



RESOLUTION # 21-25
CREATING A SAFETY ALLOWANCE REIMBURSEMENT
FOR HIGHWAY DEPARTMENT EMPLOYEES

RUSK COUNTY

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. TERRY DUSELL			
2. JERRY BILLER			
3. ALAN RATHSACK			
4. TONY HAUSER			
5. TIMOTHY MILLER			
6. ROBERT STOUT			
7. RANDY TATOR			
8. LYLE LIEFFRING			
9. BILL MCBAIN			
10. KEN PEDERSEN			
11. PHIL SCHNEIDER			
12. JIM MEYER			
13. MARK SCHMITT			
14. LISA DOBROWOLSKI			
15. TOM HANSON			
16. JOSH UNTERSCHUETZ			
17. DAVE WILLINGHAM			
18. MICHAEL HRABAN			
19. KEN BROWN			
YB ABBIGAIL KNOLL			
YB SARAH RANDS			
TOTAL			

BOARD ACTION

Vote Required: Majority Vote of a Quorum

Motion to Approve _____ Adopted

1st Stout Defeated

2nd Hanson

No: _____ Yes: _____ Exc: _____

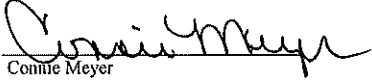
Reviewed by: _____, Corp. Counsel

Reviewed by: _____, Finance Director

FISCAL IMPACT: (Note if there is any fiscal impact or not)

Certification:

I, Connie Meyer, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the 25 day of May, 2021 by the Rusk County Board of Supervisors.


 Connie Meyer
 County Clerk, Rusk County

TO THE RUSK COUNTY BOARD OF SUPERVISORS

1 **WHEREAS**, the County operates a Highway Department, and

2

3 **WHEREAS**, the County is responsible for the safety of the employees and complying

4 with State and Federal regulations, and

5

6 **WHEREAS**, the County furnishes some of the necessary PPE equipment, and

7

8 **WHEREAS**, employees have been able to receive an annual \$100 reimbursement for the

9 purchase of safety boots, and

10

11 **WHEREAS**, a Department review of current safety policy and required PPE determined

12 that employees should be able to acquire additional required PPE according to their

13 personal preference, and

14

15 **WHEREAS**, a change to current policy has been recommended that would create an

16 annual \$300 safety allowance for employees to be reimbursed for appropriate safety

17 items per OSHA requirements.

18

19 **WHEREAS**, the fiscal impact would be an estimated increase of \$5,000 in expense to

20 come out of Highway operations.

21

22 **NOW, THEREFORE, BE IT RESOLVED**, that non-clerical Highway employees will

23 receive the following safety benefits;

24 -The County will pay for the prescription cost of safety lenses and frames for all positions

25 requiring safety glasses. These costs will be included in the total safety allowance given

26 per employee. The employee shall pay for the full cost of the eye examination. Normally,

27 the County will pay the total cost of replacement of glasses damaged in work related

28 accidents.

29 -All Highway employees excluding office personnel shall wear protective shoes while on

30 duty. All employees shall wear hard hats, safety glasses, and other required PPE in areas

31 where they are needed. Infractions of these provisions may subject the employee to

32 disciplinary action, up to an including termination. The County will furnish the required

33 standard PPE per OSHA 3151-12R 2004, which includes hard hats, eye, face, and ear

34 protection, foot and leg protection, and required hand and arm protection. The County

35 will provide a \$300 allowance annually towards the purchase of personalized PPE such

36 as safety shoes, safety jackets, and other qualifying PPE as outlined in OSHA 3151-12R

37 2004.

38

39 **BE IT FURTHER RESOLVED**, that this change is effective June 1, 2021. With

40 employees receiving the benefit in 2021 less what they have already been received, and

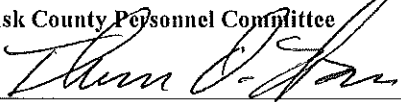
41 the full safety allowance starting in 2022.

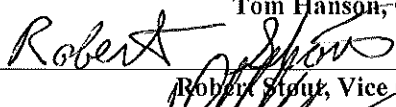
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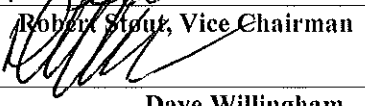
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SUBMITTED BY:

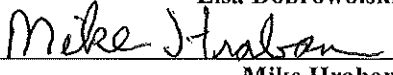
Rusk County Personnel Committee


 Tom Hanson, Chairman


 Robert Stout, Vice Chairman


 Dave Willingham


 Lisa Dobrowolski


 Mike Hraban