

City of Fort Worth, Texas

Job Description

Classification Title	Safety Manager		
Job Code:	MG1721	Job Family:	Management
Pay Grade:	614	Date Created:	02/19/2018
FLSA Status:	Exempt	Date Revised:	10/10/2024

GENERAL SUMMARY

Directs, manages, supervises and coordinates the activities and operations of the safety section within the Risk Management division of the Human Resources Department. Coordinates assigned activities with other divisions, departments and outside agencies; and provides complex administrative support to either the Risk Management Assistant Director and/or the Human Resources Director.

ESSENTIAL DUTIES & RESPONSIBILITIES

The intent of this job description is to provide a representative summary of the major duties and responsibilities performed by incumbents of this job. Incumbents may be requested to perform job-related tasks other than those specifically presented in this description.

1. Supervises staff, which includes prioritizing and assigning work; conducting performance evaluations; ensuring staff is trained; ensuring employees follow policies and procedures; maintaining a healthy and safe working environment; and, making hiring, termination, and disciplinary decisions or recommendations.
2. Manages the City's drug and alcohol testing programs, ensuring compliance with all Commercial Driver's License (CDL) requirements, Department of Transportation (DOT) regulations, and FMCSA (Federal Motor Carrier Safety Administration) standards.
3. Oversees the administration of safety-related programs, including testing protocols, reporting, and employee education to ensure adherence to federal, state, and local regulations governing workplace safety and substance abuse prevention.
4. Analyzes safety data related to workplace accidents and incidents, identifying trends and developing both long-term and short-term strategies to reduce injuries and enhance overall safety performance.
5. Monitors and evaluates the quality, responsiveness, efficiency and effectiveness of safety programs, service delivery methods and procedures; and works with employees on the continuous improvement of risk management programs.
6. Serves as a safety consultant to all city departments, offering guidance and solutions to address and resolve safety issues, ensuring compliance with regulations and promoting a culture of safety.

7. Oversees and conducts thorough accident investigations and safety inspections, ensuring root causes are identified and corrective actions are implemented to prevent recurrence.
8. Develops, evaluates, and monitors the effectiveness of the organization's safety program, designing and delivering training initiatives aimed at preventing accidents and minimizing workplace injuries.
9. Oversees and implements regulation changes provided by Occupational Safety and Health Administration (OSHA) regulations, ensuring compliance with all relevant safety standards.
10. Monitors contract compliance from outside vendors or administrators in assigned program area, including employee benefits, and employee assistance program staff, and special projects.
11. Coordinates and participates in the revision of City personnel policies and procedures in assigned program area; and ensures compliance with policies and procedures.
12. Oversees and participates in the development and administration of the division's annual budget. Participates in the forecast of funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures; and implements adjustments.
13. Serves as the liaison for the safety division or program area with other divisions, departments and outside agencies. Negotiates and resolves sensitive and controversial issues; serves as a representative on a variety of boards, commissions and committees.
14. Performs other related duties as required.
15. Adheres to assigned work schedule as outlined in the Department and City attendance policies and procedures; ensures all behaviors comply with the City's Personnel Rules and Regulations.
16. Pursuant to the City of Fort Worth's Code of Ordinances and Personnel Rules and Regulations, employees in this position cannot file an appeal of disciplinary actions taken against them.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Principles and practices of safety management, program development and administration.
 - Modern office equipment including computers, and supporting word processing and spreadsheet applications.
 - Principles and practices of record keeping and report preparation.
 - Principles and practices of municipal budget preparation and administration.
 - Principles of supervision, training and performance evaluation.
 - Pertinent Federal, State and local laws, codes and regulations.
- **Skill in:**
 - Organization and time management.

- Interpersonal relations.
- Conflict resolution.
- Computers and applicable software.
- **Ability to:**
 - Communicate clearly and effectively, both orally and in writing.
 - Interpret, explain and apply City personnel policies, procedures, rules and regulations in assigned program area.
 - Apply principles and practices of safety.
 - Act as a professional resource in assigned human resources program/area.
 - Select, supervise, train and evaluate subordinate employees.
 - Participate in the development and administration of division goals, objectives and procedures.
 - Prepare clear and concise administrative reports.
 - Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
 - Research, analyze and evaluate new service delivery methods and techniques.
 - Operate modern office equipment including computers, and supporting word processing and spreadsheet applications.
 - Interpret and apply federal, state and local policies, laws and regulations.
 - Establish and maintain effective working relationships.

MINIMUM JOB REQUIREMENTS

Bachelor's degree from an accredited college or university in Safety Management, Occupational Health and Safety, Science, Environmental Safety, Engineering, Business Administration, or a closely related field and five (5) years of safety experience, including two (2) years of administrative and supervisory responsibility.

OTHER REQUIREMENTS

Valid Texas Driver's License.

Possession of a Certified Safety Professional (CSP) Certification.

WORKING CONDITIONS

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Depending on assignment, positions in this class typically require touching, talking, hearing, seeing, grasping, standing, walking and repetitive motions.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Sedentary Work – Depending on assignment, positions in this class typically exert up to 10 pounds of force occasionally, a negligible amount of force frequently, and/or or constantly having to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.