

AGREEMENT

BETWEEN

THE IUE-CWA-CWA-AFL-CIO AND ITS AFFILIATE LOCAL 88315 -

DOVER ORGANIZATION OF EMPLOYEES

AND

THE CITY OF DOVER, DELAWARE

JULY 1, 2007 - JUNE 30, 2010

29. SAFETY SHOES, UNIFORM SHOES & UNIFORMS

e. The City shall provide uniforms to non-clerical employees who work in the following City divisions:

- a) Warehouse
- b) Water/Waste Water
- c) Streets
- d) Sanitation
- e) Fire Dispatchers
- f) ~~Communication Operators~~
- g) Grounds
- h) Facilities Management
- i) ~~Ordinance Enforcement~~
- j-h) Field Service Reps I & II
- k i) Construction

Uniforms shall be cleaned by the City. City shall choose color and style. Uniforms shall be mandatory and must be worn in a neat, clean manner.

f. All ~~Communication Officers Operators and Inspector I and II~~ **personnel** covered by the IUE shall receive an annual clothing allowance in the amount of \$150 for the purchase of relaxed clothing in place of a full uniform. **For the Communication Operators** the relaxed uniform shall consist of City of Dover polo type shirt (issued by the City) and docker type pants, belt and brown or black shoes. **For the Inspector I and II personnel the relaxed uniform shall consist of a City of Dover polo type shirt or appropriate shirt for the fall and winter seasons (issued by the City) and tan docker or cargo pants and belt.**

Based upon current IRS regulations, the clothing allowance is considered a taxable benefit and will be reflected on the employee's annual tax statement from the City of Dover.

This allowance shall be paid ~~semi-annually; \$75 at the end of June, which is reimbursement for the first half of the calendar year and \$75 at the beginning of January each year, which is reimbursement of the second half of the calendar year.~~ **annually in the month of February.**

The Communication Operators **and Inspector I and II personnel** shall be responsible for maintaining their uniforms in a proper manner, including repair, dry cleaning and laundering as required. They shall also be responsible for replacing any worn out or lost uniform items, as set forth above, so as to maintain a complete uniform at all times. Unserviceable uniform shirts will be replaced by the City of Dover.