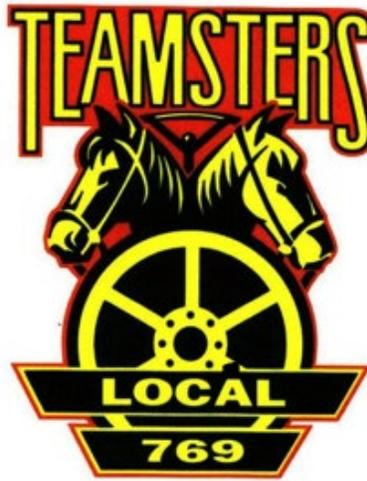


**COLLECTIVE BARGAINING AGREEMENT BETWEEN
CITY OF LAUDERHILL, FLORIDA
AND
TEAMSTERS LOCAL 769**



October 1, 2024 through September 30, 2027

Ratified by the Union: _____

Ratified by the Commission: _____

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PREAMBLE

This Agreement entered into by the City of Lauderhill, Florida, hereinafter referred to as the Employer or the City, and Teamsters Local 769 hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and Union; the establishment of an equitable and peaceful procedure for the resolution of differences; the establishment of rates of pay, hours of work and other conditions of employment and resolutions of disputes between parties and their members.

BILL OF RIGHTS

To insure that individual rights of Employees in the City of Lauderhill Bargaining Unit are not violated, the following shall represent the Employee's Bill of Rights.

A Union Employee is entitled to union representation at each and every step of the Grievance Procedure set forth in this Agreement.

DEFINITIONS

BASE WAGE means that weekly pay now in existence without consideration of overtime, holiday pay or extra wages of any kind.

REGULAR EMPLOYEE/MEMBER shall be defined as any full-time or part-time Employee of the City of Lauderhill who has completed their probationary period. Unless specifically referenced herein, the benefits outlined in this contract are only available to full-time Employees.

FULL-TIME EMPLOYEE/MEMBER shall be defined as an Employee whose regular required work week consists of at least thirty-seven and one half (37 1/2) hours per week.

PART-TIME EMPLOYEE shall be defined in accordance with Section 2-31 of the City Code as an Employee whose regular required work week is less than thirty-one (31) hours per week. Such Employee is in an at-will status and may be terminated by the City at any time. No charges are required or appeal is permitted.

PROBATIONARY EMPLOYEE/MEMBER shall be defined as an Employee who has not worked for the City of Lauderhill for six (6) months as a full-time Employee (which may be extended by the City for up to another six (6) month period), and any Employee whose salary and condition of employment is regulated and provided for by another governmental agency. For purposes of this definition, the period of time an Employee is engaged in specialized training shall not count towards the time necessary to complete probation. A probationary Employee's probation shall be tolled and extended during any period of time that the Employee is not at work performing his/her regular, normal duties for more than three days (e.g. sick leave, light duty and worker's compensation) during the probationary period. The probationary period shall commence running only when the Employee returns to his/her normal duties. Probationary Employees are not covered by this Agreement and shall not have a right to any benefits provided to regular full-time Employees, except that effective October 1, 2024, probationary Employees will begin to receive holiday pay in accordance with Article 12, Section 3 of this Agreement.

ARTICLE 1

UNION RECOGNITION

Section 1. Recognition

The City recognizes the Union as the exclusive bargaining agent for the purpose of collective bargaining with respect to wages, hours and other conditions of employment for those Employees included within the certified bargaining unit, and any other inclusions or exclusions mutually agreed to, in writing, by the parties, and approved by the Public Employees Relations Commission Certification Number 1925, which is attached hereto as Appendix A.

ARTICLE 2

UNION SECURITY

Section 1. Non-Discrimination

There shall be no discrimination against any worker namely by reason of race, national origin, religion, color, creed, sex, physical handicap, political affiliation, union membership or non-membership. The City and the Union affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training, remembering that the public interest remains the full utilization of Employees' skill and ability without regard to consideration of race, color, creed, national origin, sex, religion, age or physical handicap required by existing law and ordinances.

Section 2. Pledge against Coercion

The Employer agrees not to interfere with the right of Employees to become members of the Union. There shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative because of any Employee activity in an official capacity on behalf of the Union.

Section 3. Check-Off of Union Dues and Other Deductions

Employees who wish to join the Union may submit authorization to do so directly to the Union using the link below:

<https://form.jotform.com/232065546860155>

ARTICLE 3

MANAGEMENT RIGHTS

Except as expressly limited by this Agreement, the Union agrees that the City has and will continue to retain, whether exercised or not, the right to operate and manage its affairs in all respects. The powers or authority which the City has not officially abridged, delegated or modified by the express provisions of this Agreement are retained by the City. The rights of the City, through its management officials, shall include but shall not be limited to the right to determine the organization of city government to determine the purpose of each of its constituent departments; to exercise control and discretion over the organization and efficiency of operations of the City; to set standards for service to be offered to the public; to direct the Employees of the City, including the right to assign work and overtime; to hire, examine, classify, promote, train, transfer, assign, and schedule Employees in positions with the City; to suspend, demote, discharge, or take other disciplinary action against Employees for just cause; to increase, reduce, change, modify or alter the composition and size of the work force, including the right to relieve Employees from duties because of lack of work or funds; to determine the location, methods, means, and personnel by which operations are to be conducted, including the right to contract and subcontract existing and future work, to establish, modify, combine or abolish job pay positions; to change or eliminate existing methods of operation, equipment or facilities.

The City has the sole authority to determine the purpose and mission of the City to prepare and submit budgets to be adopted by the City Commission.

Those inherent managerial functions, prerogatives and policymaking rights which the City has not expressly modified or restricted by a specific provision of this Agreement are not in any way, directly or indirectly, subject to the Grievance Procedure contained herein.

ARTICLE 4

BULLETIN BOARDS

Section 1.

The Employer agrees to furnish and maintain suitable bulletin boards in the areas to be used by the Union:

BULLETIN BOARD LIST

| | |
|-----------------------------|---|
| City Hall: | First Floor through Third Floor Break Rooms |
| Public Works and Utilities: | Compound Building and Garage |
| Parks and Recreation: | All Park Facilities with a building |
| Police: | All buildings staffed with civilians |

Section 2.

The Union agrees to limit its postings of notices and bulletins to such bulletin boards listed above.

Section 3.

The Union agrees that it will not post material which may constitute election campaign material for or against any person, organization or faction thereof, except that election material relating to internal union elections may be posted on such bulletin boards.

Section 4.

All bulletins or notices shall be signed by the international representatives, local union president, or their designees, and copies shall be furnished to the Human Resources department before the information is posted.

Section 5.

The City retains the right to remove postings which violate Section 3 above and shall notify the Union of same.

ARTICLE 5

SENIORITY

Section 1.

Seniority as used herein is defined as the right accruing to Employees through length of service which entitles them to certain considerations and preferences as provided for in this Agreement. Seniority shall mean the length of continuous full-time service an Employee has with the City beginning with the date he/she was employed by the City.

Section 2.

Regular Employees shall have a six (6) month probationary period, which may be extended at the City's sole discretion for another six (6) month period. The period of time an Employee is engaged in specialized training shall not count towards the time necessary to complete probation. A probationary Employee's probation shall be tolled and extended during any period of time that the Employee is not at work performing his/her regular, normal duties for more than three days (e.g. sick leave, light duty and worker's compensation) during the probationary period. The probationary period shall commence running only when the Employee returns to his/her normal duties. During this probationary period, the Employee shall have no seniority rights. Upon the completion of the probationary period, the Employee's seniority shall be dated from the date of hire.

Section 3.

Departmental seniority is defined as the length of employment within the Employee's current department.

Classification seniority is defined as the length of employment within a particular classification.

Section 4.

Seniority shall continue and accumulate during the following:

1. Illness under an approved sick leave
2. Injury in the line of duty
3. Authorized leave of absences

Employees shall lose seniority for the following reasons:

1. Resignation
2. Discharge for just cause
3. Exceeding an authorized leave of absence. In this case, the Employee will not

continue to accrue seniority but will retain what they previously earned.

Section 5.

Seniority will be given first consideration in Hours of Work, Shift Assignment and Overtime (Article 16, Section 1D), Layoff and Bumping (Article 14) and Vacation (Article 13, Section 1).

ARTICLE 6

GRIEVANCE PROCEDURE

Section 1. Grievance Procedure

- A. In a mutual effort to provide a harmonious working relation between the parties to this Agreement, it is agreed to and understood by both parties that there shall be a procedure for the resolution of grievances between the parties arising from any alleged violation of the specific terms of this Agreement.
- B. Definition: A grievance within the meaning of this contract shall consist of disputes about interpretations and applications of particular clauses of this Agreement and about alleged violations of this Agreement.
- C. Where a grievance is general in nature in that it applies to a number of Employees rather than to a single Employee, such grievance shall be presented at Step 3 in writing, within ten (10) working days of the occurrence of the events which give rise to the grievance. The grievance shall be signed by the aggrieved Employees or the authorized local representative of the Employee organization.
- D. If a grievance arises from the action of an official higher than Step 1 Management Representative, the grievance shall be initiated at Step 2 or 3 as appropriate. The grievance shall be submitted in writing within five (5) working days of the occurrence or knowledge of the occurrence giving rise to the grievance.
- E. Grievances shall be processed in accordance with the following procedures:
 - Step 1. The grievant shall present orally his/her grievance to his/her immediate supervisor within five (5) working days of the occurrence or knowledge of the occurrence of the action giving rise to the grievance. An automatic five (5) day extension will be granted, if requested, within the five (5) day period. A union steward or union representative may be present. Discussions will be informal for the purpose of settling differences in the simplest and most direct manner. The immediate supervisor shall reach a decision and communicate orally, to the grievant within three (3) working days from the date the grievance was presented to him.
 - Step 2. If the grievance is not settled at the first step, the grievant within five (5) working days of the answer in the first step shall present it to the department head or his/her designee in writing. The department head or his/her designee shall investigate the alleged grievance and shall within five (5) working days of receipt of the written grievance conduct a meeting between himself, his/her representative if needed and the grievant. The grievant may be accompanied at this meeting by a Union representative. The department head or his/her designee shall notify the aggrieved Employee in writing of his/her decision not later than three (3) days following

the meeting date.

- Step 3. If the grievant does not settle his/her grievance in the second step, the grievant within five (5) working days shall present the written grievance to the City Manager or his/her designee. The City Manager or his/her designee shall investigate the alleged grievance and shall within five (5) working days following receipt of the written grievance conduct a meeting between himself, his/her designee, and/or his/her representatives if needed and the aggrieved Employee. The grievant may be accompanied at this meeting by a Union representative. The City Manager or his/her designee shall notify the aggrieved Employee in writing of his/her decision not later than five (5) working days following the meeting date. The decision of the City Manager with respect to written reprimands shall be final and binding.
- Step 4. If a grievance, as defined in this Article, has not been satisfactorily resolved within the grievance procedure, the grievant may request arbitration or a hearing before the Civil Service Board within fifteen (15) calendar days of the earlier of the City Manager's decision at Step 3 or the deadline for the City Manager's decision at Step 3. However, the decision of the City Manager with respect to a written reprimand shall not be arbitrable nor appealable to the Civil Service Board.

Section 2. Arbitration Procedure

- A. When either of the parties desire that an unresolved grievance be submitted to arbitration, the matter shall be referred to the Federal Mediation Conciliation Service with notification to the other party.
- B. The arbitration proceeding shall be conducted by the arbitrator to be selected by the Employer and the Union. The party seeking to proceed to arbitration shall submit a request for a panel of no fewer than seven (7) impartial arbitrators within fifteen (15) days of the demand for arbitration pursuant to Step 4 above. Both the Employer and the Union shall have the right to strike names from the panel. The Union shall strike the first name; then the City shall strike one (1) name. The process will be repeated and the remaining person shall be the arbitrator.
- C. The arbitrator shall be requested to render a decision within the later of thirty (30) days of the arbitration hearing or thirty (30) days of the receipt of any written post-hearing brief.
- D. The expenses and fees of any arbitrator shall be borne equally by both parties.
- E. The decision of the arbitrator shall be final and binding on both parties.
- F. No arbitrator functioning under this step shall have the power to amend, modify or delete any provision of this Agreement.

G. The arbitrator shall be limited to the part of the contract dealing only with the grievance before him/her.

Section 3. General Provisions

- A. Any Union member, if they elect to, shall have Union representation at any step of the grievance procedure and/or during disciplinary proceedings.
- B. For the purpose of this section, working day shall mean Monday through Thursday, excluding holidays.
- C. The times indicated on all steps may be extended by mutual agreement.
- D. When a grievance is reduced to writing there shall be set forth therein:
 - 1) A complete statement of the grievance and the facts upon which it is based.
 - 2) The section or sections of this Agreement that are alleged to have been violated; and
 - 3) The remedy or correction requested.
- E. A grievance not advanced to the higher step within the time limit provided shall be deemed permanently withdrawn as having been settled on the basis of the decision most recently given. Failure on the part of the City to answer within the time limit set forth in any step will entitle the Employee to proceed to the next step.
- F. The City will submit to the Union a copy of all grievances filed by general Employees who are non-Union members within ten (10) calendar days.
- G. Part-time and seasonal part-time Employees are not allowed to grieve or arbitrate any disciplinary action. However, the City agrees to provide notice to the Union in advance of suspending or terminating a part-time Employee.

ARTICLE 7

UNION RIGHTS AND OBLIGATIONS

Section 1. No Solicitation

The Union agrees that there shall be no solicitation for membership in the Union, signing up of members, collection of any fees, dues or assessments, meetings or other business activities of the Union on City time. Union organizing may be done before the start of a work shift, during the lunch period, and after work hours. City Hall Employees will be confined to non-work areas.

Section 2. Union Stewards

- A. Employees selected by the Union to act as Union representatives shall be known as "Stewards". The names of Employees selected as Stewards and the names of other union officers and representatives who may represent Employees shall be certified in writing to the Employer by the local union. The Union may have up to seven (7) regular Stewards, including one Chief Steward.
- B. It is understood and agreed that any Employee functioning as a Steward has productive work to perform and will not leave the job during work hours, except after properly requesting and receiving proper authorization from the department head or designee. If the request is reasonable, the Union representative shall be afforded the opportunity.

Section 3. Notification

The City shall provide the Union Business Representative with the names and assigned Divisions of all newly hired general full-time and part-time Employees within thirty (30) days of being hired. Additionally, upon request of the Union Business Representative and no more than two times per year, the City shall provide the following information in electronic format for all bargaining unit Employees: name; address, classification; department; rate of pay; and date of hire, and phone numbers for any Employees whose phone numbers are not confidential under Florida Public Records Law.

Section 4. Access to Premises

- A. The Employer agrees to permit authorized representatives of the Union to enter the premises of the Employer for discussions of working conditions with the Employees before and after working hours or during lunch time.
- B. The representative will request approval from the appropriate department head or their designee if they desire to contact Employees during actual working hours.

- C. Subject to approval by the City Manager or the city Manager's designee, the Union Chief Steward may use no more than three (3) hours per week on duty to conduct Union business with the City.

Section 5. Access to Documents

- A. The Union shall receive a copy of any proposed changes or additions to job descriptions for positions in the bargaining unit prior to their implementation by the City.
- B. The Union shall receive a copy of any bid announcements or requests for proposals that (1) concern major services currently being provided by the City and (2) affect the staffing of bargaining unit positions.
- C. The City shall provide the Union with copies of all formal discipline issued to Bargaining Unit Employees.

Section 6. Time Off for Negotiations

- A. For the purpose of entering into collective negotiations for a successor agreement to this Agreement, the Employee agrees to grant leave with pay for three (3) Employees, appointed by the President or designee, plus the President, for the unions' negotiations committee. The Union shall provide the City with a list of names of such committee members prior to the commencement of any such negotiations. Release time for the purpose of negotiations shall not be charged to Personal Time Off of the individual Employees.
- B. Time off with pay will encompass the actual time the appointed union individuals will be involved with the negotiations which occurs during their scheduled working hours. Premium time will not be paid for negotiations.

Section 7. Union Time Pool

- A. Each member of the bargaining unit who is credited with paid holidays may voluntarily contribute any portion of such holidays to the Union Time Pool.
- B. The form executed by the President, on behalf of all Employees represented by the Union, shall include language releasing the City of Lauderhill from any and all liability to pay for holidays contributed by the Employees to the Union Time Pool.
- C. For each Employee using the Union Time Pool, a form shall be processed through channels by the Employee who is to use the Union Time Pool. The form shall be provided by the City and shall be signed by the President or designee. The form must be processed so that a copy signed by the President or designee and the department head or designee shall be given to the Human Resources Office a minimum of three (3) calendar days prior to the time the Employee has been

authorized to use the time pool. It is understood that on rare occasions the three (3) day time limit may not be met. The President or his designee, within one (1) calendar week from use of said time, shall forward an explanation to the Director of Human Resources as to why the three-day rule was not met.

- D. In all cases, the Employee shall be released from duty on Union Time Pool only if the needs of the Department permit, but such release shall not be unreasonably denied. If, because of the needs of the Department, an Employee cannot be released at the time desired, the Union may request consideration to be given to an alternate.
- E. The Union Time Pool hours shall be used on a dollar for dollar basis for Union business only. In reporting an Employee's absence as a result of utilizing the Union Time Pool, his/her daily attendance records shall reflect "UTP-Union Time Pool Leave With Pay".

ARTICLE 8

DISCIPLINE AND DISCHARGE

Section 1.

Full-time Employees may be disciplined, discharged or demoted for just cause.

Section 2.

Probationary Employees (initial employment) can be disciplined or discharged with or without cause, and this action shall not be subject to the grievance procedure.

Section 3.

Probationary Employees are defined as per the definitions section on page one (1) of this Agreement.

Section 4.

Employees shall witness and/or receive copies of performance evaluations, statements of reprimand and discipline, at the time the documents are filed in the Employee's personnel folder. The Employee will have the right to answer any such material filed within five (5) working days of filing and his/her answer will be attached to the file copy.

Section 5.

All discipline is intended to be constructive in nature. Therefore, the language of Civil Service Resolution 92-258, Section 9(A), Paragraph 2, which states "...depending on the severity of the cause, efforts should be made to first invoke progressive discipline, i.e. verbal reprimand, written reprimand, suspension, and termination...: shall be adhered to by the City and the Union.

ARTICLE 9

LABOR MANAGEMENT COMMITTEE

Section 1.

A Labor Management Committee will be established with one member of the City Administration, a quorum of the Union Stewards and the pertinent department head designated by the agenda. Meetings may be scheduled by either party with written notification at least one (1) week in advance. Meetings may be rescheduled by either party with written notification.

Section 2.

The purpose of each Labor Management Committee shall be limited to discussion of general internal problems and to assist in the dissemination of departmental communications to Employees. The committee shall not engage in any labor negotiations nor shall it be or become a vehicle for grievance handling processing or resolution. Agendas for the meetings should be submitted to the Administration office no later than the first Monday of the quarter. Minutes of the meetings will be kept at the discretion of the parties. The committee may make recommendations to the City Manager.

ARTICLE 10

WORK FORCE CHANGES

Section 1. Promotion and Filling of Vacancies

- A. The term "Promotion" means the advancement of an Employee to a higher paying classification.
- B. Whenever an opportunity for promotion occurs or a job opening occurs in other than a temporary situation in any existing competitive job classification or as the result of the development or establishment of a new job classification, a notice of such opening shall be posted on all bulletin boards stating the classification, rate of pay, and the nature of the job requirements in order to qualify for the purpose of establishing an eligibility list. Such posting shall be for a period of not less than five (5) working days.
- C. Eligibility lists shall be used in filling vacancies. The top three regular Employees who qualify shall be interviewed first. A probationary Employee may apply for promotional or open competitive positions prior to the completion of the Employees six (6) month probationary period (or extended probationary period) in the new position and complete it prior to becoming a Regular Full time Employee.
- D. In the event a regular full-time Employee is promoted, that Employee will serve a three-month probationary period in the new position, which may be extended by the City for an additional three-month period at the City's sole discretion. If it is found that such Employee does not meet the requirements or responsibilities of the position for which he/she has been selected during the trial period or he/she voluntarily relinquishes such position, then such Employee shall be restored to his/her former classification and shall receive the same pay status and benefits he received prior to the promotion.
- E. An Employee's promotional probationary period shall be tolled and extended during any time period that the Employee is not at work performing his/her regular, normal duties for more than three (3) days (e.g. sick leave, light duty, and workers' compensation leave) during the Employee's promotional probationary period. The promotional probationary period shall commence running only when the Employee returns to his/her normal duties.
- F. The Individual promoted shall receive a pay adjustment to the minimum of the new pay range or 5% whichever is greater.

ARTICLE 11

WORKING OUT OF CLASSIFICATION

An Employee who temporarily performs work in a higher classification for more than ten (10) consecutive scheduled work days or for twenty (20) scheduled work days out of ninety (90) scheduled work days, shall be paid the minimum rate of the higher position or a 5% increase to current salary, whichever is greater from the first day of work. At the end of the temporary assignment, the Employee's pay shall revert to the rate being received prior to being assigned to the higher classification.

ARTICLE 12

PAID TIME OFF (PTO)

Section 1. Paid Time Off (PTO)

Employees shall accrue paid time off (PTO) on a bi-weekly basis as set forth below:

| Years of Service | 37.5 Hours/Week Schedule | | 40 Hours/Week Schedule | |
|------------------------|--------------------------|--------------|------------------------|--------------|
| | Bi-Weekly Hours | Annual Hours | Bi-Weekly Hours | Annual Hours |
| 0-4 years of service | 5.77 | 150 | 6.15 | 160 |
| 5-9 years of service | 7.21 | 187.5 | 7.69 | 200 |
| 10-20 years of service | 8.51 | 221.25 | 9.08 | 236 |
| 20+ years of service | 8.94 | 232.5 | 9.54 | 248 |

If a Safety Bonus Day is awarded and if not used within the fiscal year, it will be added to the above.

PTO will be accrued on an hourly basis at a rate that equals the total hours earned annually over the course of one year.

Seniority will be given first consideration in selection of days for his/her Paid time Off (PTO). A deadline shall be established by the department head for receiving PTO requests.

All absences or time included under this section, which are in excess of available PTO, will be charged to leave without pay. Leave without pay must be approved by the City Manager in advance. Paid Time Off (PTO) will not accrue to the Employee during leave without pay.

Employees must call in accordance with prior department policy, but no later than 30 minutes after the start of work if a PTO day is to be used for sick or emergency purposes. Employees working shifts (i.e. utility operators) must call at least 2 hours ahead of time if a PTO day is to be used for sick or emergency purposes.

Section 2. Conversion of Unused Vacation and Sick Time

During the fiscal year, the Employee must take a minimum of eighty (80) hours (4 – 10 work schedule) or seventy-five (75) hours (3-9.5 and 1-9 work schedule) of PTO. The remaining available hours may be accumulated. Upon separation of employment, the Employee will be compensated for all unused PTO at a rate of seventy percent (70%) of their pay, maximum accumulation of six hundred (600) PTO hours (4 – 10 work schedule) or 562.5 PTO hours (3-9.5 and 1-9 work schedule).

Bargaining Unit Members may not accrue more than the maximum hours designated for

each work schedule on September 30 of any year. Members may accrue PTO hours in excess of the designated hours during the fiscal year but must reduce their leave bank to the designated maximum by the end of the fiscal year (i.e. September 30th of every year). Members who have attempted to reduce their leave bank during the fiscal year, but have been unable to do so because their PTO requests have been denied three (3) or more times during the fiscal year, will have the time rolled over to the next fiscal year. However, upon separation of employment, the Employee will be only receive compensation for unused PTO up to six hundred (600) PTO hours (4 - 10 work schedule) or up to 562.5 PTO hours (3-9.5 and 1-9 work schedule) at a rate of 70% of their pay.

Section 3. Holiday Leave

The Employees of the City shall enjoy fourteen (14) paid holidays and one (1) paid personal day per year:

- New Year's Day
- Martin Luther King, Jr. Day
- Washington's Birthday
- Columbus Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day After/Before Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve
- One (1) Personal Day

Employees must work the regular scheduled day before and the day after a holiday to be paid for the holiday unless PTO is scheduled at least two (2) days in advance. If the Employee provides proof of illness by submitting a doctor's bill or certified stamp from HMO/carrier he/she may be absent and still receive holiday pay.

If a holiday occurs during an Employee's Paid Time Off (PTO), the holiday shall not be charged against his/her PTO. Jury duty or death in the family occurring during his/her PTO shall be considered as days still due to the Employee. All benefits will continue to accrue while on PTO. When an Employee is hospitalized during scheduled PTO and subsequently receives short term disability payments, said Employee will not be charged with PTO.

Section 4. Safety Bonus Day

The Safety Bonus Day Program shall be enhanced to allow eligible full-time Employees to receive up to two (2) Safety Bonus Days. The first Safety Bonus Day shall be awarded to

the Employee if he/she does not have an accident during the fiscal year. The second Safety Bonus Day shall be awarded to all Employees within a department if the number of accidents in that department falls below the number of accidents allowed for that department during the fiscal year. Part-time Employees may also be awarded four (4) Safety Bonus Hours if he/she does not have an accident during the fiscal year and four (4) Safety Bonus Hours if the number of accidents in that department falls below the number of accidents allowed for that department during the fiscal year. The Safety Bonus Days/Hours shall be included with the Paid Time Off as covered in Section 1.

Section 5. Funeral Leave

The City agrees that when a death occurs in the immediate family of a full-time or part-time Employee or his/her spouse, that member shall be granted up to three (3) working days off to attend a funeral without loss of pay or benefits as long as proof of death is provided to the department head upon the Employee's return to work. Full-time and part-time Employees will be permitted five (5) days leave to attend an out-of-state funeral provided that the Employee provides proof of death and proof of attendance to his/her immediate supervisor upon the Employee's return to work.

The immediate family as cited above shall be defined as legal guardian, father, mother, spouse, children, brother, sister, grandparents, grandchildren, daughter-in-law and son-in-law, father-in-law and mother-in-law, brother-in-law and sister-in-law, step-parents, step-children and foster children.

Section 6. Jury Duty

Employees shall be granted time off without loss of straight time pay for reporting for jury duty upon presentation to their supervisor of satisfactory evidence relating to jury duty.

Employees who have been subpoenaed to testify at a deposition, trial, administrative hearing or arbitration hearing, related to their duties as a City Employee, shall be released from duty with pay to testify.

Section 7. Time Off for Voting

During a general election, an Employee who registered to vote whose hours of work do not allow sufficient time for voting shall be allowed the necessary time off with pay for this purpose. When the polls are opened two hours before or two hours after the regular scheduled work period, it shall be considered sufficient time for voting.

Section 8. Civil Service Examination Leave

When an Employee is scheduled to work, he/she shall be allowed time off with no loss of time or pay to take open competitive and promotional Civil Service Examinations, but only such examinations which would result in employment by the City of Lauderhill. The

Employee shall submit a request for such leave two days before the scheduled examination and submit proof that he/she took said examination.

Section 9. Military Service Leave

Military service leave shall be in accordance with HR-32 "Military Leave" of the City's Administrative Policies and Procedures Manual.

Section 10. Leave of Absence

Leave of absence including maternity leave, may be granted for up to three (3) months with option to extend for another three (3) month period if approved by department head and City Manager.

Section 11. PTO Sell-Back

Employees shall be allowed to sell back up to 80 hours (4 – 10 work schedule) or 75 hours (3-9.5 and 1-9 work schedule) of their PTO per year at a rate of sixty percent (60%) provided that the Employee maintains a minimum of three hundred (300) hours of leave. The sell-back must be utilized during the Employee's anniversary year with the anniversary date established as the last date of hire as a regular full-time Employee. The parties agree that the City's policy on Leave Accrual Liquidation (HR-40) shall apply to bargaining unit members. A maximum of \$50,000 will be budgeted annually for bargaining unit Employees to sell back PTO time; however, the City has the sole right to set the budgeted cap for bargaining Employees each year at whatever amount the City determines. Should the total amount of hours bargaining unit members seek to sell back to the City in a given year exceed the City's budgeted cap, Employees will be permitted to sell back only a pro-rated share of the amount each Employee sought to sell back. All requests must be submitted by April 1 of the current year for purchases in the next fiscal year.

Section 12. Sick Leave Donation

The parties agree that the City's policy on Sick Leave Donation (HR-39) shall apply to bargaining unit members; however, an Employee shall not receive donated time unless that Employee has exhausted all of his/her accrued paid leave and/or FMLA leave.

ARTICLE 13

LAYOFF AND BUMPING

Section 1. Eligibility

Lay-off will be in accordance with: (1) Seniority and (2) Qualifications, in a classification.

Section 2. Procedure

When a lay-off takes place, it shall be accomplished by laying off: (1) temporary Employees; (2) provisional Employees; (3) probationary Employees; (4) regular part-time Employees; and then regular full-time Employees in accordance with the criteria established above.

Section 3. Notification

The Employer shall provide ten days' notice to regular full-time and regular part-time Employees who are targeted for layoff. The Employer shall forward a list of those Employees being laid off to the local union when the notices are issued to the Employees.

Section 4. Seniority Procedure

When an Employee is laid off due to a reduction in the work force, he/she shall be permitted to exercise his/her seniority right to bump or replace an Employee in the same classification grouping with less seniority if they are qualified to do the job. Employees may, if they so desire, bump an Employee in an equal or lower job classification provide the bumping Employee has greater seniority than the Employee he/she bumps and has the ability to perform the job.

Section 5. Recall

When the work force is increased after lay-off, Employees will be recalled in the reverse order of layoff. Notice of recall shall be sent to the Employee at his/her last known address by registered mail. The Union shall be notified at the same time. If any Employee fails to report for work within fifteen (15) days from the date of mailing of notice recall, he/she shall be considered to have quit.

Recall rights for an Employee shall expire after a period equal to his/her seniority, but in no case more than one (1) year from the date of lay-off. Written notice of expiration of recall rights shall be sent to the Employee at his/her last known address by registered or certified mail. No new Employee shall be hired until all Employees on lay-off who have agreed to return to work have been recalled in the same classification. Probationary Employees have no recall rights.

Section 6. Separation Pay during Lay-Offs

Should it become necessary for a lay-off to take place, Employees shall be given four weeks' severance pay. This section shall not apply to probationary Employees.

ARTICLE 14

USE OF PRIVATE VEHICLES

Employees will not be required to utilize their own cars for city business.

ARTICLE 15

HOURS OF WORK AND OVERTIME

Section 1. Procedure

- A. The regular work week will be thirty-seven-and-one-half and forty hours, respectively.
- B. Any "hours worked" in excess of an Employee's regular work day shall be paid at time and a half.
- C. Overtime work must be approved by the department head. Overtime request cannot be refused by an Employee after the City has made every effort to gain voluntary acceptance of overtime.
- D. The City will distribute overtime on a rotation basis, starting with the most senior Employee in the same job classification and same work section or area.
- E. PTO scheduled at least two (2) days in advanced shall be considered time worked for calculation of overtime. Holiday time shall be considered as time worked.
- F. A full-time or part-time Employee who works a holiday will be compensated at the rate of time and one half (1-1/2) plus the day.
- G. Non-exempt Employees may from time to time receive work-related phone calls, texts or emails while they are off duty. Non-exempt Employees should generally not respond to those calls, texts or emails while off-duty unless it is clear that they involve a time-sensitive issue that cannot wait until the Employee returns to duty. If they do involve a time-sensitive matter, the Employee should respond to the call, text or email while off duty and should report any time spent doing so that is greater than six (6) minutes to their Department Head or Designee. The Employee may be required to provide proof to support the overtime submission.
- H. Employees required to work during a declared emergency shall be paid at time and one half for all hours worked.

Section 2. Call Back Pay/Stand-By Pay

- A. An Employee who is at his/her residence and who is called back to work shall be guaranteed a minimum of two (2) hours compensation at time and one half (1-1/2). Compensation will be paid for actual time worked commencing with the time the Employee reports for duty.
- B. For each consecutive seven-day period ("Standby Period") that an Employee is required to carry and be accessible by cell phone, the Employee shall receive

four (4) hours compensation at time and one half (1 and ½) ("Standby Pay"). If the Employee is called back to work and works less than four (4) hours during that period, then the Employee shall only receive Standby Pay. If, however, the Employee is called back to work and works more than four (4) hours during that Standby Period, then the Employee shall be compensated at time and one half (1 and ½) for any hours worked in excess of four (4) hours.

Employee will be assigned a cell phone on a weekly basis based upon a rotating seniority system.

- C. The Department Director shall have the sole and exclusive discretion to determine whether Employees in the Director's Department shall be required to carry cell phones.

Section 3. Break Time

Employees will be allowed to take two (2) breaks during their tour of duty. One break will be on or after mid-morning, and the other will be on or after mid-afternoon, as determined by the department head or his/her designee.

Break periods can be denied when the break would develop into:

1. Creating an unsafe working condition:
2. A violation of any city, county or state regulation; or
3. During an emergency situation or a situation which would result in a complete curtailment of a service because of the break (e.g. closing of an office)

However, it is recognized that many positions have a post or duty assignment that requires coverage for a full shift, which would not permit the Employee to actually leave his/her post. In those cases, it is recognized that the Employee can "rest" while the Employee physically remains in the geographic location of his/her duty or post.

Breaks, when taken, will be of fifteen (15) minutes in duration. Break periods are to be taken at the job site, and will not involve transportation time back to a central are.

Break periods not taken, (or granted) cannot be carried over to another period of time or accumulated. No payment of unused break time will be made.

ARTICLE 16

INSURANCE

Section 1.

The City shall continue offering Employees the choice of the HMO plan and the POS plan currently in effect. Premiums shall be paid as follows:

A. For Employees selecting the HMO plan:

1. Single coverage: Employees shall not be required to pay a premium for single coverage. The City shall pay the entire premium for HMO single coverage during the term of this Agreement ("City's Single Contribution).
2. Effective 10/1/14, Employees shall pay twenty percent of the monthly cost of the premiums for Employee plus spouse, Employee plus Children or Employee plus Family coverage. The city shall pay the balance ("City's Adjusted Family Contribution").

B. For Employees selecting POS coverage:

1. Single coverage: The City shall pay an amount equal to the City's Single Contribution (HMO Plan). Employees shall pay the balance.
2. Family coverage: The City shall contribute an amount equal to the City's Adjusted Family Contribution (HMO Plan). Employees shall pay the balance.

Section 2.

The City shall continue to provide dental insurance per current practice. Current practice is that the City pays 100% of the premiums for single coverage for DMO and PPO. For Family Dental Coverage, the City pays the single coverage premium and the Employee pays the balance of the required premium.

ARTICLE 17

SAFETY AND HEALTH

Section 1.

The parties agree that they will conform to and comply with applicable laws as to safety and health.

Section 2.

The Employer and the Union will cooperate in the continuous objective of eliminating safety and health hazards and agree to utilize within the Worker's Compensation law all provisions to deter on-the-job injuries from occurring.

Section 3.

The Union shall be represented on the safety committee by a bargaining unit member from each department selected by the Union.

Section 4.

This committee shall meet as needed (but no more than bi-monthly) to discuss safety and health hazard conditions. Emergency meetings may be requested by either party and shall be held within five (5) days of such request. The committee may make recommendations to the City Manager.

Section 5.

Employees in appropriate classifications, who are currently furnished uniforms, shall be furnished five (5) t-shirts on June 1 each year of the contract. On June 1 of each year of the contract, two pairs of approved walking shorts shall be furnished to the meter readers. In addition, Employees who are assigned as Crime Scene Technicians, Police Service Aides and Property and Evidence Technician, shall be given an annual uniform allowance of \$150 in the first pay period of the new fiscal year.

Section 6.

- A. Each Department Head shall determine which Employees in that department are required to wear steel-toe or steel-shank safety shoes ("Safety Shoes"). Employees required to wear Safety Shoes shall purchase their own Safety Shoes and, upon submittal of a receipt to the purchasing department shall be reimbursed up to \$100, one time per fiscal year.

- B. At the discretion of the Department Director, the Employee may be reimbursed up to \$75 during the fiscal year for a second pair of Safety Shoes. The Department Director's decision granting or denying reimbursement of up to \$75 for a second pair of Safety Shoes during the fiscal year shall be a non-grievable issue.
- C. Employees who are reimbursed for Safety Shoes pursuant to this section and who leave the City within one year of being reimbursed for such Safety Shoes shall have deducted from their final paycheck an amount equal to the City's pro-rata cost of the Safety Shoes.
- D. The City will provide a Clothing Allowance of up to \$100 for general Employees who are not required to wear a uniform to purchase City clothing items (i.e. polo shirts, sweaters, jackets) one time per fiscal year.

Section 7.

The City will provide annual infectious disease and hazard training and will provide required safety equipment for Employees who work with hazardous materials. The decision as to what training is provided is non-grievable.

Section 8.

Stormwater Division, Canals, Streets, Facilities Maintenance and Wastewater Division Employees shall receive vaccinations for Hepatitis A and B at the City's expense.

ARTICLE 18

WAGES

Section 1. Cost of Living Adjustments

All bargaining unit Employees will receive a cost of living adjustment of three and one half percent (3.5%) on October 1, 2024. In addition, all bargaining unit Employees will receive a cost of living adjustment on October 1, 2025 and October 1, 2026. The amount of such increases each year will be equal to the change in the CPI which amount will be rounded to the closest tenth of a percentage. The CPI that will be used is the twelve (12) month change from April to April based on the CPI for All Urban Consumers for the Miami-Fort Lauderdale Area (all items index) published by the U.S. Department of Labor Bureau of Labor Statistics. However, if the CPI is more than four percent (4%), the salary increase will be four percent (4%) and if the CPI is less than one percent (1%) the salary increase will be one percent (1%).

Section 2. Changes to Pay Plan

A. Effective October 1, 2024, the following Positions will be reclassified in the Pay Plan as follows:

- Accounting Clerk I from Grade 11 to Grade 13
- Accounting Clerk II from Grade 12 to Grade 14
- Accounting Clerk III from Grade 13 to Grade 15
- Administrative Specialist from Grade 8 to Grade 10
- Bus Driver from Grade 8 to Grade 10
- Cashier from Grade 8 to Grade 10
- Crime Scene Technician I from Grade 15 to Grade 16
- Crime Scene Technician II from Grade 16 to Grade 17
- Heavy Equipment Operator from Grade 14 to Grade 16
- Lift Station Mechanic from Grade 15 to Grade 17
- Maintenance Worker I from Grade 10 to Grade 11
- Maintenance Worker IV from Grade 13 to Grade 14
- Meter Reader I from Grade 10 to Grade 11
- Meter Reader II from Grade 12 to Grade 13
- Meter Reader III new position in Grade 14
- Meter Reader IV new position in Grade 15
- Police Service Aide I from Grade 11 to Grade 14
- Police Service Aide II from Grade 12 to Grade 15
- Police Service Aide III from Grade 13 to Grade 16
- Property and Evidence Coordinator from Grade 13 to Grade 14
- Utility Service Worker I from Grade 10 to Grade 12
- Utility Service Worker II from Grade 12 to Grade 13
- Utility Service Worker III from Grade 13 to Grade 14
- Utility Service Worker IV from Grade 14 to Grade 15

- B. On October 1, 2024, Employees then in the positions referenced in Section 2.A. above will be slotted into the step in their new grade as follows:
 1. First, they will be moved to the lowest step in the new grade that constitutes an increase in pay from what the Employee would make on October 1, 2024 in the old grade; and
 2. Then, they will move up one step from that step in the new grade on the same date.

Section 3. Longevity

Eligible full-time bargaining unit members and part-time bargaining unit members with fifteen (15) or more consecutive years of City service shall receive a non-pensionable longevity payment in October of each year during the term of this Agreement as follows:

- Employees with one (1) to seven (7) complete years of service as of October 1 shall receive a lump sum longevity payment equal to one percent (1%) of their base pay as of that date.
- Employees with eight (8) to fourteen (14) complete years of service as of October 1 shall receive a lump sum longevity payment equal to two-and-one-half percent (2.5%) of their base pay as of that date.
- Employees with fifteen (15) or more complete years of service as of October 1 shall receive a lump sum longevity payment equal to three-and-one-half percent (3.5%) of their base pay as of that date.

Section 4. Self-Improvement Plan

The City of Lauderhill and Teamsters Local 769 agree that it is in the best interest of the City and its employees to encourage employees to improve their performance, prioritize their safety and security, increase their knowledge, and further their education. In order to accomplish those objectives, the Self-Improvement Plan is hereby agreed to and adopted.

A. One-Step Increase:

Employees who successfully meet the **CATEGORY I: PERFORMANCE**, **CATEGORY II: SAFETY AND SECURITY**, and **CATEGORY III: KNOWLEDGE** requirements shall be eligible for a one-step increase or a one-time 5% lump sum based on their current salary, if the employee is topped out.

- If an employee is in an acting position for more than one year, the increase will be applied to their acting salary.
- Credit for obtaining certifications, licenses, and training specified in **CATEGORY III: KNOWLEDGE, Section B: Certifications, Licenses, and Training** shall only be applicable once for those specific certifications, licenses, and training during the employee's term of employment at the City of Lauderhill.

B. Two-Step Increase:

Employees who successfully meet the **CATEGORY I: PERFORMANCE**, **CATEGORY II: SAFETY AND SECURITY**, and **CATEGORY III: KNOWLEDGE** requirements and obtain a higher level of education in a related field above the degree of education required for their current position shall be eligible for a two-step increase or a one-time 10% lump sum based on their current salary, if the employee is topped out.

- If an employee is in an acting position for more than one year, the increase will be applied to their acting salary.
- Credit for obtaining a higher level of education in a related field above the degree of education required for their current position as specified in **CATEGORY III: KNOWLEDGE, Section A: Education** shall only be applicable once during the employee's employment at the City of Lauderhill.
- Credit for obtaining certifications, licenses, and training specified in **CATEGORY III: KNOWLEDGE, Section B: Certifications, Licenses, and Training** shall only be applicable once for those specific certifications, licenses, and training during the employee's term of employment at the City of Lauderhill.

The City Manager, in their sole discretion, and only under special circumstances, may grant the step increase to employees who do not meet one or more of the requirements listed when those job requirements are not possible to obtain or practicable. The City Manager may require that employees obtain a different license, certification, and/or training pertinent to their position. The City Manager's decision to grant or not grant this step increase to the employees may not be appealed and shall not be subject to the grievance procedure.

ARTICLE 19

PENSION PLAN

Section 1.

Effective October 1, 2003, for all years of employment beginning prior to October 1, 1994, Employees shall receive a 2.25% pension benefit.

Section 2.

Effective October 1, 2003, for all years of employment beginning after October 1, 1994, Employees shall receive a 2.75% pension benefit.

Section 3.

Effective October 1, 2006, Employees who are members of the General Employee Pension Plan as of the date of approval by the Commission of this contract shall receive a 3% pension benefit for all years of employment.

Section 4.

The foregoing changes were agreed to by the parties and codified in the Pension Plan in prior negotiations to make it a Two-Tier Pension Plan consisting of the following:

Tier One

- A. Employees hired on or before December 10, 2012 shall be part of Tier One of the Plan. Tier One shall consist of all the benefits and contributions offered by the Plan on the date that this Agreement is ratified.

Tier Two

- A. Employees hired after December 10, 2012 and prior to and including the ratification date of this Agreement shall be part of Tier Two of the Plan.
- B. Tier Two benefits shall be administered in the same manner as Tier One benefits, except as follows:
 1. The normal retirement date for Tier Two participants shall be the completion of 25 years of credited service, the date upon which the participants attain age 65 with 10 years of credited service, or the date upon which the participants attain age 60 with 15 years of service.
 2. The normal retirement benefit for Tier Two participants shall be calculated

using a 2.5% multiplier for each year of credited service.

3. Tier Two participants shall become fully vested in the Plan after earning 10 years of credited service.
4. Tier Two participants are not entitled to participate in the Deferred Retirement Option Program.

Tier Three

- A. Employees hired following the ratification date of this Agreement shall be part of Tier Three of the Plan.
- B. Tier Three benefits shall be administered in the same manner as Tier One benefits, except as follows:
 1. The normal retirement date for Tier Three participants shall be the completion of 25 years of credited service, the date upon which the participants attain age 65 with 10 years of credited service, or the date upon which the participants attain age 60 with 15 years of service.
 2. The normal retirement benefit for Tier Three participants shall be calculated using a 2.25% multiplier for each year of credited service.
 3. Tier Three participants shall become fully vested in the Plan after earning 10 years of credited service.
 4. Tier Three participants are not entitled to participate in the Deferred Retirement Option Program.

Section 5.

Tier One, Tier Two, and Tier Three Employee contribution shall be percent (10%) of compensation.

Section 6.

Employee contribution shall be ten percent (10%) of compensation.

Section 7.

For the purposes of this Article, an Employee's year of employment shall "begin" on his or her anniversary date.

Section 8.

Employees hired after October 1, 1994 shall be placed in the City's defined benefit

pension plan.

Section 9.

Tier One Employees may retire after twenty (20) years of service, regardless of age.

Section 10.

Tier One Employees shall vest upon seven (7) years of service in the pension plan.

Section 11.

The City amended the Pension Plan to provide as follows as a result of prior negotiations between the Parties:

- A. Pension buy-back for years of service back to date of hire with total actuarial cost paid by the Employee.
- B. Pension buy-forward for up to five years with total actuarial cost paid by the Employee.
- C. Tier One Employees who reach normal retirement age shall be eligible to participate in a Deferred Retirement Option Program ("DROP") for a maximum of sixty (60) months. When Employees attain twenty (20) years of service they may enter the DROP plan. DROP participants will receive actual investment return whether positive or negative on funds in the DROP.
- D. Tier One Employees who currently have more than twenty (20) years of service, are eligible to participate in the DROP.

Section 12.

The City amended the Pension Plan to provide as follows as a result of prior negotiations between the Parties:

- A. The multiplier for future service shall be two percent (2%) for members of all Plan Tiers.
- B. Employees who are not yet vested will vest at ten (10) years of service.
- C. Normal retirement for all Tier members not currently eligible to retire shall be either:
 - 1. the date on which the sum of an Employee's age and years of service with the City equals 75; or
 - 2. the date upon which the member attains age 60 with 15 years of service;

- or
3. the date on which the Employee attains age 65 with 10 years of service.

Section 13.

As soon as practicable following ratification of this Agreement, the City will amend the Pension Plan as follows:

- A. All Tier 1 members who were not eligible for Normal Retirement on October 1, 2018 will be permitted to retire upon reaching 20 years of City service regardless of age.
- B. All Tier 2 and Tier 3 members will be allowed to enter DROP upon reaching normal retirement.

ARTICLE 20

NO STRIKE

Section 1. No Strike Agreement

Neither the Union nor any of its officers or agents nor members covered by this Agreement, nor any other Employees covered by this Agreement, will investigate, promote, sponsor or engage in any prohibited activities as defined in Section 447.203(6), Florida Statutes.

Section 2. Penalty

Any or all Employees who violate any provision of the law prohibiting strikes or of this Article will be subject to disciplinary action by the City.

Section 3. Lockouts

No lockouts of Employees shall be instituted by the Employer during the term of this Agreement.

ARTICLE 21

SAVINGS CLAUSE

Section 1. Savings Clause

Should any Article, Section or portion thereof of this Agreement be held unlawful and unenforceable by a court or competent jurisdiction, such decision of the court shall only apply to the specific Article, section or portion thereof, directly specified in the decision. Upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated Article, Section or portion thereof.

ARTICLE 22

PART-TIME EMPLOYEES

Section 1.

The City shall notify the Union as to the creation of new part-time positions within the City.

Section 2.

The Union shall have the right to discuss matters pertaining to part-time Employees with the City Manager or his/her designee.

Section 3.

The City will advise the Union of any substantial scheduling changes in the hours of part-time Employees prior to those changes taking effect.

Section 4.

Employees who meet certain eligibility requirements determined by the City will receive a life insurance benefit one time their annual salary up to \$100,000.

ARTICLE 23

OUTSIDE EMPLOYMENT

The provisions of this Article, state law and City Ordinance pertaining to outside employment shall be administered as follows:

Section 1.

No Employee may hold any employment or contract with any business entity or agency subject to the regulation of or doing business with the Employee's department. Neither may an Employee hold any employment or contractual relationship which will pose a recurring conflict between his/her private interests and his/her public duties or would impede the full and faithful discharge of his/her public duties.

Section 2.

In the event of an officially declared emergency by the City Manager, all Employees covered by this contract are subject to immediate recall.

Section 3.

Employees wishing to commence outside employment shall follow the process set forth below:

- A. All bargaining unit members holding outside employment shall submit to the City Manager, via Human Resources, on a form prescribed by the City, an explanation of outside employment held, including general description of work, city where outside work is located, and hours of work.
- B. The City Manager or his/her designee shall analyze such explanation and within 30 working days after receipt thereof notify the Union Business Representative as to whether the City Manager's office believes that a potential conflict of interest exists.
- C. In the event the City Manager determines that a conflict exists, the City Manager shall notify the Union and the affected Employee of the fact that such a conflict has been determined.
- D. The Employee shall have the right to meet with the City Manager or representative pertaining to such outside employment. The Employee shall have the right to have a union representative present.
- E. The City Manager shall have the right to direct the Employee to discontinue such outside employment and document in writing the reasons for his/her decision.

Section 4.

An Employee shall have the right to grieve the City Manager's decision regarding such outside employment through the grievance/arbitration procedure contained in this contract.

ARTICLE 24

DRUG-FREE WORKPLACE

SECTION 1.

Bargaining unit members are prohibited from using illegal drugs or legal drugs outside of the scope of their permitted use at any time whether on or off duty and are prohibited from being under the influence of alcohol while on duty.

SECTION 2.

The City may require any employee to submit to a drug or alcohol test pursuant to the City's Drug Testing policy applicable to all City employees. For random drug testing, the City's drug testing contractor may randomly draw the names of 16 bargaining unit members holding safety sensitive positions once per calendar quarter. Reasonable suspicion testing will be conducted in accordance with City policy.

SECTION 3.

Refusal to submit to drug testing pursuant to the procedures outlined in this Article after being ordered to do so may result in disciplinary action, up to and including termination.

SECTION 4.

The following procedures shall apply to the drug and alcohol tests administered to Employees:

- A. The City may request urine samples for the presence of drugs and a breathalyzer test for the presence of alcohol. A urine sample shall be split and one part of the split sample shall be screened instantly; the other sample will be sent to a laboratory and tested only if the instant test results are positive. If the instant sample tested positive, the employee will be placed on administrative leave without pay pending the results of the confirmatory test. If the confirmatory test reveals a negative result, the employee will be provided with back pay retroactive to the date he/she was placed on leave without pay. A breathalyzer test result of over .02 for the presence of alcohol will necessitate a second test being conducted 15 minutes later. If the result is between .02 and .04 blood alcohol level on the second test, the employee will be sent home for the day without pay (or may use sick or vacation leave), but will not be disciplined. If the result of the second test is above .04 for blood alcohol, the employee will be placed on administrative leave without pay pending a final disciplinary action from the City.
- B. The test shall be performed at a reputable hospital or laboratory certified by the State of Florida as a medical laboratory, or a certified mobile provider which

complies with the scientific and technical guidelines for federal drug testing programs and the standards for certification of laboratories engaged in urine drug testing for federal agencies issued by the Alcohol, Drug Abuse and Mental Health Administration of the U.S. Department of Health and Human Services and comply with applicable Florida Statutes.

- C. Urine specimens shall be drawn or collected at a City facility, a laboratory, hospital, doctor's office or medical facility. A Union representative shall be allowed to accompany the Employee, if requested, to the test and observe the collection of the specimen. If the City or the laboratory requires an observer when the urine specimen is given, the observer shall be of the same sex as the Employee being tested. All specimen containers and vials shall be sealed with evidence tape and labeled in the presence of the Employee and the Union representative, if available.
- D. After considering the results of the test, the City may take such disciplinary action as is appropriate pursuant to this Agreement. Such disciplinary action may include referral to a substance abuse program or Employee Assistance Program for assessment, counseling and referral for treatment and rehabilitation as appropriate.
- E. The results of urine tests performed hereunder will be held confidential to the extent permitted by law. Tests shall be performed for the presence of alcohol, non-prescribed controlled substances, chemical adulteration and/or narcotic drugs.
- F. Tests shall be conducted using recognized technologies and recognized testing standards. The following standards shall be used to determine what level of detected substances shall be considered as positive in urine specimens:

| DRUG | SCREENING TEST | CONFIRMATION |
|----------------------------------|-----------------------|---------------------|
| Amphetamines/Methamphetamine | 1000 ng/ml | 500 ng/ml |
| Barbiturates | 300 ng/ml | 200 ng/ml |
| Benzodiazepines | 200 ng/ml | 200 ng/ml |
| Cocaine | 150 ng/ml | 150 ng/ml |
| Tetrahydrocannabinol (Marijuana) | 50 ng/ml | 15 ng/ml |
| MDMA (Ecstasy) | 500 ng/ml | 250 ng/ml |
| Methadone | 300 ng/ml | 150 ng/ml |
| Methaqualone | 300 ng/ml | 150 ng/ml |
| Opiates Codeine | 2000 ng/ml | 2000 ng/ml |
| Morphine | 2000 ng/ml | 2000 ng/ml |
| Hydrocodone | 500 ng/ml | 100 ng/ml |
| Hydromorphone | 500 ng/ml | 100 ng/ml |
| Oxycodone | 100 ng/ml | 100 ng/ml |
| Heroin | 750 ng/ml | 10 ng/ml |
| Phencyclidine | 25 ng/ml | 25 ng/ml |

| | | |
|-------------------|-----------|-----------|
| Propoxyphene | 300 ng/ml | 150 ng/ml |
| Alcohol (Ethanol) | 0.04g/dl | 0.04g/dl |

Samples will also be tested for the following adulterants that may impact the results of drug tests:

| | |
|-----------------------|----------------|
| Creatinine (CR) | 20 – 200 mg/dl |
| Nitrite (NI) | 0 – 5.0 |
| Oxidants/Bleach (OX) | Positive |
| ph (PH) | 4 – 9 |
| Specific Gravity (SG) | 1.005 – 1.025 |

If specific gravity is low, a second test with a second specimen will be conducted between 1-2 hours later.

To the extent the levels above exceed those used by the Federal Government CDL Program, the Federal Government CDL Program levels will control. As those levels change so will the levels in this contract. Tests for other non-presented controlled substances will be in accordance with federal government screening and confirmation standards.

- G. A Certified Medical Review Officer (MRO) will review all negative and confirmed positive laboratory results. Positive results will be communicated to the City's designated human resources professional after the MRO or Human Resources has ascertained that personal prescriptions or other legal substances do not account for the laboratory findings. Investigations may include, as appropriate, telephone contact with the employee and any prescribing physician. Employees may consult the City appointed MRO concerning drugs and/or drug groups that may be tested for under this procedure.
- H. The Employee shall be presented with a copy of the laboratory report of all specimens which were tested.
- I. At the conclusion of the drug testing, in the event a positive test is indicated and disciplinary action is taken, the Employee may grieve such discipline through the contractual grievance arbitration procedure.
- J. Employees who seek voluntary assistance for alcohol and substance abuse through the Employee Assistance Program may not be disciplined for seeking such assistance, provided such request was completely voluntary and not made because the employee was being sent for drug or alcohol testing. Request from Employees for such assistance shall remain confidential to the extent permitted by law and shall not be revealed to other Employees or officers without the Employee's consent. Employees enrolled in substance abuse programs as outpatients, shall be subject to all City rules, regulations and job performance standards. Requests to enter the EAP does not preclude the city from administering a drug and alcohol test.

ARTICLE 25

CIVIL SERVICE RULES

The parties agree to be governed by, accept and operate under the City's current Civil Service Ordinance. This Article shall not apply to bargaining unit members assigned to the Police Department.

ARTICLE 26

WORKERS' COMPENSATION

The parties agree to be governed by, accept and operate under the City's current Worker's Compensation Ordinance.

ARTICLE 27

EDUCATIONAL ASSISTANCE

Section 1.

Employees are eligible for monetary reimbursement for any eligible training or educational programs. Eligible training and educational programs are programs that, in the judgment of the Employee's Department Head, Human Resources Director and City Manager are directly related to the Employee's current position and will improve the Employee's performance of that position. Examples include vocational/technical coursework, adult education coursework, and degree-related undergraduate and graduate coursework that are within an approved degree or certification program. Other requests for training and educational programs will be given consideration for monetary reimbursement. Employees may seek reimbursement for coursework not related to the Employee's duties; however, reimbursement shall be at a reduced rate as set forth in Section 5 of this Article.

Section 2.

The City's educational assistance program applies only to regular Employees who have completed their probationary period for the Employee's current position. Employees are not eligible for reimbursement for any courses registered for during the Employee's probationary period or prior to being employed by the City. In addition, an Employee is required to complete one year of service with the City after completion of any course for which reimbursement is received or the Employee shall reimburse the City for all tuition reimbursement received under this Program. The City Manager may waive the City's right to reimbursement.

Section 3.

An Employee seeking tuition reimbursement shall complete the City of Lauderhill Request for Educational Assistance form. The City will not reimburse an Employee unless the Employee has received the approval of the Employee's Department Head, the Human Resources Director, and the City Manager.

Section 4.

The City will reimburse Employees only for courses taken at an accredited institution. Accredited institutions are:

1. Schools operated by the State of Florida, or
2. Schools licensed by the Florida Department of Education, Board of Independent Colleges and Universities, or the Board of Independent Post-Secondary Vocational

Technical/Trade and Business Schools.

Section 5.

The City will reimburse Employees for tuition only at the rates currently established by either a State of Florida University or Community College. Employees choosing to attend an accredited private college will not be reimbursed in an amount greater than the rates established by either a State of Florida University or Community College. In addition, the amount of reimbursement will be adjusted if the Employee receives financial aid from any other sources including, but not limited to, grants, scholarships, veterans' benefits or vouchers. Employees seeking reimbursement for coursework which is not job-related will be reimbursed at fifty percent (50%) of the tuition rates currently established by either a State of Florida University or Community College unless the Employee's Department Head and the City Manager determines that the course is relevant to an approved degree program. On a case-by-case basis, to be determined by the City Manager, employees may be allowed to take a maximum of two (2) online classes if it is a part of the degree program. Online courses that are job applicable will be reimbursed at 50% of the tuition rates currently in effect by either a State of Florida University or Community College. Online courses that are not applicable to your job will be reimbursed at 25% of the tuition rates currently in effect by either a State of Florida University or Community College. Online classes will not be allowed for technical courses.

Section 6.

An Employee will be eligible for reimbursement only if the Employee receives either (1) a grade of C or better for undergraduate courses or (2) a grade of B or better for graduate or doctorate level courses. Grades issued as PASS/FAIL will be reviewed on a case by case basis to determine eligibility for reimbursement. Employees that receive an incomplete will only be reimbursed upon receipt of a grade qualifying the Employee for reimbursement. Employees are not eligible for reimbursement for any courses where the Employee withdraws from or drops the course.

Section 7.

The City's educational assistance program is subject to funding limitations, including a cap on the amount of tuition an Employee may receive during any fiscal year. Reimbursement shall not be made for amounts in excess of the cap. Due to funding limitations, applications that are not processed before the beginning of classes may not be fully reimbursed for eligible tuition amounts.

Section 8.

No fees, other than those set forth above, will be paid for by the City. However, where the best interest of the City is served by seminars, conferences or similar educational programs approved by the Department Head and City Manager or designee, actual

registration fees and book costs may be borne by the City.

Section 9.

The Employee's Department Head may adjust the scheduled hours of any Employee to accommodate the Employee's attendance at an appropriate university, college or certification program offered only during the Employee's normally scheduled hours so long as the Employee continues to work the required number of hours each work week.

Section 10.

For employees who are required to obtain a Commercial Driver's License ("CDL") as a condition of employment with the City, the City shall pay the employee's CDL training on a one-time basis. However, any employee who fails the CDL test or who does not remain employed by the City for at least three years after completion of such training will be required to reimburse the City for the full cost of such training. The parties understand that the City may use any legal avenue to collect reimbursement for such training, including withholdings from wages or leave payouts.

Section 11.

The City's determinations with regard to this Article are not grievable nor arbitrable.

ARTICLE 28

TERMS OF AGREEMENT

This Agreement shall become effective after ratification by majority vote of the bargaining unit Employees and after ratification by the City Commission. This Agreement only benefits Employees who are employed with the City on the date the Commission approves the Agreement unless otherwise noted in the Agreement. This Agreement shall continue in full force and effect until 11:59 p.m., September 30, 2027.

AGREEMENT SIGNATURE PAGE

Agreed to ___ day of _____, 2024, by and between the respective parties through the authorized representatives of the Union and the City.

TEAMSTERS LOCAL 3080:

Andre Madtes
Business Agent, Teamsters Local 769

President, Teamsters Local 769

CITY OF LAUDERHILL:

Desorae Giles-Smith
City Manager

APPROVED AS TO FORM AND CORRECTNESS:

Angel Petti Rosenberg, Esq.
City Attorney

Brett J. Schneider, Esq.
Special Labor Counsel

APPENDIX A

PERC CERTIFICATION

A copy of the Certification of Exclusive Bargaining Representative approved by the Public Employees Relations Commission Certification Number 1925 is attached hereto.

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

TEAMSTERS LOCAL UNION
NO. 769 AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD
OF TEAMSTERS,

Petitioner,

v.

CITY OF LAUDERHILL,

Respondent,

v.

FLORIDA STATE LODGE,
FRATERNAL ORDER OF POLICE,
INC.,

Intervenor.

Case No. EL-2017-030
(Relates to RC-2017-013)

VERIFICATION OF ELECTION
RESULTS; CERTIFICATION
OF EXCLUSIVE COLLECTIVE
BARGAINING REPRESENTATIVE AND
REVOCAION OF CERTIFICATION

Order Number: 17E-330
Date Issued: December 22, 2017

John Sherman, North Miami, representative for Petitioner.

Milton R. Collins and Brett J. Schneider, Boca Raton, attorneys for Respondent.

George F. Hachigian, Titusville, representative for Intervenor.

A secret ballot election was conducted November 9, 2017, through December 6, 2017, in the following unit:

INCLUDED: Accountant II, accounting clerk I, accounting clerk II, accounting clerk III, admin specialist, aquatics facility coordinator, carrier/office assistant, clerical specialist, court service liaison, crew leader, crime scene technician, crime scene technician II, dewatering systems operator, dispatcher, electrician, electrician II, facilities construction specialist, fleet mechanic trainee, fleet services clerk, greenskeeper, head swim coach, heavy equipment operator, hvac mechanic, irrigation technician, lift station mechanic,

maintenance worker I, maintenance worker II, maintenance worker III, maintenance worker IV, mechanic I, mechanic II, mechanic III, meter reader, meter reader II, permit tech, permit tech II, planning & zoning tech, planning & zoning technician II, plant mechanic, plant operator I, plant operator II, plant operator III, police service aide I, police service aide II, police service aide III, property & evidence coordinator, purchasing/inventory coordinator, quartermaster, recreation leader, recreation program coordinator, senior center coordinator, social service case worker, spray technician, support service aide I, support services aide II, support service aide III, transcriptionist, transportation coordinator, utility maintenance coordinator, victim services coordinator, and youth programs recreation leader.

EXCLUDED: Sworn police and fire personnel; assistant director and foreman, public works department; chief water plant operator; chief wastewater plant operator; supervisor of maintenance, utilities department; secretary to city clerk; accountant, aquatics supervisor, parks and recreation supervisor, pool manager, and youth recreation; managerial employees; confidential employees; and casual employees.

The election results are as follows:

| | |
|---|------------|
| 1. Approximate number of eligible voters | <u>199</u> |
| 2. Void ballots | <u>2</u> |
| 3. Votes cast for Petitioner | <u>67</u> |
| 4. Votes cast for Intervenor | <u>2</u> |
| 5. Votes cast against participating organization(s) | <u>0</u> |
| 6. Valid votes counted | <u>69</u> |
| 7. Challenged ballots | <u>1</u> |
| 8. Valid votes counted plus challenged ballots | <u>70</u> |
| 9. Challenges are not sufficient to affect the results of the election. | |

EL-2017-030
(Relates to RC-2017-013)

The Commission VERIFIES the results of the election conducted November 9, 2017, through December 6, 2017. Teamsters Local Union No. 769 Affiliated with the International Brotherhood of Teamsters received a majority of the valid votes plus challenged ballots.

Pursuant to Section 447.307(3)(b), Florida Statutes, the Commission CERTIFIES the Petitioner (OR-86-047) as the exclusive bargaining representative for employees in the unit described above. Certification number 1925 is issued to Teamsters Local Union No. 769 Affiliated with the International Brotherhood of Teamsters.

Certification number 1790, previously issued to Florida State Lodge, Fraternal Order of Police, Inc., is hereby revoked.

This order may be appealed to the appropriate district court of appeal. A notice of appeal must be received by the Commission and the district court of appeal within **thirty** days from the date of this order. Except in cases of indigency, the court will require a filing fee and the Commission will require payment for preparing the record on appeal. Further explanation of the right to appeal is provided in Sections 120.68 and 447.504, Florida Statutes (2017), and the Florida Rules of Appellate Procedure.

It is so ordered.

POOLE, Chair, BAX and KISER, Commissioners, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on December 22, 2017.



BY:

Anna E. [Signature]
Deputy Clerk

/rib

APPENDIX B

PAY PLAN

A copy of the pay plan is attached hereto.

Teamsters FY 25 Pay Plan

| Pay Grade | Step | FY 25 Annual | Bi-Weekly | Hourly (75) | Hourly (80) | Positions |
|-----------|------|--------------|------------|-------------|-------------|-----------------------------------|
| 5 | 1 | \$26,992.44 | \$1,038.17 | \$13.84 | \$12.98 | Recreation Aide |
| | 2 | \$28,342.07 | \$1,090.08 | \$14.53 | \$13.63 | |
| | 3 | \$29,759.17 | \$1,144.58 | \$15.26 | \$14.31 | |
| | 4 | \$31,247.13 | \$1,201.81 | \$16.02 | \$15.02 | |
| | 5 | \$32,809.49 | \$1,261.90 | \$16.83 | \$15.77 | |
| | 6 | \$34,449.96 | \$1,325.00 | \$17.67 | \$16.56 | |
| | 7 | \$36,172.46 | \$1,391.25 | \$18.55 | \$17.39 | |
| | 8 | \$37,981.08 | \$1,460.81 | \$19.48 | \$18.26 | |
| | 9 | \$39,880.13 | \$1,533.85 | \$20.45 | \$19.17 | |
| | 10 | \$41,874.14 | \$1,610.54 | \$21.47 | \$20.13 | |
| | 11 | \$43,967.85 | \$1,691.07 | \$22.55 | \$21.14 | |
| | 12 | \$46,166.24 | \$1,775.62 | \$23.67 | \$22.20 | |
| 6 | 1 | \$29,182.28 | \$1,122.40 | \$14.97 | \$14.03 | |
| | 2 | \$30,641.39 | \$1,178.52 | \$15.71 | \$14.73 | |
| | 3 | \$32,173.46 | \$1,237.44 | \$16.50 | \$15.47 | |
| | 4 | \$33,782.14 | \$1,299.31 | \$17.32 | \$16.24 | |
| | 5 | \$35,471.24 | \$1,364.28 | \$18.19 | \$17.05 | |
| | 6 | \$37,244.80 | \$1,432.49 | \$19.10 | \$17.91 | |
| | 7 | \$39,107.04 | \$1,504.12 | \$20.05 | \$18.80 | |
| | 8 | \$41,062.40 | \$1,579.32 | \$21.06 | \$19.74 | |
| | 9 | \$43,115.52 | \$1,658.29 | \$22.11 | \$20.73 | |
| | 10 | \$45,271.29 | \$1,741.20 | \$23.22 | \$21.77 | |
| | 11 | \$47,534.86 | \$1,828.26 | \$24.38 | \$22.85 | |
| | 12 | \$49,911.60 | \$1,919.68 | \$25.60 | \$24.00 | |
| 7 | 1 | \$31,368.45 | \$1,206.48 | \$16.09 | \$15.08 | Grounds Maintenance Worker Helper |
| | 2 | \$32,936.87 | \$1,266.80 | \$16.89 | \$15.84 | |
| | 3 | \$34,583.71 | \$1,330.14 | \$17.74 | \$16.63 | |
| | 4 | \$36,312.90 | \$1,396.65 | \$18.62 | \$17.46 | |
| | 5 | \$38,128.54 | \$1,466.48 | \$19.55 | \$18.33 | |
| | 6 | \$40,034.97 | \$1,539.81 | \$20.53 | \$19.25 | |
| | 7 | \$42,036.72 | \$1,616.80 | \$21.56 | \$20.21 | |
| | 8 | \$44,138.56 | \$1,697.64 | \$22.64 | \$21.22 | |
| | 9 | \$46,345.48 | \$1,782.52 | \$23.77 | \$22.28 | |
| | 10 | \$48,662.76 | \$1,871.64 | \$24.96 | \$23.40 | |
| | 11 | \$51,095.90 | \$1,965.23 | \$26.20 | \$24.57 | |
| | 12 | \$53,650.69 | \$2,063.49 | \$27.51 | \$25.79 | |
| | 1 | \$33,560.72 | \$1,290.80 | \$17.21 | \$16.13 | Recreation Leader |
| | 2 | \$35,238.75 | \$1,355.34 | \$18.07 | \$16.94 | |
| | 3 | \$37,000.69 | \$1,423.10 | \$18.97 | \$17.79 | |

Teamsters FY 25 Pay Plan

| Pay Grade | Step | FY 25 Annual | Bi-Weekly | Hourly (75) | Hourly (80) | Positions |
|-----------|------|--------------|------------|-------------|-------------|------------------------------------|
| 8 | 4 | \$38,850.72 | \$1,494.26 | \$19.92 | \$18.68 | |
| | 5 | \$40,793.26 | \$1,568.97 | \$20.92 | \$19.61 | |
| | 6 | \$42,832.92 | \$1,647.42 | \$21.97 | \$20.59 | |
| | 7 | \$44,974.57 | \$1,729.79 | \$23.06 | \$21.62 | |
| | 8 | \$47,223.30 | \$1,816.28 | \$24.22 | \$22.70 | |
| | 9 | \$49,584.46 | \$1,907.09 | \$25.43 | \$23.84 | |
| | 10 | \$52,063.69 | \$2,002.45 | \$26.70 | \$25.03 | |
| | 11 | \$54,666.87 | \$2,102.57 | \$28.03 | \$26.28 | |
| | 12 | \$57,400.21 | \$2,207.70 | \$29.44 | \$27.60 | |
| 9 | 1 | \$36,041.23 | \$1,386.20 | \$18.48 | \$17.33 | Afterschool Program Coordinator |
| | 2 | \$37,843.29 | \$1,455.51 | \$19.41 | \$18.19 | Court Service Liaison |
| | 3 | \$39,735.45 | \$1,528.29 | \$20.38 | \$19.10 | Youth Program Recreation Leader |
| | 4 | \$41,722.23 | \$1,604.70 | \$21.40 | \$20.06 | |
| | 5 | \$43,808.34 | \$1,684.94 | \$22.47 | \$21.06 | |
| | 6 | \$45,998.75 | \$1,769.18 | \$23.59 | \$22.11 | |
| | 7 | \$48,298.69 | \$1,857.64 | \$24.77 | \$23.22 | |
| | 8 | \$50,713.63 | \$1,950.52 | \$26.01 | \$24.38 | |
| | 9 | \$53,249.31 | \$2,048.05 | \$27.31 | \$25.60 | |
| | 10 | \$55,911.77 | \$2,150.45 | \$28.67 | \$26.88 | |
| | 11 | \$58,707.36 | \$2,257.98 | \$30.11 | \$28.22 | |
| | 12 | \$61,642.73 | \$2,370.87 | \$31.61 | \$29.64 | |
| 10 | 1 | \$38,246.94 | \$1,471.04 | \$19.61 | \$18.39 | Administrative Specialist I |
| | 2 | \$40,159.28 | \$1,544.59 | \$20.59 | \$19.31 | Bus Driver |
| | 3 | \$42,167.25 | \$1,621.82 | \$21.62 | \$20.27 | Cashier |
| | 4 | \$44,275.61 | \$1,702.91 | \$22.71 | \$21.29 | City Ranger |
| | 5 | \$46,489.39 | \$1,788.05 | \$23.84 | \$22.35 | Support Service Aide I |
| | 6 | \$48,813.86 | \$1,877.46 | \$25.03 | \$23.47 | |
| | 7 | \$51,254.55 | \$1,971.33 | \$26.28 | \$24.64 | |
| | 8 | \$53,817.28 | \$2,069.90 | \$27.60 | \$25.87 | |
| | 9 | \$56,508.14 | \$2,173.39 | \$28.98 | \$27.17 | |
| | 10 | \$59,333.55 | \$2,282.06 | \$30.43 | \$28.53 | |
| | 11 | \$62,300.23 | \$2,396.16 | \$31.95 | \$29.95 | |
| | 12 | \$65,415.24 | \$2,515.97 | \$33.55 | \$31.45 | |
| 11 | 1 | \$40,456.31 | \$1,556.01 | \$20.75 | \$19.45 | Fleet Mechanic Trainee |
| | 2 | \$42,479.12 | \$1,633.81 | \$21.78 | \$20.42 | Maintenance Worker I |
| | 3 | \$44,603.08 | \$1,715.50 | \$22.87 | \$21.44 | Meter Reader I |
| | 4 | \$46,833.23 | \$1,801.28 | \$24.02 | \$22.52 | Permit Tech I |
| | 5 | \$49,174.90 | \$1,891.34 | \$25.22 | \$23.64 | Pool Mechanic/Parks Safety Officer |
| | 6 | \$51,633.64 | \$1,985.91 | \$26.48 | \$24.82 | Support Services Aide II |

Teamsters FY 25 Pay Plan

| Pay Grade | Step | FY 25 Annual | Bi-Weekly | Hourly (75) | Hourly (80) | Positions |
|-----------|------|--------------|------------|-------------|-------------|-----------------------------------|
| 11 | 7 | \$54,215.32 | \$2,085.20 | \$27.80 | \$26.07 | |
| | 8 | \$56,926.09 | \$2,189.46 | \$29.19 | \$27.37 | |
| | 9 | \$59,772.39 | \$2,298.94 | \$30.65 | \$28.74 | |
| | 10 | \$62,761.01 | \$2,413.89 | \$32.19 | \$30.17 | |
| | 11 | \$65,899.06 | \$2,534.58 | \$33.79 | \$31.68 | |
| | 12 | \$69,194.02 | \$2,661.31 | \$35.48 | \$33.27 | |
| 12 | 1 | \$42,660.79 | \$1,640.80 | \$21.88 | \$20.51 | Irrigation Technician |
| | 2 | \$44,793.83 | \$1,722.84 | \$22.97 | \$21.54 | Maintenance Worker II |
| | 3 | \$47,033.52 | \$1,808.98 | \$24.12 | \$22.61 | Mechanic I |
| | 4 | \$49,385.20 | \$1,899.43 | \$25.33 | \$23.74 | Permit Tech II |
| | 5 | \$51,854.45 | \$1,994.40 | \$26.59 | \$24.93 | Senior Center Coordinator |
| | 6 | \$54,447.18 | \$2,094.12 | \$27.92 | \$26.18 | Support Services Aide III |
| | 7 | \$57,169.54 | \$2,198.83 | \$29.32 | \$27.49 | Utility Service Worker I |
| | 8 | \$60,028.01 | \$2,308.77 | \$30.78 | \$28.86 | |
| | 9 | \$63,029.41 | \$2,424.21 | \$32.32 | \$30.30 | |
| | 10 | \$66,180.88 | \$2,545.42 | \$33.94 | \$31.82 | |
| | 11 | \$69,489.93 | \$2,672.69 | \$35.64 | \$33.41 | |
| | 12 | \$72,964.43 | \$2,806.32 | \$37.42 | \$35.08 | |
| 13 | 1 | \$44,867.73 | \$1,725.68 | \$23.01 | \$21.57 | Accounting Clerk I |
| | 2 | \$47,111.11 | \$1,811.97 | \$24.16 | \$22.65 | Maintenance Worker III |
| | 3 | \$49,466.67 | \$1,902.56 | \$25.37 | \$23.78 | Meter Reader II |
| | 4 | \$51,940.00 | \$1,997.69 | \$26.64 | \$24.97 | Planning and Zoning Technician |
| | 5 | \$54,537.00 | \$2,097.58 | \$27.97 | \$26.22 | Plant Mechanic |
| | 6 | \$57,263.85 | \$2,202.46 | \$29.37 | \$27.53 | Plant Operator I |
| | 7 | \$60,127.04 | \$2,312.58 | \$30.83 | \$28.91 | Quartermaster |
| | 8 | \$63,133.40 | \$2,428.21 | \$32.38 | \$30.35 | Recreation Program Coordinator |
| | 9 | \$66,290.07 | \$2,549.62 | \$33.99 | \$31.87 | Senior City Ranger |
| | 10 | \$69,604.57 | \$2,677.10 | \$35.69 | \$33.46 | Utility Service Worker II |
| | 11 | \$73,084.80 | \$2,810.95 | \$37.48 | \$35.14 | |
| | 12 | \$76,739.04 | \$2,951.50 | \$39.35 | \$36.89 | |
| 14 | 1 | \$47,074.65 | \$1,810.56 | \$24.14 | \$22.63 | Accounting Clerk II |
| | 2 | \$49,428.38 | \$1,901.09 | \$25.35 | \$23.76 | Maintenance Worker IV |
| | 3 | \$51,899.80 | \$1,996.15 | \$26.62 | \$24.95 | Meter Reader III |
| | 4 | \$54,494.79 | \$2,095.95 | \$27.95 | \$26.20 | Plant Operator II |
| | 5 | \$57,219.53 | \$2,200.75 | \$29.34 | \$27.51 | Police Service Aide I |
| | 6 | \$60,080.51 | \$2,310.79 | \$30.81 | \$28.88 | Property and Evidence Coordinator |
| | 7 | \$63,084.54 | \$2,426.33 | \$32.35 | \$30.33 | Utility Service Worker III |
| | 8 | \$66,238.76 | \$2,547.64 | \$33.97 | \$31.85 | Victim Advocate |
| | 9 | \$69,550.70 | \$2,675.03 | \$35.67 | \$33.44 | Youth Recreation Programmer |

Teamsters FY 25 Pay Plan

| Pay Grade | Step | FY 25 Annual | Bi-Weekly | Hourly (75) | Hourly (80) | Positions |
|-----------|------|--------------|------------|-------------|-------------|------------------------------------|
| | 10 | \$73,028.24 | \$2,808.78 | \$37.45 | \$35.11 | |
| | 11 | \$76,679.65 | \$2,949.22 | \$39.32 | \$36.87 | |
| | 12 | \$80,513.63 | \$3,096.68 | \$41.29 | \$38.71 | |
| 15 | 1 | \$49,662.63 | \$1,910.10 | \$25.47 | \$23.88 | Accounting Clerk III |
| | 2 | \$52,145.77 | \$2,005.61 | \$26.74 | \$25.07 | Aquatics Supervisor |
| | 3 | \$54,753.05 | \$2,105.89 | \$28.08 | \$26.32 | Electrician |
| | 4 | \$57,490.71 | \$2,211.18 | \$29.48 | \$27.64 | Victim Services Coordinator |
| | 5 | \$60,365.24 | \$2,321.74 | \$30.96 | \$29.02 | Mechanic II |
| | 6 | \$63,383.50 | \$2,437.83 | \$32.50 | \$30.47 | Meter Reader IV |
| | 7 | \$66,552.68 | \$2,559.72 | \$34.13 | \$32.00 | Planning and Zoning Technician II |
| | 8 | \$69,880.31 | \$2,687.70 | \$35.84 | \$33.60 | Plant Operator III |
| | 9 | \$73,374.33 | \$2,822.09 | \$37.63 | \$35.28 | Police Service Aide II |
| | 10 | \$77,043.05 | \$2,963.19 | \$39.51 | \$37.04 | Pool Manager |
| | 11 | \$80,895.20 | \$3,111.35 | \$41.48 | \$38.89 | Purchasing/Inventory Coordinator |
| | 12 | \$84,939.96 | \$3,266.92 | \$43.56 | \$40.84 | Utility Service Worker IV |
| 16 | 1 | \$52,642.66 | \$2,024.72 | \$27.00 | \$25.31 | Crime Scene Technician I |
| | 2 | \$55,274.80 | \$2,125.95 | \$28.35 | \$26.57 | Facilities Construction Specialist |
| | 3 | \$58,038.54 | \$2,232.25 | \$29.76 | \$27.90 | Heavy Equipment Operator |
| | 4 | \$60,940.46 | \$2,343.86 | \$31.25 | \$29.30 | Mechanic III |
| | 5 | \$63,987.49 | \$2,461.06 | \$32.81 | \$30.76 | Police Service Aide III |
| | 6 | \$67,186.86 | \$2,584.11 | \$34.45 | \$32.30 | Transportation Coordinator |
| | 7 | \$70,546.21 | \$2,713.32 | \$36.18 | \$33.92 | |
| | 8 | \$74,073.52 | \$2,848.98 | \$37.99 | \$35.61 | |
| | 9 | \$77,777.19 | \$2,991.43 | \$39.89 | \$37.39 | |
| | 10 | \$81,666.05 | \$3,141.00 | \$41.88 | \$39.26 | |
| | 11 | \$85,749.35 | \$3,298.05 | \$43.97 | \$41.23 | |
| | 12 | \$90,036.82 | \$3,462.95 | \$46.17 | \$43.29 | |
| 17 | 1 | \$55,801.00 | \$2,146.19 | \$28.62 | \$26.83 | Crime Scene Technician II |
| | 2 | \$58,591.05 | \$2,253.50 | \$30.05 | \$28.17 | Electrician II |
| | 3 | \$61,520.60 | \$2,366.18 | \$31.55 | \$29.58 | Lift Station Mechanic |
| | 4 | \$64,596.63 | \$2,484.49 | \$33.13 | \$31.06 | Parks and Recreation Supervisor |
| | 5 | \$67,826.46 | \$2,608.71 | \$34.78 | \$32.61 | |
| | 6 | \$71,217.78 | \$2,739.15 | \$36.52 | \$34.24 | |
| | 7 | \$74,778.67 | \$2,876.10 | \$38.35 | \$35.95 | |
| | 8 | \$78,517.61 | \$3,019.91 | \$40.27 | \$37.75 | |
| | 9 | \$82,443.49 | \$3,170.90 | \$42.28 | \$39.64 | |
| | 10 | \$86,565.66 | \$3,329.45 | \$44.39 | \$41.62 | |
| | 11 | \$90,893.94 | \$3,495.92 | \$46.61 | \$43.70 | |
| | 12 | \$95,438.64 | \$3,670.72 | \$48.94 | \$45.88 | |