



Facilities Operations Safety Policy Statement SP-5 Safety Footwear

1. **Purpose:** To provide Facilities Operations employees guidance for selecting safety shoes. Safety shoes shall meet the American National Standards Institute (ANSI) standard per State Employees Handbook.
2. **Discussion:** Safety footwear for Facilities Operations employees must protect workers' feet from falling objects (impact) and/or rolling objects (crushing). Ankle support and slip resistance are also desirable features for the environment in which employees work and for the duties performed. Employees, such as the HVAC mechanics and electricians who currently work with or around electrical devices must the added protection of non-conductive toes and an electrical hazard (EH) rated shoe. Safety shoes meeting these requirements must carry the ANSI markings on the shoe. (There is no ANSI standard for slip resistance or ankle support; thus no marking).
3. **Appropriate Safety Footwear:** The minimum requirements for safety shoes include a five inch top for ankle support, a slip resistant sole, and a non-conductive toe, meeting ANSI-Z-41-1991 with an I/75 C/75 rating. For any employee working with or in a position requiring exposure to electrical wiring, equipment or devices the shoe must carry an "EH" rating. Individual PPE assessments may indicate additional attributes such as moisture resistance and/or puncture resistant soles. It is recommended that the employee review these with their supervisor before purchasing their safety footwear.
4. **Sample Marking:** Listed below is a sample of the marking on a shoe:

ANSI-Z-41-1991

"ANSI-Z-41-1991" designates the industry standard for construction and testing of the shoes themselves. The PT means that the shoes meet the 1991 standard. For protection against impact or crushing both the 1991 and 1999 standards provides adequate protection.

"M" means male. Shoes may also be marked "F" for female.

"I/75" means that the safety toe could withstand 75 pounds of slow, continuous crushing without compressing to a point that would injure the toes.




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“C/75” means that the safety toe could withstand 75 pounds of slow, continuous crushing without compressing to a point that would injure the toes.

“PR” means that the entire sole of the shoe meets the standard requirements for puncture resistance.

“EH” means the shoe is rated for electrical hazards.

5. **Reimbursement:** Reimbursement for Safety Footwear is limited to one pair in a 12-month period. The authorized rate by the State of North Carolina is currently \$80.00. Employees must provide the original receipt to their Supervisor for the reimbursement process to begin. Procedures for reimbursement are set by the Facilities Business Office.


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