

**A Resolution of the  
Board of County Commissioners of Ouray County, Colorado  
Establishing a Clothing Allowance Policy**

**Whereas**, C.R.S. 30-11-107 (“Powers of the Board”), states that “the Board of County Commissioners of each county has exclusive power to adopt the annual budget for the operation of the county government, including all offices, departments, boards, commissions, other spending agencies of the county government, and other agencies which are funded in whole or in part by county appropriation;” and

**Whereas**, the Board of County Commissioners recognizes that certain jobs may require special footwear and outerwear, or that certain jobs may wear and soil clothes faster than normal;

**Whereas**, the Board of County Commissioners believes that it is necessary to have a policy that identifies eligible positions and sets forth a process through annual budgetary appropriation that will cover a part of the cost of footwear and outerwear necessary to perform specific jobs; and

**Whereas**, the following positions are eligible to receive an annual clothing allowance as identified in each category below; and employees identified in each category must work 24 hours a week or more to be eligible for the benefit:

Category 1 Positions

Road and Bridge Superintendent / Supervisor,  
Road and Bridge Assistant Superintendent,  
Road and Bridge Inspector / Operator,  
Road and Bridge Operators,  
Road and Bridge Mechanics,  
Facilities Manager, and

Category 2 Positions

Facilities and Grounds / Custodial,

Category 3 Positions

EMS Staff and Volunteers – budgeted in the EMS Fund, “uniforms” line-item,  
Sheriff’s Office Staff - per Sheriff’s Department Policy, budgeted in the General Fund, “uniforms” line-item; and

**Whereas**, payment of the clothing allowance will be administered as follows:

1. The clothing allowance amount will be determined annually during the budget process,
2. The clothing allowance benefit for Categories 1 and 2, will be paid to the employee in the third quarter of each year,
3. The clothing allowance cannot be accrued and carried forward into the next year, and
4. The clothing allowance benefit is taxable for Categories 1 and 2, and the amount of the benefit will be included in the employee’s gross wages for the calendar year in which it was received.

**Now, Therefore, Be It Resolved** by the Board of County Commissioners of Ouray County, Colorado that Resolution 2009-048 is adopted setting forth a Clothing Allowance Policy as indicated in the paragraphs above, commencing calendar year 2009.

Approved and adopted this 23rd day of November, 2009.

BOARD OF COUNTY COMMISSIONERS  
OF OURAY COUNTY, COLORADO

Attest:

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Heidi M. Albritton, Chair

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K. Keith Meinert, Vice-Chair

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Michelle Nauer, Clerk and Recorder  
By: Linda Munson-Haley, Deputy Clerk of  
the Board

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Lynn M. Padgett, Commissioner