

**1. Commitment to Safety**

The personal safety and health of each employee within the City of Mercer Island is of primary importance. We are committed to protecting our employees and property from accidental loss by developing an Accident and Illness Prevention Program (APP). City leadership, management, and supervisors will ensure the implementation of this program by dedicating time and resources to comply with all current and future safety & health codes and regulations. We want every employee to have a safe and productive work environment and complete each shift free from injury.

In fulfilling this commitment, we will provide and maintain a safe and healthy work environment. We will strive to eliminate any foreseeable hazards, which may result in personal injuries/illnesses, fires, security losses, and damage to property.

All activities will be conducted in accordance with the Division of Occupational Safety and Health (DOSH) requirements, the City's Accident Prevention Program (APP), and applicable state laws. The City will provide adequate training, proper equipment, and a safe work environment to assure all activities will be performed safely and efficiently.

Management is responsible for implementing the Accident Prevention Program; however, the City of Mercer Island expects its staff and supervisory personnel to share this duty. Supervisors are responsible for the safety of their employees and as a part of their daily duties must check the workplace for unsafe conditions, observe employees for unsafe acts, and promptly respond to eliminate any hazards identified. Supervisors are trained and expected to be leaders, setting a proper example by showing dedication and support for all policies, laws, and regulations. In addition, all employees are responsible for performing their jobs in accordance with the established City and department safety rules and procedures.

We encourage all employees to be continually committed to our goals, to show leadership by setting good examples, and to actively participate in identifying ways to make the City of Mercer Island a safer place to work.