

Art. 24	City TA	FPSU TA		Date
Ver. 1				

24.3 Fleet Management

- A. The Fleet Management Department agrees to continue, for the term of this Agreement, the current practices concerning on-the-job time devoted to cleanup, stowing of tools and equipment, and securing work areas.
- B. Management agrees to bear the full expense of all special purpose tools, special purpose clothing, and protective safety equipment employees may be required to wear.
 1. Management agrees that it shall continue to issue work uniforms for the term of this Agreement. Replacement work uniform items shall be done on a fair wear and tear basis throughout the term of this Agreement.
 2. Provided uniforms (those purchased by the department) shall be worn while on duty and not used off the job for personal reasons. Uniforms remain the property of the department and shall be returned to the department upon transfer or separation.
 3. Management agrees, for the term of this Agreement, to provide laundry service (for employees desiring the service) for issued work uniforms at no additional cost to the City.
- C. Employees are required to provide their own hand tools, which must meet or exceed the minimum tool listing requirements provided by Management. Any additional personal hand tools, as may be required, shall be obtained within a reasonable time upon being advised by Management. Employees in the classifications of Equipment Mechanic I, Equipment Mechanic II, and Chief Equipment Mechanic, shall receive a tool allowance of fifteen dollars and forty cents (\$15.40) bi-weekly. Welders shall receive a tool allowance of seven dollars and seventy cents (\$7.70) bi-weekly. This program is for reimbursement/replacement of tools required to service City equipment. Initial probationary employees will not be eligible for the tool reimbursement allowance.
- D. Employees in the classifications of Equipment Mechanic I, Equipment Mechanic II, Equipment Chief Mechanic, Welder, Equipment Repairer I, Equipment Repairer II, and Tire and Wheel Specialist who are required by the nature of a particular job to modify a personal hand tool in order to perform a required service for the department, shall upon approval of the immediate supervisor, have such a personal hand tool replaced on a one-for-one basis. Such a personal hand tool,

which has been modified as approved, shall upon replacement become the property of the department.

E. Time Recording

1. Employees reporting for work tardy shall be permitted to work provided:
 - a. The employee has called in to report being tardy prior to the work shift;
 - b. The time of reporting does not exceed one (1) hour after the employee's scheduled reporting time; and
 - c. Work is available in the employee's Section and classification.
2. Employees who call in after their regularly scheduled starting time to advise of tardiness shall be permitted to work at the discretion of Management.
3. Employees required to work after their scheduled quitting time shall be eligible for appropriate compensation for each one-tenth of an hour worked.

F. ASE and EVT Certification Pay

1. Employees in the classifications of Equipment Mechanic I, Equipment Mechanic II, and Equipment Chief Mechanic shall be entitled to ASE certification pay of ~~twelve ten~~ **and fifty cents** (~~\$12.50~~~~40.00~~), payable bi-weekly, for each ASE certification held except that the maximum number of ASE certifications for which an employee may receive this pay shall be limited to eight (8). Employees who fail to maintain an ASE certification will cease to be entitled to ASE certification pay for that certification. The Fleet Department shall pay whatever fees are associated with obtaining and maintaining each ASE with the exception that employees will be responsible for paying for additional retraining and or test fees when the employee does not pass the first test. The employees also agree to provide the department with the necessary documents verifying the receipt and maintenance of each ASE.
2. In addition to the above certification pays, employees in the classifications of Equipment Mechanic I, Equipment Mechanic II, and Equipment Chief Mechanic shall be entitled to an additional certification pay of ~~twelve ten~~ **and fifty cents** (~~\$12.50~~~~40.00~~), payable bi-weekly, for obtaining and maintaining each Emergency Vehicle Technician (EVT) certification. The Fleet Department shall pay whatever fees are associated with obtaining and maintaining each EVT with the exception that employees will be responsible for paying for additional retraining and or test fees when the employee does not pass the first test. The employees also agree to provide

the department with the necessary documents verifying the receipt and maintenance of each EVT.

3. ASE and EVT certification pay will be limited to a combined maximum of sixteen (16) ~~twelve (12)~~ certification pays.
4. Employees in the classification of Automotive Parts Clerk shall be entitled to ASE certification pay for each ASE obtained and maintained related to Parts Technician, as determined by the Department Director. This certification pay will be twelve ~~ten~~ dollars and fifty cents (\$12.50) ~~(\$10.00)~~, payable biweekly. Automotive Parts Clerks who fail to maintain an ASE certification will cease to be entitled to ASE certification pay for the certification. The Fleet Department shall pay whatever fees are associated with obtaining and maintaining each ASE with the exception that employees will be responsible for paying for additional retraining and or test fees when the employee does not pass the first test. The employees also agree to provide the department with the necessary documents verifying the receipt and maintenance of each ASE. As additional ASE certifications applicable to the Automotive Parts Clerk classification, as determined by the Department Director, become available during the term of this Agreement, the employee may likewise receive certification pay for the additional ASEs, up to a maximum of five (5).
5. Employees in the classification of Tire and Wheel Specialist shall be entitled to ASE certification pay for each ASE certification obtained and maintained related to Suspension and Steering, as determined by the Department Director. This incentive pay shall be paid bi-weekly at a rate of ten dollars (10.00) for each authorized ASE certification held up to a maximum of five (5).

G. Incentive Pay – Sanitation Maintenance Division

Employees assigned to work on Sanitation collection vehicles in the Sanitation Maintenance Division will receive an incentive allowance of three dollars (\$3.00) per actual hours worked.

H. Incentive Pay – Tire and Wheel Shop

Excluding Tire and Wheel Specialists, employees assigned to the Fleet Management Department Tire and Wheel Shop shall receive an incentive allowance of sixty-five cents (\$.65) per actual hours worked.

To be eligible for this incentive pay, employees must be assigned to the Tire and Wheel Shop and must actually work and perform the tire and wheel duties of an Equipment Repairer I or II.

I. Compressed Natural Gas (CNG) Fuel System Inspector Incentive Pay

Employees assigned to the Fleet and Sanitation Maintenance Division, and who obtain and maintain a CNG Fuel Inspector certification shall be entitled to CNG Inspector certification pay. Certification must be obtained and maintained via a City-approved certification authority. This certification pay will be ~~twenty~~ **fifty** dollars (**\$250.00**), payable biweekly.

J. All employees required or approved by the department management to obtain and maintain a specialized "X" (Tank and Hazardous Materials) endorsement shall receive a bi-weekly pay incentive of eight dollars (\$8.00).