

Side Letter of Agreement
Between Fairfield Employees Association (FEA) and the City of Fairfield
January 29, 2021

The purpose of this Side Letter is for FEA and the City of Fairfield to update the uniform allowance for FEA represented employee in the Fire Prevention Division at the Fire Department. Section 9 of the Memorandum of Understanding between FEA and City Fairfield will be modified to reflect the updated uniform allowance for Fire Inspectors and Fire Plans Examiner.

9. Uniform Allowance/Boot Reimbursement

A. Uniforms: The City will provide uniforms, shirts or coveralls to Public Works field crews. Other employees may be provided shirts or coveralls at the City's discretion. Cleaning or laundering of the uniforms or coveralls will be the responsibility of the employee. Departmental procedures regarding standards for upkeep and presentability, damage at work, replacement, and so forth, will govern uniform use.

Represented full time employees with a uniform allowance shall have that uniform allowance reported to PERS as part of salary. Classifications and amounts paid annually are as follows:

Annual Amount	
Code Enforcement Off.:	\$875
Community Services Off.:	\$875
Dispatcher:	\$875
Lead Dispatcher:	\$875
Park Ranger:	\$875
Crime Prevention Spec.:	\$875
Fire Inspector I/II/III:	\$425 \$875
Fire Plans Examiner/Inspector III:	\$875
Fire Prevention Spec.	\$425
Fire Department clerical (includes Office Specialist	\$325
Office Assistant Classifications working full time	
in the Fire Department):	

Subject to the discretion of the Department Head or designee, employees receiving a uniform allowance shall be required to wear their uniform while at work.

Payment for the uniform allowance will be made in two equal payments, which shall be issued the first pay date in June and the first pay date in December to each affected employee who has completed six (6) months of continuous service in an eligible assignment prior to the payment date. For those who have less than six (6) months of continuous service prior to the date of issuance, the allowance shall be pro-rated.

B. Boot Reimbursement: For employees required to wear boots, the City shall reimburse employees up to \$150 annually, effective January 2010, this reimbursement will increase to \$175 annually, provided the boots meet the following requirements: oil resistant soles, leather uppers, and ankle height or above. Receipts are required. Meter Readers will also receive a boot/shoe reimbursement of \$150 annually, effective January 2010, this reimbursement will increase to \$175 annually. Reimbursements will be paid by a separate check and are not subject to payroll taxes.

This Side Letter will be incorporated into the Memorandum of Understanding during the next round of negotiations. This represents the whole of the modifications to be made to the current Memorandum of Understanding between FEA and the City of Fairfield, effective through June 30, 2021.

City Representative



SEIU Union Representative

Date



Date