

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA

AND

FEDERATION OF PUBLIC EMPLOYEES,

A DIVISION OF THE NATIONAL FEDERATION

OF PUBLIC AND PRIVATE EMPLOYEES, AFL-CIO
(PORT EVERGLADES PUBLIC WORKS MAINTENANCE UNIT)

EFFECTIVE FY 2006/2007 & FY 2007/2008

The parties hereby agree to enter into a two year Collective Bargaining Agreement covering the period from October 1, 2006, through September 30, 2008, which incorporates by reference all provisions of the previous Agreement dated May 31, 2005, unchanged, with the exception of the following:

1. Article 31, Wages & Pay Plan, is hereby changed by deleting the existing language in its entirety and replacing with new language to read as reflected in Attachment 1.

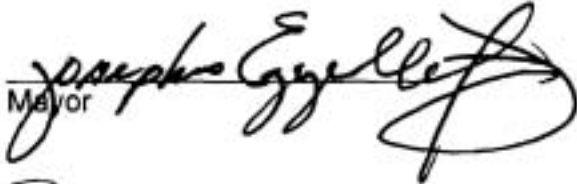
2. Article 43, Term of Contract is hereby changed by deleting the existing language and adding new language to read as follows:

The provisions of this agreement shall become effective upon ratification of the Union membership and approval of the Board of County Commissioners for Broward County, Florida. The provisions of this agreement shall remain in full force and effect until September 30, 2008. It shall automatically be renewed from year to year thereafter unless either party shall notify the other, in writing, at least sixty (60) days prior to the expiration date, that it desires to modify this agreement. In the event that such notice is given, negotiations shall begin not later than thirty (30) days from the date of notice.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and signed by their duly authorized representatives this 2nd day of February, 2008.

FOR BROWARD COUNTY:

FOR FEDERATION OF PUBLIC EMPLOYEES:



Mayor



President



County Administrator



Business Representative



Human Resources Director



Bargaining Team Member



Labor Relations Manager



Bargaining Team Member



Human Resources Analyst



Bargaining Team Member

ARTICLE 31

WAGES AND PAY PLAN

Section 1

The County and the Union recognize and agree that the wage and pay plan provided in Appendix A1, and A2, shall constitute the official pay plan governing all persons employed in classifications included in this bargaining unit. Step increases / advancements shall occur only when negotiated between the parties. Furthermore, any step increases / advancements shall not be applicable beyond the duration of this agreement unless specifically negotiated in a successor agreement.

Section 2

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 at least seven and a half percent (7 ½ %) provided it does not exceed the maximum of the new grade.

Section 3

When an employee is demoted to a position assigned to with a lower grade, his/her pay step shall be decreased by at least seven and a half percent (7 ½ %) 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 4

A. Fiscal Year 2006/2007

1. Effective October 1, 2006, one (1) step at the rate of two percent (2%) step will be added to the top of the pay grades as reflected in Appendix "A-1." The minimum rates of the pay grade shall not be adjusted. This range adjustment does not adjust any individual employee's salary. Such individual salary adjustment is provided in Section 4.A.3 below.

2. Effective the first full pay period in October 2006, (October 8, 2006), all pay grades, pay steps and wage rates will be adjusted upward a quarter percent (.25%) as reflected in Appendix "A-1:"

3. Effective the first full pay period in October 2006, (October 8, 2006), bargaining unit employees who are employed in a bargaining unit position as of the signing of this agreement, shall be advanced two (2) pay steps, not to exceed the new top step of the range. Bargaining units employees who are limited to less than a two (2) pay step increase, will move one (1) step to the new top step of the range, not to exceed the new maximum rate of their pay range and shall receive a one time cash gross lump sum amount equal to two percent (2%) increase (such gross lump sum payment shall be rounded to the nearest dollar).

APPENDIX A-1

EFFECTIVE OCTOBER 1, 2006

| CLASS CODE | CLASSIFICATION | FLSA CODE | SALARY GRADE | HOURLY MIN | HOURLY MAX | ANNUAL MIN | ANNUAL MAX |
|-------------------|-------------------------|------------------|---------------------|-------------------|-------------------|-------------------|-------------------|
| T0614 | PE A/C MECHANIC | N | T1100 | \$18.8329 | \$27.4359 | \$39,172.38 | \$57,066.76 |
| T0612 | PE AUTO MECHANIC I | N | T1000 | \$18.0595 | \$26.3092 | \$37,563.70 | \$54,723.22 |
| T0601 | PE BUILDING SERVICE WKR | N | T0100 | \$12.5954 | \$18.3492 | \$26,198.49 | \$38,166.25 |
| T0617 | PE BUILDING TECH I | N | T1100 | \$18.8329 | \$27.4359 | \$39,172.38 | \$57,066.76 |
| T0618 | PE BUILDING TECH II | N | T0800 | \$16.6633 | \$24.2753 | \$34,659.72 | \$50,492.67 |
| T0619 | PE CARPENTER | N | T1000 | \$18.0595 | \$26.3092 | \$37,563.70 | \$54,723.22 |
| T0620 | PE ELECTRICIAN | N | T1100 | \$18.8329 | \$27.4359 | \$39,172.38 | \$57,066.76 |
| T0608 | PE EQUIPMENT OPERATOR | N | T1000 | \$18.0595 | \$26.3092 | \$37,563.70 | \$54,723.22 |
| T0603 | PE FENDER CONST WKR | N | T0900 | \$17.3564 | \$25.2850 | \$36,101.27 | \$52,592.73 |
| T0610 | PE GROUNDSKEEPER | N | T0100 | \$12.5954 | \$18.3492 | \$26,198.49 | \$38,166.25 |
| T0602 | PE LEAD BLDG SVC WKR | N | T0400 | \$14.2025 | \$20.6904 | \$29,541.20 | \$43,035.95 |
| T0611 | PE LEAD GROUNDSKEEPER | N | T0400 | \$14.2025 | \$20.6904 | \$29,541.20 | \$43,035.95 |
| T0615 | PE LOADING BRIDGE MECH | N | T1100 | \$18.8329 | \$27.4359 | \$39,172.38 | \$57,066.76 |
| T0604 | PE MAINT CONST WKR | N | T0500 | \$14.7750 | \$21.5244 | \$30,732.04 | \$44,770.78 |
| T0616 | PE OVERHEAD DOOR MECH | N | T1000 | \$18.0595 | \$26.3092 | \$37,563.70 | \$54,723.22 |
| T0621 | PE PAINTER | N | T0700 | \$16.0105 | \$23.3242 | \$33,301.75 | \$48,514.36 |
| T0622 | PE PLUMBER | N | T1000 | \$18.0595 | \$26.3092 | \$37,563.70 | \$54,723.22 |
| T0605 | PE SHIPS SERVICE WKR | N | T0800 | \$16.6633 | \$24.2753 | \$34,659.72 | \$50,492.67 |
| T0623 | PE SIGN PAINTER | N | T0800 | \$16.6633 | \$24.2753 | \$34,659.72 | \$50,492.67 |
| T0624 | PE STOREKEEPER | N | T0500 | \$14.7750 | \$21.5244 | \$30,732.04 | \$44,770.78 |
| T0609 | PE SWEEPER OPERATOR | N | T0400 | \$14.2025 | \$20.6904 | \$29,541.20 | \$43,035.95 |
| T0606 | PE TERM SVC LEAD WKR | N | T0700 | \$16.0105 | \$23.3242 | \$33,301.75 | \$48,514.36 |
| T0626 | PE WELDER | N | T1000 | \$18.0595 | \$26.3092 | \$37,563.70 | \$54,723.22 |

EFFECTIVE OCTOBER 1, 2006

| SALARY GRADE | A HOURLY MIN | B HOURLY | C HOURLY | D HOURLY | E HOURLY | F HOURLY | G HOURLY | H HOURLY | I HOURLY | J HOURLY | K HOURLY |
|---------------------|-----------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| T0100 | \$12.5954 | \$12.8473 | \$13.1043 | \$13.3664 | \$13.6337 | \$13.9064 | \$14.1845 | \$14.4682 | \$14.7575 | \$15.0527 | \$15.3538 |
| T0400 | \$14.2025 | \$14.4865 | \$14.7763 | \$15.0718 | \$15.3732 | \$15.6807 | \$15.9943 | \$16.3142 | \$16.6405 | \$16.9733 | \$17.3128 |
| T0500 | \$14.7750 | \$15.0705 | \$15.3719 | \$15.6794 | \$15.9930 | \$16.3128 | \$16.6391 | \$16.9719 | \$17.3113 | \$17.6575 | \$18.0107 |
| T0700 | \$16.0105 | \$16.3307 | \$16.6573 | \$16.9904 | \$17.3302 | \$17.6768 | \$18.0304 | \$18.3910 | \$18.7588 | \$19.1340 | \$19.5167 |
| T0800 | \$16.6633 | \$16.9966 | \$17.3365 | \$17.6833 | \$18.0369 | \$18.3977 | \$18.7656 | \$19.1409 | \$19.5237 | \$19.9142 | \$20.3125 |
| T0900 | \$17.3564 | \$17.7035 | \$18.0576 | \$18.4187 | \$18.7871 | \$19.1628 | \$19.5461 | \$19.9370 | \$20.3358 | \$20.7425 | \$21.1573 |
| T1000 | \$18.0595 | \$18.4207 | \$18.7891 | \$19.1649 | \$19.5482 | \$19.9391 | \$20.3379 | \$20.7447 | \$21.1595 | \$21.5827 | \$22.0144 |
| T1100 | \$18.8329 | \$19.2095 | \$19.5937 | \$19.9856 | \$20.3853 | \$20.7930 | \$21.2089 | \$21.6331 | \$22.0657 | \$22.5070 | \$22.9572 |

| SALARY GRADE | L HOURLY | M HOURLY | N HOURLY | O HOURLY | P HOURLY | Q HOURLY | R HOURLY | S HOURLY | T HOURLY MAX |
|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|-----------------------------|
| T0100 | \$15.6608 | \$15.9740 | \$16.2935 | \$16.6194 | \$16.9518 | \$17.2908 | \$17.6366 | \$17.9894 | \$18.3492 |
| T0400 | \$17.6590 | \$18.0122 | \$18.3724 | \$18.7399 | \$19.1147 | \$19.4970 | \$19.8869 | \$20.2847 | \$20.6904 |
| T0500 | \$18.3709 | \$18.7383 | \$19.1131 | \$19.4953 | \$19.8852 | \$20.2829 | \$20.6886 | \$21.1024 | \$21.5244 |
| T0700 | \$19.9070 | \$20.3051 | \$20.7112 | \$21.1255 | \$21.5480 | \$21.9789 | \$22.4185 | \$22.8669 | \$23.3242 |
| T0800 | \$20.7188 | \$21.1331 | \$21.5558 | \$21.9869 | \$22.4266 | \$22.8752 | \$23.3327 | \$23.7993 | \$24.2753 |
| T0900 | \$21.5805 | \$22.0121 | \$22.4523 | \$22.9014 | \$23.3594 | \$23.8266 | \$24.3031 | \$24.7892 | \$25.2850 |
| T1000 | \$22.4547 | \$22.9038 | \$23.3619 | \$23.8291 | \$24.3057 | \$24.7918 | \$25.2876 | \$25.7934 | \$26.3092 |
| T1100 | \$23.4163 | \$23.8846 | \$24.3623 | \$24.8496 | \$25.3466 | \$25.8535 | \$26.3706 | \$26.8980 | \$27.4359 |

B. Fiscal Year 2007/2008

1. Effective October 1, 2007, one (1) step at the rate of two percent (2%) step will be added to the top of the pay grades as reflected in Appendix "A-2." The minimum rates of the pay grade shall not be adjusted. This range adjustment does not adjust any individual employee's salary. Such individual salary adjustment is provided in Section 4.B.3 below.

2. Effective the full pay period in October 2007, (October 7, 2007), all pay grades, pay steps and wage rates will be adjusted upward half a percent (.5%) as reflected in Appendix "A-2:"

3. Effective on the first full pay period in October 2007, (October 7, 2007), bargaining unit employees who are employed in a bargaining unit position as of the signing of this agreement, shall be advanced two (2) pay steps, not to exceed the new top step of the range. Bargaining units employees who are limited to less than a two (2) pay step increase, will move one (1) step to the new top step of the range, not to exceed the new maximum rate of their pay range and shall receive a one time cash gross lump sum amount equal to two percent (2%) increase (such gross lump sum payment shall be rounded to the nearest dollar).

APPENDIX A-2

EFFECTIVE OCTOBER 1, 2007

| CLASS CODE | CLASSIFICATION | FLSA CODE | SALARY GRADE | HOURLY MIN | HOURLY MAX | ANNUAL MIN | ANNUAL MAX |
|-------------------|-------------------------|------------------|---------------------|-------------------|-------------------|-------------------|-------------------|
| T0614 | PE A/C MECHANIC | N | T1100 | \$19.0067 | \$28.2430 | \$39,533.94 | \$58,745.36 |
| T0612 | PE AUTO MECHANIC I | N | T1000 | \$18.2262 | \$27.0831 | \$37,910.41 | \$56,332.88 |
| T0601 | PE BUILDING SERVICE WKR | N | T0100 | \$12.7117 | \$18.8889 | \$26,440.30 | \$39,288.89 |
| T0617 | PE BUILDING TECH I | N | T1100 | \$19.0067 | \$28.2430 | \$39,533.94 | \$58,745.36 |
| T0618 | PE BUILDING TECH II | N | T0800 | \$16.8171 | \$24.9894 | \$34,979.63 | \$51,977.89 |
| T0619 | PE CARPENTER | N | T1000 | \$18.2262 | \$27.0831 | \$37,910.41 | \$56,332.88 |
| T0620 | PE ELECTRICIAN | N | T1100 | \$19.0067 | \$28.2430 | \$39,533.94 | \$58,745.36 |
| T0608 | PE EQUIPMENT OPERATOR | N | T1000 | \$18.2262 | \$27.0831 | \$37,910.41 | \$56,332.88 |
| T0603 | PE FENDER CONST WKR | N | T0900 | \$17.5166 | \$26.0287 | \$36,434.48 | \$54,139.72 |
| T0610 | PE GROUNDSKEEPER | N | T0100 | \$12.7117 | \$18.8889 | \$26,440.30 | \$39,288.89 |
| T0602 | PE LEAD BLDG SVC WKR | N | T0400 | \$14.3336 | \$21.2990 | \$29,813.86 | \$44,301.83 |
| T0611 | PE LEAD GROUNDSKEEPER | N | T0400 | \$14.3336 | \$21.2990 | \$29,813.86 | \$44,301.83 |
| T0615 | PE LOADING BRIDGE MECH | N | T1100 | \$19.0067 | \$28.2430 | \$39,533.94 | \$58,745.36 |
| T0604 | PE MAINT CONST WKR | N | T0500 | \$14.9114 | \$22.1575 | \$31,015.69 | \$46,087.69 |
| T0616 | PE OVERHEAD DOOR MECH | N | T1000 | \$18.2262 | \$27.0831 | \$37,910.41 | \$56,332.88 |
| T0621 | PE PAINTER | N | T0700 | \$16.1582 | \$24.0103 | \$33,609.12 | \$49,941.39 |
| T0622 | PE PLUMBER | N | T1000 | \$18.2262 | \$27.0831 | \$37,910.41 | \$56,332.88 |
| T0605 | PE SHIPS SERVICE WKR | N | T0800 | \$16.8171 | \$24.9894 | \$34,979.63 | \$51,977.89 |
| T0623 | PE SIGN PAINTER | N | T0800 | \$16.8171 | \$24.9894 | \$34,979.63 | \$51,977.89 |
| T0624 | PE STOREKEEPER | N | T0500 | \$14.9114 | \$22.1575 | \$31,015.69 | \$46,087.69 |
| T0609 | PE SWEEPER OPERATOR | N | T0400 | \$14.3336 | \$21.2990 | \$29,813.86 | \$44,301.83 |
| T0606 | PE TERM SVC LEAD WKR | N | T0700 | \$16.1582 | \$24.0103 | \$33,609.12 | \$49,941.39 |
| T0626 | PE WELDER | N | T1000 | \$18.2262 | \$27.0831 | \$37,910.41 | \$56,332.88 |

EFFECTIVE OCTOBER 1, 2007

| SALARY GRADE | A HOURLY MIN | B HOURLY | C HOURLY | D HOURLY | E HOURLY | F HOURLY | G HOURLY | H HOURLY | I HOURLY | J HOURLY | K HOURLY |
|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| T0100 | \$12.7117 | \$12.9659 | \$13.2252 | \$13.4897 | \$13.7595 | \$14.0347 | \$14.3154 | \$14.6017 | \$14.8938 | \$15.1916 | \$15.4955 |
| T0400 | \$14.3336 | \$14.6203 | \$14.9127 | \$15.2109 | \$15.5151 | \$15.8254 | \$16.1419 | \$16.4648 | \$16.7941 | \$17.1300 | \$17.4726 |
| T0500 | \$14.9114 | \$15.2096 | \$15.5138 | \$15.8241 | \$16.1406 | \$16.4634 | \$16.7926 | \$17.1285 | \$17.4711 | \$17.8205 | \$18.1769 |
| T0700 | \$16.1582 | \$16.4814 | \$16.8110 | \$17.1472 | \$17.4902 | \$17.8400 | \$18.1968 | \$18.5607 | \$18.9319 | \$19.3106 | \$19.6968 |
| T0800 | \$16.8171 | \$17.1535 | \$17.4965 | \$17.8465 | \$18.2034 | \$18.5675 | \$18.9388 | \$19.3176 | \$19.7039 | \$20.0980 | \$20.5000 |
| T0900 | \$17.5166 | \$17.8669 | \$18.2242 | \$18.5887 | \$18.9605 | \$19.3397 | \$19.7265 | \$20.1210 | \$20.5235 | \$20.9339 | \$21.3526 |
| T1000 | \$18.2262 | \$18.5907 | \$18.9625 | \$19.3417 | \$19.7286 | \$20.1232 | \$20.5256 | \$20.9361 | \$21.3549 | \$21.7819 | \$22.2176 |
| T1100 | \$19.0067 | \$19.3868 | \$19.7746 | \$20.1701 | \$20.5735 | \$20.9849 | \$21.4046 | \$21.8327 | \$22.2694 | \$22.7148 | \$23.1691 |

| SALARY GRADE | L HOURLY | M HOURLY | N HOURLY | O HOURLY | P HOURLY | Q HOURLY | R HOURLY | S HOURLY | T HOURLY | U HOURLY MAX |
|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|---------------------|
| T0100 | \$15.8054 | \$16.1215 | \$16.4439 | \$16.7728 | \$17.1083 | \$17.4504 | \$17.7994 | \$18.1554 | \$18.5185 | \$18.8889 |
| T0400 | \$17.8220 | \$18.1785 | \$18.5420 | \$18.9129 | \$19.2911 | \$19.6769 | \$20.0705 | \$20.4719 | \$20.8813 | \$21.2990 |
| T0500 | \$18.5404 | \$18.9113 | \$19.2895 | \$19.6753 | \$20.0688 | \$20.4701 | \$20.8795 | \$21.2971 | \$21.7231 | \$22.1575 |
| T0700 | \$20.0907 | \$20.4925 | \$20.9024 | \$21.3204 | \$21.7469 | \$22.1818 | \$22.6254 | \$23.0779 | \$23.5395 | \$24.0103 |
| T0800 | \$20.9100 | \$21.3282 | \$21.7548 | \$22.1898 | \$22.6336 | \$23.0863 | \$23.5480 | \$24.0190 | \$24.4994 | \$24.9894 |
| T0900 | \$21.7797 | \$22.2153 | \$22.6596 | \$23.1128 | \$23.5750 | \$24.0465 | \$24.5274 | \$25.0180 | \$25.5183 | \$26.0287 |
| T1000 | \$22.6619 | \$23.1152 | \$23.5775 | \$24.0490 | \$24.5300 | \$25.0206 | \$25.5210 | \$26.0314 | \$26.5521 | \$27.0831 |
| T1100 | \$23.6324 | \$24.1051 | \$24.5872 | \$25.0789 | \$25.5805 | \$26.0921 | \$26.6140 | \$27.1463 | \$27.6892 | \$28.2430 |

Section 5

- A. The County agrees to provide certification differential pay to employees in the PE Auto Mechanic I job classification, who provide documentation of successful completion of an Automotive Service Excellence (ASE) Certification Test sponsored by the National Institute for Automotive Service Excellence or the National Association of Emergency Vehicle Technicians (NAEVT). Eligible employees will receive an annual two hundred (\$200) dollar pay differential for each qualifying current (ASE) certification or NAEVT certification to be reflected in their annual hourly rate pro-rated for the remainder of the fiscal year. Such increase will be effective upon receipt and confirmation of documentation of certification by the appropriate Division Director or designee.
- B. Eligibility for certification differential pay shall be based upon the job relatedness of the specific certification to the individual employee's current job assignments as determined by the Division Director. The number of ASE certifications for which an employee may receive certification differential pay will be limited to a total of nineteen (19) from the following ASE and NAEVT areas of competency:
1. Engine Performance
 2. Heating and Air Conditioning
 3. Electrical Systems
 4. Brakes
 5. Suspension and Steering
 6. Manual Drive train and Axle
 7. Automatic Transmission/Transaxle
 8. Engine Repair
 9. Gasoline Engines (Heavy Duty Trucks)
 10. Diesel Engines (Heavy Duty Trucks)
 11. Drive train (Heavy Duty Trucks)
 12. Brakes (Heavy Duty Trucks)
 13. Suspension and Steering (Heavy Duty Trucks)
 14. Electrical Systems (Heavy Duty Trucks)
 15. Painting and Refinishing
 16. Heating and Air Conditioning (Heavy Duty Trucks)
 17. Preventive Maintenance (Heavy Duty Trucks)

- 18. Nonstructural Analysis and Damage Repairs
- 19. Structural Analysis and Repairs

C. Certification differential pay shall automatically cease if an employee fails to recertify or fails to provide documentation of recertification.

Section 6

A. The County agrees to pay employees in the below stated job classifications, who provide documentation of an advanced certificate specific to the employees job duties, a five percent (5%) pay differential for a certificate designated as a “Mechanical Journey Level/Certificate of Competency,” issued by Broward County’s Building Code Service Division. In no event will an employee receive more than a total of five percent (5%) pay differential. Any cost involved in acquiring any certificate by an employee shall not be paid by the County. The intent of this article is not to doubly compensate an employee with a double certificate.

- 1) PE A/C Mechanic
- 2) PE Carpenter
- 3) PE Electrician
- 4) PE Plumber
- 5) PE Welder
- 6) PE Painter

Section 7: Labor Management Committee.

Labor Management Committee meetings within each Department may be held in accordance with this Article to promote communications and cooperation between the Union and the County, to explore avenues to improve quality and efficiency and to seek objectives of mutual concern. Time off without loss of pay, as necessary, shall be granted to employees designated as Committee members for attendance at scheduled Labor Management Committee meetings. Meetings under this Article shall be scheduled at the request of either party at a mutually agreeable time and location during normal working hours (Monday through Friday, 8:30 a.m. – 5:00 p.m.), unless otherwise agreed by the Committee.

Employees shall not be compensated for off-duty attendance.

The composition of Departmental Labor Management Committees shall consist of one (1) employee member designated by the Union, the respective Departmental Union Representation and the Chief Union Representative and three (3) members designated by the County including a representative of the Human Resources Division. Resource people and subject matter experts may attend Committee meetings upon the mutual agreement of the Committee members.

The Labor Management Committee is not an employee organization under Florida Statute Chapter 447. The Committee shall not serve in a representative capacity nor as an extension of the collective bargaining process. Committee meetings are not a substitute for collective bargaining. However, the Committee is free to discuss any subject except any pending disciplinary actions, grievances or subjects of collective bargaining.

The Committee may make recommendations, however, it shall have no independent authority to implement or amend policies, rules, procedures or practices. Before any recommendations can be made by the Committee, the Committee must reach a consensus and reduce the recommendation to writing. Written Committee recommendations shall be submitted to the Director of Human Resources who will be responsible for reviewing the recommendation with the appropriate County authority.