

**Side Letter of Agreement
Between
Stationary Engineers Local 39
And The
City of Placerville**

The International Union of Operating Engineers (IUOE) Local 39 and the City of Placerville agree as follows:

SECTION 9 CLOTHING ALLOWANCE

9.1 Uniform Categories

(1.) Maintenance Workers/Water Reclamation Facility Employees

Maintenance Workers

All full-time employees who are required as a condition of employment to acquire and wear uniforms shall receive an annual clothing and safety boot allowance of up to six hundred and fifty dollars (\$650.00) on a reimbursement basis. This provision only applies to full-time maintenance employees in the following classes: Gold Bug Park Maintenance & Operations Specialist, Maintenance Mechanic, Maintenance Worker I, Maintenance Worker II, Senior Maintenance Worker, Traffic Maintenance Worker, Water Meter Technician, and Utility Services Specialist.

In addition, the City shall provide and replace, upon department head discretion, as needed, a jacket of "traffic orange" color.

Water Reclamation Facility Employees

All full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Senior Maintenance Mechanic, Water Reclamation Facility Operator I, Water Reclamation Facility Operator II, Water Reclamation Facility Operator III, Water Reclamation Facility Operator IV, shall receive a uniform services or an annual clothing and safety boot allowance of up to six hundred and fifty dollars (\$650.00) on a reimbursement basis.

(2.) Engineering Specialist and Engineering Technician.

The City will provide all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Engineering Specialist and Engineering Technician, an annual boot allowance of up to one hundred and fifty dollars (\$150.00) on a reimbursement basis. In addition, the City shall provide and replace, upon department head discretion, as needed, a jacket of "traffic orange" color, for each Engineering Specialist and Engineering Technician.

(1.) Police Department Employees.

All full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Community Services Officer, Police Dispatcher/Records Technician, Police Property/Evidence Officer, Police Services Assistant, and Senior Police Dispatcher/Records Technician, shall receive a clothing allowance in the amount of six hundred dollars (\$600.00) per year, paid proportionately in quarterly installments, and shall be provided to all full-time Police Department employees covered in this unit.

9.2 Requirements

Those employees receiving a uniform allowance from the City shall be required to wear such apparel at all times during the performance of their work and no substitutions of non-approved apparel shall be permitted. Employees shall be responsible for maintaining and replacing their uniforms as necessary, and no additional payment or compensation shall be made for such maintenance. The clothing and safety boot allowance shall be reported as pensionable compensation to CalPERS.

9.3 Allowance While on Leave.

Personnel on extended leave or without pay for more than thirty (30) days shall not receive uniform allowance for the period of absence from duty after the first thirty (30) days of such leave. Personnel on extended leave under this section may receive a prorated uniform allowance proportional to the hours of leave and work hours in the quarter.

This Side letter of agreement shall be retroactive to July 1, 2011 and sunset on December 31, 2015. It is the intent of the parties to memorialize the uniform policy that was in place during the term of this side letter. No additional employee compensation shall result from the execution of this side letter.

For the City of Placerville:

For the International Union of Operating
Engineers, Local 39

Mayor Trisha Wilkins

Steve Crouch, Director of Public Employees

M. Cleve Morris, City Manager

James Britton, Business Representative

Date

Date