

## EXHIBIT A

### ARTICLE 33

#### WAGES

- 33.1 For fiscal years 2022/2023 and 2023/2024 employees will receive a 2.5% anniversary increase, or the same increase as non-union employees under the County Administrator's purview if greater than 2.5%, not to exceed the top of the employee's pay range. Bargaining unit employees who are topped out in their pay range shall receive a lump sum anniversary amount in the amount of \$1300 for FY2022/2023 and 2023/2024, (prorated for part-time employees), or the same amount as non-union employees under the County Administrator's purview if greater than the stated amounts not added to their base upon successful evaluation. Employees within the established lump sum payment amount (prorated for part-timers) of the maximum of the range shall receive an increase in base pay up to the maximum of the range and shall receive the difference between that amount and the established lump sum payment in a lump sum payment. Any anniversary increases or lump sum increases after the expiration of this Agreement shall be subject to collective bargaining.
- 33.2 For fiscal year 2022/2023, bargaining unit employees will receive a 6% general wage increase effective the first full pay period in October 2022 or upon ratification of the agreement by the parties whichever is later, or the same general wage increase as employees under the County Administrator's purview for fiscal year 2022/2023 if greater than 6%. For fiscal year 2023/2024, effective the first full pay period in October 2023, bargaining unit employees will receive a 6% general wage increase or \$1.25 per hour whichever is greater or the same general wage increase as employees under the County Administrator's purview for fiscal year 2023/2024 if greater than 6%. The hourly rate of pay will be rounded and expressed as \$##.##. Any general wage increases after the expiration of this agreement shall be subject to collective bargaining.
- 33.3 For the life of this Agreement the promotion probation pay increase shall be 5%.
- 33.4 Effective with the first full pay period in October 2022, full-time employees who actually work established full-time shifts (8 hours, 10 hours, etc.) that start at or after 1:00 p.m. or before 9:00 p.m. will be eligible for a 2<sup>nd</sup> shift differential at a rate of 5% of the regular hourly rate for the shift worked. Full-time employees who actually work established full-time shifts (8 hours, 10 hours, etc.) that start at or after 9:00 p.m. or before 4:00 a.m. will be eligible for a 3<sup>rd</sup> shift differential at a rate of 10% of the regular hourly rate for the shift worked. Any shift beginning between 4:00 a.m. and 1:00 p.m. is excluded from shift differential. Shift differential is automatically added to the regular hourly rate for the purpose of computing overtime pay. Any employees receiving shift differential, whose established shift is outside the stated guidelines, will no longer receive it.

- 33.5 For the life of this Agreement, if the County identifies a bonifide recruitment and retention issue for a bargaining unit position, the parties may meet to discuss and present practical solutions to address the concern. Nothing herein is intended to expand the rights and privileges extended to the Union pursuant to Article 33.2 of this Agreement with respect to wage reopening and collective bargaining process for FY 2023/24.
- 33.6 The parties agree to upgrade the below classifications effective October 7, 2022 and create new position classifications as indicated below.

Utility Service Worker Progression effective October 7, 2022

Entry Level Utility Service Worker I current L10 – no change in pay grade. Upon completion of six (6) months probationary period, the employee will receive a 5% probation increase. Progression to Utility Service Worker II within 18 months of hire/internal promotion is a condition of employment.

Utility Service Worker II (new position) – L11

Progression from a Utility Service Worker I to a Utility Service Worker II will be effective with the first full pay period following meeting the eligibility requirements. The employee will receive 5% promotion increase and be eligible to receive a 5% promotion probation increase upon successful completion of promotion probation.

To be eligible for the Utility Service Worker II progression, the Utility Service Worker I must have successfully completed their initial six (6) month probationary period and attained the following within 18 months of hire/internal promotion date:

- Class A CDL with the following restrictions:
  - 1) No airbrake
  - 2) No tractor trailer
  - 3) Automatic
- Water Distribution System Operator Class 3 license for Water Distribution or Class C Wastewater Collection certificate for Wastewater Collections

Current Utility Service Worker I's meeting this progression criteria for a Utility Service Worker II on October 7, 2022 will be promoted and will receive both a 5% promotion pay increase and a 5% promotion probation increase effective October 7, 2022 after the FY2022/23 general wage increase is provided (not to exceed the maximum of the pay grade for L11). The current

Utility Crew Leaders on October 7, 2022 will not serve a new probationary period.

#### Utility Service Worker III (new position) – L12

Progression from a Utility Service Worker II to Utility Service Worker III will be effective with the first full pay period following meeting the eligibility requirements. The eligible employee will receive a 5% pay increase or the minimum of the pay grade whichever is greater not to exceed the maximum of the pay grade. There is no probationary period or probationary increase associated with movement to Utility Service Worker III. To be eligible, the employee must be a Utility Service Worker II and have attained the following:

- Class A CDL with air brakes and tanker endorsement
- Water Distribution System Operator Class 2 license for Water Distribution or Class B Wastewater Collection certificate for Wastewater Collections

#### Line Location Technician – from L11 to L12

Current Line Location Technician's will receive a 5% pay increase or the minimum of the pay grade whichever is greater not to exceed the maximum of the pay grade effective October 7, 2022.

#### Utility Crew Leader - from L12 to L13

Current Utility Crew Leaders will receive a 5% pay increase or the minimum of the pay grade whichever is greater not to exceed the maximum of the pay grade effective October 7, 2022. To be eligible, the employee must have attained the following:

- Class A CDL with airbrake & tanker endorsement
- Water Distribution Class 2 license or Class B Wastewater Collections certificate
- FDOT Temporary Traffic Control (TTC) Intermediate Course Completion

Current Utility Crew Leaders meeting this criteria on October 7, 2022 or who are under written agreement to attain the licenses and certifications as a condition of employment will receive a 5% wage increase or the minimum of the new pay grade whichever is greater effective October 7, 2022 after the FY2022/23 general wage increase is provided. The employees will not serve a probationary period.

Any current Utility Crew Leader who does not meet these requirement and is not under written agreement to attain the licenses and certifications as a condition of employment, would remain in pay grade L12 as a Utility Service Worker III.

- 33.7 The parties agree that beginning October 7, 2022, Beach Lifeguards and full time Pool Lifeguards who possess EMT certification and provide proof of certification to the County, will receive a \$40 biweekly incentive. The incentive will take effective the pay period following receipt of the certification by the Human Resources Department. This certification must be maintained by the employee in order to continue to receive the incentive pay.
- 33.8 The parties agree that beginning with the first full pay period in October 2022, employees in the Public Works Department who possess a Commercial Driver License (CDL) that is used in performance of County work will be eligible for the following biweekly incentive:
- Possession of a Class B CDL with a Tanker and/or Hazmat endorsement receive an incentive of \$20 biweekly.
  - Possession of a Class A CDL with a restriction of No Tractor/Trailer and no other endorsement receive an incentive of \$20 biweekly.
  - Possession of a Class A CDL with a restriction of No Tractor/Trailer and with the endorsement of Tanker and/or Hazmat receive an incentive of \$30 biweekly.
  - Possession of a Class A CDL without restrictions and with the endorsement of Tanker and/or Hazmat receive and incentive of \$40 biweekly.

The CDL must be maintained by the employee in order to continue to receive the incentive pay. Loss of the license or the endorsements must be reported to the County immediately and will result in the loss of the biweekly incentive and may result in reassignment, transfer, demotion, or be grounds for dismissal if no position is available. If an employee receiving the incentive moves or is promoted to a different position, the incentive pay will cease unless the new position is within Public Works and requires a CDL license.