Cumberland Town Council
Ordinance 2018 – 04
Amending Work Equipment Policy

Whereas, Section 4.04.1 of the Cumberland Employee Handbook details the appearance, dress code/uniform, demeanor and personal property policies of the Town; and

Whereas, certain town employees, are reimbursed for protective work equipment such as work boots; and

Whereas, this type of equipment is usually used by an employee while at work but is not part of a “uniform” as defined by the Employee Handbook section 4.04.1.2; and

Whereas, it is the intent of the Town Council that Town provided protective equipment, such as work boots, is not considered as part of a “uniform” as defined by the Occupational Safety and Health Administration; and

Whereas, the Cumberland Town Council finds that the a new section, section 4.04.1.8 should be added to the Town Employee Handbook to ensure that protective equipment, such as work boots, purchased by the Town is only used within the employee’s scope of employment.

It is therefore ordained that a new section, section 4.04.1.8, is hereby added to the Town of Cumberland Employee Handbook and it shall read as follows:

“4.04.1.8. Town Purchased Protective Work Equipment: The Town may, at the Town Manager’s discretion, purchase or reimburse employees for work equipment necessary to protect employees from work related hazards. Equipment which the Town furnishes for an employee shall be worn at all times when a hazard of the workplace has been identified. Employees are responsible for the safe-keeping and maintenance of all
equipment. Loss or damage to equipment must be immediately reported to the employee’s supervisor. Employees must not wear or use the equipment outside the employee’s scope of employment. The provisions of this section shall not apply to the Cumberland Police Department.”

It is further ordained that all provisions of the Employee Handbook which are not specifically amended by this ordinance shall remain in full force and effect.

It is further ordained that this ordinance is effective upon adoption.


Cumberland Town Council:

Anna Pea, President

Joe Siefker, Vice President

Nicole Bell, Member

Brian Gritter, Member

Aaron Cutshaw, Member

Attest:

Erica Salmon, Clerk-Treasurer