US Army Corps
of Engineers
Jacksonville District

Safety Pays

August 2007

From the Commander...

Col. Paul Grosskruger

As the Commander

of the Jacksonville District, I urge you to keep Safety as your top priority. I challenge you to carryout the letter and intent of our Safety initiative and policies. Partnering with industry, coupled with adherance to Safety standards, allows us to achieve an accident free environment.

The Chief's master strategy includes subjects such as revolutionize effectiveness and invest in people through building commitment, reshaping our culture, and aligning for success. That is exactly what the *Safety Pays* program is all about.

I thank you for your efforts and will be personally involved with the execution of this important program.

Paul L. Grosskruger
Colonel, Corps of Engineers
Commanding

A Team Effort...

We would like to acknowledge the contributions and teamwork of our District employees that have put this *Safety Pays Program* together. The Area Engineers and their staff, the District Staff, and the Command have been most supportive.

Our goal is to have an **accident free** workplace for both our employees and the many contractors and other team members that work with us in executing our Civil Works responsibilities. Not only do we want to turn over a project that is safe for our customers, the citizens, but we want the project to be safe during the hazards encountered during both construction and operations. To this end, we dedicate this program.

David A. Bishop
Chief, Safety and
Occupational Health Office

Robert A. Bugg
Chief, Construction-
Operations Division

The Safety Pays Journey...
It's Up To You!

When all partners (government and contractor) are pro-active in the area of safety management, it really "pays"--through a quality job, *and* a monetary award for work well done. Yes, *Safety Pay*s in more ways than one!

Actions spring not from thought, but from a readiness for responsibility."
Dietrich Bonhoeffer, Theologian

The Safety Pays Program

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On the web: *http://www.saj.usace.army.mil/conops/construction/Safety%20Pays/safety pays.htm*

Program Description

Purpose. The purpose of the Safety Pays Program is to reduce accidents to a minimum by encouraging safety awareness at all levels through involvement of the Jacksonville District Partnership consisting of the Government and the Contractor. Safety Pays honors or observes in some special way, Team Members who, through special accomplishments, participated in eliminating or greatly reducing the number of accidents in the work place. The overall goal of the Safety Pays Program is recognizing the superior safety efforts being made throughout the Jacksonville District, and continuing to build upon the Partnering spirit towards improving safety at all levels.

Safety Review Board. The Safety Review Board (SRB) is a key ingredient of the Safety Pays Program. The SRB, consisting of representatives from Construction-Operations Division and the Safety and Occupational Health Office, will be responsible for developing methods and procedures to further enhance our safety program, and by choosing the winners for the Safety Awards. This program is further detailed on page 7.

Awards. There are three categories of competition:

1. Category 1 -- Less than $5 Million
2. Category 2 -- $5 Million and above
3. Category 3 -- Dredging

Awards are given to deserving projects on a semi-annual basis to reward and formally recognize Contractor and Government personnel for outstanding Safety accomplishments for projects that exhibit outstanding performance in the area of safety. Presentations will be made at the Field Office Conferences (FOC). Winning Safety Pays contractor(s) will be offered the opportunity to provide presentations outlining their successes in winning this award at the FOC.

Conclusion. For the program to succeed, it is important that efforts are made to recognize participants that have excelled in providing a safe and healthful working environment to their employees. The Corporate Communications Office will also be involved in the recognition that these Team Members deserve.

Safety Review Board

The Safety Review Board is established as the action committee in order to keep the momentum of the Safety Pays Program going. Its purpose is to keep new initiatives working, to develop new ideas and programs, and to improve the Safety Program in Construction-Operations Division.

The committee will consist of selected members from the Construction-Operations Division, Safety & Occupational Health Office, Antilles Construction Office, Area Field Offices and South Florida Operations Office. All members will participate in the Safety Pays process for two years, respectively.

The Chief of Construction-Operations Division appoints the chair of the committee who will serve as the chair for a minimum of two years and will select one contractor from all nominations to receive the semi-annual Jacksonville District Safety Award. The board will review each nomination and vote for the candidate of their choice. Decisions will be based on the major votes of the committee. After selection of the semi-annual award, arrangements will be made to ensure that the plaque is procured and cash awards coordinated through the Construction-Operations Division.

Russ Tolle presents a certificate to KSI representative.

The Safety Review Board Committee will consist of seven selected representatives from the Construction-Operations Division, Safety & Occupational Health Office, Antilles Construction Office, and all Area Field Offices. The SRB will also select the District's Contractor(s) of the Year award from the contractor(s) previously selected for the semi-annual awards. The winning contractor(s) will be the District's nominee(s) for the "Division Commander's Safety and Occupational Health Awards" as described in Appendix C of CESAJR 385-1-1.

Local Award Program

The purpose of the program is to recognize and reward accomplishments made by Team Members of the Jacksonville District (Government and Contractor) in the area of safety at the local area level. It is the policy of the Safety Pays Program to reward the safe performance of contract work by creating a Team atmosphere and by emphasizing the positive achievements of Team Members in the area of Safety Management.

Robert A. Bugg, Chief, Construction-Operations Division, left, presents the Safety Pays Award to a representative of Bean Stuyvesant, L.L.C.

The Area Engineers (AE), Resident Engineers (RE), and Chief of South Florida Operations Office (CSFO) will be responsible for insuring the adequacy of the documentation for submission of awards nominations. The Project Engineer (PE) or Quality Assurance Representative (QAR) will be responsible for nominating a contractor for a local award. *(See pages 11, 12 and 13 for an example of the Standard Nomination Form and completion instructions.)* The AE/RE/CSFO will be responsible for choosing the local winners from the nominated contractors. The individual who submits the nomination for the local winner will receive an On-The-Spot cash award of $175.00.

Documentation on Contractors chosen by the AEs, REs, and CSFO will be submitted on a semi-annual basis to the SRB not later than 15 April and 15 October. Contractors nominated will receive a letter and certificate of recognition from the Area Engineers and/or Chief of South Florida Operations Office. A copy of the letters of recognition will be furnished to the insurance and bonding company of the contractors.

District Award Program

The purpose is to recognize and reward accomplishments by Jacksonville District Safety Team Members (Government and Contractor) in the area of Safety Management at the District level. The AE/RE/CSFO will be responsible for nominating projects to the SRB. The SRB will be responsible for choosing the District Semi-Annual Award winner(s).

The AE/RE/CSFO may submit local semi-annual winners for consideration for the District Safety Awards. Deadlines for submission to the SRB are 15 April and 15 October. The SRB will consolidate nominations and choose one Semi-Annual District Award Winner.

The SRB will recognize Semi-Annual Award winners in the following manner:

1. All nominated contractors will receive a letter of recognition from the Area

Aerial view and restoration work on Peanut Island.

District Award Program
Continued

Engineer or other officer. A copy of these letters of recognition will be furnished to their respective insurance and bonding companies.

Work signs show the importance of safety on-the-job.

2. The winning contractor(s) will receive plaques during the Field Office Conference from the District Engineer or the Chief of Construction-Operations Division. In addition, the winning Safety Pays contractor(s) will have the opportunity to provide the Field Office Conference with a presentation outlining their success in winning this award.

3. The nominating PE/QAR who submitted the winning contractor will receive an additional On-The-Spot Cash Award of $300.00.

4. The AE, RE, or CSFO who submitted the winning contractor will also receive an On-The-Spot Cash Award of $400.00 to be used for his office in recognition of administering the winning contractor's work.

5. The SRB will select the Contractor of the Year Award who will be nominated for the "Division Commander's Safety and Occupational Health Awards" in accordance with Appendix C of CESAJR 385-1-1.

6. There will also be a "Special Act" award recognizing a Team Member (Government or Contractor), who has made a particular effort that resulted in preventing injury or significant property damage even though an accident may have occurred. Nominations for this award can be made by any Team Member, at any time, based on the merits of the particular action.

Standard Nomination Form Overview

The Standard Nomination Form, shown as an example on Page 13, is required to be used for all submissions to the Safety Pays Review Board. Nomination forms can be as short as one or two pages but cannot be any longer than 10 pages on the standard 8.5 inches by 11 inches, including the title/cover page, content, photos, and can be accomplished on-line at http://www.saj.usace.army.mil/conops/construction/Safety%20Pays/safety pays.htm. (Similar nomination forms should include all items listed on this nomination form instruction guide.)

Please note that a submission must have an actual construction completion date entered into RMS. Photos may be inserted, but are not required. Be sure the following is completed:

1. Mark the correct category for the nomination.
2. Enter/replace all information requested.
3. Enter resident engineer's endorsement.
4. Make sure that you address each of the five submission justification factors in the order shown.

The Bechara Construction Project.

Standard Nomination Form Overview Continued

Submission Justification (Criteria that will be Judged)

Project description, complexity and hazards associated with the work.

Advanced planning (hazard recognition, innovative work, or programs.)

Management involvement (subcontractor involvement, training and innovative efforts.)

Employee involvement (training programs, proactive and innovative.)

Incentive programs (method of award, type and frequency.)

Standard Nomination Form Example

Safety Pays

_____Civil < $5 MIL _____Civil > $5 MIL _____Dredging

OFFICE: Enter Office Name Here

CONTRACTOR: Enter Name Here

CONTRACT NO/TASK ORDER NO: DACA01-01-D-0034, 0012

CONTRACT TITLE: Title

CURRENT CONTRACT AMOUNT: $XXX

CONTRACT COMPLETION ACTUAL DATE: Enter Date Here

MANHOURS TO DATE: XXX

RESIDENT ENGINEER'S ENDORSEMENT:

NAME: _____DATE OF SUBMISSION:_____
SIGNATURE

SUBMISSION JUSTIFICATION:

a. Project Description, Complexity and Hazards Associated with Work.
b. Advanced Planning (Hazard Recognition, Innovative Work, or Programs.)
c. Management Involvement (Subcontractor Involvement, Training Innovative Efforts.)
d. Employee Involvement (Training Programs, Proactive and Innovative.)
e. Incentive Programs (Methods of Award, Type and Frequency.)

Questions & Answers

1. *What will the submittal for nominating contractors include?*

The submittal must include the contractor's name, contract number, contract amount and the actual percent completed or accomplished at the time of the submission. It will also include a justification, which is to have information such as: man-hours, complexity and hazards associated with the work, innovation in the Safety Program to include training, enforcement policy and effect, management and employee involvement, participation, and incentive programs. The minimum requirement for nomination is that the contractor has demonstrated outstanding performance in the area of safety. However, merely completing a project without an accident does not constitute outstanding performance. The nominating contractor must clearly show that their safety program is aggressive and above what is normally expected.

The Bechara Industrial Area Contract 2A Flood Control Project, San Juan, Puerto Rico.

2. *Who will write up the Cash Award justification? Where do the funds come from?*

There will be an overall program cash award justification prepared semi-annually by the Chief of Construction or a designee. Money will come from special funding provided to Construction-Operations Division. It is estimated that it should not cost more than $6,750 per year to fund this program which will be enough to cover all awards.

3. *What kind of certificates will be awarded to the contractors nominated? Who will write the letters of recognition? Who will send these letters?*

Palm Valley Bridge Replacement Project under construction.

Certificates to be sent to nominated conractors will have the same design and follow the same format as the ones utilized by the Safety & Occupational Health Office. The letters of recognition will be pre pared and signed by the AE/RE/CSFO making the nominations.

4. *Who will chair the Safety Review Board? Who will write the letter to the winning contractor?*

Aerial view of the Port of Manatee.

The Chief of Construction-Operations will appoint the chair for the SRB. The letter to the winning contractor will be prepared and signed by the AE/RE/CSFO who made the nomination.

Questions & Answers
Continued

5. *Who will be responsible for the plaque? Who will present the plaque?*

The plaque will be the responsibility of the Chief of Quality Assurance Section and will be presented by the District Engineer at the Field Office Conference. If the District Engineer is not present, the Chief of Construction-Operations Division will present the plaque.

6. *Who will be responsible for the plaque given to the individual winning special recognition?*

The plaque will be the responsibility of the Chief of Quality Assurance Section (CO-CQ) and will be presented by the District Engineer or Chief of Constructions-Operation Division at the Field Office Conference.

The Coleman-Evans Superfund Project is 12 miles west of downtown Jacksonville.

7. *How will the Corporate Communications Office (CCO) be used in this program?*

The CCO will provide recognition to the winning PE/QAR, AE/RE/CSFO and contractor with published article(s) and photo(s) in the District newsletter.

8. *Does AE/RE/CSFO make the decision whether nomination for special recognition merits a plaque or does every nomination get a plaque?*

The Safety Review Board will make the decision whether the nomination merits a plaque.

9. *Where do the travel and per-diem funds come from?*

The travel and per-diem funds will come from the local travel budget of the winning PE/QAR office and/or the special recognition award winner(s). These funds are to cover travel and per-diem expenses to allow the winning PE/QAR and special recognition recipient to attend the field office conference.

Safety Pays Award Winners
Roll Call

Category 1 – Less Than $5 Million

ZFI Engineering & Construction, Inc.
Applied Aquatic Plant Management, Inc.
Grundy Marine Construction Company
QC Management
Applied Aquatic Plant Management, Inc.
CGN Engineering Corporation

Category 2 - $5 Million and Above

TEC General Contractors Corp.
Quinn Contracting, Inc.
Carothers Construction, Inc.
Bean Stuyvesant, L.L.C.
Atlantic Skanska, Inc.
Great Lakes Dredge and Dock Company
Martin K. Eby Construction Company
Martin K. Eby Construction Company
Modern Continental South, Inc.
Rio Construction Corporation
Dick Corporation of Puerto Rico

Category 3 - Dredging

Manson Construction Company

Notes