

City → Union
12.4.19

2019 CITY OF SAN JOSE – POPRA NEGOTIATIONS

CITY COUNTER-PROPOSAL TO POPRA – UNIFORM ALLOWANCE, SAFETY EQUIPMENT AND PROTECTIVE PRESCRIPTION SAFETY GLASSES

City Proposed Language:

XX Uniform Allowance, Safety Equipment and Protective Prescription Safety Glasses

- X.1 An annual Uniform Allowance not to exceed \$800.00 shall accrue for eligible employees regularly assigned to the classifications of Park Ranger (2423) and Senior Park Ranger (2426) provided that such eligible employees are required, in the performance of the assigned duties of such classifications, to wear an approved uniform.
- x.2 Payment shall be made during the first two (2) pay periods of each month, in the amount of \$33.33 per biweekly pay period. If an eligible employee is on unpaid leave or unpaid status for a period of one (1) full pay period or more, the employee will not receive the uniform allowance for that pay period(s).
- X.3 Safety Equipment. Employees in the classification of Park Ranger (2423) and Senior Park Ranger (2426) who are required while on duty, to wear the following, shall be provided each of said items: utility belt, four (4) belt keepers, handcuffs, handcuff case, protective vest, rainwear including raincoat and rain pants, OC spray, OC spray case, collapsible baton and scabbard. Such items shall remain the property of the City and shall be returned to the City upon the employee's separation from employment.
- X.4 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.