

## TITLE 4

### MUNICIPAL PERSONNEL<sup>1</sup>

#### CHAPTER

#### 1. OCCUPATIONAL SAFETY AND HEALTH PROGRAM.

#### CHAPTER 1

#### OCCUPATIONAL SAFETY AND HEALTH PROGRAM

#### SECTION

4-101. Title.

4-102. Purpose.

4-103. Coverage.

4-104. Standards authorized.

4-105. Variances from standards authorized.

4-106. Administration.

4-107. Funding the program.

**4-101. Title.** This chapter shall provide authority for establishing and administering the occupational safety and health program for the employees of the City of Lakeland. (as added by Ord. #05-76, April 2005)

**4-102. Purpose.** The board of commissioners in electing to establish and maintain an effective occupational safety and health program for its employees shall:

- (1) Provide a safe and healthful place and condition of employment.
- (2) Make, keep, preserve, and make available to the Commissioner of Labor and Workforce Development of the State of Tennessee, his designated representatives, or persons within the Tennessee Department of Labor and Workforce Development to whom such responsibilities have been delegated, adequate records of all occupational accidents and illnesses and personal injuries for proper evaluation and necessary corrective action as required.
- (3) Provide for education and training of personnel for the fair and efficient administration of occupational safety and health standards and provide for education and notification of all employees of the existence of this program. (as added by Ord. #05-76, April 2005)

---

<sup>1</sup>Administrative ordinances and resolutions providing personnel policies and procedures are in the office of the recorder.

**4-103. Coverage.** The provisions of the occupational safety and health program for the employees of the City of Lakeland shall apply to all employees of each administrative department, commission, board, division, or other agency of the City of Lakeland whether part-time or full-time, seasonal or permanent. (as added by Ord. #05-76, April 2005)

**4-104. Standards authorized.** The occupational safety and health standards adopted by the City of Lakeland are the same as, but not limited to, the State of Tennessee Occupational Safety and Health Standards promulgated, or which may be promulgated, in accordance with section 6 of the Tennessee Occupational Safety and Health Act of 1972.<sup>1</sup> (as added by Ord. #05-76, April 2005)

**4-105. Variances from standards authorized.** The City of Lakeland may, upon written application to the Commissioner of Labor and Workforce Development of the State of Tennessee, request an order granting a temporary variance from any approved standards. Applications for variances shall be in accordance with Rules of Tennessee Department of Labor and Workforce Development, Occupational Safety, Chapter 0800-1-2, as authorized by Tennessee Code Annotated, title 50. Prior to requesting such temporary variance, the City of Lakeland shall notify or serve notice to employees, their designated representatives, or interested parties and present them with an opportunity for a hearing. The posting of notice on the main bulletin board as designated by the board of commissioners shall be deemed sufficient notice to employees. (as added by Ord. #05-76, April 2005)

**4-106. Administration.** For the purposes of this chapter, the city manager or his designee is designated as the director of occupational safety and health to perform duties and to exercise powers assigned so as to plan, develop, and administer the city safety program. The director shall develop a plan of operation for the program and said plan shall become a part of this chapter when it satisfies all applicable sections of the Tennessee Occupational Safety and Health Act of 1972 and part IV of the Tennessee Occupational Safety and Health Plan. (as added by Ord. #05-76, April 2005)

**4-107. Funding the program.** Sufficient funds for administering and staffing the program pursuant to this chapter shall be made available as authorized by the Lakeland Board of Commissioners. (as added by Ord. #05-76, April 2005)

---

<sup>1</sup>State law reference

Tennessee Code Annotated, title 50, chapter 3.