

**Summary of Agreement Provision between  
Broward County and Amalgamated Transit Union, AFL-CIO- CLC - Local 1267,  
For Fiscal Year 2021/2022 and Fiscal Year 2022/2023**

Addendum to Current Agreement (Fiscal Years 2020/2021, 2021/2022, 2022/2023)

**ARTICLE 17 - PROBATIONARY PERIOD**

The probationary period as herein established is to provide a trial period during which the Employer may judge the new employee's ability, competency, fitness, and other qualifications to perform the work for which s/he is employed.

Section 1: For all unit employees the probationary period shall be for six (6) calendar months from the established "date and hour of employment."

**ARTICLE 26 - WAGES**

Section 6:

**B. FY 2021/2022**

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2021, all Steps shall be adjusted upward two percent (2%), including the "Thereafter Step."
3. Effective the first pay period in October 2021 (October 3, 2021), all current unit employees and employees employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate increased two percent (2.0%).

|                                                |  |  | <u>FY 21/22</u> |
|------------------------------------------------|--|--|-----------------|
| I. Full Time Operators                         |  |  |                 |
| 1 <sup>st</sup> 12 months (including training) |  |  | \$16.32         |
| Next 12 months                                 |  |  | \$16.81         |
| Next 12 months                                 |  |  | \$17.31         |
| Next 12 months                                 |  |  | \$17.83         |
| Next 12 months                                 |  |  | \$18.36         |
| Next 12 months                                 |  |  | \$18.91         |
| II. Part Time Operators                        |  |  |                 |

|                                           |  |  |         |
|-------------------------------------------|--|--|---------|
|                                           |  |  |         |
| 1 <sup>st</sup> year (including training) |  |  | \$16.32 |
| Next 24 months                            |  |  | \$16.81 |
| Next 24 months                            |  |  | \$17.31 |
| Next 24 months                            |  |  | \$17.83 |
| Next 24 months                            |  |  | \$18.36 |
| Next 24 months                            |  |  | \$18.91 |
|                                           |  |  |         |
| III. Thereafter Rates – All Operators     |  |  |         |
| “Thereafter Step”                         |  |  | \$28.13 |
|                                           |  |  |         |
| IV. Crew Vehicle                          |  |  | \$25.48 |
|                                           |  |  |         |

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

## Maintenance

|                            |                 |
|----------------------------|-----------------|
|                            | <u>FY 21/22</u> |
| <b>I. Storekeepers</b>     |                 |
|                            |                 |
| <b>1<sup>st</sup> Year</b> | <b>\$15.81</b>  |
| <b>2<sup>nd</sup> Year</b> | <b>\$16.29</b>  |
| <b>3<sup>rd</sup> Year</b> | <b>\$16.78</b>  |
| <b>4<sup>th</sup> Year</b> | <b>\$17.28</b>  |
| <b>5<sup>th</sup> Year</b> | <b>\$17.80</b>  |
| <b>6<sup>th</sup> Year</b> | <b>\$18.33</b>  |
|                            |                 |
| <b>Thereafter Step</b>     | <b>\$28.27</b>  |
|                            |                 |

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

|                                 | <u>FY 21/22</u>       |
|---------------------------------|-----------------------|
| <b>Coach Service Attendants</b> |                       |
| <b>1<sup>st</sup> Year</b>      | <b><u>\$14.02</u></b> |
| <b>2<sup>nd</sup> Year</b>      | <b><u>\$14.43</u></b> |
| <b>3<sup>rd</sup> Year</b>      | <b><u>\$14.72</u></b> |
| <b>4<sup>th</sup> Year</b>      | <b><u>\$15.16</u></b> |
| <b>5<sup>th</sup> Year</b>      | <b><u>\$15.61</u></b> |
| <b>6<sup>th</sup> Year</b>      | <b><u>\$16.07</u></b> |
| <b>Thereafter Step</b>          | <b>\$24.76</b>        |

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

|                            | <u>FY 21/22</u> |
|----------------------------|-----------------|
| <b>II. Mechanics</b>       |                 |
| <b>1<sup>st</sup> Year</b> | <b>\$23.65</b>  |
| <b>2<sup>nd</sup> Year</b> | <b>\$24.38</b>  |
| <b>3<sup>rd</sup> Year</b> | <b>\$25.13</b>  |
| <b>4<sup>th</sup> Year</b> | <b>\$25.91</b>  |
| <b>5<sup>th</sup> Year</b> | <b>\$26.71</b>  |
| <b>Thereafter Step</b>     | <b>\$35.71</b>  |

|                                          | <u>FY 21/22</u> |
|------------------------------------------|-----------------|
| <b>Mechanic Apprentice**</b>             |                 |
| <b>Starting Rate</b>                     | <b>\$18.55</b>  |
| <b>1<sup>st</sup> Section Completion</b> | <b>\$19.71</b>  |
| <b>2<sup>nd</sup> Section Completion</b> | <b>\$20.87</b>  |
| <b>3<sup>rd</sup> Section Completion</b> | <b>\$22.03</b>  |

Upon successful completion of Mechanic Apprentice program the employee moves to the

1st Year Mechanic rate.

\*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

\*\* Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

|                                        |  |                 |
|----------------------------------------|--|-----------------|
|                                        |  | <u>FY 21/22</u> |
| <b>III. Paint and Body Technicians</b> |  |                 |
|                                        |  |                 |
| <b>1<sup>st</sup> Year</b>             |  | <b>\$24.67</b>  |
| <b>2<sup>nd</sup> Year</b>             |  | <b>\$25.42</b>  |
| <b>3<sup>rd</sup> Year</b>             |  | <b>\$26.18</b>  |
| <b>4<sup>th</sup> Year</b>             |  | <b>\$26.97</b>  |
| <b>5<sup>th</sup> Year</b>             |  | <b>\$27.77</b>  |
| <b>Thereafter Step</b>                 |  | <b>\$36.77</b>  |

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

### **C. FY 2022/2023**

1. Current employees in steps shall receive only the applicable step increase.
2. Effective October 1, 2022, the "Thereafter Step" shall be adjusted upward two percent (2.0%).
3. Effective the first pay period in October 2022 (October 2, 2022), all current unit employees at the "Thereafter Step" as of October 1, 2022, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, shall have their base hourly rate increased two percent (2.0%).

|                                                |  |  |                 |
|------------------------------------------------|--|--|-----------------|
|                                                |  |  | <u>FY 22/23</u> |
|                                                |  |  |                 |
| 1 <sup>st</sup> 12 months (including training) |  |  | \$16.32         |

|                                           |  |  |         |
|-------------------------------------------|--|--|---------|
| Next 12 months                            |  |  | \$16.81 |
| Next 12 months                            |  |  | \$17.31 |
| Next 12 months                            |  |  | \$17.83 |
| Next 12 months                            |  |  | \$18.36 |
| Next 12 months                            |  |  | \$18.91 |
|                                           |  |  |         |
| II. Part Time Operators                   |  |  |         |
|                                           |  |  |         |
| 1 <sup>st</sup> year (including training) |  |  | \$16.32 |
| Next 24 months                            |  |  | \$16.81 |
| Next 24 months                            |  |  | \$17.31 |
| Next 24 months                            |  |  | \$17.83 |
| Next 24 months                            |  |  | \$18.36 |
| Next 24 months                            |  |  | \$18.91 |
|                                           |  |  |         |
| III. Thereafter Rates – All Operators     |  |  |         |
| “Thereafter Step”                         |  |  | \$28.69 |
|                                           |  |  |         |
|                                           |  |  |         |
| IV. Crew Vehicle                          |  |  | \$25.99 |
|                                           |  |  |         |

Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 5, 10, and 15, years of continuous service. Effective October 1, 1994, Operators employed prior to October 1, 1994, will receive an additional 10¢ per hour increase after completion of 20 years of continuous service and will continue to receive the 5 year increase as described above.

Operators hired on or after October 1, 1994, will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

Operators moving from part-time to full-time or full-time to part-time will be given credit for months of service in terms of full-time or part-time equivalents, regardless of probationary status. This determination is based on the number of months worked since the operator's hire date, appointment date or last scheduled wage rate change.

#### **Maintenance**

|                            |                 |
|----------------------------|-----------------|
|                            | <u>FY 22/23</u> |
| <b>I. Storekeepers</b>     |                 |
|                            |                 |
| <b>1<sup>st</sup> Year</b> | <b>\$15.81</b>  |
| <b>2<sup>nd</sup> Year</b> | <b>\$16.29</b>  |
| <b>3<sup>rd</sup> Year</b> | <b>\$16.78</b>  |
| <b>4<sup>th</sup> Year</b> | <b>\$17.28</b>  |
| <b>5<sup>th</sup> Year</b> | <b>\$17.80</b>  |
| <b>6<sup>th</sup> Year</b> | <b>\$18.33</b>  |

|                        |                |
|------------------------|----------------|
|                        |                |
| <b>Thereafter Step</b> | <b>\$28.84</b> |
|                        |                |

Storekeepers will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

|                                 |                 |
|---------------------------------|-----------------|
|                                 | <u>FY 22/23</u> |
| <b>Coach Service Attendants</b> |                 |
|                                 |                 |
| <b>1<sup>st</sup> Year</b>      | <b>\$14.02</b>  |
| <b>2<sup>nd</sup> Year</b>      | <b>\$14.43</b>  |
| <b>3<sup>rd</sup> Year</b>      | <b>\$14.72</b>  |
| <b>4<sup>th</sup> Year</b>      | <b>\$15.16</b>  |
| <b>5<sup>th</sup> Year</b>      | <b>\$15.61</b>  |
| <b>6<sup>th</sup> Year</b>      | <b>\$16.07</b>  |
|                                 |                 |
| <b>Thereafter Step</b>          | <b>\$25.26</b>  |
|                                 |                 |

If the Living Wage rate, as established by Broward County's Living Wage Ordinance, is adjusted higher than the first step of the Coach Service Attendant job classification, the first step will be adjusted upward to the Living Wage rate, and all other steps for the Coach Service Attendant job classification will be adjusted upwards by the same percentage, with the exception of the thereafter step.

Coach Service Attendants will receive an additional 10¢ per hour increase after completion of 10 and 15 years of continuous service. Effective October 1, 1994, Coach Service Attendants employees will receive an additional 10¢ per hour increase after completion of 20 years of continuous service.

|                            |  |                 |
|----------------------------|--|-----------------|
|                            |  | <u>FY 22/23</u> |
| <b>II. Mechanics</b>       |  |                 |
|                            |  |                 |
| <b>1<sup>st</sup> Year</b> |  | <b>\$23.65</b>  |
| <b>2<sup>nd</sup> Year</b> |  | <b>\$24.38</b>  |
| <b>3<sup>rd</sup> Year</b> |  | <b>\$25.13</b>  |
| <b>4<sup>th</sup> Year</b> |  | <b>\$25.91</b>  |
| <b>5<sup>th</sup> Year</b> |  | <b>\$26.71</b>  |
| <b>Thereafter Step</b>     |  | <b>\$36.42</b>  |
|                            |  |                 |

|                                          |                 |
|------------------------------------------|-----------------|
|                                          | <u>FY 22/23</u> |
| <b>Mechanic Apprentice**</b>             |                 |
|                                          |                 |
| <b>Starting Rate</b>                     | <b>\$18.55</b>  |
| <b>1<sup>st</sup> Section Completion</b> | <b>\$19.71</b>  |

|                                          |                |
|------------------------------------------|----------------|
| <b>2<sup>nd</sup> Section Completion</b> | <b>\$20.87</b> |
| <b>3<sup>rd</sup> Section Completion</b> | <b>\$22.03</b> |

Upon successful completion of Mechanic Apprentice program the employee moves to the 1st Year Mechanic rate.

\*Rates based on 80%, 85%, 90% and 95% of Mechanic 1st Step Rate. If a current County employee becomes a Mechanic Apprentice and has a higher pay rate than the Starting Rate, that employee's salary is redlined until such time as his/her pay rate is in the salary range for Mechanic Apprentice.

Mechanics will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

\*\* Completion of the specified number of years worked in a grade will qualify a storekeeper or coach/service attendant for promotion to the next grade. For a Mechanic, completion of one (1) year in a step will qualify a Mechanic for promotion to the next step. Increases in wage rates will become effective at the first pay period following completion of the years worked in grade. Unexcused absences will not be counted in computing time in grade.

|                                        |  |                 |
|----------------------------------------|--|-----------------|
|                                        |  | <u>FY 22/23</u> |
| <b>III. Paint and Body Technicians</b> |  |                 |
| <b>1<sup>st</sup> Year</b>             |  | <b>\$24.67</b>  |
| <b>2<sup>nd</sup> Year</b>             |  | <b>\$25.42</b>  |
| <b>3<sup>rd</sup> Year</b>             |  | <b>\$26.18</b>  |
| <b>4<sup>th</sup> Year</b>             |  | <b>\$26.97</b>  |
| <b>5<sup>th</sup> Year</b>             |  | <b>\$27.77</b>  |
| <b>Thereafter Step</b>                 |  | <b>\$37.51</b>  |

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.

#### **ARTICLE 47 - LETTERS OF UNDERSTANDING**

21. Added Letter of Understanding for Paint and Body Technician Classification Update to January 29, 2020, Letter of Understanding.

22. Added Letter of Understanding for the Creation and Implementation of Bus Operator New Hire Sign-On Bonus Program.