

Uniform → City
11.6.19

UNIFORM ALLOWANCE

X.1 Employees shall receive a uniform allowance not to exceed \$800.00 annually. Payment shall be made during the first pay period of the year in the form of a letter of credit. This letter of credit will be eligible for use at an approved vendor (Summit Uniforms).

X.2 The City agrees to pay the prorated cost of replacement or repair for uniforms damaged in the ordinary course of performance of regular job duties. Schedules adopted by the City for such reimbursement shall be kept reasonably current.

X.3 The letter of credit will be provided within two weeks of the start of the fiscal year.

X.4 New employees will receive a credit pro-rated based on their swearing in date. This pro-ration is not to be in an amount less than \$400.00. The purpose of this is to ensure that newly hired employees will have a sufficient number of required uniforms upon graduation from the academy.

Protective Clothing

1 The City agrees to provide a voucher for the purchase of protective footwear, which may include sole inserts, for up to \$200 for employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection- Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per fiscal year. If necessary, the City may replace the employee's safety shoes if they are damaged beyond use due to work related usage as determined by the Department's Safety Officer, or designee, or the City's Safety Officer. An individual may select an approved style that is more expensive than the City maximum by paying the difference. ~~Employees in classifications who are entitled to receive a uniform allowance as provided in Article 5.2 above are not eligible to receive reimbursement for protective footwear under this provision.~~

2. Rain Gear

The City shall provide suitable protective rain gear for employees.

3. Protective Prescription Safety Glasses.

The City agrees to reimburse eligible employees who require the use of prescription lenses and are in positions that require the use of protective safety glasses for the purchase of protective prescription safety glasses for up to \$200.00 for full-time employees when it is determined by the Director of Human Resources, or designee, that protective prescription safety glasses are

required. The City will replace protective prescription safety glasses as needed, but no more than once per calendar year. An individual may select an approved style that is more expensive than the City maximum by paying the difference.