

**AN ORDINANCE TO AMEND CHAPTER 40 OF THE CITY CODE  
REGARDING THE ANNUAL SHOE ALLOWANCE FOR SAFETY  
SHOES**

---

**#0467**

**Sponsor:**

**Council  
Member  
Oliver**

**WHEREAS**, Section 40-371 of the City Code provides for an annual shoe allowance for safety shoes for employees who are not covered by a collective bargaining agreement and who are required to wear safety shoes by their respective department head; and

**WHEREAS**, while the cost of safety shoes has increased since the enactment of City Code Section 40-371 in 2004, the shoe allowance has not been increased; and

**WHEREAS**, due to the cost increase of safety shoes, the Department of Human Resources would like to increase the annual shoe allowance to One Hundred Fifty Dollars (\$150.00); and

**WHEREAS**, in light of the foregoing, City Council deems it necessary and appropriate to amend Section 40-371 of the City Code to increase the annual allowance for safety shoes to One Hundred Fifty Dollars (\$150.00).

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON  
HEREBY ORDAINS:**

**SECTION 1.** Chapter 40 of the City Code is hereby amended by amending Section 40-371 thereof by deleting the stricken language and adding the underlined language to read as follows:

**Sec. 40-371. - Allowances.**

\*\*\*\*

(c) *Shoe allowance.* All employees who are not covered by a collective bargaining agreement and who are required to wear safety shoes by the department head shall receive an annual allowance of ~~\$100.00~~ \$150.00 for appropriate safety shoes. Employees may obtain the shoes either from an approved vendor selected by the city or may purchase the shoes from a vendor of their choice and apply for reimbursement. To qualify for reimbursement under this subsection, employees are required to present

the new shoes, along with a receipt for their purchase, to their immediate supervisor(s).

\*\*\*\*

**SECTION 2.** This Ordinance shall become effective upon its passage by City Council and approval by the Mayor.

First Reading.....August 22, 2024  
Second Reading.....August 22, 2024  
Third Reading.....

Passed by City Council,

\_\_\_\_\_  
President of City Council

ATTEST: \_\_\_\_\_  
City Clerk

Approved this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Mayor

**SYNOPSIS:** This Ordinance amends Section 40-371 of the City Code to increase the annual shoe allowance for employees who are not covered by a collective bargaining agreement and who are required to wear safety shoes by their respective department head to One Hundred Fifty Dollars (\$150.00).

**FISCAL IMPACT STATEMENT:** The fiscal impact of this Ordinance is de minimus.  
W0126044