



Operational and Safety roundtable

Todd Courtney
Tcourtney@scsengineers.com

Nolan Moore
nolan.moore@wastecom.com

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Operational topics

- Compaction
- Employee moral
- Operator retention
- Operator's voices
- Litter control
- What type of heavy equipment are you using and why?
- Leachate treatment/recirculation
- financial planning
- Tipping fees
- Used oil

Compaction

- Site density or in place density
- Traditional fill or Flat-Fill
- Are you adding leachate
- Does the weather affect your compaction?
- Are you rotating operators?
- What type of ADC are you using
- What is your site's goal for compaction?
- Who trains the operators on packing techniques?
- Is your compaction steady through the year?
- What size compactor are you using?
- What is your yearly tonnage?

Employee moral

- How would you rate your employee's moral?
- What are we doing to keep it high?
- Are there certain projects or times of year that effect moral more?
- Do you have certain employees who are good at bringing moral up/down?

Operator retention

- How is your sites retention?
- Why are operators leaving?
- How do we keep good operators in the seat?
- What do we lose when operators leave?
- What can we gain from loosing operators?
- Does anyone have an incentives program for operators?

Operators voice

- What are we doing to listen to our operators?
- When should an operator's opinion be heard?
- Do you have an internal chain of command?
- Do your operators feel like they will be heard?
- What resources do our operator have in the industry to be heard?
- How do we create a communication channel for operators

Litter control

- What type of litter control devices does your site have?
- Who picks the litter? Is it contracted out?
- What type of PPE are we using?
- Has anyone created their own litter control device?
- What type of fencing are you using?
- What is your preferred height of fence?
- Tarps or ADC?

Leachate treatment and recirculation

- Who treats on site?
- Who pumps to town?
- Who is trucking it off site
- Anyone planning on changing the way they handle leachate?
- Who is recirculation leachate?
- What is your method?
- What equipment to you use?

Financial planning

- Do you perform financial planning beyond the current year?
- How far out are you planning?
- Who is involved in the process?

Tipping fees

- How do you know when to raise your tipping fees?
- How much of a raise do you do?
- Do you raise other fees at the same time?
- When was the last time you raised tipping fees?
- Who has an input on the new tipping fee prices?
- Why did you decide to raise the tipping fees?

Used oil

- Whose site excepts used oil?
- How often do you have the used oil it picked up?
- What vendor are you using?
- How much used oil will they except?
- How much used oil are you getting?
- What is the cost?



Let's talk safety

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Topics

- Safety rules for customers
- Workplace violence/ customer aggression
- Mental health and well-being of the workers
- Incident review
- Fires
- Employee exposure monitoring
- Operator training

Safety rules for customers

- What safety rules do you have in place for your customers?
- How long have you had safety rules for customers?
- How do you enforce them?
- What is the hardest rule to enforce?
- What happens if a customer is unsafe?

Workplace violence

- Do you have a plan or protocol for aggressive behavior?
- How are you preparing your frontline staff?
- Is your protocol different for customers/staff?
- Who is at the largest threat for workplace violence?



Mental health and well-being

- How are you supporting staff's mental health?
- Do you talk openly about stress, burnout or trauma?
- Does staff know where to go to get help?

Incident review

- How are incidents being recorded?
- What types of incidents are being recorded?
- What about near misses?
- Is there a stigma with filling out incident reports?
- What type of incident doesn't get recorded?

Fire

- Does your site have a site-specific fire plan?
- Who responds?
- How serious are we taking fire safety?
- What kind of safety net do we have in place for operators?
- Post fire health screening?
- Are operators on call?
- Do the operators cross train with local fire departments?
- What type of fire training do the operators receive?
- Would anyone like to share what their method is for putting out landfill fires?

Employee exposure monitoring

- Who is being monitored, and what type of exposures are you monitoring? (noise, silica dust, VOC's heavy metals, etc.)
- How often do you conduct exposure assessments? (initial baseline, vs ongoing)
- What methods or tools are you using? (personal air sampling, wipe sampling, direct read instruments)
- Who conducts monitoring?
- How are the results communicated to the employees?
- Has anyone done any monitoring during a fire?

Operator Training

- What is included in your operator onboarding process?
- How are operators trained on heavy equipment?
- Do you provide recurring or annual training?
- Who conducts the training?
- How do you train for emergency response and fire safety?
- Do you have a process for evaluating operator competency?



What's missing at your site?

- What topic here surprised you?
- What would you like improving at your site?
- What do you wish other people new about your site?



Thank you!

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