

ORDINANCE NO. _____

Amending Chapter 2, Code of Ordinances, by repealing Sections 2-1041, 2-1042, 2-1043, and 2-1044 and enacting in lieu thereof new Sections 2-1041, 2-1042, and 2-1043 of like subject matter that establish a city safety program based on consensus occupational safety and health standards and industry best practices and utilizes a unified approach to safety.

WHEREAS, the City of Kansas City, Missouri, is committed to providing employees with a safe and healthful workplace free of recognized hazards; and

WHEREAS, the establishment of a comprehensive city safety program for all city departments with the exception of the fire department based on consensus occupational safety and health standards and industry best practices is required in order to maintain a safe and healthful work environment; and

WHEREAS, the establishment of a city safety policy and standards manual and an annual review of the safety manual and safety handbook; and

WHEREAS, the intent of these changes is to reduce workplace accidents, injuries, and illnesses; and

WHEREAS, the established framework of the city safety program tasks the Corporate Safety Manager as administrator of the city safety program and chair of the City Safety Board.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 2, Code of Ordinances of the City of Kansas City, Missouri, is hereby amended by repealing Sections 2-1041, Declaration of policy, 2-1042, Scope of city safety program and 2-1043, City safety program, and enacting in lieu thereof new sections of like number and subject, to read as follows:

Sec. 2-1041. Declaration of policy.

This city government is determined to maintain the well-being of each city employee by way of an active city safety program. All reasonable measures shall be taken to maintain this program for the benefits derived by the employees, their families and the city.

Sec. 2-1042. Scope of city safety program.

(a) *Generally.* The city safety program shall apply to all city employees.

(b) *Local 3808 and 42-IAFF.* Due to the specific nature of the work and associated hazards, the IAFF bargaining unit members of Local 42 and Local 3808 will instead comply with Fire Department's safety policies and guidelines, collective bargaining agreement provisions and industry standards.

(c) *Purpose.* The purpose of the program is to establish the framework of authority and responsibility for a continuously improving city safety program.

(d) *Objective.* The objective of the program is to effectively mitigate known hazards in order to reduce accidents, injuries and illnesses to city employees and the public through the establishment of safety standards and policies based on industry best practices, effective education and training of employees and accountability through enforcement of established safety standards and policies.

Sec. 2-1043. City safety program

(a) *Establishment.* The Corporate Safety Manager shall be responsible for administration of the city safety program. The Corporate Safety Manager shall partner with City departments to ensure prevention efforts for safety are shared and continuous improvement for safety is maintained citywide.

(b) *General responsibilities.*

- (1) The City Manager or designee shall have overall responsibility for promoting the importance of the city employee safety program and holding accountable each department for their adherence to the program.
- (2) The Corporate Safety Manager shall utilize consensus occupational safety and health standards and follow industry best practices and shall be responsible for the following functions:
 - a. Establishing the city safety policy which shall be contained in the Human Resources Rules and Policy Manual.
 - b. Establishing a City Safety Board to review accidents appealed from department safety committees and establish priorities for safety to assist in mitigating hazards.
 - c. Act as chair of the City Safety Board.
 - d. Annually review and publish the City Safety Handbook.
 - e. Annually review and publish the City Safety Standards Manual.
- (3) Departments have responsibility for promoting the importance of the city safety program, adhere to the City Safety Policy and hold employees accountable to the program.

(c) *Safety Committees.* Each department shall establish a safety committee to conduct accident reviews, determine preventability of accidents and report determinations to department

management. Another role is to work with department management and the City Safety Board to assist in mitigating hazards.

(d) *City Safety Board.* The City Safety Board shall serve as the final review for determining preventability of the accident. Another role of the City Safety Board is to establish priorities for safety to assist in mitigating hazards.

Approved as to form and legality:

Lana K. Torczon
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