

Memorandum of Understanding (MOU)
by and between
The City of Bonney Lake (City)
and
AFSCME Local 120

This Memorandum of Understanding (MOU) memorializes the agreement reached between the City of Bonney Lake ("City") and the Washington State Council of County and City Employees, AFSCME, Local No. 120 ("Parties") regarding the use of Global Positioning System (GPS) in the City's fleet vehicles.

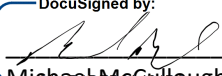
Currently the City is not using a fleet management GPS system. The City is looking to improve efficiencies and enhance customer services by tracking fleet vehicles. By activating the GPS on the city's fleet vehicles, the Public Services Department will be able to see detailed reports on a variety of analytics including idle time, mileage, and fuel consumption. They will also be able to track maintenance scheduling and receive reminders, and record diagnostic alerts. In addition, the tracking of vehicles will enhance the safety of staff in the field and will allow customers to know where fleet vehicles are performing their functions.

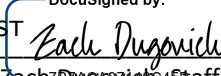
Now, therefore, the City and AFSCME agree to the following:

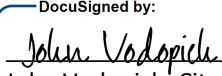
1. The utilization of GPS in any vehicle used by members in the bargaining unit shall be utilized in an effort to provide the city's customers with real time update of the location of the vehicle and provide supervisors and staff valuable data to increase efficiency. There will not be any information about any specific employee and their location provided to the public.
2. The Employer agrees that information generated by GPS shall be utilized confidentially and used to maximize the value of the City's assets by collecting trip information regarding where and when a vehicle has traveled, enhance employee safety, increase efficiencies, assist with the defense of a civil claim or lawsuit, and to facilitate the effective coordination, management and usage of City resources and operations.
3. The City shall not use any GPS-related information to initiate or conduct any type of investigation or performance evaluation relative to a member of the bargaining unit.
4. All historical information is the property of the City and as such, requests for public disclosure will be conducted by the Employer in accordance with the Washington State Public Disclosure Act.
5. Tampering with the GPS system in the vehicle is prohibited and will be subject to disciplinary action.
6. The GPS system is not intended to be punitive or used to monitor individual employees, although unsafe and unauthorized vehicle usage may lead to disciplinary action.

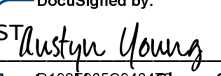
CITY OF BONNEY LAKE

AFSCME Local 120 Staff Representatives

DocuSigned by:

Michael McCullough, Mayor
Date: 1/8/2024 | 9:32 AM PST

DocuSigned by:

Zach Dugovich, Staff Representative
Date: 12/13/2023 | 10:02 AM PST

DocuSigned by:

John Vadopich, City Administrator
Date: 1/8/2024 | 8:52 AM PST

DocuSigned by:

Austyn Young, Shop Steward
Date: 1/8/2024 | 8:50 AM PST