

Tentatively Agreed to: \_\_\_\_\_

**ARTICLE 37**  
**WAGES AND OTHER PAY**

37.1 Wages for members of the SEIU bargaining unit during the term of this AGREEMENT shall be in accordance with the wage schedule contained herein.. No employee will be allowed to exceed the maximum hourly rate of the County pay grade, and no employee shall receive less than the minimum hourly rate of the County pay grade.

**37.2 Classification pay ranges:**

		<u>Minimum</u>	<u>Maximum</u>
Operations Supervisor:	Per Hour	\$21.789	\$35.710
Grade 29	Annually	\$45,321.12	\$74,276.80
Maintenance Supervisor	Per Hour	\$26.014	\$42.637
Grade 35	Annually	\$54,109.12	\$88,684.96

37.3 **Scheduled Increases:** Employees hired prior to October 1, 2014 will receive a 4% increase in their hourly rate for Fiscal Year 2014-15, effective the first full pay period following October 1, 2014. Employees hired prior to October 1, 2015 will receive a 4% increase in their hourly rate for Fiscal Year 2015-16, effective the first full pay period following October 1, 2015. ~~Employees hired prior to October 1, 2016 will receive a 3% increase in their hourly rate for Fiscal Year 2016-17, effective the first full pay period following October 1, 2016.~~ This Article may be re-opened based on a sixty (60) day notification period by either party during Fiscal Year 2015-16 for the sole purpose of negotiating wage adjustments that would become effective in Fiscal Year 2016-17. Scheduled increases shall be operative only during the terms of this AGREEMENT and shall not continue thereafter.

If an employee is at the maximum salary for their classification at the time of the scheduled increase, in accordance with Palm Tran/Palm Beach County Pay and Classification procedures, the employee will receive a lump sum payment and their hourly wage will remain the same (any increase between the employee's current rate and the maximum rate will be deducted from the lump sum payment).

37.4 **Shift Differential:** Shift differential pay is additional pay per hour paid to employees who work a regular assigned shift that has more than one-half (1/2) of the shift occurring after 5:00 p.m. Early morning shifts are not eligible for shift differential pay.

Shift differential will be paid for all hours worked in a qualifying shift. The following shift differential rates are effective during the term of this contract.

Operation Supervisors	\$ .99 per hour
Maintenance Supervisors	\$1.22 per hour

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Shift Differential will not be paid for hours worked during any special event, unless the event is during the employees normal shift, at that shift qualifies for Shift Differential pay.

Shift Differential will be used in the calculation of overtime for employees who have worked in excess of forty (40) hours per week.

Shift Differential will not be paid for vacations, annual leave, holidays, sick leave (even if the employee works parts of a shift then goes home sick) or any other type of paid absence. In order to receive shift differential pay for a qualifying shift, the employee must work the entire shift.

37.5 A full –time Supervisor required by the COMPANY to break-in and instruct new supervisors shall receive sixty cents (\$0.60) per hour in addition to their regular straight time hourly rate of pay for all hours required to break-in or instruct new Supervisors.

The COMPANY will assign instructors for training from a list of qualified Supervisors based upon their current bid. In order to be qualified a Supervisors must:

1. Volunteer to be a Supervisor instructor and receive training certification from COMPANY:
2. Have been a supervisor for a minimum of two(2) years:
3. Have no employee write ups (verbal, written, etc.) in the past two (2) years;
4. Must have worked at least 75% of each of the two (2) prior years;
5. Can have no more than five (5) Occurrence Points (as outlined in Article 24.7); and
6. Must participate in a interview process and be selected by management to participate in the Trainer Program.