

## Human Resources Department

600 West Fourth Street  
Davenport, Iowa 52801-1030

Office: (563) 326-8767  
Fax: (563) 328-3285  
www.scottcountyiowa.com



Item 08  
04-05-16

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**Date:** March 30, 2016

**To:** Dee Bruemmer, County Administrator

**From:** Mary J. Thee, Human Resources Director/Asst. County Administrator

**Subject:** County wide uniform costs

We have previously shared with the Board the costs and individuals associated with uniform allowances. Seventy-eight percent of annual uniform allowances result from negotiated collective bargaining agreements. At the Board's request we have surveyed the departments to determine what if any other costs in the last two years have been associated with the purchase of uniforms, that were not uniform allowances. I've attached the spreadsheet with the survey results.

Department	Administration		Auditor	Community Services	Conservation		FSS	Health	HR	IT	JDC
					All non-rep 24 FT 130 Seas	0 Non-rep 25 Rep					
Employees required to wear logo not covered by uniform allowance	0	0	0	0					0	0	0
Employees receiving logo clothing but not required to wear uniform	0	0	0	0		1-4 Non-rep 0 Rep		New hires receive 1 navy blue polo shirt with the SCHD logo upon hire to wear at health fairs, external clinics, etc. Other items purchased by employees	0	0	0
FY15 dollars spent on required uniform not in uniform allowance	0	0	0	0	\$9,323	\$1,862.30 (Rep)			0	0	0
FY16 dollars spent on required uniform not in uniform allowance	0	0	0	0	\$3,396	\$2,006.45 (Rep)			0	0	0
GL line	n/a	n/a	n/a	n/a	supplies-clothing	supplies			n/a	n/a	n/a
Is logo clothing returned after employment ends	n/a	n/a	n/a	n/a	Yes	Yes			No	n/a	n/a

Polos provided in FY16	0	0	0	0	0	0	0	0	4	0	0	0
Fleece provided in FY16	0	0	0	0	0	0	0	0	0	0	0	0
Other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	12 polos provided to FT staff in FY15
GL line	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	supplies
FY15 dollars spent on logo items not required uniforms	0	0	0	0	0	0	0	0	0	0	0	appx \$400
FY16 dollars spent on logo items not required uniforms	0	0	0	0	0	0	0	0	0	0	0	0

Suggestions:

"store" link for employee to purchase county logo clothing annually  
employee purchase item county pay for embroidery

Department	Planning	Recorder	Secondary Roads	Sheriff	Treasurer
Employees required to wear logo not covered by uniform allowance	0	0	0 safety vests(see below)	37 - non-rep reserve deputies uniform issue to new hires	0
Employees receiving logo clothing but not required to wear uniform	1 Non-rep 1 Rep	0	0	\$20,216.36 incl Uniforms for new hires, uniform accessories, uniform patches, uniform pins, bullet-proof vests, honor guard uniforms, honor guard accessories Plus \$1,130.18 for non-rep	0
FY15 dollars spent on required uniform not in uniform allowance	0	0	0	\$17,350.60 (Rep) \$4,186.59 (non-rep) note same types as above	0
FY16 dollars spent on required uniform not in uniform allowance	0	0	0	uniform allowance & supplies	n/a
GL line	n/a	n/a	n/a	Yes	n/a
Is logo clothing returned after employment ends	n/a	n/a	no	Yes	n/a

Polos provided in FY16		0	0	0	0	0
Fleece provided in FY16		0	0	0	0	0
				The only clothing we buy is a safety green tee shirt. One per employee per year. Our employees are required to wear safety vests with reflective material while working on Federal Aid routes. We require them to wear safety green vests or shirts on all other roads. The vests are very warm during the summer months. So we give them a shirt each year.	0	n/a
Other	3 - long sleeve t-shirt 6 - short sleeve t-shirts 1- hooded sweatshirt	n/a				
GL line	code enforcement supplies	n/a		650 or 908	n/a	n/a
FY15 dollars spent on logo items not required uniforms	0	0		\$418.08	0	0
FY16 dollars spent on logo items not required uniforms	\$138.69	0		0	0	0

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