

Escambia County  
Clerk's Original

11/2/2023 CAR II-32

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 (hereinafter referred to as the "Union").

WITNESSETH:

WHEREAS, on or about September 21, 2023, the County and the Union previously entered into a Collective Bargaining Agreement ("CBA") for the bargaining unit certified by the Public Employees Relations Commission as Certification #1938; and

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

NOW, THEREFORE, the County and Union agree to amend the CBA as follows:

1. The foregoing recitals are true and correct and incorporated herein by reference.
2. Article 29, Section 1, of the CBA relating to Wage Rates is hereby amended as follows:

**Section 1:** During the term of this Agreement, the following wage rates will apply to all new bargaining unit employees:

<u>Position</u>	<u>Years of Service</u>	<u>Hourly Rate</u>
<u>Operators:</u>		
FT Operator:	<u>0-24 months</u>	<u>\$15.04</u>
	<u>25-36 months</u>	<u>\$16.05</u>
	<u>37 months+</u>	<u>\$19.86</u>
	<u>0-12 months</u>	<u>\$18.82</u>
	<u>13-24 months</u>	<u>\$19.97</u>
	<u>25-36 months</u>	<u>\$21.20</u>
	<u>37-48 months</u>	<u>\$22.49</u>
	<u>49-60+ months</u>	<u>\$23.87</u>
PT Operator:		<u>\$15.05</u> <u>\$18.82</u>
Trolley Operator:		<u>\$15.05</u> <u>\$18.82</u>

<u>Customer Service Associate:</u>		
FT/PT		<u>\$11.22</u>
	<u>0-12 months</u>	<u>\$15.49</u>
	<u>13-24 months</u>	<u>\$16.44</u>
	<u>25-36 months</u>	<u>\$17.45</u>
	<u>37-48 months</u>	<u>\$18.52</u>
	<u>49-60+ months</u>	<u>\$19.66</u>

Date: 11/7/2023 Verified By: 

Transit Fleet Maintenance:

Master Technician and Technician I-III	\$24.84
Technician III	\$23.37
Technician II	\$22.46
Technician I	\$21.17

0-12 months	\$22.88
13-24 months	\$24.29
25-36 months	\$25.79
37-48 months	\$27.38
49-60+ months	\$29.06

Utility Worker

0-12 months	\$15.34
13-24 months	\$16.96
25 months+	\$18.56
0-12 months	\$15.49
13-24 months	\$16.44
25-36 months	\$17.45
37-48 months	\$18.52
49-60+ months	\$19.66

Building Maintenance	\$15.3749
Grounds Maintenance	\$13.6514.75

~~Effective upon the first full pay cycle following the effective date of the ratified Agreement, current incumbents in each bargaining unit classification for the bargaining unit certified by the Public Employees Relations Commission as Certification #1938 will be advanced two (2) steps within the current Pay Grade on the BCC Pay Scale adjusted to the appropriate hourly wage rate as provided above.~~

3. Following ratification by both parties, the effective date of this Memorandum of Agreement shall be on the date last executed by the parties hereto, and wage rate adjustments shall apply prospectively as of the first full pay cycle following the effective date of this Memorandum of Agreement.
4. 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.
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.

[SIGNATURE PAGE TO FOLLOW]

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 certified as Certification Number 1938 ratified this Memorandum of Agreement on the 19<sup>th</sup> day of OCTOBER, 2023.]

UNION:  
AMALGAMATED TRANSIT UNION  
LOCAL 1395

Witness: Charanetta Wiggin Michael H. Barry  
President

Witness: [Signature] Date: 10/24/23

[This is to certify that the Board of County Commissioners of Escambia County, Florida ratified this Memorandum of Agreement on the 2<sup>nd</sup> day of November, 2023.]

COUNTY:  
BOARD OF COUNTY COMMISSIONERS  
ESCAMBIA COUNTY, FLORIDA

[Signature]  
Chairman  
Steven L. Barry

Date: 11/2/2023

Approved as to form and legal sufficiency.

By/Title: Kristin D. Huals DCA

Date: 10-11-2023

