

**Escambia County
Clerk's Original**

08/04/2022 CARTL-23

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made and entered into by and between the Escambia County Board of County Commissioners (hereinafter referred to as the "County") and the Amalgamated Transit Union Local 1395, AFL-CIO (hereinafter referred to as the "Union").

WHEREAS, the parties entered into a Collective Bargaining Agreement ratified and fully executed as of October 22, 2021 (hereinafter the "CBA"); and

WHEREAS, the parties have agreed to amend the base wage rates for bargaining unit classifications as provided herein.

NOW, THEREFORE, the parties agree to amend the CBA as follows:

1. The foregoing recitals are true and correct and incorporated herein by reference.
2. Effective upon the first full pay cycle following the effective date of this Agreement, the base wage rate for each bargaining unit classification is hereby amended as provided in the revised **Appendix E** to the CBA, attached hereto and incorporated herein.
3. The parties hereby agree that all other provisions of the CBA that are not in conflict with the provisions of this Memorandum of Agreement shall remain in full force and effect.
4. Following ratification by both parties, the effective date of this Memorandum of Agreement shall be on the date last executed by the parties hereto.
5. This Memorandum of Agreement shall be governed by and construed in accordance with the laws of the State of Florida, and the parties stipulate that venue for any state or federal court action or other proceeding relating to any matter which is the subject of this Agreement shall be in Escambia County, Florida.

IN WITNESS WHEREOF, the parties hereto have made and executed this Memorandum of Agreement on the respective dates under each signature:

[This is to certify that the members of the above collective bargaining unit ratified this Memorandum of Agreement on the 14 day of JULY, 2022.]

Witness: [Signature]
 Witness: [Signature]

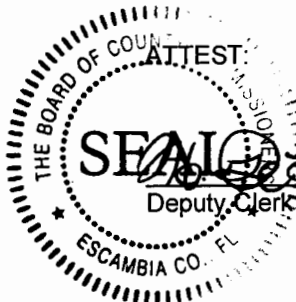
UNION:
[Signature]
 President
 Date: 7/26/22

[This is to certify that the Board of County Commissioners of Escambia County, Florida ratified this Memorandum of Agreement on the 4th day of August, 2022.]

COUNTY:
[Signature]
 Jeff Bergosh, Chairman
 Date: 8/14/2022
 Approved as to form and legal sufficiency.

By/Title: Kristin D. Hual, DCA
 Date: 05-26-2022

Date: 08/08/2022 Verified By: K Crawley



ATTEST:
 PAM CHILDERS
 Clerk of the Circuit Court
[Signature]
 Deputy Clerk

APPENDIX E

Wage Rates:

The base wage rate for each bargaining unit classification will be as follows:

<u>CLASSIFICATION</u>	<u>Pay Grade</u>	<u>Base Rate</u>	<u>Pay Grade (Revised)</u>	<u>Base Rate (Revised)</u>
Custodial Worker	A7	\$14.74	A7	\$14.74
Equipment Operator II	A9	\$16.25	<u>B3</u>	<u>\$18.81</u>
Equipment Operator III	B2	\$17.92	<u>B5</u>	<u>\$20.74</u>
Equipment Operator IV	B4	\$19.75	<u>B7</u>	<u>\$22.87</u>
Fleet Maintenance Specialist	B4	\$19.75	<u>B7</u>	<u>\$22.87</u>
Fleet Maintenance Technician	B2	\$17.92	<u>B5</u>	<u>\$20.74</u>
Fleet Maintenance Worker	A9	\$16.25	<u>B3</u>	<u>\$18.81</u>
Fuel Distribution Assistant	A7	\$14.74	A7	\$14.74
Landfill Service Worker	A8	\$15.48	<u>B2</u>	<u>\$17.92</u>
Maintenance Technician	B2	\$17.92	<u>B5</u>	<u>\$20.74</u>
Maintenance Worker	A9	\$16.25	<u>B3</u>	<u>\$18.81</u>
Mosquito Control Technician	A8	\$15.48	A8	\$15.48
Road Construction Specialist	B2	\$17.92	<u>B5</u>	<u>\$20.74</u>
Storekeeper Warehouse Technician	A8	\$15.48	A8	\$15.48

Effective upon the first full pay cycle following the effective date of this Agreement, the pay rate for all current incumbents in each bargaining unit classification will be reassigned to appropriate pay grade on the BCC Pay Scale at the pay step closest to the employee's current rate without incurring a decrease in pay.