

---

# ESOURCE NEWSLETTER

---

## THE ART OF SAFETY – A NEW HIERARCHY

Given the predictable nature of hazards, how and why do incidents occur? Think about this: If I know the winning numbers ahead of a lottery drawing, it's simple for me to be 100% successful at winning the lottery money. So, if we know how hazards are going to act and how they cause harm, why aren't we 100% successful at safety? It's because we don't fully grasp and utilize the Art of Safety, or how and why you must understand, lead, develop and protect people.

### Never Let the Other Team Shoot (But Have a Goalie Just in Case)

How ridiculous would a soccer coach look if they put their goalie on the field and merely said, "Hey, goalie, good luck. Stop all the shots." The coach would look quite ridiculous, and the team would probably lose every game because they are using what should be their last line of defense as their first and only line of defense. In the safety world, it seems equally ridiculous for the hazard mitigation plan to be donning personal protective equipment and saying, "Hey, PPE, good luck. Stop all the hazards."

The absolute best soccer strategy would be to develop and execute a plan that never allows the other team to take a shot at our goal. We would employ everything we have available to use our goalie as little as possible. That goalie truly becomes the last line of defense.



The same is true in safety and leads us to the principle that PPE should always be used and never be needed. Think about flame-resistant clothing, for example. If you need it, that means you are in an arc flash, which is all the reason in the world to always wear the clothing and all the reason in the world to never need it.

The plan we must execute to make this happen involves three simple steps.

**1. Hazard and risk assessment.** Identify hazards as any existing or potential source of energy, and identify risk as how much energy there is or could be if someone were exposed to it

**2. Safety by design.** Turn it off, turn it down and turn away. "Turn it off" means eliminating the source of energy. "Turn it down" means reducing the amount of energy. "Turn away" means reducing exposure.

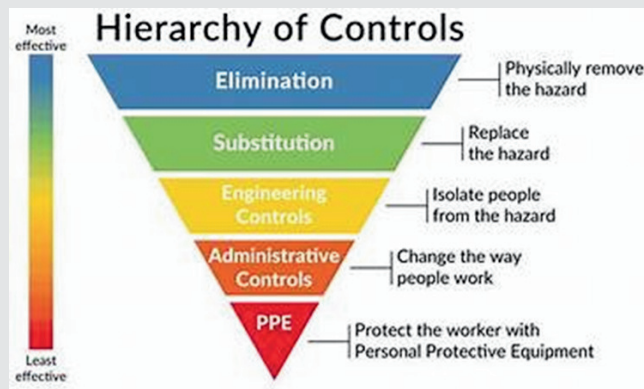
**3. Defense in depth.** (Continued, Page 2)

(Continued)

After energy and exposure have been reduced as much as possible, defense in depth calls for establishing multiple layers of protection using administrative controls, warning devices and PPE.

You must consider risk assessment and hazard mitigation critical knowledge to both promote safety and work safely. When used correctly, the hierarchy of controls allows us to encourage people to want to protect themselves from hazards rather than forcing them to follow rules.

The next time you look at the hierarchy of controls, draw a line right above the administrative controls. If everything you have discussed is below that line, there is opportunity for improvement. You have limited yourself to PPE as the first and only line of defense and possibly defense in depth, which isn't a bad thing, but we need to be clear: There are better options, and you need to be above the line. Getting above the line requires safety by design and thinking about words like "elimination," "reduction" and "substitution," along with engineering controls.



*WELCOME OUR NEWEST ASSOCIATE MEMBER!*

**UNITED POWERLINE SOLUTIONS**

*Contact: Thomas Williamson  
Vice President of Operations*



*Direct: (812) 431-2323*

*Email: Thomasw@upowerlines.com*

*Website: www.upowerlines.com*

*Company Description: Specializing in all aspects of power grid maintenance and construction. Our team is highly trained and qualified to respond to the needs of our country's aging infrastructure. Responding to your needs whether that means emergency response or daily system maintenance United Powerline Solutions prides ourselves in being your reliable partner to get the job done*

**CLICK TO APPLY NOW!  
2025 IMEA SCHOLARSHIP OPPORTUNITIES**

Deadline is April 25, 2025

# Scholarship Opportunities

MORE INFORMATION



**IMEA**

INDIANA MUNICIPAL ELECTRIC ASSOCIATION

### Careers in Public Power

Public power is more to communities than just an essential utility. It is a source of unique and fulfilling career opportunities in your local community. Employees make a difference by serving their own neighborhoods and families. Talented high school, college and technical college graduates and even technology, environmental and public service professionals will find that competitive salaries aren't the only thing attractive about careers in public power.

Do you have important news or photos that you would like to share in our bi-weekly newsletters? Please email all news and photos to [janel@imea.com](mailto:janel@imea.com)

To post a classified ad to our jobs in Public Power page. Please email text to [janel@imea.com](mailto:janel@imea.com).

INDIANA MUNICIPAL ELECTRIC ASSOCIATION

176 W. LOGAN ST. #225  
NOBLESVILLE, IN. 46060

765.366.5506 | [www.imea.com](http://www.imea.com)

IMEA  
INDIANA MUNICIPAL  
ELECTRIC ASSOCIATION

### 2025 IMEA ANNUAL BUSINESS MEETING & VENDOR EXPO

Unlocking Leadership  
Growth: Strategies for  
Success

*Welcome*  
TO THE CITY OF

**RISING SUN**  
INDIANA

WELCOME THE  
HOST OF THE  
2025 IMEA  
ANNUAL  
BUSINESS  
MEETING &  
VENDOR EXPO



The City of Rising Sun  
& Rising Sun Utilities

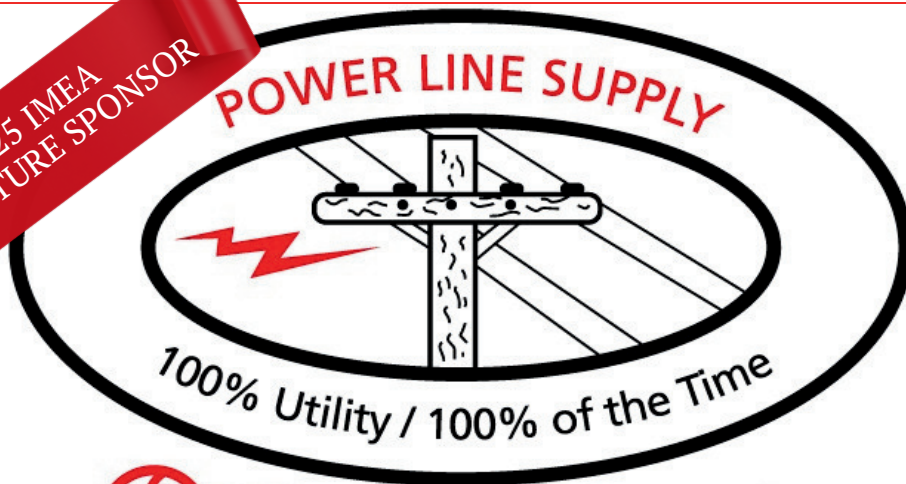


Registration Coming in  
May 2025!

Please visit: [www.imea.com](http://www.imea.com)



2025 IMEA  
SIGNATURE SPONSOR



Visit us on the web  
at: [www.uscco.com](http://www.uscco.com)



## YOUR FULL LINE UTILITY DISTRIBUTOR

- T & D Construction Material Supply
- Rubber Goods Testing & Certification
- Tool Sales and Repair
- Technical Sales & Service
- Inventory Management and Barcoding

*Emergency Service 24 Hours a Day*

*800-832-2297*

Shawn Matthews

VP Southern Region Technical Sales  
231-679-2102

Mark Nuce

Account Manager  
Northern Indiana/NW Ohio  
317-417-7325

Jerrold Devers

Account Manager  
Southern Indiana/Kentucky/SW Ohio  
317-281-5904

Jim Garbison

Technical Solutions Consultant  
(317) 476-1657

Brad Means

Technical Solutions Consultant  
(231) 872-5419

Cole Miller

Technical Solution Consultant  
(317) 734-7357