

# Public Works Solid Waste Field Services



Tony Miano  
Safety & Training Program

# Safety & Training Program

```
graph TD; A[Safety & Training Program] --> B[Hiring Process]; A --> C[Basic Training]; A --> D[Field Training]; D --> E[Refresher Training]; D --> F[Performance Standards and Accountability]; E --> G[Post Accident]; E --> F;
```

Hiring Process

Basic Training

Field Training

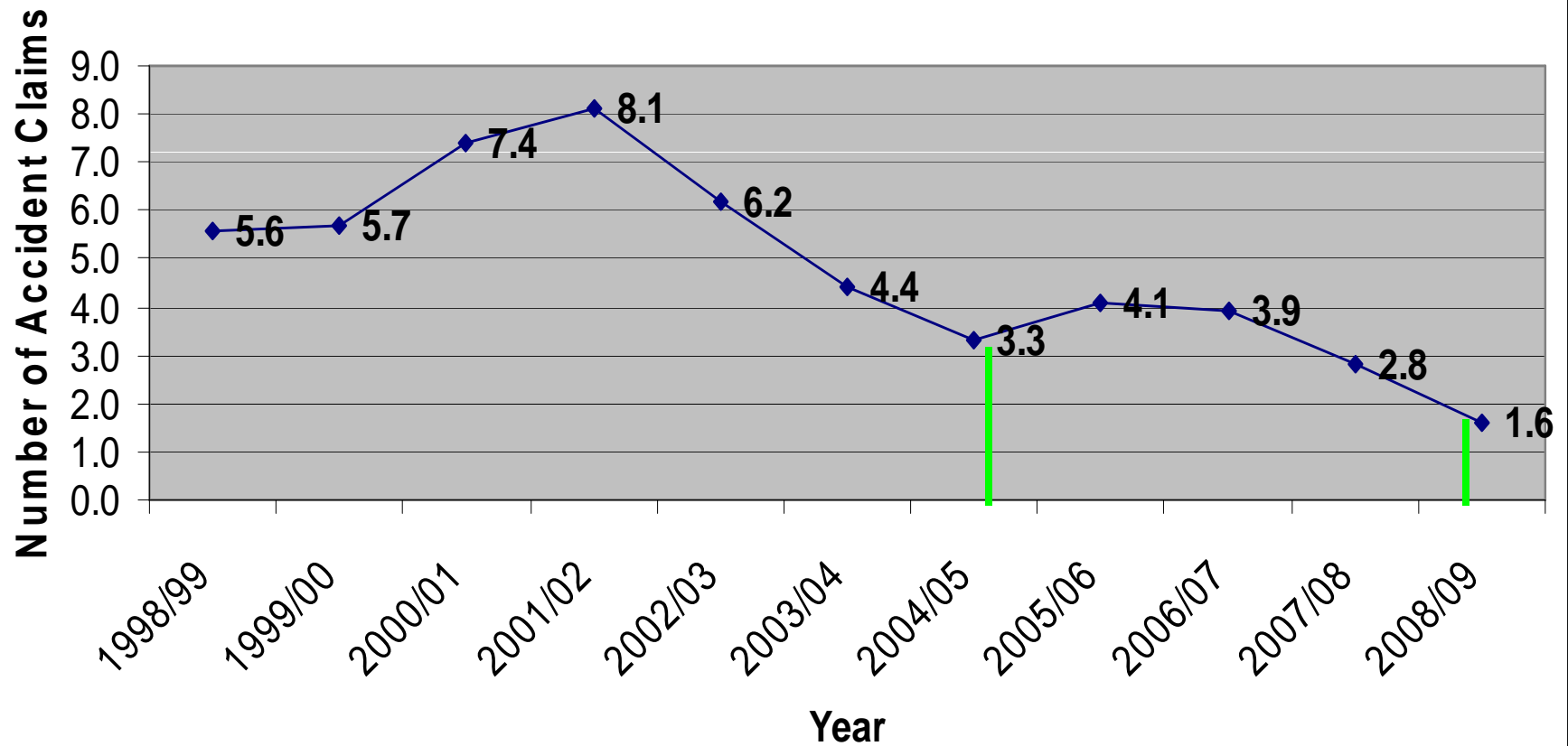
Refresher Training

Post Accident

Performance Standards and Accountability

# Ten Years

## Accidents Per 100,000 Miles



# Safety & Training Program

Hiring Process

Basic Training

Field Training

Refresher Training

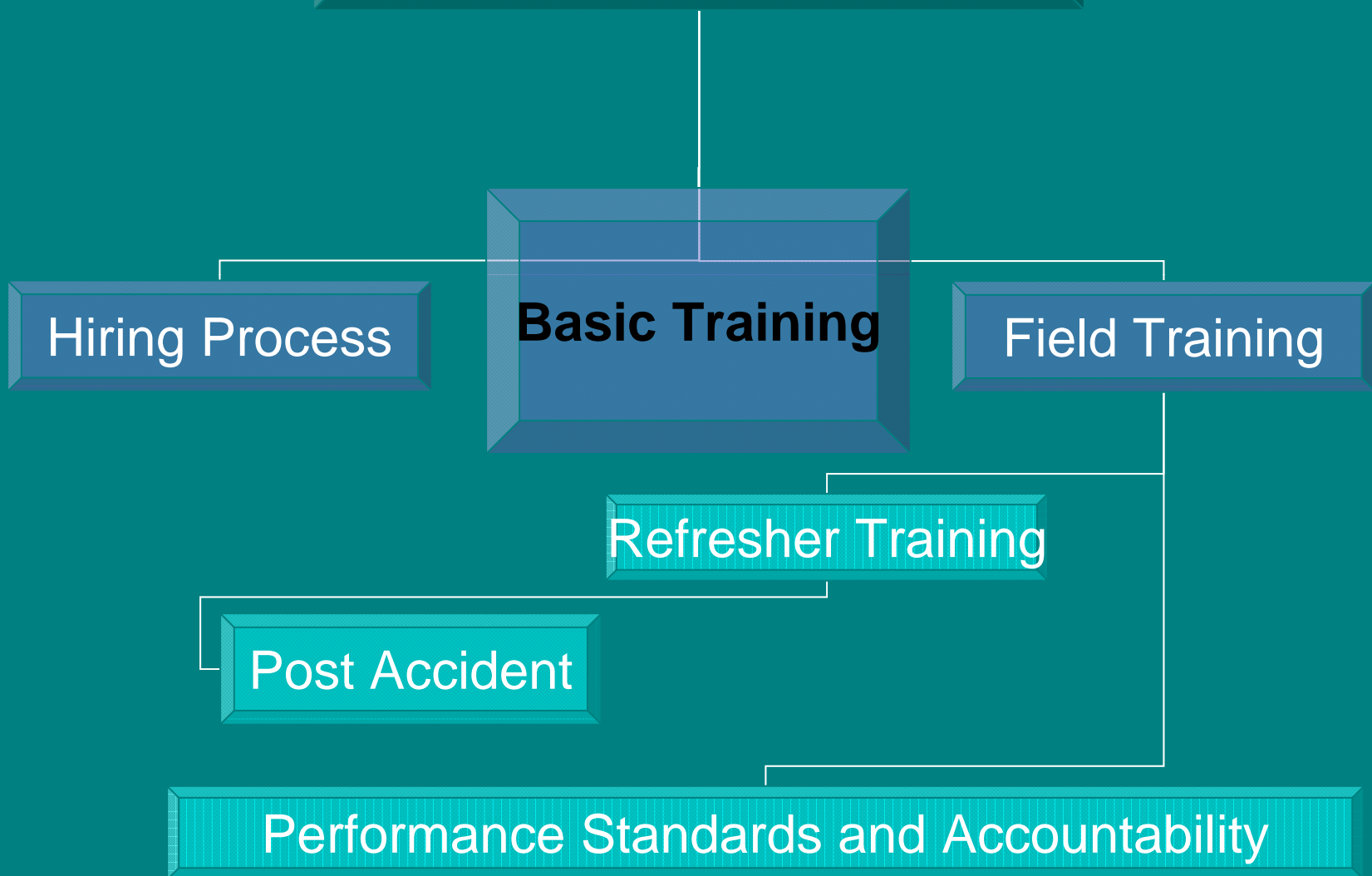
Post Accident

Performance Standards and Accountability

# Hiring Process

- Application Standards
- Driving skills assessment
- Interview process
- Personal Selection process (PSI)

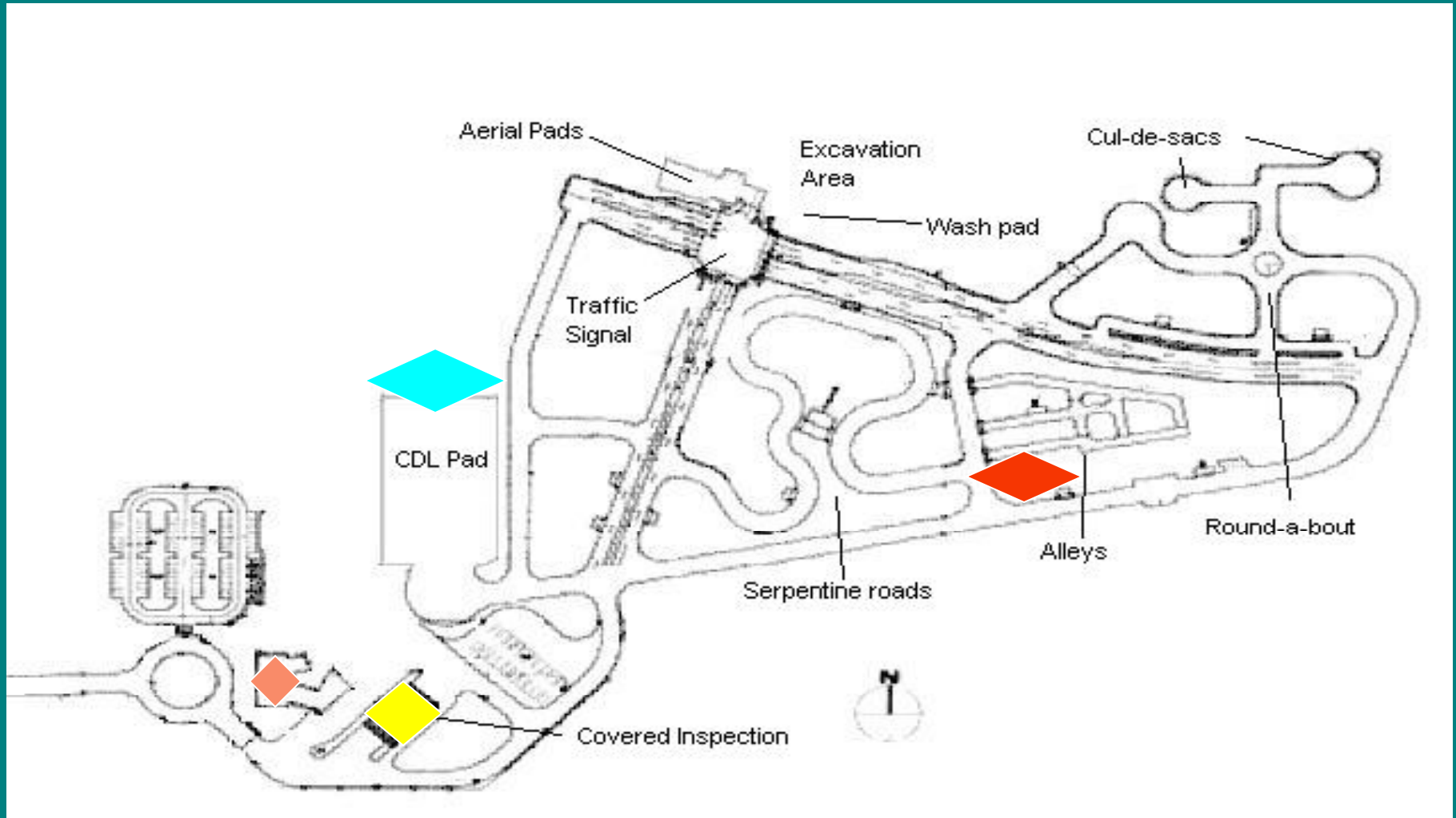
# Safety & Training Program



# Employee Driving Training Academy



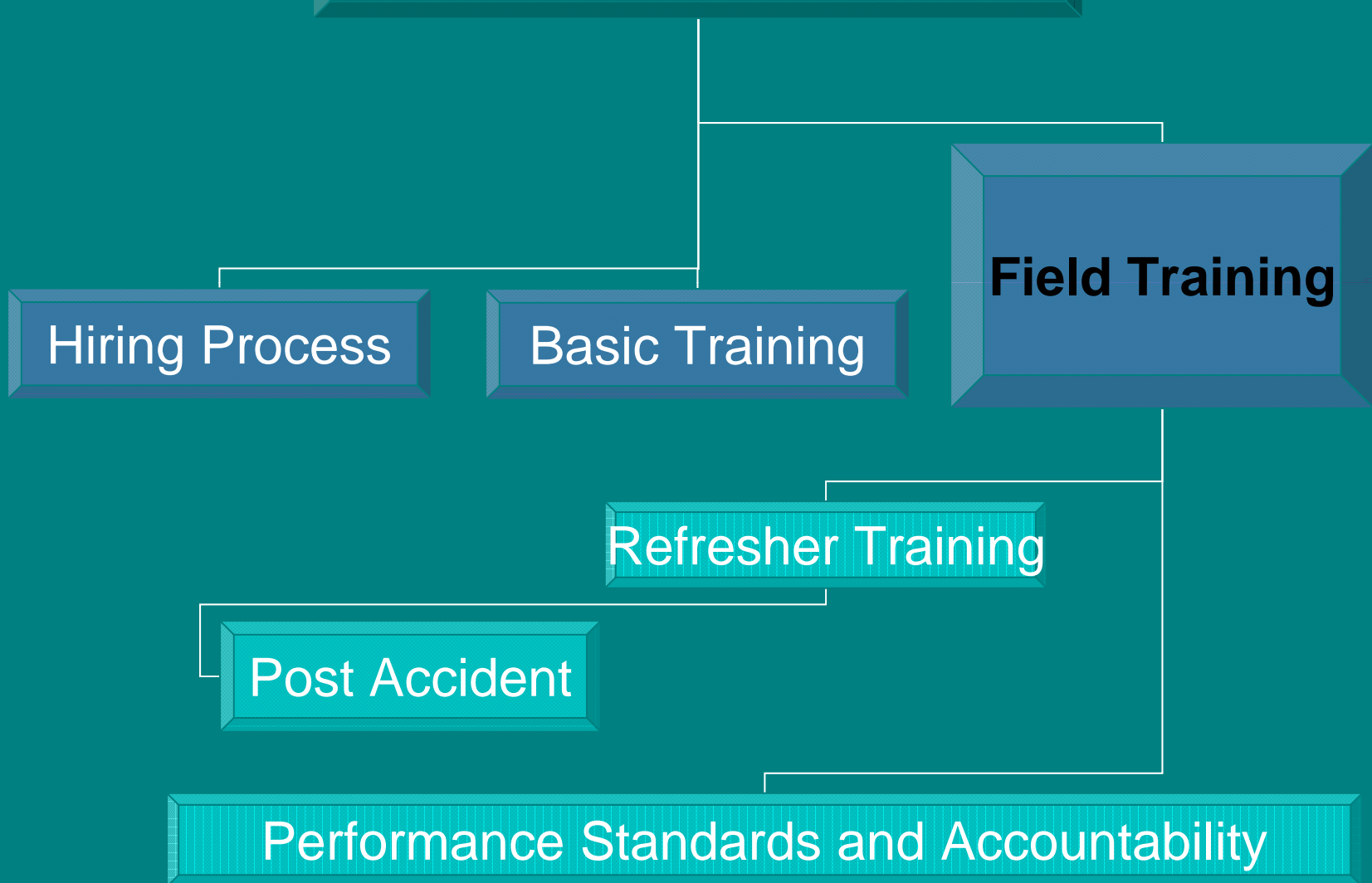
# Employee Driving Training Academy



# Basic Training

- Three week training course
  - CDL requirements
  - Basic equipment operations
  - Basic driving training
  - Skills evaluation
  - Policies / Procedures

# Safety & Training Program



# Field Training

- Step 1- Train the Trainer
- Step 2- Assigned to trainer and training route
- Step 3 - Evaluation and sign off by 3/6 months

# Step 1 -Train the Trainer Program

- Training on how to be a trainer
- Contract for one year
- Smile Time for each SWEO trained

# Step 2- Assigned to training route



# Step 3 - Evaluation and Sign Off

ROUTE COMPLETION EVALUATION				Initials	Initials
	WEEK 5	% OF ROUTE COMPLETE COMMENTS	PROGRESS	FORMAN	OPERATOR
MON	DATE				
TUE	DATE				
	DATE				
THU R	DATE				
FRI	DATE				

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The diagram is a flowchart titled "Safety & Training Program". It starts with a top-level box "Safety & Training Program" which branches into three boxes: "Hiring Process", "Basic Training", and "Field Training". From "Field Training", a line goes down to a box "Refresher Training". From "Refresher Training", two lines branch out: one to the left to a box "Post Accident" and one down to a box "Performance Standards and Accountability".

Hiring Process

Basic Training

Field Training

Refresher Training

Post Accident

Performance Standards and Accountability

# Refresher Training

- Monthly tailgate meetings on division safety program
- Departments safety section web tools
- Quarterly safety meetings with safety team representatives

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Hiring Process

Basic Training

Field Training

Refresher Training

**Post Accident**

Performance Standards and Accountability

# Post accident training

- Accident Reduction Training (ART)
  - Vehicle, SWEO goes to EDTA
  - Operational, SWEO evaluated by Foreman

# Performance Standards

- Accountability
  - CDL Inspection - test, inspection, clean truck
  - Field safety evaluations
  - Staff Complaints
  - Performance Management Guide Evaluations
  - Procedure 4.8 for preventable accidents
  - Progressive Discipline

