

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF GRESHAM
AND
TEAMSTERS LOCAL 223**

Background: The City desires to outsource the servicing of Fire apparatuses (trucks and engines) for a minimum of one year. The City is securing a contract with Hughes Fire Equipment to service the City's 18 pieces of Fire Apparatus, including all preventative maintenance, repair, after hours on call work, and on scene response. During this outsourced time period the City will transition its Fleet operations services to the Yeon Building and implement service improvements recommended in an external consultant study on the City's Fleet Operations including a preventative maintenance program.

The Teamsters and the City met on March 6, 2017 and held several phone discussions to bargain the impact of this outsource contract. As a result of this bargaining, the parties agree to the following:

1. The primary intent of the contract with Hughes Fire Equipment is to allow Fleet Services to establish itself in new City facility space in the Yeon Building and to work on establishing effective policies and procedures recommended in the consultant's report evaluating the City's Fleet operations including a preventative maintenance program.
2. The contract for outsourced services will commence on June 1, 2017, or on the date a public contract is signed by all parties, whichever is later.
3. During the outsourced contract period, current Vehicle Mechanic II's will continue to serve on-call for emergency, after-hours call outs for non-Fire equipment. On-call compensation given under Article 6.2 of the Teamster contract will continue with one Vehicle Mechanic II serving on-call for each seven-day period of the year. Vehicle Mechanic II's serving on-call shall be prepared to respond to any emergency call back for any City vehicle during this time.
4. Call-back or overtime will continue under Article 6, Overtime, for any time spent working in these capacities. The parties understand that no additional compensation will be given for estimated lost overtime due to the outsourced servicing of Fire equipment.
5. Vehicle Mechanic II's will continue to pursue Automotive Service Excellence (ASE) Certifications and Emergency Vehicle Technician (EVT) certifications during the outsourced service contracting time period so they will be better skilled to service Fire equipment after the conclusion of the outsource contract.
6. The City will support a reasonable amount of work time for study, travel and exam taking associated with the pursuit of certifications referenced in number 5.
7. The City intends to evaluate the outsourced service approach as well as evaluate the City's Fleet Services Division's progress in achieving the recommended service improvements after one year. The City will meet and confer with the union at the one year mark.
8. The City reserves the right to automatically extend the contract with Hughes Fire Equipment for 6 additional months after the one-year mark under the same terms set forth in this memorandum.

For the City:


Erik Kvarsten, City Manager

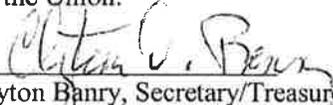
Date:


Karen Pearson, HR Director

Date:

4-19-2017

For the Union:


Clayton Barry, Secretary/Treasurer

Date:

4/19/17