

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 2019/2020

This Addendum is entered into by and between Broward County and Government Supervisors Association of Florida, Professional 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, 2017 through September 30, 2020 (the "CBA"). Under the CBA, for Fiscal Year 2019/2020, the parties have the right to reopen Article 11, Wages, in addition to any three (3) other articles. The parties agreed to reopen Articles 4, 16, and 17, in addition to a Letter of Understanding.
2. As a result of the reopening, **Article 11 – Wages, Section C**, shall be modified as follows effective October 1, 2019:

**Article 11 – Wages**

**C. Fiscal Year 2019/2020:**

1. For Fiscal Year 2019/2020, effective on the first full pay period in October of 2019 (October 6, 2019, 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 three percent (3.0%) 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 5, 2019, shall also receive the three percent (3.0%) 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 5, 2019.
2. Eligible employees below the maximum of the pay range, and limited to an increase of less than three percent (3.0%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between three percent (3.0%) 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 5, 2019, 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 three percent (3.0%) 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 ninety (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 three percent (3.0%) base salary increase prospectively.

5. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than three percent (3%) combined over Fiscal Year 2019/2020 with the Blue Collar Bargaining Agreement, White Collar Bargaining Agreement, 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.

#### **F. Shift Differential:**

**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.

3. As a result of the reopening, the following paragraphs shall be amended to:

#### **ARTICLE 22 – HOLIDAYS**

A. All full-time employees shall receive two (2) personal days of eight (8) or ten (10) hours each in the form of Annual Leave, credited to the employee’s annual leave accrual balance effective on the first full pay period in January.

D. Full-time Bargaining Unit members assigned to a four day per week work schedule generally work four 9 ½ hour days with a ½ hour time adjustment per day or portion of a day actually worked, for a total of forty (40) hours per week. Employees so assigned shall receive ten (10) hours of paid leave for each holiday

#### **ARTICLE 23 – SICK LEAVE**

New Section D.

D. Employees who are approved to utilize their sick leave under their Family Medical Leave Act (FMLA) entitlement, including sick leave usage for worker’s compensation instances, shall not have that FMLA designated sick leave counted as an occurrence for purposes of the sick leave monitoring policy nor shall use of that designated sick leave

disqualify an employee from being awarded a “bonus day” pursuant to Section A of this Article.

### **ARTICLE 32 – JOB BASIS EMPLOYEES**

C. Employees in bargaining unit positions that are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) are eligible for Job Basis Leave. The determination of job basis or exempt status is the responsibility of the Division of Human Resources. Procedures for the request and approval of Job Basis Leave will be the same as those for Annual Leave. Job Basis Leave is intended to be used during the payroll calendar year in which it is available, and may not be carried over into the next payroll calendar year. Bargaining Unit employees separated from County service shall not be paid out for unused Job Basis Leave. Job Basis Leave shall be available for use as follows:

#### **Letters of Understanding**

Added Letter of Understanding for Union cooperation in the implementation of the Human Resources Enterprise Resource Project (ERP), and Human Capital Module (HCM).

Added Letter of Understanding to meet and confer with the Union to discuss the results of the Education, Certificate, and License data collection for the Compensable Factor Form for unit employees.

Added Letter of Understanding to convene a labor management committee to discuss and review a Flex-Time policy.

Added Letter of Understanding to include in the calendar year 2020 market survey the job classifications of Skilled Trades Supervisor, Superintendent of Transportation, Assistant Superintendent of Transportation, Consumer Relations Analyst and Consumer Protection Inspector.

### **APPENDIX A1 – PAY PLAN**

The job classification of Associate Medical Examiner will be removed from the GSA Professional bargaining unit.

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 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 2017/2018, 2018/2019, and 2019/2020 to be executed and signed by their duly authorized representatives, as of this 20<sup>th</sup> day of May, 2020.

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

BROWARD COUNTY, FLORIDA  
BOARD OF COUNTY COMMISSIONERS

By [Signature]  
President

By [Signature]  
Mayor

By \_\_\_\_\_  
Bargaining Team Member

By [Signature]  
County Administrator

By \_\_\_\_\_  
Bargaining Team Member

By [Signature]  
Director of Human Resources

By \_\_\_\_\_  
Bargaining Team Member

By [Signature]  
Labor Relations Manager

By \_\_\_\_\_  
Bargaining Team Member

By \_\_\_\_\_  
Bargaining Team Member

By \_\_\_\_\_  
Bargaining Team Member

By \_\_\_\_\_  
Bargaining Team Member

## **ARTICLE 11 – WAGES**

### **A. Fiscal Year 2017/2018:**

1. For Fiscal Year 2017/2018, effective the first full pay period in October of 2017 (October 8, 2017), eligible bargaining unit employees, who on their most recent annual Leadership Performance Review (LPR) or other performance-based evaluation program received a rating of “Meets Overall Expectations” or “Exceeds Overall Expectations” will receive a three percent (3.0%) 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 7, 2017, shall also receive the three percent (3.0%) 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 the date of Commission approval of this Agreement.

2. Eligible employees below the maximum of the pay range, and limited to an increase of less than three percent (3.0%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between three percent (3.0%) 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 7, 2017, 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 three percent (3.0%) 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 ninety (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 three percent (3.0%) base salary increase prospectively.

5. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than five percent (5%) combined over Fiscal Years 2017/2018 and 2018/2019 with the Blue Collar Bargaining Agreement, White Collar Agreement, 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.

6. For Fiscal Year 2017/2018, effective on the first full pay period in April of 2018 (April 8, 2018), eligible bargaining unit employees who have five (5) or more years of continuous service experience in their current County job classifications as of April 7, 2018, and who are below the 25<sup>th</sup> percentile of their pay grade, shall have their salary adjusted upward to the 25<sup>th</sup> percentile of their pay grade.

7. The parties agree that it is the County's intent to develop a process to collect data for the purpose of creating a skills inventory for all bargaining unit employees. This process will include data on the employee's education, certificates/licenses and

critical/unique skills. The Union agrees to support the data collection process which may include obtaining information from employees.

**B. Fiscal Year 2018/2019:**

1. For Fiscal Year 2018/2019, effective on the first full pay period in October of 2018 (October 7, 2018), eligible bargaining unit employees, who on their most recent annual Leadership Performance Review (LPR) or other performance-based evaluation program received a rating of “Meets Overall Expectations” or “Exceeds Overall Expectations” will receive a two percent (2.0%) 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 6, 2018, shall also receive the two percent (2.0%) 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 6, 2018.

2. Eligible employees below the maximum of the pay range, and limited to an increase of less than two percent (2.0%) 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 two percent (2.0%) 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 6, 2018, will not be eligible for a base hourly adjustment as provided in Section B.1. above. Those employees will receive a one-time, gross lump sum amount equal to two percent (2.0%) 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 ninety (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 two percent (2.0%) base salary increase prospectively.

5. Notwithstanding the above, in the event that the County agrees to a non-concessionary, across the board salary/wage increase greater than five percent (5%) combined over Fiscal Years 2017/2018 and 2018/2019 with the Blue Collar Bargaining Agreement, White Collar Agreement, 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.

6. For Fiscal Year 2018/2019, effective on the first full pay period in April of 2019 (April 7, 2019), eligible bargaining unit employees who have three (3) years or more years of continuous service experience in their current County job classifications as of April 6, 2019, and who are below the 25<sup>th</sup> percentile of their pay grade, shall have their salary adjusted upward to the 25<sup>th</sup> percentile of their pay grade.

**C. Fiscal Year 2019/2020:**

1. For Fiscal Year 2019/2020, effective on the first full pay period in October of 2019 (October 6, 2019, 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 three percent



(3.0%) 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 5, 2019, shall also receive the three percent (3.0%) 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 5, 2019.

2. Eligible employees below the maximum of the pay range, and limited to an increase of less than three percent (3.0%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between three percent (3.0%) 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 5, 2019, 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 three percent (3.0%) 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 ninety (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 three percent (3.0%) base salary increase prospectively.

5. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than three percent (3%)

combined over Fiscal Year 2019/2020 with the Blue Collar Bargaining Agreement, White Collar Bargaining Agreement, 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.

**D. 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.

**E. 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.

F. **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 22 - HOLIDAYS**

Consistent with the provisions of Article 4 of this Agreement, the Holiday provisions of Chapter 14 of the Administrative Code shall apply to Bargaining Unit members except as otherwise provided in this Article.

A. All full-time employees shall receive two (2) personal days of eight (8) or ten (10) hours each in the form of Annual Leave, credited to the employee's annual leave accrual balance effective on the first full pay period in January.

B. In the event that employees supervised by members of this Bargaining Unit observe a holiday by virtue of their collective bargaining agreement on a date other than that which is designated by the County Commission for the general employee population, the professional members of the GSA shall observe the holiday on the same date as the employees they supervise in lieu of the date designated by the County Commission.

C. An employee required to work on a holiday as described in Section A above may elect to have the applicable number of hours of holiday pay added to their annual leave bank in lieu of holiday pay.

D. Full-time Bargaining Unit members assigned to a four day per week work schedule generally work four 9 ½ hour days with a ½ hour time adjustment per day or portion of a day actually worked, for a total of forty (40) hours per week. Employees so assigned shall receive ten (10) hours of paid leave for each holiday.

## **ARTICLE 23 - SICK LEAVE**

Consistent with the provisions of Article 4 of this Agreement, the Sick Leave provisions of Chapter 14 of the Administrative Code shall apply to Bargaining Unit members except as otherwise provided in this Article.

A. An employee shall be eligible after completion of the initial probationary period to earn eight (8) hours of time off with pay (bonus day) if regularly scheduled on a 5 day work week or 10 hours of time off with pay (bonus day) if regularly scheduled on a 4 day work week, for each 13 pay period time frame in which no sick leave is used. The 13 pay period time frame begins with the last instance of sick leave. The eight (8) or ten (10) hours of time (bonus day) shall be added to the employees annual leave bank after the 13<sup>th</sup> pay period of no sick time pay. Usage of this leave time shall be subject to the Annual Leave provisions of this Agreement. The County shall notify the employee in writing within three (3) weeks after the employee has earned a bonus day.

B. If an employee is temporarily unable to perform his/her regularly assigned duties as a result of illness or injury other than Worker's Compensation related, but is still able to perform some type of restricted work, the employee may at the County's option be assigned other work duties within the employee's physical capabilities for a period up to one hundred twenty (120) days of his/her recuperation at the sole discretion of the County and subject to the operational needs of the Department/Division. Employees who may be assigned to perform restricted work must provide a medical certificate from their physician stating their limitations and releasing the employee to perform the restricted work at the current rate of pay. Such assignments are not an entitlement and, if granted, may be discontinued at any time at the sole discretion of the County.

C. Employees whose sick leave accrual balance exceeds 500 hours as of the end of the first pay period in November of a given year are eligible to participate in the Sick Leave Conversion Plan. Only those hours beyond 500 total hours of accrued sick leave are eligible for conversion. Accrued sick leave hours considered eligible for conversion may be converted to Annual Leave at a ratio of two (2) sick leave hours to one (1) annual leave hour for accrued sick leave hours up to 960 total hours or one (1) sick leave hour to one (1) annual leave hour for accrued sick leave hours beyond 960 total hours for a maximum of forty (40) hours annual leave. The converted hours shall be credited to the employee's annual leave bank during January of the following calendar year.

Employees interested in converting sick leave subject to the conditions of this section must follow the procedures as provided by the Division of Human Resources. Usage of sick leave converted to annual leave is subject to the provisions of Article 21 (Annual Leave) of this agreement.

D. Employees who are approved to utilize their sick leave under their Family Medical Leave Act (FMLA) entitlement shall not have that designated sick leave counted as an occurrence for purposes of the sick leave monitoring policy nor shall use of that designated sick leave disqualify an employee from being awarded a "bonus day" pursuant to Section A of this Article.

### **ARTICLE 32 - JOB BASIS EMPLOYEES**

A. The members of this Bargaining Unit and the County acknowledge the need for a job basis designation for employees exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). It is further mutually understood that members under this designation are not subject to the overtime provisions of this Agreement (Article 27).

B. Employees in a Bargaining Unit position exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) are considered salaried employees who are paid to perform the duties necessary to satisfy the requirements of their position with the County, regardless of the number of hours required to complete the job.

C. Employees in bargaining unit positions that are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) are eligible for Job Basis Leave. The determination of job basis or exempt status is the responsibility of the Division of Human Resources. Procedures for the request and approval of Job Basis Leave will be the same as those for Annual Leave. Job Basis Leave is intended to be used during the payroll calendar year in which it is available, and may not be carried over into the next payroll calendar year. Bargaining Unit employees separated from County service shall not be paid out for unused Job Basis Leave. Job Basis Leave shall be available for use as follows:

1. Current full-time employees in Job Basis eligible positions as of January 1 of a calendar year will have forty (40) hours available for use beginning in January of each year (Eligible part-time 20+ employees will have twenty (20) hours available for use).

2. Full-time employees hired into Job Basis eligible positions, or promoted from a non-Job Basis eligible position into a Job Basis eligible position, from January 1<sup>st</sup> through June 30<sup>th</sup>, will have forty (40) hours available for use following the effective date of employment or promotion (eligible part-time 20+ employees will have twenty (20) hours available).

3. Full-time employees hired into Job Basis eligible positions, or promoted from a non-Job Basis eligible position into a Job Basis eligible position, from July 1<sup>st</sup> through December 31<sup>st</sup>, will have twenty (20) hours available for use following the effective date of employment or promotion (eligible part-time 20+ employees will have ten (10) hours available).

D. **Holiday Worked**: FLSA exempt unit employees who are required to work a full day of any of the holidays recognized under Article 22 of this Agreement may be granted at the director's discretion another workday or time off with pay. However, in order to ensure compliance with FLSA guidance, any granting of such time off (less than one (1) full work day) shall not be on an hour for hour basis.



**BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS  
MINIMUM AND MAXIMUM HOURLY RATES  
EFFECTIVE OCTOBER 1, 2017**

A Living Wage Ordinance has been adopted by the Broward 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 \$12.38 per hour effective January 1, 2017

CLASS		FLSA	SALARY	HOURLY	HOURLY	ANNUAL	ANNUAL
CODE	CLASSIFICATION TITLE	CODE	GRADE	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
PA035	ACCOUNTANT	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA027	ACCOUNTANT, SENIOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA068	ADMINISTRATIVE ASSISTANT	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
PA059	ADMINISTRATIVE COORDINATOR	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
PA036	AIRPORT OPERATIONS AGENT, SENIOR	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA028	ASSISTANT SUPERINTENDENT OF TRANSPORTATION	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA037	AUDITOR	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA051	BEHAVIORAL HEALTH CLINICIAN	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA002	BUILDING OFFICIAL	E	PG121	\$38.5641	\$61.5484	\$80,213.31	\$128,020.76
PA038	BUS TRAFFIC CONTROLLER	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA039	BUSINESS SPECIALIST	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA064	CASE MANAGER/COUNSELOR	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
PA041	CHEMIST	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA006	CHEMIST SUPERVISOR	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA069	CHILD CARE LICENSING SPECIALIST	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
PA029	CHILD PROTECTIVE TEAM COORDINATOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA007	COMMUNITY LIBRARY MANAGER	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA030	COMMUNITY TRANSIT OFFICER	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA003	CONSTRUCTION PROJECT MANAGER	E	PG119	\$33.3710	\$53.2599	\$69,411.70	\$110,780.62
PA065	CONSUMER PROTECTION INSPECTOR	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
PA060	CONSUMER RELATIONS ANALYST	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
PA042	CONTRACT/GRANT ADMINISTRATOR	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA008	CONTRACT/GRANT ADMINISTRATOR, SENIOR	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA072	DIGITAL DESIGN DEVELOPER	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA014	ELEVATOR SYSTEMS SPECIALIST	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA052	EMERGENCY MANAGEMENT SPECIALIST	E	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
PA043	ENGINEER INTERN	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA015	ENVIRONMENTAL PROJECT COORDINATOR	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA031	GRANTS RESEARCH COORDINATOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA053	GRANTS SPECIALIST	E	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
PA054	HOUSING/COMMUNITY DEVELOPMENT SPECIALIST	E	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54

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MINIMUM AND MAXIMUM HOURLY RATES  
EFFECTIVE OCTOBER 1, 2017**

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which provides that part-time and full-time benefit eligible County employees (under the County pay plan)  
shall not be paid less than \$12.38 per hour effective January 1, 2017

PA032	HUMAN SERVICES QUALITY ASSURANCE COORDINATOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
<b>CLASS</b>		<b>FLSA</b>	<b>SALARY</b>	<b>HOURLY</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>ANNUAL</b>
<b>CODE</b>	<b>CLASSIFICATION TITLE</b>	<b>CODE</b>	<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
PA044	HUMAN SERVICES SUPERVISOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA045	HYDROGEOLOGIST	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA016	INFORMATION TECHNOLOGY APPLICATIONS ANALYST	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA017	INFORMATION TECHNOLOGY CONTRACTS ADMINISTRATOR	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA018	LANDSCAPE ARCHITECT	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA061	LIBRARIAN	E	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
PA046	LIBRARIAN, SENIOR	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA019	LIBRARIAN SUPERVISOR	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA062	LIBRARIAN SPECIALIST SUPERVISOR	E	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
PA004	LICENSED ENGINEER	E	PG119	\$33.3710	\$53.2599	\$69,411.70	\$110,780.62
PA066	MARKETING DEVELOPMENT ASSOCIATE	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
PA063	MEDICAL TRANSPORT INSPECTOR	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
PA020	MOSQUITO CONTROL MANAGER	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA055	NATURAL RESOURCES SPECIALIST	N	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
PA033	NATURAL RESOURCES SPECIALIST, SENIOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA047	PARKS ENVIRONMENTAL MAINTENANCE SUPERVISOR	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA021	PARKS MANAGER	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA070	PARKS NATURALIST	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
PA048	PLANNER	E	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA056	PROGRAM PERFORMANCE ANALYST	E	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
PA057	PUBLIC COMMUNICATIONS SPECIALIST	N	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
PA071	PUBLICATIONS SPECIALIST	N	PG111	\$18.7113	\$29.8631	\$38,919.58	\$62,115.18
PA034	PURCHASING AGENT	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA058	QUALITY ASSURANCE SPECIALIST	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
PA009	REAL ESTATE DUE DILIGENCE OFFICER	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA005	REAL ESTATE OFFICER	E	PG119	\$33.3710	\$53.2599	\$69,411.70	\$110,780.62
PA049	REGISTERED NURSE	N	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA010	REGISTERED NURSE SUPERVISOR	N	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA011	SUPERINTENDENT OF TRANSPORTATION	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA022	SURVEYOR	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10

**BROWARD COUNTY BOARD OF COUNTY COMMISSIONERS  
MINIMUM AND MAXIMUM HOURLY RATES  
EFFECTIVE OCTOBER 1, 2017**

A Living Wage Ordinance has been adopted by the Broward 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 \$12.38 per hour effective January 1, 2017

PA023	SYSTEMS ANALYST	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA050	SYSTEMS NETWORK ANALYST	N	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
PA024	SYSTEMS NETWORK ANALYST, SENIOR	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
<b>CLASS</b>		<b>FLSA</b>	<b>SALARY</b>	<b>HOURLY</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>ANNUAL</b>
<b>CODE</b>	<b>CLASSIFICATION TITLE</b>	<b>CODE</b>	<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
PA025	TECHNICAL TRAINING SPECIALIST	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA026	TOXICOLOGIST	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
PA012	TOXICOLOGIST, SENIOR	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA013	TRANSIT MAINTENANCE SUPERINTENDENT	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
PA067	VETERANS SERVICES OFFICER	N	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54



Finance and Administrative Services Department

**HUMAN RESOURCES DIVISION**

115 S Andrews Avenue, Room 508 • Fort Lauderdale, Florida 33301 • 954-357-6001 • FAX 954-357-8414

March 16, 2020

Mr. Greg Blackman, President  
Government Supervisors Association of Florida  
3600 Red Road, Suite 405  
Miramar, Florida 33025

RE: Letter of Understanding – 2020 Market Survey – Job Classification Review

Dear Mr. Blackman:

The purpose of this letter is to document our mutual understanding and agreement between the County and the Government Supervisors Association of Florida, Professional and Supervisory Units (Association), regarding the inclusion of the five (5) job classifications in the 2020 job classification market survey. The five (5) job classifications to be included are:

- Skilled Trades Supervisor
- Superintendent of Transportation
- Assistant Superintendent of Transportation
- Consumer Relations Analyst
- Consumer Protection Inspector

The County agrees to meet and confer with the Association to review the results of the market survey and any pay grade adjustments. This will afford the Association the opportunity to provide input and feedback as part of the review. However, such discussions are not subject of negotiations or the statutory impasse procedures. If a pay grade adjustment for any of the aforementioned job classifications is substantiated in the market survey results for any of the aforementioned job classifications, they will be implemented as part of the unrepresented compensation package for Fiscal Year 20/21, which is presented to the Broward County Commission for approval in October of 2020.

Should this letter accurately reflect our mutual understanding and agreement in this matter please indicate your concurrence by signing below.

Broward County Board of County Commissioners

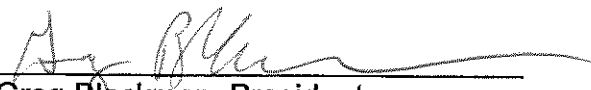
Mark D. Bogen • Lamar P. Fisher • Beam Furr • Steve Geller • Dale V.C. Holness • Nan H. Rich • Tim Ryan • Barbara Sharief • Michael Udine  
[www.broward.org](http://www.broward.org)

Sincerely,



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David Kahn, Director  
Human Resources Division



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Greg Blackman, President  
Government Supervisors Association

- c: Allen Wilson, Labor Relations Manager, Human Resources Division  
Mary Cuervo, Compensation Manager, Human Resources Division

Finance and Administrative Services Department  
**HUMAN RESOURCES DIVISION**

115 S Andrews Avenue, Room 508 • Fort Lauderdale, Florida 33301 • 954-357-6001 • FAX 954-357-8414

March 16, 2020

Mr. Greg Blackman, President  
Government Supervisors Association of Florida  
3600 Red Road, Suite 405  
Miramar, Florida 33025

RE: Letter of Understanding – Compensable Factor Form – Data Collection for Education, Licenses, and Certification

Dear Mr. Blackman:

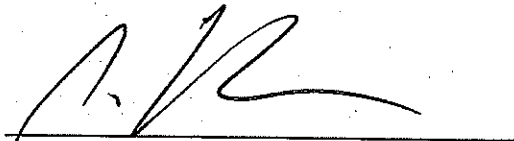
The purpose of this letter is to document our mutual understanding and agreement between the County and the Government Supervisors Association of Florida, Professional and Supervisory Units (Association), regarding the review of the data collection for the Compensable Factor Form (CFF) for the Education, Licenses, and Certification components.

The parties agree to meet and confer with the Association to review the results of the data collection. This will afford the Association the opportunity to provide input and feedback as part of the review. However, such discussions are not subject of negotiations or the statutory impasse procedures.

If an adjustment is substantiated for eligible employees based on the results of the data collection, these adjustments will be implemented subject to budgetary availability. The parties further agree to meet and confer regarding the implementation of any adjustments.

Should this letter accurately reflect our mutual understanding and agreement in this matter please indicate your concurrence by signing below.

Sincerely,



David Kahn, Director  
Human Resources Division



Greg Blackman, President  
Government Supervisors Association

c: Allen Wilson, Labor Relations Manager, Human Resources Division  
Mary Cuervo, Compensation Manager, Human Resources Division



Finance and Administrative Services Department  
**HUMAN RESOURCES DIVISION**  
115 S Andrews Avenue, Room 508 • Fort Lauderdale, Florida 33301 • 954-357-6001 • FAX 954-357-8414

March 16, 2020

Mr. Greg Blackman, President  
Government Supervisors Association of Florida  
3600 Red Road, Suite 405  
Miramar, Florida 33025

RE: Letter of Understanding – Government Supervisors Association – Professional & Supervisory Units – Enterprise Resource Project and Human Capital Module Implementation

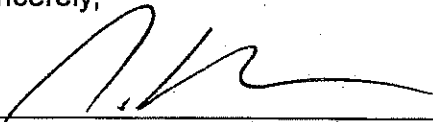
Dear Mr. Blackman:


The purpose of this letter is to document our mutual understanding of an agreement between the County and the Union regarding the implementation of Enterprise Resource Project (ERP) and Human Capital Module (HCM).

As you are aware, the County is in the process of implementing an ERP which includes the replacement of the County's existing Payroll/Human Resource system with the implementation of the new Payroll/Human Capital Module. The parties agree that the County and the Association will partner in the implementation and in the areas of education and training for employees on the various components comprising the ERP and HCM. In addition, the parties agree that for the duration of the current bargaining agreement, the County shall approach the Association to open specific articles directly related to the implementation of the ERP and HCM and the Union agrees to negotiate such articles to aid in the implementation of the ERP and HCM.

Should the content of this letter accurately reflect our mutual understanding regarding the implementation of the ERP and HCM, please indicate your concurrence by signing below and returning to my attention.

Sincerely,

  
\_\_\_\_\_  
David Kahn, Director  
Human Resources Division

  
\_\_\_\_\_  
Greg Blackman, President  
Government Supervisors Association

c: Allen Wilson, Senior Human Resources Manager, Human Resources Division

Broward County Board of County Commissioners  
Mark D. Bogen • Lamar P. Fisher • Beam Furr • Steve Geller • Dale V.C. Holness • Nan H. Rich • Tim Ryan • Barbara Sharley • Michael Udine  
[www.broward.org](http://www.broward.org)



Finance and Administrative Services Department  
**HUMAN RESOURCES DIVISION**  
115 S Andrews Avenue, Room 508 • Fort Lauderdale, Florida 33301 • 954-357-6001 • FAX 954-357-8414

March 16, 2020

Mr. Greg Blackman, President  
Government Supervisors Association of Florida  
3600 Red Road, Suite 405  
Miramar, Florida 33025

RE: Letter of Understanding – Labor Management Committee – Flex Time Policy

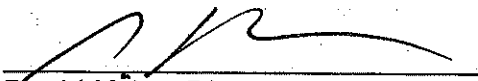
Dear Mr. Blackman:

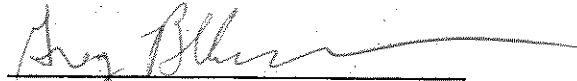
The purpose of this letter is to document our mutual understanding and agreement between the County and the Government Supervisors Association of Florida, Professional and Supervisory Units (Association), to meet and discuss the current Flex Time policy.

As part of our overall tentative agreement, the County has agreed to meet and confer with the Association, upon its request, in a Labor Management Committee to discuss the Flex Time Policy and its application to bargaining unit members. This will afford the Association the opportunity to provide input and feedback as part of the review. However, such discussions are not subject of negotiations or the statutory impasse procedures.

Should this letter accurately reflect our mutual understanding and agreement in this matter, please indicate your concurrence by signing below.

Sincerely

  
\_\_\_\_\_  
David Kahn, Director  
Human Resources Division

  
\_\_\_\_\_  
Greg Blackman, President  
Government Supervisors Association