

**TILLMAN COUNTY
BOARD OF COUNTY COMMISSIONERS**

RESOLUTION # 1631

BE IT REMEMBERED that on the 26th day September, 2022 at a regular meeting of the Board of County Commissioners of Tillman County, the following resolution was presented, read and adopted:

WHERE AS, Protective, safety footwear is essential to prevent or reduce the severity of foot-related injuries that may occur in the workplace. Wearing protective footwear is not a substitute for good engineering or administrative controls, or good work practices, but should be used in conjunction with these controls to ensure the safety and health of employees; and,

WHEREAS, as set forth in Resolution #736, Tillman County will provide protective footwear, specifically OSHA-approved safety steel-toed boots for all full-time Highway Department employees; and,

WHEREAS, Resolution #856 amended the policy by requiring the County to provide the initial cost of the first pair of boots not to exceed One Hundred Fifty Dollars (\$150.00) and annually thereafter the County would pay 80% of the cost of replacement boots up to a maximum of One Hundred Fifty Dollars (\$150.00).

WHEREAS, in effort to simplify the boot policy, the Commissioners wish to amend Resolution #736 and Resolution #856, as follows:

- The County will purchase OSHA-approved steel or composite-toed boots for full-time Highway Department employees at an initial cost of not more than One Hundred Fifty Dollars (\$150.00).
- The County will purchase replacement OSHA-approved steel or composite-toed boots annually at a cost of not more than One Hundred Fifty Dollars (\$150.00).
- For initial boots or replacement boots with a cost in excess of One Hundred Fifty Dollars (\$150.00), the Employee shall pay the difference to the vendor.
- The Employee will be responsible for the difference between the cost of the protective footwear and the amount of company reimbursement for that footwear.
- The Employee will be responsible for the reasonable care and maintenance of his or her protective footwear.
- The Employee will be responsible for wearing the protective footwear during working hours.

NOW THEREFORE BE IT RESOLVED, that the County boot policy is hereby amended and updated as stated above and that this resolution will supersede all prior Resolutions and amendments regarding boot purchases for full-time Tillman County Highway Employees, and become a part of the Tillman County Personnel Policy Handbook.

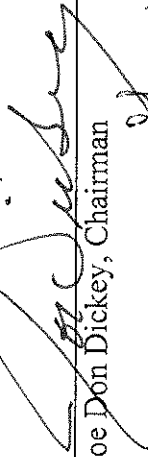
ADOPTED by the Board of Tillman County Commissioners this 26th day September, 2022.


ATTEST:



Cacy Caldwell, County Clerk



BOARD OF COUNTY COMMISSIONERS
TILLMAN COUNTY, OKLAHOMA


Joe Don Dickey, Chairman


Greg Petty, Vice-Chairman


Kent Smith, Member