

**CITY OF WEST ALLIS
RESOLUTION R-2026-2941**

**RESOLUTION RELATING TO AMENDING POLICY 1484 FOR ALIGNMENT OF
NON-REPRESENTED PUBLIC SAFETY EMPLOYEE CLOTHING ALLOWANCES
WITH THE COLLECTIVE BARGAINING AGREEMENT.**

WHEREAS, the City of West Allis has adopted Policy 1484 relating to clothing, tool, and other allowances for certain employees; and

WHEREAS, the current policy establishes specific clothing allowance amounts for non-represented public safety employees under s. 111.70, Wis. Stats., and Parking Control Operators, which have historically mirrored the applicable collective bargaining agreement; and

WHEREAS, the City desires to amend Policy 1484 to align clothing allowance provisions for these employees with the applicable collective bargaining agreement, as amended from time to time, to ensure consistency and eliminate the need for future policy updates.

NOW THEREFORE, be it ordained by the Common Council of the City Of West Allis, in the State of Wisconsin, as follows:

SECTION 1: **AMENDMENT** “1484 Clothing, Tool And Other Allowances” of the City Of West Allis Policies & Procedures is hereby *amended* as follows:

AMENDMENT

1484 Clothing, Tool And Other Allowances

1. PURPOSE

To detail the policies and procedures of the City of West Allis in regard to clothing, tool and other allowances provided to City employees.

2. ORGANIZATIONS AND PERSONS AFFECTED

This policy applies to all City of West Allis departments and employees as specified herein.

3. POLICY

It is the policy of the City of West Allis to provide clothing, tool, and other allowances to employees when such items are deemed necessary and/or required for the safe and effective performance of their job duties. Specific program eligibility, standards, and procedures may be further defined through administrative rules, as authorized in this policy.

4. REFERENCES

5. PROCEDURES

a. Clothing Allowance The Clothing Allowance shall be paid based on budgeted FTE; an employee holding a budgeted position of less than full-time shall have their Clothing Allowance prorated accordingly.

i. Police Department

(1) Non-represented public safety employee under s. 111.70, Wis. Stats., and Parking Control Operators shall ~~be paid \$140 allowance in March and September, \$280 annually, for maintenance and cleaning of uniforms or work clothing as approved by the Police & Fire Commission (PFC).~~ receive a clothing allowance consistent with the provisions of the applicable collective bargaining agreement governing represented public safety employees, as amended.

(2) The Police Chief and other designated non-represented public safety employee under s. 111.70, Wis. Stats., who wear plain clothes shall ~~be paid a \$400 allowance for clothing on or about December 1 of each year.~~ receive a clothing allowance consistent with the provisions of the applicable collective bargaining agreement governing represented public safety employees, as amended.

ii. Health Department Community Health Nutritionists, Public Health Nurses I & II, and Public Health Specialists shall be paid \$10 per month, payable quarterly, as reimbursement for the cost of cleaning and maintenance of laboratory coats.

iii. Department of Public Works The Director or designee shall review clothing and uniform options for positions that have been evaluated and approved for funding.

iv. Fire Department The department may contract with a vendor to maintain and clean uniforms or work clothing as approved by the PFC.

b. Tool Allowance

The tool allowance shall be paid based on the budgeted FTE. Employees holding a budgeted position of less than full-time shall have their tool allowance prorated accordingly. A cash allowance, as approved by the Department Head or designee, shall be paid annually to each employee who uses personally owned tools for the following positions in the Department of Public Works:

i. Equipment Mechanic I and II: \$800

ii. Tradesperson: \$300

iii. Fleet Maintenance Technician, Fleet Services Division: \$200

c. Other Allowances.

i. The City shall pay the Wisconsin Registered Nurse License renewal fee for all employees in the Health Department who submit their

renewal notice to the Health Commissioner or designee by January 15 of the renewal year, or as soon thereafter as possible as the employee receives the notice. Employees shall submit renewal certificates to the Health Commissioner or designee by March 1 of the renewal year, or as soon thereafter as the employee receives the certificate. In no event shall the City pay any late fee charges.

- ii. The City shall pay the Commercial Driver's License (CDL) and endorsement renewal fees for employees in the Department of Public Works working in regular, benefitted positions requiring a CDL and specific endorsements. New employees, upon completion of their probationary period, shall receive a pro-rated reimbursement of their required CDL and endorsement renewal fees for the period from their start date through the expiration date of their license.
- iii. The City shall pay the State registration fees for employees in the Engineering Department who qualify as Professional Engineers, and for up to two (2) Land Surveyors.
- iv. As determined by the Department Head and included in the approved departmental budget, the City shall pay applicable fees or costs for certifications, licenses, memberships, or other credentials required for employees to perform the duties of their position.
- v. The City shall provide up to \$150 annually for required safety footwear and up to \$100 annually for prescription safety eyewear for eligible employees, as determined by job-related hazard assessments. Administrative rules relating to the procedures, eligibility criteria, required safety standards, and reimbursement processes for the Safety Footwear and Prescription Safety Eyewear programs shall be established by the Risk Manager under the direction of the Human Resources Director, and in consultation with and subject to approval by the affected Department Head(s) and the City Administrator.
- vi. As determined by the Department Head based on the needs of the Department, an agreement may be entered into with a regular, benefitted Department of Public Works employee who does not possess a Commercial Driver's License (CDL) and the necessary endorsements at the time of hire, to pay for the training and fees associated with attaining the CDL and endorsements required for their position. The agreement shall address the terms under which the employee will be required to reimburse the City for the costs it expends in providing the employee's required CDL training and licensure.

PASSED AND ADOPTED BY THE CITY OF WEST ALLIS COMMON COUNCIL

_____.

	AYE	NAY	ABSENT	ABSTAIN
Ald. Ray Turner	_____	_____	_____	_____
Ald. Kimberlee Grob	_____	_____	_____	_____
Ald. Chad Halvorsen	_____	_____	_____	_____
Ald. Marissa Nowling	_____	_____	_____	_____
Ald. Suzzette Grisham	_____	_____	_____	_____
Ald. Danna Kuehn	_____	_____	_____	_____
Ald. Dan Roadt	_____	_____	_____	_____
Ald. Patty Novak	_____	_____	_____	_____
Ald. Kevin Haass	_____	_____	_____	_____
Ald. Marty Weigel	_____	_____	_____	_____

Attest

Presiding Officer

Tracey Uttke, City Clerk, City Of West Allis

Dan Devine, Mayor, City Of West Allis