

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
RESULTING FROM REOPENER BETWEEN
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
AMALGAMATED TRANSIT UNION, LOCAL 1591
BROWARD COUNTY WHITE COLLAR UNIT
EFFECTIVE FY 2016-2017

This Addendum is entered into by and between Broward County and Amalgamated Transit Unit, Local 1591 White Collar 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 28, Wages and Compensation, in addition to any three (3) other articles. The parties agreed to reopen Article 6 and 28.
2. As a result of the reopening, **Article 28 – Wages and Compensation, Section C** shall be modified as follows effective October 1, 2016:

ARTICLE 28 - WAGES AND COMPENSATION

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%) base salary increase (within the salary range). To be eligible, employees must be employed in a Unit position as of October 9, 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%) 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%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

4. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 9, 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%) of the employee's base annual salary.

5. All current employees, who on their most recent annual performance review received a rating of "Does Not Meet Expectations" or below 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 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 three percent (3%) base salary increase prospectively.

6. Notwithstanding the above, in the event that the County agrees to a more favorable non-concessionary salary/wage increase over Fiscal 2016/2017 with the Blue Collar bargaining unit, Government Supervisors Association-Professional, and/or Government Supervisors Association-Supervisory bargaining units 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 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 6 – Work Week / Overtime:**

Section 2: Overtime

A. All hours authorized and worked in excess of forty (40) hours in a seven (7) day work week shall be compensated at one and one-half (1 1/2) times the employee's regular rate of pay consistent with the provisions of the Fair Labor Standards Act (FLSA).

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

5. 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 to be executed and signed by their duly authorized representatives, as of this 8 day of March, 2017.

FOR AMALGAMATED TRANSIT UNION,
LOCAL 1591

FOR BOARD OF BROWARD
COUNTY COMMISSIONERS

BY April Johnson Williams
PRESIDENT

BY [Signature]
MAYOR

BY [Signature]
VICE PRESIDENT

BY [Signature]
COUNTY ADMINISTRATOR

BY [Signature]
BARGAINING TEAM MEMBER

BY [Signature]
HUMAN RESOURCES DIRECTOR

BY _____
BARGAINING TEAM MEMBER

BY [Signature]
LABOR RELATIONS MANAGER

BY _____
BARGAINING TEAM MEMBER

BY [Signature]
BARGAINING TEAM MEMBER

BY _____
BARGAINING TEAM MEMBER

BY _____
BARGAINING TEAM MEMBER

ARTICLE 6

WORK WEEK/OVERTIME

Section 1:

A. The work week for full-time County employees shall not exceed forty (40) hours in a seven (7) day period beginning each Sunday at 12:01 a.m. through the following Saturday at 12:00 a.m., exclusive of unpaid lunch breaks. Where operationally feasible, the County shall make every effort to schedule consecutive days off.

B. Any unit employee who has completed the probationary period and whose regularly scheduled work week consists of twenty (20) or more hours but less than forty (40) shall be considered a permanent part-time employee.

C. The starting and ending time for each work location shall be established by the appropriate supervisor in order to meet the varying needs of the work location. Permanent shift assignments shall not be changed except after two (2) weeks notice and where feasible three (3) weeks notice, to the affected employee except in emergency situations.

D. Shift schedules are assigned at the discretion of the County. If a County agency decides to make shift assignments using a bidding process, criteria for bid assignments shall be made based on bargaining unit seniority, senior employee selecting first. The choice to bid shifts does not preclude the County from not using a bid process for future shift assignments.

Section 2: Overtime

A. All hours authorized and worked in excess of forty (40) hours in a seven

(7) day work week shall be compensated at one and one-half (1 1/2) times the employee's regular rate of pay consistent with the provisions of the Fair Labor Standards Act (FLSA).

B. Assignment of Prescheduled Overtime: The County agrees to prepare one (1) bargaining unit seniority list at each job site within a division. The purpose of such list is to coordinate and distribute equally prescheduled overtime. In the event that an employee is needed to work prescheduled overtime, the most senior qualified bargaining unit employee on the job site who has performed work of the type and character of the needed overtime work will be given the opportunity to accept or reject the prescheduled overtime. The County agrees to give at least four (4) hours notice for all prescheduled overtime assignments. That employee will thereafter be placed at the bottom of the list and he/she shall not be offered prescheduled overtime until all qualified bargaining unit employees at the job site who have performed the required duties have been asked to work prescheduled overtime. In the event that all qualified bargaining unit employees who have performed work of the type and character of the needed overtime work decline to work prescheduled overtime, the least senior qualified bargaining unit employee may be required to perform the overtime work, unless emergency conditions prevent the employee from working the overtime. In that event, the next least senior qualified employee may be required to work the overtime.

C. Assignment of Emergency Overtime: If the County needs an employee to work emergency overtime, the County will follow the procedure outlined in Section 2B above, if sufficient time exists to allow compliance with the procedure. If sufficient time does not exist, the County may "hold over" employees to perform the needed

emergency overtime. In those cases where it is necessary for involuntary hold over of employees, the County will continue to make every effort to find replacements to relieve the held over employees in compliance with Section 2B above. In the event that the County is unable to secure a replacement within two (2) hours of the shift change, the held over employee shall complete the shift. Employees involuntarily held over shall retain their position on the prescheduled overtime seniority list.

D. The following hours shall be computed as hours worked for the sole purpose of computing eligibility for the overtime rate:

1. Holiday pay, as defined in Article 22, in a work week shall be computed as hours worked when computing eligibility for the overtime rate when the designated holiday is an employee's normally scheduled workday and the employee is given the day off in observance of the holiday;
2. Bereavement Leave Hours;
3. Annual leave hours shall be computed only when such leave is prescheduled and approved according to the vacation schedule provisions of Article 20; 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.
4. Emergency working condition hours, as defined in Section 5 of this Article, shall count as hours worked for the purpose of computing eligibility for the overtime rate.

5. Jury duty shall count as hours worked for the purpose of computing overtime pay;
6. Workers compensation hours shall count as hours worked for the purpose of computing overtime pay;

E. Compensatory hours at one-and-one-half (1.5), or hour for hour between 37.5 and 40 hours, may be substituted for the cash payment of overtime upon the mutual agreement of the County and the employee affected. In the event of a disagreement between the County and the employee affected regarding comp-time substitution, the employee shall be paid for the hours worked.

Compensatory time earned by the employee for all hours authorized and actually worked in excess of forty (40) hours in a seven (7) day standard work schedule cannot exceed two-hundred forty (240) compensatory hours, or one-hundred sixty (160) hours of actual overtime worked, in a calendar year. Once this limit is met, all overtime actually worked in excess of forty (40) hours in a seven (7) day standard work schedule must be paid.

Note that the amount of hour-for-hour compensatory time earned between 37.5 and 40 hours is not affected by this limit. Any approved compensatory hours must be used within ninety (90) days of accrual. The division must maintain records of compensatory time for each employee involved.

F. Neither the scheduled work week nor the lunch break of an employee shall be altered for the purpose of avoiding paying overtime rates. However, the above would not preclude the employee from requesting such alteration.

G. When an employee is scheduled to report to work outside of their regularly scheduled time and is sent home for lack of work, the employee shall be entitled to five (5) hours pay at straight time base rate as “show up” time, or actual time worked if more than five (5) hours. This “show up” time does not apply to employees held over, called to work immediately prior to their regularly scheduled shift, or if the scheduled time is less than five (5) hours.

Section 3: Breaks

Each full-time employee working between eight (8) hours and ten (10) hours per day shall be entitled to two (2) paid fifteen (15) minute breaks; one in the first half and one in the last half of the shift. Employees working ten (10) hours or more per day including the thirteen and one-half (13 1/2) hour shift schedule shall be entitled to two (2) paid twenty (20) minute breaks. For each additional four (4) hours consecutively worked following a regular scheduled shift each full-time employee shall be entitled to take one (1) paid fifteen (15) minute break. Each part-time employee working a four (4) hour shift shall be entitled to take one (1) paid fifteen (15) minute break or working a six (6) to eight (8) hour shift will entitle the part-time employee to two (2) paid fifteen (15) minute breaks. Break schedules shall be established by the County.

Section 4: Standby

A. In order to provide coverage for services during off duty-hours, it may be necessary to assign and schedule employees to standby duty. A standby duty assignment authorized by a supervisor requires an employee to be available for work due to an urgent situation on the employee's off-duty time which may include nights;

weekends, or holidays. Employees shall be required to be on standby duty when assigned unless excused by supervision.

B. Employees assigned to standby duty by their supervisor are guaranteed two (2) hours standby duty pay at their straight time base rate for each regular work day of standby duty assigned and scheduled; and three (3) hours pay at their straight time base rate for regular days off, with day defined as a 24-hour time period.

C. Employees while on standby duty when called to work will, in addition to the standby duty pay, be paid for the actual time worked. For pay purposes, actual time worked starts at the time of notice and ends when he/she would reasonably be expected to return home.

D. Where operationally feasible, employees assigned standby duty assignments may be furnished a beeper. Feasibility shall be determined by management.

Section 5: Emergency Working Conditions

Due to conditions beyond the control of the County, such as hurricanes, windstorms and tornados, in the event of a declared emergency in Broward County and if the County Administrator directs the closing of normal County 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 County's management not to report or to go home prior to the completion of their shift will suffer no loss of pay. Such hours paid but not worked will 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 County 's management to work during the declared emergency shall be compensated at double their straight time base hourly rate for all hours actually worked or its equivalent compensatory time, as described in Section 2E of this Article. This compensation is in lieu of any other compensation.

C. If the County determines that an employee is needed to work during the declared emergency, the most senior qualified bargaining unit employee regularly assigned to the job site who has performed work of the type and character of the needed emergency work will be given the first opportunity to accept the emergency work, provided that sufficient time to contact and respond to the emergency-related assignment exists given the nature of the emergency circumstances. If sufficient time does not exist given the nature of the emergency circumstances, then the County may “hold over” employee(s) or assign any available employee(s) to perform the needed emergency work, until such time as the most senior qualified bargaining unit employee can be contacted and respond to the emergency assignment, if accepted.

ARTICLE 28

WAGES AND COMPENSATION

Section 1:

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 percent (2%) base salary increase (within the salary range). Those current employees recently hired and have yet to receive their annual performance review for their current position, shall also receive the two percent (2%) base salary increase. To be eligible, employees must be employed in a Unit position 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 percent (2%) 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 two percent (2%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 12, 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 two percent (2%) of the employee’s base annual salary.

4. All current employees, who on their most recent annual performance review received a rating of “Does Not Meet Expectations” or below 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 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 two percent (2%) 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 three percent (3%) base salary increase (within the salary range). To be eligible, employees must be employed in a Unit position as of October 11, 2015.

2. Those eligible employees below the maximum of the pay range and limited to an increase of less than three percent (3%) 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%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

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 A.1. above. Those employees will receive a one-time cash gross lump sum amount equal to three percent (3%) of the employee’s base annual salary.

4. All current employees, who on their most recent annual performance review received a rating of “Does Not Meet Expectations” or below 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 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 three percent (3%) base salary increase prospectively.

5. Notwithstanding the above, in the event that the County agrees to a more favorable combined and non-concessionary salary/wage increase over Fiscal 2014/2015 and 2015/2016, with the Blue Collar bargaining unit, Government Supervisors Association-Professional, and/or Government Supervisors Association-Supervisory bargaining units 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 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.

C. Fiscal Year 2016/2017:

1. 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 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%) base salary increase (within the salary range). To be eligible, employees must be employed in a Unit position as of October 9, 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%) 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%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

4. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 9, 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%) of the employee's base annual salary.

5. All current employees, who on their most recent annual performance review received a rating of "Does Not Meet Expectations" or below 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 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 three percent (3%) base salary increase prospectively.

6. Notwithstanding the above, in the event that the County agrees to a more favorable non-concessionary salary/wage increase over Fiscal 2016/2017 with the Blue Collar bargaining unit, Government Supervisors Association-Professional, and/or Government Supervisors Association-Supervisory bargaining units 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 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.

D. Performance Excellence Award:

Employees in the bargaining unit are eligible to participate in the County Administrator’s Performance Excellence Award Program.

E. Salary Adjustment Authority:

The County Administrator has the authority to increase the salary of the bargaining unit employees within the range of the employee’s applicable salary range after the applicable agency advises the Union and offers an opportunity to “meet and confer” about the decision. In the event the Union disagrees with the Administrator’s decision, the County may still implement the adjustment and such decision shall not be grievable.

Section 2: Assignment of an employee to work in excess of sixteen (16) consecutive hours, performing the substantial portion of the duties of a higher rate classification must be authorized in writing. When an employee is so authorized, and performs the duties of the higher rated classification for any period of time over sixteen (16) consecutive hours, that employee shall receive the compensation he or she would have received if promoted to the position for all hours beyond the initial (16). To be assigned to work in the higher classification, and be eligible for the higher rate of pay, the employee must meet at least the minimum qualifications, for the higher rated classification as set forth in the job specification for that classification. This Section does not preclude a supervisor from “verbally” assigning an employee for a period of less than sixteen hours, however, it is not intended that the County rotate different employees into an assignment to avoid compensating an employee for an out of classification assignment.

Section 3: In addition to the straight time base hourly rate, full-time employees will be paid a shift differential as follows:

\$.70/hr Second Shift and Weekend Shift

\$1.10/hr Third Shift

Permanent Part-time employees will receive the shift differential if they work four (4) or more hours on the second or third shift.

For employees whose regular shift begins between 4:00 a.m. and 5:59 a.m., the employees shall be paid the third shift differential rate of pay for actual hours worked between 4:00 a.m. and 5:59 a.m.

For employees whose regular shift begins between 10:00 a.m. and 11:59 a.m., the employees shall be paid the second shift differential rate of pay actual hours worked between 6:00 p.m. and 7:59 p.m.

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

First shift: All work shifts which begin between
4:00 a.m. and 11:59 a.m.

Second shift: All work shifts which begin between
12:00 noon and 7:59 p.m.

Third shift: All work shifts which begin between
8:00 p.m. and 3:59 a.m.

For divisional personnel operating on shift schedules, those employees completing their scheduled shift and authorized to work one (1) or more hours into the next consecutively scheduled shift, shall be paid the shift differential for those hours worked in that additional consecutive shift. Further, employees required to report to work prior to the start of their regularly scheduled shift, in addition to working their regularly scheduled shift, shall not lose any shift differential they may have otherwise been entitled to under this section. Employees may request a shift change to a vacant position on another shift within their division by notifying the Division Director in writing and, where operationally feasible, seniority will be considered in reviewing such request. Employees who are regularly assigned to work on Saturday and/or Sunday shall receive an additional weekend pay differential described above for each hour worked on Saturday and/or Sunday. This will include those Library employees and others assigned to work a periodic Saturday and/or Sunday schedule. Employees who work

on a Saturday and/or Sunday who are not regularly assigned to such work will receive the appropriate overtime rate if applicable, or the weekend differential for such work, whichever is greater, but not both.

APPENDIX A1

**BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS
MINIMUM AND MAXIMUM HOURLY RATES
EFFECTIVE OCTOBER 1, 2012**

A Living Wage Ordinance has been adopted by the Broward County Board of County Commissioners, which provides that part-time and full-time benefit-eligible County employees (under the County pay plan) shall not be paid less than \$11.46 per hour effective January 1, 2013

CLASS CODE	CLASSIFICATION TITLE	FLSA CODE	SALARY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM	ANNUAL MINIMUM	ANNUAL MAXIMUM
W0111	ACCOUNT CLERK I	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70
W0112	ACCOUNT CLERK II	N	W2650	\$15.1009	\$23.4381	\$31,409.87	\$48,751.25
W0113	ACCOUNT CLERK III	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W0107	ACCOUNTS PAYABLE SPECIALIST	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W0115	ACCOUNTS PAYABLE SUPERVISOR	N	W3530	\$21.9921	\$33.2452	\$45,743.57	\$69,150.02
W0109	ACCOUNTS SPECIALIST	N	W3100	\$16.8890	\$26.8678	\$35,129.12	\$55,885.02
W0041	ADMINISTRATIVE AIDE	N	W8007	\$14.7329	\$22.8663	\$30,644.43	\$47,561.90
W2802	ARTS ASSISTANT	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W6451	AUDIO-VIDEO PRODUCTION SPECIALIST	N	W3100	\$16.8890	\$26.8678	\$35,129.12	\$55,885.02
W0425	BILLING MACHINE OPERATOR	N	W1400	\$11.0994	\$17.6574	\$23,086.75	\$36,727.39
W0108	BILLING SPECIALIST	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W3142	CAD DRAFTER	N	W2600	\$14.5633	\$23.1682	\$30,291.66	\$48,189.86
W3144	CAD TECHNICIAN	N	W3100	\$16.8890	\$26.8678	\$35,129.12	\$55,885.02
W3149	CADD SYSTEMS TECHNICIAN	N	W8010	\$17.5129	\$27.1810	\$36,426.83	\$56,536.48
W0092	CALL CENTER SPECIALIST I	N	W2650	\$15.1009	\$23.4381	\$31,409.87	\$48,751.25
W0093	CALL CENTER SPECIALIST II	N	W2900	\$16.1429	\$25.5733	\$33,577.23	\$53,192.46
W6330	CASE MANAGEMENT AIDE	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70
W0103	CASHIER	N	W1700	\$11.6614	\$18.5511	\$24,255.71	\$38,586.29
W5451	CLAIMS ADJUSTOR I	N	W3230	\$18.4504	\$27.2474	\$38,376.83	\$56,674.59
W5452	CLAIMS ADJUSTOR II	N	W3530	\$21.9921	\$33.2452	\$45,743.57	\$69,150.02
W1001	COLLECTION AGENT	N	W2650	\$15.1009	\$23.4381	\$31,409.87	\$48,751.25
W2227	COMMUNICATIONS NETWORK TECHNICIAN I	N	W8009	\$16.6690	\$25.8712	\$34,671.52	\$53,812.10
W2228	COMMUNICATIONS NETWORK TECHNICIAN II	N	W9002	\$17.4883	\$27.2463	\$36,375.66	\$56,672.30
W2201	COMPUTER OPERATOR I	N	W8002	\$12.7044	\$19.7175	\$26,425.15	\$41,012.40
W2202	COMPUTER OPERATOR II	N	W8004	\$14.0228	\$21.7642	\$29,167.42	\$45,269.54
W2269	COMPUTER SYSTEMS TECHNICIAN	N	W8009	\$16.6690	\$25.8712	\$34,671.52	\$53,812.10
W7824	CONSUMER PROTECTION INSPECTOR I	N	W2400	\$14.2082	\$22.6032	\$29,553.06	\$47,014.66
W0073	COURIER	N	W1800	\$11.9529	\$19.0150	\$24,862.03	\$39,551.20
W0072	COURIER SUPERVISOR	N	W2400	\$14.2082	\$22.6032	\$29,553.06	\$47,014.66
W0095	CUSTOMER SERVICE REPRESENTATIVE	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W3101	DATA AIDE I	N	W1700	\$11.6614	\$18.5511	\$24,255.71	\$38,586.29
W3102	DATA AIDE II	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70
W0438	DATA CONTROL OPERATOR	N	W2000	\$12.5580	\$19.9779	\$26,120.64	\$41,554.03
W7901	DISPATCHER I	N	W1900	\$12.2517	\$19.4906	\$25,483.54	\$40,540.45
W7902	DISPATCHER II	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70

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**BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS
MINIMUM AND MAXIMUM HOURLY RATES
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CLASS CODE	CLASSIFICATION TITLE	FLSA CODE	SALARY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM	ANNUAL MINIMUM	ANNUAL MAXIMUM
W0446	DOCUMENT RECORDER	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W0442	DOCUMENT SERVICES WORKER	N	W1900	\$12.2517	\$19.4906	\$25,483.54	\$40,540.45
W7476	ELEVATOR RECORDS TECHNICIAN	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70
W3232	ENGINEERING ANALYST	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70
W3112	ENGINEERING INSPECTOR	N	W3500	\$19.5859	\$31.9376	\$40,738.67	\$66,430.21
W3115	ENGINEERING TECHNICIAN I	N	W3100	\$16.8890	\$26.8678	\$35,129.12	\$55,885.02
W3117	ENGINEERING TECHNICIAN II	N	W9003	\$19.7929	\$29.3504	\$41,169.23	\$61,048.83
W5441	ENVIRONMENTAL COMPLIANCE OFFICER I	N	W3100	\$16.8890	\$26.8678	\$35,129.12	\$55,885.02
W5442	ENVIRONMENTAL COMPLIANCE OFFICER II	N	W3400	\$19.1081	\$30.3986	\$39,744.85	\$63,229.09
W7327	ENVIRONMENTAL LABORATORY TECHNICIAN	N	W2800	\$15.6833	\$24.9495	\$32,621.26	\$51,894.96
W5471	ENVIRONMENTAL LICENSING COORDINATOR	N	W8011	\$18.8592	\$29.2707	\$39,227.14	\$60,883.06
W5475	ENVIRONMENTAL PERMITTING SPECIALIST	N	W8011	\$18.8592	\$29.2707	\$39,227.14	\$60,883.06
W2300	EQUAL OPPORTUNITY ASSISTANT	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W6434	EXTENSION PROGRAM ASSISTANT	N	W8001	\$11.2286	\$18.3097	\$23,355.49	\$38,084.18
W6452	FORENSIC PHOTOGRAPHER	N	W3100	\$16.8890	\$26.8678	\$35,129.12	\$55,885.02
W2403	GFLCVB COMMUNICATIONS ASSISTANT	N	W8003	\$13.6811	\$21.2340	\$28,456.69	\$44,166.72
W2402	GFLCVB COURIER	N	W2100	\$13.1936	\$20.9889	\$27,442.69	\$43,656.91
W2404	GFLCVB HOUSING REPRESENTATIVE	N	W8003	\$13.6811	\$21.2340	\$28,456.69	\$44,166.72
W2405	GFLCVB MARKETING ASSISTANT	N	W8003	\$13.6811	\$21.2340	\$28,456.69	\$44,166.72
W2407	GFLCVB REGIONAL SECRETARY	N	W2600	\$14.5633	\$23.1682	\$30,291.66	\$48,189.86
W2406	GFLCVB SALES ASSISTANT	N	W8003	\$13.6811	\$21.2340	\$28,456.69	\$44,166.72
W2408	GFLCVB SALES COORDINATOR	N	W2900	\$16.1429	\$25.5733	\$33,577.23	\$53,192.46
W2414	GFLCVB SPORTS DEVELOPMENT SPECIALIST	N	W8011	\$18.8592	\$29.2707	\$39,227.14	\$60,883.06
W3131	GRAPHICS DESIGNER I	N	W2650	\$15.1009	\$23.4381	\$31,409.87	\$48,751.25
W3132	GRAPHICS DESIGNER II	N	W3300	\$18.7452	\$28.0839	\$38,990.02	\$58,414.51
W6231	HEALTH SERVICES WORKER	N	W1000	\$10.3069	\$15.9970	\$21,438.35	\$33,273.76
W3152	INSTRUMENT PERSON	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70
W0062	INSURANCE PROCESSOR	N	W2100	\$13.1936	\$20.9889	\$27,442.69	\$43,656.91
W1202	INVESTIGATIVE SERVICES SPECIALIST	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W0091	LEGAL INFORMATION COORDINATOR	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W0036	LEGAL SECRETARY I	N	W2400	\$14.2082	\$22.6032	\$29,553.06	\$47,014.66
W0037	LEGAL SECRETARY II	N	W2800	\$15.6833	\$24.9495	\$32,621.26	\$51,894.96
W4007	LIBRARY AIDE	N	W1400	\$11.0994	\$17.6574	\$23,086.75	\$36,727.39

APPENDIX A1

**BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS
MINIMUM AND MAXIMUM HOURLY RATES
EFFECTIVE OCTOBER 1, 2012**

A Living Wage Ordinance has been adopted by the Broward County Board of County Commissioners,
which provides that part-time and full-time benefit-eligible County employees (under the County pay plan)
shall not be paid less than \$11.46 per hour effective January 1, 2013

CLASS CODE	CLASSIFICATION TITLE	FLSA CODE	SALARY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM	ANNUAL MINIMUM	ANNUAL MAXIMUM
W4017	LIBRARY DELIVERY SUPERVISOR	N	W3100	\$16.8890	\$26.8678	\$35,129.12	\$55,885.02
W4026	LIBRARY SPECIALIST I	N	W8008	\$15.8658	\$24.6246	\$33,000.86	\$51,219.17
W4027	LIBRARY SPECIALIST II	E	W3300	\$18.7452	\$28.0839	\$38,990.02	\$58,414.51
W6232	LICENSED PRACTICAL NURSE	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W6247	MEDICAL RECORDS CLERK	N	W1400	\$11.0994	\$17.6574	\$23,086.75	\$36,727.39
W6245	MEDICAL TRANSCRIBER	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W6241	* MEDICAL/LEGAL INVESTIGATOR	N	W3200	\$17.7440	\$28.2281	\$36,907.52	\$58,714.45
W6242	* MEDICAL/LEGAL INVESTIGATOR SUPERVISOR	N	W3600	\$22.1598	\$36.1344	\$46,092.38	\$75,159.55
W6285	MENTAL HEALTH SPECIALIST	N	W1800	\$11.9529	\$19.0150	\$24,862.03	\$39,551.20
W0211	MICROGRAPHICS TECHNICIAN I	N	W1100	\$10.5646	\$16.3969	\$21,974.37	\$34,105.55
W0212	MICROGRAPHICS TECHNICIAN II	N	W1900	\$12.2517	\$19.4906	\$25,483.54	\$40,540.45
W0134	OFFICE SUPPORT CLERK	N	W1100	\$10.5646	\$16.3969	\$21,974.37	\$34,105.55
W0136	OFFICE SUPPORT SPECIALIST	N	W1900	\$12.2517	\$19.4906	\$25,483.54	\$40,540.45
W0116	PAYROLL SPECIALIST I	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W0117	PAYROLL SPECIALIST II	N	W3300	\$18.7452	\$28.0839	\$38,990.02	\$58,414.51
W6265	PEER MENTOR	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W5493	PERMITTING AND LICENSING CUSTOMER ASSISTANT	N	W2400	\$14.2082	\$22.6032	\$29,553.06	\$47,014.66
W5494	PERMITTING AND LICENSING CUSTOMER SPECIALIST	N	W2800	\$15.6833	\$24.9495	\$32,621.26	\$51,894.96
W2378	PROCUREMENT ASSISTANT I	N	W1900	\$12.2517	\$19.4906	\$25,483.54	\$40,540.45
W2379	PROCUREMENT ASSISTANT II	N	W2100	\$13.1936	\$20.9889	\$27,442.69	\$43,656.91
W2341	PROPERTY AGENT I	N	W3300	\$18.7452	\$28.0839	\$38,990.02	\$58,414.51
W2342	PROPERTY AGENT II	N	W3600	\$22.1598	\$36.1344	\$46,092.38	\$75,159.55
W1007	PROPERTY SPECIALIST I	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W1008	PROPERTY SPECIALIST II	N	W2700	\$15.3008	\$24.3411	\$31,825.66	\$50,629.49
W6282	PSYCHIATRIC LICENSED PRACTICAL NURSE	N	W3250	\$17.3736	\$27.6244	\$36,137.09	\$57,458.75
W0053	REAL-TIME REPORTER	N	W3400	\$19.1081	\$30.3986	\$39,744.85	\$63,229.09
W0308	RECORDS MANAGEMENT TECHNICIAN I	N	W1100	\$10.5646	\$16.3969	\$21,974.37	\$34,105.55
W0309	RECORDS MANAGEMENT TECHNICIAN II	N	W1900	\$12.2517	\$19.4906	\$25,483.54	\$40,540.45
W9611	RECREATION AIDE I	N	W0200	\$8.8876	\$14.1389	\$18,486.21	\$29,408.91
W9612	RECREATION AIDE II	N	W1300	\$10.8286	\$17.2270	\$22,523.49	\$35,832.16
W4105	RECREATION COORDINATOR	N	W2600	\$14.5633	\$23.1682	\$30,291.66	\$48,189.86
W9627	* REFUGEE CASEWORKER I	N	W8001	\$11.2286	\$18.3097	\$23,355.49	\$38,084.18
W9628	REFUGEE CASEWORKER II	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W3151	RODPERSON	N	W1700	\$11.6614	\$18.5511	\$24,255.71	\$38,586.29

APPENDIX A1

**BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS
MINIMUM AND MAXIMUM HOURLY RATES
EFFECTIVE OCTOBER 1, 2012**

A Living Wage Ordinance has been adopted by the Broward County Board of County Commissioners, which provides that part-time and full-time benefit-eligible County employees (under the County pay plan) shall not be paid less than \$11.46 per hour effective January 1, 2013

CLASS CODE	CLASSIFICATION TITLE	FLSA CODE	SALARY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM	ANNUAL MINIMUM	ANNUAL MAXIMUM
W0221	RTT SPECIALIST I	N	W2000	\$12.5580	\$19.9779	\$26,120.64	\$41,554.03
W0222	RTT SPECIALIST II	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W0223	RTT SPECIALIST III	N	W2700	\$15.3008	\$24.3411	\$31,825.66	\$50,629.49
W0028	SECRETARY	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W0439	SENIOR DATA CONTROL OPERATOR	N	W2600	\$14.5633	\$23.1682	\$30,291.66	\$48,189.86
W0447	SENIOR DOCUMENT RECORDER	N	W2700	\$15.3008	\$24.3411	\$31,825.66	\$50,629.49
W7323	SENIOR ENVIRONMENTAL LABORATORY TECHNICIAN	N	W3000	\$16.4770	\$26.2125	\$34,272.16	\$54,522.00
W4016	SENIOR LIBRARY DELIVERY PERSON	N	W2700	\$15.3008	\$24.3411	\$31,825.66	\$50,629.49
W6243	SENIOR MEDICAL/LEGAL INVESTIGATOR	N	W3400	\$19.1081	\$30.3986	\$39,744.85	\$63,229.09
W0137	SENIOR OFFICE SUPPORT SPECIALIST	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W0029	SENIOR SECRETARY	N	W2800	\$15.6833	\$24.9495	\$32,621.26	\$51,894.96
W0086	SENIOR TAX/TAG CLERK	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W5408	SENIOR VETERINARY TECHNICIAN	N	W2800	\$15.6833	\$24.9495	\$32,621.26	\$51,894.96
W2215	SERVICE SUPPORT REPRESENTATIVE	N	W8009	\$16.6690	\$25.8712	\$34,671.52	\$53,812.10
W6351	SUBSTANCE ABUSE CASEWORKER	N	W2600	\$14.5633	\$23.1682	\$30,291.66	\$48,189.86
W3153	SURVEY PARTY CHIEF	N	W2700	\$15.3008	\$24.3411	\$31,825.66	\$50,629.49
W2271	SYSTEMS NETWORK ANALYST I	N	W9003	\$19.7929	\$29.3504	\$41,169.23	\$61,048.83
W0085	TAX/TAG CLERK	N	W2000	\$12.5580	\$19.9779	\$26,120.64	\$41,554.03
W0006	TELEPHONE OPERATOR I	N	W0800	\$10.0557	\$15.6069	\$20,915.86	\$32,462.35
W0007	TELEPHONE OPERATOR II	N	W1700	\$11.6614	\$18.5511	\$24,255.71	\$38,586.29
W2261	TELEPHONE SERVICE REPRESENTATIVE I	N	W8006	\$14.3732	\$22.3086	\$29,896.26	\$46,401.89
W2262	TELEPHONE SERVICE REPRESENTATIVE II	N	W8008	\$15.8658	\$24.6246	\$33,000.86	\$51,219.17
W6224	TOXICOLOGY LABORATORY TECHNICIAN	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W7814	TRANSIT OPERATIONS AGENT	N	W2000	\$12.5580	\$19.9779	\$26,120.64	\$41,554.03
W7815	TRANSIT OPERATIONS SENIOR AGENT	N	W2200	\$13.5235	\$21.5138	\$28,128.88	\$44,748.70
W0431	VAB SPECIALIST I	N	W1900	\$12.2517	\$19.4906	\$25,483.54	\$40,540.45
W0432	VAB SPECIALIST II	N	W2300	\$13.8617	\$22.0519	\$28,832.34	\$45,867.95
W0433	VAB SPECIALIST III	N	W2700	\$15.3008	\$24.3411	\$31,825.66	\$50,629.49
W6391	VAN DRIVER	N	W1300	\$10.8286	\$17.2270	\$22,523.49	\$35,832.16
W3505	VENDOR INQUIRY CLERK	N	W2000	\$12.5580	\$19.9779	\$26,120.64	\$41,554.03
W5406	VETERINARY TECHNICIAN	N	W2100	\$13.1936	\$20.9889	\$27,442.69	\$43,656.91
W5532	WORKERS' COMPENSATION BILLING ANALYST	N	W2150	\$14.6804	\$21.5351	\$30,535.23	\$44,793.01
W5533	WORKERS' COMPENSATION CLAIMS ASSISTANT	N	W2650	\$15.1009	\$23.4381	\$31,409.87	\$48,751.25

APPENDIX A2

**BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS
MINIMUM AND MAXIMUM HOURLY RATES
EFFECTIVE OCTOBER 1, 2016**

A Living Wage Ordinance has been adopted by the Broward County Board of County Commissioners, which provides that part-time and full-time benefit-eligible County employees (under the County pay plan) shall not be paid less than \$12.03 per hour effective January 1, 2017.

CLASS CODE	CLASSIFICATION TITLE	FLSA CODE	SALARY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM	ANNUAL MINIMUM	ANNUAL MAXIMUM
WA027	ACCOUNT CLERK	N	PG108	\$15.0618	\$24.0386	\$31,328.48	\$50,000.32
WA013	ACCOUNTING SPECIALIST	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
WA006	AUDIO-VIDEO PRODUCTION SPECIALIST	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
WA014	BEHAVIORAL HEALTH SPECIALIST	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
WA007	CAD TECHNICIAN	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
WA015	CALL CENTER SPECIALIST	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
WA019	CUSTOMER SERVICE REPRESENTATIVE	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA031	DATA AIDE	N	PG107	\$14.0110	\$22.3614	\$29,142.82	\$46,511.71
WA020	DATA ENTRY OPERATOR	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA033	DRIVER	N	PG106	\$13.0335	\$20.8015	\$27,109.60	\$43,267.21
WA002	ENGINEERING INSPECTOR	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
WA008	ENGINEERING TECHNICIAN	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
WA016	ENVIRONMENTAL LABORATORY TECHNICIAN	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
WA009	GRAPHICS DESIGNER	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
WA034 *	LIBRARY AIDE	N	PG103	\$10.4911	\$16.7444	\$21,821.58	\$34,828.42
WA021	LIBRARY SPECIALIST	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA036	LIBRARY SPECIALIST, SENIOR	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
WA003	LICENSED PRACTICAL NURSE	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
WA022	MEDICAL TRANSCRIBER	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA004	MEDICAL-LEGAL INVESTIGATOR	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
WA028	MENTAL HEALTH SPECIALIST	N	PG108	\$15.0618	\$24.0386	\$31,328.48	\$50,000.32
WA029	OFFICE SUPPORT SPECIALIST	N	PG108	\$15.0618	\$24.0386	\$31,328.48	\$50,000.32
WA017	PERMIT/ LICENSING CUSTOMER SPECIALIST	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
WA001	PROPERTY AGENT	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
WA005	REAL-TIME REPORTER	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
WA023	RECORDS MANAGEMENT TECHNICIAN	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA030	RECORDS, TAXES AND TREASURY SPECIALIST	N	PG108	\$15.0618	\$24.0386	\$31,328.48	\$50,000.32
WA018	RECORDS, TAXES AND TREASURY SPECIALIST, SENIOR	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
WA035 *	RECREATION AIDE	N	PG103	\$10.4911	\$16.7444	\$21,821.58	\$34,828.42
WA024	RECREATION COORDINATOR	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA025	SECRETARY	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA037	SUBSTANCE ABUSE CASE WORKER	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
WA010	SURVEY PARTY CHIEF	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18

APPENDIX A2

BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS
MINIMUM AND MAXIMUM HOURLY RATES
EFFECTIVE OCTOBER 1, 2016

A Living Wage Ordinance has been adopted by the Broward County Board of County Commissioners, which provides that part-time and full-time benefit-eligible County employees (under the County pay plan) shall not be paid less than \$12.03 per hour effective January 1, 2017.

CLASS CODE	CLASSIFICATION TITLE	FLSA CODE	SALARY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM	ANNUAL MINIMUM	ANNUAL MAXIMUM
WA032	SURVEY TECHNICIAN	N	PG107	\$14.0110	\$22.3614	\$29,142.82	\$46,511.71
WA026	TAX APPEAL SPECIALIST	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
WA011	USER SUPPORT TECHNICIAN	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
WA012	VETERINARY TECHNICIAN	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18