

**Article 30. Clothing**

1. In order to efficiently distribute currently provided work clothing and to encourage individual employee responsibility, each bureau shall set work group standards as to what constitutes work clothing and on what schedule and in what quantity it shall be issued in accordance with the procedure defined in section 22.13.1.
  2. Employees who work in hot asphalt will be furnished safety shoes on a replacement basis as needed, no more than two  
(2) pair annually. Asphalt employees will turn in worn out safety shoes as a condition to reimbursement for a new pair.
  3. Any employee working in a position where the City now ~~furnishes~~ requires rain gear or safety shoes, shall be paid ~~\$250.00~~ \$350, indexed to inflation and increased annually with CPI in July rounded to the next five dollar (\$5) increment, per fiscal year for the purchase of hearing protection, prescription safety glasses, safety shoes, rain gear, clothing that shall be worn on the job and that is intended to protect employees from exposure to potential hazards and/or inclement weather encountered in the performance of their assigned duties, or tools for employees who are required to furnish tools to carry on their trade for the City in accordance with present practices. Such payment will be made on the second paycheck in the fiscal year or the second paycheck following new employment.
1. A temporary employee, as defined in Article 1, shall be paid for safety shoes under this Article.

**Xx. Wildland Fire shoes**<sup>1</sup>. Footwear must meet the current specifications established by the National Fire Protection Association.

1. Footwear will be cared for and maintained by the individual employee and stored by each with their fire gear. Such footwear is to be worn when fighting wildland fires on the Bureau of Water Works property or at the discretion of Bureau Management, and is not for personal use.
2. Footwear will be replaced for employees only after their footwear have been inspected for wear and replacement authorized by their Supervisor.
- 3.
4. The purchase process and records maintenance will follow established Water Bureau guidelines.

**Xx. Water Meter Reader Shoes**<sup>2</sup>. Water Meter Reader I and II employees regularly assigned to read meters will be reimbursed, upon proof of purchase, up to \$250.00 ~~effective July 1, 2018~~ for an additional pair of safety shoes on a replacement basis, as needed, no more than twice annually. The affected employees will turn in worn out safety shoes as a condition of reimbursement for replacement

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<sup>1</sup> Bargaining Note: Current LOA dated August 25, 2005

<sup>2</sup> Bargaining Note: Current LOA dated December 14, 2017