

**SIDE LETTER OF AGREEMENT BETWEEN THE COUNTY OF TULARE
AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521**

The following classifications shall be required to adhere to uniform specifications, appearance, and maintenance standards established respectively by the Sheriff's Office and Fire Department. The following classifications shall be eligible for the following annual uniform allowance: \$750 Fire Inspector / \$500 Emergency Dispatchers- Fire Department / \$250 Emergency Dispatchers- Sheriff's Office.

SHERIFF'S OFFICE

For employees in the above-cited classifications, within 30 days of approval of this agreement by the Board of Supervisors, employees shall receive a \$250 voucher which shall be used towards the purchase of the required uniform in accordance with department standards. The \$250 voucher must be used by November 30, 2018. In the first pay period of December 2018, a \$125 gross cash payment (in employee's paycheck) shall also be paid. Thereafter, the \$250 uniform allowance will be paid in two equal gross cash payments in the first pay periods in June (\$125) and December (\$125).

For employees hired after the Board of Supervisors approval of this agreement, employees shall receive a \$250 voucher from the Sheriff's Office in sufficient time to allow for the purchase of the required uniform prior to working their first shift. The \$250 voucher must be used within 60 days of receipt. Thereafter, the \$250 uniform allowance will be paid in two equal gross cash payments in the first pay periods in June (\$125) and December (\$125).

FIRE DEPARTMENT

For employees in the above-cited classifications that were hired on or prior to December 31, 2017 they shall receive a credit of \$500 for Emergency Dispatchers and \$750 for Fire Inspector on July 1, 2018. Class B uniforms will be purchased on-line from the department's approved vendor and Polo Shirts can only be purchased locally from the department's approved vendor. These employees shall be eligible for their next uniform allowance on July 1, 2019.

For employees hired between January 1, 2018 up to the date of the Board of Supervisors approval of this agreement, within 30 days of approval of this agreement, shall receive a credit in the amount of \$500 for Emergency Dispatchers and \$750 for Fire Inspectors. These employees shall be eligible for their next uniform allowance on July 1, 2019. For employees hired after approval of this agreement through June 30, 2018, they shall receive a credit of \$500 for Emergency Dispatchers and \$750 for Fire Inspectors in sufficient time to allow for the purchase of the required uniform prior to their start of their first shift. These employees shall be eligible for their next uniform allowance on July 1, 2019.

For employees hired between July 1, 2018 - December 31, 2018 shall receive a credit of \$500 for Emergency Dispatchers and \$750 for Fire Inspectors in sufficient time to allow for the purchase of the required uniform prior to the start of their first shift. These employees shall be eligible for their next uniform allowance on July 1, 2019. Thereafter, employees hired between July 1 through December 31 shall be eligible for a new uniform allowance in the following calendar year on July 1st.

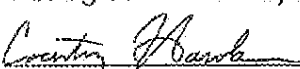
For employees that are hired between January 1, 2019 - June 30, 2019 shall receive a credit (\$750 for Fire Inspector and \$500 Emergency Dispatchers) in sufficient time to allow for the purchase of the required uniform prior to the start of their first shift. These employees shall be eligible for their next uniform allowance on July 1, 2020. Thereafter, employees hired between January 1 through June 30 shall be eligible for a new uniform allowance in the following calendar year on July 1st.

Any part of the uniform allowance not used by June 30th will be forfeited.

SHERIFF'S OFFICE AND FIRE DEPARTMENT

Should an employee covered by this agreement be off work in excess of six (6) months on a Leave of Absence, their uniform allowance shall be pro-rated on a pay period basis and such payment shall occur after the employee returns to work. Should an employee separate from the department for any reason during probation, the County has the option of requesting that the uniform provided at County cost be returned to the department.

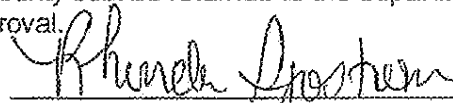
This agreement is subject to the Board of Supervisors approval.



for SEIU

3-8-18


Date



for Tulare County

3-13-18

Date

 3/8/18