

County of Solano
and the
Solano Sheriff Custody Association
2022 Memorandum of Understanding Negotiations

Solano Sheriff Custody Association

Subject: Counter to County Uniform Proposal

Associations Interest: The Association is interested in parity with Unit 14.

Proposal:

6.13 Uniforms

A. The County provides an annual uniform and safety equipment allowance in the amount of one thousand and two hundred dollars (\$~~1000~~1200), payable ~~the first full pay period in September~~ to Correctional Officer (Entry) and Correctional Officers.

B. 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.

An employee who is absent from work and in an unpaid leave status shall not be eligible for the uniform allowance during the pay period that the employee is in an unpaid leave status.

~~An advance uniform allowance is paid in September for the fiscal year beginning the previous July through the following June (i.e., in September 2001, the uniform allowance received will be for the fiscal year July 1, 2000 through June 30, 2001). Employees entitled to the uniform allowance who begin their employment with the County after the first full pay period in September will receive their uniform allowance for that fiscal year the next September, prorated by the number of pay periods actually worked. (Example: an employee who works 19 out of 26 pay periods in a fiscal year would receive 73% of the uniform allowance of that year). If an employee leaves the County after receiving an advance uniform allowance for that fiscal year, a prorated amount based on the remaining pay periods will be deducted from the terminating employee's last paycheck.~~

Passed:

Date:

Time:

~~Employees who have been absent from work for thirteen (13) full pay periods, without pay, shall not be eligible to receive the uniform allowance payment. When an employee who was not eligible to receive the uniform allowance payment is due to an extended absence, returns to work, the employee will be eligible to receive a prorated uniform allowance amount based on the remaining pay periods before the next allowance is due.~~

- C. Employees are responsible for the purchase, maintenance, repair and replacement of their uniforms shirts, and pants. Uniforms and safety equipment must meet department specifications and standards of appearance and be in good working order. Uniforms damaged on duty shall be repaired or replaced at the discretion of the Sheriff's Office.
- D. Newly hired employees are initially provided safety equipment and leathers and are thereafter responsible for the purchase, maintenance, repair and replacement of their uniform and equipment as described above. Employees who leave the bargaining unit within five (5) years from the date of entry into the unit must return all safety equipment and leathers to the Sheriff's office.