

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County Para/Pro/SIC/Supe units

Section 1.3.1 Participation in an Affiliation, Merger or Partnership

In the event that any County department, unit, or section, including Health Care Services, participates in an affiliation, merger, partnership or any variation thereof, the County and SEIU, upon request of either party, shall meet and confer on all bargainable issue arising there from.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

Section 2.3.1 Medical Insurance Premiums: Full-time Employees

The Union is proposing that the current 80/20 premium split moves to the following:

In year two (2) of the successor MOU, the County will contribute 90% of the premium and the employee will contribute 10% of the premium.

In year three (3) of the successor MOU, the County will contribute 95% of the Premium and the employee will contribute 5% of the premium.

Upon acceptance, the Union will provide the language with updated numerical splits, all other language will remain the same.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

Section 2.4.1 Medical Insurance Premiums: Part-time Employees

Eligible part time employees as defined in 2.4(a) shall receive the County contributions of 80% of the medical premium and the employee shall contribute 20% of the employee-only medical premium in the County-specified plan (currently known as Plan C). Dependent coverage in the County-specified plan is available for eligible dependents at the employee's expense.

Eligible part time employees as defined in 2.4(b) shall receive the County contribution of 80% of the medical premium and the employee shall contribute 20% of the ~~employee only~~ medical premium in the full time health plans, **at all tier levels**, excluding the buy-up PPO plan. ~~Dependent coverage in the full-time medical plans is available for eligible dependents at the employee's expense.~~

For the Union _____

For the County _____

Date 2/17/2016

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

Section 3.2.1 Vacation Cash Out (NEW SECTION)

Employees who have a vacation bank of at least one hundred and sixty (160) hours as of June 15th of any year, shall be allowed to cash out up to forty (40) hours per year. Employees are only allowed to use this once per calendar year.

For the Union _____

For the County _____

Date 2/17/20

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

3.3.4 Sick Leave Verification

Employees absent from work because of illness, injury, or quarantine, or for non-emergency medical, dental or optical care shall be paid only **If an employee does not have sufficient sick leave hours when calling in sick,** upon furnishing the Appointing Authority or designee with **may require** satisfactory proof as may be required Appointing Authority or designee by the that the absence was due to such cause. The requirement, need and form for such verification shall be made known to the employee in advance of any absence, but no later than the time the employee calls in sick, provided that the employee has complied with departmental call-in procedures. An Appointing Authority shall not require "after the fact" verification.

If verification is requested, the requirement and the need for medical verification shall be confirmed to the employee in writing within two weeks after the employee's return, explaining the justification for the request.

The County and Union agrees that the practice of putting employees on time based sick leave verification will not continue with the adoption of this MOU.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County

Supervisors (SUP) MOU

Section 4.2.6.5 Solid Waste Supplement

All employees, in the classifications listed below, who routinely and consistently are exposed to biohazards and/or other hazardous materials in the course of their job duties shall receive a supplement of 5%:

Solid Waste Recovery Supervisor

Senior Transfer Truck Driver

Equipment Mechanic Foreman

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU to San Joaquin County, Professional Unit

Section 4.2.6.5 Public Health Microbiologist Series Supplement

Employees in the classification series of Public Health Microbiologist series assigned to the Public Health Lab, shall receive a supplement of 5%.

For the Union _____

For the County _____

Date 2/17/25

Proposal from SEIU 1021 to San Joaquin County, Para Professional Unit

4.2.6.5 Public Health Laboratory Supplement

Employees in the classifications of Public Health Laboratory Technician I and II shall receive a supplement of 5%.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County Para Professional Unit

Section 4.2.6.6 Unmanned Aerial System (UAS) Supplement

Employees in the Office of Emergency Services who are assigned to pilot an Unmanned Aerial System (UAS) shall receive a pay supplement of 2.5% of their base pay.

For the Union _____

For the County _____

Date 2/17/21

Proposal from SEIU 1021 to San Joaquin County- TLI unit

4.2.14 Facility Pay

Employees in the following classifications will receive a supplement of 3% of base salary only for time worked in the Jail, Juvenile Hall, ~~Mental Health~~ **Behavioral Health** PHF Unit, Crisis Stabilization Unit (CSU), Crisis, Medical Guarded Unit (MGU) and Special Care Clinic (SCC) at San Joaquin General Hospital, **Emergency Room, Surgery Rooms.**

Crafts Worker I/II/III

Electrician

Housekeeping Service Worker

Office Building Engineer

Notwithstanding the above, employees in the specified classifications who are receiving this supplement as “pay always” as of October 20, 2020, will continue to receive it as “pay always” whenever they are regularly assigned to the Jail, Juvenile Hall, or ~~Mental Health~~ **Behavioral Health** PHF unit. The County will provide a list of the qualifying employees within 30 days of approval of this agreement.

Notwithstanding the above, Crafts Workers assigned to Behavioral Health Services (BHS) on or before February 28, 2011, will receive the supplement for all hours worked while at BHS.

Per the side letter signed on June 16, 2023, the supplement for General Services employees assigned exclusively to the Jail or Juvenile Hall, or both, is 7.5%

Crafts Worker I/II/III

Electrician

Office Building Engineer

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County

Safety, Investigative and Custodial MOU

4.2.14 Facility Pay (SIC)

Employees in the following classifications will receive a supplement of 3% of base salary for each hour worked in the Jail while working with or supervising inmates:

Sheriff Central Services Assistant

Sheriff Central Services Worker Sheriff

Inmate Labor Specialist I/II/III

Sheriff Material Specialist I/II/III

Inmate Case Worker

Work Program Specialist I/II

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County TLI, Supes, SIC, Para Pro Units

Section 4.2.15 Additional Compensation (TLI)

Positions that require the employee to maintain a ~~Class B Driver~~ **Commercial Driver** license will receive a pay supplement of ~~1~~ **2.5** % of the base salary; positions that require the employee to maintain a ~~Class A driver~~ **Commercial Driver** license will receive a pay supplement of 2.5% of the base salary.

~~This replaces the 1991 Board Order for the Park Worker series.~~

Section 4.2.15 Additional Compensation (Supes)

Employees in the classifications of Auditor – Appraiser IV who possess a Certified Public Accountant (CPA) certificate issued by the national American Institute of Certified Public Accountants and the license issued by the State Department of Consumer Affairs – Board Accountancy shall receive a pay supplement of two percent (2%) of their base salary.

Employees in the classifications of Appraiser IV or Auditor – Appraiser IV who possess a Certified General License from the State Business, Transportation and Housing Agency – Office of Real Estate Appraisers, shall receive a pay supplement of two percent (2%) of their base salary.

Positions in the Weights and Measures division of the Agricultural Commissioner’s Office that require the employee to maintain a ~~Class B driver~~ **Commercial Driver** license will receive a pay supplement of ~~1~~ **2.5** % of base salary; positions in the Weights and measures division of the Agricultural Commissioner’s Office that require the employee to maintain a ~~Class A driver~~ **Commercial Driver** license will receive a pay supplement of ~~1~~ **2.5** % of base salary.

Section 4.2.6 ~~Class B~~ **Commercial** Driver License Supplement (SIC)

Employees in the classification of Sheriff Inmate Labor Specialist I, II, or III who are required to maintain a ~~Class B driver~~ **Commercial Driver** license will receive a pay supplement of ~~1~~ **2.5** % of base salary.

Section 4.2.15 Additional Compensation (Pro Unit)

Employees in the Deputy Auditor-Controller series who possess a Certified Internal Auditor (CIA) certificate, and/or a Certified Public Accountant (CPA) certification and license, shall receive a pay supplement of 2% of their base salary.

Positions in the Weights and Measures division of the Agricultural Commissioner's Office that require the employee to maintain a ~~Class B driver~~ **Commercial Driver** license will receive a pay supplement of ~~1~~ **2.5**% of base salary; positions in the Weights and Measures division of the Agricultural Commissioner's Office that require the employee to maintain a ~~Class A driver~~ **Commercial Driver** license will receive a pay supplement of ~~1~~ **2.5**% of base salary.

For the Union _____

For the County _____

Date: 2/17/26

Proposal from SEIU to San Joaquin County OOT Unit only

NEW SECTION

4.7.2 Trauma Registrar Certification Pay

Employees in the Trauma Registrar series who hold a Certified Abbreviated Injury Scale Specialist Certificate shall receive supplement pay of 10% of base salary

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

Section 4.9 SB 525 Pay

Acknowledging that San Joaquin County has both Tier II and Tier III SB525 pay as defined by the State of California, The Union and The County shall agree where there are classifications that are situated in both Tiers, that Tier II pay shall be the prevailing wage for those classifications where applicable.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County

NEW SECTIONS

Section 4.14 Training Co-Workers (OOT/TLI/Para/Pro/Supes)

If a bargaining unit employee is directed to train a co-worker and training is not in the job description, a supplement of 2.5% will be paid while the employee is in the role of trainer.

Section 4.14.1 Training Co-Workers (SIC)

If a bargaining unit employee is directed to train a co-worker and training is not in the job description, a supplement of 2.5% will be paid while the employee is in the role of trainer.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County

All six bargaining units.

4.16 Emergency Management, State of California Credentialling

Employees assigned on a full-time basis to the Office of Emergency Services who hold specific State credentialling shall receive a supplement reflective of their credentialling level from the State of California (California State Training Institute).

Type III Credential in any of the following EOC positions: EOC Director, Operations Section Chief, Plans & Intel Section Chief, Logistics Section Chief, Finance Section Chief shall receive a supplement of 0% of base salary.

Type II Credential in any of the following EOC positions: EOC Director, Operations Section Chief, Plans & Intel Section Chief, Logistics Section Chief, Finance Section Chief shall receive a supplement of 2.5% of base salary.

Type I Credential in any of the following EOC positions: EOC Director, Operations Section Chief, Plans & Intel Section Chief, Logistics Section Chief, Finance Section Chief shall receive a supplement of 5% of base salary.

4.17 Emergency Management, Federal Certificate

Employees assigned on a full-time basis to the Office of Emergency Services (OES) who hold specific Federal certificate(s) shall receive a supplement reflective of their certificate issued by the Federal Emergency Management Agency as part of the National Emergency Management Academy.

Employees who have completed the National Emergency Management Basic Academy shall receive a supplement of 2.5% of base salary.

Employees who have completed the National Emergency Management Advanced Academy shall receive a supplement of 5% of base salary.

For the Union _____

For the County _____

Date 2/19/26

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

5.2.1 Work in Excess of Seven (7) Days in a Row

Employees who are directed to work in excess of seven(7) consecutive days shall be entitled to a day of rest on the eighth (8) day of scheduled work unless mutually agreed upon by the employee and employer.

For the Union _____

For the County _____

Date: 2/17/26

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

5.5.1 Employees Required to Report to a Work Location

Employees who, following completion **of** their assigned work day and have left their worksite or are on standby, are notified to physically return to a worksite shall be compensated for the actual time worked, but not less than ~~three~~ **four (3) (4)** hours, each time the employee is called back.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County All Six Bargaining Units

Section 10.3 Safety Equipment

The County shall provide employees with safety prescription glasses (glasses only, no prescription examination) whenever safety glasses are required by the CAL/OSHA or other State or Federal Regulation. The County will not provide replacements for broken lenses or frames unless such breakage is the result of an on-the-job accident.

The County will provide cell phones to all classifications of this bargaining unit who are required to use/have cell phones as part of their daily work. Each department will decide how the phones are assigned. Phones assigned shall have the capability to be able to signal for emergency services and back to their departments for safety reasons.

For the Union _____

For The County _____

Date 2/17/06

Proposal from SEIU 1021 to San Joaquin County

13.2 Uniform Allowance (SIC)

Employees in the following classifications shall receive, upon initial hire into the classification, an initial uniform allowance of ~~\$100~~ \$200 and, a lump sum uniform allowance on or about the pay day nearest December 1. For employees who have worked less than one (1) year's continuous service in the classification, the lump sum received shall be a pro rata portion of the uniform allowance. If an employee in this classification leaves employment during the year, a pro rata portion of the uniform allowance shall be paid on or about the last day of employment.

<u>Class</u>	<u>Lump Sum on or about payday nearest Dec. 1</u>
Sheriff's Animal Service Officer series	457.60 <u>\$650.00</u>
Sheriff Material Specialist series	17.92 — <u>\$650.00</u>
Sheriff Inmate Labor Specialist series	17.92 <u>\$650.00</u>
Evidence Custodian	465.92 <u>\$650.00</u>
Evidence Technician series	550.00 <u>\$750.00</u>
Medical Examiner Investigator series	550.00 <u>\$750.00</u>

~~Employees in the following classification shall receive, upon initial hire into the classification, an initial uniform allowance of \$100. On the first day of the first bi-weekly pay period after one (1) year's continuous service in such classifications, the employee shall receive the specified bi-weekly uniform allowance:~~

<u>Class</u>	<u>Bi-weekly after</u> <u>1 continuous year</u>
Sheriff Material Specialist series	17.92
Sheriff Inmate Labor Specialist series	17.92

~~Employees in the following classifications receive, upon initial hire into the classification, an initial uniform allowance of \$100 and a lump sum uniform allowance on or about the payday nearest December 1. For employees who have worked less than one (1) year's continuous service in the classification, the lump sum received shall be a pro rata portion of the uniform allowance. If an employee in this classification leaves employment during the year, a pro rata portion of the uniform allowance shall be paid on or about the last day of employment.~~

<u>Classification</u>	<u>Lump Sum on or about payday nearest Dec. 1</u>
Evidence Custodian	465.92
Evidence Technician series	550.00
Medical Examiner Investigator series	550.00

The County shall provide uniform shirts to employees in the classifications of Juvenile Detention Officer, Juvenile Detention Officer Assistant, Juvenile Detention Unit Supervisor and Juvenile Facility Supervisor as follows:

- (a) Five (5) shirts for new regular full-time employees within one month of their hire date.
- (b) Three (3) shirts for new part-time or temporary employees within one month of their hire date.
- (c) Upon employee request, up to three (3) shirts at the beginning of each fiscal year (this section will not apply to employees hired 4 months prior to the start of the fiscal year). Employees must submit their request for uniform shirts directly to the Probation Department.

~~The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.~~

For Employees assigned to San Joaquin General Hospital or to divisions of Health Care Services and who are required to wear scrubs, upon hire, each employee will receive a lump sum of \$180, and a lump sum uniform allowance of \$180 on or about the pay day nearest December 1 each year thereafter.

13.2 Uniform Allowance (OOT)

Employees of this unit required to wear uniforms in the Sheriff's Department shall receive a bi-weekly uniform allowance of ~~\$12~~**15**.

~~The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.~~

For Employees assigned to San Joaquin General Hospital or to divisions of Health Care Services and who are required to wear scrubs, upon hire, each employee will receive a lump sum of \$180, and a lump sum uniform allowance of \$180 on or about the pay day nearest December 1 each year thereafter.

13.2 Uniform Allowance (Supervisors)

Employees in the classification of Supervising Medical Examiner Investigator shall receive, upon initial hire into the classification an initial uniform allowance of ~~\$100~~ **200** and a lump sum uniform allowance on or about the pay day nearest December 1 to purchase the required uniform (jackets shall be provided at County expense). For employees who have worked less than one (1) year's continuous service in the classification, the lump sum received shall be a pro rata portion of the uniform allowance. If an employee in this classification leave employment during the year, a pro rata portion of the uniform allowance shall be paid on or about the last day of the year, a pro rata portion of the uniform allowance shall be paid on or about the last day of employment. For the purpose of this section, employees who have entered into the class from Medical Examiner Investigator without a break in service will not be considered new hires.

The County shall provide employee in the Airport Operations Supervisor classification with five (5) logo shirts each fiscal year.

~~The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.~~

For Employees assigned to San Joaquin General Hospital or to divisions of Health Care Services and who are required to wear scrubs, upon hire, each employee will receive a lump sum of \$180, and a lump sum uniform allowance of \$180 on or about the pay day nearest December 1 each year thereafter.

Section 13.2 Uniform Allowance (Para-Professional)

Employees in the classifications of Revitalization and Abatement Coordinator (RP0745) and Civilian Crime Prevention Coordinator (RP4002) shall receive a uniform allowance of ~~\$26.92~~ **28.00** bi-weekly.

~~The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.~~

For Employees assigned to San Joaquin General Hospital or to divisions of Health Care Services and who are required to wear scrubs, upon hire, each employee will receive a lump sum of \$180, and a lump sum uniform allowance of \$180 on or about the pay day nearest December 1 each year thereafter.

Section 13.2 Uniform Allowance (Professional)

~~The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.~~

For Employees assigned to San Joaquin General Hospital or to divisions of Health Care Services and who are required to wear scrubs, upon hire, each employee will receive a lump sum of \$180, and a lump sum uniform allowance of \$180 on or about the pay day nearest December 1 each year thereafter.

Section 13.2 Uniform Allowance (TLI)

Employees in the Security Worker classification shall receive, upon initial employment(hiring) by the County a uniform allowance of ~~\$100.00~~ **125.00** On the first day of the first bi-weekly pay period after one (1) years' continuous service in such class, such employee shall receive a ~~\$10.00~~ **12.50** bi-weekly uniform allowance.

Employees in the classes of Storekeeper I, Laundry Assistant and Lead Laundry Worker who are assigned to the Custody Division of the Sheriff's Department and are required to wear a uniform shall receive, upon initial employment (hiring) by the County, a uniform allowance of ~~\$100.00~~ **125.00**. On the first day of the first bi-weekly pay period after one (1) year's continuous service in such class, such employee shall receive a uniform allowance of ~~\$12.00~~ **15.00** bi-weekly. Employees in this class who have less than one (1) years' service shall receive a bi-weekly uniform allowance of ~~\$3.20~~ **4.00**.

The County agrees to furnish coveralls and respirators to Agricultural employees in the classes of Pest Abatement Operator I and II and unit employees at Stockton Metropolitan Airport who work with herbicides and pesticides.

Employees in the classifications of Lead Mechanic and Automotive Mechanic shall be provided seven (7) pairs of coveralls from a lease, launder and repair company, each fiscal year at County expense.

Employees required to wear coveralls in the classifications of Heavy Equipment Mechanic and Welder and employees in the classifications of Equipment Service Worker II/III that lubricate machinery, Solid Waste Equipment Operator I/II, and the Solid Waste Recovery Worker series, shall be provided with eleven (11) pairs of coveralls from a lease, launder and repair company, each fiscal year at County expense. San Joaquin General Hospital (SJGH) Housekeeping Service Workers who are assigned to the trash positions shall be provided six (6) pairs of coveralls to be laundered at SJGH. The coveralls supplied to employees in the Welder classification shall be made from fire safe material. Employees in the classification of Equipment

Service Worker I shall be provided with three (3) pairs of coveralls each fiscal year at County expense.

Each employee in the Park Worker series shall be provided with four (4) uniform shirts each fiscal year at County expense. The County shall provide all Utility District Maintenance Workers and the Utility District Foreman with three (3) pairs of coveralls and six (6) pairs of gloves.

The County shall provide employees in the Airport Operations and Crafts Worker classification series assigned to the Stockton Metropolitan Airport with five (5) logo shirts each fiscal year.

The County shall provide rubberized gloves to Crafts Workers assigned to the County Jail, San Joaquin General Hospital and County Juvenile Justice Center who handle undesirable waste material.

~~The County shall provide scrubs to employees who are assigned to San Joaquin General Hospital or to divisions of Health Care Services who are required to wear scrubs.~~

For Employees assigned to San Joaquin General Hospital or to divisions of Health Care Services and who are required to wear scrubs, upon hire, each employee will receive a lump sum of \$180, and a lump sum uniform allowance of \$180 on or about the pay day nearest December 1 each year thereafter.

For the Union _____

For the County _____

Date 2/17/26

Proposal from SEIU 1021 to San Joaquin County

All Six Bargaining Units

Section 13.3 Boot Allowance (OOT)

- (a) The County will provide annual reimbursement of up to ~~\$125~~ **200** for ~~certain~~ **any** classifications of employees in Public Works who are required to purchase boots meeting the suitable footwear standard set by the Department of Public Works.
- (b) The County will provide annual reimbursement of up to ~~\$225~~ **250** for certain classifications of employees in Public Works who are required to purchase boots meeting the American National Standards Institute Z41PT 99 PR (Puncture Resistant Standard)

The department and Auditor-Controller's Office will work to ensure that requests for reimbursement are processed within sixty (60) days from the date of the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

Section 13.3 Boot Allowance (Supervisors)

- a) The County will provide biennial reimbursement of up to ~~\$200~~ **250** for employees in the Senior Building Inspector classification in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.
- b) On July 1 of each year, the County will provide a lump sum allowance of ~~\$175~~ **200** for designated classifications of employees in Public Works who are required to purchase boots meeting the suitable footwear standard set by the department.

For employees hired ~~after~~ on or after July 1, the County will provide reimbursement of up to ~~\$175~~ **200**. Thereafter the employee will receive the annual lump sum allowance on July 1 of each year.

- c) On July 1 of each year, the County will provide a lump sum allowance of ~~\$225~~ **250** for certain classifications of employees in Public Works who are required to purchase

boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard)

For Employees hired after on or after July 1, the County will provide reimbursement of up to ~~\$225~~ **250**. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The department and Auditor-Controller's Office will work to ensure that requests for reimbursement are processed within sixty (60) days from the date of the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

Section 13.3 Boot Allowance (SIC)

- a) The County will provide biennial reimbursement of up to ~~\$200~~ **250** for employees in the Code Enforcement Officer series in the Community Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development Department.
- b) On July 1 of each year, the County will provide a lump sum allowance of \$175 **200** for employees at the Sheriff's Office who are required to purchase boots meeting the suitable footwear standard set by the department.

For employees hired after on or after July 1, the County will provide reimbursement of up to ~~\$175~~ **200**. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

- c) On July 1 of each year, the County will provide a lump sum allowance of ~~\$225~~ **250** for employees at the Sheriff's Office who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to ~~\$225~~ **250**. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The department and Auditor-Controller's Office will work to ensure that requests for reimbursement are processed within sixty (60) days from the date of the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

Section 13.3 Boot Allowance (TLI)

On July 1 of each year, the County will provide a lump sum allowance for employees who are required to purchase boots as follows:

- (a) The County will provide an allowance of ~~\$175~~ **200** for certain designed classifications of employees in General Service, Public Works, and Parks and Recreation who are required to purchase boots meeting the suitable footwear standard set by the department.
- (b) The County will provide an allowance of ~~\$225~~ **250** for certain classifications of employees in Public Works and the Stockton Metropolitan Airport who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired after on or after July 1, the County will provide reimbursement of up to ~~\$225~~ **250**. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

The department and Auditor-Controller's Office will work to ensure that requests for reimbursement are processed within sixty (60) days from the date of the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

Section 10.3.1 Boot Allowance (Para-Professional)

- a) The County will provide biennial reimbursement of up to ~~\$200~~ **250** for employees in the Building Inspector I/II classifications in the Community

Development Department who are required to purchase boots meeting the suitable footwear standard set by the Community Development department.

- b) On July 1 of each year, the County will provide a lump sum allowance of ~~\$175~~ **200** for certain designated classification of employees in General Services and Weights and Measures who are required to purchase boots meeting the suitable footwear standard set by the department.

- c) On July 1 of each year, the County will provide a lump sum allowance of ~~\$175~~ **200** for the Emergency Planner and Sr. Emergency Planner from the Office of Emergency Services Department.

For employees hired on or after July 1, the County will provide reimbursement of up to ~~\$175~~ **200**. Thereafter, the employee shall receive the annual lump sum allowance on July 1 of each year.

The department and the Auditor-Controller's Office will work to ensure that requests for reimbursement are processed within sixty (60) days from the date the employee submits the request, subject to all existing reimbursement policies.

The Union acknowledges it is the employee's responsibility to purchase and maintain proper fitting boots with appropriate soles for the type of work they are performing.

Section 10.3.1 Boot Allowance (Professional)

- (a) On July 1 of each year, the County will provide a lump sum allowance of ~~\$175~~ **200** for designated classifications of employees in Environmental Health Services who are required to purchase boots meeting the suitable footwear standard set by the department.

For employees hired ~~after~~ on or after July 1, the County will provide reimbursement of up to ~~\$175~~ **200**. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

- (b) On July 1 of each year, the County will provide a lump sum allowance of ~~\$225~~ **250** for certain classifications of employees in Environmental Health Services

who are required to purchase boots meeting the American National Standards Institute Z41 PT 99 PR (Puncture Resistant Standard).

For employees hired ~~after~~ on or after July 1, the County will provide reimbursement of up to ~~\$225~~ **250**. Thereafter, the employee will receive the annual lump sum allowance on July 1 of each year.

For the Union _____

For the County _____