

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA  
AND  
AMALGAMATED TRANSIT UNION, LOCAL 1267

EFFECTIVE FISCAL YEARS 2023/2024, 2024/2025 and 2025/2026

This Addendum is entered into by and between Broward County ("County") and Amalgamated Transit Union, Local 1267 (the "Union"). For good and valuable consideration, the parties hereto agree and acknowledge as follows:

**Recitals**

1. The parties have entered into a Collective Bargaining Agreement covering the period of October 1, 2023, through September 30, 2026 (the "CBA"). Under the CBA, specifically Article 26, Section 6(D), states that if non-concessionary across the board salary/wage increases for unrepresented and/or other bargaining unit employees are greater than the negotiated salary/wage provisions detailed in Article 26, then either Party may request a meeting to explore alternatives to the agreed upon salary/wage provisions.

2. As a result of the request to meet, Article 26, Section 6 (A, B and C), Article 7, Section 4, and Article 15, Section 6 (F) shall be modified as follows and effective after Board approval. All modifications referenced in this section will be retroactive to October 1, 2023.

**ADDENDUM**

1. Article 26 – "Wages" is amended as follows:

**ARTICLE 26 - WAGES**

Article 26, Section 6, A, B and C are replaced in its entirety as follows:

**Section 6:**

**A. FY 2023/2024**

1. Current employees in steps shall receive the applicable step increase.
2. Effective October 1, 2023, all steps, excluding Junior Mechanic and Mechanic Apprentice steps, shall be adjusted upward by two and one-half percent (2.5%) and then an additional \$1.25 added to base hourly rate, including the "Thereafter Steps." Junior Mechanic and Mechanic Apprentice steps will be adjusted based on the referenced percentages of the adjusted Mechanic steps, as reflected in the step plan below.
3. Effective the first pay period in October 2023 (October 1, 2023), all current employees as of October 1, 2023, 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 and one-half percent (2.5%), with an additional \$1.25 added to the base hourly rate, as reflected in the step plan below. Junior Mechanic and Mechanic Apprentice steps will be adjusted based on a percentage of the adjusted Mechanic steps, as reflected in the step plan below.

4. For all Maintenance job classifications, beginning in FY23/24, the step plans, with the exception of Junior Mechanic and Mechanic Apprentice, have been adjusted to reflect the elimination of the "1<sup>st</sup> Year" step from FY22/23. This adjustment is also reflected in the Maintenance step plans for FY24/25 and FY25/26 as shown below.

## Operations

I. Full Time Operators	<b>FY 23/24</b>
1 <sup>st</sup> 12 months (including training)	\$20.73
Next 12 months	\$21.35
Next 12 months	\$21.99
Next 12 months	\$22.65
Next 12 months	\$23.33
Next 12 months	\$24.03
II. Part Time Operators	
1 <sup>st</sup> year after training	\$20.73
Next 24 months	\$21.35
Next 24 months	\$21.99
Next 24 months	\$22.65
Next 24 months	\$23.33
Next 24 months	\$24.03

### III. Thereafter Rates – All Operators

“Thereafter Step” \$32.23

IV. Crew Vehicle \$29.41

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

I. Storekeepers	<u>FY 23/24</u>
1 <sup>st</sup> Year	\$17.95
2 <sup>nd</sup> Year	\$18.45
3 <sup>rd</sup> Year	\$18.96
4 <sup>th</sup> Year	\$19.49
5 <sup>th</sup> Year	\$20.04
Thereafter Step	\$32.39

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

<b>II. Coach Service Attendants</b>	<b><u>FY 23/24</u></b>
1 <sup>st</sup> Year	\$17.09
2 <sup>nd</sup> Year	\$17.56
3 <sup>rd</sup> Year	\$18.05
4 <sup>th</sup> Year	\$18.55
5 <sup>th</sup> Year	\$19.07
Thereafter Step	\$28.64

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.

<b>III. Mechanics</b>	<b><u>FY 23/24</u></b>
1 <sup>st</sup> Year	\$26.24
2 <sup>nd</sup> Year	\$27.01
3 <sup>rd</sup> Year	\$27.81
4 <sup>th</sup> Year	\$28.63
Thereafter Step	\$40.31

<b>IV. Junior Mechanics (80% of Mechanics step rates)</b>	<b><u>FY 23/24</u></b>
1 <sup>st</sup> Year	\$20.99
2 <sup>nd</sup> Year	\$21.61
3 <sup>rd</sup> Year	\$22.24
4 <sup>th</sup> Year	\$22.91
Thereafter Step	\$32.25

V. Mechanic Apprentice*	<b><u>FY 23/24</u></b>
Starting Rate (90% of 1 <sup>st</sup> year Jr. Mechanics rate)	\$18.89
1 <sup>st</sup> Section Completion (90% of 2 <sup>nd</sup> year Jr. Mechanics rate)	\$19.45
2 <sup>nd</sup> Section Completion (90% of 3 <sup>rd</sup> year Jr. Mechanics rate)	\$20.02
3 <sup>rd</sup> Section Completion (equals 1 <sup>st</sup> year Jr. Mechanics rate)	\$20.99

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

\*Rates based on 90% of Junior Mechanics Step Rates. 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 their pay rate is in the salary range for Mechanic Apprentice.

Mechanics and Junior 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 Mechanics and Junior Mechanics, completion of one (1) year in a step will qualify 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.

VI. Paint and Body Technicians	<b><u>FY 23/24</u></b>
1 <sup>st</sup> Year	\$27.30
2 <sup>nd</sup> Year	\$28.09
3 <sup>rd</sup> Year	\$28.89
4 <sup>th</sup> Year	\$29.72
Thereafter Step	\$41.45

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

**B. FY 2024/2025**

1. Current employees in steps shall receive the applicable step increase.
2. Effective October 1, 2024, all steps shall be adjusted upward by two percent (2%), including the "Thereafter Step."

3. Effective the first pay period in October 2024 (October 13, 2024), all current employees employed in a bargaining unit position shall have their base hourly rate increased two percent (2.0%) as reflected in the step plan below.

**Operations**

I. Full Time Operators	<b><u>FY 24/25</u></b>
1st 12 months (including training)	\$21.14
Next 12 months	\$21.77
Next 12 months	\$22.43
Next 12 months	\$23.10
Next 12 months	\$23.79
Next 12 months	\$24.51
II. Part Time Operators	
1 <sup>st</sup> year (including training)	\$21.14
Next 24 months	\$21.77
Next 24 months	\$22.43
Next 24 months	\$23.10
Next 24 months	\$23.79
Next 24 months	\$24.51
III. Thereafter Rates – All Operators	
“Thereafter Step”	\$32.87
IV. Crew Vehicle	\$29.99

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

I. Storekeepers	<u>FY 24/25</u>
1 <sup>st</sup> Year	\$18.31
2 <sup>nd</sup> Year	\$18.82
3 <sup>rd</sup> Year	\$19.34
4 <sup>th</sup> Year	\$19.88
5 <sup>th</sup> Year	\$20.44
Thereafter Step	\$33.04

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

II. Coach Service Attendants	<u>FY 24/25</u>
1 <sup>st</sup> Year	\$17.43
2 <sup>nd</sup> Year	\$17.91
3 <sup>rd</sup> Year	\$18.41
4 <sup>th</sup> Year	\$18.92
5 <sup>th</sup> Year	\$19.46
Thereafter Step	\$29.22

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.

III. Mechanics	<b><u>FY 24/25</u></b>
1 <sup>st</sup> Year	\$26.76
2 <sup>nd</sup> Year	\$27.55
3 <sup>rd</sup> Year	\$28.36
4 <sup>th</sup> Year	\$29.20
Thereafter Step	\$41.12
IV. Junior Mechanics (80% of Mechanics step rates)	<b><u>FY 24/25</u></b>
1 <sup>st</sup> Year	\$21.41
2 <sup>nd</sup> Year	\$22.04
3 <sup>rd</sup> Year	\$22.69
4 <sup>th</sup> Year	\$23.36
Thereafter Step	\$32.90
	<b><u>FY 24/25</u></b>
V. Mechanic Apprentice*	
Starting Rate (90% of 1 <sup>st</sup> year Jr. Mechanics Rate)	\$19.27
1 <sup>st</sup> Section Completion (90% of 2 <sup>nd</sup> year Jr. Mechanics Rate)	\$19.84
2 <sup>nd</sup> Section Completion (90% of 3 <sup>rd</sup> year Jr. Mechanics Rate)	\$20.42
3 <sup>rd</sup> Section Completion (equals 1 <sup>st</sup> year Jr. Mechanics rate)	\$21.41

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



\*Rates based on 90% of Junior Mechanic 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 their pay rate is in the salary range for Mechanic Apprentice.

Mechanics and Junior 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 Mechanic and Junior 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.

VI. Paint and Body Technicians	<u>FY 24/25</u>
1 <sup>st</sup> Year	\$27.85
2 <sup>nd</sup> Year	\$28.65
3 <sup>rd</sup> Year	\$29.47
4 <sup>th</sup> Year	\$30.31
Thereafter Step	\$42.28

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 2025/2026**

1. Current employees in steps shall receive the applicable step increase.
2. Effective October 1, 2025, all steps, shall be adjusted upward by two percent (2.0%), including the "Thereafter Step."
3. Effective the first pay period in October 2025 (October 12, 2025), all current employees employed in a bargaining unit position, shall have their base hourly rate increased two percent (2.0%) as reflected in the step plan below.

**Operations**

I. Full Time Operators	<b><u>FY 25/26</u></b>
1st 12 months (including training)	\$21.56
Next 12 months	\$22.21
Next 12 months	\$22.88
Next 12 months	\$23.56
Next 12 months	\$24.27
Next 12 months	\$25.00
II. Part Time Operators	
1st year (including training)	\$21.56
Next 24 months	\$22.21
Next 24 months	\$22.88
Next 24 months	\$23.56
Next 24 months	\$24.27
Next 24 months	\$25.00
III. Thereafter Rates – All Operators	
“Thereafter Step”	\$33.53
IV. Crew Vehicle	\$30.59

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**

I. Storekeepers	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$18.67
2 <sup>nd</sup> Year	\$19.19
3 <sup>rd</sup> Year	\$19.73
4 <sup>th</sup> Year	\$20.28
5 <sup>th</sup> Year	\$20.85
Thereafter Step	\$33.70

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

II. Coach Service Attendants	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$17.78
2 <sup>nd</sup> Year	\$18.27
3 <sup>rd</sup> Year	\$18.78
4 <sup>th</sup> Year	\$19.30
5 <sup>th</sup> Year	\$19.85
Thereafter Step	\$29.80

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.

III. Mechanics	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$27.30
2 <sup>nd</sup> Year	\$28.10
3 <sup>rd</sup> Year	\$28.93
4 <sup>th</sup> Year	\$29.79
Thereafter Step	\$41.94
IV. Junior Mechanics (80% of Mechanics step rates)	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$21.84
2 <sup>nd</sup> Year	\$22.48
3 <sup>rd</sup> Year	\$23.14
4 <sup>th</sup> Year	\$23.83
Thereafter Step	\$33.55
V. Mechanic Apprentice*	<b><u>FY 25/26</u></b>
Starting Rate (90% of 1 <sup>st</sup> year Jr. Mechanics Rate)	\$19.65
1 <sup>st</sup> Section Completion (90% of 2 <sup>nd</sup> year Jr. Mechanics Rate)	\$20.23
2 <sup>nd</sup> Section Completion (90% of 3 <sup>rd</sup> year Jr. Mechanics Rate)	\$20.83
3 <sup>rd</sup> Section Completion (equals 1 <sup>st</sup> year Jr. Mechanics rate)	\$21.84

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

\*Rates based on 90% of Junior Mechanic Step Rates. 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 their pay rate is in the salary range for Mechanic Apprentice.

Mechanics and Junior 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 Mechanic and Junior Mechanics, completion of one (1) year in a step will qualify 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.

VI. Paint and Body Technicians	<u>FY 25/26</u>
1 <sup>st</sup> Year	\$28.41
2 <sup>nd</sup> Year	\$29.22
3 <sup>rd</sup> Year	\$30.06
4 <sup>th</sup> Year	\$30.92
Thereafter Step	\$43.13

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

2. Article 7 – “Leave of Absence”; Section 4 is amended as follows:

**ARTICLE 7- Leave of Absence**

Article 7, Section 4, is replaced in its entirety as follows:

**Section 4:**

A. **Promoted or transferred within Bargaining Unit:**

If an employee is promoted or transferred, within the bargaining unit, and then returns to their previous bargaining unit position, within seventy (70) working days, the employee will be returned to their previous seniority and wage step held prior to being promoted or transferred (regardless of wage rate earned in promoted or transferred position). An employee returning within seventy (70) working days will remain eligible for a step increase, if applicable, based on the previous step entry date of the position the employee is returning to.

If the employee returns to their previous position after seventy (70) working days, they will do so at the bottom of the applicable seniority list and returned to their previous wage step held prior to being promoted or transferred (regardless of wage rate earned in promoted or

transferred position). An employee returning after seventy (70) working days will not be eligible for a step increase, if applicable, for twelve (12) months after their return date.

**B. Promoted or transferred, within the County, but outside of Bargaining Unit:**

If an employee is promoted or transferred, within the County, but outside of the bargaining unit, and wishes to return to their previous bargaining unit position, regardless of time away, they must reapply and compete for a vacant position. If selected, the employee will be hired at the bottom of the applicable seniority list and returned to their previous wage step held prior to being promoted or transferred (regardless of wage rate earned in non-bargaining unit position). An employee will not be eligible for a step increase, if applicable, for twelve (12) months after their return date.

**C. Applicability:**

Section 4 only applies to full-time employees that remain employed by the County. Section 4 does not apply to bargaining unit Operators switching between full-time and part-time status, as covered in Article 17 and Article 46. Any bargaining unit member that separates from County employment, voluntarily or involuntarily, for any amount of time, and is re-hired into the bargaining unit will be treated as a new hire and subject to all new hire provisions.

**3. Article 15 – “General Seniority”; Section 6(F) is amended as follows:**

**ARTICLE 15- General Seniority**

Article 15, Section 6(F), is amended to read as follows:

**Section 6:**

- F.** There shall also be a probationary period served when an employee is promoted or transferred. The term of this period shall be six (6) calendar months from the “date of promotion/transfer” as stated in Section 6(E). There shall be no right of appeal from a probationary rejection action taken against an employee, during this probationary period. If an employee is removed during the probationary period following a promotion or transfer for failure to perform satisfactorily the duties of the higher position, they shall be returned to the position held prior to the promotion/transfer or to a similar position with the same rate of pay. A probationary promotional or transfer appointment does not affect an employee’s earned permanent status and rights in the County system acquired in another position. The promoted/transferred employee retains the right to bring a grievance under any term or condition of employment specific in this Agreement. Section 6(F) does not apply to bus operators who transfer/promote between part-time and full-time operator positions. Probationary requirements relating to part-time operator positions are covered under Article 17, Section 2.

If the promoted/transferred employee is returned to their former position, which is in the bargaining unit, based on a probationary rejection, they will be returned with no loss of

seniority. If the promoted/transferred employee voluntarily decides to bid back to their former position, which is in the bargaining unit, after seventy (70) working days, they will do so at the bottom of the applicable seniority list.

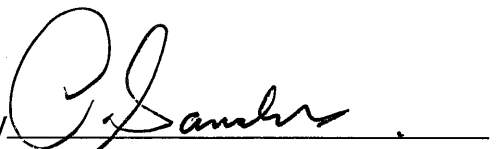
4. The recital clauses stated above are true and correct and are incorporated.
5. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.
6. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.

**SIGNATURE PAGE**

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and signed by their duly authorized representatives, as of this 20th day of November 2023.

AMALGAMATED TRANSIT UNION,  
LOCAL 1267

By   
Erik Campbell, President


By   
Chris Sanders, Vice-President

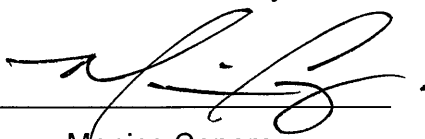
By   
Bargaining Team Member

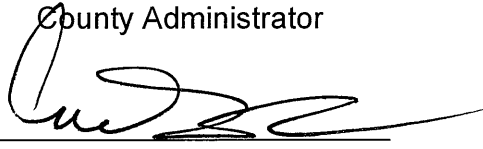
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Bargaining Team Member

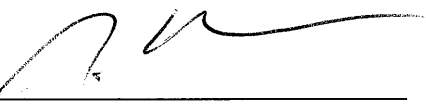
By \_\_\_\_\_  
Bargaining Team Member

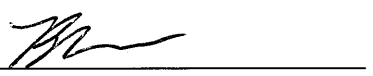
BROWARD COUNTY, FLORIDA  
BY ITS BOARD OF COUNTY  
COMMISSIONERS

By   
Mayor Lamar Fisher  
Broward County

By   
Monica Cepero  
County Administrator

By   
Coree Cuff Lonergan, Director  
Transportation Department

By   
David Kahn, Director  
Human Resources

By   
Brian Lonergan  
Labor Relations Manager



## ARTICLE 26

### WAGES

Section 1: The wage rate for all unit employees employed at date of execution of this contract will be adjusted as shown on wage rate schedule in Section 6.

Section 2: Pay day will be on a bi-weekly basis.

Section 3: When an error occurs in an employee's regular pay which causes it to be short and said error occurred on the part of the Employer of Ten Dollars (\$10.00) or more, a check correcting the error will be issued within three (3) working days of the time the error is brought to the attention of the Employer. If overpaid, the pay back will be agreed to by the employee/employer and the Union.

Section 4: The Employer agrees not to hold any employee's pay for the purpose of requiring the employee to meet with supervision.

Section 5: Employees performing specialized work as machinist or electronics/fare box technicians will have that title added to their pay classification and their work specialty will be bid as separate classification.

Section 6:

#### **A. FY 2023/2024**

1. Current employees in steps shall receive the applicable step increase.
2. Effective October 1, 2023, all steps, excluding Junior Mechanic and Mechanic Apprentice steps, shall be adjusted upward by two and one-half percent (2.5%) and an additional \$1.25 added to base hourly rate, including the "Thereafter Steps." Junior Mechanic and Mechanic Apprentice steps will be adjusted upward based on a percentage of the Mechanic steps.
3. Effective the first pay period in October 2023 (October 1, 2023), all current employees as of October 1, 2023, and employed in a bargaining unit position as of the date of the ratification of the Agreement by the Union, with the exception of Junior Mechanic and Mechanic Apprentice, shall have their base hourly rate increased two and one-half percent (2.5%), and an additional \$1.25 added to the base hourly rate,

as reflected in the step plan below. Junior Mechanic and Mechanic Apprentice steps will be adjusted upward based on a percentage of the Mechanic steps.

5. For all Maintenance job classifications, beginning in FY23/24, the step plans, except for Junior Mechanic and Mechanic Apprentice, have been adjusted to reflect the elimination of the "1<sup>st</sup> Year" step from FY22/23. This adjustment is also reflected in the Maintenance step plans for FY24/25 and FY25/26 as shown below.

## Operations

I. Full Time Operators	<b>FY 23/24</b>
1 <sup>st</sup> 12 months (including training)	\$20.73
Next 12 months	\$21.35
Next 12 months	\$21.99
Next 12 months	\$22.65
Next 12 months	\$23.33
Next 12 months	\$24.03
II. Part Time Operators	
1 <sup>st</sup> year after training	\$20.73
Next 24 months	\$21.35
Next 24 months	\$21.99
Next 24 months	\$22.65
Next 24 months	\$23.33
Next 24 months	\$24.03
"Thereafter Step"	\$32.23
IV. Crew Vehicle	\$29.41

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 5year 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**

I. Storekeepers	<u>FY 23/24</u>
1 <sup>st</sup> Year	\$17.95
2 <sup>nd</sup> Year	\$18.45
3 <sup>rd</sup> Year	\$18.96
4 <sup>th</sup> Year	\$19.49
5 <sup>th</sup> Year	\$20.04
Thereafter Step	\$32.39

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

II. Coach Service Attendants	<u>FY 23/24</u>
1 <sup>st</sup> Year	\$17.09
2 <sup>nd</sup> Year	\$17.56
3 <sup>rd</sup> Year	\$18.05
4 <sup>th</sup> Year	\$18.55
5 <sup>th</sup> Year	\$19.07
Thereafter Step	\$28.64

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.

III. Mechanics	<b><u>FY 23/24</u></b>
1 <sup>st</sup> Year	\$26.24
2 <sup>nd</sup> Year	\$27.01
3 <sup>rd</sup> Year	\$27.81
4 <sup>th</sup> Year	\$28.63
Thereafter Step	\$40.31
IV. Junior Mechanics (80% of Mechanics step rates)	<b><u>FY 23/24</u></b>
1 <sup>st</sup> Year	\$20.99
2 <sup>nd</sup> Year	\$21.61
3 <sup>rd</sup> Year	\$22.24
4 <sup>th</sup> Year	\$22.91
Thereafter Step	\$32.25
V. Mechanic Apprentice*	<b><u>FY 23/24</u></b>
Starting Rate (90% of 1 <sup>st</sup> year Jr. Mechanics rate)	\$18.89
1 <sup>st</sup> Section Completion (90% of 2 <sup>nd</sup> year Jr. Mechanics rate)	\$19.45
2 <sup>nd</sup> Section Completion (90% of 3 <sup>rd</sup> year Jr. Mechanics rate)	\$20.02
3 <sup>rd</sup> Section Completion (equals 1 <sup>st</sup> year Jr. Mechanics rate)	\$20.99

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

\*Rates based on 90% of Junior Mechanics Step Rates. 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 their pay rate is in the salary range for Mechanic Apprentice.

Mechanics and Junior 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 Mechanics and Junior Mechanics, completion of one (1) year in a step will qualify 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.

VI. Paint and Body Technicians	<b><u>FY 23/24</u></b>
1 <sup>st</sup> Year	\$27.30
2 <sup>nd</sup> Year	\$28.09
3 <sup>rd</sup> Year	\$28.89
4 <sup>th</sup> Year	\$29.72
Thereafter Step	\$41.45

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

**B. FY 2024/2025**

1. Current employees in steps shall receive the applicable step increase.
2. Effective October 1, 2024, all steps shall be adjusted upward by two percent (2%), including the "Thereafter Step."
3. Effective the first pay period in October 2024 (October 13, 2024), all current employees employed in a bargaining unit position shall have their base hourly rate increased two percent (2.0%) as reflected in the step plan below.

**Operations**

I. Full Time Operators	<b><u>FY 24/25</u></b>
1st 12 months (including training)	\$21.14
Next 12 months	\$21.77
Next 12 months	\$22.43
Next 12 months	\$23.10

Next 12 months	\$23.79
Next 12 months	\$24.51
II. Part Time Operators	
1 <sup>st</sup> year (including training)	\$21.14
Next 24 months	\$21.77
Next 24 months	\$22.43
Next 24 months	\$23.10
Next 24 months	\$23.79
Next 24 months	\$24.51
III. Thereafter Rates – All Operators	
“Thereafter Step”	\$32.87
IV. Crew Vehicle	
	\$29.99

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

I. Storekeepers	<u>FY 24/25</u>
1 <sup>st</sup> Year	\$18.31
2 <sup>nd</sup> Year	\$18.82

3 <sup>rd</sup> Year	\$19.34
4 <sup>th</sup> Year	\$19.88
5 <sup>th</sup> Year	\$20.44
Thereafter Step	\$33.04

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

II. Coach Service Attendants	<b><u>FY 24/25</u></b>
1 <sup>st</sup> Year	\$17.43
2 <sup>nd</sup> Year	\$17.91
3 <sup>rd</sup> Year	\$18.41
4 <sup>th</sup> Year	\$18.92
5 <sup>th</sup> Year	\$19.46
Thereafter Step	\$29.22

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.

III. Mechanics	<b><u>FY 24/25</u></b>
1 <sup>st</sup> Year	\$26.76
2 <sup>nd</sup> Year	\$27.55
3 <sup>rd</sup> Year	\$28.36
4 <sup>th</sup> Year	\$29.20
Thereafter Step	\$41.12

IV. Junior Mechanics (80% of Mechanics step rates)	<b><u>FY 24/25</u></b>
1 <sup>st</sup> Year	\$21.41
2 <sup>nd</sup> Year	\$22.04
3 <sup>rd</sup> Year	\$22.69
4 <sup>th</sup> Year	\$23.36
Thereafter Step	\$32.90
V. Mechanic Apprentice*	<b><u>FY 24/25</u></b>
Starting Rate (90% of 1 <sup>st</sup> year Jr. Mechanics Rate)	\$19.27
1 <sup>st</sup> Section Completion (90% of 2 <sup>nd</sup> year Jr. Mechanics Rate)	\$19.84
2 <sup>nd</sup> Section Completion (90% of 3 <sup>rd</sup> year Jr. Mechanics Rate)	\$20.42
3 <sup>rd</sup> Section Completion (equals 1 <sup>st</sup> year Jr. Mechanics rate)	\$21.41

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

\*Rates based on 90% of Junior Mechanic 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 their pay rate is in the salary range for Mechanic Apprentice.

Mechanics and Junior 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 Mechanic and Junior 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.

VI. Paint and Body Technicians	<b><u>FY 24/25</u></b>
1 <sup>st</sup> Year	\$27.85
2 <sup>nd</sup> Year	\$28.65



3 <sup>rd</sup> Year	\$29.47
4 <sup>th</sup> Year	\$30.31
Thereafter Step	\$42.28

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 2025/2026**

1. Current employees in steps shall receive the applicable step increase.
2. Effective October 1, 2025, all steps, shall be adjusted upward by two percent (2.0%), including the “Thereafter Step.”
3. Effective the first pay period in October 2025 (October 12, 2025), all current employees employed in a bargaining unit position, shall have their base hourly rate increased two percent (2.0%) as reflected in the step plan below.

**Operations**

	<b><u>FY 25/26</u></b>
I. Full Time Operators	
1st 12 months (including training)	\$21.56
Next 12 months	\$22.21
Next 12 months	\$22.88
Next 12 months	\$23.56
Next 12 months	\$24.27
Next 12 months	\$25.00
II. Part Time Operators	
1st year (including training)	\$21.56
Next 24 months	\$22.21
Next 24 months	\$22.88
Next 24 months	\$23.56

Next 24 months \$24.27

Next 24 months \$25.00

III. Thereafter Rates – All Operators

“Thereafter Step” \$33.53

IV. Crew Vehicle \$30.59

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**

I. Storekeepers	<u>FY 25/26</u>
1 <sup>st</sup> Year	\$18.67
2 <sup>nd</sup> Year	\$19.19
3 <sup>rd</sup> Year	\$19.73
4 <sup>th</sup> Year	\$20.28
5 <sup>th</sup> Year	\$20.85
Thereafter Step	\$33.70

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

II. Coach Service Attendants	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$17.78
2 <sup>nd</sup> Year	\$18.27
3 <sup>rd</sup> Year	\$18.78
4 <sup>th</sup> Year	\$19.30
5 <sup>th</sup> Year	\$19.85
Thereafter Step	\$29.80

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.

III. Mechanics	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$27.30
2 <sup>nd</sup> Year	\$28.10
3 <sup>rd</sup> Year	\$28.93
4 <sup>th</sup> Year	\$29.79
Thereafter Step	\$41.94

IV. Junior Mechanics (80% of Mechanics step rates)	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$21.84
2 <sup>nd</sup> Year	\$22.48

3 <sup>rd</sup> Year	\$23.14
4 <sup>th</sup> Year	\$23.83
Thereafter Step	\$33.55
V. Mechanic Apprentice*	<b><u>FY 25/26</u></b>
Starting Rate (90% of 1 <sup>st</sup> year Jr. Mechanics Rate)	\$19.65
1 <sup>st</sup> Section Completion (90% of 2 <sup>nd</sup> year Jr. Mechanics Rate)	\$20.23
2 <sup>nd</sup> Section Completion (90% of 3 <sup>rd</sup> year Jr. Mechanics Rate)	\$20.83
3 <sup>rd</sup> Section Completion (equals 1 <sup>st</sup> year Jr. Mechanics rate)	\$21.84

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

\*Rates based on 90% of Junior Mechanic Step Rates. 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 their pay rate is in the salary range for Mechanic Apprentice.

Mechanics and Junior 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 Mechanic and Junior Mechanics, completion of one (1) year in a step will qualify 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.

VI. Paint and Body Technicians	<b><u>FY 25/26</u></b>
1 <sup>st</sup> Year	\$28.41
2 <sup>nd</sup> Year	\$29.22
3 <sup>rd</sup> Year	\$30.06
4 <sup>th</sup> Year	\$30.92
Thereafter Step	\$43.13

Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of

10, 15, and 20 years of continuous service.

**D.** In the event that the County agrees to a non-concessionary across the board, salary/wage increase for the County's unrepresented, GSA Professional, GSA Supervisory, White Collar, and/or Blue Collar employees greater than the negotiated wage increase amount for ATU Local 1267 for Fiscal Years 2023/24, 2024/2025, and/or 2025/2026, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that does not trigger the opening of the parties' Collective Bargaining Agreement or the impasse provisions of Chapter 447, Florida Statutes. Further, the request must be received within thirty (30) days of County approval of such salary decrease/increase.

## ARTICLE 7

### LEAVE OF ABSENCE

Section 1: Leave of absence without loss of seniority for reasons other than union business or sickness may be granted for a period not to exceed ninety (90) calendar days at the sole discretion of the Employer. The County reserves the right to charge accrued annual leave for the absence of an employee who is away from work on an authorized extended leave of absence, other than vacation, not to exceed ninety (90) days.

Section 2: Employees returning to work after a leave of absence of thirty (30) days or more must be able to qualify for the job under the then existing qualifying standards of the Employer, and their compensation shall be at the then prevailing rate.

Section 3: Any leave of absence within the first twelve (12) months of employment shall not be considered as time worked or as service with the Employer within the meaning of any of the other provisions of this Agreement.

#### Section 4:

##### A. Promoted or transferred within Bargaining Unit:

If an employee is promoted or transferred, within the bargaining unit, and then returns to their previous bargaining unit position, within seventy (70) working days, the employee will be returned to their previous seniority and wage step held prior to being promoted or transferred (regardless of wage rate earned in promoted or transferred position). An employee returning within seventy (70) working days will remain eligible for a step increase, if applicable, based on the previous step entry date of the position the employee is returning to.

If the employee returns to their previous position after seventy (70) working days, they will do so at the bottom of the applicable seniority list and returned to their previous wage step held prior to being promoted or transferred (regardless of wage rate earned in promoted or transferred position). An employee returning after seventy (70) working days will not be eligible for a step increase, if applicable, for twelve (12) months after their return date.

##### B. Promoted or transferred, within the County, but outside of Bargaining Unit:

If an employee is promoted or transferred, within the County, but outside of the bargaining unit, and wishes to return to their previous bargaining unit position, regardless of time away, they must reapply and compete for a vacant position. If selected, the employee will be hired at the bottom of the applicable seniority list and returned to their previous wage step held prior to being promoted or transferred (regardless of wage rate earned in non-bargaining

unit position). An employee will not be eligible for a step increase, if applicable, for twelve (12) months after their return date.

C. Applicability:

Section 4 only applies to full-time employees that remain employed by the County. Section 4 does not apply to bargaining unit Operators switching between full-time and part-time status, as covered in Article 17 and Article 46. Any bargaining unit member that separates from County employment, voluntarily or involuntarily, for any amount of time, and is re-hired into the bargaining unit will be treated as a new hire and subject to all new hire provisions.

Section 5: Parenting leave shall be granted upon written request and shall be treated the same as sick leave provided in Article 39.

## ARTICLE 15

### GENERAL SENIORITY

#### Section 1:

- A.** The seniority and "date of employment" of all employees as presently established shall be deemed to be correctly established as of the effective date of this Agreement, indisputable errors excepted.
- B.** The seniority and "date of employment" of all employees employed after the effective date of this Agreement shall date from the hour and day of last employment with the Broward County Transportation Department.

Section 2: For all purposes relating to seniority, two (2) departments of the Employer shall be recognized; namely, the Operating Department and the Maintenance Department. The seniority of all employees covered by this Agreement shall be determined by the length of their continuous service in the Operating Department or in the Maintenance Department, as the case may be. Employees may not hold seniority in more than one (1) department of the Employer. For purposes of vacation bids, overtime, layoff and recall, and schedule bids, the employee's department seniority will be utilized. Leave accruals will be based on the employee's last date of employment with the County. In the case where employees have the same seniority date, the tie breaker will consist of the employees' employment application date and application time stamp for their current job classification as criteria in establishing a tie-breaker methodology for determining the greater seniority.

Section 3: The Employer agrees to post within thirty (30) days, and thereafter to keep posted in an accessible place, an up-to-date and revised seniority roster showing the name, "date of employment," and seniority standing of all of the employees coming within the scope of this Agreement.

Section 4: No unit employee will work part-time in the office or as a road supervisor or radio dispatcher and part-time as an operator in order to learn supervision.

Section 5: It shall be the policy of the Employer to encourage promotion from within, when feasible, consistent with qualified applicants for supervisory positions.

#### Section 6: Promotion/Transfer Process

- A.** Promotion means a change of employment status from a position of one classification to a position in another classification that has a higher maximum salary. Promotional decisions shall not be grievable.
- B.** Transfer means a change of employment status from a position of one classification to another position that has the same or lower maximum salary. Transfer decisions shall not be grievable.



- C. Promoted and Transferred employees shall be assigned the wage rate, which is closest to their pre-promotion/transfer wage rate, without a decrease, except for as provided in Section 6(D). Employees will then progress annually to the applicable higher wage step from that point on, as established in Article 26.
- D. In the case where the employee selected is at a wage rate higher than the highest rate of the new position, the employee will only be paid at the highest rate of the new position, not their pre-promotion/transfer rate.
- E. The date of promotion/transfer, without regard for years of service, shall be used to determine seniority date and annual raises (until the employee reaches the “thereafter step” in the new position). The date of hire shall still be used for other seniority purposes.
- F. There shall also be a probationary period served when an employee is promoted or transferred. The term of this period shall be six (6) calendar months from the “date of promotion/transfer” as stated in Section 6(E). There shall be no right of appeal from a probationary rejection action taken against an employee, during this probationary period. If an employee is removed during the probationary period following a promotion or transfer for failure to perform satisfactorily the duties of the higher position, they shall be returned to the position held prior to the promotion/transfer or to a similar position with the same rate of pay. A probationary promotional or transfer appointment does not affect an employee’s earned permanent status and rights in the County system acquired in another position. The promoted/transferred employee retains the right to bring a grievance under any term or condition of employment specific in this Agreement. Section 6(F) does not apply to bus operators who transfer/promote between part-time and full-time operator positions. Probationary requirements relating to part-time operator positions are covered under Article 17, Section 2.

If the promoted/transferred employee is returned to their former position, which is in the bargaining unit, based on a probationary rejection, they will be returned with no loss of seniority. If the promoted/transferred employee voluntarily decides to bid back to their former position, which is in the bargaining unit, after seventy (70) working days, they will do so at the bottom of the applicable seniority list.