

## Memorandum of Agreement

### Clothing and Equipment

The parties agree to replace Article V, Section 5.4 with the following:

#### Section 5.4. Uniforms

##### a) Appearance

All officers are required to report to work with their clothing and equipment in clean condition and neat in appearance.

##### b) Issuance of clothing and equipment to new officers

The Division shall issue to each new officer the following clothing and equipment:

##### Clothing:

Six (6) all-weather uniform trousers [At Least one (1) Class A]

Six (6) short sleeve uniform shirts [At Least one (1) Class A]

Six (6) long sleeve uniform shirts [At Least one (1) Class A]

One (1) pair of approved footwear (up to \$150).

One (1) Ceremonial Dress Jacket (To be issued after officer is off probation)

##### Equipment:

One (1) tie

One (1) duty police hat with rain cover

One (1) winter hat

Body-Armor-Threat level II (to be replaced in accordance with the manufacturer's specifications)

One (1) all-season coat

One (1) reversible raincoat

One (1) pair of gloves

Two (2) badges (one shirt badge and one coat badge), collar insignia, name tag and award bar holder

Weapons as required and authorized by policy, including a handgun (with magazines/re-loaders and ammunition), OC Spray, expandable baton, and one (1) set of handcuffs

Duty belt gear, including outer belt, inner belt, one (1) set of belt keepers, personal protection pack, and issued weapons holster, cases and pouches

Portable radio and issued accessories

Gas mask  
Two traffic wands  
One (1) traffic safety vest  
One (1) whistle with uniform chain One (1) helmet  
One (1) flashlight (up to \$80.00)

c) Clothing allowance for the subsequent purchase of clothing and equipment

The Division will provide its officers with an annual clothing allowance that is shall be used to purchase uniforms and equipment that have been recommended by the Uniform and Equipment Committee (which is comprised of three members of management, and three bargaining unit employees selected by the union) and approved by the Chief of Police in the above clothing and equipment list or additional Police related items that can be utilized during employment.

Except as set forth below or as otherwise stated within this provision, officers will be responsible through the expenditure of their clothing allowance for all alterations and for the replacement of any uniforms or equipment due to normal, wear and tear. The Division, however, will bear the cost of any approved embroidery to Class B uniform shirts, and will provide officers with the following items to the extent deemed necessary by the Division:

1. Portable radio and issued accessories;
2. Helmet;
3. Gas mask;
4. OC spray;
5. Body armor;
6. Badges;
7. Mandatory changes in uniforms dictated by the Division that require an initial issue of new uniforms to all officers; and
8. Weapons as required and authorized by the Division.
9. The Division also will provide any cleaning and laundering services for uniform apparel, other than socks, deemed necessary by the Division.

Officers who have successfully completed 12 months of employment will receive a prorated share of the clothing allowance.

In the event that an officer is on an approved leave of absence, depending upon the anticipated length and purpose of the leave, an officer's receipt of the clothing allowance may be delayed until after the officer returns from the leave to active duty.

d) Clothing allowance for Officers

At or near the beginning of each fiscal year, the Division will provide officers with a clothing allowance that is equivalent in amount to the normal, verifiable retail cost of six (6) approved uniform shirts, and six (6) approved all weather uniform trousers (1/2 Class A, 1/2 Class B, to the extent that different classes of uniforms are used by the Division), and one (1) Ceremonial Dress Coat. For the Fiscal Year 2022, the Ceremonial Dress Coat United Uniform Item# JA797 will be

used for calculations. The Chief of Police will later determine if this coat or another similar coat will be used for the Ceremonial Dress Uniform upon further review.

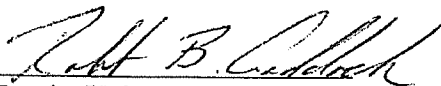
The Division shall be responsible for determining and communicating that amount to the officers on or about the start of each fiscal year. Officers shall receive that amount, in which taxes will be deducted per applicable IRS laws.

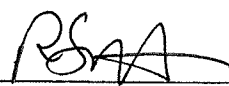
e) Clothing for officers on special assignments and other services.

In addition to the attire and equipment provided to other officers, as set forth above, the Division will provide any specialized attire and equipment deemed necessary by the Division to those officers assigned to special units, such as tactical or bomb disposal teams, or to special operations, such as the bicycle patrol.

f) Clothing damaged in the course of duty

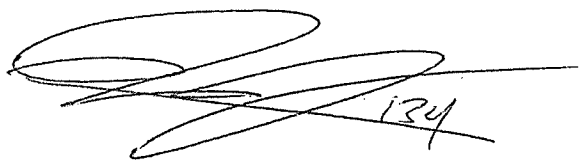
Any article of clothing, equipment, watch up to a maximum value of seventy-five dollars(\$75.00), dentures or eyeglasses that are damaged, bent, lost, stolen, or destroyed in the performance of police duties will be replaced by the Division, provided that there was no contributory negligence on the part of the officer. If an officer is deemed to have been contributorily negligent, the Division will determine how much of the loss and the cost of replacing the item should be apportioned to or assessed against the officer. If the officer disagrees with the determination reached by the Division as to how the replacement cost should be apportioned, the officer may file a grievance. Replacement costs chargeable to the officer shall not exceed two hundred dollars (\$200.00).

  
For the University

  
For the FOP

10/4/21  
Date

10-19-2021  
Date

  
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Donald D. Gentry  
Sergeant Charles F. Hobbs #108

 #130