



**What's
in it for
you**

AMHSA

Health | Safety | Environment

The Alberta Municipal Health and Safety Association (AMHSA) is an educational non-profit organization that promotes occupational health and safety and environmental stewardship in the workplace. What's in it for you? The answer is value. We have a membership of 60,000+ members in 19 cities, 108 towns, 88 villages, 51 summer villages, 64 counties and municipal districts, and six specialized districts. Since 1990, our mission has been to assist municipal employers and workers in implementing effective Health and Safety Management Systems (HSMS) and educating both employers and workers through classroom and online training. As a recognized leader in municipal HSE excellence, we partner with municipal employers, workers, and strategic partners to educate, equip, and inform with knowledge and skills that will keep them and their co-workers safe, and reduce the costs associated with workplace incidents.

Vital training and education tools to empower your municipal employees to be safer and healthier. **1**

Agile business solutions customized to help your health and safety infrastructure thrive. **9**

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A close-up photograph of a man's face, smiling and looking slightly upwards. The image is cropped to focus on his eyes, nose, and mouth. The background is white.

Training & Education

Vital training and education tools to
empower your municipal employees
to be safer and healthier.

Flagship Courses

Leadership for Safety Excellence (LSE)

Our *Leadership for Safety Excellence* course provides participants with a thorough introduction to occupational health and safety. This two-day course consists of four half-day modules: 1. *Supervisor’s Role* covers everything from safety-related tasks to corporate culture to a review of Alberta’s OHS Act, Regulations, and adopted Code; 2. *Hazard Identification, Assessment and Control* focuses on the identification and evaluation of potential and actual work hazards to determine the risk to workers and prevent incidents; 3. *Formal Workplace Inspections* helps supervisors and employees conduct effective work site inspections, and explores how to document findings, develop recommendations, and apply legislative minimum requirements; 4. *Incident Investigations* teaches participants when to do incident investigations and what steps to follow.

Health and Safety Management Systems (HSMS)

A health and safety management system is key for your organization’s overall risk management strategy. Learn the eight elements of a basic health and safety management system during this two-day *Health and Safety Management Systems* course. Effective systems result in reduced costs and help organizations meet their legal requirements and moral obligation to protect workers from illness and injury. This course is based on the health and safety standard established for all participants involved in the provincial Partnerships program and is required for those looking to become a Health and Safety Auditor. HSMS is recommended for managers, supervisors, health and safety committee members or representatives, and health and safety coordinators.

Health and Safety Committee and Health and Safety Representative

Not clear about Alberta’s legislation governing committees and representatives? Our *Health and Safety Committee (HSC) and Health and Safety Representative (HSR)* course offerings will cover all the important information you need to know. Learn about legislated duties, the roles and responsibilities of work site parties, worker’s three rights, and more. The 2.5-hour course option includes fully updated content to reflect current Alberta legislation and meets mandatory training requirements. The half-day course exceeds the requirements for mandatory training for all HSC members and HSRs and is an excellent resource for going beyond the basics.

Workplace Harassment and Violence Prevention (WHVP)

Three different length options are available for the *Workplace Harassment and Violence Prevention* course. Training is divided into complementary sections and is based upon the health and safety management system standard *Plan-Do-Check-Act* phases. The two-hour *Awareness Course* covers the law, responsibilities, warning signs, and dealing with different, difficult, and dangerous persons. The half-day *Introductory Course* has the option to include a review of your internal WHVP policies and procedures. The full-day *Enrichment Course* adds the *Personal Protection Plan*, a hybrid of the hazard identification and risk assessment and emergency procedures processes, identifying de-escalation techniques, de-escalation statements, and one’s safe stance.

Creative Sentencing

If a workplace is convicted of violating OHS law, the Provincial Court of Alberta may choose to divert funds from any financial penalties to third-party recipients that promote health and safety. These creative or alternative sentences may be used to fund training and education programs, worker health and safety initiatives, or other related purposes. AMHSA has been the recipient of two such allocations, with funding used to develop the *Trenchless Underground Construction Awareness* (TUCA) course and the *Lawn Maintenance Safety Program*.

Trenchless Underground Construction Awareness

The *Trenchless Underground Construction Awareness* course provides employees with a practical understanding of tunneling and trenchless underground construction methods. Participants are provided with the knowledge and tools to recognize, identify, and assess site hazards. Topics include the history of trenchless underground construction; methodologies and technology; legislation, standards, procedures, and best practices; roles and responsibilities; hazards and controls; a review and application of the Energy Based Hazard Assessment methodology; emergency planning considerations; and on-site communication and application of course content. This course is free of charge to take.

Lawn Maintenance Safety Program

The *Lawn Maintenance Safety Program* introduces young workers to the hazards and controls in standard lawn maintenance activities. Participants learn about operating equipment near water bodies and on slopes, legislation, expert tips, and “real-life” stories. Topics include identifying work-site hazards, the energy hazard wheel, stowing and operating equipment, tailgate meetings, emergency response plans, equipment checks, pre-trip inspections, securing loads for transport, post-use equipment inspection, and promoting positive safety culture on the worksite. This course is free of charge to take.

Health and Safety Leadership

Manager’s Leadership for Safety Excellence

The two-day *Manager’s Leadership for Safety Excellence* course has four modules to enhance your knowledge of key system processes: 1. *Manager’s Role* is about incorporating health and safety into “business as usual,” advancing your safety culture, and more; 2. *Hazard Identification, Assessment, and Control* shows how to involve workers in the hazard assessment process, and how to assess the risk ranking and prioritization of hazards; 3. *Formal Workplace Inspections* supports your role in your workplace’s formal inspection program; 4. *Incident Investigations* covers incident investigation techniques and how to assess the quality of the identified root cause(s) and the appropriateness of the corrective actions.

Psychological Health and Safety

Psychological Health and Safety Facilitators (PHSF) Program

The *Psychological Health and Safety Facilitators Program* was developed with our strategic partner, Howatt HR Consulting. The program consists of five individual courses and a capstone project: 1. *Psychological Health and Safety Foundation* introduces key considerations for facilitating workplace mental health; 2. *Program Selection and Evaluation* features a six-step model for facilitating program selection and evaluation; 3. *Influencing Culture* explores social connections and mental health in the workplace; 4. *Mental Health 101* covers mental health, mental illness, suicide prevention, impairment, and substance abuse; 5. *Respectful Workplace Foundation* is about facilitating a psychologically safe workplace to ensure compliance with provincial and federal OHS legislation; 6. *Capstone Project* includes a one-day review of the program and helps participants set the groundwork for their final project. The capstone project demonstrates overall competency and course knowledge.

Psychological Health Impact Group

The *Psychological Health Impact Group* is a partnership between AMHSA and Howatt HR Consulting that teaches participating organizations the skills necessary to implement components of the *Canadian Standards Association (CSA) National Standard for Psychological Health and Safety in the Workplace* into their health and safety management systems. Impact Group participants have received competency-based deliverables such as a psychological safety toolbox, and offerings of benchmarking, coaching and implementation. Participating organizations are provided opportunities to network with their peers and participate in psychological health and safety training and webinars.

The Working Mind Program

The *Working Mind Program* is an evidence-based series of courses developed by the Mental Health Commission of Canada (MHCC). Three options are available: 1. The *Employee* course offers practical knowledge to increase participants’ overall comfort level with mental illness. Topics include mental health and mental illness in the workplace, the Mental Health Continuum Model, and creating a supportive workplace; 2. The *Manager* course gives participants the knowledge to support their employees’ mental health and well-being and ensure the workplace climate respects and involves all employees; 3. *First Responders* is customized for participants that operate in a first responder setting and is geared towards increasing resiliency, decreasing stigma, and increasing mental health wellbeing.

Mental Health First Aid

The *Mental Health First Aid* course was developed by the Mental Health Commission of Canada (MHCC) and covers the initial help provided to a person developing a mental health problem or experiencing a mental health crisis in the workplace. It’s an evidence-based program for employees and managers, and a proactive step towards building a psychologically healthy and safe workplace. Learn how to recognize and understand the symptoms of mental health concerns, including those related to substance use; increase productivity and reduce absenteeism and the pressure on health benefits costs; reduce the stigma around mental illness, create mental wellness within your workplace, and provide preventative help for employees experiencing mental health concerns.

Emergency and Disaster Response

Incident Command System (ICS)

There are two *Incident Command System* courses offered by AMHSA. The *Incident Command System 100* course has been reviewed and granted equivalency to the standards set by the Alberta Emergency Management Agency (AEMA). Topics covered include the history, features, principles, and organizational structure of the incident command system. The *Incident Command System 200* Awareness course covers how the incident command system is used to manage single resources and the management required for initial action incidents. Topics covered include chain of command, formal and informal communications, delegation of authority, establishing incident objectives, organizational flexibility, positions and functional areas, briefings and meetings, and transfer of command.

Infection Prevention and Control

Infection Prevention and Control

Infection Prevention and Control is free online course to help Alberta employers, supervisors and workers recognize infectious hazards and prevent infections in the workplace. This 30-minute course was developed in consultation with infection control consultants and an epidemiologist. The course equips workers with knowledge on how infections spread and what action can be taken to protect themselves and others from infectious hazards in the workplace.

Industrial Health and Safety

Powered Mobile Equipment Training

A number of *powered mobile equipment training* courses are offered on a wide range of equipment. Each course provides the equipment operator with important information and hands-on experience in the safe operation of their equipment. Course options include AMHSA's *Operator Safety-Plow Truck Sander*, and the IVES-developed *Operator Safety-ATV*, *Operator Safety-Backhoe/Loader*, *Operator Safety-Front End Loader*; *Operator Safety-Road Grader*; *Operator Safety-Skid Steer*; and *Operator Safety-UTV*. These courses are an excellent way for equipment operators to sharpen their safety skills, refresh their safety knowledge, and demonstrate competencies. Please note: operator safety courses are offered as in-person, on-site training only.

Traffic Control and Other Industrial Training

AMHSA offers several training opportunities, including *Traffic Control Persons for Construction*, *Flag Person: General*, and *Flag Person: Train-the-Trainer*. Please visit amhsa.net for more details.

Injury/Illness Prevention Campaigns

The OHS prevention initiative focuses on reducing common workplace injuries, protecting at-risk workers, and identifying higher-risk work situations. The initiative also coordinates efforts between OHS system partners to achieve better health and safety outcomes.

Winter Ready Seasonal Safety Initiative

Preparing for the challenges and unpredictability of cold weather can really make a difference when winter season rolls around. Our *Winter Ready* webinars and resources are available to help your organization be proactive when it's ice, wind, and snow time. Learn about keeping indoor and outdoor walkways shovelled, de-iced, and free of debris; preparing properly for working and travelling in winter conditions; navigating steps, stairs, and ladders to reduce potential risks during the snowy season; preventing winter slips, trips, and falls in busy workplaces; and being wildlife-aware in springtime when the snow starts to melt, and animals become more active.

Musculoskeletal Injury (MSI) Prevention Initiative

One of the most common types of injuries experienced by employees—both in the field and in an office environment—is musculoskeletal injury (an injury involving ligaments, muscles, and tendons). Our *Musculoskeletal Injury Prevention* courses, webinars, and resources were created to help organizations reduce the risk of musculoskeletal injuries by learning more about: lifting, carrying and grip force; posture, including reaching, twisting, and kneeling; repetition and duration; contact stress caused by concentrated pressure on a small part of the body; vibration and jarring; and work performed in cold and hot temperatures. Free ergonomics coaching workshops are also offered.

Line of Fire Safety Initiative

Line of fire incidents occur when the path of a moving object or the release of hazardous energy intersects with an individual's body. Our *Line of Fire* webinars and resources provide participants with important information to help workers stay out of harm's way. The three primary areas of focus are: 1. *Crushing Hazards*, defined as being caught in, on, or under an object or between multiple objects; 2. *Striking Hazards* are classified as hazards that can strike a worker, or that a worker can strike against; and 3. *Stored Energy*, which is pent-up energy that is released unexpectedly, such as pressure or electrical.

AMHSA Health and Safety Training Catalogue

Health and Safety Training Solutions for Your Organization

We hope the training and education summaries in this section have been helpful in providing you with important knowledge about the breadth and depth of our health and safety training offerings. However, we've just scratched the surface! Be sure to check out our course catalogue and website to learn more about our wide variety of available training topics, delivery formats, customization options, and learning resources. New courses are added frequently, and content is regularly reviewed and updated for accuracy and applicability. Please visit amhsa.net for more details.

A close-up portrait of a woman with dark skin and curly hair, smiling warmly. Her face is the left half of the image, with her eyes looking slightly off-camera and her teeth showing in a friendly grin.

Business Solutions

Agile business solutions customized
to help your health and safety
infrastructure thrive.

Customized Training Portals

Training Portal Solutions

Working in partnership with BIS Safety Software, AMHSA offers electronic health and safety management systems (HSMS) that can be customized and branded to meet your organization's needs. These digital HSMS, or "portals" offer a suite of modular solutions for organizations of any size. AMHSA works in partnership with your team to add branding, create reports, develop automatic training assignments, upload records, and onboard your employees. Not sure what will work best for you? We can help—contact us for details or to book a live demonstration.

Electronic Health and Safety Management System Software

Safety Management System Software

AMHSA continues to provide the occupational health and safety market with value-added electronic health and safety management software (BIS Safety Software) that is customized for each organization. AMHSA utilizes the BIS Safety Software tool to assist organizations by providing customized electronic safety forms and folders, asset management, custom course content such as health and safety orientations, driver management, automatic training assignments, reporting, record management, in-person and online training management, proctoring, remote access using the SafeTapp app, and more!

Custom Classroom/Online Training Development

Customized Training Resources

Looking for something specific? Look no further, AMHSA can tailor training to meet the specific needs of your organization. We've provided customized training for municipal members across Alberta, including Leadership for Safety Excellence, Workplace Harassment and Violence Prevention, Contractor Safety training and resources, and a variety of webinars.

Digital Concierge

AMHSA Digital Acumen

Allow AMHSA to take on the burden of arranging and hosting your next online event. AMHSA has significant experience in the digital facilitation of online learning, meetings, workshops, webinars, and presentations. We offer options for digital concierge meeting facilitation on multiple platforms, Virtual Instructor-Led Training (VILT), webinars, and event hosting. AMHSA can manage your breakout rooms, polls, and chat, and will provide support to participants who are having issues connecting to the event.

Data Analytics

AMHSA Data Analytics Services

AMHSA provides data analytics services for municipalities. Please get in touch to learn more.

A close-up photograph of a man's face, smiling broadly, showing his teeth. The image is positioned on the left side of the page, partially overlapping the main title.

Strategic Partnerships

Lasting strategic partnerships
that bring you the latest health
and safety innovations.



Stakeholder Representation

Committees, Working, and Advisory Groups

AMHSA participates in both committees and working groups that support municipal member advocacy, representation, and customer service goals and objectives. This includes the Conference Board of Canada’s Council for Safety Workplaces (CSW), the Workers’ Compensation Board – Alberta (WCB-Alberta) Policy Consultation Advisory Group (PCAG), NAIT’s OHS Program Advisory Committee, WCB-Alberta’s Psychological Injury Working Group, the Industry Task Force Association, Certifying Partner Working Groups and Strategic Steering Committee (SSC), and the Construction Safety Research Alliance (CSRA) Community of Practice.

Strategic Partnerships

AMHSA Strategic Partnerships

AMHSA has formed a number of strategic partnerships that deliver health and safety expertise and knowledge to our membership. *Education/Scholarships:* University of New Brunswick; *Stakeholders:* Alberta Municipalities, British Columbia Municipal Safety Association, Industry Task Force (ITF) Association, RUSA (MOU planned for 2022), AARFP (MOU planned for 2022), Alberta Labour; *Thought Leaders/Subject Matter Experts:* Howatt HR – Psychological Health and Safety, EWI Works – Ergonomics and Musculoskeletal Injury Prevention, Safety Function – Human Factors, and the Conference Board of Canada.

A close-up photograph of a man with a warm, friendly smile, showing his teeth. His eyes are slightly squinted, and his skin is a rich brown tone. The image occupies the left half of the page.

Advocacy & Representation

Unwavering municipal stakeholder
advocacy and representation to facilitate
growth in the health and safety sector.

AMHSA: Your WCB Certifying Partner in Safety

As a safety association, AMHSA helps towns, cities, municipal districts, villages and other members develop a safe work environment to improve workplace safety, reduce claims and lower premiums. We provide resources and training to help you develop and implement health and safety programs, coordinate audit services (including auditor certification, audit quality assurance, and peer auditing), develop and deliver health and safety training, and produce industry resource materials. AMHSA is a WCB-Alberta certifying partner able to issue a Certificate of Recognition (COR) in conjunction with the Alberta Ministry of Labour and Immigration. AMHSA's funding includes levies on municipal member WCB-Alberta premium rates.

Legislative Reform

Alberta Occupational Health and Safety (OHS) Legislative Reform

During times of OHS and WCB-Alberta legislative reform and consultation (Bill 30, Bill 47, OHS Code Review, etc.), AMHSA performs an important role in the support of its municipal members and Board of Directors. AMHSA engages membership to provide feedback on proposed legislation during the approved consultation period to understand and represent collected feedback.

Workers' Compensation and Disability Management

Disability Management Education

In response to member feedback that indicated disability management is an important and expanding role in many municipal employer and worker representative roles, AMHSA now partners with WCB-Alberta to offer awareness level seminars, and with educational providers for certification level disability management training.



AMHSA Discussion Forums

AMHSA Discussion Forums

In 2021, we launched the AMHSA *Discussion Forum* to help develop an online community that empowers OHS and HR professionals to grow their networks, spark discussion, and support the sharing of resources, knowledge, and experience. The forum is a natural evolution of the *Safety Advisor Email List*, with the added benefits of search features, post history, content categorization, moderation, and customizable notification settings. Forum membership is currently restricted to individuals who are employed as safety advisors, auditors, disability managers, human resource professionals (or equivalent) for Alberta municipalities or other member organizations.

Safety Councils

Alberta Safety Councils

AMHSA coordinates meetings of three groups in Alberta that each meet twice per year: Alberta Cities Safety Council (ACSC), Northern Alberta Safety Council (NASC), and the Southern Alberta Safety Council (SASC). Meetings include updates from Alberta Labour and Immigration, WCB-Alberta, and AMHSA. In addition, participants share recent highlights from their organization including significant incidents, lost time claims, trends, projects, challenges and new initiatives, innovations, upcoming events, audits, etc. The meetings also include an education session. Invitations to safety council meetings are published in AMHSA's newsletters, mailed to members, and posted in the Events section of the AMHSA website.

A close-up photograph of a woman's face, showing her eyes, nose, and a wide smile. Her hair is blonde and slightly messy. The image is positioned on the left side of the page, with the word 'Certifications' overlaid on it.

Certifications

**Effective certifications that validate
your organization's health and
safety knowledge and expertise.**

PIR/COR/Auditing

Partnerships in Injury Reduction (PIR)

Partnerships in Injury Reduction (PIR) is a voluntary program in which employer and worker representatives work collaboratively with Workers' Compensation Board — Alberta (WCB-Alberta), Alberta Labour and Immigration, safety associations, and certifying partners. The program is designed to help organizations implement effective health and safety programs, encourage injury prevention, assess and control workplace risks and hazards, and create a culture of workplace safety. By improving health and safety, the social and financial costs of workplace injury and illness are reduced. Employers who implement a health and safety program that meets the standards set by PIR and their certifying partner are eligible to receive a Certificate of Recognition (COR), and may earn up to a 20% refund on their WCB-Alberta industry-rated premiums.

Certificate of Recognition (COR)

The Partnerships in Injury Reduction (PIR) program works with certifying partners to award Certificates of Recognition (CORs) to employers that have developed and implemented a health and safety management system that meets established standards and is independently audited. An effective health and safety management system must have these components in place: identification and analysis of health and safety hazards at the work site; control measures to eliminate or reduce the risks to workers from hazards; clearly demonstrated management commitment, and written company policy; worker competency, orientation and training; inspection programs; emergency response planning; incident reporting and investigation; management system administration; and work site health and safety committee or health and safety representative.

AMHSA: Your Trusted Certifying Partner for Your Health and Safety Management System Audit

To obtain a Certificate of Recognition (COR), your business must first have a health and safety management system in place, then have it successfully audited by an independent party through a certifying partner. The Alberta Municipal Health and Safety Association (AMHSA) is an approved certifying partner for cities, towns, villages, counties, municipal districts, and other members. We'll work with you to provide health and safety training and services, coordinate the external audit process, and review completed audits for quality assurance. If your organization successfully passes the audit process, AMHSA will jointly issue a COR with Alberta Labour and Immigration.

Small Employer Certificate of Recognition (SECOR)

The Small Employer Certificate of Recognition (SECOR) is for organizations with ten or fewer employees. The term "employees" refers to anyone who directly affects the outcome of the organization's work including municipal managers, administration, seasonal employees, part-time and temporary employees, as well as subcontractors. A SECOR is issued to an employer whose health and safety management system meets the Partnerships standard. Successful small employer municipalities are issued a Small Employer Certificate of Recognition, valid for three years, assuming it is maintained by continuing to conduct SECOR audits in each of the next two calendar years.

Large Employer Certificate of Recognition (COR)

The Certificate of Recognition (COR) is for large employers (an organization over ten employees). There are six steps involved: 1. register in the program with WCB-Alberta; 2. implement a health and safety management system; 3. conduct external audits once your organization has a year's worth of documentation of the system in action; 4. submit completed audit to AMHSA for quality assurance review; 5. AMHSA reviews the audit and notifies Alberta Labour and Immigration of the results. Alberta Labour and Immigration generates and co-signs a COR for the successful organization and sends the certificate to AMHSA to be co-signed; 6. Alberta Labour and Immigration informs WCB-Alberta of the audit results. The employer receiving the COR is eligible for financial incentives from WCB-Alberta.

COR Training Recommendations

AMHSA strongly recommends that all participating employers have a current employee who has attended WCB-Alberta's half-day *Return to Work* seminar. In addition, we also strongly recommend that all participating employers have a current employee who has attended our *HSMS and Auditing* courses, at a minimum. For COR holders who conduct their own maintenance audits and participate in the external peer audit process, we recommend having multiple auditors on staff to share the workload and provide each other with support.

Auditor Qualification and Auditor Certification

To become certified as an AMHSA auditor, participants must successfully complete AMHSA's *Health and Safety Management Systems* (HSMS) course (two days) and AMHSA's *Health and Safety Auditing* course (two days). Both courses require an 80% exam grade to pass. After successful completion of the two courses, the participant must complete and submit a qualification audit to AMHSA within six months. A quality assurance (QA) tool approved by PIR is used to review the participant's work. If the review meets the minimum standard of 80% and all critical issues are corrected within the provided timeline, the participant becomes a certified AMHSA peer auditor and is issued a certificate valid for three years.

Auditor Resources

As a certifying partner, AMHSA requires that any organization participating in the PIR program must conduct its audits using an audit tool approved for use by Partnerships (including AMHSA's audit workbook (Excel), eCompliance, and AuditSoft). Auditors must be certified by AMHSA and must meet requirements for training, quality, and ethical conduct. If an organization chooses not to participate in the peer audit program, they may choose to hire an AMHSA-approved consultant auditor. Consultant auditors must meet the same standards as peer auditors.

AMHSA Certification Programs

AMHSA certification segments include *Municipal Manager in Health and Safety*, *Municipal Supervisor in Health and Safety*, *Recognized Municipal Health and Safety Advisor*, and *Municipal Health and Safety Committee Representative*. To achieve certification, each segment requires the completion of a series of compulsory and optional courses. These certification options provide municipal managers, supervisors and advisors with the health and safety knowledge and leadership tools necessary to help further their expertise and commitment to excellence in the health and safety sector.

Psychological Health and Safety Facilitator Certification

Psychological Health and Safety Facilitators (PHSF) Program

Does your HSMS include a mental health component? Psychological injury and illness are a quickly growing category for WCB-Alberta claims and an increasingly common topic for safety professionals. AMHSA's Psychological Health and Safety Facilitator Certification program was developed in partnership with leading experts from Howatt HR Consulting and is designed to provide professionals with the core competencies, foundational knowledge, and skills to support their organization in selecting, facilitating, designing, implementing, and managing psychological health and safety management systems (PHSMS). The program includes five courses, followed by a capstone project. The PHSF program is pre-approved by Chartered Professionals in Human Resources-Alberta (CPHR-Alberta) for 62 Continuing Professional Development (CPD) hours.

AARFP Certification

Safety Operator Certification Programs

AMHSA and Alberta Association of Recreation Facility Personnel (AARFP) have partnered to offer four certification opportunities related to the operation of recreation facilities: 1. *Arena Safety Operator*, topics include refrigeration theory and the making, marking, painting and maintenance of artificial ice surfaces; 2. *Aquatics Safety Operator*, topics include water circulation/filtration, chlorine and salt water chemistry, water balance, pool diseases and water testing; 3. *Building Maintenance Safety Operator*, topics include HVAC/boiler operation and maintenance, mechanical maintenance, preventative maintenance, and thermodynamics; and 4. *Parks and Sport Fields Safety Operator*, topics include recreation and leisure use, and equipment and programs for green space maintenance.

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