


East Lake Tarpon Special Fire Control District

	<i>SOP 801 Safety</i>	
	Implementation Date: 11/2000	Revision Date(s): 07/2004
		Reviewed Date(s):
	Forms or Attachments: None	

The department will make every reasonable effort, within budgetary limits, to provide and maintain safe working conditions. To this end the employees will cooperate and encourage all employees covered by this agreement to work in a safe manner.

Department management shall provide proper and necessary safety equipment and devices, within the limit of the budget, for employees engaged in such work where the equipment or devices are necessary. Such equipment or devices when supplied must be used. Failure by employees to utilize provided equipment or devices as the department deems appropriate, will subject the employee to disciplinary action based upon the seriousness of the offense, the relation the offense has to the safety of those other than the offender, whether or not an injury occurred resulting in lost time and whether the offense is a recurrence of the same offense performed at a previous time for which a milder reprimand was given. Disciplinary action may be as little as a written reprimand or as great as discharge depending on the seriousness of the offense.

The department and the Union shall implement a Safety Committee, comprised of a minimum of two (2) Union representatives, and two (2) Management representatives. This committee shall meet as necessary but shall meet at least twice a year and shall review equipment and occupational issues pertinent to the safety of the employees. The committee shall also make such recommendations as necessary to the Fire Chief in regard to safety.

Management will receive and consider recommendations with respect to unsafe conditions or other safety ideas from Safety Committee and within thirty (30) days of receipt, the Fire Chief shall give a written reply to the Committee regarding disposition of the recommendation.