

Exhibit A
ARTICLE 33 – WAGES

33.1 For the life of this agreement, 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 \$1500, (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 2024/25 the parties agree to implement the attached pay plan (Attachment A). All bargaining unit employees will be placed in the corresponding pay grade in the new pay plan for their position effective October 4, 2024, using the following criteria:

- Employees with less than 6 months of service on October 4, 2024 will be placed at the minimum of the new pay grade or retain their current pay rate (whichever is greater).
- Employees with 6 months of service or greater on October 4, 2024, will be placed in the new pay grade and receive the greater of:
 - 5% above new pay grade minimum, OR
 - a \$1.75 per hour or 6% per hour increase (whichever is greater) OR
 - the hourly rate in the new pay grade as determined by the compensation and classification study based on an average of the employee's class year parity (time in position) and current pay grade penetration not to exceed a 15% increase in pay.

Every bargaining unit employee with 6 months of service or greater as of October 4, 2024, will receive at least a \$1.75 per hour or 6% per hour increase in their hourly rate of pay (whichever is greater) up to the maximum the new pay grade. In no case will an employee's rate of pay exceed the maximum of the new pay grade. If an employee receives less than a 6% increase due to the maximum of the new pay grade, the employee will receive the balance in a lump sum.

For fiscal year 2025/2026, bargaining unit members will receive a general wage increase of 4.0% per hour or \$1.00 per hour in their hourly rate of pay (whichever is greater) effective the first full pay period in October 2025. The pay ranges will be adjusted by the 4% general wage increase.

For fiscal year 2026/2027, bargaining members will receive a general wage increase of 4.0% per hour or \$1.00 per hour in their hourly rate of pay (whichever is greater) effective the first full pay period in October 2026. The pay ranges will be adjusted by the 4% general wage increase. 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 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 2nd 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 3rd 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 2025/2026 or 2026/2027.
- 33.6 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.
- 33.7 Employees in the Public Works Department, Stormwater Division, and Parks Division 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 without a Tanker and/or Hazmat endorsement receive an incentive of \$20 biweekly.
- Possession of a Class B CDL with a Tanker and/or Hazmat endorsement receive an incentive of \$25 biweekly.
- Possession of a Class A CDL with a restriction of No Tractor/Trailer and no other endorsement receive an incentive of \$25 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 \$35 biweekly.
- Possession of a Class A CDL without restrictions and with the endorsement of Tanker and/or Hazmat receive and incentive of \$45 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.