

County Proposal – Unit 8
July 7, 2022

6.15 Uniforms

A. UNIFORM ALLOWANCE

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

Animal Care Supervisor and Vet. Tech.	\$325.00 per year
Building Trades Supervisor	\$500.00 per year
Facilities Operations Supervisor	\$500 per year
Food Services Coordinator	\$500.00 per year
Park Ranger Supervisor	\$700.00 per year
(\$700 for new hires)	

2. The \$250 per year uniform allowance for employees classified as Animal Care Supervisor and Veterinary Technician (Vet. Tech.) shall also cover the cost of purchasing footwear (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

1. Uniforms

- a. The County agrees to provide on an as needed basis at the department head's discretion and up to the following maximum quantity, shirts to be of a quality and color and other specifications as determined by the County.

Class	Maximum
Custodial Supervisors	5 Shirts
Duplicating Services Supervisors	5 Smocks
Fleet Services Supervisors	5 Smocks
Public Works Maintenance Supervisors	5 Shirts and 5 orange T-shirts
Groundskeeper Supervisors	5 Shirts and 5 T-shirts; 5 pants or 3 pairs of bib overalls; and 1 pair of coveralls

- b. Health Care personnel who are required to wear lab coats will have them provided by the County.
- c. Park Ranger Supervisors shall be provided with a bulletproof vest of a type and style approved by the department head which shall be worn at all times while on duty.
- d. The Director of General Services, with County Administrator concurrence, may provide a supervisor represented under the Unit 8 collective bargaining agreement with safety shoes and/or up to the same levels of the Groundskeeper Supervisor when said supervisor is also expected, and does, perform both supervisory duties and perform the work of their subordinate skilled craft and service maintenance employees.

2. Protective Attire

- a. The County agrees to reimburse Building Trades Supervisors, Facilities Operations Supervisor, Public Works Maintenance Supervisors, Fleet Services Supervisor, Survey Party Chief, Engineering Services Supervisor, Environmental Health Supervisor, Hazardous Materials Specialist –Supervising and Groundskeeper Supervisor up to \$160 every two years for safety boots which must be worn at all times while on duty. The County agrees to reimburse Park Ranger Supervisors \$340 every two years.
- b. Safety boots shall meet legally mandated safety requirements or departmental standards.
- 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.

3. 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. County agrees to provide access to coveralls for Public Works Maintenance Supervisors, and Ground Supervisors for work with hazardous or corrosive materials.
- c. The County will provide suitable identification to be affixed to the uniforms by the employee.
- d. Administrative regulations dealing with the initial purchase and administration of the program will be determined by the

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Transportation, General Services Departments or other department
as appropriate.