

ARTICLE XVII -- SAFETY

The parties acknowledge that law enforcement is, by its very nature, a hazardous occupation and employees understand that the nature of the work exposes them to health and safety risks. M-DCPS will make a reasonable effort to ensure that its vehicles, equipment, and work environment do not unnecessarily jeopardize employee health, safety, and welfare, or place them at risk beyond that normally associated with law enforcement work.

All safety equipment issued by M-DCPS which is supplied with a manufacturer's recommended replacement date will be replaced by M-DCPS on, or before, the recommended replacement date. Officers will be issued the needed tools and will be equipped to handle all aspects of their assigned duties.

To the extent possible and within the limitations imposed by the performance of defined job duties, employees will make a conscientious effort to operate vehicles and maintain equipment in a safe and efficient manner as prescribed by the Department's Standard Operating Procedure #8, which is incorporated and made part of this Agreement by reference. Refusal or failure to follow safety rules and regulations may result in appropriate disciplinary action, including dismissal.