

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

EFFECTIVE FISCAL YEARS 2024/2025 and 2025/2026

This Addendum is entered into by and between Broward County and Amalgamated Transit Union, Local 1267. 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 (B and C), shall be modified as follows and effective after Board approval. All modifications referenced in this section will be retroactive to October 1, 2024.

ADDENDUM

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

ARTICLE 26 - WAGES

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

Section 6:

B. FY 2024/2025

1. Current employees in steps shall receive the applicable step increase.
2. Effective October 1, 2024, all steps, excluding Junior Mechanic and Mechanic Apprentice steps, shall be adjusted upward by two (2%) with 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.
3. Effective the first pay period in October 2024 (October 13, 2024), all current employees as of October 1, 2024, 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 (2%), 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.

Operations

	<u>FY 24/25</u>
I. Full Time Operators	
1st 12 months (including training)	\$22.39
Next 12 months	\$23.02
Next 12 months	\$23.68
Next 12 months	\$24.35
Next 12 months	\$25.04
Next 12 months	\$25.76
II. Part Time Operators	
1 st year (including training)	\$22.39
Next 24 months	\$23.02
Next 24 months	\$23.68
Next 24 months	\$24.35
Next 24 months	\$25.04
Next 24 months	\$25.76
III. Thereafter Rates – All Operators	
“Thereafter Step”	\$34.12
IV. Crew Vehicle	\$31.24

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 st Year	\$19.56
2 nd Year	\$20.07
3 rd Year	\$20.59
4 th Year	\$21.13
5 th Year	\$21.69
Thereafter Step	\$34.29

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 st Year	\$18.68
2 nd Year	\$19.16
3 rd Year	\$19.66
4 th Year	\$20.17
5 th Year	\$20.71
Thereafter Step	\$30.47

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	<u>FY 24/25</u>
1 st Year	\$28.01
2 nd Year	\$28.80
3 rd Year	\$29.61
4 th Year	\$30.45
Thereafter Step	\$42.37

IV. Junior Mechanics (80% of Mechanics step rates)	<u>FY 24/25</u>
1 st Year	\$22.41
2 nd Year	\$23.04
3 rd Year	\$23.69
4 th Year	\$24.36
Thereafter Step	\$33.90

V. Mechanic Apprentice*	<u>FY 24/25</u>
Starting Rate (90% of 1 st year Jr. Mechanics Rate)	\$20.17
1 st Section Completion (90% of 2 nd year Jr. Mechanics Rate)	\$20.74
2 nd Section Completion (90% of 3 rd year Jr. Mechanics Rate)	\$21.32
3 rd Section Completion (equals 1 st year Jr. Mechanics rate)	\$22.41

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 st Year	\$29.10
2 nd Year	\$29.90
3 rd Year	\$30.72
4 th Year	\$31.56
Thereafter Step	\$43.53

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	<u>FY 25/26</u>
1st 12 months (including training)	\$22.84
Next 12 months	\$23.48
Next 12 months	\$24.15
Next 12 months	\$24.84
Next 12 months	\$25.54
Next 12 months	\$26.28
 II. Part Time Operators	
1st year (including training)	\$22.84
Next 24 months	\$23.48
Next 24 months	\$24.15
Next 24 months	\$24.84
Next 24 months	\$25.54
Next 24 months	\$26.28
 III. Thereafter Rates – All Operators	
“Thereafter Step”	\$34.80
 IV. Crew Vehicle	 \$31.86

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 st Year	\$19.95
2 nd Year	\$20.47
3 rd Year	\$21.00
4 th Year	\$21.55
5 th Year	\$22.12
Thereafter Step	\$34.98

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 25/26</u>
1 st Year	\$19.05
2 nd Year	\$19.54
3 rd Year	\$20.05
4 th Year	\$20.57
5 th Year	\$21.12
Thereafter Step	\$31.08

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	<u>FY 25/26</u>
1 st Year	\$28.57
2 nd Year	\$29.38
3 rd Year	\$30.20
4 th Year	\$31.06
Thereafter Step	\$43.22
IV. Junior Mechanics (80% of Mechanics step rates)	<u>FY 25/26</u>
1 st Year	\$22.86
2 nd Year	\$23.50
3 rd Year	\$24.16
4 th Year	\$24.85
Thereafter Step	\$34.57
V. Mechanic Apprentice*	<u>FY 25/26</u>
Starting Rate (90% of 1 st year Jr. Mechanics Rate)	\$20.57
1 st Section Completion (90% of 2 nd year Jr. Mechanics Rate)	\$21.15
2 nd Section Completion (90% of 3 rd year Jr. Mechanics Rate)	\$21.75
3 rd Section Completion (equals 1 st year Jr. Mechanics rate)	\$22.86

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 st Year	\$29.68
2 nd Year	\$30.50
3 rd Year	\$31.33
4 th Year	\$32.19
Thereafter Step	\$44.40

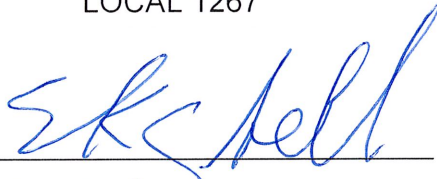
Paint and Body Technicians will receive an additional 10¢ per hour increase after completion of 10, 15, and 20 years of continuous service.


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

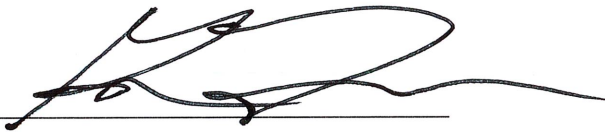
SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and signed by their duly authorized representatives, as of this 19th day of December, 2024.

AMALGAMATED TRANSIT UNION,
LOCAL 1267

By 
Erik Campbell, President


By 
Chris Sanders, Vice-President

By 
Bargaining Team Member

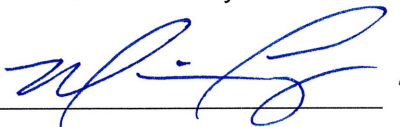
By _____
Bargaining Team Member


By _____
Bargaining Team Member

BROWARD COUNTY, FLORIDA
BY ITS BOARD OF COUNTY
COMMISSIONERS

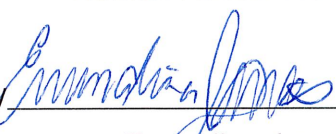
By 
Mayor Nan Rich

Digitally signed by NAN
H. RICH
Date: 2024.11.14
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Broward County
By 
Monica Cepero
County Administrator

By 
Coree Cuff Lonergan, Director
Transportation Department

By 
David Kahn, Director
Human Resources

By 
Emmalina James
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.

4. 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 “1st 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	FY 23/24
1 st 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 st 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 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 st Year	\$17.95
2 nd Year	\$18.45
3 rd Year	\$18.96
4 th Year	\$19.49
5 th 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 st Year	\$17.09
2 nd Year	\$17.56
3 rd Year	\$18.05
4 th Year	\$18.55
5 th 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	<u>FY 23/24</u>
1 st Year	\$26.24
2 nd Year	\$27.01
3 rd Year	\$27.81
4 th Year	\$28.63
Thereafter Step	\$40.31
IV. Junior Mechanics (80% of Mechanics step rates)	<u>FY 23/24</u>
1 st Year	\$20.99
2 nd Year	\$21.61
3 rd Year	\$22.24
4 th Year	\$22.91
Thereafter Step	\$32.25
V. Mechanic Apprentice*	<u>FY 23/24</u>
Starting Rate (90% of 1 st year Jr. Mechanics rate)	\$18.89
1 st Section Completion (90% of 2 nd year Jr. Mechanics rate)	\$19.45
2 nd Section Completion (90% of 3 rd year Jr. Mechanics rate)	\$20.02
3 rd Section Completion (equals 1 st 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	<u>FY 23/24</u>
1 st Year	\$27.30
2 nd Year	\$28.09
3 rd Year	\$28.89
4 th 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, excluding Junior Mechanic and Mechanic Apprentice steps, shall be adjusted upward by two (2%) with 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.
3. Effective the first pay period in October 2024 (October 13, 2024), all current employees as of October 1, 2024, 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 (2%), 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.

Operations

I. Full Time Operators	<u>FY 24/25</u>
1st 12 months (including training)	\$22.39

Next 12 months	\$23.02
Next 12 months	\$23.68
Next 12 months	\$24.35
Next 12 months	\$25.04
Next 12 months	\$25.76

II. Part Time Operators

1 st year (including training)	\$22.39
Next 24 months	\$23.02
Next 24 months	\$23.68
Next 24 months	\$24.35
Next 24 months	\$25.04
Next 24 months	\$25.76

III. Thereafter Rates – All Operators

“Thereafter Step”	\$34.12
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IV. Crew Vehicle \$31.24

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 st Year	\$19.56
2 nd Year	\$20.07
3 rd Year	\$20.59
4 th Year	\$21.13
5 th Year	\$21.69
Thereafter Step	\$34.29

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 st Year	\$18.68
2 nd Year	\$19.16
3 rd Year	\$19.66
4 th Year	\$20.17
5 th Year	\$20.71
Thereafter Step	\$30.47

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	<u>FY 24/25</u>
1 st Year	\$28.01

2 nd Year	\$28.80
3 rd Year	\$29.61
4 th Year	\$30.45
Thereafter Step	\$42.37
IV. Junior Mechanics (80% of Mechanics step rates)	<u>FY 24/25</u>
1 st Year	\$22.41
2 nd Year	\$23.04
3 rd Year	\$23.69
4 th Year	\$24.36
Thereafter Step	\$33.90
V. Mechanic Apprentice*	<u>FY 24/25</u>
Starting Rate (90% of 1 st year Jr. Mechanics Rate)	\$20.17
1 st Section Completion (90% of 2 nd year Jr. Mechanics Rate)	\$20.74
2 nd Section Completion (90% of 3 rd year Jr. Mechanics Rate)	\$21.32
3 rd Section Completion (equals 1 st year Jr. Mechanics rate)	\$22.41

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 st Year	\$29.10
2 nd Year	\$29.90
3 rd Year	\$30.72
4 th Year	\$31.56
Thereafter Step	\$43.53

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	<u>FY 25/26</u>
1st 12 months (including training)	\$22.84
Next 12 months	\$23.48
Next 12 months	\$24.15
Next 12 months	\$24.84
Next 12 months	\$25.54
Next 12 months	\$26.28
II. Part Time Operators	
1st year (including training)	\$22.84

Next 24 months	\$23.48
Next 24 months	\$24.15
Next 24 months	\$24.84
Next 24 months	\$25.54
Next 24 months	\$26.28

III. Thereafter Rates – All Operators

“Thereafter Step”	\$34.80
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IV. Crew Vehicle	\$31.86
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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 st Year	\$19.95
2 nd Year	\$20.47
3 rd Year	\$21.00
4 th Year	\$21.55
5 th Year	\$22.12
Thereafter Step	\$34.98

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 25/26</u>
1 st Year	\$19.05
2 nd Year	\$19.54
3 rd Year	\$20.05
4 th Year	\$20.57
5 th Year	\$21.12
Thereafter Step	\$31.08

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	<u>FY 25/26</u>
1 st Year	\$28.57
2 nd Year	\$29.38
3 rd Year	\$30.20
4 th Year	\$31.06
Thereafter Step	\$43.22

IV. Junior Mechanics (80% of Mechanics step rates)	<u>FY 25/26</u>
1 st Year	\$22.86
2 nd Year	\$23.50
3 rd Year	\$24.16

4 th Year	\$24.85
Thereafter Step	\$34.57
V. Mechanic Apprentice*	<u>FY 25/26</u>
Starting Rate (90% of 1 st year Jr. Mechanics Rate)	\$20.57
1 st Section Completion (90% of 2 nd year Jr. Mechanics Rate)	\$21.15
2 nd Section Completion (90% of 3 rd year Jr. Mechanics Rate)	\$21.75
3 rd Section Completion (equals 1 st year Jr. Mechanics rate)	\$22.86

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 st Year	\$29.68
2 nd Year	\$30.50
3 rd Year	\$31.33
4 th Year	\$32.19
Thereafter Step	\$44.40

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