

**City of Pacific Grove
City Council Policy**

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I. PURPOSE

The City of Pacific Grove (“City”) values its employees, and a safe workplace demonstrates this commitment. The City’s workplace safety policy goal is for every employee to go home at the end of each work day as healthy as when she/he started. Ultimately, the City desires to instill and sustain a culture of safety within the municipal organization.

City employees and their families benefit from a healthy and accident-free workplace. The community benefits due to a reduction in workers’ lost time. And the municipal organization benefits from increased workplace morale and a reduction of Workers’ Compensation expenditures.

II. POLICY

The City commits to a safe workplace environment. In addition, the continual reduction of occupational accidents, injuries, and illnesses is a key City objective.

City staff will publish workplace safety metrics semiannually to document progress towards this objective. Workplace safety metrics should include benchmarking against peer organizations.

All reasonable precautions will be undertaken in this effort, including the provision of safety training and information, safety equipment, and reinforcement of safe workplace behavior. This effort includes the creation of workplace safety programs, as necessary.

City staff are expected to work in a safe manner at all times. Employees and supervisors share responsibility for ensuring workplace activities will be done safely. No workplace activity shall be undertaken if it cannot be done safely.

The City Manager is expected to reinforce safe working practices at all times and to instill a safety-minded workplace culture within the municipal organization.

Adopted: February 7, 2018
Resolution No. 18-006