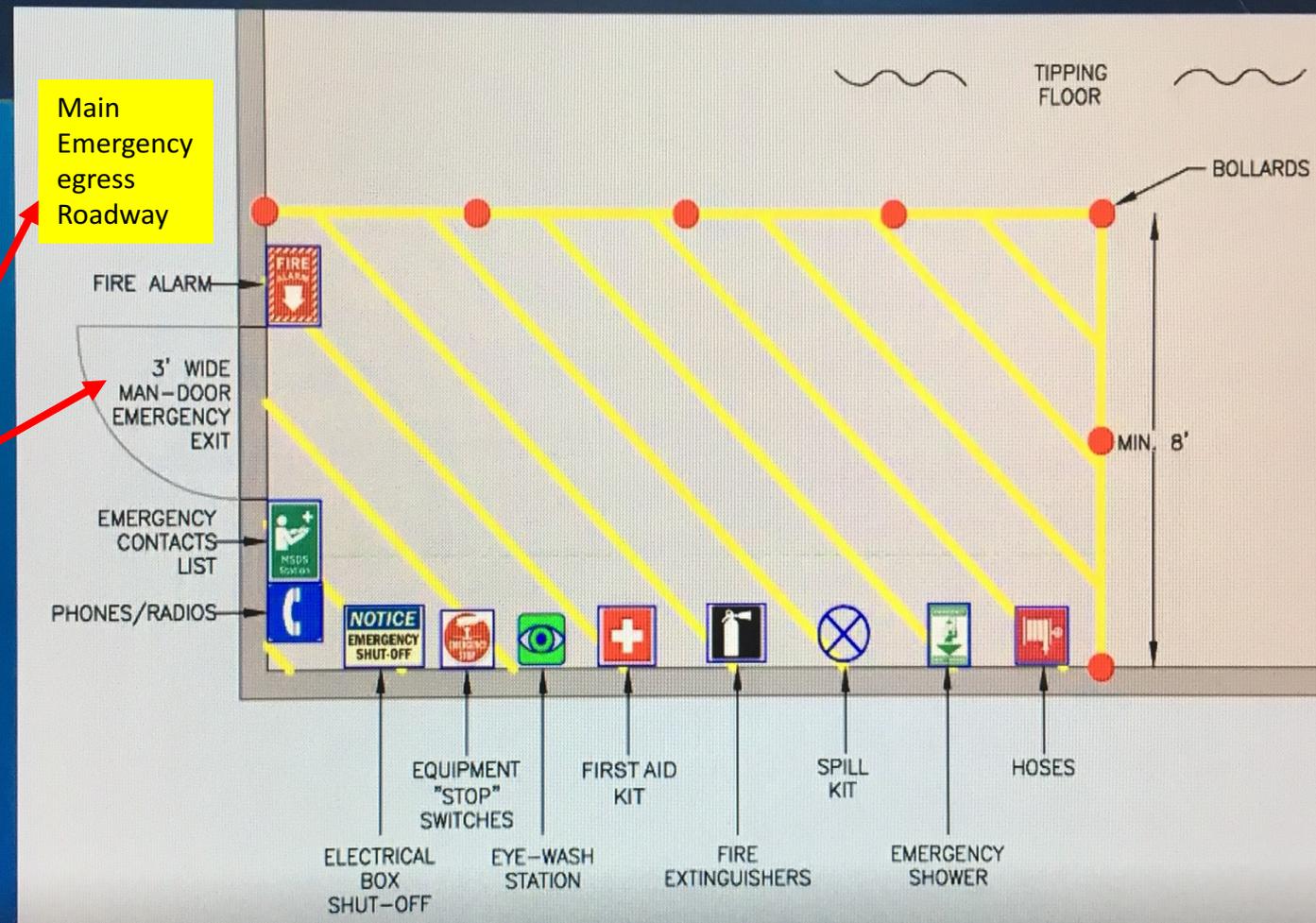
- Vehicles
- Equipment
- Buildings
- Individuals

# Safe Areas



- Important in Public Areas
  - New MRF
  - LCM
- Planning ahead will help Marina FD & other Emergency Responders

## Designing a "Safe" Area



## Safety Zones

Coming Soon to:

- LCM Cashiers
- Admin Lobby
- Shop Lunch Room
- MRF

**Safety Zone**  
**Zona de Seguridad**



## 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

