

DPW-Operations-Fleet Services Career Ladder
Titles, Levels, Credentials, and Rates

Vehicle Services Technician I, PR 7EN
Underfill Title for Vehicle Services Technician II
Levels Effective as of November 14, 2018

Minimum Requirements Level 1	Level 2	Level 3	Level 4	Pay Range Maximum
<p align="center">\$42,367.00</p> <p>3 years exp repairing automotive equipment</p> <p align="center">OR</p> <p>Associate's degree in Automotive Technology AND 1 year exp</p> <p align="center">OR</p> <p>1 year certificate in Automotive Technology AND 2 years exp</p>	<p align="center">\$43,257.76</p> <p><u>For Recruitment:</u> 3 years exp repairing automotive equipment</p> <p align="center">AND EITHER</p> <p align="center">2 ASE Certs</p> <p align="center">OR</p> <p>1 year technical diploma in Automotive Maintenance</p> <p><u>For Pay Progression:</u> 2 ASE Certs</p>	<p align="center">\$44,167.76</p> <p><u>For Recruitment:</u> 3 years exp repairing automotive equipment</p> <p align="center">AND EITHER</p> <p align="center">5 ASE Certs</p> <p align="center">OR</p> <p>Automotive Mechanic Apprenticeship</p> <p align="center">OR</p> <p>Associate's Degree in Automotive Technology</p> <p><u>For Pay Progression:</u> 5 ASE Certs</p>	<p align="center">\$45,096.48</p> <p><u>For Recruitment:</u> 3 years exp repairing automotive equipment</p> <p align="center">AND</p> <p align="center">8 ASE Certs</p> <p><u>For Pay Progression:</u> 8 ASE Certs</p>	<p align="center">\$53,648.40</p> <p>Employee with rate higher than Level 6</p>

- Recruitment into the career ladder will be at the Level that corresponds with the employee's credentials at time of hire.
- Credentials must be maintained.
- Movement through the Levels also requires a positive rating on the annual performance review.

Vehicle Services Technician I, PR 7EN
Underfill Title for Vehicle Services Technician II
Original Levels Effective July 22, 2013

Minimum Requirements Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Pay Range Max
\$39,643	\$40,477	\$41,328	\$42,197	\$43,084	\$43,990	\$52,332
3 years exp repairing automotive equipment OR Associate's degree in Automotive Technology AND 1 year exp OR 1 year certificate in Automotive Technology AND 2 years exp	<u>For Recruitment:</u> 3 years exp repairing automotive equipment AND EITHER 2 ASE Certs OR 1 year technical diploma in Automotive Maintenance <u>For Pay Progression:</u> 2 ASE Certs	<u>For Recruitment:</u> 3 years exp repairing automotive equipment AND EITHER 4 ASE Certs OR Automotive Mechanic Apprenticeship <u>For Pay Progression:</u> 4 ASE Certs	<u>For Recruitment:</u> 3 years exp repairing automotive equipment AND EITHER 6 ASE Certs OR Associate's Degree in Automotive Technology <u>For Pay Progression:</u> 6 ASE Certs	<u>For Recruitment:</u> 3 years exp repairing automotive equipment AND 8 ASE Certs <u>For Pay Progression:</u> 8 ASE Certs	<u>For Recruitment:</u> 1 ASE Masters Certification <u>For Pay Progression:</u> 1 ASE Masters Certification	Employee with rate higher than Level 6

- Recruitment into the career ladder will be at the Level that corresponds with the employee's credentials at time of hire.
- Credentials must be maintained.
- Movement through the Levels also requires a positive rating on the annual performance review.

Vehicle Services Technician II, PR 7HN
Levels Effective as of November 14, 2018

Minimum Requirements Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
<p>\$47,351.20</p> <p>1 year exp VST I</p> <p>AND</p> <p>1 ASE Masters Certification</p>	<p>\$48,347.00</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>1 ASE L Specialist Cert</p>	<p>\$49,363.60</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>Additional 1 ASE L Specialist Cert</p>	<p>\$50,401.26</p> <p>At least 1 year exp in title</p> <p>AND EITHER</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>Additional 1 ASE L Specialist Cert</p>	<p>\$51,461.54</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>Additional 1 ASE L Specialist Cert</p>	<p>\$52,543.66</p> <p>2nd ASE Masters Certification</p>	<p>\$53,648.40</p> <p>At least 2 years exp in title</p> <p>AND</p> <p>Two ASE Masters Certifications</p> <p>AND</p> <p>2 ASE L Specialist Certs</p>

- Movement through the Levels also requires a positive rating on the annual performance review.
- Credentials must be maintained.

Automotive Body Repair/Painting Technician PR 7HN
Levels Effective as of November 14, 2018

Minimum Requirements Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
\$47,351.20	\$48,347.00	\$49,363.60	\$50,401.26	\$51,461.54	\$52,543.66	\$53,648.40
1 year exp VST I AND 2 ASE Electrician Cert (B5, E2, E3, or H6)	Additional 2 ASE Certs Such as B2, B3, B4 Or other certs toward a Masters Certificate OR a Technical Diploma in Auto Collision Repair & Finish OR an Associate Degree in Automotive Technology OR 1 ASE Specialist Certification	Additional 2 ASE Certs Such as B2, B3, B4 or other certs toward a Masters Certificate OR a Technical Diploma in Auto Collision Repair & Finish OR an Associate Degree in Automotive Technology OR 1 ASE Specialist Certification	Additional 2 ASE Certs Such as B2, B3, B4 or other certs toward a Masters Certificate OR a Technical Diploma in Auto Collision Repair & Finish OR an Associate Degree in Automotive Technology OR 1 ASE Specialist Certification	Additional 2 ASE Certs Such as B2, B3, B4 or other certs toward a Masters Certificate OR a Technical Diploma in Auto Collision Repair & Finish OR an Associate Degree in Automotive Technology OR 1 ASE Specialist Certification	2 ASE Masters Certifications	Additional 2 ASE Certs Such as B2, B3, B4 or other certs toward a Masters Certificate OR a Technical Diploma in Auto Collision Repair & Finish OR an Associate Degree in Automotive Technology OR 1 ASE Specialist Certification

- Movement through the Levels also requires a positive rating on the annual performance review.
- Credentials must be maintained.

Automotive Electrician PR 7HN
Levels Effective as of November 14, 2018

Minimum Requirements Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
<p>\$47,351.20</p> <p>1 year exp VST I</p> <p>AND</p> <p>1 ASE Masters Certification</p> <p>AND</p> <p>1 ASE Electrician Cert (B5, E2, E3, or H6)</p>	<p>\$48,347.00</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>Additional 2 ASE Electrician Certs (B5, E2, E3, or H6)</p> <p>OR</p> <p>Electronic Technology Certificate in Basic Electronics</p>	<p>\$49,363.60</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>Additional 2 ASE Electrician Certs (B5, E2, E3, or H6)</p> <p>OR</p> <p>Electronic Technology Certificate in Basic Electronics</p>	<p>\$50,401.26</p> <p>At least 1 year exp in title</p> <p>AND EITHER</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>Additional 2 ASE Electrician Certs (B5, E2, E3, or H6)</p> <p>OR</p> <p>Electronic Technology Certificate in Basic Electronics</p>	<p>\$51,461.54</p> <p>Additional 2 ASE Certs towards 2nd Masters Certification</p> <p>OR</p> <p>Additional 2 ASE Electrician Certs (B5, E2, E3, or H6)</p> <p>OR</p> <p>Electronic Technology Certificate in Basic Electronics</p>	<p>\$52,543.66</p> <p>2nd ASE Masters Certification</p>	<p>\$53,648.40</p> <p>At least 2 years exp in title</p> <p>AND</p> <p>Two ASE Masters Certifications</p> <p>AND</p> <p>4 ASE Electrician Certs (B5, E2, E3, and H6)</p>

- Movement through the Levels also requires a positive rating on the annual performance review
- Credentials must be maintained.
- National Institute for Automotive Service Excellence (ASE) Electrician Related Certifications:
 - Collision Repair and Refinish Certification Tests - B5 – Mechanical and Electrical Components
 - Truck Equipment Certification Tests - E2 – Electrical/Electronic Systems Installation and Repair & E3 – Auxiliary Power Systems Installation and Repair
 - Transit Bus Certification Tests - H6 – Electrical /Electronic Systems

Fleet Services Welder PR 7HN
Levels Effective as of November 14, 2018

Minimum Requirements Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
\$42,878.98 3 years exp applicable welding experience	\$44,252.52 <u>For Recruitment:</u> 3 years exp applicable welding experience AND 1 year Welding Technical Diploma <u>For Pay Progression:</u> 1 AWS Welding Certification	\$45,668.22 <u>For Recruitment:</u> 3 years exp applicable welding experience AND Associate's Degree in Welding Technology. <u>For Pay Progression</u> 2 AWS Welding Certifications	\$47,129.16 At least 1 year exp in title AND 3 AWS Welding Certifications	\$48,638.20 4 AWS Welding Certifications	\$50,194.30 At least 2 year exp in title AND 5 AWS Welding Certifications	\$52,0493.14 At least 3 year exp in title AND 6 AWS Welding Certifications

- Movement through the Levels also requires a positive rating on the annual performance review.
- Credentials must be maintained.
- Recruitment into the career ladder title will be at the Level 1, 2, or 3 that corresponds with the employee's credentials at time of hire.
- The following welding certifications are based on American Welding Society (AWS) standards. They may be obtained in any order.
 - W1 – Vertical down, fillet weld in T-Joint, 18 gauge galvanized sheet
 - W2 – Overhead, fillet weld in T-Joint, 18 gauge galvanized sheet
 - W3 – Vertical down, flare bevel groove weld, 18 gauge galvanized sheet
 - W4 – Overhead, flare bevel groove weld, 18 gauge galvanized sheet
 - W5 – Vertical up, groove weld, 1" thick plate
 - W6 – Overhead, groove weld, 1" thick plate

Fluid Power Systems Technician, PR 7HN
Levels Effective as of November 14, 2018

Minimum Requirements Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
\$47,351.20	\$48,347.00	\$49,363.60	\$50,401.26	\$51,461.54	\$52,543.66	\$53,648.40	\$54,776.80
1 year exp VST I AND 1 ASE Masters Certification	Basic Hydraulics/ Pneumatics Course OR 1 IFPS Test	Basic Hydraulics/ Pneumatics Course OR 1 Addt IFPS Test	At Least 1 year of exp in duties AND EITHER Basic Hydraulics/ Pneumatics Course OR 1 Addt IFPS Test	Basic Hydraulics/ Pneumatics Course OR 1 Addt IFPS Test	2 ASE Masters Certifications AND EITHER Basic Hydraulics/ Pneumatics Course OR 1 Addt IFPS Test	Basic Hydraulics/ Pneumatics Course OR 1 Addt IFPS Test	At least 2 years of exp in duties AND 2 ASE Masters Certifications AND IFPS Master of Mobile Hydraulics

- Movement through the Levels also requires a positive rating on the annual performance review.
- Credentials must be maintained.
- International Fluid Power Society (IFPS) - Master of Mobile Hydraulics - three written tests and two performance tests:
 - Written Tests are Equal to One Step (Subject to terms in the Levels)
 - Fluid Power Connector and Conductor
 - Fluid Power Certified Mechanic
 - Fluid Power Certified Technician
 - Performance Tests are Equal to Two Steps (Subject to terms in the Levels)
 - Connector and Conductor
 - Mechanic and Technician
- To qualify for one year of experience in the duties of this position employee must have performed:
 - 10% of the time on hydraulic work of light duty equipment (under 12,000 lb. gross vehicle weight)
 - AND
 - 25% of the time on hydraulic work of heavy duty equipment including sidewalk tractors.
- Fluid Power Systems Technician title is a promotional opportunity for other Fleet Services titles in Pay Range 7HN.