

ARTICLE 15 - CLOTHING AND TOOL ALLOWANCE

(A) The City and the Association agree that the employees in the classifications listed below shall be paid a yearly tool allowance of the amount shown on a quarterly basis:

<u>Classification</u>	Annual	<u>Allowance</u>	(in
dollars)			
Body Mechanic I		180.00	
Body Mechanic II		210.00	
Building Services Electrician II		180.00	
Building Services Technician		210.00	
Carpenter I		180.00	
Carpenter II		210.00	
Electrician I		160.00	
Electrician II		180.00	
Field Electrician II		180.00	
HVAC Technician I		180.00	
HVAC Technician II		210.00	
Industrial Electrician II		180.00	
Instrument Technician		180.00	
Locksmith		210.00	
Materials Testing Technician I		180.00	
Materials Testing Technician II		180.00	
Mechanic I		210.00	

Mechanic II	280.00
Park Maintenance Crew Leader	210.00
Plumber I	160.00
Plumber II	180.00
Skilled Trades Helper	180.00
Sr Body Mechanic	210.00
Sr Building Services Electrician	180.00
Sr Carpenter	210.00
Sr Electrician	180.00
Sr Field Electrician	180.00
Sr HVAC Technician	210.00
Sr Industrial Electrician	180.00
Sr Locksmith	210.00
Sr Mechanic	280.00
Sr Plumber	180.00
Sr Traffic Control Systems Technician	180.00
Sr Traffic Signal Electrician	180.00
Sr Traffic Signal Technician	180.00
Street Light Maintenance Electrician	160.00
Traffic Control Systems Technician I	180.00
Traffic Control Systems Technician II	180.00
Traffic Signal Electrician II	180.00
Traffic Signal Field Supervisor	180.00

Traffic Signal Technician I	180.00
Traffic Signal Technician II	180.00
Vehicle Services Supervisor	280.00
Vehicle Services Worker	135.00
Welder	135.00

These amounts will be increased by twenty five percent (25%) during the first year of employment.

If the City determines that a classification no longer requires the use of personal tools, or the City determines that a new classification requires the use of personal tools, the City will enter into negotiations with the Association prior to taking any action.

The City shall provide a secure area for the employees to keep their personal tool set on the job site and shall insure the employee against the loss and/or damage beyond use, by a second party, whenever the tool set is on City property. The City will conduct an inventory annually after giving the employee five (5) days notice. The tool set is defined to be the toolbox and the entire contents thereof, as determined by the annual inventory.

(B) When any employee is required to wear a uniform during the performance of duty, that required uniform will be provided by the City. The term "uniform" shall include any specified shoes, belts, jackets, sweaters, or other accessories. The City and the Association further agree that employees who are furnished uniforms by the City shall be provided a clean and appropriate uniform for each

normal workday. Exceptions to the requirement for daily clean uniforms may be established, after written agreement between the Association and the City, whenever the work and/or the nature of the uniform indicates that a less frequent cleaning schedule is appropriate.

(C) Uniforms shall only be worn during the normal workday and shall be worn in accordance with such regulations, policies and procedures as the City may establish.

(D) A safety shoe allowance shall be paid in the amount of one hundred twenty five dollars (\$125) per year. Such allowance shall be paid at the time the second quarterly installment of the tool allowance is paid. Personnel to receive such allowance shall be those personnel whose job requires safety shoes be worn as established by the LVCEA and the City. Personnel who receive a safety shoe allowance shall furnish their own shoes that meet the required safety standards for their position and shall wear the shoes at all times when they are in work status.

(E) The City shall provide paid time off and pay the entire tuition for any education, certificates, ratings, etc. that the City require employees to have in order to keep their employment with the City in the employees current classification.