

**LETTER OF UNDERSTANDING
BETWEEN THE
COUNTY OF SAN DIEGO
AND
THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES (CR UNIT)**

The County of San Diego and the Association of San Diego County Employees – Crafts Unit (CR) agree to increase the Uniform Allowance for the Road Structures Worker classifications, listed below, from \$400 to \$550. This agreement supersedes what was previously agreed to in the MOA dated June 28, 2013 through June 22, 2017.

Effective June 27, 2014, Article 8, ALLOWANCES FOR WORK-RELATED EXPENDITURES, Section 2.F. "Uniform Allowance," shall be amended to read:

If an employee in an eligible Bargaining Unit is on leave (paid or unpaid) during Payroll 4, and has sufficient hours in the previous year to qualify for a Uniform Allowance maintenance payment in accordance with the chart below, that payment will be made when the employee returns to active County service. If an eligible employee is active in Payroll 4 but on leave (paid or unpaid) in Payroll 5, the maintenance payment will be made when the employee returns to active County service. If an employee is in an eligible Bargaining Unit in Payroll 4, but terminates County service or transfers to an ineligible Bargaining Unit in Payroll 5, that employee is not entitled to receive the maintenance payment, as that employee is no longer required to wear a uniform. For maintaining and/or replacing required uniforms and equipment, the County shall, on the payday for Payroll 05 of each year, pay a uniform maintenance allowance to employees who are in any eligible class in Payroll 04 of that year. This allowance will be included in the paycheck of the appropriate period as defined above.

Exception: Employees who are furnished uniforms at no cost shall not be covered by this uniform allowance provision.

Employees who receive a uniform allowance are required to wear a uniform at all times.

The amount of the allowance shall be computed based on paid service as follows:

% of Required Service in	Paid Status	Allowance
Over 75% thru 100%	Three-thirds	(3/3)
Over 50% thru 75%	Two-thirds	(2/3)
Over 25% thru 50%	One-third	(1/3)
25% and less	Zero	(-0)

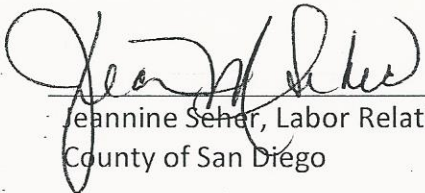
For purposes of computing the correct payment amount, three-thirds (3/3) of the uniform allowance is as follows for the listed eligible classes:

6025	Road Structures Worker I	\$550
6026	Road Structures Worker II	\$550
6027	Road Structures Worker III	\$550

These changes are contingent upon adoption of the amendment to the County Compensation Ordinance by the Board of Supervisors.

FOR THE COUNTY OF SAN DIEGO

**FOR THE ASSOCIATION OF SAN DIEGO
COUNTY EMPLOYEES (CR UNIT)**

 2-6-14
Jeannine Seher, Labor Relations Manager DATE
County of San Diego

 2-6-14
Kay Ryan, Executive Director DATE
ASDCE