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TxLTAP May Newsletter

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FHWA Highlights Efforts to Improve Safety for People Walking, Bicycling and Rolling Made Possible by the Bipartisan Infrastructure Law

The Federal Highway Administration (FHWA) unveiled new guidance in support of bicycle, pedestrian, and micromobility projects, coinciding with National Bike Month. This initiative, fueled by the Bipartisan Infrastructure Law, aims to enhance travel safety for pedestrians and cyclists while promoting active transportation.

Explore the latest updates in federal legislation, policies, and funding opportunities aimed at accommodating diverse transportation needs. From revamped lighting strategies to innovative grant programs, FHWA's initiatives are reshaping the future of travel.

[Read More](#)



Roadside Heroes Celebrated on National Superhero Day

National Superhero Day recognizes TxDOT's Highway Emergency Response Operator program (HERO) and roadside assistance crews in Texas, celebrated for their invaluable service in aiding stranded motorists and ensuring highway safety.

The HERO program in the Austin, El Paso, and San Antonio districts play a crucial role in aiding stranded motorists and maintaining traffic flow on major highways. Equipped with digital signs and cameras, HERO vehicles assist with tasks ranging from vehicle relocation to minor repairs and provide essential services to motorists.

[Read More](#)

Keep our Crews and Yourself Safe in Work Zones

As part of the Texas Department of Transportation's (TxDOT) approach to National Work Zone Awareness Week, TxDOT's "Be safe. Drive Smart." campaign aims to educate drivers on safe practices for navigating work zones.



[Read More](#)



Motorcycle Safety Campaign -

BABM Webinar Coming

Share the Road

TxDOT's vital motorcycle safety initiative, "Share the Road: Look Twice for Motorcycles," is designed to raise awareness and prevent tragic collisions on Texas roads. Unveiling alarming statistics, the campaign underscores the urgent need for drivers to prioritize motorcycle visibility. Discover essential tips for safely sharing the road, from cautious left turns to vigilant lane changes. With practical advice and insights, this campaign aims to save lives and foster safer roadways for all.

[Read More](#)

Soon

Build a Better Mousetrap (BABM) is a national recognition program through the Federal Highway Administration that highlights locally relevant, innovative solutions and provides a platform to share innovations to everyday challenges that local and tribal transportation professionals encounter on local roads.

[2023 BABM Winners](#)

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Embracing Safety as an Additional Duty: A Guide for First-Line Supervisors

by: Kolby Burkhardt, Safety and Loss Consultant, and James Bailey, Public Works Outreach Consultant

Introduction:

As a supervisor in a city or county road department, the responsibility for safety might feel like an added layer to an already demanding role focused on the day-to-day operations of the department. However, understanding the significance of safety and incorporating it into your operations is paramount for fostering a workplace culture that prioritizes the safety of employees. In



this article, we will explore the key elements that first-line supervisors should embrace to successfully integrate safety into their responsibilities, especially in organizations lacking dedicated safety professionals. Additionally, we'll review strategies for developing personnel within the department to take on safety roles and become safety leaders.

Modeling and Communicating Safety Expectations:

Supervisors must lead by example and model behaviors they expect their employees to emulate. This involves consistently adhering to safety rules and regulations while actively promoting safe work practices. Equally important is communicating safety expectations to employees that are clear, consistent, and emphasize the importance of safety in the workplace. In other words, "leadership is not about being in charge...Leadership is about taking care of those in your charge" – Simon Sinek.

Providing Access to Safety Resources:

Supervisors must ensure that teams have access to necessary safety resources. This includes providing appropriate personal protective equipment (PPE), access to safety manuals and guidelines, and any tools or equipment required for safe job execution. By actively addressing needs, supervisors contribute to creating an environment where safety is seen as a priority. Furthermore, utilizing the University of Texas at Arlington's Local Technical Assistance Program's (TxLTAP's) [library of resources](#) can help not only communicate safety, but provide access to checklists, video resources, and technical briefings.

Frequent, Structured, and Measured Activities:

Supervisors should engage in frequent, structured, and measured activities, including safety observations, to identify potential hazards and commend safe practices. Safety meetings, training sessions, and incident investigations should be regular components of the supervisor's routine. By incorporating these activities, supervisors contribute to a proactive safety approach. Tailgate talks, which are available through TxLTAP's [Innovations](#), are a great way to begin providing structured safety activities.

Recognizing and Addressing Performance:

Acknowledging both exemplary and poor performance is crucial for shaping a safety-focused culture. Publicly recognizing good safety practices fosters a positive environment. Simultaneously, addressing poor safety performance requires supervisors to be actively involved in formal corrective action. This may include counseling at-risk employees, providing additional training, and implementing corrective measures. Effectively dealing with poor performance is essential to maintaining a consistent commitment to safety.

Additional Safety Activities for First-Line Supervisors:

1. Conducting Pre-Task Safety Reviews/Briefings:
 - Ensure workers are well-informed about impending risks, hazards, and remediation measures before starting tasks.
2. Facilitating Group Safety Problem Solving Meetings:
 - Encourage a culture that allows open discussions to identify and address safety challenges within the team.
 - Coordinate with other supervisors to ensure the safety effort is consistent among all work groups.
3. Developing Safe Job Procedures and Rules:
 - Collaborate with the team and other supervisors to establish clear and effective safety protocols for various tasks.
4. Training Employees on Safety Rules, Regulations, and Procedures:
 - Provide ongoing training to keep employees updated on safety rules, regulations, and procedures relevant to their roles.
5. Frequently Observing and Discussing Individual Worker Safety Performance:
 - Engage in regular conversations with individual workers to assess and discuss their safety performance.
6. Utilizing a Formal Corrective Action or Progressive Disciplinary Process:
 - Employ a balanced approach by using formal corrective action, when necessary, while also recognizing good safety practices.

Developing Safety Leaders Within the Department:

1. Identifying Potential Safety Leaders:
 - Actively observe and identify “leaders” within the department who demonstrate a strong commitment to safety. Look for those who consistently exhibit safe behaviors and actively engage in safety-related activities.
2. Providing Training Opportunities:
 - Offer access to specialized training programs for individuals interested in safety roles. This could include courses on risk assessment, safety management systems, and incident investigation techniques.
3. Establishing Mentorship Programs:
 - Create mentorship opportunities where seasoned safety professionals or supervisors can guide and support individuals aspiring to take on safety roles. This mentorship can provide valuable insights and practical knowledge.
4. Encouraging Continued Education:
 - Support individuals in pursuing further education in safety-related fields. This could involve sponsoring attendance at safety conferences, workshops, or facilitating access to relevant online courses.
5. Offering Leadership Opportunities:
 - Provide individuals with opportunities to lead safety committees, participate in safety audits, and take on responsibilities directly related to safety management. This hands-on experience is invaluable for developing leadership skills in the safety domain.
6. Recognizing and Celebrating Progress:
 - Publicly acknowledge individuals who express an interest in safety roles and celebrate their progress. Recognition reinforces their commitment and encourages others to consider similar paths.

Conclusion:

Developing personnel within the city/county road department who actively contribute to safety management is a strategic investment in the overall well-being of the workforce. By identifying safety champions, providing education and training, establishing mentorship programs, encouraging continuous learning, offering leadership opportunities, recognizing contributions, and fostering open communication, supervisors pave the way for a safety-conscious culture that extends throughout the entire organization. Nurturing safety leadership within the department is not only about individual growth but also about building a collective commitment to creating a safer team, ultimately leading to better and safer roads. For additional help, consider reaching out to Texas Municipal League Intergovernmental Risk Pool Public Works Outreach Consultant James Bailey or reviewing the Pool's [loss prevention resources](#).

TxLTAP Partners

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Instructor Spotlight



Diann Wilson

Diann has worked as a Local Technical Assistance Program (LTAP) Instructor for several states, a Virginia DOT Online Instructor, and continues to collaborate in development of new curriculum. She was privileged to spend 2 years as SME Planning and Procurement Instructor for FHWA Tribal Technical Assistance Program, and served as the State of Oklahoma Traffic Incident Management Coordinator. Her career has included several years as a Public Assistance Deputy for Oklahoma Emergency Management, and Criminal Justice & Emergency Planning Director for Texoma Council of Government.

Diann has been the Owner/Consultant of Winning Strategies for 24 years. Her services include Grant Writing/Grant Administration & Management; Fund Raising Consulting; and Seminars/Training. She is the author/contributor of the DVD "Grant Writing 101" produced through Penwell Educational Books and Videos, distributed worldwide. But she is most proud of her six children and numerous grandchildren.

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INSTRUCTORS WANTED

Are you looking for your next adventure in the great State of Texas?

TXLTAP IS LOOKING FOR EXPERTS IN:

- ✓ Work Zone
- ✓ Infrastructure
- ✓ Safety
- ✓ Heavy Equipment
- ✓ Management
- ✓ Flagging
- ✓ Environmental
- ✓ Electrical

Email Your Resume and Letter of Interest to:
TxLTAP@uta.edu

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UTA | Division for Enterprise Development | TxLTAP
817-272-2581 | txltap@uta.edu | 140 W. Mitchell St. Arlington, TX 76019

Interested Candidates

TxDOT Stay Safe

The Texas Department of Transportation's Prepare for Severe Weather segment features life saving tips on how to prepare for severe weather situations. This weather safety guide focuses on five areas (Snow



and ice, Hurricane preparation, Flash floods, Tornado emergency, and Wildfire information). Stay prepared for emergency conditions and learn how to navigate severe weather through TxDOT.

[TxDOT Prepare for Severe Weather](#)



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