UNIFORM, CLOTHING AND FOOTWEAR ALLOWANCE OR REIMBURSEMENTS - 2009 *APPROXIMATE* COST

Source: Human Resource Information System (HRIS) payroll data

Notes: 1. Some departments process their reimbursements through accounts payable which are not included in this spreadsheet.
2. The uniform allowance for the non-rep is for the Parking Enforcement Officers Supervisors in Police dept.

"BU" DESCRIPTION	BU CODE	YEAR	DESCRIPTION	# EE	AMOUNT
Carpenters	017	2009	Footwear or gear reimbursement	1	$162
FF Lcl 27	005	2009	Uniform Allowance	991	$201,550
L104-Boil	014	2009	Footwear or gear reimbursement	1	$125
L117 - CSO	050	2009	Uniform reimbursement	1	$85
L117-EvWhs	051	2009	Uniform reimbursement	21	$5,310
L1239 Lab	019	2009	Footwear or gear reimbursement	27	$2,669
L1239- Rec	027	2009	Uniform Allowance	32	$3,200
L17-AdmSup	035	2009	Student Police Officer Uniform Allowance	1	$229
L17-SrProf	032	2009	Commercial Veh Enf Ofcr Uniform Allowance	1	$584
L17-Tech	004	2009	Commercial Veh Enf Ofcr Uniform Allowance	2	$1,168
L21-PEO	021	2009	Uniform Allowance	87	$46,039
L21-Truck Drivers	006	2009	Footwear reimbursement	8	$833
L21Z-Crew Chiefs	081	2009	Footwear reimbursement	3	$374
L46-IBEW	013	2009	Footwear or gear reimbursement	1	$141
L77-City Light	077	2009	Clothing & Equipment Allowance	569	$84,025
L77-CMEO	080	2009	Boot Allowance	5	$475
L77-SDOT	078	2009	Clothing & Equipment Allowance	35	$5,574
Non-RepEmp	030	2009	Uniform Allowance - Non Rep	7	$2,982
Painters#5	010	2009	Footwear reimbursement	1	$70
SPOG	003	2009	Uniform Allowance	1,218	$661,900
Total				3,012	$1,017,496

City of Seattle

UNIFORMS INFORMATION

Prepared: 04/08/10

Bargaining Unit Code	Union Description	Authority	Amount/Year	Allowance or Reimbursement	Stores where uniforms are bought
019, 037 (see notes 1 and 2)	Joint Crafts Council	Appendix I - Security Officer and Appendix J- Parks Rangers	Appendix I, Seattle Center - maximum $275 (includes $50 footwear)	Seattle Center - Reimbursement	Parks provide uniforms to *Security Officers* and *Parks Rangers* from Blumenthal. Seattle Center - *Security Officers* buy from Kroesen's Uniforms. Non-taxable reimbursement is made via paycheck.
003 (see note 3)	Seattle Police Officers Guild	Article 7.2	$500 (new hires) $550 (regulars)	Allowance	Kroesen's/Blumenthal Uniforms
004, 032 (see note 4)	Local 17, International Federation of Prof and Tech Employees	Memorandum of Agreement	$584	Allowance	SDOT - *Commercial Vehicle Enforcement Officers* - Blumenthal Uniforms
005 (see note 5)	Fire Fighters, Local 27	Article 12.3	$200 (new hires and operations) $250 (not in operations)	Allowance	Kroesen's Uniforms
021 (see note 6)	Local 21P, Parking Enforcement Officers	Article 9.1	$584	Allowance	Kroesen's Uniforms
)6, 081 (see note 16)	Local 21Z, Truck Drivers/Local 21, Crew Chiefs	Article 7.5 (both contracts)	$85, for purchase or repair of footwear	Reimbursement	At SPU - Ees can purchase from anywhere, even eBay, but supervisors must sign off on item(s) ordered. At SDOT - Ees submit receipt (no supervisor signoff req'd) and reimbursement is made via payroll.
027 (see note 7)	L1239- Recreation	Appendix B.20.1	$100	Allowance	*Lifeguards* - buy swimsuits and trunks from any store within required specifications
030	Non-Represented	none	$550	Allowance	Kroesen's Uniforms (Parking Enforcement Officers Supervisors)
043 (see note 8)	Fire Chief, Local 2898	Article 11.3	$250	Allowance	Kroesen's Uniforms
051 (see note 9)	Local 117, Teamsters - Evidence Warehouser	Article 6.16	maximum $451 new hires $510 (regulars)	Reimbursement	Blumenthal Uniforms
053 (see note 10)	Court Marshals' Guild	Article 15.4	$475 (new hires, initial $325 then $150 after 6 mos) $500 (regulars)	Allowance	Kroesen's/Blumenthal Uniforms
077 (see note 11)	IBEW, Local 77, City Light	Article 28.15	See note 11 - depending on job class, $75, $125, or $175	Reimbursement	
080 (see note 12)	IBEW, Local 77, CMEO	Article 19.12.B	$95, for boots	Allowance via paycheck, made in the PP that covers 4/1	At SPU - Ees can buy anything from anywhere that conforms to OSHA and WSHA.

1. Security Officers (Joint Crafts Council)

I.7.1 All employees covered by this Appendix employed at the Seattle Center shall have their footwear reimbursement of fifty dollars ($50) per year combined with the uniform allowance, as described in Section I.7.2 below.

I.7.2 The Seattle Center shall annually reimburse employees covered by this Agreement up to two hundred seventy-five dollars ($275) maximum towards the purchase of uniform items, including footwear. However, newly hired employees shall receive an initial reimbursement of up to three hundred twenty-five dollars ($325) maximum upon completion of their first six months of employment. Temporary employees shall be reimbursed upon completion of their first 1,040 hours, and upon completion of each 2080 hours thereafter.

2. Parks Rangers (Joint Crafts Council)

14.11 Footwear Reimbursement – Effective upon signature date of the Agreement, the City shall pay up to seventy dollars ($70) per Agreement year for each regular employee as partial reimbursement for the cost of purchasing or repairing protective or other specified footwear or other work gear (example: rain-gear, gloves, etc.) when such items are required by the City. Requests for reimbursement of such footwear or gear shall be accompanied by a receipt showing the amount and place of purchase or repair. An employee who does not use the full seventy ($70) in one calendar year may carry over the remaining balance to the next year for use in addition to the seventy dollars ($70) allocated for that year. This carryover shall extend for the three calendar years of the Agreement, but not into the ensuing year after the expiration of the Agreement. Temporary employees who qualify for the "0521st hour through 1040th hour" level of premium pay or greater as set forth within Section 1.2.2, shall be eligible for receipt of the seventy dollar ($70) footwear or gear allowance every other year subject to the conditions set forth herein for receipt of same by regular employees. Gear does not include articles of clothing already being issued. (See various Appendices to see whether footwear/gear allowance has increased for any of the bargaining units.)

14.11.1 Any employee who does not exhaust his/her full allotment on footwear in any given year may purchase other gear with the remaining money. Examples of gear that can be purchased are: rain gear, gloves, heavy duty coveralls or overalls, work pants and jackets (canvas types) safety glasses. All gear purchased shall be for work purposes only. The City shall continue to furnish all the gear to employees that they currently are in the practice of furnishing.

J.2.9 Effective upon signature of the Agreement, the footwear and gear reimbursement will be ninety dollars ($90) per contract year and be administered in accordance with Section 14.11. Gear does not include articles of clothing already being issued.

3. Uniformed Police Officers (SPOG)

7.2 Clothing Allowance - Employees shall purchase clothing and equipment in accordance with department standards. When uniforms or equipment are to be modified, such changes shall be discussed with the Guild, who shall forward their input to the Chief of Police. Any employee hired on or after September 1, 1985, shall be paid $500.00 for the cost of said items after completion of the academy and appointment as a sworn officer. In addition, each employee shall be paid $550.00 annually beginning with eighteen (18) months of service from the

6. Parking Enforcement Officers (Local 21P)

9.1 Each employee covered by this Agreement shall purchase clothing in accordance with department standards and shall receive an annual uniform allowance of five hundred eighty four dollars ($584.00). The reimbursement for new employees shall be split so that two hundred ninety-two dollars ($292.00) shall be reimbursed after the first six months of employment and the remaining two hundred ninety-two ($292.00) shall be reimbursed after one year of employment.

7. Lifeguards (Local 1239)

B.20. Premium Pays and Allowances: The following premium pays and allowances apply to all classifications covered under this Appendix [Lifeguard, Senior Lifeguard]

B.21. Clothing allowance: One hundred dollars ($100.00) to cover swimsuits and trunks will be provided to each employee. In addition, each employee shall be provided one (1) t-shirt per year to be worn on the job. One (1) additional t-shirt per year may be provided to the employee as a replacement due to reasonable wear and tear.

8. Fire Chiefs (Local 2898)

11.3 Effective January 2, 2002, the base wage for each employee shall be increased in an amount equal to two hundred and fifty dollars ($250.00) annually to cover the cost of replacement of said uniform items. [Per Chief Hepburn, 4/07/10, it is not accurate to characterize the disbursement of this cost as an increase to the base wage – the amount is given as an allowance once per year and is itemized as non-taxable income. *–AG*]

9. Evidence Warehousers (Local 117, Teamsters)

6.16 Uniforms – The City will reimburse up to five hundred and ten dollars ($510.00) for an employee's uniform allotment to be available -on the employee's anniversary date. New employees will be reimbursed up to four hundred and fifty one dollars ($451.00) for the purchase of their initial uniforms after six (6) months of employment, and on their first anniversary date will receive five hundred and ten dollars ($510.00) as a uniform allotment. The Police Department will make available a list of vendors that may be used for the purchase of uniforms and when any part or all of the uniform must be replaced. The City will reimburse the employee for the repair or replacement of uniforms that are damaged in the line of duty in accordance with Section 1.193, IV, of the Police Department Manual, except when caused by the employee's own negligence. If/when the Police Department makes a change in the uniform or vendor, the impact of such change must be negotiated. Employees are expected to report for duty in a full and presentable uniform. The makeup of the uniform shall be determined by the Police Department management, with input from a joint labor/management team. The reimbursements set forth in this Section will be made upon presentation of an itemized receipt from the vendor. It is understood that upon initial implementation of this provision for current employees the full allotment of five hundred ten dollars ($510.00) shall be allowed as needed for their initial uniform purchase.

required by the Department. Such reimbursement may be divided into up to 3 payments; however, an employee may receive no more than one payment per contract year. Requests for reimbursement of such footwear shall be accompanied by a receipt showing the amount and place of purchase.

14. Local 79, Int'l Alliance of Machinists and Aerospace Workers

14.11 Footwear Allowance – Effective upon signature date of the Agreement, the City shall pay up to seventy dollars ($70) per Agreement year through December 31, 2007 for each regular full-time employee as partial reimbursement for the cost of purchasing or repairing protective or other specified footwear or other work gear (example: rain-gear, gloves, etc.) when such items are required by the City. Effective January 1, 2008, the City shall pay up to one hundred eight dollars ($108). Requests for reimbursement of such footwear or gear shall be accompanied by an itemized receipt showing the amount and place of purchase or repair. An employee who does not use the full seventy dollars ($70) or one hundred eight dollars ($108) in one calendar year may carry over the remaining balance to the next year for use in addition to the seventy dollars or one hundred eight dollars ($108.) allocated for that year. This carryover shall extend for the three calendar years of the Agreement, but not into the ensuing year after the expiration of the Agreement. Temporary employees who qualify for the "0521st hour through 1040th hour" level of premium pay or greater as set forth within Section 1.2.2, shall be eligible for receipt of the seventy dollars ($70) through December 31, 2007 and effective January 1, 2008, shall be eligible for the one hundred eight dollars ($108.) footwear or gear allowance every other year subject to the conditions set forth herein for receipt of same by regular employees. Gear does not include articles of clothing already being issued.

15. PNW Council of Carpenters

14.11 Footwear Reimbursement – Effective upon signature date of the Agreement, the City shall pay up to one hundred ten dollars ($110) per Agreement year for each regular employee as partial reimbursement for the cost of purchasing or repairing protective or other specified footwear or other work gear (example: rain-gear, gloves, etc.) when such items are required by the City. Requests for reimbursement of such footwear or gear shall be accompanied by a receipt showing the amount and place of purchase or repair. An employee who does not use the full one hundred ten dollars ($110) in one calendar year may carry over the remaining balance to the next year for use in addition to the one hundred ten dollars ($110) allocated for that year. This carryover shall extend for the three calendar years of the Agreement, but not into the ensuing year after the expiration of the Agreement. Temporary employees who qualify for the "0521st hour through 1040th hour" level of premium pay or greater as set forth within Section 1.2.2, shall be eligible for receipt of the one hundred ten dollar ($110) footwear or gear allowance every other year subject to the conditions set forth herein for receipt of same by regular employees. Gear does not include articles of clothing already being issued.

16. Truck Drivers (Local 21Z), Crew Chiefs and Supervisors (Local 21)

7.5 The City shall pay up to Eighty-Five Dollars ($85) per contract year for each employee as partial reimbursement for the cost of purchasing or repairing protective or other specified footwear when such footwear is required by the City. Requests for reimbursement of such footwear shall be accompanied by a receipt showing the amount and place of purchase or repair. An employee who does not use the full Eighty-Five Dollars ($85) in one calendar year may carry over the remaining balance to the next year for use in addition to the Eighty-Five Dollars