

**MEMORANDUM OF UNDERSTANDING**

CITY OF BELLEVUE

And

PUBLIC, PROFESSIONAL & OFFICE CLERICAL EMPLOYEES

AND DRIVERS, TEAMSTERS LOCAL 763

(Representing the Utilities, Parks, Transportation, and Finance & Asset Mgmt. Employees)

---

**Fleet Technician Certification Pay**

---

The parties agree to the following incentive program to encourage fleet service technicians (FSTs) to increase technical knowledge and stay abreast of changing technologies. FSTs include the following classifications: Mechanical Services Technicians, Fleet Priority Specialist, and Lead Mechanical Services Technicians.

Therefore, effective the first pay period following execution of this agreement, the Parties agree to the following:

1. **Application:** FSTs shall be eligible for incentive pay by completing and maintaining the required professional certifications in one or more certification tracks. Eligible professional certifications are achieved through passing tests in the Automotive Service Excellence (ASE) and Emergency Vehicle Technician (EVT – F-Series) programs.
2. **Certification Tracks:** There will be three eligible certification tracks that include: 1) Automobile & Light Truck Technician; 2) Medium-Heavy Truck Technician; and 3) Emergency Vehicle Technician. The certifications required for each of the named certification tracks are provided in the following table:

<b>Professional Certification Tracks</b>		
<b>Automobile &amp; Light Truck Technician Track</b>	<b>Medium-Heavy Truck Technician Track</b>	<b>Emergency Vehicle Technician (EVT) Track</b>
A1– Engine Repair	T1– Gasoline Engines	F1– Maintenance, Inspection, and Testing of Fire Apparatus
A2– Automatic Transmission/Transaxle	T2– Diesel Engines	F2– Design & Performance Standards of Fire Apparatus
A3– Manual Drive Train & Axles	T3– Drive Train	F3– Fire Pumps & Accessories (Level 2)
A4– Suspension & Steering	T4– Brakes*	F4– Fire Apparatus Electrical Systems (Level 2)
A5– Brakes*	T5– Suspension & Steering	F5– Aerial Fire Apparatus (Level 3 Master)
A6– Electrical/Electronic Systems	T6– Electrical/Electronic Systems	F6– Allison Automatic Transmissions (Level 3 Master)
A7– Heating & Air Conditioning	T7– Heating, Ventilation & Air Conditioning (HVAC)	ASE Master Medium-Heavy Truck Technician (T1 through T7)
A8– Engine Performance	T8– Preventive Maintenance Inspection	
Continued on next page	Continued on next page	

**MEMORANDUM OF UNDERSTANDING**  
**Fleet Technician Certification Pay**

<b>Professional Certification Tracks</b>		
<b>Automobile &amp; Light Truck Technician Track</b>	<b>Medium-Heavy Truck Technician Track</b>	<b>Emergency Vehicle Technician (EVT) Track</b>
Continued from page 1	Continued from page 1	
A9– Light Vehicle Diesel Engine	E1– Truck Equipment Installation & Repair	
L1– Advanced Engine Performance	E2– Electrical / Electronic Systems Installation & Repair	
L2– Electronic Diesel Engine Diagnosis	E3– Auxiliary Power Systems Installation & Repair	

*\* Denotes two of the three required certifications needed as condition of employment.*

3. **Employment Required Certifications:** All FSTs are required to obtain ASE-A5 Brakes, ASE-T4 Brakes, and be 609 certified in Air Conditioning within their 12-month probationary period as a condition of employment. All FSTs employed prior to and after execution of this agreement are required to obtain and maintain these individual certifications.
4. **Testing Fees and Evidence of Certification:** Employees will pay their own exam fees but will be reimbursed upon successful completion of the certification and re-certification exam(s), and a copy of the appropriate certificate(s) have been approved by their supervisor. Failed exams are not eligible for reimbursement.
5. **Incentive Pay Effective Date:** Incentive pay shall commence on the first day of the next pay period after notification of certification track completion has been received by the supervisor. Continued eligibility for incentive pay will be contingent on the employee remaining certified and providing evidence of recertification in accordance with the terms of the MOU
6. **Incentive Pay:** Employees are eligible to receive incentive pay of two percent (2%) of their base pay for each completed certification track, up to a maximum of six percent (6%). The incentive pay is based upon the employee's current monthly base salary, divided evenly between and paid semi-monthly.
7. **Monitoring Periods:** There will be two monitoring period each year: January 1 through June 30 and July 1 through December 31. Compliance with certification track requirements will be reviewed by the supervisor for the periods ending on June 30 and December 31. Employees found out of compliance (e.g. one or more expired certifications) in any of the certification tracks on the last date of the monitoring period will not be eligible for incentive pay for that track until the first day of the next monitoring period during which they are in compliance.

**MEMORANDUM OF UNDERSTANDING  
Fleet Technician Certification Pay**

Public, Professional & Office Clerical  
Employees and Drivers,  
Teamsters Local 763

City of Bellevue

By: Scott A. Sullivan  
Scott Sullivan  
Secretary-Treasurer

By: Nathan D. Plonimo  
Deputy City Manager

Date: 11-8-19

Date: 11-12-2019

Approved as to Form:  
[Signature]  
Assistant City Attorney