

**Consent Agenda Item E.2.c.(14)**  
**January 20, 2016 Commission Meeting**

**ITEM:**

Consideration of approving the Protective Footwear Policy, POL-2016-001-HRO-3

**EXPLANATION:**

The purpose of this policy is to ensure the safety and welfare of employees who routinely work in designated safety sensitive areas. For purposes of this policy, safety sensitive areas shall mean work areas, other than a traditional office environment, where there is a danger of foot injuries due to falling, rolling or piercing objects. Employees working in designated safety sensitive areas shall be required to wear protective footwear.

By this policy, the Canaveral Port Authority shall provide reasonable reimbursement for the purchase of protective footwear that meet the criteria for protective footwear as outlined in Title 29, Part 1910.136 of the Code of Federal Regulations. For purposes of this policy, reasonable reimbursement shall mean \$100.00 or such monetary amount deemed reasonable, proportionate and equitable, by expressed written directive of the Chief Executive Officer.

Staff recommends approving the Protective Footwear Policy, POL-2016-001-HRO-3.

**Funding Review by Finance (Pat Poston):**

This item is an operational cost and is included in the FY16 Operating Budget.

**STAFF RECOMMENDS APPROVAL**

**Prepared by Cindy Kane**

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