

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
RESULTING FROM REOPENER BETWEEN
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA,
PROFESSIONAL UNIT
EFFECTIVE FY 2022/2023, FY2023/2024 and FY2024/2025

This Addendum is entered into by and between Broward County and Government Supervisors Association of Florida, Professional Unit. Now, therefore, or good and valuable consideration, the receipt and sufficiency of which are hereby acknowledges, the parties hereto agree as follows:

Recitals

1. The parties have entered into a Collective Bargaining Agreement covering the period of October 1, 2022, through September 30, 2025 (the "CBA").
2. The parties desire to amend Article 11, Wages for Fiscal Year 2023/2024, and Fiscal Year 2024/2025.

ADDENDUM

1. Article 11 – Wages is amended as follows:

Article 11 – WAGES

Section 1, B. is replaced in its entirety as follows:

B. Fiscal Year 2023/2024

1. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a 4% base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of September 30, 2023, shall also receive the 4% base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of September 30, 2023.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than 4% to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between 4% and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of September 30, 2023, will not be eligible for a base salary increase as

provided in Section B.1. above. Those employees will receive a one-time, gross lump sum amount equal to 4% of the employee's base annual salary.

4. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive \$2,600 added to their base annual salary (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of September 30, 2023, shall also receive the \$2,600 added to their base annual salary. Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,600 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,600 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar). Eligible employees whose base annual rate is at or above the maximum rate of their pay range as of September 30, 2023, will not be eligible for a base \$2,600 adjustment as provided above. Those employees will receive a one-time, gross lump sum amount equal to \$2,600.

5. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall Expectations" will not be eligible to receive the increases as detailed above added to their base annual salary 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 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the 4% and the \$2,600 base salary increases prospectively.

Section 1, C. is replaced in its entirety as follows:

C. Fiscal Year 2024/2025:

1. For Fiscal Year 2024/2025, effective on the first full pay period in October of 2024 (October 13, 2024), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a 2% base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 12, 2024, shall also receive the 2% base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 12, 2024.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than 2% to their base hourly pay due to the maximum of the pay range, shall receive

a one-time, gross lump sum amount equal to the difference between 2% and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 12, 2024, will not be eligible for a base hourly adjustment as provided in Section C.1. above. Those employees will receive a one-time, gross lump sum amount equal to 2% of the employee's base annual salary.

4. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall 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 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the 2% base salary increase prospectively.

Section 1, D is amended to read as follows:

D. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than ten percent (10%) combined over Fiscal Years 2022/2023, 2023/2024, 2024/2025 with the White Collar Bargaining Unit, Blue Collar Bargaining Unit, and/or Government Supervisors Association-Supervisory Bargaining Unit, and/or 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 the 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.

2. Article 33, - Term of Agreement is replaced in its entirety as follows:

ARTICLE 33 – TERM OF AGREEMENT

The provisions of this agreement are for the Fiscal Years 2022/2023, 2023/2024 and 2024/2025 and shall be effective upon ratification of the Union membership and approval of the Board of County Commissioners for Broward County, Florida except as otherwise provided in the agreement, and shall continue in force thereafter, through September 30, 2025. Thereafter, this Agreement shall remain in effect, except for any provisions which specifically expire or are date specific, until a successor Agreement is ratified by the bargaining unit membership and then approved by the Board of Broward County Commissioners.

1. The recital clauses stated above are true and correct and are incorporated into this Addendum by reference. Appendix A2 is incorporated into and made a part of the CBA.
2. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.
3. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement between the Board of County Commissioners, Broward County, Florida and Government Supervisors Association of Florida, OPEIU, AFL-CIO, Local 100, Broward County Professional Unit for Fiscal Year 2022/2023, 2023/2024, and 2024/2025 to be executed and signed by their duly authorized representatives, as of this 17th day of September, 2024.

GOVERNMENT SUPERVISORS
ASSOCIATION OF FLORIDA
OPEIU, AFL-CIO, LOCAL 100,
PROFESSIONAL UNIT

By Frank Keen
President

By _____
Bargaining Team Member

BROWARD COUNTY, FLORIDA
BOARD OF COUNTY COMMISSIONERS

By Mark H. Rich
Mayor

By W. B.
County Administrator

By A. R.
Director of Human Resources

By R.
Labor Relations Manager

By Imadine Jones
Bargaining Team Member

By _____
Bargaining Team Member

ARTICLE 11 – WAGES

A. Fiscal Year 2022/2023

1. Effective 10/1/2022, minimum and maximums of the pay ranges will be extended by 4%.
2. For Fiscal Year 2022/2023, effective on the first full pay period in October of 2022 (October 2, 2022), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a 4% base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 1, 2022, shall also receive the 4% base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of the effective date and be employed by the County as of October 1, 2022.
3. Eligible employees below the maximum of the pay range and limited to an increase of less than 4% to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between 4% and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).
4. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 1, 2022, will not be eligible for a base hourly adjustment as provided in Section A.1. above. Those employees will receive a one-time, gross lump sum amount equal to 4% of the employee's base annual salary.
5. For Fiscal Year 2022/2023, effective on the first full pay period in October of

2022 (October 2, 2022), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive \$2,000 added to their base annual salary (within the salary range). Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,000 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,000 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar). Eligible employees whose base annual rate is at or above the maximum rate of their pay range as of October 1, 2022, will not be eligible for a base \$2,000 adjustment as provided above. Those employees will receive a one-time, gross lump sum amount equal to \$2,000.

6. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall 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 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the 4% and the \$2,000 base salary increases prospectively.

B. Fiscal Year 2023/2024

1. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a 4% base

salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of September 30, 2023, shall also receive the 4% base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of September 30, 2023.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than 4% to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between 4% and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of September 30, 2023, will not be eligible for a base salary increase as provided in Section B.1. above. Those employees will receive a one-time, gross lump sum amount equal to 4% of the employee's base annual salary.

4. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive \$2,600 added to their base annual salary (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of September 30, 2023, shall also receive the \$2,600 added to their base annual salary. Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,600 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,600 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar). Eligible

employees whose base annual rate is at or above the maximum rate of their pay range as of September 30, 2023, will not be eligible for a base \$2,600 adjustment as provided above. Those employees will receive a one-time, gross lump sum amount equal to \$2,600.

5. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall Expectations" will not be eligible to receive the increases as detailed above added to their base annual salary 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 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the 4% and the \$2,600 base salary increases prospectively.

C. Fiscal Year 2024/2025

1. For Fiscal Year 2024/2025, effective on the first full pay period in October of 2024 (October 13, 2024), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a 2% base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 12, 2024, shall also receive the 2% base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 12, 2024.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than 2% to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between 2% and

the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 12, 2024, will not be eligible for a base hourly adjustment as provided in Section C.1. above. Those employees will receive a one-time, gross lump sum amount equal to 2% of the employee's base annual salary.

4. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall 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 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the 2% base salary increase prospectively.

D. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than ten percent (10%) combined over Fiscal Years 2022/2023, 2023/2024, 2024/2025 with the White Collar Bargaining Unit, Blue Collar Bargaining Unit, and/or Government Supervisors Association-Supervisory Bargaining Unit, and/or 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 the 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.

E. Incentive Pay Supplements:

Eligible Bargaining Unit members shall receive incentive pay supplements for receipt and maintenance of certain skill-based certificates and/or licenses in the same manner as eligible employees under their supervision. To be eligible, Bargaining Unit members must be in the supervisory chain of command of employees eligible for incentive pay and the certification or license must be in addition to the established minimum qualification requirements of the Bargaining Unit position.

F. Shift Differential:

A five percent (5%) differential pay is provided to full-time, overtime eligible, Bargaining Unit members who are regularly assigned to a work schedule in which at least seven and one half (7½) hours of scheduled work time fall between the hours of 3:00 p.m. and 8:00 a.m. In addition, full-time, overtime eligible, Bargaining Unit members regularly assigned to a weekend shift who supervise represented employees receiving a weekend shift differential shall also receive a weekend shift differential in the same manner as eligible represented employees. For Registered Nurses only: In lieu of the five percent (5%) shift differential provided above, a seven and one half percent (7.5%) differential pay shall be provided to full-time, overtime-eligible nurses who are regularly assigned to work a schedule in which at least seven and one half (7.5) hours of scheduled work time fall between the hours of 11:00 p.m. and 8:00 a.m. Charge Nurse Pay: In the absence of a Registered Nurse Supervisor, one (1) Registered Nurse, per scheduled shift, shall be designated as "Charge Nurse." The employee designated as the Charge Nurse for that shift shall receive an additional \$2.50 per hour, in addition to their regular hourly rate of pay, for each hour worked during the shift as a Charge Nurse.

G. Salary Adjustment Authority:

The County Administrator has the authority to increase the salary of bargaining unit employees within the range of the employee's applicable salary range after the applicable agency advises the Association and offers an opportunity to "meet and confer" about the decision. In the event the Association disagrees with the Administrator's decision, the County may still implement the adjustment and such decision shall not be grievable. The County Administrator also has the authority to adjust the pay grades upward outside of the bargaining process based on a market a review conducted by the County. Prior to implementing any pay grade adjustments, the Association will be advised and offered an opportunity to "meet and confer" about the decision. In the event the Association disagrees with the Administrator's decision, the County may still implement the pay grade adjustment and such decision shall not be grievable.

ARTICLE 33
TERM OF AGREEMENT

The provisions of this agreement are for the Fiscal Years 2022/2023, 2023/2024 and 2024/2025 and shall be effective upon ratification of the Union membership and approval of the Board of County Commissioners for Broward County, Florida except as otherwise provided in the agreement, and shall continue in force thereafter, through September 30, 2025. Thereafter, this Agreement shall remain in effect, except for any provisions which specifically expire or are date specific, until a successor Agreement is ratified by the bargaining unit membership and then approved by the Board of Broward County Commissioners.

1. The recital clauses stated above are true and correct and are incorporated into this Addendum by reference. Appendix A2 is incorporated into and made a part of the CBA.
2. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.
3. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.