Resolution 25 - 27

The following resolution will be effective July 1, 2025. This policy is specific to the Jasper County Roads' Department and identified employees

BOOT/HIGH VISABILITY CLOTHING ALLOWANCE:
Employees within the Jasper County Secondary Roads Department shall be allowed up to Four Hundred Dollars ($400.00) per fiscal year for the purchase of OSHA approved safety-toe boots and approved high visibility clothing. The County Engineer will be responsible for establishing venders for the employee to purchase approved footwear and high-visibility clothing. Should an individual purchase boots and/or approved high visibility clothing over the Four Hundred Dollars ($400.00) limit, the individual will be responsible for any expense over the established limit.

PRESCRIPTION SAFETY GLASSES ALLOWANCE:
If an employee within the Jasper County Secondary Roads Department is required to wear prescription glasses or contacts, the employee may utilize some or all the Four Hundred Dollar ($400.00) boot/clothing allowance for authorized prescription safety glasses. The employee must provide a receipt verifying the purchase of prescription safety glasses to management for reimbursement.

ELIGIBLE PERSONNEL
Eligible personnel for this policy include the following positions: Skilled Laborer, Mechanic, Crew Leader, Civil Technician, Technical Design Manager, Shop Foreman, Sign/Roadside Vegetation Manager, Assistant Maintenance Superintendent (Structure/Granular Roads), Maintenance Superintendent, Engineer. The following positions will not be eligible: office clerical, Assistant to the Engineer.

Current or new positions will be addressed on a case-by-case basis by the County Engineer and the Board of Supervisors. If approved, the identified position will be added or deleted as eligible personnel. Additions or deletions to the list of eligible personnel may be done through simple motions by the Board of Supervisors in a public meeting and will not require an additional Resolution.

Amendments and Changes
Unless otherwise noted above, any changes to the Boot/High-Visibility Clothing Allowance Policy shall be made by Resolution and approved by the Board of Supervisors in a public meeting. The policy, and the approved monetary amount shall be reviewed bi-annually by the County Engineer and the Board of Supervisors. Any changes, amendments or adjustments to the policy must be made before February of the fiscal year prior to the fiscal year when the changes are to be enacted. Example: Changes to the policy for fiscal year 2027-2028 must be made and approved before February 2027.

Resolution adopted this 4th day of March 2025

Brandon Talsma, Chairman

Attest:

Jenna Jennings, Auditor

RECORDED IN BOARD OF SUPERVISORS MINUTES
BOOK 22 03/04/2025 PAGE