

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**LOCAL 307-W OF THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES AND THE  
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO**

**AND**

**THE CITY OF WASHOUGAL, WA**

The City and the Union agree that the purpose of the use of video cameras, GPS, or other tracking devices installed in City vehicles is for the purpose of:

- To protect City and employee from tort claims, and other claims of wrongdoing
- Manage equipment more efficiently
- Improve diagnostic and repair capabilities
- Save on fuel consumption, repairs, maintenance and replacement costs due to mileage reductions
- Dispatch the correct equipment to the correct location as quickly as possible
- Improve upon and document vehicle routing, specifically the street sweeper and other equipment as needed.
- Improve driver safety
- Respond to emergencies involving employees and the general public

The City and the Union further agree that the purpose of the use of video cameras, GPS, or other tracking devices installed in City vehicles:

- GPS tracking devices installed on equipment is intended to improve operational efficiency and enhance employee safety, not to monitor employee's performance.
- Any performance activity observed during the tracking of equipment will not be the basis for disciplinary action unless the activity is egregious in nature. However, the employer may review tracking information for disciplinary purposes in response to a documented incident or complaint, or after an individual employee has received written counseling or discipline advising that tracking may occur due to concerns that specific expectations are not being met, e.g. excessive idle time, speeding, etc. Such individual monitoring will be limited to no more than 12 months from the date of the disciplinary or expectations letter.
- Union members (Lead Mechanic, Management Analyst) will have limited access to the Samsara network and will be unable to see vehicle locations.
- Tampering with the GPS units will not be tolerated as defined in Personnel Policy 23.04:  
**Prohibited and Inappropriate Uses**
- The Samsara GPS Tracking Network is a public asset and is subject to public records request criteria.
- The Union will receive notification if the capabilities of telematics or GPS tracking is to significantly increase, for example, if the devices become capable of tracking tailgating, installation of cameras, or if the Employer considers making live telematics data available to the

public. As allowed by PECBA/RCW41.56, the AFSCME 307W Business Associate could have limited access to the GIS program to review after a complaint or policy violation is assumed.

*David Scott*

David Scott, City Manager

November 22, 2022

Date

*Travis Davis*

Local 307-W Representative

November 23, 2022

Date