

# **CITY OF CLEARLAKE** **INJURY AND ILLNESS** **PREVENTION PROGRAM**

## **ABSTRACT**

This program outlines how the City of Clearlake will maintain a work environment that protects the health of its employees and prevents workplace injuries

**UPDATED 10/19/2023**

**INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for  
CITY OF CLEARLAKE**

**IIPP Table of Contents**

SAFETY POLICY STATEMENT ..... 2

PURPOSE ..... 3

RESPONSIBILITIES ..... 3

COMPLIANCE ..... 4

COMMUNICATION..... 5

HAZARD ASSESSMENT..... 6

ACCIDENT/EXPOSURE INVESTIGATION ..... 6

HAZARD CONTROL PROCEDURES ..... 8

TRAINING AND INSTRUCTION ..... 8

EMPLOYEE ACCESS to the IIPP ..... 9

RECORD KEEPING ..... 9

PROGRAM HISTORY ..... 11

CODE of SAFE PRACTICE..... 12

EMPLOYEE ACKNOWLEDGMENT FORM..... 15

# **INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE**

## **SAFETY POLICY STATEMENT**

It is the intention of the City of Clearlake to develop, implement, and administer comprehensive risk management, safety, and risk control program. The City of Clearlake maintains that our employees and the general public are our most important assets; therefore, public and employee safety is our greatest responsibility. In all of our assignments, the health and safety of all and the protection of the environment should be of the utmost consideration. Employees at all levels of the workforce are directed to make safety and health a matter of continuing concern, equal in importance to all other operational considerations. This program is established to emphasize that effective risk management, safety, and risk control are integral to management procedures designed to maximize the City of Clearlake's capital and personnel. Although profit is not the goal of municipal operations, the same efficiency demonstrated in for-profit organizations is desired to ensure that the City of Clearlake can provide services and maximize the use of each available tax dollar.

Within the operational activities of any endeavor, there may be exposure to personal injury, personal illness, or property damage that may be unintentionally hidden. Reviews of operations should consider problems and/or errors that could occur as it relates to the environment, equipment, job procedures, and personnel. Accidents are unplanned events, and most are preventable, and proper planning can control accidents. All employees are directed to initiate such pre-planning as is necessary to minimize unsafe acts, contain environmental hazards, and control unsafe conditions.

Continual emphasis on risk management, risk control techniques, the refinement of work procedures, and safer working conditions has been shown to reduce injuries, property damage, and work interruption significantly. Every employee is charged with the responsibility of supporting and cooperating with the risk management policies and the risk control programs. As a condition of employment, all employees are expected to adopt the concept that the safer way to perform a task is the most efficient and the only acceptable way to accomplish it. Safety adherence and performance will be an important measure of the City of Clearlake's supervisory and employee performance evaluations.

Alan Flora  
*City of Clearlake, City Manager*

# INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE

## PURPOSE

The City of Clearlake strives to maintain a work environment that protects the health of its employees and prevents workplace injuries. We have implemented this comprehensive Illness and Injury Prevention Program (IIPP) to achieve this goal. This program is designed to prevent workplace injuries, accidents, and illnesses. The IIPP is a foundational piece of the City of Clearlake's loss prevention program and complies with the California Code of Regulations, Title 8, Sections [1509](#) and [3203](#).

## RESPONSIBILITIES

The City Manager is responsible for ensuring the implementation of an effective health and safety program for their city personnel. We recognize that the responsibility for safety and health is shared, and every person is held accountable for their assigned responsibilities, actions, or inactions.

All managers and supervisors are responsible for implementing and maintaining the IIPP in their work areas and for answering employee questions about the IIPP.

1. It is the responsibility of the City Manager to provide general oversight and guidance to Department/Division management in promoting accident prevention and holding management accountable for implementing the details of the IIPP.
  - a. Include safety performance as a regular part of discussions held with Department Directors/Department Heads and Division Managers/Supervisors.
  - b. Be observant during Department/Division visits for unsafe work practices and conditions that could cause injury or property damage.
  - c. Review injury data with each Department Director/Department Head and set goals for safety performance.
  - d. Attend Department/Division safety meetings, on occasion, to demonstrate management support of the safety program.
  - e. Ensure safety rules and safe work practices are being enforced in a consistent manner by Department/Division management.
  - f. Support Department/Division safety promotional campaigns and safety recognition programs.
2. Department Directors/Division Managers are responsible for:
  - a. Developing department-specific safety policies and procedures.
  - b. Providing employee IIPP orientation and job-specific safety training prior to the assignment of employees to hazardous duties.
  - c. Posting all health and safety information, such as safety posters and the log of work-related injuries and illnesses (Cal-OSHA Form 300).
  - d. Ensuring that each supervisor adheres to adopted policies and procedures and consistently enforces safety rules and regulations.
  - e. Coordinating discipline with Human Resources for failure to implement and adhere to safe work practices.
3. Supervisors are responsible for:
  - a. Enforcing safety policies and procedures.
  - b. Investigating accidents, injuries, and near misses and preparing written documentation.

# INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE

- c. Evaluating new equipment and procedures and making safety recommendations.
  - d. Inspecting work areas routinely.
  - e. Correcting or reporting unsafe conditions to their immediate supervisor.
  - f. Implement and document the training program to instruct employees in safe work practices and specific job duties.
4. Employees are responsible for:
- a. Reporting hazardous conditions and equipment to their supervisor.
  - b. Observing all City safety policies, procedures, and rules.
  - c. Using all safety clothing and personal protective equipment (PPE) as required.
  - d. Attending all general and tailgate safety meetings.
  - e. Reporting every injury, accident, and near-miss incident to their supervisor.
5. The Administrative Services Director, who is appointed by the City Manager, is responsible for the administration of the City's Safety Program, including:
- a. Coordinating the development and implementation of the IIPP with all departments and divisions.
  - b. Assisting the Department Directors/Division Managers with the implementation of the IIPP.
  - c. Maintaining records of employee accidents, injuries, medical records, and baseline biological monitoring.
  - d. Tracking hazard reports and safety concerns through resolution.
  - e. Providing technical assistance on occupational health and safety issues to Department Directors/Division Managers.
  - f. Providing statistical reports regarding work-related injuries to Department Directors/Division Managers
  - g. Collecting, printing, and posting Cal-OSHA 300 Illness and Injury Log data.
  - h. Investigating and reporting to Cal-OSHA serious injuries resulting in hospitalization or fatality and providing recommendations to prevent reoccurrence.

## COMPLIANCE

Management is responsible for ensuring that all safety and health policies and procedures are clearly communicated and understood by all employees. Managers and supervisors are expected to enforce the rules fairly and uniformly.

All employees are responsible for using safe work practices, following all directives, policies, and procedures, and assisting in maintaining a safe work environment.

Our system of ensuring that all employees comply with the rules and maintain a safe work environment includes the following:

1. Informing employees of the provisions of our IIPP.
2. Evaluating the safety performance of all employees.
3. Recognizing employees who perform safe and healthful work practices.
4. Providing training to employees whose safety performance is deficient.
5. Disciplining employees for failure to comply with safe work practices.

# **INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE**

## **Employee Recognition**

Management should make every effort to recognize employees for following safe work practices. This recognition may include verbal acknowledgment, recognition at meetings, awards, or other recognition deemed appropriate by management.

## **Disciplinary Action**

Discipline for safety violations should be administered in a manner that is consistent with the City of Clearlake's progressive disciplinary action system. Employees should be disciplined and/or coached for infractions of safety rules and unsafe work practices that are observed, not just those that result in an injury or illness. Failure to follow safety rules and procedures can result in disciplinary action up to and including termination. The Division Manager/Supervisor should consult with the Department Director/Department Head and Human Resources when disciplinary action is being considered.

## **COMMUNICATION**

The City of Clearlake recognizes that open, two-way communication between management and staff on health and safety issues is essential to an injury-free, productive workplace. The following system of communication is designed to facilitate a continuous flow of safety and health information between management and staff in a form that is readily understandable and consists of one or more of the following items:

- New employee orientation, including a discussion of safety and health policies and procedures.
- Review of our IIPP.
- Workplace safety and health training programs.
- Regularly scheduled safety meetings.
- Tailgate meetings at least every ten (10) working days for those employees that have construction-related activities.
- Effective communication of safety and health concerns between employees and supervisors, including translation where appropriate.
- Posted or distributed safety information on bulletin boards, printed material in your inbox, via email, Microsoft Teams and/or on the City of Clearlake website.

## **Reporting of Safety Concerns**

Department Directors/Division Managers should encourage employees to report safety concerns directly to their supervisor without fear of reprisal or punishment. Under California law, it is illegal for any employer to take action against employees who exercise their right under the law to report unsafe conditions. Department Directors/Department Heads and Division Managers/Supervisors are to encourage employees to report hazards and commend them for their safety awareness.

To encourage employee reporting of unsafe conditions, the City of Clearlake has established a system allowing employees to anonymously notify the City of Clearlake of safety concerns. This is most easily accomplished through suggestion boxes in the break room. Directors/Division Managers are encouraged to develop additional means of anonymous reporting that best meet the needs of their departments.

Safety suggestions will be processed through regular lines of authority (e.g., chain of command). Those suggestions that cannot be approved or disapproved at the department level will be referred to the Administrative Services Director.

# **INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE**

## **HAZARD ASSESSMENT**

Periodic inspections to identify and evaluate workplace hazards shall be completed. These periodic inspections aim to identify potential hazards so that they can be corrected before an accident occurs. Regular self-inspections are an essential part of our IIPP. Inspections should include a physical inspection of the premises, as well as identification of unsafe work practices.

Periodic inspections are performed according to the following schedule:

1. Annual audit of all City of Clearlake facilities.
2. When we initially established our IIP Program.
3. When new substances, processes, procedures, or equipment that present potential new hazards are introduced into our workplace.
4. When new, previously unidentified hazards are recognized.
5. When occupational injuries and illnesses occur within the workplace.
6. When we hire and/or reassign permanent or intermittent employees to processes, operations, or tasks for which a hazard evaluation has not been previously conducted.
7. Whenever workplace conditions warrant an inspection.

Periodic inspections can be performed by any of the following:

- Department Director/Division Manager
- Supervisor
- Risk Manager
- Safety Committee Members
- Consultants

Periodic inspections consist of identifying and evaluating workplace hazards utilizing applicable sections of the attached Hazard Assessment Checklist and other effective methods to identify and evaluate workplace hazards.

Departments engaged in hazardous operations are strongly encouraged to schedule more frequent monthly, weekly, or daily inspections, depending on the operation. Inspection recommendations will be made to the Department Director/Division Manager and shared with the Administrative Services Director.

Supervisors are responsible for the safety of the physical conditions in which their subordinates work. Each supervisor will make frequent work area inspections, and recommendations for correcting unsafe conditions will be made through normal channels of authority and procedures.

## **ACCIDENT/EXPOSURE INVESTIGATION**

All work-related injuries, illnesses, near-misses, or property damage instances involving a City employee, equipment, or members of the public on City property must be reported immediately to a supervisor or the Administrative Services Director. In addition, all illnesses or injuries occurring in the workplace and resulting in serious injury, hospitalization, or fatality of an employee must be reported immediately to the Administrative Services Department.

### **Work-Incurred Illnesses and Injuries**

- Employees are responsible for:
  - Regardless of seriousness, report all work-incurred illnesses, injuries, and near misses to

# INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE

- their immediate supervisor before the end of the work shift.
- Securing first aid for minor injuries immediately.
- Supervisors are responsible for:
  - Securing further medical treatment for employees, if required, from a City's Designated Medical Facility or the employee's pre-designated provider.
  - Report any work-related death, serious injury, or illness to the Administrative Services Director immediately by phone at 707-994-8201 Ext. 106.
    - A **serious injury and illness** is defined as one involving:
      - Inpatient hospitalization, regardless of the length of time, for other than medical observation or diagnostic testing
      - Amputation
      - Loss of an eye
      - Serious degree of permanent disfigurement
  - Completing Report of Industrial Injury for any employee who reports a work-related illness or injury and forward it to the Risk Management Department within 24 hours.
  - Investigate and complete the Supervisor Accident/Exposure investigation report for any work-related illnesses, injuries, and near misses.
- Administrative Services Director is responsible for:
  - Immediately reporting any work-related death, injury, or illness within eight (8) hours to Cal/OSHA by calling (916) 263-2800.
  - Working with supervisors to identify measures to prevent illnesses and injuries.
  - Collecting, printing, and posting Cal-OSHA 300 Illness and Injury Log data.

## Near Misses

A near miss is defined as unintended events which have the potential for causing personal injury, illness, property damage, or environmental impairment. Unsafe working conditions, unsafe employee work habits, improper use of equipment, or use of malfunctioning equipment have the potential to cause work-related injuries. It is every employee's responsibility to report or correct potential incidents immediately.

## Accident and Near Miss Investigation

The supervisor's investigation aims to gather information to determine the cause(s) of accidents and near misses to prevent recurrences and future incidents. Investigations are not to assign blame or single out an employee. The Administrative Services Director may investigate any accident or near miss involving City of Clearlake employees or property when additional information is deemed necessary to determine the root cause. Procedures for investigating include:

1. Visiting the accident scene as soon as possible.
2. Interviewing injured or involved employees and witnesses.
3. Examining the workplace for factors associated with the accident/exposure.
4. Determining the root cause of the accident/exposure.
5. Taking corrective action to prevent the accident/exposure from reoccurring.
6. Recording the findings and corrective actions taken.

## Reports

Accident investigation reports are confidential. The Administrative Services Director will maintain current accident statistics, which will be available to all department managers. Cal-OSHA 300 Logs are available for review in the City of Clearlake Administrative Offices (14050 Olympic Drive, Clearlake, CA 95422).



# **INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE**

Annual summaries of the Cal-OSHA 300 Log will be posted as required by state law starting February 1 through April 30 of each year.

## **HAZARD CONTROL PROCEDURES**

Unsafe or unhealthy work conditions, practices, or procedures shall be corrected in a timely manner based on the severity of the hazards. Hazards shall be corrected according to the following procedures:

1. When observed or discovered.
2. When an imminent hazard exists that cannot be immediately abated without endangering employee(s) and/or property, we will remove all exposed employees from the area except those necessary to correct the existing condition. Employees required to correct the hazardous situation shall be provided with the protection needed.
3. All actions taken and the completed dates shall be documented within the City of Clearlake's corrective action log.

Identified hazardous conditions will be prioritized for correction by considering both the potential consequence (severity) and probability (frequency) of an injury or illness occurring. Corrective action for hazard elimination is the responsibility of the Department Director. The Administrative Services Director will provide or obtain expert assistance when necessary.

## **TRAINING AND INSTRUCTION**

All employees, including managers and supervisors, shall have training and instruction on general and job-specific safety and health practices. Training and instruction shall be provided as follows:

1. When the IIPP is first established.
2. To all new employees.
3. To all employees given new job assignments for which training has not been previously provided.
4. Whenever new substances, processes, procedures, or equipment are introduced to the workplace and represent a new hazard.
5. Whenever the employer is made aware of a new or previously unrecognized hazard.
6. To supervisors to familiarize them with the safety and health hazards to which employees under their immediate direction and control may be exposed.
7. To all employees with respect to hazards specific to each employee's job assignment.

Workplace safety and health practices for all departments include, but are not limited to, the following:

1. Explain the IIPP and measures for reporting unsafe conditions, work practices, injuries, and when additional instruction is needed.
2. City of Clearlake's Code of Safe Practices.
3. Use of appropriate clothing, including gloves, footwear, and personal protective equipment (PPE).
4. Information about chemical hazards to which employees could be exposed and other hazard communication program information.
5. Availability of toilet, handwashing, and drinking water facilities.
6. Provisions for medical services and first aid, including emergency procedures.

# **INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE**

In addition, we provide specific instructions to all employees regarding hazards unique to their job assignment, to the extent that such information was not already covered in other training. See attached training matrix for additional training details.

The objective of safety training is to develop employee appreciation for safety and accident prevention as well as the required skills and knowledge to reduce the number and severity of illnesses and injuries. All City of Clearlake employees will be provided training on safe work practices applicable to the performance of their work before assignment. For employees conducting construction-like tasks, tailgates on appropriate topics will be provided at least every ten (10) working days. Tailgate safety topics and refresher training will also be provided as required to maintain regulatory compliance.

Each supervisor receives safety training appropriate to the responsibilities of the supervisory position held. Such training will include the basic techniques of accident prevention, accident investigation, and safety training. If assigned, Department Safety Representatives will receive training in the responsibilities and techniques of their assignments. All training will be documented, and records will be maintained per the Records Retention Policy.

## **EMPLOYEE ACCESS to the IIPP**

City of Clearlake employees – or their designated representatives - have the right to examine and receive a copy of the City of Clearlake IIPP. This will be accomplished by:

- The City of Clearlake provides unobstructed access through our website, which allows an employee to review, print, and email the current version of the Program. Unobstructed access means that the employee, as part of their regular work duties, predictably and routinely uses electronic means to communicate with management or coworkers.

Any copy provided to an employee or their designated representative will not include any of the records of the steps taken to implement and maintain the written IIP Program. Where we have distinctly different and separate operations with distinctly separate and different IIPPs, we may limit access to the IIPP applicable to the employee requesting it.

An employee must provide written authorization in order to make someone their “designated representative.” A recognized or certified collective bargaining agent will be treated automatically as a designated representative for the purpose of access to the company IIPP. The written authorization must include the following information:

- The name and signature of the employee authorizing the designated representative.
- The date of the request.
- The name of the designated representative.
- The date upon which the written authorization will expire (if less than one year).

## **RECORD KEEPING**

We are a local governmental entity and are not required to keep written records of the steps taken to implement and maintain our IIPP.

# **INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE**

Departments will maintain records of inspections and hazard reports for at least two years. Records must include the names of those who conducted the inspection, the dates of the inspection, the identified hazards, and any corrective action taken.

Either the Departments or HR will maintain training records per the City of Clearlake's records retention schedule. Training records must include the names of the employees trained, the topics covered in the training, the date of the training, the trainer's identity, and the signatures of employees who attended. Forms for documentation of training and inspections are available from the Administrative Services Director. Electronic training records, where applicable, are also acceptable.

Employee records from medical monitoring and exposure evaluations will be preserved and maintained for the duration of employment plus thirty years. Employees and their designated representatives have a right to access relevant medical and exposure records.

**INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for  
CITY OF CLEARLAKE**

**PROGRAM HISTORY**

Action	Date	Notes
Implemented	10/19/2023	IIPP was reviewed and adopted.
Reviewed		

# INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE

## CODE of SAFE PRACTICES

City of Clearlake employees shall follow this general code of safety practices:

1. Any employee may stop City of Clearlake work without fear of retaliation if they believe the task is unsafe and must be evaluated by a supervisor or manager to determine necessary safety precautions. Report the condition to your immediate supervisor and/or the Administrative Services Director.
2. Always keep your work area clean and orderly to prevent slips, trips, or falls. When possible, avoid uneven ground and be aware of the walking surface.
3. Do not climb over fences or walls two feet or more in height. When possible, use gates or openings designed for passage. Use steps, stairs, ladders, or ramps to climb up or down work surfaces two feet or more in height or depth.
4. Equipment and Vehicles: Only use equipment in which you have been authorized and trained to operate. Supervisors are to ensure that employees are trained to operate appropriate tools/equipment. Request an equipment orientation from the manufacturer, dealer, or rental company for all rented equipment unfamiliar to you. Inspect equipment and vehicles for obvious damage and defects before use. When newly operated, leased, or rented for the first time, check critical safety items such as brakes, locks, guards, etc. Request and read the owner's manual and use any inspection guides included with the manual.
5. Bend your knees and use your legs to lift, push, or pull objects. Use tools to help lift and transport heavy objects. When mechanical aids are not available, seek the help of others (two-person lift) when lifting objects of heavyweight (more than **50 pounds**) and/or awkward size (*potential exception: jackhammers or other devices designed to be lifted by one person for short periods and distances*).
6. When possible, use tools instead of hands to lift and remove lids (i.e., meters, vaults, maintenance holes, etc.). Use tools, the steel-toe of your shoe, or the instep of your foot to slide lids back in place. Avoid pinch points and getting your fingers caught. Ensure that all lids are undamaged, properly seated, and secure before leaving the site.
7. Wear all personal protective equipment (PPE) appropriate for the work area, per warning signs, task-specific procedures, or tool/equipment instructions. Use only tools and equipment that are in good working order, with guards in place and free from damage.
8. Use only those hazardous chemicals that you have been trained on and that have appropriate labeling (name and hazard warning). If a new or unfamiliar chemical or substance, refer to the SDS. Wear all personal protective equipment (PPE) appropriate for the work, per warning signs, SDS, task-specific procedures, etc. Label all secondary containers immediately after hazardous chemicals are placed inside them or when the original container label has been removed or defaced. Properly dispose of waste chemicals and containers in proper containment.
9. For all minor herbicide/pesticide applications and chemical use, follow all precautions and personal protective equipment requirements described on the herbicide/pesticide/chemical label. Check with your supervisor/manager if a Qualified Applicator Certificate or Qualified Applicator License is

# INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE

required.

10. Wear heavy-duty rubber gloves and boots when working with uncured concrete. Wet Portland cement can cause caustic burns, sometimes referred to as cement burns.
11. Report immediately to your supervisor:
  - a. On-the-job injuries or illnesses. Report all work-related injuries and illnesses to your supervisor. Supervisors will coordinate a visit to the occupational clinic. For off-hours and weekends, contact your immediate supervisor to report the injury and seek medical advice. If immediate medical attention is needed, call 911 to receive transport to a hospital.
  - b. Hazards, unsafe practices, close calls, malfunctioning equipment or tools, defective personal protective equipment, or policies and procedures that you believe could create or result in a dangerous situation: immediately STOP WORK to Recognize, Evaluate, and Control/Correct the Hazard(s). Report to your supervisor any situation that cannot be controlled or corrected.
12. When entering private property, request property owners to confine their dogs away from you. If an unleashed aggressive dog approaches you, do not turn your back, step back from the dog and use a meter stick or similar item to help keep the dog at a safe distance from you.
13. Follow posted speed limits on all public roads. The speed limit inside City of Clearlake facilities, including roads, maintenance yards, and employee parking lots, is **10 MPH**. On private easement and access roads, the speed limit is 15 MPH for unpaved roads, and 30 MPH for paved roads. Report all vehicle accidents to your supervisor immediately.
14. Mobile device use while driving is only permitted under state Law when used hands-free or paired to the vehicle. No texting is allowed while driving. *(Exception: state law does provide exceptions to this restriction for Public Safety Employees. Public Safety Employees will follow their department's procedures related to the use of mobile devices)*
15. If experiencing symptoms of heat illness (fatigue, headache, dizziness, nausea, cramps, hot/dry skin, and rapid pulse), seek shade in an open-air area or an air-conditioned vehicle. If symptoms do not improve immediately or signs of heatstroke are present, call 911.
  - a. Supervisors are required to notify their field employees of forecasted temperatures of **80 °F** and above at the start of the work shift and ask them to use caution (drink up to one quart of water per hour and seek shade for at least five minutes when experiencing symptoms of heat illness: fatigue, headache, dizziness, nausea, cramps, hot/dry skin, and rapid pulse).
  - b. Supervisors must ensure that shade and water is available near the work area (as close as practicable) at all times.
  - c. At temperatures of **95 °F** and above, all solitary employees and crew leaders conducting excavations, remote, and grounds maintenance work must check in hourly with their supervisors to ensure employees are alert and not suffering from heat illness. Supervisors are to remind employees to drink plenty of water and give breaks as necessary.
  - d. When forecasted temperatures exceed **105 °F**, supervisors must schedule strenuous work activities during cooler times of the day, except for emergency job tasks that are necessary to be completed to avoid major service disruptions or impacts to public safety.
16. If a person(s) identifying themselves from Cal/OSHA shows up at a worksite, ask for identification

# **INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE**

and the purpose of the visit. Contact your supervisor and assigned City of Clearlake representative for direction and assistance. Do not allow permission to enter City of Clearlake sites or provide any documents unless directed by your supervisor or assigned City of Clearlake representative.

## **Additional Safety Rules**

Department Directors may develop specific safety rules for their department based upon departmental duties and responsibilities.

# INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) for CITY OF CLEARLAKE

## EMPLOYEE ACKNOWLEDGMENT FORM

I \_\_\_\_\_ (*print name*), hereby acknowledge that I have received, read, and understand the City of Clearlake Injury and Illness Prevention Program. I agree to conform to all the City of Clearlake practices, rules, and regulations related to safe work performance. I understand that my failure to follow these safety procedures will result in disciplinary action as outlined in the employee handbook. I further understand that:

- It is my responsibility to report all unsafe conditions or violations of the IIPP or the Code of Safe Practices to my supervisor or other management personnel in order to minimize the potential of injury to myself or my fellow employees.
- I am encouraged to inform my immediate supervisor of any hazards at the worksite without fear of reprisal, and should my assistance create any such action or related intimidation, I am encouraged to contact their supervisor or Administrative Services Director.

\_\_\_\_\_  
**(Signature of Employee)**

\_\_\_\_\_  
**(Date)**

\_\_\_\_\_  
**(Signature of Supervisor)**

\_\_\_\_\_  
**(Date)**