



Tentative Agreement 2015-16 #1
District: *Annette Garcia*
POA: *M. D.F.*
Date: April 5, 2016

District Response (revised): April 5, 2016
District Response: March 1, 2016
POA Proposal: February 19, 2016

Article 12 – Uniforms and Equipment

- 12.1 The cost of the purchase, lease or rental of any distinctive uniform required by the District, or other equipment, identification badges, emblems, and cards required by the District shall be borne by the district.
- 12.2 The District shall provide each employee covered by this Agreement, at the commencement of his or her employment, with such uniform and equipment as the District considers necessary for the performance of the employee's work assignment. The district will provide each college Police/Safety Officers employed by the District with a safety vest.
- 12.3 During each fiscal year beginning after an employee has commenced employment in a classification covered by this Agreement, the District shall provide each employee with an annual uniform and equipment allowance as follows: College Safety Officers: ~~\$600.00~~ **\$800.00**; Parking Security Officers, Parking Technician(s) and Transportation Assistant(s): \$500.00; and Dispatchers: ~~\$400.00~~ **\$600.00** Said uniform and equipment allowance shall cover the replacement, upkeep and maintenance of the employee's uniform and equipment during the period of employment with the District. Employees shall receive their annual uniform and equipment allowance **on the December pay warrant, on a reimbursement basis** or by District Authorized Purchase Order with two District chosen authorized uniform vendors for expenditure during the applicable fiscal year that are approved by the Director of the Department or his/her designee.* **Purchase order requests must be submitted by the employee to the District no later than October 1st.**
- 12.4 Each employee is required to wear his or her uniform, properly laundered and of good appearance, during all working hours. Each employee shall maintain his or her equipment in good working order and dirt free.
- 12.5 Upon termination of employment in a classification covered by this Agreement, the District may require the employee to return to the District any uniform or parts thereof and equipment in his or her possession.
- 12.6 The District shall not be responsible for loss, destruction or damage to an employee's personal tools or equipment.
- 12.7 Employees are required to use District equipment and vehicles only for District-related purposes.

*Adjustment to uniform allowance effective ~~July 1, 2013~~ **July 1, 2015**.