

County Proposal – Unit 8  
Union Counter to County #22b  
August 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 <del>\$450</del> per year
<del>Building Trades Supervisor</del>	<del>\$500.00 per year</del>
<del>Facilities Operations Supervisor</del>	<del>\$500 per year</del>
Food Services Coordinator	\$500.00 <del>\$1000</del> per year
Park Ranger Supervisor	\$700.00 <del>\$1000</del> per year (\$700 for new hires)

2. The County agrees to reimburse \$250 per year uniform allowance for employees classified as Animal Care Supervisor and Veterinary Technician (Vet. Tech.) shall also to 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. Employees 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 upon hire and thereafter 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, or their designee'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.

<b>Class</b>	<b>Maximum</b>
Custodial Supervisors	5 Shirts or T-shirts; <u>5 pants</u>
Duplicating Services Supervisors	5 Smocks
Fleet Services Supervisors	5 Smocks; <u>5 Shirts; 5 pants</u>

Public Works Maintenance Supervisors	5 Shirts and 5 orange T-shirts <u>and 1 pair of coveralls</u>
<u>Building Trade and Facilities Operations Supervisors</u>	<u>5 Shirts and 5 T-shirts; 5 pants or 3 pairs of bib overalls; and 1 pair of coveralls</u>
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 ~~\$460~~ \$360 ~~every two years~~ annually for safety boots which must be worn at all times while on duty. The County agrees to reimburse Park Ranger Supervisors ~~\$340~~ \$360 ~~every two years~~ annually.
- b. Upon request, employees un the Custodian Supervisor classification shall receive an annual reimbursement of up to \$175 for the purchase of oil resistant, slip resistant shoes. Shoe type shall be subject to departmental approval. Once requested, slip-resistant shoes must be worn at all times while on duty.
- c. Safety boots shall meet legally mandated safety requirements or departmental standards.
- d. Supervisors shall have the authority to issue or purchase gloves or protective footwear 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.
- e. The County agrees to provide one light and one heavy weight safety jacket to employees in the classes of Public Works Maintenance Supervisors, Groundskeeper Supervisor, Building Trades

Supervisor, Facilities Operations Supervisor, and any Supervisor 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 a case-by-case, as needed basis. It is expected that the employees will wear the safety jackets during periods of cool or inclement weather.

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, Building Trades Supervisor, Facilities Operations Supervisor 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 Transportation, General Services Departments or other department as appropriate.