

County Proposal – Units 2, 7 & 9 #7
 Union Counter Proposal #22a
 August 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	\$500.00 \$1200 per year
Animal Control Officer (Senior)	\$500.00 \$1200 per year
<u>Animal Care Outreach & Volunteer Coordinator</u>	<u>\$400 per year</u>
Animal Care Specialist	\$325.00 \$400 per year
Animal Care Specialist, Lead	\$325.00 \$400 per year
Sheriff's Services Technician	\$500.00 \$1200 per year
Laundry Coordinator	\$500.00 per year
Sheriff's Security Officer	\$500.00 \$1200 per year
Coroner Forensic Technician	\$200.00 \$350 per year
Evidence Technician	\$200.00 \$350 per year
Veterinarian Technician (Registered)	\$325 \$400per year
<u>Nurse Practitioners/Physicians Assistant</u>	<u>\$350 per year</u>
<u>Nurse classification</u>	<u>\$350 per year</u>
<u>Dental Assistant (Reg Lead)</u>	<u>\$250 per year</u>
<u>Dental Assistant (Registered)</u>	<u>\$250 per year</u>
<u>Dental Hygienist (Registered)</u>	<u>\$250 per year</u>
<u>Medical Assistant</u>	<u>\$250 per year</u>
<u>Medical Assistant (Lead)</u>	<u>\$250 per year</u>

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

1. The County will provide a safety boot reimbursement in the amount of \$360 annually for the purchase and/or maintenance of safety boots for the following classification series: The uniform allowance amounts specified above for employees classified as Animal Control Officer, Animal Control Officer (Senior), Animal Care Outreach & Volunteer Coordinator, 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.

The County will provide a reimbursement in the amount of \$250 annually for the purchase and/or maintenance purchasing footwear (non-slip resistant, supportive shoes) for the following classification series: Nurse Practitioners/Physicians Assistant, all employees with in the Nursing classification, Dental Assistant (Reg Lead), Dental Assistant (Registered), Dental Hygienist (Registered), Medical Assistant, Medical

Assistant (Lead).

2. 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.~~

4. Uniforms and Protective Attire Provided

Uniforms

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

a. Protective Attire

- The County will provide a boot reimbursement in the amount of \$~~160~~ 360 ~~every 2 years~~ annually 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~~ \$175 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, safety/protective

outerwear, and 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.

- d. The County agrees to provide one light and one heavy weight safety jacket to employees in the classes of Courier and Inventory Clerk 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.

1. 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.