

# Road Business

A quarterly newsletter from New Hampshire's Local Technical Assistance Program  
Fall 2023 - Volume 38, Number 7

## PULLING IT ALL TOGETHER

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Strategies to be a good supervisor

We're looking back at the great thoughts shared by members of the Leadership and Management Committee and Knowledge Team in their Successful Supervision series this year

and wanted to bring it all together and share some culminating ideas, specifically about the importance of empathy, inquiry, and honesty in leadership. We hope this information will give you "food for thought" and support new and experienced supervisors on their journey to confident leadership.



A key aspect of successful supervision is understanding that the development of a public works team starts immediately after a new hire is selected. These early times on the job are critical. In today's very competitive job market, supervisors must be prepared with the tools and resources to reinforce the new hire's decision to join your organization. It can be easy to get caught up in policies, forms, and procedures in those early days. An effective onboarding plan includes purposeful efforts to build engagement, culture, and connection with the new hire and the team; this includes the practice of empathy and inquiry, tools of your leadership practice that start from day one.

Another important strategy that takes time but is so worth the investment is getting to know your employees. We all operate with different personalities and very different communication styles.

*Continued on page 4*

Road Business is a quarterly publication. The editorial content, opinions, findings, and recommendations expressed in this newsletter do not necessarily reflect the views of our sponsors. To contact or subscribe, email us at [t2.center@unh.edu](mailto:t2.center@unh.edu), call 603-862-0030, or visit our website, [www.t2.unh.edu](http://www.t2.unh.edu).

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### About UNH T2 and NHLTAP

The UNH Technology Transfer Center fosters a safe, efficient, and environmentally sound surface transportation system by improving skills and increasing knowledge of the transportation workforce and decision-makers. As the site of the state's Local Technical Assistance Program, it works to enable local counties, cities, and towns to improve their roads and bridges by supplying them with a variety of training programs, an information clearinghouse, new and existing technology updates, personalized technical assistance, training videos and materials, and newsletters. LTAP Centers nationally are able to provide local road departments with workforce development services; resources to enhance safety and security; solutions to environmental, congestion, capacity, and other issues.

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# LIFE STARTS ALL OVER AGAIN WHEN IT GETS CRISP IN THE FALL.

-F. Scott Fitzgerald

After the unprecedented rain this summer, I welcomed the fall season; the dry, crisp nights, beautiful foliage, and firing up the wood stove. UNH T2 has had such a busy workshop season and this Fall, we were all over the state with workshops such as Snowfighters' Seminar, Calibration Lunch and Learn, ATSSA Flagger, Chainsaw Safety & Maintenance, and more. Thank you to everyone that attended workshops with us in 2023. Please let us know your thoughts about our workshop offerings and if there are any workshop topics you're interested in seeing.

We are busy this holiday season, finalizing our trainings and workshops for 2024. We have so much planned for next year! Please reach out to us to let us know how we can help support your team, whether it is training, information, resources, or anything else that we can do to help your team thrive!

Speaking of winter, Marilee developed a [Winter Storm Tracker Spreadsheet](#), an Excel workbook that allows you to easily capture and save winter storm data including precipitation, temperature, material and labor costs, material use, and more. If you'd like to access this valuable tool, please fill out the [web form](#).

The [UNH T2 NH Public Works Community of Practices Database Winter Operations section](#) is an online collection of information on the technologies, tools, best practices and safety countermeasures that are used in municipalities throughout the state. If your municipality is thinking about trying out new tools, technologies, or practices, this is a great way to see what other municipalities have implemented.



We wish you all a safe and healthy late fall and early winter season. Before you know it, we will be talking about warmer weather but until then, I hope that you are able to take some time to relax with family and friends this holiday season. We will see you in 2024!

*Stay safe and healthy - Lee Cooper*



Take the time to know your team and what works best for their communication style and yours. This may mean you work with individuals differently, but I guarantee you will see the benefits of valuing them as individuals. This process does not have to include any expensive assessment tools



(although some are excellent). You can all do a free five-minute personality test and learn lots about each other. You don't have to follow all the latest fads; the key is to engrain the results of the tool you selected so that the information becomes useful in day-to-day supervision practices.

Honesty and empathy also mean not letting a small problem or mistake become a stressor for the team. Leading a high-achieving team is wonderful, but no team is always perfect; we are all imperfect humans contributing to imperfect

teams. There will be times when you have to be the bearer of unwelcome news, such as a position elimination, termination, or other difficult personnel situation. Resist the urge to drive the dialogue through a script. While it's important to have planned and practiced this crucial conversation, be cautious of "reading" what's on a paper in front of you as a means to reduce your own discomfort. Remember that the person across from you—the one whose life is being impacted while you are suffering an uncomfortable ten-minute conversation—deserves to get the best of you during that time. That "best" includes honesty and empathy. Remember that the people you're working with are just that—people—who make mistakes, have difficult seasons in life, and have family at home that love them. Be fair, honest, respectful, and thoughtful in managing personnel issues in a responsive, timely manner, and be compassionate, even if that just looks like an acknowledgment that the conversation is difficult. Now, not every small issue needs to be an official sit-down heart-to-heart. We all bring "life" into "work" at some point or another and have a bad day, so sometimes a gentle check-in, an inquisitive conversation, or even asking if someone is open to feedback in follow up to behavior or incidents that seem out of the norm for them can help you reign in a potential performance issue.

There will be parts of supervision that you will not like. Who enjoys having a difficult conversation or terminating someone? But as a supervisor, it's sometimes the obligation to protect the organization and to support the team. And although it may take more time to delegate a task than to just do it yourself, remember that every time you extend a stretch opportunity to a team member—and back that challenge up with the risk tolerance to support them even in failure—you build their confidence and trust.

Put in the challenging work now of building trust, fairness, and honesty in your team, and all the other pieces of supervision will often fall in line. Remember that the next generation of our public works workforce wants to have a positive impact on your organization and their community. Give them tools to succeed, including a focus on their professional development and a way to recognize their efforts, and you will have built the foundation for employee retention. A happy, well-nurtured team encourages their friends to come to apply for jobs (a great support for your recruiting challenges). They work to keep one another safe and to adhere to policies and procedures because they know it is the right thing for everyone (a culture of safety and trust). And, of course, it all feeds into workplace dynamics—how you and your team feel about your work environment, your culture, and your mission.

*Continued on the next page*



## Some additional words of wisdom from our life experiences:

### Marilee:

One of my first “adult” jobs was supervising over 50 machinists. I was organized, punctual, could recite the company rules and HR lines, and had read all the “it” leadership books. And I was so green! When the supervisor “task” of the day was easy, like correcting a payroll entry, I was a rockstar. But leading people, particularly during demanding situations like performance reviews or terminations? Pit in my stomach, stone-faced, reciting the rule/company policy/ statement. I was book-smart and terrified. Here is the thing: I had never done the work the team members looking to me for coaching and guidance were doing and hadn’t lived and experienced the environment and the culture they were in. My feelings of imposter syndrome showed up in my engagement with them and my strategy for supervising.

Flash forward through my career in human resources and a couple of amazing mentors. I have come to better understand that my greatest tools in supervision are experience, a continuous practice towards empathy and inquiry, and the confidence to lead from a place of honesty. I remember a past manager’s advice when it came to having a difficult conversation—remember, in this small community, you’re going to see this person in the grocery store. I keep this advice in mind before and during difficult conversations to be fair, respectful, and empathetic.

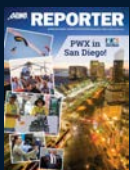
### Donna:

Our entire team participated in a DiSC assessment, a personal assessment tool to help improve teamwork, communication, and productivity in the workplace. I was excited about this process, but when I first read through my own personal report, I thought, “OUCH!” Is that really my communication style? I realized it was an accurate assessment, but it was not intended to be negative, just a framework that I could work within. The key was that I wanted to know the styles of our team so I could use this information to help identify the best strategies for working together and to use it as a tool to improve as a leader. I now have a visual in my office with the photos and style summaries for our whole team. I refer to it often, and it has really helped me reflect on ways to enhance our team dynamics and to be an honest and empathetic leader for this fantastic group of professionals.

Another impactful moment in my leadership journey was when I realized that annual performance evaluation time could be a meaningful opportunity to focus on the professional development of the individual, to identify what their goals were, how their goals align with the goals of the organization and how we could help them reach those goals. I have actually started to look forward to the annual effort.

Supervising well takes time—time to coach, time to document a performance problem in a way that is meaningful and fair, and time to set the team up for success now and into the future. Good supervisors are leaders, regardless of title. So, as supervisors, we have a choice to make. Am I going to supervise work and tasks and people, or will I lead and champion work and people?

Special thanks to the Leadership and Management Committee; their special series on Successful Supervision provided many tips and tools for improving workforce engagement, effectively enforcing standards in your organization, understanding the value of documentation as a supervisory tool, improving your delegation skills, and valuing and supporting the group dynamics in your team. If you have not had a chance to read the comprehensive articles, we encourage you to take the time to read lots of great information.



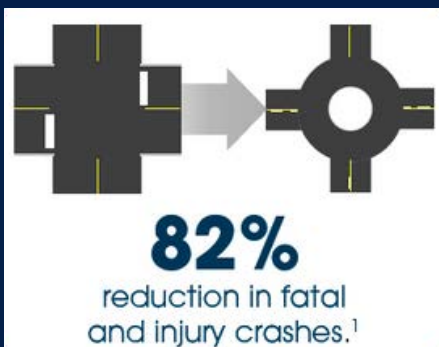
***This article was reprinted from the APWA Reporter - November 2023 Issue***

<https://www.apwa.org/news-media/reporter-magazine/>

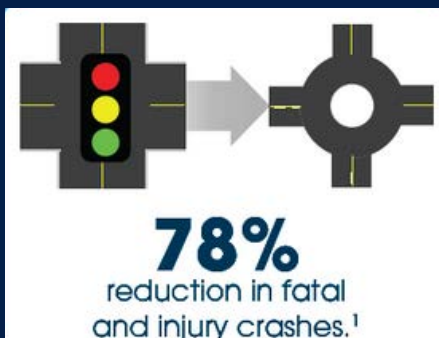


## Safety Benefits:

### Two-Way Stop-Controlled Intersection to a Roundabout



### Signalized Intersection to a Roundabout



For more information on this and other FHWA Proven Safety Countermeasures, please visit

<https://highways.dot.gov/safety/provensafety-countermeasures> and  
<https://highways.dot.gov/safety/intersection-safety/intersection-types/roundabouts>.

## Roundabouts

The modern roundabout is an intersection with a circular configuration that safely and efficiently moves traffic. Roundabouts feature channelized, curved approaches that reduce vehicle speed, entry yield control that gives right-of-way to circulating traffic, and counterclockwise flow around a central island that minimizes conflict points. The net result of lower speeds and reduced conflicts at roundabouts is an environment where crashes that cause injury or fatality are substantially reduced.

Roundabouts are not only a safer type of intersection; they are also efficient in terms of keeping people moving. Even while calming traffic, they can reduce delay and queuing when compared to other intersection alternatives. Furthermore, the lower vehicular speeds and reduced conflict environment can create a more suitable environment for walking and bicycling.

Roundabouts can be implemented in both urban and rural areas under a wide range of traffic conditions. They can replace signals, twoway stop controls, and all-way stop controls. Roundabouts are an effective option for managing speed and transitioning traffic from high-speed to low-speed environments, such as freeway interchange ramp terminals, and rural intersections along high-speed roads.

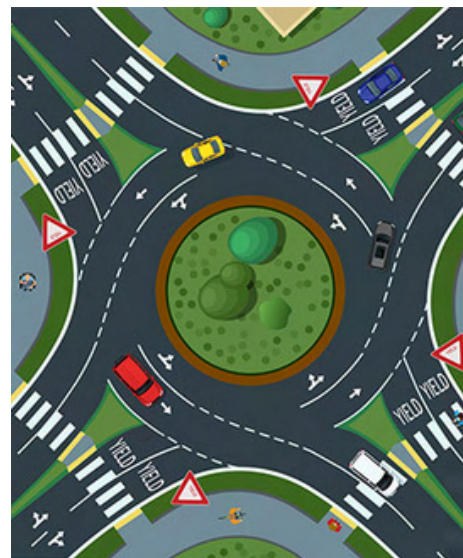


Illustration of a multilane roundabout.  
Source: FHWA



Example of a single-lane roundabout. Source: FHWA

<sup>1</sup> (CMF ID: 211,226) AASHTO. The Highway Safety Manual, American Association of State Highway Transportation Professionals, Washington, D.C., (2010).



# - CALLING ALL FUTURE - Advanced Master Roads Scholars



## HOW TO ACHIEVE YOUR ADVANCED MASTER ROADS SCHOLAR

Achieve 200 hours of Roads Scholar hours then complete a capstone.

### Capstone Projects:

- Traditional Capstone project
- Points Based Capstone project

**LEARN MORE ABOUT THE  
ROADS SCHOLAR  
PROGRAM HERE**

## EXAMPLES OF CAPSTONE PROJECTS AND ACTIVITIES

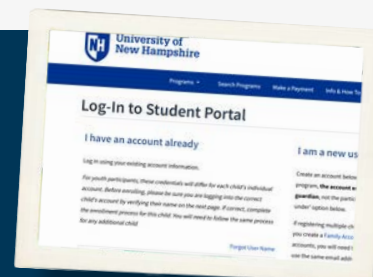
- Be a co-instructor for a workshop
- Volunteer to setup and “lead” a station at one of our Snowplowing 101 events (don’t worry, not “presenting” and no PowerPoint required)
- Submit a Build a Better Mousetrap nomination
- Contribute to the UNH communication plan through authoring newsletter articles, posts, etc
- Serve on a statewide or regional industry association board such as NHPWA, NHPWMA, NAWIC, NH Road Agents, or New England APWA for one year

**LEARN MORE ABOUT THE TRADITIONAL  
CAPSTONE PROJECTS HERE**

**LEARN MORE ABOUT THE POINTS BASED  
CAPSTONE IDEAS HERE**

## HOW TO CHECK YOUR ROADS SCHOLAR STATUS

*IMPORTANT: To access information about past and pending achievements in the NH Roads Scholar program, you must be logged into your individual student profile, and not the group administrator's group account.*



- After logging in under "Student" at [learnforlife.unh.edu](http://learnforlife.unh.edu), choose My Certificates/Special Programs from the Student homepage (scroll down in the left navigation bar to find this)
- You will be brought to a listing showing all available Roads Scholar levels ("Certificates"), as well as the status of each level ("Certificate")
- Click on any Certificate to get more detail on how many hours you've completed, and the hours required to complete the certificate (including hours required by category- Supervisory, Environmental, Technical, or Safety as applicable)
- If you want more details or information on which courses are applicable to the certificate (Roads Scholar level) click on any showing "Applicable" for more information including if the course is available for enrollment.

# Strategic Workforce Development



Innovative strategies to identify, train, place, and retain workers in highway construction jobs that support the Nation's highway system.



The demand for highway construction, maintenance, and operations workers is growing while industry is experiencing a revolution of emerging technologies that will require new skills. To attract and retain workers in the contractors' workforce, new resources are available to help State, local, and tribal communities compete with other industries and demonstrate the value of a career in transportation. Increasing the highway construction workforce can help communities thrive while solving one of today's most persistent national transportation problems and offers an opportunity to recruit underrepresented groups, including minorities and women, to jobs that can change their lives.

## AN INDUSTRY AND PUBLIC WORKFORCE COLLABORATION

According to a [2021 national survey](#) by the Associated General Contractors of America (AGC), 89 percent of construction firms reported difficulty finding qualified workers. In addition, the [U.S. Bureau of Labor Statistics](#) estimates that construction occupations are projected to grow 4 percent from 2021 to 2031.

FHWA partnered with the American Association of State Highway and Transportation Officials, AGC, the American Road & Transportation Builders Association, and the U.S. Department of Labor's Employment and Training Administration to bring together various parties interested in workforce development in the highway construction field. One result of this partnership is a highway construction workforce development playbook called "[Identify, Train, Place](#)." The playbook helps State, local, and tribal communities identify, train, and place workers in the contractor workforce to meet resource needs to

deliver highway construction projects. The playbook includes simple, repeatable "plays" that departments of transportation (DOTs), workforce development boards, community colleges, non-profits, and contractors can use. The plays reflect solutions to workforce development challenges and are customizable to local needs. Additionally, with its workforce partners, FHWA developed a comprehensive [toolkit](#), with factsheets, profiles, case studies, and marketing materials.

## BENEFITS

**Effective Solutions.** Case studies, pilot profiles, and other resources are available to help identify potential workers to enter highway construction training programs and careers.

**Proven Training.** Agency collaborations have created successful highway construction training programs that are graduating trained employees ready for the workforce.

**Customizable Outreach.** Strategic workforce development toolkit materials and outreach events can boost efforts to place and retain workers in highway construction careers.

## STATE OF PRACTICE

Across the country, State DOTs are partnering with workforce development boards, community colleges, nonprofits, and contractors to tackle the shortage in qualified workers for highway construction projects.

- Texas's [ConnectU2Jobs](#) program prepares and trains justice-involved young adults between the ages of



- ▶ 18 and 24 for careers in the heavy highway construction industry. Two cohorts graduated in 2022, and almost all cohort participants graduated with their National Center for Construction Education and Research (NCCER) Core Construction Level 1 Certification and NCCER Heavy Equipment Operator Level 1 Certification.
- ▶ The Arizona chapter of the AGC developed an [Industry Readiness Program](#) that offers 10 weeks of on-the-job training for job seekers entering the heavy civil construction industry. In 2021, 121 trainees participated in the program and 19 apprentices reached journeyman status.
- ▶ Idaho's Highway Construction Workforce Partnership established a [Heavy Equipment Operator Training](#) program that includes certifications in heavy equipment operation as well as hazardous waste operations and emergency response. In 2022, 92 percent of the trainees graduated the program and 80 percent obtained jobs in the construction industry.

## RESOURCES

[Strategic Workforce Development Factsheet](#)

[Strategic Workforce Development Toolkit](#)

[Strategic Workforce Development Storyboard](#)

Subscribe to [SWD e-News](#)

## Webinars/Videos

[Highway Construction Workforce Partnership Webinars](#)

[Innovation Spotlight: Strategic Workforce Development](#) (2:37) 04/21



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# Celebrating 2023 MASTER ROADS SCHOLARS

## CONGRATULATIONS!



The University of New Hampshire Technology Transfer Center (UNH T2) proudly recognized the latest NH Master Roads Scholars at a luncheon held in their honor on Thursday November 3rd, 2023 in Manchester, NH. The prestigious Master Roads Scholar award level recognizes transportation, public works, and highway maintenance professionals that complete at least 100 hours of classroom training with UNH T2 across content disciplines including safety, environmental, supervisory, and technical topics.

Master Roads Scholars contribute their knowledge, expertise, and awareness of new technologies and techniques in road management to road agencies across New Hampshire, both through their practical application of their learning, as well as through mentorship and collaboration with public works colleagues. Their dedication to professional development supports safe, effective roadways for NH residents and visitors.



**The following individuals were recognized at the luncheon for their achievements as Master Roads Scholars:**

Adam Mendoza • Pembroke  
Ralph Lucas • Littleton  
Robert Harrington • New London  
Shawn Dumont • Hooksett  
Thomas Bartula • Hooksett

**The following individuals were recognized for their achievements as Master Roads Scholars:**

Don Lashua • Enfield  
Gary Clifford • NHDOT  
Geoff Benson • Salem  
Greg Blecharczyk • Merrimack  
Wayne Almon • Exeter  
William Sargent • Littleton

### UNH T2 New Hampshire Roads Scholar Program

25 hours Roads Scholar I	50 hours Roads Scholar II	75 hours Senior Roads Scholar	100 hours Master Roads Scholar and Safety Champion Award	150 hours Master Roads Scholar II
	5 Environmental 10 Safety 5 Supervisory 20 Technical 10 additional			

Advanced Master Roads Scholars - 200 hours & Capstone Project



# Congratulations

## 2023 MASTER ROADS SCHOLARS







# 2023 New Hampshire MASTER ROADS SCHOLARS





*Coming soon!*

# UNH T2 2024 CALENDAR

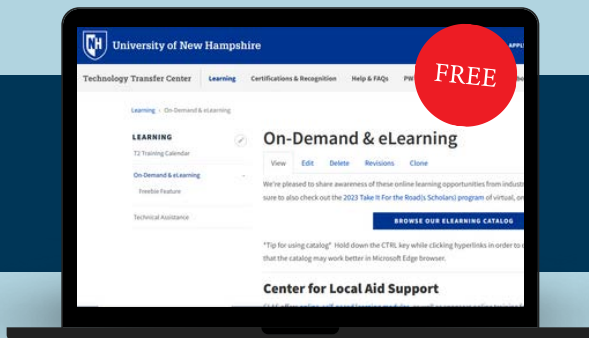
**DID YOUR PUBLIC WORKS  
DEPARTMENT MOVE THIS YEAR? DO  
YOU HAVE A NEW DPW DIRECTOR OR  
ROAD AGENT?**

**PLEASE EMAIL US AT  
T2.CENTER@UNH.EDU SO WE CAN BE  
SURE YOU RECEIVE YOUR COPY OF  
THE 2024 TRAINING CALENDAR.**



## FREEBIE FEATURE

*Are you employed by a local  
road agency and would like to  
attend high-quality training and  
receive NH Roads Scholar  
hours, virtually at your own  
pace on your own time, FREE?*



**LEARN MORE**



## TECHNOLOGY TIP

**Sending an email to  
someone that is  
informational only? CC the  
person and leave only  
those who have specific  
actions required on the  
“To” line**



*Check out our*  
**EMAIL ETIQUETTE**  
— TIP SHEET —

# Basic Heavy Equipment Safety Pre-Operation Checklist



It is important as a heavy equipment operator to plan for safety. What is meant by planning for safety? Planning time into your schedule to complete the steps which will ensure a safe working environment. Don't take short-cuts. The time it takes to respond to an accident, including injury time, down-time, etc., will always be longer than the time it will take you to perform safety checks.

**Safety should always be a heavy equipment operator's top priority!**

So how should a heavy equipment operator begin to plan for safety? For basic heavy equipment safety, an operator should plan for safety before the equipment is even turned on for the first time during a shift. The following are general steps which any heavy equipment operator should incorporate into their pre-operation safety routine to ensure a safer work environment for them and others around them (NOTE: these are NOT all the steps an operator should take to ensure safety – also refer to your equipment operator's manual for equipment specific and other general pre-operation safety steps).

## CIRCLE OF SAFETY WALK AROUND

**A. A circle of safety walk-around inspection is a basic step in pre-operation safety**

1. Criteria for the walk-around inspection
  - a. When you have been out of sight of the machine
  - b. When you are more than 25 feet away from the machine
  - c. Before starting or re-starting and moving the machine

**B. The walk-around lets you ensure no one is near the equipment**

1. Keep everyone clear, especially before moving any component of the equipment or when moving the equipment
2. Always be alert for anyone near the equipment

**C. The 30 seconds a circle of safety walk-around takes may save a life**

Did you do  
your Circle  
of Safety  
walk  
around?



# Basic Heavy Equipment Safety Pre-Operation Checklist

## PROPER ENTRY AND EXIT

**A. Falling is a major cause of personal injury**

**B. Proper entry and exit of heavy equipment is important**

1. Always face the machine while entering and exiting
2. Maintain three points of contact with the equipment (two hands and a foot, or two feet and a hand)
3. The three-point method helps prevent falls
4. Do not use the controls as handholds

**C. Keep your boots as clean as possible**

1. Minimizes slipping when entering and exiting

**D. Never jump on or off the equipment at any time**

**E. Never climb on or off equipment that is in motion**

**F. Be careful of slippery conditions on platforms, steps and handrails**

## SEAT BELT CHECK

**A. Proper seat belt use is mandated by federal and state regulations as well as being a manufacturer requirement**

**B. Seat belt requirements**

1. Properly adjusted
2. Snug, but not so tight as to cause discomfort

**C. Seat belts should always be worn**

1. Minimizes slipping when entering and exiting

**D. If the seat belt is not functioning properly or is damaged, notify the mechanic or your supervisor immediately and do not operate the equipment**



# Road Business

## Word Search

B	G	N	I	T	T	E	W	E	R	P	S
C	L	J	R	S	V	I	L	I	T	R	D
A	P	I	Q	A	B	C	O	T	O	G	E
L	K	S	I	L	S	A	S	H	R	E	I
I	C	C	S	T	O	R	M	F	M	L	C
B	A	B	U	S	E	W	A	I	W	I	I
R	D	I	B	R	I	N	E	L	O	G	N
A	H	I	R	U	T	S	S	W	N	H	G
T	B	E	U	V	N	W	E	U	S	E	I
I	A	T	I	S	A	S	O	N	R	R	E
O	D	N	M	T	G	L	A	L	O	T	R
N	K	T	R	E	T	N	I	W	P	R	R

**SALT**

**SNOW**

**STORM**

**BRINE**

**PLOW TRUCK**

**WINTER**

**DEICING**

**PRE-WETTING**

**CALIBRATION**

**SUBMIT YOUR COMPLETED ENTRY TO [T2.CENTER@UNH.EDU](mailto:T2.CENTER@UNH.EDU) BY 01/15/2024 FOR A CHANCE TO WIN A FREE WORKSHOP SEAT!**





# TAILGATE TALK PREVENTING SLIPS & FALLS ON SNOW & ICE

**TAILGATE TALK LINK • [HTTPS://NLTAPA.ORG/WP-CONTENT/UPLOADS/2020/09/SLIPSONICESNOW.PDF](https://nltapa.org/wp-content/uploads/2020/09/SLIPSONICESNOW.PDF)**

With winter weather comes an increased risk of slips and falls due to icy or snow-covered sidewalks, parking lots and work areas. According to the National Safety Council, these injuries account for about 15% to 20% of all workers' compensation costs. Now is the time to ensure precautions are taken to minimize the risk of slip and fall injuries in the winter months ahead. Here are some tips for winter safety around the county garage, yard, outpost, district and CO locations:

- Keep adequate supplies of snow and ice removal tools in readily accessible areas.
- Shovel and salt as often as necessary to keep walking areas clean and dry.
- Make a note of areas where ice tends to form and deal with those right away. A single person should be assigned responsibility for monitoring and coordinating snow and ice removal efforts.
- Limit walking to designated walkways and don't take shortcuts over snow piles and in areas where snow and ice can't be removed.
- Test the travel path for slickness by sliding your shoe or boot on it before walking.
- Take short steps to maintain your center of balance over your feet. Walk slowly and never run on snow or ice covered surfaces
- Place high quality, beveled-edge mats in walking areas subject to water or snow accumulation. Change these mats regularly to ensure those in place are reasonably dry.
- Be extremely careful when climbing on and off trucks and heavy equipment, especially after running a snow route. Always observe the "three points of contact" rule and never jump off a truck or loader. Watch out for icy conditions on the garage floor, wash bay, or outdoor location when power washing equipment after a storm has passed.

## **STAY SAFE!**

Never walk with your hands in your pockets, especially on icy or snowy surfaces.

While snow removal and frequent salting can help, there are times when totally eliminating the hazard can't be done right away. If you're the first to arrive at work, being aware of the danger of slipping and falling is important. You should anticipate the fact that you're likely to fall at any moment when walking on ice. If you do fall, you should try to avoid landing on an elbow, knee or outstretched hand. Taking the full impact of a fall on a small area many times results in a broken bone.

As strange as it may sound, the "art of falling" has a key point here. Try to make your arms and legs strike the ground at the same time, just before the rest of your body makes contact. You can then use your shoulder, thigh and knees and a shock-absorber. If you can do this, you can break your fall by spreading out the worst of the striking force.

If you wear leather-soled shoes in bad weather, you're asking for trouble. That's because there's no friction between your shoes and the ice. Wear shoes with low heels and soles with slip-resistant material such as soft rubber, neoprene, or crepe. There's a lot of that type of footwear available. Take shorter steps to keep your center of gravity right over your feet.

Smooth and flat surfaces such as those on an ice rink are less hazardous than the usually rough surface found on roadways, parking lots and sidewalks. That's because there are fewer places to cause a stumble, trip or twist. Also, snow is a lot less slippery than ice, so it might be better to drive or walk through snow to avoid an icy spot. However, there might be a surprise - snow on top of ice is extremely dangerous and more slippery than bare ice. Also, try not to track snow into buildings. Wipe your feet at the entrance so others won't slip and fall on melted snow.

*Users of this tailgate talk are advised to determine the suitability of the information as it applies to local situations and work practices and its conformance with applicable laws and regulations*

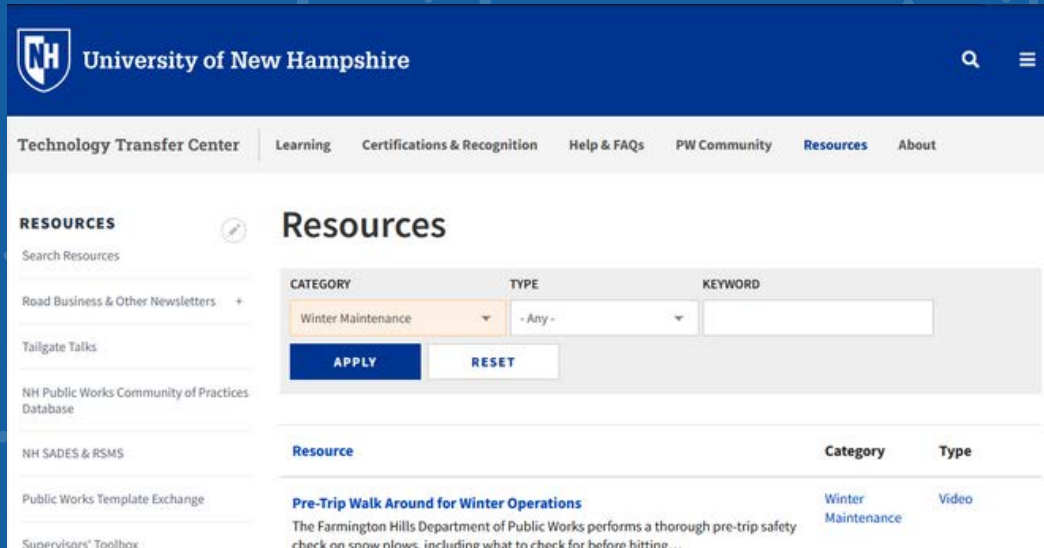


- Take short steps and walk at a slower pace
- Wear footwear that has good traction and insulation (e.g. insulated and water resistant boots or rubber over-shoes with good rubber treads)



# UNH T2 WINTER MAINTENANCE RESOURCES

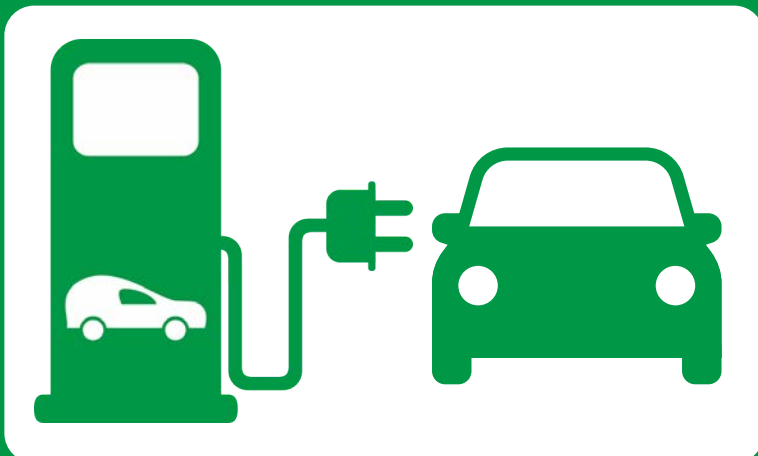
Did you know we have a resources section on our website? The resources section is searchable by category, type, and keyword. The Winter Maintenance category features links to videos, fact sheets, and more!



**VIEW THE  
DATABASE HERE**



## HAS YOUR MUNICIPALITY ADDED ELECTRIC VEHICLES TO YOUR FLEET?



We want to hear  
more about it!

Please email  
[lee.cooper@unh.edu](mailto:lee.cooper@unh.edu)

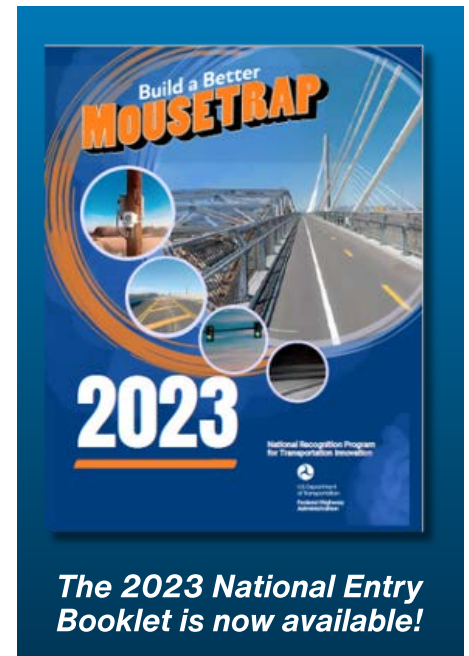
# Build a Better **MOUSETRAP**

National Recognition Program  
for Transportation Innovation

FHWA annually recognizes innovation among local agencies and tribes through the Build a Better Mousetrap (BABM) national competition. BABM shines a spotlight on those frontline workers who use their expertise and creativity to solve everyday problems that improve safety, reduce costs, and increase efficiency.

The FHWA Office of Innovation and Workforce Solutions - Local Aid Support administers the BABM national competition. Entrants are winners from competitions throughout the country.

This year's winners were selected based on an innovation's cost savings, benefits to the community or agency, ingenuity, importance and impact, time savings, and ease of transference to other agencies.



## 2023 National Winners

### Smart Transformation Award Winner

*St. Louis County, MN Public Works  
Department*  
Solar-powered Remote Cameras

### Pioneer Award

*City of Walnut Creek, CA*  
Safe Sightings of Signs and Signals  
(SSOSS) Software

### Innovative Project Award

*Confederated Tribes and Bands of the  
Yakama Nation*  
Mobile Unit Sensing Traffic (MUST) Device

### Bold Steps Award

*New Jersey Department of  
Transportation*  
Road Diet to Preserve Old Bridge



## CHECK IT OUT!

Build a Better Mousetrap  
2023 Winners video from  
FHWA Local Aid Support!



# WINTER STORM RESPONSE TRACKER



**CHECK OUT THE HOW TO VIDEOS  
ON OUR YOUTUBE CHANNEL!**

We are excited to share our updated and enhanced Winter Storm Response Tracker, an Excel workbook that allows you to easily capture and save winter storm data including precipitation, temperature, material and labor costs, material use, and more. With minimum setup you can customize the spreadsheet to your municipality. We are rolling this out as beta testing at this point, with the hopes that early users will report any errors, issues, or general feedback to me so we can continue improving this resource.



**CLICK HERE TO REQUEST ACCESS**



U.S. Department of Transportation  
**Federal Highway Administration**

**ZERO** IS OUR GOAL  
A SAFE SYSTEM IS HOW WE GET THERE



FHWA-SA-23-011

Source: FHWA

# FUNDING SAFETY FOR ALL.

FHWA encourages implementation of projects and programs that improve safety, equity, and accessibility for all road users. Take the first step toward exploring federal funding opportunities for your Complete Streets Network.

Federal Transit Administration Grant Programs

National Highway Performance Program

Surface Transportation Block Grant Program

Bridge Replacement and Rehabilitation Program

Highway Safety Improvement Program

Congestion Mitigation and Air Quality Improvement Program

Bridge Investment Program

Transportation Alternatives

Carbon Reduction Program

Tribal Transportation Program

Metropolitan Planning Funds

PROTECT

Railway-Highway Crossing Program

Statewide Planning and Research

Recreational Trails Program

Bridge Formula Program

Railroad Rehabilitation & Improvement Financing

TIFIA Program

Federal Lands and Tribal Transportation Programs

Tribal Transportation Program Safety Fund

ATTAIN

RAISE Discretionary Grants

INFRA Grants

Safe Streets and Roads for All Grants

Transit Oriented Development

Reconnecting Communities Pilot Program

Areas of Persistent Poverty Program

National Scenic Byways Program

Active Transportation Infrastructure Investment Program



Interested in learning more? Visit the FHWA Complete Streets Funding site: <https://highways.dot.gov/complete-streets/make-complete-streets-default-approach>. In addition to funding, FHWA provides guidance, technical assistance, and other resources to improve safety in projects, policies, and procedures.