



**STATE OF NORTH CAROLINA  
OFFICE OF STATE BUDGET AND MANAGEMENT**

PAT MCCRORY  
GOVERNOR

ART POPE  
STATE BUDGET DIRECTOR

December 5, 2013

MEMORANDUM

TO: Department Heads and Chief Fiscal Officers  
All State Departments, Institutions and Agencies

FROM: Art Pope *Art Pope*  
State Budget Director

SUBJECT: Safety Shoe Allowance Adjustment

Based on a request from the Division of Safety, Workers' Compensation and Wellness of the Office of State Human Resources, the Safety Shoe allowance for state employees is being adjusted. Effective January 1, 2014, the safety shoe allowance for state employees will increase to \$100 from \$80 per year. It is the intent of this adjustment to ensure that state employees are provided ample opportunity to purchase the proper and necessary safety shoes required by the job for adequate foot protection.

The Office of State Budget and Management and Office of State Human Resources will review the safety shoe reimbursement practice and make adjustment to reflect costs to state employees.

If you have questions, please contact your Budget Analyst at (919) 807-4700.