

2026 CITY OF SAN JOSE – AMSP NEGOTIATIONS

CITY COUNTERPROPOSAL TO IFPTE PROPOSAL #18 – SAFETY EQUIPMENT

City Proposed Language:

ARTICLE 14 PERSONAL PROTECTIVE EQUIPMENT

- 14.1 The City agrees to make available all required personal protective equipment when needed during the normal course of work (i.e., protective eyewear, protective footwear) in compliance with Cal-OSHA regulations and upon approval of the Department Director or designee.
- 14.2 The City agrees to provide a voucher for the purchase of protective footwear, which may include sole inserts, for up to ~~\$275~~~~\$325.~~ ~~for employees in Fiscal Year 2023-2024 when it is determined by the Director of Human Resources or designee that protective footwear is required for the employee. In fiscal Year 2024-2025, the voucher shall be up to \$300, and in Fiscal Year 2025-2026, the voucher shall be up to \$325.~~ Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection-Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. The City will replace the employee's safety shoes if they are damaged beyond use due to a workplace incident. An individual may select an approved style that is more expensive than the City maximum by paying the difference.
- 14.3 Protective Prescription Safety Glasses. The City agrees to reimburse eligible employees who require the use of prescription lenses and are in positions that require the use of protective safety glasses for the purchase of protective prescription safety glasses for up to \$200.00 for employees when it is determined by the Director of Human Resources, or designee, that protective prescription safety glasses are required. The City will replace protective prescription safety glasses as needed, but no more than once per calendar year. An individual may select an approved style that is more expensive than the City maximum by paying the difference.
- 14.4 Safety Equipment. Employees in the classification of Park Ranger, Supervising (2425) who are required while on duty, to wear the following, shall be provided each of said items: utility belt, four (4) belt keepers, flashlight handcuffs, handcuff case, protective vest, rainwear including raincoat and rain pants, OC spray, OC spray case, collapsible baton and scabbard. Such items shall remain the property of the City and shall be returned to the City upon the employee's separation from employment.
- 14.4.1 Employees in the classification of Park Ranger, Supervising (2425) who are required while on duty, to wear the following, shall be provided each of said items: radio holster, belt, flashlight, rainwear including raincoat, rain pants, and hat cover. As needed, the City will provide training on oleoresin capsicum (pepper spray) and after completion of the training will provide pepper spray and cannister holder. Such items shall remain the

property of the City and shall be returned to the City upon the employee's separation from employment.

14.4.2 All employees who are required to perform wildland suppression duties while on duty will be provided with boots that meet established Occupational Safety and Health Administration's (OSHA) standards for a cost not to exceed \$400. Such items shall remain the property of the City and shall be returned to the City upon the employee's separation from employment.

14.54 The requirements for safe working conditions are established and maintained under the California Occupational Safety and Health Act of 1973. Enforcement and rule-making authority is lodged with the Department of Industrial Safety. The Department of Industrial Safety has jurisdiction for inspection and enforcement of standards; therefore, any disputes arising relating to employee safety will be exempted from the Administrative Grievance procedure.