

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

Background:

In 2019, the City of Bellevue and the Teamsters Local 763 representing Utilities, Parks, Transportation, and Finance and Asset Management Employees (collectively, the Parties) agreed to an 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.

In 2024, the Parties discussed and negotiated the benefits of modifying the terms of their 2019 agreement.

Therefore, the Parties have decided to enter into this Memorandum of Understanding (MOU), agreeing to the following:

1. **Application:** FSTs shall be eligible for incentive pay by completing and maintaining all 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 four eligible certification tracks that include: 1) Automobile & Light Truck Technician; 2) Medium-Heavy Truck Technician; 3) Emergency Vehicle Technician; and 4) Equipment/Vehicle Specialist Track. The certifications required for each of the named certification tracks are provided in the following table:

Professional Certification Tracks

Automobile & Light Truck Technician Track	Medium-Heavy Truck Technician Track	Emergency Vehicle Technician (EVT) Track	Equipment/Vehicle Specialist Track
A1- Engine Repair	T1- Gasoline Engines	F1- Maintenance, Inspection, and Testing of Fire Apparatus	E1 – Truck Equipment Installation & Repair
A2- Automatic Transmission-Transaxle	T2- Diesel Engines	F2- Design & Performance Standards of Fire Apparatus	E2 – Electrical / Electronic Systems Installation & Repair
A3- Manual Drive Train & Axles	T3- Drive Train	F3- Fire Pumps & Accessories (Level 2)	E3 – Auxiliary Power Systems Installation & Repair
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Professional Certification Tracks

Automobile & Light Truck Technician Track	Medium-Heavy Truck Technician Track	Emergency Vehicle Technician (EVT) Track	Equipment/Vehicle Specialist Track
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A4- Suspension & Steering	T4-Brakes*	F4- Fire Apparatus Electrical Systems (Level 2)	L1 – Advanced Engine Performance
A5-Brakes*	T5- Suspension & Steering	F5- Aerial Fire Apparatus (Level 3 Master)	L2- Electronic Diesel Engine Diagnosis
A-6 Electrical/Electronic Systems	T6- Electrical/Electronic Systems	F6- Allison Automatic Transmissions (Level 3 Master)	L3 – Light Duty Hybrid/Electric Vehicle Diagnosis
A7- Heating & Air Conditioning	T7- Heating, Ventilation & Air Conditioning (HVAC)	ASE Master Medium-Heavy Truck Technician (T1 through T7)	A9- Light Vehicle Diesel Engine
A8- Engine Performance	T8- Preventive Maintenance Inspection	E0 – Maintenance, Inspection, and Testing of Ambulances	+ Automobile & Light Truck Technician Track or Medium-Heavy Truck Technician Track
L1 - Law Enforcement Vehicle Installation		E1 – Design & Performance of Ambulances	

* 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 become 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/Re-Certification:** the City will pay for the employee's first two test attempts. If the employee is unsuccessful on the first two test attempts, they will be required to pay for subsequent tests. Only the testing fees for the final passed test (in addition to the first two unsuccessful ones) will be reimbursed upon successful completion of the certification and re-certification exam(s) once a copy of the appropriate certificate(s) have been approved by their supervisor.
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 eight percent (8%). 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.

8. This MOU shall be effective and binding from the first pay period following its full execution until December 31, 2026. The Parties may extend the term of this MOU by mutual written agreement.


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

City of Bellevue

By:  Signed by:
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Chad Baker
Secretary-Treasurer

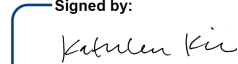
Date: 10/28/2024

By:  Signed by:
43431715CAB241E

Deputy City Manager

Date: 10/31/2024

Approved as to Form:

 Signed by:
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Assistant City Attorney