

City of Hendersonville, NC  
Personal Protective Equipment  
***In compliance with 29 CFR 1910.132***

**I. Purpose**

Protective equipment, including personal protective equipment (PPE) for eyes, face, head, and extremities, protective clothing, respiratory devices, shields, and barriers are provided to keep city employees safe in all jobs. All PPE shall be properly maintained and cleaned as specified by the manufacturer.

The protective equipment is provided wherever necessary by reason of hazards of work, environment, chemicals, or mechanical irritants encountered in a manner capable of causing injury or impairment in the function of any part of the body through absorption, inhalation, or physical contact.

**II. Employee-Owned Equipment**

Where employees provide their own protective equipment as authorized by the department head or their designee, the equipment must meet all applicable rules, procedures, standards, codes, and regulations (including all required labels being intact and legible). Also, the proper maintenance and sanitation of the equipment is provided by the City.

**III. Design**

All personal protective equipment is of a safe design and construction for the work to be performed. Applicable standards, codes, and regulations are followed in the design and construction of the protective equipment.

**IV. Hazard Assessment**

Department heads, or their designee, must assess each job to determine if hazards are present requiring the use and type of PPE using the PPE Hazard Assessment Certification, Appendix A.

**V. Training**

Employees must be trained on the correct way to use the required PPE. Minimum training must include the following: When is PPE necessary; How to wear PPE; Limitations of PPE; And proper care and maintenance of PPE. The employee must retain an understanding and skill level required for their position. If there is a change in job description, position, workplace, PPE requirements, and/ or required knowledge for the employee, additional training shall be required. Trainings must be documented, and a copy sent to the Risk and Safety Officer.

**VI. Eye and Face Protection (29 CFR 1910.133)**

The City shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation.

The City shall ensure that each affected employee uses eye protection that provides side protection when there is a hazard from flying objects. Detachable side protectors (e.g., clip-on or slide-on side shields) meeting the pertinent requirements of this section are acceptable.

The City shall ensure that each affected employee who wears prescription lenses while engaged in operations that involve eye hazards, wears eye protection that incorporates the prescription in its design, or wears eye protection that can be worn over the prescription lenses without disturbing the proper position of the prescription lenses or the protective lenses.

Eye and face PPE shall be distinctly marked to facilitate identification of the manufacturer.

The employer shall ensure that each affected employee uses equipment with filter lenses that have a shade number appropriate for the work being performed for protection from injurious light radiation. See 29 CFP 1910.133(a)(5) for filter Lenses for Protection Against Radiant Energy.

Protective eye and face equipment is provided and required where there is reasonable probability of injury that can be prevented by such equipment. Eye and face protection used must meet the requirements of ANSI Standard Z 87.1 -2010, ANSI Z87.1-2003 or ANSI Z87.1-1989.

Eye and face protection meets the following requirements:

- A. Provide adequate protection.
- B. Reasonably comfortable.
- C. Fit snugly and do not unduly interfere with movements.
- D. Durable.
- E. Capable of being disinfected.
- F. Easily cleanable
- G. Kept clean and good repair.

#### **VII. Head Protection (29 CFR 1926.100)**

Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, shall be protected by protective head protection.

Helmets or hardhats for the protection of employees against impact and penetration of falling and flying objects shall meet the specifications contained in ANSI Z.89.1-2009, ANSI Z89.1-2003 or ANSI Z89.1-1997.

Helmets or hardhats for the protection of employees exposed to high voltage electrical and burns shall meet the specifications contained in ANSI Z.89.2 -1986.

All hard hat components and accessories should be inspected daily for signs of dents, cracks, penetration, and any damage due to impact, rough treatment or wear that might reduce the degree of protection originally provided. So found, replace immediately.

#### **VIII. Foot Protection (29 CFR 1910.136)**

The employer shall ensure that each affected employee uses protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, or when the use of protective footwear will protect the affected employee from an electrical hazard, such as a static-discharge or electric-shock hazard, that remains after the employer takes other necessary protective measures. All such safety-toe footwear (safety shoes) meets the requirements and specifications of ANSI Standard Z 41.1-1999 or Z41.1-1991.

#### **IX. Hand Protection (29 CFR 1910.138)**

Hand protection is required for employees who are exposed to hazards such as those from skin absorption, severe cuts or lacerations, severe abrasions, punctures, chemical and thermal burns, and harmful temperature extremes. Selection must be based on the evaluation of the job to be performed.

#### **X. Electrical Protective Equipment (29 CFR 1910.137)**

Rubber insulating blankets, rubber insulating matting, rubber insulating covers, rubber insulating line hose, rubber insulating gloves, and rubber insulating sleeves shall meet the following requirements: Blankets, gloves, and sleeves shall be produced by a seamless process.

Each item shall be clearly marked with:

- Class of Equipment
- Ozone resistance
- Other relevant markings, such as the manufacturer's identification and the size of the equipment, may also be provided.
- Markings shall be non-conducting and shall be applied in such a manner as not to impair the insulating qualities of the equipment.
- Markings on gloves shall be confined to the cuff portion of the glove.

Rubber protective equipment for protecting workers from live electrical current greater than 50 volts conforms to the requirements of ANSI standards. (See Electrical Safety Work Practices).

#### **XI. Respiratory Protection**

See the City's Respiratory Protection Policy and Procedures.

  
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John F. Connet

9/11/25  
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Date of Approval

*Adopted by City Council 01.07.2004*

*Reviewed by the Safety Committee 01.05.2016*

*Reviewed by HR Coordinator 09.14.2018; 09.04.2019, 09.17.2020, 1\_12\_2022, 9 9 2025*



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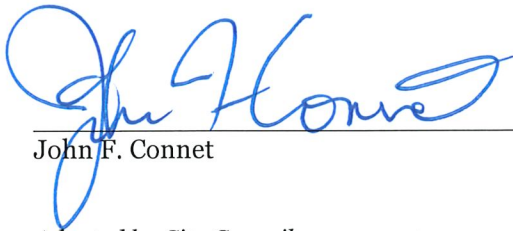
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APPENDIX A  
PERSONAL PROTECTIVE EQUIPMENT  
HAZARD ASSESSMENT CERTIFICATION

Department \_\_\_\_\_ Date(s) \_\_\_\_\_

Job \_\_\_\_\_

**Eye and Face**

Is there danger from?

	No	Yes	List Specific PPE
1) Flying Particles	_____	_____	_____
2) Molten Metal	_____	_____	_____
3) Liquid Chemicals	_____	_____	_____
4) Acids	_____	_____	_____
5) Caustic Liquids	_____	_____	_____
6) Chemical Gases or Vapors	_____	_____	_____
7) Light Radiation	_____	_____	_____
8) Noise	_____	_____	_____
9) Other _____	_____	_____	_____

**Head**

Is there danger from?

	No	Yes	List Specific PPE
1) Falling or Flying Objects	_____	_____	_____
2) Work Being Performed Overhead	_____	_____	_____
3) Elevated Conveyors	_____	_____	_____
4) Striking Against a Fixed Object	_____	_____	_____
5) Forklift Hazards	_____	_____	_____
6) Exposed Electrical Conductors	_____	_____	_____
7) Other _____	_____	_____	_____

**Foot**

Is there danger from?

	No	Yes	List Specific PPE
1) Falling and Rolling Objects	_____	_____	_____
2) Objects Piercing the Sole	_____	_____	_____
3) Electrical Hazards	_____	_____	_____
4) Wet or Slippery Surfaces	_____	_____	_____
5) Chemical Exposure	_____	_____	_____
6) Environmental	_____	_____	_____
7) Other _____	_____	_____	_____



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### Hand

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Is there danger from?

	No	Yes	List Specific PPE
1) Skin Absorption	_____	_____	_____
2) Cuts or Lacerations	_____	_____	_____
3) Abrasions	_____	_____	_____
4) Punctures	_____	_____	_____
5) Chemical Burns	_____	_____	_____
6) Thermal Burns	_____	_____	_____
7) Harmful Temperature Extremes	_____	_____	_____
8) Other _____	_____	_____	_____

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### Respiratory

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Is there a danger from?

	No	Yes	List Specific PPE
1) Harmful Dusts	_____	_____	_____
2) Fogs	_____	_____	_____
3) Fumes	_____	_____	_____
4) Mists	_____	_____	_____
5) Smokes	_____	_____	_____
6) Sprays	_____	_____	_____
7) Vapors	_____	_____	_____
8) Other _____	_____	_____	_____

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### Torso

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Are employees' bodies protected from?

	No	Yes	List Specific PPE
1) Hot Metals	_____	_____	_____
2) Cuts	_____	_____	_____
3) Acids	_____	_____	_____
4) Radiation	_____	_____	_____

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### Miscellaneous

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Is there danger from?

	No	Yes	List Specific PPE
1) Lifting	_____	_____	_____
2) Bloodborne Pathogens	_____	_____	_____



Any additional comments:

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### Certification

This hazard assessment has been performed to determine the required type of PPE for each affected employee. The assessment includes:

- Walk-through survey
- Specific job analysis
- Review of safety equipment selection guideline materials
- Selection of appropriate required PPE

Assessment Completed by \_\_\_\_\_

Assessment Certified by (Supervisor Name) \_\_\_\_\_

Date \_\_\_\_\_