

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
RESULTING FROM REOPENER BETWEEN
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
FEDERATION OF PUBLIC EMPLOYEES
BROWARD COUNTY PORT SUPERVISORY UNIT
EFFECTIVE FY 2016-2017

This Addendum is entered into by and between Broward County and Federation of Public Employees Port Supervisory Unit. For good and valuable consideration, the parties hereto agree and acknowledge as follows:

1. The parties have entered into a Collective Bargaining Agreement covering the period of October 1, 2014 through September 30, 2017 (the "CBA"). Under the CBA, the parties have the right to reopen Article 14, Wages and Pay Plan, in addition to any three (3) other articles. The parties agreed to reopen Article 4, 13, and 14.
2. As a result of the reopening, **Article 14 – Wages and Pay Plan, Section C** shall be modified as follows effective October 1, 2016:

C. Fiscal Year 2016/2017:

1. Effective October 1, 2016, all pay range minimum and maximum rates of pay will be adjusted upward three percent (3%) as reflected in Appendix "A2" This pay range adjustment does not adjust any individual employee's salary, unless the individual employee's salary is below the new minimum rate of the pay range, wherein the employee's salary will be brought to the new minimum. Such individual salary adjustment is provided in the next paragraph.

2. For Fiscal Year 2016/2017, effective on October 9, 2016, eligible bargaining unit employees, who on their most recent annual performance review received a rating of "Meets Expectations" or higher will receive a three percent (3.0%) base salary increase (within the salary range). To be eligible, employees must be employed in a Unit position as of October 8, 2016, and be employed by the County as of the date of Commission approval of this agreement.

3. Those eligible employees below the maximum of the pay range and limited to an increase of less than three percent (3.0%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time cash gross lump sum amount equal to the difference between three percent (3.0%) and the percentage increase received, less applicable taxes and withholdings.

4. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 8, 2016, will not be eligible for a base hourly adjustment as provided in Section C.2. above. Those employees will receive a one-time cash gross lump sum amount equal to three percent (3.0%) of the employee's base annual salary, less applicable taxes and withholdings.

5. All current employees, who on their most recent annual performance review received a rating of “Does Not Meet Expectations” will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County policy, such employee should be placed on a formal Performance Improvement Plan with a time duration of ninety (90) days and receive a “Special Performance Evaluation.” At the conclusion of the Performance Improvement Plan time frame, such employees should receive a special performance evaluation and those employees with a performance rating that at least “Meets Expectations” will receive the applicable percent base salary increase prospectively.

6. Notwithstanding the above, in the event that the County agrees to a more favorable salary/wage increase for Fiscal 2016/17, with the Blue Collar bargaining unit, White Collar bargaining unit, Government Supervisors Association-Professional, Government Supervisors Association - Supervisory bargaining units, AFSCME Port Maintenance, and/or the unrepresented employees, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that does not trigger opening of the parties’ Collective Bargaining Agreement or the impasse provisions of Chapter 447, Florida Statutes. Further, the request must be received within thirty (30) days of County approval of such salary decrease/increase.

3. As a result of the reopening, the following paragraph shall be amended to **Article 13**
– Overtime:

Section 1. All hours authorized and worked in excess of forty (40) hours in a seven (7) day work period shall be compensated at one and one-half (1½) times the employee’s regular rate of pay consistent with the provisions of the Fair Labor Standards Act (FLSA). Additional hours worked under forty (40) hours in a week to make up for time adjustment or other non-worked hours will be paid at straight overtime (not time and a half). There shall be no compensatory time in lieu of overtime pay. Overtime will be paid in fifteen (15) minute increments. The following hours shall be computed as hours worked for the sole purpose of computing eligibility for the overtime rate:

- A. Hours off for workers' compensation;
- B. Sick leave bonus hours;
- C. Call back pay as defined in Section 2, shall only be computed as time worked for determining overtime eligibility, the intent being to help toward making the work week whole, in either of two cases:
 - 1. Where an employee has utilized authorized sick leave during the scheduled work week; or
 - 2. Where an employee receives a time adjustment of up to 2.5 hours per week (for example, the adjustment between the normal work week of 37.5 hours to 40 hours), however, not more than 2.5 hours of call back pay per week shall cause the time adjustment to be considered hours worked.

- D. Holiday pay, as defined in Article 15, shall be computed when the designated holiday is an employee's normally scheduled workday and the employee is given the day off in observance of the holiday;
- E. Annual leave hours shall be computed only when such leave is prescheduled and approved according to the vacation schedule provisions of Article 16; or when annual leave hours are requested and approved prior to the employee's knowledge that overtime has been scheduled during the week the annual leave is requested/approved.
- F. Bereavement Leave Hours;
- G. Jury Duty Leave hours paid;
- H. Emergency Working Condition Hours as described in Section 3 of this Article.
All other hours paid but not worked shall not be computed as hours worked.

4. As a result of the reopening, the following paragraph shall be amended to **Article 4 – Grievance Procedure:**

Section 1.

A grievance shall be defined as any controversy or dispute arising between the parties involving questions of interpretation or application of the terms and provisions of this Agreement and other conditions of employment. Having a desire to create and maintain labor relations harmony between them, the parties hereto agree that they will promptly attempt to adjust all complaints, disputes, controversies or other grievances arising between them involving questions of interpretation or application of the terms and provisions of this Agreement and other conditions of employment. A class action grievance is a grievance that involves more than three (3) employees. Class action grievances may be initially filed at Step 2 of the grievance procedure.

5. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.

6. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.

In witness whereof, the parties have executed this Addendum and signed by their duly authorized representative, as of this 8th day of March

FEDERATION OF PUBLIC EMPLOYEES
PORT SUPERVISORY UNIT

BROWARD COUNTY, FLORIDA
BOARD OF COUNTY COMMISSIONERS

By 

President

By 

Mayor

By 

Bargaining Team Member

By 

County Administrator

By 

Bargaining Team Member

By 

Director of Human Resources

By _____
Bargaining Team Member

By 

Labor Relations Manager

ARTICLE 4

GRIEVANCE PROCEDURE

Section 1

A grievance shall be defined as any controversy or dispute arising between the parties involving questions of interpretation or application of the terms and provisions of this Agreement and other conditions of employment. Having a desire to create and maintain labor relations harmony between them, the parties hereto agree that they will promptly attempt to adjust all complaints, disputes, controversies or other grievances arising between them involving questions of interpretation or application of the terms and provisions of this Agreement and other conditions of employment. A class action grievance is a grievance that involves more than three (3) employees. Class action grievances may be initially filed at Step 2 of the grievance procedure.

Section 2

Thus, should differences or disputes arise between the parties to this Agreement or between the employees covered herein and the County, other than cases of discharge and/or suspension, the aggrieved party to this Agreement or employee, or employees, as the case may be, shall use the following procedures:

Step 1. In the event that an employee believes there is a basis for a grievance, said employee and/or a Union representative shall present a formal grievance in writing to the employee's division head within five (5) working days of the date of the occurrence of the event giving rise to the grievance. The Formal Grievance shall be presented on the designated form, signed by both the grievant (s) and a

representative of the Federation, which shall contain all known facts supporting the alleged grievance and the specific Article(s) and Section(s) which is alleged to be violated. Upon presentation of this written grievance to the division head, and within five (5) working days thereafter, the division head, the employee and the Union's representative shall attempt to resolve the same dispute and, within five (5) working days thereafter, the division head shall render a decision in writing to both the employee and to the Union.

Step 2. In the event the aggrieved employee and/or the Union is not satisfied with the written answer to Step 1 above, the said grievance shall be presented within five (5) working days after the written answer above to the Port Director, or his/her designee, who will, within five (5) working days of the receipt of same, meet with a representative of the Federation in an attempt to resolve the said grievance. At this meeting, the employee and/or the on-site Federation representative may also be present. Within five (5) working days after this meeting, the Port Director or his/her designee shall render a decision in writing.

Step 3. If the grievant is not satisfied with the disposition of the grievance by the Department Director or a designee, or if no disposition has been made within the specified time limit, the grievance may be submitted by the Federation with the consent of the grievant, (or by an individual grievant, but only if the grievant is a non-member and the Federation declines to process the grievance on that basis alone) to arbitration before an impartial arbitrator by filing a Request for Arbitration Panel

with the Federal Mediation and Conciliation Services (FMCS) within the time-frames outlined in Article 5 ARBITRATION, Section 1.

Section 3

In the event an employee is discharged and/or suspended by the County, the aggrieved party to this Agreement or employee or employees shall, within five (5) working days of written notice of discharge and/or suspension grieve his/her discharge and/or suspension to the Port Director, or his/her designee who shall, within five (5) working days of the receipt of the same, meet with a representative of the Federation in an attempt to resolve the grievance. At this meeting the employee and/or the on-site Federation representative shall also be present. Within five (5) working days after this meeting, the Port Director shall render his/her decision in writing.

Section 4

With respect to discharge and/or suspension, the County shall notify the affected employee no later than ten (10) working days from the date the County fixes the responsibility for the incident upon which the discharge and/or suspension is based. The County's failure to comply with the ten (10) working day period shall constitute a waiver of its rights to take any disciplinary action against the employee or employees, including, but not limited to, oral reprimand, written reprimand, suspensions or discharges, for the incident.

Section 5

The time limitations provided in this Article shall be strictly observed and shall be extended only by written agreement of the parties. In the event that the County fails to comply with any of the aforesaid time limitations in Steps 1 and 2 of the grievance procedure or Sections 3 and/or 4 of this Article, the grievant may file to the next level in

the grievance procedure, prior to arbitration. In the event that the Federation fails to comply with any of the aforesaid time limitations in Steps 1 and 2 of the grievance procedure or Sections 3 and/or 4 of this Article, the grievance shall be deemed denied and no relief granted. If a grievance meeting is re-scheduled at the request of either of the parties, the time-frames will be automatically extended to allow for re-scheduling of the grievance meeting.

Section 6

Application to this procedure shall foreclose the grievant from appealing to any other available County procedure or vice-versa.

Section 7

Nothing in this Article shall require the Federation to process grievances for employees who are not members of the Federation, in conformity with Florida law.

Section 8

Separations due to reduction in force (layoffs), complaints involving appeals from examination ratings, and classification decisions are not subject to review through this grievance procedure. Performance evaluations shall not be subject to the grievance procedure with the exception of those annual evaluations in which overall performance evaluations results in a Quality Point Average (QPA) less than 2.5. However, annual evaluations in which the overall performance rating results in a QPA less than 3.5 may be subject to the grievance procedure only in the event that an employee is in a block budgeted eligible position and the evaluation impacts the employee's eligibility to be considered for block budgeting purposes. Such performance evaluation grievances may not proceed to arbitration as provided in this article.

ARTICLE 13

OVERTIME

Section 1

All hours authorized and worked in excess of forty (40) hours in a seven (7) days' work period shall be compensated at one and one-half (1½) times the employee's regular rate of pay consistent with the provisions of the Fair Labor Standards Act (FLSA). Additional hours worked under forty (40) hours in a week to make up for time adjustment or other non-worked hours will be paid at straight overtime (not time and a half). There shall be no compensatory time in lieu of overtime pay. Overtime will be paid in fifteen (15) minute increments. The following hours shall be computed as hours worked for the sole purpose of computing eligibility for the overtime rate:

- A. Hours off for workers' compensation;
- B. Sick leave bonus hours;
- C. Call back pay as defined in Section 2, shall only be computed as time worked for determining overtime eligibility, the intent being to help toward making the work week whole, in either of two cases:
 1. Where an employee has utilized authorized sick leave during the scheduled work week; or
 2. Where an employee receives a time adjustment of up to 2.5 hours per week (for example, the adjustment between the normal work week of 37.5 hours to 40 hours), however, not more than 2.5 hours of call back pay per week shall cause the time adjustment to be considered hours worked.

- D. Holiday pay, as defined in Article 15, shall be computed when the designated holiday is an employee's normally scheduled workday and the employee is given the day off in observance of the holiday;
- E. Annual leave hours shall be computed only when such leave is prescheduled and approved according to the vacation schedule provisions of Article 16; or when annual leave hours are requested and approved prior to the employee's knowledge that overtime has been scheduled during the week the annual leave is requested/approved.
- F. Bereavement Leave Hours;
- G. Jury Duty Leave hours paid;
- H. Emergency Working Condition Hours as described in Section 3 of this Article.

All other hours paid but not worked shall not be computed as hours worked.

Section 2: Call Back Pay

Any employee who is called back to work at a time other than his/her regularly scheduled hours of work/shift shall be granted a minimum of four (4) hours compensation at his/her straight time base rate of pay regardless of time actually worked.

Any employee pre-scheduled to report to work within two (2) hours of regularly scheduled starting time shall be ineligible for call back pay but eligible for compensation for actual hours worked (at the overtime rate of pay, if applicable).

Section 3: Emergency Working Conditions

Due to conditions beyond the control of the Employer, including but not limited to things such as hurricanes, windstorms and tornados, if the County Administrator declares

an emergency and directs the County to begin Emergency Operations, bargaining unit members shall be compensated as described below:

- A. Any employee regularly scheduled to work during the declared emergency who is ordered by the Employer's management not to report or to go home prior to the completion of their shift will suffer no loss of pay. Any employee who is on pre-approved sick leave, annual leave or personal day before the declared emergency will suffer no loss of pay and the applicable leave bank shall not be deducted. Such hours paid but not worked will not count as hours worked for computing premium (time and one-half) overtime eligibility.
- B. Any employee who is ordered, or assigned as a result of volunteering, by the Employer's management to work during the declared emergency shall be compensated at double their straight time base hourly rate for all hours actually worked. This compensation is in lieu of any other compensation.

ARTICLE 14

WAGES AND PAY PLAN

Section 1

The County and the Federation recognize and agree that the wage and pay plan provided in Appendix A-1, shall constitute the official pay plan governing all persons employed in classifications included in this bargaining unit.

Section 2

When an employee is promoted to a position assigned to a higher grade, the amount of the salary increase granted upon promotion shall be seven and one half percent (7.5%) within range or the minimum of the salary range for that new job classification, whichever is greater. However, the appointing authority shall have the ability to grant a promotional increase greater than seven and one half percent (7.5%) provided it is within the employee's new salary range.

Section 3

When an employee is demoted to a position assigned to a lower grade the amount of the salary decrease granted upon demotion shall be the highest of: the minimum of the new pay range or seven and one half percent (7.5%) less than the employee's current pay rate, not to exceed the maximum of the new class.

Section 4

A. Fiscal Year 2014/2015

1. For Fiscal Year 2014/2015, effective on October 12, 2014, eligible bargaining unit employees, who on their most recent annual performance review received a rating of "Meets Expectations" or higher, will receive a two and one half percent (2.5%) base salary increase (within the salary range). To be eligible, employees must be employed in a Unit

position as of the effective date, and be employed by the County as of the date of Commission approval of this Agreement.

2. Those eligible employees below the maximum of the pay range and limited to an increase of less than two and one half percent (2.5%) to their base hourly pay due to the maximum of the pay range, shall receive the proportionate increase up to the maximum of the pay range and a one-time cash gross lump sum amount equal to \$1,500, less applicable taxes and withholdings.

3. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 11, 2014, will not be eligible for a base hourly adjustment as provided in Section A.1. above. Those employees will receive a one-time cash gross lump sum amount equal to \$1,500, less applicable taxes and withholdings.

4. All current employees, who on their most recent annual performance review received a rating of "Does Not Meet Expectations" will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of ninety (90) days and receive a "Special Performance Evaluation." At the conclusion of the Performance Improvement Plan time-frame, such employees should receive a special performance evaluation and those employees with a performance rating that at least "Meets Expectations" will receive the applicable percent base salary increase prospectively.

B. Fiscal Year 2015/2016

1. For Fiscal Year 2015/2016, effective October 11, 2015, eligible bargaining unit employees, who on their most recent annual performance review received a rating of "Meets Expectations" or higher, will receive a two and one half percent (2.5%) base salary

increase (within the salary range). To be eligible, employees must be employed in a Unit position as of October 10, 2015, and be employed by the County as of the date of Commission approval of this agreement.

2. Those eligible employees below the maximum of the pay range and limited to an increase of less than two and one half percent (2.5%) to their base hourly pay due to the maximum of the pay range, shall receive the proportionate increase up to the maximum of the pay range and a one-time cash gross lump sum amount equal to \$1,500, less applicable taxes and withholdings.

3. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 10, 2015, will not be eligible for a base hourly adjustment as provided in Section B.1. above. Those employees will receive a one-time cash gross lump sum amount equal to \$1,500, less applicable taxes and withholdings.

4. All current employees, who on their most recent annual performance review received a rating of "Does Not Meet Expectations" will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County policy, such employee should be placed on a formal Performance Improvement Plan with a time duration of ninety (90) days and receive a "Special Performance Evaluation." At the conclusion of the Performance Improvement Plan time-frame, such employees should receive a special performance evaluation and those employees with a performance rating that at least "Meets Expectations" or higher, will receive the applicable percent base salary increase prospectively.

5. Notwithstanding the above, in the event that the County agrees to a more favorable combined salary/wage increase over Fiscal Years 2014/2015 and 2015/2016, with the Blue Collar bargaining unit, White Collar bargaining unit, Government Supervisors

Association-Professional, Government Supervisors Association - Supervisory bargaining units, and/or the unrepresented employees, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that does not trigger opening of the parties' Collective Bargaining Agreement or the impasse provisions of Chapter 447, Florida Statutes. Further, the request must be received within thirty (30) days of County approval of such salary decrease/increase.

6. In the event that an employee's maximum pay range is increased as a result of the implementation of the County's Classification and Pay Study, and such employee did not receive or received less than the full wage increase for Fiscal Years 2014/2015 or 2015/2016 because the employee's base hourly rate was at or above the maximum rate of their pay range or below the maximum rate of their pay range and limited to a proportionate increase, and the employee was eligible for a base increase during Fiscal Years 2014/2015 or 2015/2016, such employee will receive a proportionate amount not to exceed a five (5%) base salary increase (within the salary range) prospectively. This base salary increase would be effective upon the date of the implementation of the Classification and Pay Study.

C. Fiscal Year 2016/2017:

1. Effective October 1, 2016, all pay range minimum and maximum rates of pay will be adjusted upward three percent (3%) as reflected in Appendix "A2" This pay range adjustment does not adjust any individual employee's salary, unless the individual employee's salary is below the new minimum rate of the pay range, wherein the employee's salary will be brought to the new minimum. Such individual salary adjustment is provided in the next paragraph.

2. For Fiscal Year 2016/2017, effective on October 9, 2016, eligible bargaining unit employees, who on their most recent annual performance review received a rating of “Meets Expectations” or higher will receive a three percent (3.0%) base salary increase (within the salary range). To be eligible, employees must be employed in a Unit position as of October 8, 2016, and be employed by the County as of the date of Commission approval of this agreement.

3. Those eligible employees below the maximum of the pay range and limited to an increase of less than three percent (3.0%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time cash gross lump sum amount equal to the difference between three percent (3.0%) and the percentage increase received, less applicable taxes and withholdings.

4. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 8, 2016, will not be eligible for a base hourly adjustment as provided in Section C.2. above. Those employees will receive a one-time cash gross lump sum amount equal to three percent (3.0%) of the employee’s base annual salary, less applicable taxes and withholdings.

5. All current employees, who on their most recent annual performance review received a rating of “Does Not Meet Expectations” will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County policy, such employee should be placed on a formal Performance Improvement Plan with a time duration of ninety (90) days and receive a “Special Performance Evaluation.” At the conclusion of the Performance Improvement Plan time frame, such employees should receive a special performance evaluation and those employees with a

performance rating that at least “Meets Expectations” will receive the applicable percent base salary increase prospectively.

6. Notwithstanding the above, in the event that the County agrees to a more favorable salary/wage increase for Fiscal 2016/17, with the Blue Collar bargaining unit, White Collar bargaining unit, Government Supervisors Association-Professional, Government Supervisors Association - Supervisory bargaining units, AFSCME Port Maintenance, and/or the unrepresented employees, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that does not trigger opening of the parties’ Collective Bargaining Agreement or the impasse provisions of Chapter 447, Florida Statutes. Further, the request must be received within thirty (30) days of County approval of such salary decrease/increase.

Section 5

In addition to the straight time base hourly rate, effective the first full pay period in October 2006 (October 8, 2006), bargaining unit employees will be paid a shift differential of seventy cents (\$0.70) per hour for hours actually worked on the second shift and one dollar and ten cents (\$1.10) per hour for hours worked on the third shift.

For purposes of this article, shifts shall be defined as:

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|----------------------|--|
| <u>First shift:</u> | All work shifts which begin between 4:00 a.m. and 11:59 a.m. |
| <u>Second shift:</u> | All work shifts which begin between 12:00 noon and 7:59 p.m. |
| <u>Third shift:</u> | All work shifts which begin between 8:00 p.m. and 3:59 a.m. |

Section 6.

Salary Adjustment Authority – The County Administrator has the authority to increase the salary of bargaining unit employees within range of the employee’s

applicable salary range after the applicable agency advises the Federation and offers an opportunity to meet and confer about the decision. In the event the Federation disagrees with the Administrator's decision, the County may still implement the increase and such decision shall not be grievable.

APPENDIX A-1							
EFFECTIVE OCTOBER 1, 2012							
CLASS CODE	CLASSIFICATION	FLSA CODE	SALARY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX
Q0801	PE ACCOUNTANT	N	Q0600	\$23.7816	\$33.2842	\$49,465.84	\$69,230.59
Q0804	PE ASSIST CRANE ENG	N	Q0900	\$29.7008	\$41.5693	\$61,777.64	\$86,464.17
Q0806	PE ASSIST HARBORMASTER	N	Q0750	\$27.1468	\$37.9963	\$56,465.35	\$79,032.40
Q0809	PE BUSINESS PERMIT MGR	N	Q0400	\$20.5063	\$28.6993	\$42,653.04	\$59,694.32
Q0819	PE CHIEF WHARFINGER	N	Q0700	\$25.6102	\$35.8459	\$53,269.20	\$74,558.87
Q0805	PE CRANE ENGINEER	N	Q1200	\$36.1886	\$50.6770	\$75,272.27	\$105,408.27
Q0810	PE ENGINEER OFFICE MGR	N	Q0500	\$22.0839	\$30.9075	\$45,934.51	\$64,287.70
Q0808	PE MAINT SUPERVISOR	N	Q0850	\$28.5478	\$39.9541	\$59,379.42	\$83,104.55
Q0816	PE REG SURVEY PARTY CHF	N	Q0600	\$23.7816	\$33.2842	\$49,465.84	\$69,230.59
Q0802	PE SEN ACCOUNTANT	N	Q0900	\$29.7008	\$41.5693	\$61,777.64	\$86,464.17
Q0803	PE SEN ENGINEERING TECH	N	Q0500	\$22.0839	\$30.9075	\$45,934.51	\$64,287.70

APPENDIX A-2

EFFECTIVE OCTOBER 1, 2016

CLASS CODE	CLASSIFICATION	FLSA CODE	SALARY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX
QA003	ACCOUNTANT	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
QA001	ACCOUNTANT SENIOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
QA002	ASSISTANT HARBORMASTER	N	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
QA004	SKILLED TRADES SUPERVISOR	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
QA005	SURVEY PARTY CHIEF	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18