

San Francisco Bay Area Rapid Transit District

2150 Webster Street, P. O. Box 12688, Oakland, CA 94612-2688



BOARD OF DIRECTORS DRAFT MINUTES OF THE 1,973RD MEETING THURSDAY, JANUARY 23, 2025

Members of the Board of Directors

Mark Foley, President (District 2)

Melissa Hernandez, Vice President (District 5)

Matthew Rinn (District 1)

Barnali Ghosh (District 3)

Robert Raburn (District 4)

Elizabeth Ames (District 6)

Victor Flores (District 7)

Janice Li (District 8)

Edward Wright (District 9)

MEETING DESCRIPTION

A Regular Meeting of the Board of Directors was held on January 23, 2025, convening at 9:02 a.m. in the BART Board Room, 2150 Webster Street, 1st Floor, Oakland, California. President Foley presided, April B. A. Quintanilla, District Secretary.

1. CALL TO ORDER

President Foley called the Meeting to order at 9:02 a.m.

A. Roll Call.

Directors Present in Oakland:	Directors Ames, Flores, Ghosh, Hernandez, Li, Raburn, Rinn, Wright, and Foley.
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Directors Present via Teleconference:	None.
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Absent:	None.
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B. Pledge of Allegiance. Director Rinn led the Pledge of Allegiance.

C. Introduction of Special Guests. No special guests were introduced.

2. REPORT OF THE BOARD PRESIDENT

President Foley reminded Board Members about the upcoming Board Workshop on February 27th, scheduled as an all-day event from 9:00 a.m. to 5:00 p.m. President Foley emphasized the importance of preparing for discussions on both short-term and long-term goals and priorities for the BART Board and noted the Workshop would conclude with a 90-minute facilitated session to focus on strategic planning. President Foley encouraged Board Members to think ahead about topics they would like to raise for discussion during the Workshop.

Public Comment

Aleta Dupree addressed the Board.

3. BOARD COMMITTEE REPORTS

There were no Board Committee Reports.

4. CONSENT CALENDAR.

President Foley brought the following Consent Calendar items before the Board.

A. Approval of Minutes of the Meeting of January 9, 2025.

B. Amendment to Legal Services Agreement with Van Dermyden Makus Law Corporation for Increase in Funding.

- C. Award of Agreement No. 6M5219, for a Disparity Study in Support of the District's DBE Program.
- D. Renewal of Agreement with Oracle America, Inc. for Primavera P6 Software Subscription and Support Services.
- E. District Base Pay Schedule.
- F. Revision to Special Compensation Provisions for Non-Represented Employees.
- G. Recruitment and Relocation Assistance for Independent Police Auditor.
- H. Change Order to Contract No. 09AU-120, Earthquake Safety Program Transbay Tube (TBT) Internal Retrofit, with Shimmick/CEC Joint Venture, for Global Settlement.
- I. Sole Source Agreement with Fairbank, Maslin, Maullin, Metz, & Associates (FM3) for Public Opinion Research Services.

Director Li moved to approve the Consent Calendar by one motion.

Director Rinn seconded the motion.

Public Comment

No comments were received.

Action

Upon motion by Director Li and second by Director Rinn, the Board took the following actions by unanimous roll call vote.

Vote Summary:

Moved / Seconded: Director Li / Director Rinn

Aye: Directors Ames, Flores, Ghosh, Hernandez, Li, Raburn, Rinn, Wright, and Foley.

No: 0

Abstain: 0

Absent: 0

Result: 9-0, motion carried by unanimous roll call vote.

- A. The Minutes of the Meeting of January 9, 2025, were approved. *(Vote: 9-0)*
- B. The General Counsel or her designee was authorized to expend an additional \$29,000.00 for a total not to exceed \$128,000.00 with Van Dermeyden Law Corporation to provide confidential investigation services. *(Vote: 9-0).*
- C. The General Manager was authorized to Award Agreement No. 6M5219 to BBC Research and Consulting to conduct a disparity study in support of the District's DBE Program for an amount not to exceed \$600,000.00, pursuant to notification to be issued by the General Manager and subject to the District's Protest Procedures. *(Vote: 9-0)*

- D. The General Manager or his designee was authorized to execute a one (1) year subscription and support services agreement in an amount not to exceed \$107,585.00, with three (3) single year options to extend the subscription, each in an amount not to exceed \$150,000.00, with Oracle America, Inc. *(Vote: 9-0)*
- E. The Board approved the current base pay schedule. *(Vote: 9-0)*
- F. The Board approved the attached special compensation provisions for non-represented employees effective January 1, 2025. (The Special Compensation Provisions for Non-Represented Employees are attached a hereby made a part of these Minutes.) *(Vote: 9-0)*
- G. The General Manager or his designee was authorized to execute a national recruitment and relocation assistance agreement, if necessary, to assist the District in the identification of qualified candidates both inside and outside of California for the position of Independent Police Auditor in conformance with established District procedures. *(Vote: 9-0)*
- H. The General Manager was authorized to execute close out Change Order No. 263, Global Settlement, in an amount not to exceed \$2,250,000.00. *(Vote: 9-0)*
- I. The General Manager, or his designee, was authorized to award a sole source agreement to Fairbank, Maslin, Maullin, Metz, & Associates (FM3) for public opinion research services from February 2025 through June 2026 to inform a potential transit revenue measure, in an amount not to exceed \$247,500.00. *(Vote: 9-0)*

5. **BOARD MATTERS – PART I**

- A. Appointment of BART Police Civilian Review Board Member - Public-at-Large Representative.

President Foley brought the item before the Board.

April B. A. Quintanilla, District Secretary, informed the Board that one candidate, Spoorthy Prabhudeva, had withdrawn, leaving four candidates for consideration.

The following candidates addressed the Board: Zhiqing Wang, Hiroyuki Ito, and Byron Norris.

Due to a candidate's technical difficulties, Item 5-A was paused.

6. **GENERAL MANAGER'S REPORT**

Item 6 was heard before the second half of Item 5, Board Matters – Part I.

- A. Report of Activities, including Updates of Operational, Administrative, and Roll Call for Introductions Items.

Robert Powers, General Manager, reported on ridership, a reception hosted by the BART Accessibility Task Force (BATF) after the Board Meeting, the Senate Bill 125 Task Force, BART's receipt of two American Public Transportation Association (APTA) awards, and the display of major transit connections on monitors inside BART train cars.

Public Comment

The following individuals addressed the Board:

Barney Smits
Glenn Overton
Aleta Dupree

Discussion

The item was discussed, with the following highlights:

Director Wright expressed concern about the potential impacts of new executive orders issued by the new administration in Washington, D.C. and inquired about how staff is understanding or preparing to respond to any potential impacts on the BART system.

Director Ames expressed appreciation for community engagement and requested more frequent updates on the BART-to-San José project, highlighting ongoing financial challenges. Director Ames reiterated the need for monthly updates to ensure that all Board Members stay informed and prepared for discussions with the Santa Clara Valley Transportation Authority (SCVTA).

President Foley expressed a desire for staff to provide periodic updates about the BART-to-San José project to the full Board, noting that while the subcommittee will handle the detailed discussions, periodic project updates to the full Board are essential to keep all members informed on long-term and short-term goals.

5. BOARD MATTERS – PART I

A. Appointment of BART Police Civilian Review Board Member - Public-at-Large Representative.

Item 5-A resumed after Item 6, General Manager's Report.

President Foley brought the item before the Board.

Steven Robinson, candidate for the BART Police Civilian Review Board (BPCRB) Public-at-Large representative seat, addressed the Board.

Public Comment

The following individuals addressed the Board:

Aleta Dupree
Glenn Overton
George Perezvelez

Discussion

The item was discussed, with the following highlights:

Director Raburn commended the applicants for their willingness to participate and specifically endorsed Byron Norris for his professional background and membership in the National Association for Civilian Oversight of Law Enforcement (NACOLE).

Director Raburn moved that the Board of Directors appoints Byron Norris as the Public-at-Large representative on the BART Police Civilian Review Board for the current term expiring on June 30, 2026.

Director Ghosh seconded the motion.

Director Li thanked all four candidates for applying and for their willingness to serve on a volunteer Board and endorsed Byron Norris, citing his long professional history in police accountability.

Director Flores expressed appreciation for all four candidates for applying and agreement with the selection of Byron Norris, emphasizing the need for experienced individuals during transitional times within BART.

Director Ghosh expressed gratitude to all applicants; appreciated their insights about BART; encouraged unselected applicants to stay involved with BART; and offered her assistance in helping the unselected candidates navigate opportunities for contribution. Director Ghosh emphasized the unique qualities of Byron Norris that make him particularly suitable for the Public-at-large seat.

President Foley acknowledged and thanked all candidates for their willingness to volunteer and contribute to the BART community, recognizing their dedication and time commitment.

Action

Upon motion by Director Raburn and second by Director Ghosh, the Board of Directors appointed Byron Norris as the Public-at-Large representative on the BART Police Civilian Review Board for the current term expiring on June 30, 2026 by unanimous roll call vote.

Vote Summary:

Moved / Seconded: Director Raburn / Director Ghosh

Aye: Directors Ames, Flores, Ghosh, Hernandez, Li, Raburn, Rinn, Wright, and Foley.

No: 0

Abstain: 0

Absent: 0

Result: 9-0, motion carried by unanimous roll call vote.

7. **PUBLIC COMMENT**

President Foley called for public comment, an opportunity for members of the public to address the Board of Directors on matters under their jurisdiction and not on the agenda.

The following individuals addressed the Board:

Barney Smits
Nicholas Kanowsky
Aleta Dupree
Glenn Overton
Kyle McCoy

8. **PLANNING, PUBLIC AFFAIRS, ACCESS, AND LEGISLATION ITEMS**

Director Raburn, Chairperson

- A. State Legislative Update.
 - i. Introduction of State Legislative Advocates.
 - ii. Regional Transportation Revenue Measure.

Director Raburn, Chairperson of the Planning, Public Affairs, Access, and Legislation Committee, brought the item before the Board. Director Raburn welcomed Jim Lites, Vice Chair, California Strategies, and Claire van Zuiden, Partner, California Strategies, who have long served as BART's legislative advocates at the state level.

Rodd Lee, Assistant General Manager, External Affairs, and Amanda Cruz, Director of Government and Community Relations, presented the item.

Public Comment

Aleta Dupree and Glenn Overton addressed the Board.

Discussion

The item was discussed, with the following highlights:

Director Raburn expressed support for Senate Bill 63, highlighting the efforts of Senators Scott Wiener and Jesse Arreguin, acknowledging that although there is a preference for Scenario 1A, polling might guide decision-making in a different direction.

Director Wright commended BART staff for their dedicated work on the regional funding measure update and emphasized two critical points: voter taxation concerns and interdependence of transit systems. Director Wright also inquired for further clarification on the recent amendment to the Low Carbon Fuel Standard.

Director Ghosh inquired about the rationale behind support for Scenario 1A, given the difference in revenue that would be generated with a hybrid approach. Director Ghosh also acknowledged the complexity of transit funding measures and stressed the importance of clear communication with the

public about the reasons for supporting Scenario 1A and how it will help preserve and improve transit services.

Director Ames highlighted the importance of Senators Wiener and Arreguín's legislative efforts in advancing a transportation funding measure for potential inclusion on the 2026 ballot and emphasized that now is the time to advocate for state matching funds to support local transit initiatives.

Director Li emphasized the importance of BART's participation in the upcoming meetings in Sacramento, noting that having all Board Members in attendance will help build relationships with key decision-makers and strengthen BART's advocacy for state funding and policy support.

President Foley expressed support for Senate Bill 63 as the correct direction for BART and acknowledged that Scenario 1A seems like the most reasonable funding approach, given the current political and economic landscape.

Vice President Hernandez expressed support for Scenario 1A as recommended by staff, emphasizing the importance of collaboration with the Metropolitan Transportation Commission (MTC) to advance the funding measure.

Director Flores expressed support for Senate Bill 63 and commended Senators Wiener and Arreguín for their leadership in securing a regional funding measure to stabilize transit operations. Director Flores also inquired about whether there have been discussions regarding flexing highway funds toward public transit, as Pennsylvania has done.

Director Rinn commented on voter apathy and changes in voting patterns, emphasizing the importance of messaging around a revenue measure and receiving feedback. Director Rinn also noted the need for proactive engagement in the Assembly, not just the Senate, and expressed support for Senate Bill 63. Director Rinn inquired about legislative advocacy efforts in the Assembly.

Director Raburn emphasized the existential threat faced by BART, underscoring the critical importance of Senate Bill 63 championed by Senators Wiener and Arreguín, acknowledging that while Scenario 1A does not fully meet BART's funding needs, it is a viable and pragmatic solution that allows the agency to maintain and improve services while working to secure additional funding from other sources.

Action

No Board action was taken, as the item was presented for information only.

9. ADMINISTRATION ITEMS

Janice Li, Chairperson

Director Li, Chairperson of the Administration Committee, had no report and no items were presented.

10. **ENGINEERING AND OPERATIONS ITEMS**

Elizabeth Ames, Chairperson

- A. Authorization to Purchase District Fleet Vehicles Utilizing the State of California eProcure Statewide Contracts for Fleet Vehicles.

Director Ames, Chairperson of the Engineering and Operations Committee, brought the item before the Board.

Travis Huang, Project Manager, Infrastructure Delivery, presented the item.

Public Comment

Aleta Dupree addressed the Board.

Discussion

Director Li moved that the General Manager be authorized to purchase District fleet vehicles, in an amount not to exceed \$7.6 million, utilizing the State of California eProcure Statewide Contracts for Fleet Vehicles, a cooperative purchasing program, subject to the availability of funding.

Director Flores seconded the motion.

Action

Upon motion by Director Li and second by Director Flores, the General Manager was authorized to purchase District fleet vehicles, in an amount not to exceed \$7.6 million, utilizing the State of California eProcure Statewide Contracts for Fleet Vehicles, a cooperative purchasing program, subject to the availability of funding by unanimous roll call vote.

Vote Summary:

Moved / Seconded: Director Li / Director Flores

Aye: Directors Ames, Flores, Ghosh, Hernandez, Li, Raburn, Rinn, Wright, and Foley.

No: 0

Abstain: 0

Absent: 0

Result: 9-0, motion carried by unanimous roll call vote.

7. **PUBLIC COMMENT**

President Foley re-opened public comment, an opportunity for members of the public to address the Board of Directors on matters under their jurisdiction and not on the agenda

Jerry Grace addressed the Board.

11. **BOARD MATTERS - PART II**

- A. Board Member Reports.
- B. Roll Call for Introductions.
- C. In Memoriam.

President Foley called for Items 11-A, Board Member Reports; 11-B, Roll Call for Introductions; and 11-C, In Memoriam.

Director Raburn reported that he had attended the swearing-in ceremony for Dr. Anna Alvarez as Hayward City Administrator and the Bay Area Rotary Club's Climate Action Summit in Los Altos, which involved transit transfers and a bike ride.

Director Li reported that she had participated in the Transbay Tube Fire Drill and encouraged other Board Members to participate in future drills for a unique operational insight. Director Li also reported that she had attended the swearing-in ceremony for former BART Board Member and current Congressmember Lateefah Simon with Director Rebecca Saltzman and that she had attended the San Francisco Labor Council's Annual MLK Breakfast with Directors Wright and Flores.

Director Wright reported that he had attended the swearing-in ceremonies for Speaker Emerita Nancy Pelosi and members of the San Francisco Unified School District and the San Francisco Labor Council's Annual MLK Breakfast with Directors Li and Flores. Director Wright requested that the Meeting be adjourned in honor of Allyn Beltran, a dedicated community organizer from the Bay Area, and Allan Baird, a legendary labor organizer with the Teamsters.

Director Flores reported that he had attended the swearing-in ceremony for Speaker Emerita Nancy Pelosi, the Oakland Vietnamese Festival, the San Francisco Labor Council's Annual MLK Breakfast and march, and a press conference in support of immigrant communities at Fruitvale Station with Director Raburn.

Director Rinn reported that he had collaborated with the hotel and tourism industry in the Diablo Valley to promote the use of BART for guests attending large-scale events and conferences in San Francisco. Director Rinn also shared a personal experience from the morning's commute, highlighting the advantages of BART travel during traffic disruptions on the C-Line.

Vice President Hernandez reported that she had administered the Oath of Office to members of the Wine-Growers Association in Livermore. Vice President Hernandez also reported that she had attended the Martin Luther King, Jr. Birthday Celebration with Hayward Mayor Mark Salinas, Alameda County Supervisor Elisa Márquez, and the Hayward community. Vice President Hernandez reported that the Castro Valley Chamber of Commerce awarded BART "Best Transit in the Area" in collaboration with Eden, and she indicated that she plans to present the award at the next Board Meeting.

Director Ghosh reported that she had given a presentation to the Berkeley Chamber of Commerce regarding "BART's Role in the Region;" participated in a Downtown Berkeley DBE roundtable event; and attended an Albany Leaders meeting and the Berkeley MLK Breakfast. Director Ghosh indicated she would attend her first meeting of the West Contra Costa Transportation Advisory Committee (WCCTAC) and shared an email from a constituent detailing a seamless and enjoyable experience using BART, highlighting the effectiveness of BART's services and facilities, and reinforcing the community-building aspect of public transit.

Director Ames reported that she had attended a Union City Council meeting, highlighting Union City's efforts to focus on development around the Union City BART station, particularly in terms of housing and job creation. Director Ames expressed concern about the City's plans for a four-lane system designed to accommodate 35,000 cars per day, advocating for more sustainable transportation solutions around the BART station.

President Foley announced the recent passing of Vinit Shrawagi, a dedicated member of the Measure RR Bond Oversight Committee who served in the Certified Public Accountant seat since September 2021, and requested that the Meeting be adjourned in honor of Vinit. President Foley also shared a personal note of loss within his family, mentioning the passing of his father-in-law, Richard Harrington, after the last Board Meeting. President Foley expressed gratitude for the support and understanding from his colleagues during this difficult time and extended his condolences to his family, especially his wife, Cindy.

Public Comment

Glenn Overton

12. CLOSED SESSION

A. CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION

Name of Case: Gabriel Chavez, et al v. BART

Case No.: 22-cv-06119

Government Code Section 54956.9(d)(1)

B. PUBLIC EMPLOYEE EMPLOYMENT/APPOINTMENT

Title: Independent Police Auditor

Government Code Section: 54957(b)(1)

President Foley brought the item before the Board and indicated that the Board would enter Closed Session under Items 12-A (Conference with Legal Counsel-Existing Litigation) and 12-B (Public Employee Employment/Appointment).

Public Comment

No comments were received.

President Foley indicated that the Board would reconvene in Open Session upon the conclusion of Closed Session.

The Board Meeting recessed at 11:55 a.m.

The Board reconvened in Closed Session at 12:03 p.m.

Directors Present in Oakland: Directors Ames, Flores, Ghosh, Hernandez, Li, Raburn, Rinn, Wright, and Foley.

Directors Present via Teleconference: None.

Absent: None.

The Board Meeting recessed at 1:22 p.m.

13. **OPEN SESSION**

The Board reconvened in Open Session at 1:27 p.m.

Directors Present in Oakland: Directors Li, Wright, and Foley.

Directors Present via Teleconference: None.

Absent: Directors Ames, Flores, Ghosh, Hernandez, Raburn, and Rinn.

A. Announcements from Closed Session, if any.

President Foley announced that there were no announcements to be made.

President Foley recognized and expressed gratitude to the BART Media/Communications and IT staff who facilitate the Board Meetings.

14. **ADJOURNMENT**

The Meeting adjourned at 1:28 p.m. in honor of Allyn Beltran, Allan Baird, and Vinit Shrawagi.

April B. A. Quintanilla
District Secretary

San Francisco Bay Area Rapid Transit District
Non-Represented Employee Special Compensation Provisions
ATTACHMENT A

Holidays

The District shall observe the following fixed holidays:

New Year's Day (January 1st)
Martin Luther King Day (3rd Monday in January)
Presidents Day (3rd Monday in February)
Memorial Day (last Monday in May)
Independence Day (July 4th)
Labor Day (1st Monday in September)
Veterans' Day (November 11th)
Thanksgiving Day (4th Thursday in November)
Christmas Day (December 25th)

Except as provided below or otherwise required by law, an employee must be in a paid status to be eligible for holiday compensation. Situations in which employees in an unpaid status are eligible for holiday compensation include:

- 1) during a suspension of fifteen (15) days or less;
- 2) while absent due to an approved industrial disability;
- 3) while on Labor Code 4850 leave (equivalent); and
- 4) during the first continuous thirty-one (31) days in an unpaid status due to a nonindustrial disability.

Should a fixed holiday fall on a Saturday, the holiday will be observed the preceding Friday; if on a Sunday, the holiday shall be observed the following Monday. Should a holiday be observed on an employee's regular day off (RDO) other than on Saturday or Sunday as cited above, or during his/her/their recognized vacation, the employee, at his/her/their option, shall receive either one (1) shift (i.e., 4/10, 9/80 or 5/8 schedule as applicable) of pay at the employee's existing straight-time rate or one (1) shift off with pay consistent with department/section scheduling. Employees on shifts scheduled for 10 or more hours will receive 10 hours. Should an employee be required to work on a holiday, the employee at his/her/their option, may receive either one (1) shift of pay for the holiday at the employee's straight-time rate for that pay period or the employee may "float" the holiday.

Shift Differential

Some Non-Represented employees work a schedule other than a normal day shift, Monday through Friday schedule. When fifty percent (50%) or more of an employee's regularly scheduled shift occurs between the hours of 4 p.m. and 12 midnight, a swing shift premium of seven percent (7%) will be paid for all hours worked during the shift. When an employee works on a holiday and receives one and one-half (1.5) times their regular rate of pay, this swing shift premium will be multiplied by 1.5 times as well (i.e., 10.5%).

When fifty percent (50%) or more of an employee's regularly scheduled shift occurs between midnight and 8 a.m., a graveyard shift premium of nine and one-half percent (9.5%) will be paid for all hours worked

San Francisco Bay Area Rapid Transit District
Non-Represented Employee Special Compensation Provisions
ATTACHMENT A

during the shift. When an employee works on a holiday and receives one and one-half (1.5) times their regular rate of pay, this graveyard shift premium will be multiplied by 1.5 times as well (i.e., 14.25%).

The shift time premium will be calculated using the employee's straight-time rate of pay. The shift differential is not considered to be part of an employee's base salary. This benefit is not applicable to employees in Pay Band 9 and above except for Managers of Central Control and managers within the Maintenance Department.

Temporary Upgrade

Non-Represented employees from time to time receive temporary assignments in which they are to perform the duties regularly assigned to a higher classification. Such assignments are made in writing by the employee's supervisor or higher level. These temporary assignments are considered career development opportunities and are not eligible for temporary upgrade pay during the first fifteen (15) working days of the employee's assignment. The prior approval of the affected department manager and the manager over classification & compensation is required to extend any temporary assignment to a higher classification beyond 15 workdays. Such approval must be obtained before the fifteenth (15th) working day. Employees in an approved temporary upgrade assignment will be compensated at five percent (5%) above their base pay rate after the 15th consecutive day of work in the higher classification. Leave taken while assigned to a higher classification will not be compensated at the premium rate. Prior to 7/1/2013, the waiting period was 45 working days.

Management Incentive

Due to the unique nature of the duties and responsibilities of executive management employees reporting to the General Manager, all executive level classifications reporting to the General Manager are eligible to receive Management Incentive Pay of \$4,800 annually and paid equally over the number of pay periods for the year (e.g. 26 equal pay period installments of \$184.61). The current list of classifications eligible are as follows:

Assistant General Manager, Administration
Assistant General Manager, Design & Construction
Assistant General Manager, External Affairs
Assistant General Manager, Finance
Assistant General Manager, Operations
Assistant General Manager, Performance & Budget
Assistant General Manager, Technology
Chief Financial Officer
Deputy General Manager
Police Chief
Managing Director, Capitol Corridor

San Francisco Bay Area Rapid Transit District
Non-Represented Employee Special Compensation Provisions
ATTACHMENT A

Deputy Police Chief Management Incentive

Due to the unique nature of the job as first level management over Police Lieutenants, the Deputy Police Chief classification is eligible to receive Deputy Police Chief Management Incentive Pay in the amount of 10% of the regular base pay rate.

Uniform Allowance

Non-Represented sworn employees (Police Chief and Deputy Police Chief) shall be provided with uniforms, appropriate to their classification, upon hire. The District will pay these employees annually for the cleaning, upkeep, and maintenance (excluding custom tailoring) of all District-issued uniforms and the purchase of uniform shoes (excluding safety shoes). A payment in the amount of \$1,005 shall be made in the first pay period in October.

The District shall reimburse employees for actual costs incurred for replacement of worn-out or damaged uniforms and damaged shoes. The District shall also reimburse employees for actual costs incurred for replacement of damaged, lost or destroyed equipment if such damage, loss or destruction is the direct consequence of the discharge of the employee's duties or of his/her/their obedience to the directions of the District. The value of all uniforms initially allotted to employees or replaced, excluding items that are solely for personal health and safety (such as protective vests, pistols, bullets and safety shoes), is anticipated to be less than \$2,000 per employee in a year with an anticipated increase of 5% per year.

Employees must obtain prior approval for replacement of worn-out, damaged, lost or destroyed uniforms or items of equipment listed above. After approval is received, employees may purchase the uniform or item of equipment with an approved replacement. Compensation to employees for such replacement shall be accomplished by means of reimbursement upon presentation of a valid receipt.

Employees who are absent from work on leave of absence or non-industrial disability leave for extended periods of time shall receive a reduced uniform allowance in accordance with the following schedule:

<u>Absence</u>	<u>Percentage Reduction</u>
30 days	25%
60 days	50%
90 days	100%