

**Safety Boot Reimbursement for Employees
A Telephone Survey Conducted by the MTAS Library
October 2010
(10 Cities Surveyed)**



Cities/Contacts	Does your city purchase or subsidize the purchase of safety boots for city workers?	If yes, what is your policy?
Mt. Juliet (Population 25,234) John Rosσμαier Finance Director (615)754-2552	Yes	Annual boot replacement up to \$120 of the costs.
Bristol (Population 25,573) Belva Hale Human Resources Director (423)989-5525	Yes	
Morristown (Population 25,800) Reese Conway (423) 585-4658	Yes	Annual voucher program every October. Pays up to \$95 for boots.
LaVergne (Population 26,427) Janice Roberts Human Resource Specialist (615) 793-6295	Yes	Annual purchase of up to \$150. Purchases made at three local stores on city account.
Oak Ridge (Population 27,387) Penny Sissom Personnel Director (865) 425-3564	Yes	New employee must purchase first pair. After 6 month probation period, city provides \$150 annually towards boots.
Columbia (Population 33,055) Bill Hendry Benefits and Safety Administrator (931) 560-1570	Yes	Pays up to \$75 of boots. Timeframe is dictated by department.
Brentwood (Population 35,262) Michael Worsham Human Resources Director (615) 371-0060	Yes	City purchases the boots.
Cleveland (Population 37,419) Jeff Davis Human Resources Director (423) 559-3313	Yes	Pays up to \$100 per fiscal year. Purchases from two local vendors.
Smyrna (Population 38,073) Kay Charles Safety Director (615) 355-5791	Yes	Purchases boots up to \$200 for workers. Purchases at a shoe mobile that comes to site annually. Does not reimburse outside purchases.
Germantown (Population 40,977) Patricia McConnell Human Resources Director (901) 757-7274	Yes	City provides up to \$100 towards boots. Annual benefit.