

**MEMORANDUM OF AGREEMENT
BETWEEN THE MONTGOMERY COUNTY GOVERNMENT AND THE
UNITED FOOD & COMMERCIAL WORKERS, LOCAL 1994,
MUNICIPAL & COUNTY GOVERNMENT EMPLOYEES ORGANIZATION**

The Montgomery County Government (Employer) and the Municipal & County Government Employees Organization, UFCW Local 1994, AFL-CIO (Union) hereby agree to the following uniform requirement needs by bargaining unit members in the Animal Services Officers, Customer Service Representative (Customer Service), Customer Service Representative (Dispatch), Office Services Coordinator (AMHB Coordinator), Animal Care Attendant, Client Assistant Specialist (Adoption Counselor), Program Specialist, Registered Veterinarian Technician and Veterinarian Assistant job classifications, in the Office of Animal Services (OAS).

The following list encompasses uniforms and equipment that will be supplied to OAS's Animal Services Officers. Footwear alternatives will remain in accordance with Article 32.5(e) of the MCGEO contract.

UNIFORMS

- 8 Any combination Navy short sleeve Professional polo shirts or Blauer Navy short sleeve button down dress shirts
- 8 Any combination Navy long sleeve Professional polo shirts or Blauer Navy long sleeve button down dress shirts
- 8 Navy Blauer cargo pants
- 3 Blue turtlenecks
- 1 Black fleece jacket
- 1 Navy commando sweater ¼ zip
- 1 Coat with liner
- 1 Set of rain gear (jacket, pants, hood)
- 1 Pair of rubber boots
- 1 Pair of winter gloves
- 1 Baseball cap
- 1 Black watch cap
- 2 Armored vest (external carrier / 2-under carriers)
- 1 Reflective Safety Vest
- 1 Uncle Mike outer belt
- 1 Velcro inner belt
- 4 Belt keepers

EQUIPMENT

- 1 Flashlight kit (mag-light rechargeable)
- 1 Flashlight holder
- 1 O.C. spray case
- 1 ASP
- 1 Baton holder
- 1 Badge
- 1 Badge holder for belt
- 2 Name plate brass
- 2 Serving since pin brass
- 1 Collar brass (set of 2 pieces)
- 4 Velcro name patches
- 1 Velcro Animal Services patch (for back of external carrier)
- 1 Map
- 1 Cuff case (for leash)
- 1 100-foot tape measure
- 1 Camera

The following list encompasses uniforms and equipment that will be supplied to Animal Care Attendants. Footwear alternatives will remain in accordance with Article 32.5(e) of the MCGEO contract. Previous issued shirts currently in-stock will be issued to Animal Care Attendants for vigorous cleaning/sanitation daily activities, as available.

UNIFORMS

- 8 Grey short sleeve Professional polo shirts
- 8 Navy Blue long sleeve Professional polo shirts
- 8 Black Blauer cargo pants
- 1 Short coat with liner
- 1 Black fleece jacket
- 1 Coat with liner

- 1 Set of rain gear (jacket; pants, hood)
- 2 Pair of rubber boots (regular, not to be worn over shoes)
- 1 Black belt with brass belt buckle
- 1 Winter Hat/Stocking Cap
- 1 Winter Gloves

EQUIPMENT

- 1 Serving since pin brass
- 2 Velcro name patches
- 1 ID holder and lanyard
- 1 Safety Glasses
- 1 Ear Protection
- 1 Leather Welder's Gloves

The following list encompasses uniforms and equipment that will be supplied to Customer Services Representative (Customer Services), Office Service Coordinator (AMHB Coordinator), Customer Service Representative (Dispatchers), Client Assistant Specialist (Adoption Counselor), and Program Specialist job classifications. Footwear alternatives will remain in accordance with Article 32.5(e) of the MCGEO contract.

Customer Service Representative (Dispatchers) will be issued Professional polo shirts and Black fleece jacket with Velcro name patches only, and as described below.

UNIFORMS

- 8 Gray short sleeve Professional polo shirts
- 8 Navy Blue long sleeve Professional polo shirts
- 8 Black Blauer cargo pants
- 1 Short coat with liner
- 1 Black fleece jacket
- 1 Black belt with brass belt buckle
- 1 Pair of rubber boots (regular, not to be worn over shoes)

EQUIPMENT

- 1 Serving since pin brass

- 2 Velcro name patches
- 1 ID holder and lanyard

The following list encompasses uniforms and equipment that will be supplied to Registered Veterinarian Specialists and Veterinarian Assistants job classifications. Footwear alternatives will remain in accordance with Article 32.5(e) of the MCGEO contract.

UNIFORMS


- 8 Scrub shirts
- 8 Scrub pants
- 1 Short coat with liner
- 1 Black fleece jacket
- 1 Pair of rubber boots (regular, not to be worn over shoes)
- 2 Gray short sleeve Professional polo shirts
- 2 Navy Blue long sleeve Professional polo shirts
- 2 Black Blauer cargo pants

EQUIPMENT

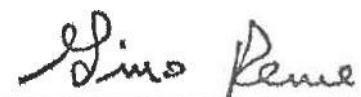
- 1 Serving since pin brass
- 1 ID holder and lanyard
- 1 Velcro name patches

This is the full and complete Agreement between the parties concerning all matters pertaining to Uniforms and Equipment issued to Animal Services Officers, Customer Service Representative (Customer Service), Customer Service Representative (Dispatch) Office Service Coordinator (AMHB Coordinator), Animal Care Attendant, Client Assistant Specialist (Adoption Counselor), Program Specialist, Registered Veterinarian Technician and Veterinarian Assistant job classifications in the Office of Animal Services for the period beginning July 1, 2020 through June 30, 2023.

The Memorandum of Agreement (MOA) shall be automatically renewed annually unless either party notify the other in writing that it wishes to modify this MOA for any reason. Changes to the policy can only be adopted by written consent of the parties.



J. Thomas Manger, Chief, MCPD
Date 2/26/14



Gino Renne, President
Date 2/24/14

FOR THE EMPLOYER:

FOR THE UNION: