

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: CEO-Risk Management Division

BOARD AGENDA # *B-1

Urgent

Routine

AGENDA DATE April 15, 2008

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval to Revise Reimbursement Rates for the Safety Shoes Reimbursement Program Pursuant to County Ordinance 2.60.020 (d)(3)

STAFF RECOMMENDATIONS:

- 1) Authorize Department Heads to pay up to \$180 per employee, per year, for the safety shoe features added to the safety shoe.
- 2) Direct Department Heads to establish a list of safety shoe features required, within the job categories under their jurisdiction.
- 3) Authorize Department Heads to exceed the one pair of safety shoes per year, per employee, whenever it is determined that the safety shoe has worn out before the year end time period due to on the job wear.

FISCAL IMPACT:

The annualized cost impact with full compliance is estimated to be \$54,000, if fully implemented. This program will affect the Department of Parks, Public Works, Chief Executive Office, Agricultural Commission & Sealer of Weights & Measures, Animal Services, Assessor, Community Services Agency, Environmental Resources, Health Services Agency, Behavioral Health & Recovery Services, Planning, Probation, Sheriff and General Services Agency. The cost is expected to be absorbed within the current Fiscal Year Departmental budgets.

BOARD ACTION AS FOLLOWS:

No. 2008-260

On motion of Supervisor Monteith, Seconded by Supervisor DeMartini
and approved by the following vote,

Ayes: Supervisors: O'Brien, Grover, Monteith, DeMartini, and Chairman Mayfield

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

APPROVAL TO REAFFIRM THE REIMBURSEMENT RATES FOR THE SAFETY SHOES
REIMBURSEMENT PROGRAM PURSUANT TO COUNTY ORDINANCE 2.60.02(D)(3)

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DISCUSSION: **Background:**

In late 1998, the Chief Executive Office-Risk Management Division presented a report to the Safety Board regarding the need for various County departments to review the Board of Supervisors ordinance Chapter 2.60 regarding the County's Safety Program. This review was focused on the need to address personal protective equipment, specifically safety footwear.

Paragraph D of the ordinance states as follows:

- D. "It shall be the duty of all department heads to ensure a safe working place and healthful work environment within the jurisdiction of their respective departments by":

Subparagraph 3 provides specific direction related to safety footwear and adds that a reimbursement rate be set by the Board of Supervisors.

3. "Determining those certain jobs and tasks performed within the department which require personal protective equipment and ensuring that such equipment is purchased and worn by its employees, the entire cost of which is a charge against the county, except in the categories of safety footwear & safety prescription lenses in which case the county shall reimburse the employee only for the safety features added at rates set by Board of Supervisor's resolution and based on annual review and recommendation of the Safety Board."

Summary:

The CEO-Risk Management Division, Safety Unit conducted a survey in late 1998 to determine the amount the County should reimburse employees for the safety features added to safety shoes. It was recommended that \$60 be paid per pair of shoes per each at risk employee. The survey included Parks, Public Works-Roads, Landfill and shop, Auto shop, Shipping/Receiving and Inmate/Gain. This information was presented to the Safety Board in October 1998. The Safety Board requested additional information to be presented at its next meeting.

In January 1999, this matter was again reviewed with the Safety Board. A pilot program with Iron Age Safety Shoes was initiated and scheduled to be completed later that year. In March 2000, the Safety Board again discussed the Safety Shoe Program and associated issues such as shoe comfort. The Public Works Department proposed the amount the County contributes toward the purchase of safety shoes be increased to the actual cost of the shoe, up to a maximum of \$100. This would allow employees to purchase a brand similar to Red Wings, which is a more expensive and comfortable pair of safety shoes.

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After further discussion the Safety Board recommended that the reimbursement rate be established as the actual cost, up to a maximum of \$100 for safety shoes. The Safety Board directed this matter be transmitted to the Board of Supervisors for approval.

On August 10, 2000 the CEO-Risk Management Division presented the Safety Board's recommendation to Union representatives for discussion. The Unions did not express any opposition to the recommended reimbursement rate.

This program was first implemented in 2000. The program has been reviewed by the Safety Board every year from 2001 – 2006.

In late 2006 it became clear that inflation and safety shoe technology improvements had increased the cost of safety shoes. It was recognized that these cost changes resulted in the present \$100 reimbursement being too low and changes were required. This matter was discussed with the Safety Board in May 2007. At that time a Task Force was established to resolve the issues.

This Task Force was made up of Department Safety Representatives, Department Heads and CEO—Human Resources staff. This group worked on this matter with the unions who also had expressed concerns during this time.

On March 19, 2008 the Safety Board approved the recommendation that the reimbursement rate be raised to the actual cost, up to a maximum \$180 for safety shoes. The Safety Board directed this matter be transmitted to the Board for approval.

It is therefore recommended that the action contained in this report be approved and become effective immediately.

POLICY

ISSUES: Approval of the recommended actions is consistent with the County's Vision, Mission, and Values and with the Board of Supervisor's priority to Promote Efficient Government Operations and to provide a safe working environment.

STAFFING

IMPACT: There is no staffing impact associated with the above-recommended actions.