

PCL

ARTICLE 20

CITY VEHICLES AND VEHICLE CAMERAS

A. The City reserves the right to review triggering event video footage of vehicle cameras in City vehicles to determine whether employees have committed infractions of the policies set forth in City Policy and in this Article. Any infractions discovered may lead to coaching, training and/or disciplinary action depending upon the nature, severity, and repetitive nature of the infraction. In the event disciplinary action is taken, it will be administered in accordance with the progressive disciplinary provisions set forth in Article 22 of this Agreement, depending upon the severity or repetitive nature of the infraction.

1. **TEXT MESSAGING:**

Text messaging by the driver (whether sending, retrieving, or reading) while a City vehicle is in motion or stopped at a traffic signal, is strictly prohibited.

2. **USE OF CELLULAR PHONE:**

Use of a cellular phone by the driver for calls while the City vehicle is in motion or stopped at a traffic signal other than for directional guidance using GPS or by hands free use ("Bluetooth" or similar voice-only use), is strictly prohibited. "Hands free use" includes, for example, where cellular phones are in speaker mode or connected by Bluetooth. In the event of an emergency or business emergency that requires other use of a cellular phone, employees must pull the City vehicle over in a safe location prior to using a cellular phone. If it is reasonably and safely possible, the employee will pull off the road before any use of the phone.

3. **TAMPERING, DISABLING OR DESTROYING A VEHICLE CAMERA DEVICE:**

Drivers of City vehicles are strictly prohibited from improperly tampering, disabling, or destroying a vehicle camera device installed in a City vehicle. Drivers of City vehicles are likewise strictly prohibited from obstructing the view of vehicle camera devices.

4. **ACCESS TO THE INTERNET:**

Accessing the internet through a cellular phone or other mobile device by the driver while in a City vehicle is strictly prohibited while the vehicle is in motion or stopped

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at a traffic signal.

5. SMOKING IN THE CITY VEHICLE:

Smoking in a City vehicle is strictly prohibited at all times.

- B. A Committee shall be established to review all disciplinary actions taken pursuant to this Article consisting of a suspension without pay, a demotion or a discharge. The Committee shall consist of three current City employees: (1) a member of management from the Department of the disciplined employee; (2) a current City employee selected by the Union; and (3) a member of management outside of the Department of the disciplined employee selected by the Human Resources Director. The Committee shall by majority vote either affirm, modify, or reject the disciplinary action. The decision of the Committee shall be final, subject to appeal through the grievance procedure set forth in Article 10 of this Agreement. The timeline for a disciplined employee to file a grievance under Article 10 of this Agreement shall begin upon issuance of the Committee's decision.


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