



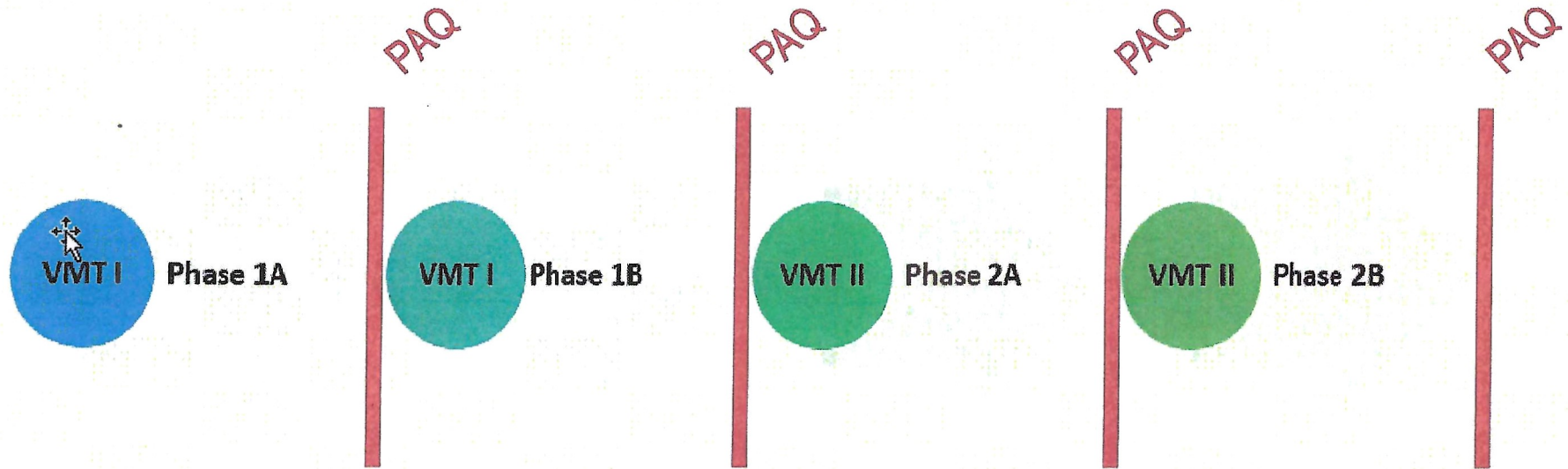
Fleet Services Carolinas- Technician Development/Progression/Qualification

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- All Technicians hired by Duke Energy will be required to complete the Technician Development Program within the prescribed time frames.
- Program consists of hands on training and formal classroom training:
 - Hands On Training- Designed to ensure specific critical tasks are performed consistently and correctly.
 - Classroom Training- Designed to development the core skills necessary to gain knowledge of and properly diagnose complicated systems.
- VMT I and II positions are developmental positions. Currently, in Carolinas, a VMT III is a developmental position. Under the new program, VMT III's will be fully qualified.
- Training is scheduled and/or administered through the Duke Energy Learning Services Team.
- Curriculum design aligns with other Craft and Technical Training programs at Duke Energy.
- Provides consistent technician development and skill set throughout the Duke Energy jurisdictions.

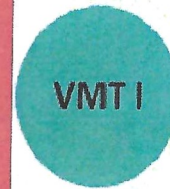




Phase 1A

Tasks and Training
designed to support
current classification

PAQ



Phase 1B

Tasks and Training
designed to support
next classification



- VMT I's will have no more than **36 months** to complete training requirements
- Technicians are eligible for promotion when they have completed the VMT I curriculum if a position is available
- Program consists of two phases:
 - Phase 1A- Designed to ensure competencies needed to work in the VMT I Classification.
 - Phase 1B- Designed to determine whether a technician is eligible for promotion to VMT II.
- Progression Assessment Qualification testing will be conducted after phase 1A and 1B. PAQ Testing is Hands on, Written, and Verbal.
- Technicians will have two attempts to complete all PAQ tests in each phase.
- Technicians who are unable to complete Phase 1A will follow contract language for employees who are unable to meet qualifications.
- Technicians who complete Phase 1A but are unable to complete Phase 1B will be retained at management discretion.



Phase 1A	Phase 1B
No more than 36 months	
Quarterly PSR	Quarterly PSR

Required Tasks- Phase 1A	
100	Complete Fleet New Hire Curriculum
101	Access OEM Resources
102	Service/Repair Light Duty Tire and Rim and Torque Lug nuts
103	Service/Repair Heavy Duty Tire and Rim and Torque Lug nuts
104	Proper use of DVOM
105	Knowledge of Basic Gasoline Engine Operation
106	Diagnose/Repair Light Duty Charging System
107	Diagnose/Repair Starting System & Jump Start Battery
108	Service/Repair Light Duty Wheel Ends to include Brake pad/rotors
109	Diagnose/Repair Hydraulic/Electric Brakes
110	Light Duty PMA under 10k GVWR
111	Medium Duty PMA, PMC, & DOT under 26k GVWR (W/O Air Brakes)
Required Training- Phase 1A	
N/A	Meritor PM/Maintenance
34S14T1	
34S19T2	Ford Electrical & Electronics (10 Days)
38BLOCK	Ford Brakes (4 days)
Progression Assessment Qualification Testing	
102	Service/Repair Light Duty Tire and Rim and Torque Lug nuts
103	Service/Repair Heavy Duty Tire and Rim and torque Lug Nuts
104	Proper Use of DVOM
108	Service/Repair Light Duty Wheel Ends to include Brake Pads/Rotors
109	Diagnose/Repair Hydraulic/Electric Brakes
111	Medium Duty PMA, PMC, & DOT under 26k GVWR (WO Air Brakes)
	Written PAQ Test
	Verbal PAQ Review

TESTING

Required Tasks- Phase 1B	
112	Diagnose/Repair Engine Cooling Systems
113	Diagnose/Repair HVAC Systems
Required Training- Phase 1B	
FLT2004	Foundation Brakes (3 Days)
FLT3000A	Freightliner HD Truck Systems (5 Days)
FLT3001	Freightliner Electrical (4 days)
COT385	Basic Welding for Fleet Technicians (4 Days)
51S15T0	Ford Diesel Engine Perf and Diag (5 Days)
Progression Assessment Qualification Testing	
	Written PAQ Test
	Verbal PAQ Review

TESTING



- VMT II's will have no more than **48/60 months** to complete training requirements.
 - Technicians promoted from VMT I will have 48 months to complete VMT II Training/Qualification.
 - Technicians hired in as VMT II's will have 60 months to complete VMT II Training/Qualification.
- Technicians are eligible for promotion when they have completed the VMT II curriculum if a position is available.
- Program consists of two phases:
 - Phase 2A- Designed to ensure competencies to work in the VMT II Classification.
 - Phase 2B- Designed to determine whether a technician is eligible for promotion to VMT III.
- Progression Assessment Qualification testing will be conducted after phase 2A and 2B. PAQ Testing is Hands on, Written, and Verbal.
- Technicians will have two attempts to complete all PAQ tests in each phase.
- Technicians who are unable to complete Phase 2A will be retained at management discretion as a top step VMT I.
- Technicians who complete Phase 2A but are unable to complete Phase 2B will be retained at management discretion as a VMT II.



Phase 2A

Phase 2B

No more than 48 months*

Quarterly PSR

Quarterly PSR

Required Tasks- Phase 2A

Required Tasks- Phase 2B

200	Heavy Duty Wheel Ends
201	Heavy Duty Air Brake System
202	Perform Drum Air Brake Component Replacement (Foundation Brakes)
203	Perform Chassis PMA, PMC & DOT Inspection over 10K GVWR (Air Brakes)
204	Proficient with Diagnostic Software Applications
205	Diesel Engine Fuel Systems
300	Perform Basic Hydraulic Repairs. Inspect, Assemble & Install Hydraulic Hoses & Fittings.
301	Aerial/Derrick Hydraulic & Protective Systems
302	Perform Dielectric Testing
303	Perform PMA on Mounted Equipment
304	Diesel Emission Control System

400	Test and Adjust Standby Pressure- Hydraulic System	410	Test/Adjust Rotation Gearbox Backlash
401	Test and Adjust Main System Pressure	411	Test/Adjust Lower Boom Storage Pressure
402A	Test/Adjust Main System Relief- Variable Displacement Sys	412	Inspect/Adjust Upper Controls Interlock
402B	Test/Adjust Main System Relief- Fixed Displacement Sys	416B	Perform Digger Derrick Emergency Lowering Procedure
403	Test/Adjust Outrigger System Pressure	417A	Perform PMC on Mounted Aerial Equipment
404	Test/Adjust Boom System Pressure	417B	Perform PMC on Digger Derrick Equipment
405	Test/Adjust Tool System Pressure and Flow	418	Perform Structural Test
406	Test/Adjust Pilot System Pressure	419	Electronic Diesel Engine Controls
407	Test/Adjust Hydraulic Overload Protection	420	Altec AXIS/CADI Tool
408	Test/Adjust Side Load Protection System (HSLP/ESLP)	414	Test/Adjust Jib Winch Brake
409A	Test Rotation Bearing Deflection- Aerial Device	415	Test/Adjust Holding Valves
409B	Test Rotation Bearing Deflection- Digger Derrick	416A	Perform Aerial Device Emergency Lowering Procedure

Required Training- Phase 2A

Required Training- Phase 2B

FLT3002	Freightliner Electronics (4 Days)
FLT3003	Freightliner HVAC (3 Days)
COT377	Digger Derrick Training (2 Days)
COT378	Aerial Device Training (2 Days)
COT375	Altec Power Distribution Module (2 Days)
FLT0006/B	Fluid Power Training (5 Days)
	DOT Brake Inspector Certification

FLT0011	Advanced Hydraulics (4 Days)
FLT3004	Freightliner M2 Certification (3 Days)

Progression Assessment Qualification Testing

Progression Assessment Qualification Testing

200	Heavy Duty Wheel Ends
202	Foundation Brakes
203	Perform Chassis PMA, PMC & DOT Inspection over 10K GVWR (Air Brakes)
300	Fabricate/Install Hoses & Fittings, Identify Fittings
303	Perform PMA on Aerial Device (Bucket)
303	Perform PMA on Aerial Device (Derrick)
	Written PAQ Test
	Verbal PAQ Review

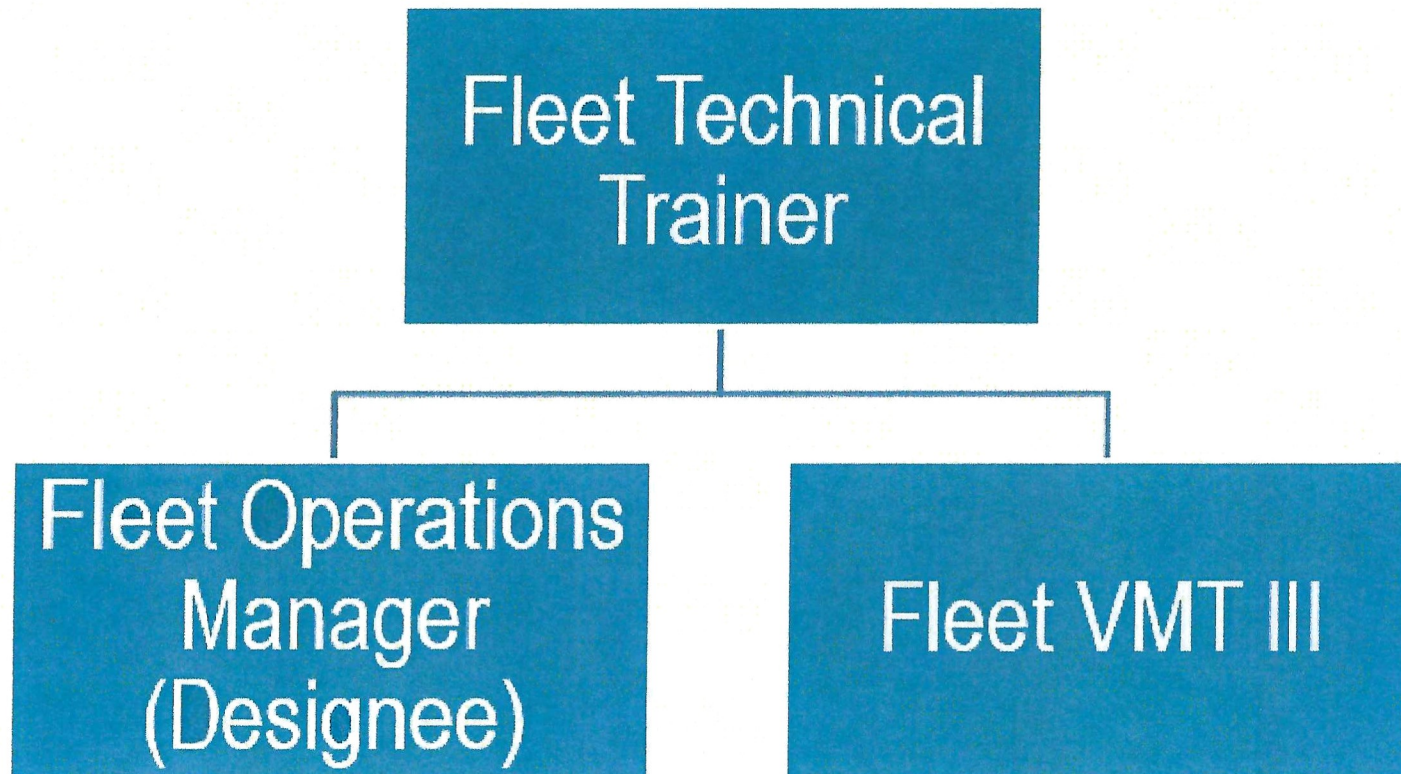
417A	Perform PMC on Mounted Aerial Equipment
417B	Perform PMC on Digger Derrick Equipment
419	Electronic Diesel Engine Controls
420	Adjust Derrick settings using AXIS/CADI tool
	Written PAQ Test
	Verbal PAQ Review

TESTING

TESTING



- Senior Technicians working as Mentors is a key factor in the successful development of technicians enrolled in the Technician Development Program.
- VMT II and VMT III positions will be assigned as mentor for incoming Technicians in development.
- VMT II and VMT III positions will complete task competency reviews and provide initial task sign off. Supervisors are required to confirm competencies and provide final sign off.
- Volunteer VMT III's will be used on PAQ Testing teams. A list of VMT III's will be created by the Union and Fleet Management.
- VMT III's will not be used to perform PAQ testing on Technicians under the same Supervisor span of control. Supervisor will not be used to perform PAQ testing on Technicians under their respective span of control.





VMT Wage Scale Step Progressions

Carolinas (Current)								
Job Classification	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Veh Maint Tech III	HDP160	34.51	35.76	37.03	38.34	39.46	39.57	42.64
Veh Maint Tech II	HDP159	27.45	28.89	30.35	31.91	32.72		
Veh Maint Tech I	HDP158	23.92	24.40	25.10	25.81			

Carolinas (All) Proposed								
Job Classification	Job Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Veh Maint Tech III	HDP160	39.46	40.76	42.64				
Veh Maint Tech II	HDP159	31.31	31.95	32.54	33.29	33.90	34.55	36.66
Veh Maint Tech I	HDP158	23.92	24.40	25.10	25.81	27.45	28.89	30.35

Notes- Current

- VMT I has a 3 month step progression. Promotable after 12 months.
- VMT II has a 6 month step progression. Promotable after 24 months.
- Does not align with timeline in the technician development program

Notes- Proposed

- VMT I will move to a 6 month step progression. Promotable after no more than 36 months.
- VMT II will move to a 6 month step progression. Promotable after no more than 48/60* months.
- Aligns with timeline in the technician development program

