

RESOLUTION 2023-13

**A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE BEAUMONT-CHERRY VALLEY WATER DISTRICT
AMENDING THE DISTRICT'S POLICIES AND
PROCEDURES MANUAL PART I: POLICY 3125:
UNIFORMS AND PROTECTIVE CLOTHING**

WHEREAS, on March 18, 2009 the Board of Directors of the Beaumont-Cherry Valley Water District adopted Resolution 2009-05, establishing a Policy and Procedures Manual applicable to Board of Directors and District staff; and

WHEREAS, upon review and discussion, the Personnel Committee of the Board of Directors has recommended revisions to the Policy and Procedures Manual based on advice given by the District's legal counsel and human resources consultant; and

WHEREAS, the Board of Directors has reviewed and considered the revisions to the BCVWD Policy and Procedures Manual Part I Policy 3125 attached hereto as Exhibit A, finds the policy relevant and acceptable, deems it to be in the best interests of the District, and desires that the following actions be taken,

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of the Beaumont-Cherry Valley Water District that the BCVWD Policies and Procedures Manual, Part I Policy 3125 as attached hereto as Exhibit A is adopted.

ADOPTED this 10 day of May, 2023, by the following vote:

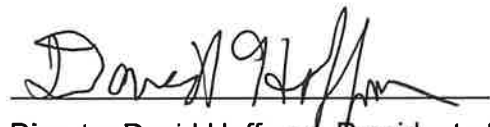
AYES: Hoffman, Covington, Slawson, Williams, Ramirez

NOES:

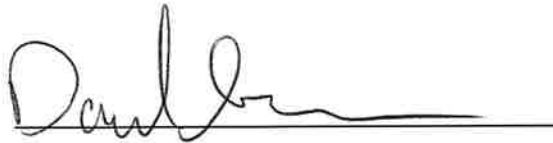
ABSTAIN:

ABSENT:

ATTEST:



Director David Hoffman, President of the
Board of Directors of the
Beaumont-Cherry Valley Water District



Director Daniel Slawson, Secretary to the
Board of Directors of the
Beaumont-Cherry Valley Water District

Attachment – Exhibit A

EXHIBIT A

POLICY TITLE: UNIFORMS AND PROTECTIVE CLOTHING
POLICY NUMBER: 3125

3125.1 Employees provided uniforms by the District must wear them at all times during the workday when performing services for the District. All employees required to wear uniforms shall wear the appropriate uniform for their work area.

3125.1.1 Pursuant to the MOU Agreement Article 29: Uniforms and Safety Equipment The District shall provide, as an employee benefit, all full-time field operational personnel with uniforms to be worn while on duty and District owned safety equipment. The District shall provide, as an employee benefit, all full-time office personnel with at least two (2) office appropriate shirts and/or sweater. The District will reimburse full-time operational personnel, upon date of hire and annually thereafter, up to a maximum amount of \$200 for the purchase of steel-toe shoes or boots. Field operational personnel may purchase a second pair of steel-toe shoes or boots if field personnel can do so within the allotment of \$200; the employee shall contribute the additional funds required if the cost exceeds the \$200 allotment. Employees will be allowed to use this amount to also purchase other uniform related items such as belts, shoe or boot inserts, laces, etc. Employees who have provided notice of intent to voluntarily resign or retire are not eligible for the \$200 allowance.

3125.2 General Manager will determine which job classifications will be issued uniforms.

1. Field Service Workers will wear a complete set of trousers and a shirt each working shift.
2. Field Service Workers will wear steel-toe safety shoes or boots each working shift or appropriate rubber boots for wet working conditions.
3. Field Service Workers may wear a complete set of short-sleeved shirts and District-issued shorts if the outdoor temperature exceeds 80 degrees Fahrenheit or 26.67 degrees Celsius during a working shift for designated activities as approved by their supervisor, such as meter readings.

3125.3 District shall bear the cost of District-required uniforms and/or protective clothing, shoes, boots, etc.

3125.4 The District may authorize reimbursements to qualified employees upon proof of purchase. Alternatively, the District may arrange with local retailers to supply all qualifying employees with a specific product that meets the needs and safety requirements of the District, to be paid for directly by the District.

3125.6 Employees shall not wear their District uniform while off-duty. Employees are permitted to wear the uniform only during work hours, work time, traveling to and from work, or while representing the District.

3125.7 Non-Compliance. Inappropriately dressed employees may be sent home and directed to return to work in the proper attire. A non-exempt employee considered to be in non-compliance will not be compensated for the time away from work to address the correction. Employees who violate the District uniform policy and/or refuse or neglect to wear safety shoes will be subject to corrective action and/or disciplinary action, up to and including termination of employment.

3125.8 Safety Shoes (Steel-toe boots) are eligible for annual replacement at the District's expense. Safety Shoes are to be replaced if there are visible tears or cracks or the soles' tread has worn down.

3125.9 Uniform Allowance. Reportable Uniform Allowance items are reported to CalPERS following PERL (Public Employees' Retirement Law) and CalPERS regulations. PEPRA (Public Employees' Pension Reform

Act) members are not eligible for the Uniform Allowance.