

EXHIBIT A

ARTICLE 27: UNIFORMS AND UNIFORM CLOTHING AND MAINTENANCE ALLOWANCE

- 27.1. Initial uniforms and equipment supplied by the City for all sworn personnel consists of the following:

<u>Quantity</u>	<u>Item Description</u>
1 each	Ballistic Vest w/outer cover
1each	Long Sleeve/Class A
1 each	Short Sleeve/Class B
4 each	Short Sleeve Polo
1 pair	Trousers
4 pair	BDU Pants
1 each	Jacket
1 each	Baseball-style cap
1 each	Breast Badge
1 each	Handcuffs
1 each	ASP
1 each	Rain /Coat
1 Service Weapon	Including 3 Magazines
55 rounds	Service Weapon Ammunition
1 each	Chemical Agent

- 27.2. The City will provide each member \$325 annually for replacement uniforms. Replacement uniforms must be requested by July 1st of each year. The annual \$325 cannot be rolled over and create a credit balance should the replacement uniforms not total \$325.

Additional uniform replacements may be made on an as-needed case-by-case basis, as determined in the sole discretion of the Chief of Police or designee.

All members are to maintain their uniforms and maintain a professional appearance.

- 27.3. Specialized Job Assignments/Transfers/Specialized Units

In addition to the uniform and equipment allocation specified in 27.2 above, members assigned specialized jobs or transferred into specialized units may order additional uniforms paid for by the City up to the allotted dollar amount specified below.

Specialized Job Assignments- Members currently assigned to Specialized Job Assignments will receive the below allocation annually in addition to the amounts specified in section 27.2:

Street Crimes	\$50	Polos/T-Shirts
K-9 Officers	\$414	BDU
SWAT	\$345	BDU

Specialized Units- Members transferred into Specialized Units will receive the below initial allocation in addition to the amounts specified in section 27.2:

Motors	\$1475	Trousers/Boots/Helmet
Street Crimes	\$350	Polos/T-Shirts
K-9	\$415	BDU
Crisis Negotiation Team	\$50	Polos
Dive Team	\$50	T-Shirts
Field Force	\$100	BDU
QRT	\$50	T-Shirts
CID	\$150	Polos
NTL	\$75	Shorts
Training	\$200	Polos

In addition to the annual allocation amounts specified in 27.2 above, upon promotion, members will be provided an initial one time uniform and equipment allocation in accordance with the following ranks:

Sergeant	\$250
Lieutenant	\$350

Additionally, upon promotion, one set of collar insignias will be provided by the City.

- 27.4. All newly hired Officers will be issued a complete set of leather or nylon items as required by the Department Manual. Repair or replacement of leather or nylon items for current Officers will be made by the City as needed as these items are required and specialized. There shall be one \$50.00 shoe reimbursement per member, per fiscal year (October 1st through September 30th). This benefit will be paid either by voucher to the supplier or to the individual member at the discretion of the City.
- 27.5. The City will maintain and repair City-supplied service weapons, certified by the Department Range Officer as needed. Maintenance and repair of personal weapons will be the responsibility of the Officer.
- 27.6. The City will repair or replace Officer's personal prescription eyeglasses or wristwatches, damaged, destroyed or lost in the line of duty, up to a maximum cost of \$125.00 each. The City will not be responsible for repair or replacement of Officer's personal prescription eyeglasses or wristwatches,

damages, destroyed or lost due to the Officer's own negligence, nor for non-prescription sunglasses for any reason.

- 27.7. All City property issued to members of this Bargaining Unit must be returned and accounted for, in serviceable condition at the time of resignation, retirement, termination, or any other permanent cessation of services. Those items that are marked as washable will be properly laundered, dried and hung on suitable hangers and covered with clear plastic garment covers. Those items that are marked "dry clean only" will be properly dry-cleaned, hangered and bagged as indicated.
- 27.8. All Uniform members of the Bargaining Unit will receive a uniform maintenance allowance of \$50.00 per month; maintenance shall include all necessary cleaning and/or laundering and repair of garments and/or included accessories.
- 27.9. All members of the Bargaining Unit assigned to non-uniform duty will receive a maintenance allowance of \$75.00 per month or \$100.00 per month if the assignment requires the members to wear business attire (business attire shall mean shirt, slacks and a tie for men); maintenance shall include all necessary cleaning and/or laundering, repair and/or replacement of garments and/or accessories; uniforms, leather, and other accessory items listed in Sections 1, 2 and 3 above, will be retained by the Officer for such occasional use as duty may require, or when or if the Officer should return to regular uniform duty.
- 27.10. No member of the Bargaining Unit may receive both allowances as detailed in Sections 9 and 10 for the same period of time.
- 27.11. The City reserves the right to issue "Class A" uniforms, components of which shall be determined solely by the Chief of Police. Upon such issue, the Chief of Police shall publish notice as to when and where such "Class A" uniforms are to be worn.
- 27.12. For those Bargaining Unit members who are required to wear uniforms and from time to time wear plain clothes in the carrying out of their assigned duties for the City, they will receive a maintenance allowance of \$75.00 for any month in which they work a majority of their total duty time in that month in plain clothes; otherwise they will only receive the standard \$50.00 per month that all uniformed members are paid.
- 27.13. After reaching normal retirement in good standing, a member may request to keep his service weapon at no charge.
- 27.14. Any Bargaining Unit member whose assigned duties require the use of equipment described in this Article but who is on light or limited duty status

shall receive such equipment unless otherwise prohibited, or unless the member is on light or limited duty due to a medical and/or psychological condition, or the member is relieved of duty status based on a pending internal affairs investigation.