

Telematics Alert and Disciplinary Matrix

(March 25, 2026)

Telematics Category:	Resulting Action:
Excessive Speeding (20+mph over limit for any duration, excluding authorized emergency lights and sirens events)	May result in the issuance of a counseling memo, a letter of reprimand or further discipline as deemed appropriate.
Inappropriate Use of City Vehicle (<i>ex. driving to a location that is not part of their assignment or within their commuting privileges</i>)	May result in the issuance of a counseling memo, a letter of reprimand or further discipline as deemed appropriate.*
Tampering/Destruction of Telematics Device (or related equipment)	May result in the issuance of a counseling memo, a letter of reprimand or further discipline as deemed appropriate.*

**Nothing herein shall inhibit referrals to, and independent action by, any Federal, State or City authorities such as COIB and DOI.*

Procedure:

The parties agree that the issuance of a counseling memo does not constitute disciplinary action and is not subject to challenge, except that the employee may submit a written response within ten days of issuance of the memo that will be attached to the memo and maintained in their personnel file.

The imposition of discipline beyond a counseling memo is subject to all existing contractual and statutory procedures.

Telematics Alerts Subject to Warning Unless Excessive (Pilot Program)	
Telematics Category:	Resulting Action:
Seatbelt Violation* (failure to wear seatbelt while driving)	May result in the issuance of a notification or verbal warning. If excessive (i.e. alerts on 3 or more days in a given week during the pilot period), may result in a written warning, counseling memo, letter of reprimand, or further discipline.
Idling	May result in the issuance of a notification or verbal warning. If excessive (i.e. illegal idling over one hour cumulatively in a given week without operational justification, occurring 4 weeks or more within the pilot period), may result in a written warning, counseling memo, letter of reprimand, or further discipline.
Speeding between 11mph and 19mph over limit	May result in the issuance of a notification or verbal warning. If excessive (i.e. 50 or more violations in a given week, occurring 4 weeks or more within the pilot period), may result in a written warning, counseling memo, letter of reprimand, or further discipline.
Speeding between 1mph and 10 mph over limit	Notifications may be issued. This category will not be considered as part of an excessive incident total and will not be subject to a counseling memo, letter of reprimand, or further discipline.
Extreme Braking, Acceleration, & Cornering	Notifications may be issued. This category will not be considered as part of an excessive incident total and will not be subject to a counseling memo, letter of reprimand, or further discipline.

**City employees shall not be directed to drive a City vehicle with an inoperable seatbelt and have a right to refuse any instruction to do so.*

Procedure:

The parties agree that the issuance of a notification, verbal warning, written warning, or counseling memo does not constitute disciplinary action and is not subject to challenge, except that the employee may submit a written response within ten days of issuance of a written counseling memo that will be attached to the memo and maintained in their personnel file.

The imposition of discipline beyond a counseling memo or written warning is subject to all existing contractual and statutory procedures.

Other Terms and Definitions

(1) Violation Definitions.

a. Seatbelt Violation.

A seatbelt violation occurs when an occupant of the vehicle does not have a seatbelt fastened and the vehicle has traveled at least one half (0.5) mile.

b. Speeding Violation.

Excessive speeding shall be defined as speeding 20 mph or greater than the posted limit for any duration. Otherwise, a speeding violation shall be defined as speeding in excess of the posted limit for ten (10) or more seconds.

c. Idling Violation.

Illegal idling shall be defined by New York City Administrative Code, Title 24, Section 24-163, or any other subsequent or superseding statute.

(2) Scope.

This matrix applies only to discipline triggered solely by a telematics alert. Nothing herein shall limit a City agency from investigating other infractions arising from an independent basis, verified in whole or in part by telematics data, and instituting discipline outside of this matrix as a result.

(3) Telematics.

Telematics is defined as technology substantively related to the Geotab device, as referred to bargaining in the OCB Decision 15 OCB2d 11 (BCB 2022).