



**SAFETY AND BUSINESS-PERFORMANCE
IMPROVEMENT
TESTIMONIALS AND LESSONS LEARNED FROM MEMBER
FIRMS
A SMALL FIRM PERSPECTIVE**

McMahon & Mann Consulting Engineers, P.C.
Buffalo, New York

INTRODUCTION

- Donald R. McMahon, P.E. – Principal, Co-founder
- Consulting engineers, single office
- Founded in 1993 by D. McMahon & M. Mann
- Started with 2 employees, gradually grew



INTRODUCTION

- Staff Profile:
 - Total staff – 18
 - 13 engineers (geotechnical, civil, environmental),
 - 1 geologist, 4 support
- Laboratory – None, subcontract
- Drilling – None, subcontract
- Materials testing - None
- Vehicles – Three cars leased for the principals only
- Safety Personnel – None on staff

EARLY PRACTICE

- Lessons from previous employers (before 1993)
- 40-hr. HAZWOPER, annual refreshers (founders and first employees)
- Construction site safety – learned on the job from foremen, etc.
- No metrics measured, recorded

CHANGE IN PRACTICE

- Added younger staff
- Several minor injuries and near misses
 - Monitoring well cap explosion
 - Report of a falling hand tool
- Additional training mandated by some clients (railroad, oil) and OSHA

CURRENT PRACTICE

- All technical staff trained
 - 40-hr. HAZWOPER and 8-hr. annual refreshers
 - OSHA 10-hr. Construction Site Safety
 - Client mandated site-specific safety training
- Site-specific safety plan required for all field projects
- No formal record keeping, no metrics
- Draft corporate health & safety training manual

CURRENT PRACTICE

- Use safety consultant for instruction required by clients
 - OSHA 10-hr. construction site safety, HAZWOPER refresher
 - Railroad right-of-way
- Client safety orientation
 - Nuclear waste site
 - Railroad
- Experience Modification Rating (EMR)
 - Not qualified for EMR rating by NYS Workers Comp Bureau - premium too low
 - NY Merit Rating = 0.920 for '13, '12, '11

RESULTS & BENEFITS

- Safety awareness (culture) seems to be improving - positive responses received when random inquiries are made
- Record keeping required by some large consulting firms, industrial companies, needs to be initiated
- Never lost an assignment from poor safety records
- No lost time injuries

FUTURE PRACTICE

- Complete corporate health & safety training manual
- Develop more formal training for young employees
- Continue to emphasize safety to the employees (adjust the culture)
- Enforce safety policies
- Develop record keeping system, metrics