

KREMMLING SANITATION DISTRICT

Policy on Safety

Adopted: August 10, 2026

1. Purpose. This Policy on Safety (the "Policy") is adopted by the Kremmling Sanitation District ("District") to establish the District's commitment to workplace safety, assign responsibility for the administration of the District's safety program, and promote compliance with applicable federal, state, and local laws and regulations governing occupational safety and health.
2. Policy. It is the policy of the District to conduct its operations in a manner that protects the health, safety, and welfare of its employees and the public. Safety shall be an integral part of all District operations and shall be considered in planning, decision-making, and the performance of all work activities.

The District expects every employee to perform assigned duties in a safe manner, to comply with applicable safety requirements, and to report unsafe conditions, accidents, injuries, illnesses, and near misses promptly.

3. Responsibilities.
 - a. Board of Directors. The Board of Directors is responsible for:
 - i. Establishing the District's overall safety policy and objectives.
 - ii. Providing adequate resources to support the District's safety program, subject to budgetary appropriations.
 - iii. Reviewing the effectiveness of the District's safety program as appropriate.
 - b. District Manager. The District Manager is responsible for administering the District's safety program and for implementing this Policy. The District Manager may delegate specific safety responsibilities to supervisory personnel but shall retain overall responsibility for the administration of the District's safety program.
 - c. Employees. Employees are responsible for complying with this Policy and the District's Safety Manual, performing work safely, using required protective equipment, reporting unsafe conditions, and immediately reporting workplace injuries, illnesses, accidents, and near misses.

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4. Safety Manual. The District Manager shall develop, implement, and maintain a written Safety Manual establishing the District's safety program and safe work practices.
 - a. The Safety Manual shall contain such policies, procedures, training requirements, and other guidance as the District Manager determines necessary to promote a safe workplace and to ensure compliance with applicable law and recognized safety standards.
 - b. The District Manager may amend the Safety Manual from time to time as necessary to address changes in applicable law, operational needs, industry standards, or workplace hazards.
5. Training. The District shall provide employees with safety training appropriate to their assigned duties and responsibilities. Employees shall participate in required training and comply with the safety procedures established in the Safety Manual.
6. Reporting. Employees shall promptly report workplace injuries, illnesses, accidents, property damage, hazardous conditions, and near misses in accordance with the procedures established in the Safety Manual. The District shall investigate reported incidents as appropriate to identify causes and implement corrective measures.
7. Compliance. Compliance with this Policy and the Safety Manual is a condition of employment. Failure to comply may result in disciplinary action, up to and including termination of employment, consistent with the District's personnel policies and applicable law.
8. Review. The District Manager shall periodically review the District's safety program and recommend revisions to this Policy as appropriate. The Board of Directors may amend this Policy by resolution.
9. Supplement to Law. The provisions of this Policy shall be in addition to and in supplement of any law of the State of Colorado.
10. Amendment. The Board of Directors may amend this Policy from time to time, only in writing following a duly called meeting.