

**SIDE LETTER AGREEMENT
BETWEEN YOLO COUNTY AND STATIONARY ENGINEERS, LOCAL 39
(GENERAL UNIT)**

The County of Yolo and the International Union of Operating Engineers, Stationary Local 39, AFL-CIO (Union) hereby enter into this Side Letter to the Memorandum of Understanding between the parties covering July 1, 2024 through June 30, 2027. The parties agree to amend the following sections as follows:

**ARTICLE 7
COMPENSATION**

7.13 Uniforms and Safety Shoes

7.13.1 The County agrees to provide and maintain uniforms for those employees specified in Appendix B.

7.13.2 Upon successful completion of the probationary period, or sooner, if required by the County to wear uniforms, the County agrees to provide Corrections Records Specialists, Sheriff's Records Clerks, Administrative Clerks, Legal Secretaries, and Crime Scene Investigators, Senior Crime Scene Investigators, Deputy Coroner I and Deputy Coroner II who work in the Sheriff's Department who are required to wear the uniform on a daily basis with up to seven hundred and fifty dollars (\$750) per fiscal year for the purchase of uniforms through an IRS-accountable plan. Employees named in this Section shall not be required to wear a uniform prior to successful completion of the probationary period.

7.13.3 The County agrees to provide to those employees whose outside work creates excessive exposure to dirt and soil, with clothing protection (e.g., shop coats/coveralls, etc.) for their use on the job.

7.13.4 Uniforms provided for by this Article shall be worn by employees while they are on regular duty assignment.

7.13.5 The County may, at its option, provide a clothing allowance sufficient to cover the costs of County provided uniforms or clothing in lieu of providing uniforms or clothing or vice versa.

7.13.5.1 Employees in the Building Craftsmechanic I/II/III classifications shall receive a three hundred fifty dollar (\$350) annual uniform allowance on the pay period that includes July 1. New hires in the Building Craftsmechanic I/II/III classifications shall receive an initial five hundred dollar (\$500) allowance within thirty (30) days of hire in addition to the annual allowance.

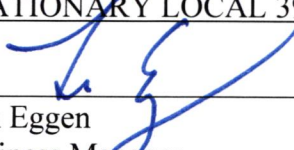
- 7.13.6 The County shall make every effort to provide uniforms in a timely manner.
- 7.13.7 The County shall ensure protective footwear is provided to employees who work in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole and where such employees' feet are exposed to electrical or chemical hazards. The department shall determine the appropriate protective footwear based upon the duties of the employee and their potential exposure. The County agrees to provide up to four hundred dollars (\$400) per fiscal year for the purpose of obtaining OSHA-approved, steel-toed safety boots or safety shoes which shall be worn by those employees designated in Appendix C as a condition of employment. Payment shall be made by the County directly to the eligible employee each year during the month of July except that a new employee hired on or after April 1 who receives the allowance upon hire shall not be eligible for an allowance until July of the second fiscal year following their date of hire.
- 7.13.7.1 For employees in the classifications of Appraiser and Auditor-Appraiser, the County agrees to provide two hundred dollars (\$200) on July 1 of every even-numbered year for the purpose of obtaining OSHA-approved, steel-toed safety boots or safety shoes. Employees who choose to accept the allowance shall be required to wear the safety shoes at all times when performing their regular duties in the field.
- 7.13.7.2 For employees in the classification Engineering Technician I/II, the County agrees to provide two hundred dollars (\$200) on July 1 of every even-numbered year for the purposes of obtaining OSHA-approved, steel-toed safety boots or safety shoes. Employees who choose to accept the allowance shall be required to wear the safety shoes at all times when performing their regular duties in the field.
- 7.13.8 Employees in the classifications of Detention Senior Cook and Detention Facility Cook, may, at the employee's request, be provided two hundred (\$200) per fiscal year for the purpose of obtaining non-slip, safety-toed shoes. Payments shall be made by the County directly to the eligible employees during the month of July. Employees in the above-mentioned classifications who choose to take the allowance shall be required to wear the safety shoes at all times when performing their regular duties.
- 7.13.9 Given the lump sum nature of the uniform and/or boot allowance, employees acknowledge that such compensation will not be considered in calculating final compensation for retirement benefit purposes.
- 7.13.10 The County shall provide safety glasses and/or goggles to those employees specified in Appendix D. At the request of the employee, safety glasses and/or goggles with a prescription shall be provided at no cost to the employee not more frequently than every other year. Replacement of prescription safety glasses and/or goggles more frequently than every other year shall be at the employee's cost, unless the prescription safety glasses and/or goggles are damaged during the performance of county related business.

Approved on this ____ day of _____, 2025.


COUNTY

INTERNATIONAL UNION OF
OPERATING ENGINEERS,
STATIONARY LOCAL 39, AFL-CIO

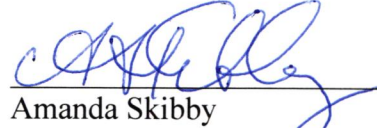
Mary Vixie Sandy
Chair, Yolo County Board of Supervisors



Tim Eggen
Business Manager



Brandy Johnson
Director of Public Employees



Amanda Skibby
Business Representative