

ARTICLE 26 UNIFORMS

A. UNIFORMS DEFINITION

The Chief of Police shall have the sole discretion to determine if a uniform shall be worn, who shall wear a uniform and the conditions under which it must be worn. Uniforms are attire which are worn for the purpose of readily visual identification of personnel in the police officer classification and which are required by the University to be worn in the performance of assigned duties. The University and the Association agree that it is in the best interest of all concerned that employees who are required to wear uniforms and uniform accessories maintain those uniforms and accessories in a clean and neat condition.

B. DAMAGED UNIFORM REPLACEMENT

The University will provide a uniform or uniform reimbursement to personnel under the following conditions.

1. When an employee's uniform is damaged in the line of duty, not due to negligence, the employee will be reimbursed for repair or replacement costs, upon the approval of the Chief of Police.
2. When uniform items that are not required are damaged, reimbursement will be at the sole non-grievable, non-arbitrable discretion of the Chief of Police.

C. UNIFORM REPLACEMENT ALLOWANCE

An annual uniform replacement allowance shall be paid to employees of this unit who are employed in the unit at the time of replacement. The purpose of the allowance is to provide for the replacement of uniform articles. The full allowance will be one thousand dollars (\$1,000) and will be paid under the following conditions.

1. This allowance will be paid annually during the month of July unless otherwise designated by the Chief of Police and is not to be considered compensation for use in computing retirement allowance. All deductions from the lump-sum payment for uniform allowance and/or reimbursement shall be in accordance with state and federal law.
2. Full Allowance - A full time employee who is required to wear a uniform full time and who has completed twelve months of time worked since the previous July 1 shall receive a full allowance. Those full-time employees who are assigned as detectives and who have completed twelve months of time worked since the previous July 1 shall receive a full allowance.
3. Prorated Allowance - A full-time employee who has completed less than twelve months of time worked, an employee who wears a uniform less than full time or a part time employee, shall receive an allowance that is prorated on the basis of the percent of time worked since the previous July 1.

D. PERSONALLY OWNED ITEMS

1. Watches - Reimbursement for a watch damaged in the line of duty, not due to officer negligence, will be limited to actual costs of repair/replacement up to one hundred dollars (\$100.00).
2. Eyewear - Reimbursement for corrective lenses, sunglasses or safety glasses damaged in the line of duty, not due to officer negligence, will be limited to actual costs of repair/replacement up to one hundred dollars (\$100.00).
3. Cell Phone – Reimbursement for cell phones damaged in the line of duty, not due to officer negligence, will be limited to actual costs of repair/replacement up to fifty dollars (\$50.00).