

## Memorandum of Agreement

### Clothing and Equipment

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

#### Section 5.4. Uniforms and Equipment.

##### a) Appearance

All Corporals and Sergeants 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 Corporals and Sergeants

The Department shall issue to each new Corporal or Sergeant the following clothing and equipment:

Clothing	Three (3) Class B all-weather uniform trousers
	Three (3) Class B short sleeve uniform shirts
	Three (3) Class B long sleeve uniform shirts
	Two (2) badges (one shirt badge and one coat badge), collar insignia, name tag and award bar holder
	One (1) uniform chain for whistle

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

The Department will provide its Corporals and Sergeants with an annual clothing allowance that is to be used to purchase the approved uniforms and equipment (including firearms) and additional Police related items that can be utilized during employment.

The approved uniforms and equipment will be 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.

Except as set forth below or as otherwise stated within this provision, Corporals and Sergeants will be responsible through the expenditure of their clothing allowance for all alterations and for the replacement of any worn, damaged, lost or destroyed

uniforms or equipment. The Department, however, will bear the cost of any approved embroidery to Class B uniform shirts, and will provide Corporals and Sergeants with the following items to the extent deemed necessary by the Department:

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 Department that require an initial issue of new uniforms to all Corporals and Sergeants; and
8. Weapons as required and authorized by the Department.

The Department also will provide any cleaning and laundering services for uniform apparel, other than socks, deemed necessary by the Department.

Corporals and Sergeants who have served less than one (1) year of service with the Department, but more than ninety (90) days within a contract year, will receive a prorated share of the clothing allowance. Corporals and Sergeants who have worked less than ninety (90) days within the contract year will not be eligible for the clothing allowance until they have worked the requisite ninety (90) days.

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

d) Clothing allowance for Corporals and Sergeants

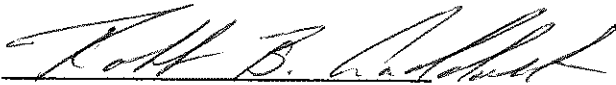
At or near the beginning of each fiscal year, the Department will provide Corporals and Sergeants with a clothing allowance that is equivalent in amount to the normal, retail cost of six (6) approved uniform shirts, six (6) approved all weather uniform trousers (½ Class A, ½ Class B, to the extent that different classes of uniforms are used by the Department), 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 may later replace United Uniform item #JA797 with a similar coat as the ceremonial dress coat upon further review. The Department shall be responsible for determining and communicating that amount to the Corporals and Sergeants on or about the start of each fiscal year. Corporals and Sergeants shall receive that amount, from which taxes will be deducted per applicable IRS laws.

e) Clothing for Corporals and Sergeants on special assignments and other services

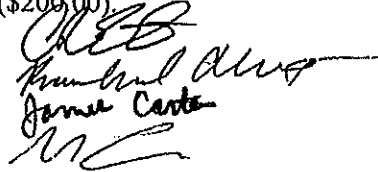
In addition to the attire and equipment provided to other Corporals and Sergeants, as set forth above, the Department will provide any specialized attire and equipment deemed necessary by the Department to those Corporals and Sergeants assigned to special units, such as tactical or bomb disposal teams, 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 Department, provided that there was no contributory negligence on the part of the Corporal or Sergeant. If a Corporal or Sergeant is deemed to have been contributorily negligent, the Department will determine how much of the loss and the cost of replacing the item should be apportioned to or assessed against the Corporal or Sergeant. If the Corporal or Sergeant disagrees with the determination reached by the Department as to how the replacement costs should be apportioned, the Corporal or Sergeant may file a grievance. Replacement costs chargeable to the Corporal or Sergeant shall not exceed two hundred dollars (\$200.00).



For the University

  
James Carter

For the FOP



11/29/21  
Date

11-29-2021  
Date