



Florida's Harborside Hometown

INFORMATION SHARING REPORT November 4, 2019

Visit from U.S. Senator Rick Scott

Mayor Prafke, Vice-Mayor Matthews, Councilmembers Carey and Cummings, the City Manager and staff members from the Punta Gorda Police and Fire Departments held a brief meeting with U.S. Senator Rick Scott at the Public Safety Complex on Nov. 4.



Health Survey!

All residents of Charlotte County are invited to participate in a community-wide study <https://www.surveymonkey.com/r/CharlotteCountyCHNASurvey> to help make needed improvements in the community. The survey results will show partners how Charlotte County can be made a healthier place to live.



Vision: Charlotte County will be a vibrant, resilient community where all can be safe, active and prosperous.

\$100
Via Gift Card
Enter to Win

LET YOUR VOICE BE HEARD
Community-wide study used to plan services and
make needed improvements in the community.

Drawing held 12.6.2019



The Big Red Bus

The Big Red Bus will be parked in front of city hall on Tuesday November 5, from 10am to 2:30pm. You can make an appointment at www.oneblooddonor.org<<http://www.oneblooddonor.org>> using sponsor code #10864. All donors will receive a FREE OneBlood fleece blanket, Chick-fil-A coupon for a chicken sandwich, and a wellness checkup.

Safety Boot Allowance Program

An issue that was raised was the City's boot safety allowance program. There have been complaints from some employees that they are being taxed twice when they buy boots: once when they buy the boots; and, when the boot allowance is added as income to their pay. The Roundtable asked if it would be possible to go back to a boot truck from which employees could purchase their safety footwear. This matter was discussed in some detail at staff meeting with the consensus that the current program is effective because it is the least burdensome to the City; and, employees have maximum flexibility and cost effectiveness if they follow the following elements of the safety boot allowance program:



- ✓ The safety boot program applies only to non-bargaining unit employees;
- ✓ Eligible employees will receive allowance or reimbursement for the purchase of approved footwear twice per fiscal year, the first payroll in February (allowance which is paid automatically to all eligible employees) and the first payroll in August (reimbursement which requires all receipts);
- ✓ To avoid any type of taxation through payroll, employees must provide their Supervisor or Department Head the receipt for the purchase and the ANSI tag certifying that the footwear meets the City's safety standards that must then be turned in to finance on the August reimbursement. Finance will adjust the allowance from February to a reimbursement with proof of all purchased boots that are attached to the August form; If receipts are not provided on the August form, then the February payment will remain as an allowance to the employee, and no additional funds are paid in August.
- ✓ City will reimburse sales tax on receipts since they are purchased by employee directly who is not tax exempt.

In certain cases, the City may approve an employee wearing non-ANSI approved footwear as a reasonable accommodation under the Americans with Disabilities Act (ADA) if the employee has discussed the matter in advance with their Supervisor and requested the accommodation; and, has provided documentation from a licensed medical provider stating that ANSI approved safety footwear could result in harm to the employee;

If employees have additional questions regarding the City's Safety Boot Allowance program, do not hesitate to contact Human Resources:

Phil Wickstrom ext. 3371
Jeff Payne ext. 3303
Courtney Buckles ext. 3304