

County Proposal # 7 – Units 2, 7 & 9
(Revised) October 5, 2022

8.5 Uniform Allowance

A. Uniform Allowance

1. The County agrees to provide an annual uniform allowance payable to employees as follows:

Animal Control Officer	\$750 \$500.00 per year
Animal Control Officer (Senior)	\$750 \$500.00 per year
Animal Care Outreach & Volunteer Coordinator	\$390 \$325.00 per year
Animal Care Specialist	\$390 \$325.00 per year
Animal Care Specialist, Lead	\$390 \$325.00 per year
Sheriff's Services Technician	\$600 \$500.00 per year
Laundry Coordinator	\$600 \$500.00 per year
Sheriff's Security Officer	\$600 \$500.00 per year
Coroner Forensic Technician	\$240 \$200.00 per year
Evidence Technician	\$240 \$200.00 per year
<u>Veterinarian Technician (Registered)</u>	<u>\$325 per year</u>

Nursing classification, set forth above, shall also receive a payment of \$210 upon initial hire to purchase four (4) lab coats.

2. The uniform allowance amounts specified above for employees classified as Animal Control Officer, Animal Control Officer (Senior), Animal Care Specialist, **and** Animal Care Specialist, Lead, **and Veterinarian Technician (Registered)** shall also cover the cost of purchasing footwear (boots or non-slip resistant shoes, as specified by the Department). The parties agree that the Sheriff's Office shall have the sole discretion in identifying the make, model and color of the uniforms and footwear. Employee's provided a uniform allowance shall be required to wear such uniform in accordance with Department Policy.
3. ~~Such payments shall be made the first pay period in September each year. New personnel shall receive the allowance in September plus a pay period pro-rata amount from their anniversary date to September.~~ **New employees shall receive payment of the uniform allowance in biweekly payments. For all other employees, effective July 2023, the uniform allowance shall be paid biweekly.**

B. Uniforms and Protective Attire Provided

Uniforms

Health Care personnel who are required to wear lab coats will have them provided by the County.

1. Protective Attire

a. The County will provide a boot reimbursement in the amount of two hundred fifty dollars (\$250.00) annually ~~\$160 every 2 years~~ for the purchase of safety boots for the following classification series:

- Agriculture Biologist/Weights and Measures Inspectors
- Building Inspector
- Civil Engineer
- Code Compliance Officer
- Courier
- Environmental Health Specialist
- Engineering Technician
- Geologist
- Hazardous Materials Specialist
- Inventory Coordinator
- Inventory Clerk
- Laundry Coordinator

Classifications assigned to the Administrative Support Bureau in Health and Social Services that are designated by the Department to wear safety boots shall also be eligible for this boot reimbursement.

The County will provide a boot reimbursement in the amount of ~~\$125~~ one hundred seventy-five dollars (\$175.00) per year for the purchase of slip resistant shoes for the Food Services Coordinator classification.

- b. Safety boots shall meet legally mandated safety requirements or departmental standards. Employees who receive the boot reimbursement shall wear the boots at all times while on duty.
- c. Supervisors shall have the authority to issue or purchase gloves for General Services Department employees on an as-needed basis. Such determination of need to be made by the supervisor under the general guidelines provided by the General Services Department.
- d. The County agrees to provide one light and one heavy weight safety jacket to employees in the classes of Courier and Inventory Clerk regularly assigned to the County Surplus Warehouse. Color and quality to be selected by management following consultation with the employees. The jackets will be replaced on an as needed basis as determined by management. It is expected that the employees will wear the jackets during periods of cool or inclement weather

2. Conditions

a. Attire will be replaced when damaged or otherwise unsuitable for use in public on an as-needed basis as determined by the County.

- b. The County will provide suitable identification to be affixed to the uniforms by the employee.
- c. Administrative regulations dealing with the initial purchase and administration of the program will be determined by the Transportation or General Services Departments or other department as appropriate.