Williams Civil Construction

Fleet & Workplace Safety Scorecard

Prepared for the Operations & Safety Team at Williams Plumbing & Heating
Data current as of February 26, 2026 | Sources: FMCSA SAFER, OSHA, BLS, CVSA

Key Finding

Williams Civil Construction's driver out-of-service rate is 33.3% — five times the national average of 6.67%. One in three driver inspections over the past 24 months resulted in a driver placed out of service and prohibited from operating. Simultaneously, a January 2026 OSHA fall-emphasis inspection in Missoula remains open, and a 2018 serious trenching citation sits on the record during a period of intensified OSHA enforcement of excavation safety. For a company running 350+ employees across 6+ locations in Montana and North Dakota, the safety profile is under stress from two directions: federal road inspections and federal workplace inspections — at the same time.

FMCSA Fleet Inspection Summary

Carrier: Iron Rentals LLC dba Williams Civil Construction
USDOT: 707267 | Power Units: 9 | Drivers: 16 | Annual Miles: 250,000 (2024)
Operation: Intrastate (MT), Private Property | Last Compliance Review: November 12, 2024

METRIC	WILLIAMS	NATIONAL AVG	"WORST 30%" THRESHOLD
Vehicle OOS Rate	**33.3% (2 of 6)**	22.26%	33.3%
Driver OOS Rate	**33.3% (2 of 6)**	6.67%	9.68%
Crashes (24 mo)	**0**	—	—
Total Inspections	**8**	—	—

Driver OOS rate: Driver OOS rate (33.3%) exceeds the FMCSA threshold for the worst 30% of carriers nationally (9.68%) by 3.4x. The most common driver OOS violations are hours-of-service and medical certification — both correctable with real-time monitoring and automated alerts.

Vehicle OOS rate: Vehicle OOS rate (33.3%) sits exactly at the FMCSA "Worst 30%" threshold. The national average is 22.26%. The top vehicle OOS violation nationally is defective brakes — preventable with scheduled maintenance tracking.

Zero crashes: Zero crashes is the positive signal. Williams' drivers are being flagged at inspections, not involved in road incidents. But elevated OOS rates are a leading indicator — FMCSA uses this data to identify carriers for targeted enforcement, and the November 2024 compliance review suggests scrutiny is already happening.

Sample size note: These rates are from 6 vehicle and 6 driver inspections. Small-sample rates are volatile, but the driver rate is so far above the national threshold (33.3% vs. 9.68%) that even with improvement, the trailing data creates a flag.

OSHA Workplace Inspection History

DATE	LOCATION	TYPE	OUTCOME
Jan 20, 2026	Missoula, MT	Complaint — Fall emphasis	**OPEN**
Dec 8, 2022	Big Sky, MT	Unprogrammed Related	**Closed, no violations**
Jun 11, 2019	MSU, Bozeman	Planned	**Closed, no violations**
Oct 31, 2018	Livingston, MT	Planned — Trenching	**2 serious citations, $7K**

1. Open fall-emphasis case: The open Missoula case (January 2026) involves fall protection — the leading cause of construction fatalities nationwide. In 2024, falls killed 370 construction workers according to the Bureau of Labor Statistics. The inspection was complaint-driven and remains unresolved.

2. Trenching enforcement context: The 2018 Livingston trenching citation is significant in the current enforcement environment. OSHA now operates a "zero tolerance" policy for unprotected trenches, including referrals for criminal prosecution. Trenching fatalities dropped from 39 in 2022 to 12 in 2024 as a result. A repeat trenching violation under the current regime would carry substantially higher penalties and scrutiny.

The Growth-Risk Equation

Williams Plumbing operates 350+ employees across offices in Belgrade, Bozeman, Big Sky, Billings, Missoula, Great Falls, Helena, and Williston, ND. The company is actively growing — new fabrication facility, active hiring for equipment operators and supervisors, project work spanning hundreds of miles of Montana geography.

Growth amplifies the gap between operational scale and safety infrastructure:

More job sites = more OSHA exposure. Each active site is a potential inspection target, and complaint-driven inspections (like Missoula) can happen on any multi-contractor job.

More drivers and power units = more FMCSA inspections. The current 33.3% driver OOS rate compounds with every additional inspection.

More employees farther from headquarters = harder to maintain consistency. A crew in Williston, ND operates 600+ miles from Belgrade HQ.

The timing underscores the pattern: a November 2024 FMCSA compliance review and a January 2026 OSHA inspection happening within three months of each other means two federal agencies found Williams on their radar in the same period.

Recommendations

1. Run a targeted compliance audit on all 9 power units and 16 registered drivers. Focus on the two most common OOS categories nationally: brakes and hours-of-service / medical certification. One clean inspection cycle materially improves the trailing 24-month OOS rates that FMCSA uses for carrier targeting. Given the November 2024 compliance review, demonstrating proactive correction strengthens the record.

2. Implement real-time driver compliance tracking. With 16 drivers operating across Montana and North Dakota, manual tracking of HOS limits, medical card expirations, and CDL status creates gaps. Automated alerts when a driver approaches a limit or a certification is expiring would prevent the violations driving the 33.3% driver OOS rate.

3. Audit fall protection and trenching protocols at every active site. A documented, proactive audit — especially with technology-verified compliance records — strengthens Williams' position if the open case results in citations. Under OSHA's current fall and trenching enforcement emphasis, repeat violations carry accelerated penalties.

Sources

- FMCSA SAFER Company Snapshot (USDOT 707267)
- OSHA Inspection Database — Inspections 1870826, 1638213, 1408172, 1357183
- BLS Census of Fatal Occupational Injuries, 2024
- OSHA Trenching Enforcement Data, 2024
- CVSA 2024 International Roadcheck Results
- FMCSA National OOS Rates

This scorecard was built entirely from publicly available federal data. No proprietary or confidential information was used.