

Ron passed to
5:03 Matthew

MASTER TABLE UNION Proposal - 6/25/23 Revised 3:00pm

Section 9.1 – Uniforms

a) Uniform Allowance

The County shall report the uniform allowance as pensionable income for classic CalPERS members and shall treat it as taxable for all employees.

A yearly uniform allowance of five hundred fifty (\$550.00) dollars shall be payable annually in the month of March. Departments may provide the uniform allowance through voucher process. The uniform allowance will be prorated for new hires and for any worker on an unpaid leave of absence of one or more full pay periods. If a department pays the worker a cash uniform allowance, the uniform allowance will be divided by the number of pay periods in the payroll calendar year (26 or 27 pay periods depending on the payroll calendar year) and the quotient will be paid to the worker each pay period. A worker shall not receive the uniform allowance while in an unpaid status for a complete pay period; once they return to a paid status the quotient they receive for the remainder of the year shall be recalculated so they receive the full five hundred fifty (\$550.00) dollars during the given year. A newly hired worker shall receive the full uniform allowance in their first paycheck. Uniforms allowance shall be payable to the following classes:

1.

V57 Animal Control Officer
V5H Senior Animal Control
Officer G74 Custody Support
Assistant V42 Estate
Property Specialist
M11 Fleet Maintenance Scheduler (Sherriff Office
only) N96 Hospital Stationary Engineer
D43 Law Enforcement Clerk (Sheriff's Office Records & Admin
Booking DOC only)
D63 Law Enforcement Records Specialist (Sheriff's Office Records
& Admin Booking DOC only)
D42 Law Enforcement Records Technician (Sheriff's Office Records
& Admin Booking DOC only)
M38 Parking Lot Checker
M35 Parking Patrol Coordinator
F02 Property/Evidence
Technician U98 Protective
Services Officer
U9Z Sheriff Protective Services Officer
G73 Sheriff Technician (Sheriff's Office civil and court
division) N95 Sr. Hospital Stationary Assistant Chief
Engineer

N93 Stationary Engineer – Facilities and Fleet
X81 Weed Abatement Inspector

2. Newly hired coded workers, not previously employed by the County, and Department of Corrections workers not previously reporting under the Sheriff, who are required to wear a uniform and in classifications listed in Section 9.1(a) within the Sheriff's Department and the Department of Correction, shall receive an initial eight hundred and fifty (\$850) dollar uniform allowance in their first paycheck. Those workers who receive the initial eight hundred and fifty (\$850) dollar allowance will not receive the five hundred fifty (\$550) dollar March allowance in their first year of service. Beginning the second calendar year of employment, the worker will receive a five hundred and fifty (\$550) dollar uniform allowance in each subsequent pay roll calendar year of their employment. The five hundred and fifty (\$550) dollar uniform allowance will be divided by the number of pay periods in the payroll calendar year (26 or 27 pay periods depending on the payroll calendar year) and the quotient will be paid to the worker each pay period. A worker shall not receive the uniform allowance while in an unpaid status for a complete pay period; once they return to a paid status the quotient they receive for the remainder of the year shall be recalculated so they receive the full five hundred fifty (\$550.00) dollars during the given year.

2.3. If the uniform requirement for any class listed above is eliminated by the County, notice of same shall be given to the Union, and the allowance will be discontinued. Modification to County required articles of clothing which cause an increase in costs shall be met and conferred upon during the contract term.

b) **County Issued Uniforms**

Other than the classifications shown in Section 9.1(a), uniforms supplied by the County and required prior to July 12, 1999 shall continue to be required and supplied for the term of this agreement unless notice to discontinue is provided to the Union.

c) **New Uniform Requirements**

During the term of this Agreement, the County may designate specific classifications within Departments/Agencies which may be required to wear a standard uniform or standard uniform items for bona fide business purposes.

In such instances, the Union will be given a minimum of thirty (30) calendar days notice and an opportunity to meet and confer as to whether the classification shall be eligible for a uniform allowance, the amount of the allowance (not to exceed the amount and payment schedule listed in Section 9.1(a)), or if the Department/Agency will provide the uniform or uniform items, as well as the safety aspects of the uniform requirements and uniform items.

d) **Clothing Allowance**

A yearly clothing allowance of one hundred (\$100.00) dollars shall be payable annually in the month of March. ~~The clothing allowance shall be prorated for new hires and for any worker on an unpaid leave of absence of one or more full pay periods. The one hundred (\$100) dollar clothing allowance will be divided by the number of pay periods in the payroll calendar year (26 or 27 pay periods depending on the payroll calendar year) and the quotient will be paid to the worker each pay period. A worker shall not receive the clothing allowance while in an unpaid status for a complete pay period; once they return to a paid status the quotient they receive for the remainder of the year shall be recalculated so they receive the full one hundred (\$100.00) dollars during the given year.~~ Clothing allowances shall be payable to the following classes:

- H18 Janitor
- H67 Food Service Worker I
- H66 Food Service Worker II
- M48 General Maintenance Mechanic I
- M47 General Maintenance Mechanic II
- M56 General Maintenance Mechanic III
- L35 Telecommunications Technician
- N96 ~~Hospital~~ Stationary Engineer
- N93 Stationary Engineer (FAF)
- N95 Sr. Hospital Stationary Engineer
- N95 Assistant Chief Engineer

If any classification above is required to wear a uniform and fall under 9.1 a) or b) notice shall be given to the Union and the allowance will be discontinued.

Section 9.2 – Repair/Replace Claims [Union Agrees to 5/4/23 County Proposal – TA]

Section 9.3 – Safety Shoes [Union Agrees to 5/4/23 County Proposal with revisions]

a) **Reimbursement**

Workers in classifications listed in Section 9.3(b) and meeting the requirements of Section 9.3(c) shall be eligible for County approved safety shoes not to exceed the cost of two hundred and fifty dollars (\$250.00). The reimbursement or voucher may include sole inserts.

b) **Eligible Classifications**

- Airport Operations Worker Series
- Animal Control Officer Series
- Associate Telecommunications

Technician
Auto Attendant & Helpers
Auto Mechanic Series
Bindery Worker I (Delivery position only)
Chief of Party
Communications Cable Installer
Communication Systems Technician
Construction Inspector Series
Cook I/II
Custody Support Assistant
Election Materials Processing
Coordinator/Asst
Election Systems Technician I/II
Electrical/Electronic Technician Series
Electronic Repair Technician Series
Engineering Aide I/II
Emergency Vehicle
Equipment Installer
Engineering Technician
I/II/III
Environmental Technician
Estate Property Specialist
Facility Maintenance Rep
Field Survey Technician Series
Fleet Maintenance Scheduler (Sherriff Office Only)
Fleet Parts Coordinator
Fleet Services Assistant Mechanic
Fleet Services Modification Mechanic
Fleet Services Mechanic
Food Service Worker I/II
Food Service Worker/Correction
Gardener
General Maintenance Mechanic Series
Janitors assigned to Facilities and Fleet
~~Law Enforcement Clerk (Sheriff's Office and Admin. Booking — Records Div. only)~~
~~Law Enforcement Records Specialist (Sheriff's Office and Admin. Booking — Records Div. only)~~
~~Law Enforcement Records Technician (Sheriff's Office and Admin. Booking — Records Div. only)~~
Laundry Worker I/II
Material Testing Technician Series
Messenger Drivers
Offset Press Operator
III Park Equipment
Operator

Park Maintenance Worker Series
 Parks Rangemaster Series
 Park Services Attendant
 Park Trail Specialist
 Parking Lot Checker
 Parking Patrol
 Coordinator Probation
 Assistant I/II Probation
 Counselors I/II
 Property/Evidence
 Technician Protective
 Services Officer
 Rangemaster Series
 Road Maintenance Worker Series
 Senior Warehouse Material
 Handler
Sheriff Protective Services Officer
 Sheriff's Technician (Sheriff's Office Civil and Court divisions)
 Sign Shop Technician
 Stationary Engineer/Senior Assistant Chief
 Stationary Engineer FAF
~~Stock Clerk Series~~
~~Storekeeper Series~~ Material Supply Specialist
 Telecommunications Technician
 Traffic Painter Series
 Utility Worker
 Vector Control Technician I/II/III
 Vector Control Ecology Ed
 Specialist
 Warehouse Material Handler
 Series
 Weed Abatement Inspector

c) **Approved Safety Shoes/Mandatory Wearing Requirements**

All workers in the classifications listed in 9.3(b) shall be required to wear appropriate safety footwear, as authorized and approved by the County Executive,

during all working hours unless the worker is occupying a position exempted from the mandatory requirement.

A worker occupying an exempted position within a classification listed in Section 9.3(b) may participate in the safety shoe reimbursement program, provided if the worker participates he/she shall be required to wear appropriate authorized safety footwear as authorized and approved by the County Executive, during all working hours.

