

ROCHESTER PUBLIC UTILITIES
BOARD POLICY STATEMENT

POLICY SUBJECT: Worker Safety

POLICY OBJECTIVE:

The purpose of this policy is to express the Board's support of the continuing development and management of a process that promotes the safety-related behavior of all staff associated with Rochester Public Utilities (RPU).

POLICY STATEMENT:

1. One of RPU's Core Values is to Protect Every Individual. RPU is committed to the safety of its employees, customers and the general public in all aspects of its operations and safety is the primary consideration in performing all tasks. Ensuring safety at RPU is the responsibility of each RPU employee.
2. Through its management and employees, RPU will promote safety by:
 - a. Communicating the expectation that all workers take personal responsibility for their own safety and the safety of their co-workers.
 - b. Providing appropriate equipment and levels of education and training to enhance all workers' ability to perform their tasks in the safest possible manner.
 - c. Setting, monitoring and measuring safety goals and objectives.
 - d. Encouraging safe work behavior through awareness programs, safety teams and other activities or education that promote safety.
 - e. Establishing appropriate management policies that communicate and enforce safety, best practices and procedures.
 - f. Authorizing any employee, regardless of position, title or grade, to refuse to perform, without repercussion, when directed to do any work in a manner that is reasonably deemed to be unsafe.
3. The Board delegates to the General Manager the authority to act on its behalf to ensure compliance with the objectives of this policy.
4. The Board's delegated authority to the General Manager extends to the development and implementation of management policies and procedures required to meet this stated objective.

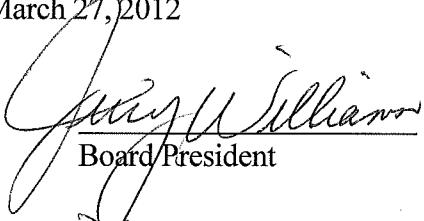
5. The General Manager's delegated authority is limited only by law, City of Rochester Home Rule Charter provisions, City Policies or other policies which the board has adopted or may adopt in the future.

RELEVANT LEGAL AUTHORITY: Rochester City Charter Chapter XV, Section 15.05
Minnesota Statutes, §182.653, subd. 8.

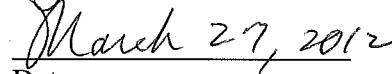
EFFECTIVE DATE OF POLICY: March 27, 2012

DATE OF POLICY REVIEW: December 20, 2011

POLICY APPROVAL: March 27, 2012



Judy U. Williams
Board President



March 27, 2012
Date