

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
DISTRICT 2A

EFFECTIVE APRIL 2, 1999 - SEPTEMBER 30, 1999

The parties hereby agree to enter into a six (6) months Collective Bargaining Agreement covering the period from April 2, 1999, through September 30, 1999 and incorporates by reference all provisions of the previous Agreement dated October 7, 1996, unchanged, with the exception of a change to the following provision of Article 32, Wages and Pay Plan:

Delete Section 7 & 8

New Section 7

1. Effective retroactively to the first full pay period of April 1999 (April 4, 1999), all pay range maximum rates of pay will be adjusted upward five percent (5%), as reflected in Appendix A-1. The minimum rates of pay will not be adjusted.
2. Effective retroactively to the first full pay period of April 1999 (April 4, 1999), bargaining unit employees employed as of the execution of this Agreement, shall have their base hourly rate adjusted upward five percent (5%), not to exceed the maximum rate of their pay range, consistent with Appendix A-1.

Subsequent to approval by the Broward County Commission, this Agreement shall be effective for the period between April 2, 1999, and September 30, 1999.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and signed by their duly authorized representatives this ____ day of _____, 1999.

FOR BROWARD COUNTY:

DISTRICT 2A:

Commission Chairperson

Vice President

County Administrator

Negotiating Team Member

Human Resources Director

Negotiating Team Member

Labor Relations Manager

Negotiating Team Member

Human Resources Analyst

Negotiating Team Member

ARTICLE 32

WAGES AND PAY PLAN

Section 1

The County and the Union recognize and agree that the wage and pay plan provided in this Article shall constitute the official pay plan governing all persons employed in classifications included in this bargaining unit.

Section 2

Individuals hired into a position included in this unit shall assume the first step in the grade to which that position is assigned. Upon successful completion of a six (6) month probationary period, the employee's pay step shall be adjusted upward one (1) step. At the conclusion of one year of service in grade and upon the annual anniversary, the employee will be advanced two (2) pay steps until such time as the employee has reached the maximum pay step in the grade to which he/she is assigned. Such adjustments are, however, subject to satisfactory performance.

Section 3

When an employee is promoted to a position assigned to a higher grade, his/her wage rate shall be adjusted to the minimum pay step in the higher grade. If the employee's current pay step exceeds the minimum pay step in the higher grade, the employee's wage rate shall be increased by two (2) steps provided it does not exceed the maximum of the new grade. The employee shall then be eligible for step increases

as provided in Section 2 of this Article.

Section 4

When an employee is demoted to a position assigned to a lower grade, his/her pay step shall be decreased by three (3) pay steps provided that the decrease is not below the minimum of the new grade. If the adjustment would place the employee's pay step below the minimum step for the lower grade, the employee will assume the first step in the lower grade.

Section 5

Individuals employed by the Department of Port Everglades at the time of ratification of this contract, will assume their proper grade and pay step and will be eligible for step adjustments as provided in Section 2 of this Article.

Section 6

The pay grades, pay steps and wage rates shown in Appendix A shall remain effective through the duration of this Agreement.

Section 7

A. Fiscal Year 1999/2000

1. Effective retroactively to the first full pay period of April 1999 (April 4, 1999), all pay range maximum rates of pay will be adjusted upward five percent (5%), as reflected in Appendix A-1. The minimum rates of pay will not be adjusted.
2. Effective retroactively to the first full pay period of

April 1999 (April 4, 1999), bargaining unit employees employed as of the execution of this Agreement, shall have their base hourly rate adjusted upward five percent (5%), not to exceed the maximum rate of their pay range, consistent with Appendix A-1.