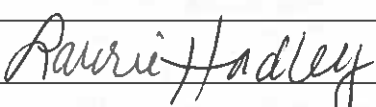




City of Round Rock Safety Shoe Program

Authors		City Manager's Office	
Effective Date		August 1, 2012	
Approval	Revision Date	October 16, 2023	
	Name	Laurie Hadley	
	Title	City Manager	
	Signature		

I. Scope

Safety shoes shall be worn by any City of Round Rock employee working in areas where there is a significant risk of foot injuries due to falling or rolling objects, objects piercing the sole, and/or exposure to electrical hazards. Each department will determine which job positions are required to wear safety shoes and notify the employee that wearing safety shoes is a prerequisite to employment. The type of safety shoes will be based on the specific job requirements and as a minimum must meet or exceed ANSI Z41-1991 or ASTM-F2413-05 standards. Employees are responsible for maintaining their own safety shoes.

II. Eligibility

Employees who have completed their probationary period and who are required to wear safety shoes while on duty are eligible to purchase safety shoes which meet the minimum standard. Department superintendents/supervisors are responsible for identifying needs, maintaining records of purchase, and reimbursement.

New employees who are required to wear safety shoes while on duty will be eligible for authorization to purchase or receive reimbursement while serving in their probationary period. If the employee fails to complete the probation period, amounts paid to purchase the safety shoes will be deducted from their final paycheck.

Employees may purchase safety shoes of their choice upon receiving authorization from their supervisor. Shoes must meet applicable safety standards as noted above. The program is limited to one shoe/boot reimbursement per year.

Shoes are to be purchased on personal time only, not on City time. There will be no personal mileage reimbursement and no transportation provided by a City vehicle for purchase of safety shoes.

III. Payment

Employees have two options in which they can purchase approved safety shoes, as explained below.

1) Employees can go to the store of their choice to purchase safety shoes providing they meet the standards as noted above. A paid receipt specifying safety shoes is to be submitted to the superintendent/supervisor as proof of purchase. A copy of the receipt will be attached to a purchase order made out to the employee for reimbursement of up to \$150 for safety shoes or boots and up to \$200.00 for steel toe boots, or the actual cost of the shoes if less than \$200.00.

2) The City has an account set up with authorized vendors. The Safety Shoe Authorization Forms located on the Employee Net, HR Home Page, under Safety and Risk Management. Employees must obtain a supervisor signature on the form before they can make a purchase. Present the Authorization to Purchase form at the point of sale. Employees are responsible for any amount over \$150.00 for safety shoes or boots and over \$200.00 for steel toe boots.

IV. Administration

- 1) Departments will keep on file a completed Protective Footwear Assessment form for each job title that requires safety footwear.
- 2) Departments will be responsible for determining the appropriate footwear to be worn by employees.
- 3) Departments will be responsible for issuing the Authorization Form to employees.
- 4) Departments will be responsible for verifying and approving reimbursements when requested and submitting them to Finance for payment.
- 5) Departments will be responsible for monitoring the twelve (12) month period to ensure employees comply.



Safety Shoe Authorization Form

Maximum Subsidy: \$200

To obtain safety footwear:

1. A City of Round Rock I.D. is required to be presented at point of sale to the authorized vendor.
Authorized vendors: Red Wing and Cavendar's
2. The City of Round Rock will cover a cost of up to \$200.00 per year for safety footwear as identified below.
Footwear must, at a minimum meet or exceed ANSI Z41-1991 or ASTM-F241305 standards.
A safety shoe that meets this requirement will have either standard clearly marked on one of the shoes.
3. Footwear purchase totals in excess of \$150.00 for safety shoes/boots and \$200.00 for steel toe boots
will be paid by the employee at the time of sale.
4. The original, detailed receipt must be returned to the departmental representative that provides approval below.

Section 1: Request for Steel Toe Footwear - Up to \$200.00 (To be completed by employee.)

Employee Name-typed: _____ Department Code: select

Section 2: Request for Safety Shoes/Boots - Up to \$150.00 (To be completed by employee.)

Employee Name-typed: _____ Department code: select

Section 3: Required signatures before purchase

I understand that should I leave employment with the City of Round Rock prior to completing the probationary period, the amount paid for my safety footwear will be deducted from my final check.

Employee Printed Name: _____ Emp Number: _____

Employee's Signature: _____ Date: _____

Supervisor's Printed Name: _____

Supervisor's Signature _____ Date: _____

