

Management MOU Revisions

8.5 Uniform/Safety Shoe Allowance

The District will provide a Uniform Allowance of up to \$800.00 per fiscal year for employees who are required to wear District approved uniforms and safety shoes. District uniforms shall consist solely of clothing articles approved by the District Manager and shall include, but not be limited to blue denim pants, work appropriate shorts, shirts, jackets, hats and outerwear. The District will provide two hats per fiscal year.

District uniforms and safety shoes will be approved by the District Manager, and employees are responsible for laundering their uniform articles. Employees who are required to wear a District approved uniform shall be responsible for reporting to work in a clean and neat fashion and maintain a serviceable uniform. The purchase of safety shoes is to occur between July 1 and May 15 of each fiscal year.

The following position classifications covered by this MOU are required to wear District approved uniforms and safety shoes:

Director of Operations

Deputy Director of Operations

Field Services Supervisor

Water Treatment and Systems Supervisor

All position classifications covered by this MOU that are not required to wear a District approved uniform and safety shoes shall be provided an allowance of up to \$150.00 for the term of this MOU for the purchase of safety shoes.

Clothing that qualifies as Personal Protective Equipment (PPE) (other than safety shoes) and is necessary for the employee's job classification shall be purchased by the District for each employee's use. PPE clothing shall be agreed upon by the District and the employee prior to purchase.

Shirts, sweatshirts, and hats purchased that include the District logo are non-taxable and any allowances provided for the purchase of such uniform items are reportable to CalPERS. Allowances provided for shorts and jeans shall be included in the employee's taxable income, but are not reportable to CalPERS. Allowances provided for the purchase of safety boots are non-taxable and not reportable to CalPERS.

Employees who fail their probationary period or resign from the service of the District within one calendar year of their date of hire shall pay back all uniform allowance costs expensed by the District on behalf of the employee. The aforementioned uniform allowance for new hires shall be prorated on a month-by-month basis. District issued uniforms shall be considered District property, and the District Manager will determine if District uniforms are presentable. Any employee observed in unpresentable uniform clothing shall be required to immediately change into acceptable attire on the employee's own time in the absence of evidence of extenuating circumstances.