

TEAMSTERS LOCAL 1932 *Side Letter Agreement*

BOOT/SPECIALIZED FOOTWEAR ALLOWANCE

(a) Allowance

The County agrees to make the following payment to employees in regular positions in the classes listed below who are required by the appointing authority to purchase and wear boots/specialized footwear to compensate for any costs associated with such boot/specialized footwear purchase and replacement.

The following classifications are eligible for an allowance in the amount of one-hundred fifty dollars (\$150.00):

- Air Conditioning Mechanic *at Facilities Management*
- ARMC Food Service Manager
- Building Plant Operator *at Facilities Management*
- Building Inspector II and III
- Cook and Lead Cook
- Custodian *at ARMC*
- Ecological Resource Specialist
- Electrician
- Engineering Technician II, III, IV and V
- Equipment Parts Specialist I and II *at Fleet Management*
- Equipment Parts Supervisor at Fleet Management
- Fleet Service Writer
- Fleet Services Specialist
- Fleet Superintendent
- Fleet Supervisor
- Fleet Technician
- Food Service Supervisor
- Food Service Worker
- General Maintenance Mechanic
- General Maintenance Worker *at Facilities Management*
- General Services Worker II *at Facilities Management*
- Hospital Security Manager
- Hospital Security Supervisor I
- Hospital Security Supervisor II
- Lead Custodian *at ARMC*
- Lead Fleet Technician
- Lead Sheriff's Aviation Mechanic
- Maintenance and Construction Worker I and II
- Mechanics Assistant
- Motor Pool Assistant
- Motor Pool Services Assistant
- Motor Pool Specialist
- Painter I and II

- Plumber *at Facilities Management*
- Regional Building Inspector Supervisor
- Regulatory Environmental Specialist
- Security Officer I
- Security Officer II
- Senior Fleet Services Specialist
- Sheriff's Aviation Mechanic
- Sheriff's Aviation Mechanic Supervisor
- Sheriff's Cook I
- Sheriff's Cook II
- Sheriff's Maintenance Mechanic
- Sr. Ecological Resource Specialist
- Storekeeper
- Stores Specialist
- Stores Supervisor II
- Supervising Agricultural/Standards Officer
- Supervising Building Construction Inspector
- Survey Party Chief

Effective July 2024

- Communications Tech I
- Communications Tech II
- Communications Tech III
- Communications Installer
- Equipment Parts Specialist I
- Equipment Parts Specialist II
- Equipment Parts Supervisor
- Network Services Supervisor
- Radio Communications Systems Analyst
- Sheriff's Lead Cook
- Special Projects Leader
- Supervising Communications Technician
- Probation Division Director I
- Probation Division Director II
- Probation Food & Beverage Operations Manager

The following classifications are eligible for an allowance in the amount of two-hundred fifty dollars (\$250.00):

- Construction Equipment Worker Trainee
- Construction Equipment Worker
- Equipment Operator
- Maintenance and Construction Supervisor I
- Maintenance and Construction Supervisor 2
- Public Works Operations Superintendent
- Public Works Operations Supervisor
- Senior Equipment Operator

Employees in these classifications who are not required by the appointing authority to purchase and

wear boots/specialized footwear shall not receive the allowance.

The parties agree to meet and confer at the Union’s request, in the event any department requires an employee to wear boots/specialized footwear in classifications that are not listed above.

(b) Administration

The annual boot/specialized footwear allowance shall be paid in a lump sum to employees in regular positions who are in paid status in the pay period that includes July 1 of each year. Those employees appointed after the pay period that includes July 1 shall receive a prorated allowance payment at the time of their appointment. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their appointment. An eligible employee employed in a regular position who is part- time or job-sharing shall be eligible for a prorated lump-sum payment based on regularly scheduled hours.

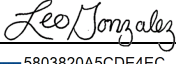
Employees not in paid status (i.e., not coding paid hours) in the pay period that includes July 1 shall receive a prorated boot/specialized footwear allowance payment upon return to paid status. Such proration shall be based upon the remaining number of pay periods in the fiscal year nearest their return to paid status. However, an employee who is not in paid status during the entire fiscal year (i.e., not in paid status from pay period 15 of one year through pay period 14 of the following year) shall not receive the annual boot/specialized footwear allowance for the fiscal year(s) during which he/she was not in paid status. For example, if an employee is not in paid status from June of 2014 through September 2016, and then returns to paid status in October 2016, the employee shall receive a prorated allowance payment for FY 2016/2017 upon their return to paid status but shall not receive the FY 2014/2015 allowance because the employee was not in paid status for the entire 2014/2015 fiscal year.

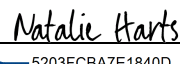
Any employee separating from County employment at the conclusion of a leave of absence shall not receive the boot/specialized footwear allowance.

Date Agreed: 6/18/2024

County

Teamsters Local 1932

DocuSigned by:
 6/21/2024
5803820A5CDE4EC...
Leo Gonzalez
County Labor Relations Chief

DocuSigned by:
 6/20/2024
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Natalie Harts
Business Agent