



Special Transit's Safety Incentive Programs

Safety is our number ONE priority.

Since safety is Special Transit's number one priority, our safety management programs focus on ways to help motivate employees to perform all activities in a safe manner. We value the extraordinary efforts our staff make to maintain a safe work environment—at base as well as out on the road—and we strive to recognize safe work practices whenever possible.

Special Transit's Safety Incentive Program has four primary components:

1. **Safe Driver of the Month Award:** At the beginning of each month, all Drivers (*half-time minimum*) who have performed their duties without any safety violations or preventable accidents during the previous month become eligible to win a cash award. A drawing is held and the names of four drivers are selected at random. Each of the four drivers receive a check in the of \$25.00

Additionally, the selected Safe Driver of the Month will receive a designated one-month parking space at either the Boulder or Denver facility depending on where they are based. A photograph of the four drivers selected is on display at both locations and they are recognized by name in the monthly newsletter.

2. **Safe Driver of the Year Award:** At the end of each calendar year, Drivers that have performed throughout the year without a safety violation or preventable accident receive a Safe Driver of the Year uniform patch, a safety bonus (cash or merchandise), and their framed Safe Driver of Year Certificate is posted on the Safety Honor Wall for the year. Safe Driver of the Year Awards are presented in six categories:

- ❑ In the first category, we honor drivers who have been accident and safety violation free while driving 500-1000 hours in revenue service. These drivers are awarded \$50.00
- ❑ The second category is comprised of drivers with 1,000 or more hours driving time that have been accident and safety violation free. These drivers are awarded \$100.00
- ❑ The third category is comprised of drivers who have driven at least 1,000 hours in two consecutive years without an accident or safety violation. These drivers are awarded \$150.00
- ❑ The fourth category is comprised of drivers who have driven at least 1,000 hours a year for three consecutive years without an accident or safety violation. These drivers are awarded \$200.00
- ❑ The fifth category is comprised of drivers who have driven at least 1,000 hours a year for four consecutive years without an accident or safety violation. These drivers are awarded \$250.00
- ❑ The sixth category is comprised of drivers who have driven at least 1,000 hours a year for five to ten consecutive years without an accident or safety violation.

These drivers are awarded \$350.00, which is also currently the maximum amount awarded.

3. **Safety Spot Awards:** Drivers and other staff “**Caught in the Act**” of extraordinary safety performances are awarded \$5---\$25 gift certificates redeemable at a variety of fun places including; Turley’s Restaurant, Apple Bee’s Restaurant, The Brewing Market, Starbucks, Downtown Boulder Stores, El Favorito Restaurant, The Rack Billiards, Half-Fast Subs and AMC movie theatres.
4. **Safety Bingo Program:** All Special Transit employees are issued numbered Safety Bingo cards and each day without a preventable company accident a number is drawn. There are nine ways to win on each card and winners can receive between \$25 and \$200 depending on the winning combinations. After Blackout is achieved, new cards are then issued to all employees and play starts over on the new cards.

In addition to the safety incentives described above, the Safety Department provides employees with frequent safety tips and suggestions in the organization newsletter, an employee safety suggestion box, accident status/profile boards and the opportunity to participate on Special Transit’s Safety Committee.

Special Transit’s Training Department offers Drivers a variety of continuing education programs and hosts the annual Driver Rodeo Program to help Drivers keep their driving, wheelchair securement and vehicle pretrip skills sharp. Division winners receive cash prizes and become eligible to participate in the National Rodeo along with Drivers from throughout the State.