

# Exhibit A

|                               | Allowance<br>amount or max<br>replacement<br>cost* | Sheriff's<br>Comm.<br>Clerk- | Central<br>Garage<br>Mechanic | Buildings<br>&<br>Grounds | Animal<br>Control<br>Kennel<br>Workers | Animal<br>Control<br>Officer | Air<br>Quality<br>Staff | Parks<br>Maine-<br>nance<br>Workers | Solid<br>Waste<br>Field<br>Staff | Probation<br>Officers | Code<br>Enforcement<br>Officer,<br>Inspectors &<br>Planners | Road<br>Division | Water<br>Res.<br>Staff | Special<br>Districts<br>Field<br>Staff | Assessor<br>Field<br>Staff | Public<br>Health<br>Field<br>Staff | Environ-<br>mental<br>Health<br>Field<br>Staff |
|-------------------------------|----------------------------------------------------|------------------------------|-------------------------------|---------------------------|----------------------------------------|------------------------------|-------------------------|-------------------------------------|----------------------------------|-----------------------|-------------------------------------------------------------|------------------|------------------------|----------------------------------------|----------------------------|------------------------------------|------------------------------------------------|
| Safety Boot/Re-sole           | \$ 175                                             | A                            | A                             |                           |                                        | A                            | D                       | A                                   | A                                |                       | D                                                           | A                |                        |                                        |                            |                                    |                                                |
| Hiking Shoe/Boot              | \$ 125                                             |                              |                               |                           |                                        |                              |                         |                                     |                                  |                       |                                                             |                  |                        |                                        | D                          |                                    | D                                              |
| Hard Hats                     | \$ 10                                              |                              | L                             | D                         |                                        |                              | 4 D                     | D                                   | D                                |                       | D                                                           | D                | L                      | L                                      |                            |                                    |                                                |
| Eye Protection                | \$ 20                                              |                              | L                             | D                         |                                        |                              | 4 D                     | D                                   | D                                |                       |                                                             | D                | L                      | L                                      |                            |                                    |                                                |
| Ear Protection                | \$ 15                                              |                              | L                             | D                         |                                        |                              | 4 D                     | D                                   | D                                |                       |                                                             | D                | L                      | L                                      |                            |                                    |                                                |
| Gloves                        | \$ 20                                              |                              | L                             | D                         |                                        |                              | 4 D                     | D                                   | D                                |                       |                                                             | D                | L                      | L                                      |                            |                                    |                                                |
| Coveralls                     | \$ 50                                              |                              | L                             | L                         |                                        |                              | D                       | L                                   | L                                |                       |                                                             | D                |                        |                                        |                            |                                    |                                                |
| Scrub Top                     | \$ 160                                             |                              |                               |                           | D                                      |                              |                         |                                     |                                  |                       |                                                             |                  |                        |                                        |                            |                                    |                                                |
| Comm. Uniform                 | \$ 600                                             | A                            |                               |                           |                                        |                              |                         |                                     |                                  |                       |                                                             |                  |                        |                                        |                            |                                    |                                                |
| Shirts/Vests                  | \$ 50                                              |                              |                               | D                         |                                        |                              | 4 D                     | D                                   | D                                |                       | D                                                           | D                | L                      | 4 D                                    |                            | L                                  | L                                              |
| Safety Jacket/<br>Sweatshirts | \$ 100                                             |                              |                               | D                         |                                        |                              | D                       | D                                   | D                                |                       |                                                             | D                |                        |                                        |                            |                                    |                                                |
| Polo Shirt                    | \$ 50                                              |                              |                               |                           |                                        |                              | D                       |                                     |                                  | D                     | D                                                           | D                | D                      | D                                      |                            |                                    |                                                |
| Uniform Top SS                | \$ 100                                             |                              |                               | D                         |                                        | A                            | D                       | D                                   | D                                |                       |                                                             |                  |                        |                                        |                            |                                    |                                                |
| Uniform Top LS                | \$ 100                                             |                              |                               | D                         |                                        | A                            | D                       | D                                   | D                                |                       |                                                             |                  |                        |                                        |                            |                                    |                                                |
| Uniform Pants                 | \$ 150                                             |                              |                               |                           |                                        | A                            |                         | 4                                   |                                  |                       |                                                             |                  |                        |                                        |                            |                                    |                                                |
| Belt                          | \$ 30                                              |                              |                               |                           |                                        | A                            |                         |                                     |                                  |                       |                                                             |                  |                        |                                        |                            |                                    |                                                |
| Hat                           | \$ 20                                              |                              |                               | D                         |                                        | A                            | 4 D                     | D                                   | D                                |                       | D                                                           | D                | D                      |                                        |                            |                                    |                                                |
| Jackets                       | \$ 75                                              |                              |                               | 4                         |                                        | A                            | D                       | 4                                   | D                                | D                     | D                                                           | D                | D                      | 4 D                                    |                            |                                    |                                                |
| Windbreaker Jackets           | \$ 40                                              |                              |                               |                           |                                        |                              |                         |                                     |                                  |                       |                                                             |                  |                        |                                        | D                          |                                    |                                                |
| Rain Coats                    | \$ 50                                              |                              |                               | D                         |                                        |                              | 4 D                     | D                                   | D                                |                       | D                                                           | D                | L                      | 4 D                                    |                            |                                    |                                                |
| Rain Pants                    | \$ 50                                              |                              |                               | D                         |                                        |                              | D                       | D                                   | D                                |                       | D                                                           |                  | L                      | D                                      |                            |                                    |                                                |
| Rain Boots                    | \$ 50                                              |                              |                               | D                         |                                        |                              | 4 D                     | D                                   | D                                |                       | D                                                           | D                | L                      | 4 D                                    |                            |                                    |                                                |
| Steel-toed Muck<br>Boots      | \$ 150                                             |                              |                               |                           |                                        |                              | D                       |                                     | D                                |                       |                                                             |                  |                        |                                        |                            |                                    |                                                |
| Waders                        | \$ 100                                             |                              |                               |                           |                                        |                              |                         |                                     | D                                |                       |                                                             | D                | L                      | L                                      |                            |                                    |                                                |
| <b>Total</b>                  |                                                    | <b>\$ 600</b>                | <b>\$ 175</b>                 | <b>\$ 760</b>             | <b>\$ 160</b>                          | <b>\$ 650</b>                | <b>\$1,085</b>          | <b>\$ 610</b>                       | <b>\$ 910</b>                    | <b>\$ 125</b>         | <b>\$ 530</b>                                               | <b>\$ 785</b>    | <b>\$ 145</b>          | <b>\$ 450</b>                          | <b>\$ 165</b>              | <b>\$ 0</b>                        | <b>\$ 125</b>                                  |

\*Frequency of allowance or replacement is to be determined by the department head.

A: Receive Allowance

L: Available on loan during work hours from Department - returns to the Department daily - laundering, if applicable, done by Department

D: Provided by the Department to employee - stays with the employee during non-work hours - laundering, if applicable, done by employee

October 2018