



Bobby L. Glass Jr MS, CSP, ASP, CHST, CSMP

G3 Safety Services

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Career Objective

To provide the best safety services possible believing that “zero” incidents/accidents can be accomplished through teamwork, and organizational support.

Key Skills

Core Safety Program Management Skills	
❖ Safety & Health Program Development and Implementation	❖ Safety Culture Development and Leadership Engagement
❖ Injury and Illness Prevention Programs (IIPP)	❖ Strategic Safety Planning and Continuous Improvement
❖ Behavior-Based Safety (BBS)	❖ Safety Management Systems
❖ Hierarchy of Controls	❖ Risk Assessment Analysis
Regulatory & Compliance Expertise	
❖ Occupational Safety & Health Administration (OSHA) Standards Compliance	❖ American National Standards Institute (ANSI) Standards
❖ Environmental Protection Agency (EPA) Regulations	❖ National Fire Protection Agency (NFPA) Codes & Standards
❖ Department of Transportation (DOT) Compliance	❖ Audit Readiness & Regulatory Inspections
Risk Management & Hazard Control	
❖ Job Hazard Analysis (JHA) / Job Safety Analysis (JSA)	❖ Hierarchy of Controls Implementation
❖ Hazard Identification and Risk Assessment (HIRA)	❖ Incident Investigation & Root Cause Analysis
❖ Industrial Hygiene (air monitoring, noise, exposure control)	❖ Safety Metrics
Training & Communication	
❖ Safety Training Program Development and Delivery	❖ Toolbox Talks and Safety Meetings
❖ OSHA 10/30 Instruction	❖ Safety Communication and Employee Engagement
❖ Competent Person	❖ Hazardous Materials (HAMAT)(DOT)
❖ General Industry Standards	❖ Construction Standards
❖ Safety Talks/Toolbox Safety Meetings	❖ Ongoing Competency Training
Field Operations & Construction Safety	
❖ Confined Space Entry	❖ Excavation & Trenching
❖ Lockout/Tagout (LOTO)	❖ Heavy Equipment
❖ Fall Protection	❖ Emergency Action Planning



Work Experience

(2021 – 2026)

G3 Safety Services/Consultant (2018 – Present)

(April 2018 – Present)

Director – Safety, Health, DOT & Environmental

Reports directly to the President/CEO & Vice President and maintains proactive, frequent and open communication. Responsible for managing the safety, health, environmental, Department of Transportation (DOT) and risks associated with construction/general industry projects and company operations. Responsible for proactively directing, developing, planning and implementing the Company's safety program to assist in developing a safe, healthy and accident-free work environment. Investigate applicable vehicle and FMCSA/DOT accidents and develop reports for insurance company, and attorney. Provide MOT/Flagger Training. Support Executives, Management and Field Personnel ensuring each construction project is conducting operations in a safe manner for the protection of our employees, clients, subcontractors and the general public.

Support efforts to comply with applicable federal, state, county and local safety related regulations. Sets the tone for corporate safety and risk management, demonstrates strong leadership skills, works well in a team environment, has excellent communication skills and strives to enrich the Company Culture.

- Develop and oversee field staff to enhance compliance with aspects of managing Site Specific Safety Plans.
- Ensure Modes of Transportation (MOT) and other DOT requirements are met (flagging, barricades, etc.)
- Heads any and all OSHA informal conferences and builds case for reductions in categories, fines with ultimate goal to vacate citations and protect employees.
- Represent the organization in national, community or industry safety groups and programs (NUCA, AGC, ASSP, IHMM).
- Conduct Company job-site periodic safety inspections.
- Provide support to field staff in the event of an OSHA or other regulatory inspections/visit.
- Prepare, study and analyze industrial accident causes and hazards.
- Assist the Occupational Safety and Health Administration (OSHA) when requested and make recommendations to resolve any deficiencies.
- Assess ways for reducing claim costs.



- Research and manage ways to reduce the net premium paid by improving the experience modifier.
- Record and compile data, update logs, monitor equipment and schedule maintenance.
- Train employees in proper procedures and conduct periodic emergency evacuation drills to ensure planning is effective.
- Provide recommendations and assist field safety managers, project managers, and superintendents as required.
- Ensure compliance with corporate worker's compensation program including working with internal personnel and third-party administrators/legal counsel, to effectively investigate and resolve claims in a cost-effective manner.
- Perform and oversee investigation of accidents, injuries and unsafe working conditions to include interfacing with workers compensation claims and communication with injured workers and return-to-work strategies.
- Cooperate in the preparation of material and evidence for organizational use in hearings, lawsuits and insurance investigations. Provide recommendations for remedial action.
- Remain current on federal, state, county and local safety regulations. Keep management advised of new or revised regulations and their projected impact.
- Plan and implement programs to train managers and employees in work site safety practices, safe equipment operating techniques and fire prevention for job sites and office.
- Facilitate/conduct employee training in first aid and CPR.
- Ensure new employees receive safety instructions prior to beginning work. Emphasize any specific site hazards and thoroughly explain all applicable precautions.
- Provide training and education to all levels of staff, as required, by Federal and State safety regulations.
- Develop/review new Subcontractor pre-qualification documentation to ensure they have an acceptable safety record and communicate with the Project Manager of their acceptance or rejection.
- Plan and implement risk management, safety policies and procedures in compliance with applicable federal, state, county and local rules and regulations, including safety data sheets (SDS) requirements, for both field and office operations, to maximize a safe working environment.
- Act as corporate contact for any federal, state or municipal safety or risk management authority and/or personnel, including, but not limited to OSHA and/or DOT.
- Manage and oversee motor vehicle fleet safety program and conduct driver background investigations to qualify authorized drivers.



- Maintain a work atmosphere by acting and communicating in a manner to ensure positive relationships with clients, subcontractors, co-workers and management.

Energi Insurance, Peabody, MA (2013-2018)

Manager - Regional Safety

Management oversight of Southern book of business; therefore, directing, managing and assisting policy/non-policy holders and brokers/agents with overall Safety, Health, Environmental and Transportation compliance program needs. Ensure effective systems are in place for implementation and monitoring of compliance audits, safety trainings, and determine if risks meet “Best Practice” guidelines. The goal is to identify and assess risks and effectively implement safety programs to reduce losses on prospective and existing risks. Keep an open line of clear communication with CEO and VP of Operations along with interrelated departments such as the insured, underwriting, claims, broker services and agents. Manage field investigation and sight review for initial claim assessments. Oversee and direct extended environmental cleanups with the ability to manage remediation, vendors, contractors and other outside professionals.

- Act as a speaker during Annual Risk Management Summit (topics vary).
- Act as southern region OSHA, EHS & FMCSA/DOT liaison safety contact for all Insured’s and other region staff.
- Develop safety manuals, policies and best work practices for Insured’s and act as a safety resource for Insured’s and Agents.
- Provide specific recommendations to improve desirability of prospective risks.
- Conduct field investigations of loss claim for industry related claims and oversee job sites to verify company expected results are achieved.
- Develop safety video scripts, webinars and presentations.
- Develop and present various training programs regarding all areas of coverage, including general liability, automobile, and workers compensation.
- Conduct detailed compliance audits.
- Communicate prospective risk issue or concerns and non-compliance with “best practices”.



Miami Dade County Health Department (MDCHD), Miami, FL (2007-2012)
Florida Department of Health-Environmental Health and Engineering Division

Manager - Safety, Security, Facility Maintenance, General Services

Promoted to serve as lead authority on safety, security, maintenance and general services for 48 locations within Miami-Dade County; conducted testing, evaluation, and

verification to ensure compliance with regulatory, state and internal standards. Consulted with Senior Leaders, State Representatives, Administration, Safety Committee Members, Managers, Supervisors and Engineers on best practices for purchases of new equipment, public health emergencies, claims cost reduction, investigations, corrective actions, strategic planning, new building acquisitions and new structures totaling over 100,000 sq. ft.

- Policy and Procedure Implementation – Developed and implemented applicable OSHA regulatory requirements and Standard Operating Procedures for Miami Dade County Health Department locations. Completed 100% annual reviews and training.
- Audit Management – Contributed to workgroup that transformed the Safety audit function from management to compliance driven process; currently completing 100% of on-time inspections with corrective action rate of 98%.
- Strategic Planning – Participated as Sr. Leader to assist group in development of MDCHD strategic plan aligning with Mission, Vision, and Values of the organization. Implemented safety, security, maintenance, general service and sustainability initiatives which assisted in winning the 2012 Governor’s Sterling Award (Quality).
- Process Development – Established several work groups to develop, implement and train applicable staff on safety processes; was asked to provide Florida International University with process followed to lean out internal safety, security, maintenance and general service request system with applicable indicators.
- Staff Development – Trained 22 Safety Committee members as audit team members, allowing participants to quickly utilize newly acquired knowledge within facilities.

Miami Dade County Health Department (MDCHD), Miami, FL (2005-2007)
Florida Department of Health – Environmental Health and Engineering Division

Safety Specialist

Hired to develop and implement a first-time safety plan/program for the organization.



- and Procedure Implementation – Organized, developed and initiated first organized Safety Committee with Charter, consisting of and representing 22 programs. Developed and implemented safety manual which became instrumental in dealing with Public Health emergencies as well as daily operations.
- Regulatory Compliance – Spearheaded safety compliance efforts to ensure overall compliance of OSHA, EPA, State and other regulatory requirements.
- Staff Development – Reversed prior history of low morale and incomplete processes and training by creating monthly training and cross-training program, leading to improve accident reduction and investigations. First year reduced costs by \$110,000.

Allied Waste/BFI Industries, Marietta, GA (2003-2005)

Fortune 500 provider of solid waste and recycling services

Southeast Safety Manager

Promoted to develop and implement policies and management systems in EHS, DOT, loss prevention and auditing. Supported the Division Vice President, General Managers and Division Safety Representatives (DSR) covering five states. In one quarter \$350,000 saved, which started a downward trend of cost and claims (ownership).

- Policy and Procedure Implementation – Conducted site visits 24/7 to ensure and assist DSR, Supervisors and General Managers with development and implementation of OSHA/EHS/DOT regulatory and company requirements. Evolved corporate safety programs, from general oversight to site specific programs allowing better understanding and creating ownership.
- Staff Development – Spearheaded divisional safety and employee route observation training with supervisors, staff and DSR to ensure understanding of process; therefore, reducing potential injury factors.
- Regulatory Compliance – Organized site reviews of site-specific programs as well as office buildings, shops, welding, confined spaces, landfills (hazardous/non-hazard), transfer stations, recycling centers, hauling vehicles, new hire orientation packets and employee route observations. Spearheaded OSHA/EHS/DOT compliance efforts with Divisions, Corporate and Regulatory agencies to facilitate project success.



Allied Waste (BFI) Industries, Marietta, GA (2001-2003)
Fortune 500 provider of solid waste and recycling services

Corporate Compliance Auditor

Point person to develop and implement Safety, Health and DOT auditing protocols for company-wide compliance initiatives and occasionally perform District Safety Manager duties as requested.

- Regulatory Compliance – Conduct site OSHA/EHS/DOT assessments and assist Division General Managers with implementing abatement measures to prevent loss to employees, assets and community members. Functioned as primary liaison between company and regulatory agencies.

Safety Compliance Solutions, Savannah, GA (1999-2001)

Principal Consultant

Developed company and performed consulting services in manufacturing, solid waste, construction and general industry regulatory requirements. Services included management and employee training, facility auditing, cost analysis, corrective action plan development and program development and implementation.

Waste Management, Savannah, GA (1991-1999)
Fortune 500 provider of solid waste and recycling services

Region Health, Safety and Transportation Manager

Promoted from within to implement OSHA/DOT/EHS and company programs/standards at locations within region.

- Regulatory Compliance - Acted as liaison for OSHA/EHS/DOT needs throughout the southeast region. Worked with management to implement known OSHA, EPA and DOT requirements such as control of hazardous energy, machine guarding, storm water pollution prevention plan, powered industrial truck use and recycling of specific waste streams. Obtained 100% compliance rating during corporate site visits.
- Previous Positions w/in same Organization
 - Corporate Compliance Auditor
 - Safety Manager (promoted)
 - Safety Engineer (promoted)
 - Health & Safety Technician (promoted)
 - Drum Sampler/Mapper (promoted)



Achievements

- Received 2025 National Associated General Contractors (AGC) Safety Award
- Received 2018 AGC Vehicle Safety Award
- Received 2018 AGC Safety Award of Excellence
- Received "Presidents Safety Award" reducing claims (first year on job) from over 110 reportable claims a year to sustain no more than 5 the following year (hazardous waste landfill operations & new locations).
- Reduced claims, which had a direct impact of \$350,000 savings within one quarter; therefore, on average, profiting 1 million a month. Company obtained "most improved" status and achieved #1 ranking with the lowest claims rate and cost per hour.
- Provided cost savings of \$448,000 with implementation of safety program at Miami Dade County Health Department; therefore, saving taxpayer dollars.
- Safety Manual received recognition as part of the Public Health Ready initiative.
- Received Governor's Sterling "Quality" award in 2006 and 2012.
- Obtained the first of several awards from the State of Florida's Department of Health.
 - 2006 DOH Safety Excellence Award.
 - 2007 Spotlight on Excellence Award for implementing monthly training initiative.
 - 2008 Safety Initiative Award of the Year – Runner up – for reduction in claims cost.
 - 2009 through 2011 received Safety Initiative Award for 100% Compliance during State assessments.
- Published Write/Author – Book: Healthy Stories/Amazon.com (2009).
- Created and implemented MDCHD first ever Green Office Policy and recycling program (Davis Productivity Award Submittal)/Achieved 100% use of sustainability products in General Services.
- \$47,000 a year (direct cost) was saved when asset security was stream-lined and post-orders developed.
- Obtained an "average" Customer Satisfaction rating of 4.8 (out of 5.0) for all safety related projects.

Personal Interests:

- Mentoring those aspiring to obtain a career in safety and health.
- Continue to improve my leadership skills and influence ability.
- Continue to act as an expert witness related to safety subject matter.



Certifications, Training & Professional Memberships

- Certified Safety Professional (CSP – BCSP) Cert No. 44358
- Associate Safety Professional (ASP – BCSP) Cert No. 36744
- Construction Health & Safety Technician (CHST- BCSP) Cert No. 16024
- Certified Safety Management Practitioner (CSMP - IHMM) Cert No. 13295
- OSHA Authorized Construction Trainer Cert No. C0091603
- OSHA Authorized General Industry Trainer (renewing) Cert No. TBD
- First Aid/CPR/AED Instructor Cert No. 2054652
- FDOT Temporary Traffic Control-Advance Course Cert No. 632787
- Competent Person Trainer
- NIMS Training – 700a/800/etc.
- Occupational S&H Professional (OSH Certification Program/132 hours)
- Pi Kappa Phi Fraternity - UWA/Livingston University
- American Society of Safety Professionals (S. FL Chapter) Board 2025-2026
- American Society of Safety Professionals (S. FL Chapter) Board 2024-2025
- American Society of Safety Professionals (S. FL Chapter) (Platinum Award) President 2023-2024
- American Society of Safety Professionals (S. FL Chapter) (Gold Award) President 2019-2020
- American Society of Safety Professionals (S. FL Chapter) (Gold Award) President 2020-2021
- American Society of Safety Professionals (S. FL Chapter) Gov. Affairs 2017-2018
- American Society of Safety Professionals (S. FL Chapter) Treasurer 2018-2019
- American Society of Safety Professional Member since 2007
- American Society of Safety Engineers Vice President 2000

Education

Graduate Degree (M.S.) – Occupational Safety and Health
Columbia Southern University Commencement: 5-15-26
Orange Beach, Alabama

Bachelor's Degree (B.S.) – Health and Education (1985-1991)
University of West Alabama formerly Livingston University Livingston, Alabama



High School Diploma Coosa Valley Academy – (1983-1985)/State Champions
Harpersville, Alabama

References – Available Upon Request