

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2016	2017	2018	2019	2020
Grant Expenditures					
Operating Costs	\$817,645	\$817,645	\$817,645	\$817,645	\$817,645
External Revenues					
Program Income (County)					
In-Kind Match (County)					
NET FISCAL IMPACT	\$817,645	\$817,645	\$817,645	\$817,645	\$817,645
# ADDITIONAL FTE POSITIONS (Cumulative)	0				

Is Item Included In Proposed Budget? Yes X No
 Budget Account No.: Fund 1340 Dep't. 540 Unit 5110
 Object 1201 Program Reporting Category

B. Recommended Sources of Funds/Summary of Fiscal Impact:

C. Departmental Fiscal Review: [Signature]
 Finance Manager

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

[Signature]
 OFMB 10
 7/29 4/29

for Barbara Wheeler 7-29-15
 Contract Dev. and Control

B. Legal Sufficiency:

[Signature] 7/30/15
 Assistant County Attorney

C. Other Department Review:

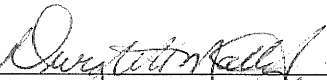
Department Director

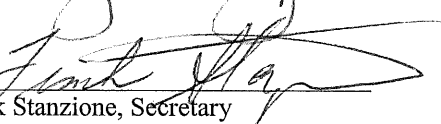
Memorandum of Agreement
Modifying Article 45 of the Labor Management Agreement between
Palm Tran, Inc. and Palm Beach County, as joint employers, and
Local Union 1577 of the Amalgamated Transit, A.F. of L. - C.I.O. - C.L.C.
(Wage Adjustments for FY2015-16)

The parties to this Memorandum of Agreement agree that Article 45 of the Labor Management Agreement between Palm Tran, Inc. and Palm Beach County, as joint employers, and Local Union 1577 of the Amalgamated Transit, A.F. of L. - C.I.O. - C.L.C. is deleted in its entirety and replaced with the ATU Counterproposal document attached hereto and labeled as Article 45 Wages and Other Pay.

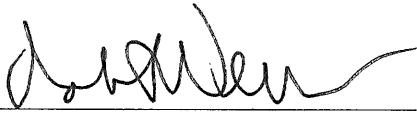
In Witness Whereof, the parties hereto have caused this Memorandum of Agreement to be executed and signed by their duly authorized representatives this 14 day of July, 2015.

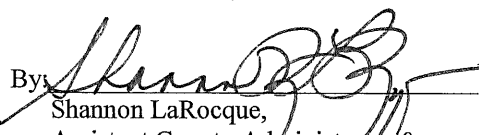
Amalgamated Transit Union A.F. of L.-
C.I.O. - C.L.C. Local 1577

By: 
Dwight Mattingly, President

By: 
Frank Stanzione, Secretary

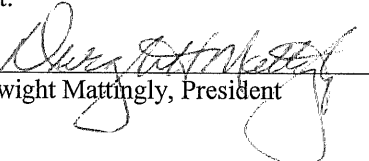
PalmTran, Inc.

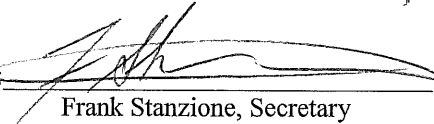
By: 
Robert Weisman, President

By: 
Shannon LaRocque,
Assistant County Administrator &
Interim Executive Director, Palm Tran

Ratified by the Amalgamated Transit Union A.F. of L. - C.I.O. - C.L.C. Local 1577 on the 17 day of July, 2015.

Attest:

By: 
Dwight Mattingly, President

By: 
Frank Stanzione, Secretary

Ratified by the Palm Beach County Board of County Commissioners this ____ day of _____, 2015.

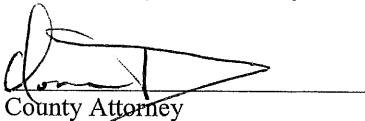
Attest: Sharon R. Bock,
Clerk & Comptroller

Board of County Commissioners of
Palm Beach County, Florida

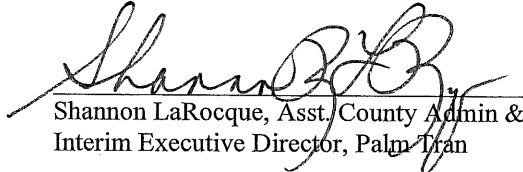
By: _____
Deputy Clerk

By: _____
Shelley Vana, Mayor

Approved as to
Form and Legal Sufficiency


County Attorney

Approved as to
Terms and Conditions


Shannon LaRocque, Asst. County Admin &
Interim Executive Director, Palm Tran

**ARTICLE 45
WAGES AND OTHER PAY**

SECTION 1. WAGES: Wages for Bargaining Unit employees during the term of this AGREEMENT shall be in accordance with the provisions set forth below.

Wage Schedule

BUS OPERATORS

	10/14	4/15	<u>10/15</u>
Step 1	\$13.669	\$13.669	\$14.216*
Step 2	\$14.400	\$14.400	\$15.048*
Step 3	\$16.054	\$16.054	\$16.857*
Step 4	\$17.179	\$17.179	\$18.124*
Step 5	\$19.687	\$19.687	\$20.868*
Step 6	\$23.604*	\$23.840*	\$24.555*

MAINTENANCE

	10/14	4/15	<u>10/15</u>
Maintenance Technicians	\$26.270*	\$26.533*	\$27.329*
Technician Trainee	\$24.439*	\$24.683*	\$25.423*
Paint & Body Specialist	\$26.270*	\$26.533*	\$27.329*
Utility Workers (After 10/1/94)	\$15.015*	\$15.165*	\$15.620*
Storekeepers	\$19.126*	\$19.317*	\$19.897*

*These wage rates will be effective the first full pay period following October 1, 2015 and the first full pay period following April 1, 2015, respectively.

A.

- ~~1. Bus Operators who were hired prior to April 1, 2014 and who are not being paid at the top step of the Wage Schedule above will be advanced one step only to the next highest step in the Wage Schedule above. Bus Operators will not be advanced more than one step, from their current step, even if their years of experience correspond to a higher step in the Wage Schedule. This step advancement will be effective the first full pay period following April 1, 2015.~~
- ~~2. Bus Operators who were hired after April 1, 2014 and who are not being paid at the top step of the Wage Schedule above, and who have completed one year of service as of September 30, 2015, will be advanced one step only to the next highest step in the Wage Schedule above. Bus Operators will not be advanced more than one step from their current step, even if their years of experience correspond to a higher step in the Wage Schedule. This step advancement will be effective the~~

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~~first full pay period including September 30, 2015.~~

3. The wage rate for each Maintenance bargaining unit position will be reflected in the Wage Schedule above.
4. ~~Retroactive payments under this Article will be made no later than the third (3rd) full pay period following ratification by the Palm Beach County Board of County Commissioners.~~

B. The hourly rate for all storekeeper employees will be the rate reflected in the Wage Schedule above.

C. This Article may be re-opened based on a sixty (60) day notification period by either party in FY2014-15 and in FY2015-16 for the sole purpose of negotiating wage adjustments that would become effective during those years, respectively. No other issues may be introduced into such negotiations, and all other provisions of this AGREEMENT shall continue in full force and effect during such negotiations.

D. Notwithstanding the contents of the wage table in section 1, wage and/or step increases or advancements beyond FY2013-14 will be determined through the collective bargaining process.

SECTION 2. LEAD WORKER PAY: Maintenance Technicians working as a Lead Worker will receive their current hourly wage plus \$ 1.00 per hour for all hours worked as a "Lead Worker".

SECTION 3. MAINTENANCE TECHNICIAN CERTIFICATION PAY: During the first two (2) years of this contract, Maintenance Technicians who receive (or who have previously received) 608 and 609 Air Conditioning Certification, will receive a one (1) time lump sum incentive of \$ 50.00 per certification obtained.

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