

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT  
RESULTING FROM REOPENER BETWEEN  
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA  
AND  
GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA, LOCAL 100  
BROWARD COUNTY SUPERVISORY UNIT  
EFFECTIVE FY 2016-2017

This Addendum is entered into by and between Broward County and Government Supervisors Association of Florida, Local 100 Supervisory 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 11, Wages, in addition to any three (3) other articles. The parties agreed to reopen Article 11 and 27 and add three (3) letters of understanding.
2. As a result of the reopening, **Article 11 – Wages, Section C** shall be modified as follows effective October 1, 2016:

**ARTICLE 11 - WAGES**

**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 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 pay range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 9, 2016, shall also receive the three percent (3.0%) base salary increase (within the pay range). To be eligible, employees must be employed in a Bargaining Unit position as of the effective date (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 (3.0%) 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).

4. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 8, 2016, will not be eligible for a base hourly adjustment as provided in Section C.2. 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.

5. Notwithstanding Section C.2. or C.3. above, employees who receive a salary adjustment as outlined in Section 1 of the Letter of Understanding (LOU) dated January 24, 2017, (FLSA), will not be eligible to receive the negotiated wage increase for FY2016/2017, if the FLSA salary adjustment amount is greater than the wage increase (3%). Employees who received a salary adjustment pursuant to the LOU and the adjustment is less than three percent (3%), will be eligible to receive the percent difference between three percent (3%) and the salary adjustment received, within the pay range.

6. Any increase or salary adjustments described in Section C is in lieu of any increases on an anniversary date for Fiscal Year 2016, except as provided in the paragraph below.

7. 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, such employees should receive a special performance evaluation, and those employees with a performance rating that at least "Meets Overall Expectations" will receive the three percent (3.0%) base salary increase prospectively.

8. Notwithstanding the above, if the County agrees to a non-concessionary salary/wage increase greater than three percent (3.0%) for Fiscal Year 2016/2017 with the Blue Collar, White Collar, 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.

3. As a result of the reopening, the following paragraph shall be amended to **Article 27 –Overtime, Section A.**

#### **Section A: Overtime**

A. All hours authorized and worked in excess of forty (40) hours in a seven (7) days work period shall be compensated at the rate of one and one-half 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.

**Letters of Understanding:**

The three letters of understanding attached hereto shall be considered part of the CBA.

Description of Letter 1: January 24, 2017 - Letter of Understanding documenting the mutual understanding and agreement between the County and the Government Supervisors Association regarding the implementation and adjustments related the recent the Department of Labor (DOL) Final Ruling concerning revisions to the overtime provisions in the Fair Labor Standards Act. (FLSA). As part of this agreement, the parties agree to the specific adjustments in order to remain in compliance with the FLSA and in an attempt to minimize the impacts on the employees and the County.

Description of Letter 2: January 24, 2017 - Letter of Understanding documenting the mutual understanding and agreement between the County and the Government Supervisor Association regarding meeting and conferring to discuss the Compensable Factors for the job classifications covered by the Supervisory and Professional bargaining units.

Description of Letter 3: January 24, 2017 - Letter of Understanding documenting the mutual understanding and agreement between the County and the Government Supervisor Association regarding a one-time salary adjustment to address salary compaction issues for eligible employees in the Transit Supervisors and Skilled Trades Supervisor job classifications in the Transit Division effective the first full pay period in January 2017.

**SIGNATURE PAGE**

In witness whereof, the parties have executed this Addendum and signed by their duly authorized representative, as of this 9<sup>th</sup> day of March

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

BROWARD COUNTY, FLORIDA  
BOARD OF COUNTY COMMISSIONERS

By [Signature]  
President

By [Signature]  
Mayor

By [Signature]  
Bargaining Team Member

By [Signature]  
County Administrator

By [Signature]  
Bargaining Team Member

By [Signature]  
Director of Human Resources

By [Signature]  
Bargaining Team Member

By [Signature]  
Labor Relations Manager

By [Signature]  
Bargaining Team Member

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

## **ARTICLE 11 – WAGES**

### **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 evaluation received a rating of above 2.5 (“Meets Overall Expectations”) or greater, will receive a two and one half percent (2.5%) base salary increase (within the salary range). Those current employees who have yet to receive a performance review for in a bargaining unit position as of October 12, 2014, shall also receive the two and one half percent (2.5%) 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. Those eligible employees below the maximum of the pay range, and limited to an increase of less than two and one half percent (2.5%) 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 and one half percent (2.5%) 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 and one half percent (2.5%) of the employee’s base annual salary.

4. This increase is in lieu of any increases on anniversary date for Fiscal Year 2015, except as provided in the paragraph below.
5. All current employees who on their most recent annual performance evaluation received a rating of 2.5 or below (“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, such employees should receive a special performance evaluation, and those employees with a performance rating that at least “Meets Overall Expectations” will receive the two and one half percent (2.5%) base salary increase prospectively.
6. Notwithstanding the above, in the event that the County agrees to a more favorable combined and non-concessionary salary/wage increase greater than five percent (5%) over Fiscal 2014/2015 and 2015/2016 with the Blue Collar Bargaining 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.

**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 evaluation received a rating of above 2.5 (“Meets Overall Expectations”) or greater will receive a two and one half percent (2.5%) base salary increase (within the salary range). Those current employees who have yet to receive a performance review in a bargaining unit position as of October 11, 2015, shall also receive the two and one half percent (2.5%) base salary increase.
2. Those eligible employees below the maximum of the pay range, and limited to an increase of less than two and one half percent (2.5%) 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 and one half percent (2.5%) 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 B.1. above. Those employees will receive a one-time cash gross lump sum amount equal to two and one half percent (2.5%) of the employee’s base annual salary.
4. This increase is in lieu of any increases on anniversary date for Fiscal Year 2016, except as provided in the paragraph below.

5. All current employees, who on their most recent annual performance evaluation received a rating of 2.5 or below (“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 employee 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, such employees should receive a special performance evaluation, and those employees with a performance rating that at least “Meets Overall Expectations” will receive the two and one half percent (2.5%) base salary increase prospectively.
  
6. Notwithstanding the above, in the event that the County agrees to a more favorable combined and non-concessionary salary/wage increase greater than five percent (5%) over Fiscal 2014/2015 and 2015/2016, with the Blue Collar Bargaining 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.

**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 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 pay range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 9, 2016, shall also receive the three percent (3.0%) base salary increase (within the pay range). To be eligible, employees must be employed in a Bargaining Unit position as of the effective date (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 (3.0%) 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).

4. Those eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 8, 2016, will not be eligible for a base hourly adjustment as provided in Section C.2. 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.
5. Notwithstanding Section C.2. or C.3. above, employees who receive a salary adjustment as outlined in Section 1 of the Letter of Understanding (LOU) dated January 24, 2017, (FLSA), will not be eligible to receive the negotiated wage increase for FY2016/2017, if the FLSA salary adjustment amount is greater than the wage increase (3%). Employees who received a salary adjustment pursuant to the LOU and the adjustment is less than three percent (3%), will be eligible to receive the percent difference between three percent (3%) and the salary adjustment received, within the pay range.
6. Any increase or salary adjustments described in Section C is in lieu of any increases on an anniversary date for Fiscal Year 2016, except as provided in the paragraph below.
7. 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, such employees should receive a special performance evaluation, and those employees with a performance rating that at least “Meets Overall Expectations” will receive the three percent (3.0%) base salary increase prospectively.

8. Notwithstanding the above, if the County agrees to a non-concessionary salary/wage increase greater than three percent (3.0%) for Fiscal Year 2016/2017 with the Blue Collar, White Collar, 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.

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.

## **ARTICLE 27 - OVERTIME**

The provisions of this Article apply only to those employees of the Bargaining Unit in job classifications subject to the overtime provisions of the Fair Labor Standards Act.

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

B. **Compensatory Time** - Compensatory hours may be substituted for overtime due to funding considerations at management's option with concurrence of the employee. Compensatory hours are earned at the same rate as overtime, consistent with Article 4 of this Agreement. Compensatory hours and overtime cannot be earned in the same workweek. Employees may also request substitution of compensatory hours for overtime pay, subject to the operational needs of the Division.

C. **Hours Counted as Hours Worked** - The following hours, *not actually worked*, shall count as hours worked for the sole purpose of computing eligibility for the overtime rate:

1. Holiday pay, as defined in Article 22, when the designated holiday is the employee's normally scheduled workday and the employee is given the day off in observance of the holiday.
2. Bereavement Leave hours as defined in Article 24.
3. Hours of paid Standby Duty Assignment as defined in Section I below when an employee has used authorized Sick or Annual Leave during the scheduled work week.

Effective the first full pay period in April (April 12, 2015), Standby Duty Assignment hours shall no longer be counted as hours worked for the computation of overtime.

4. Annual leave hours, as described in Article 21, only when such leave is prescheduled and approved prior to the employee's knowledge that overtime has been scheduled during the week the annual leave is requested/approved.

D. **Assignment of Prescheduled Overtime**: The County agrees to prepare a seniority list for each work site within a Department/Division. The purpose of such list is to coordinate and fairly distribute prescheduled overtime. In the event that management determines it necessary to assign prescheduled overtime, the most senior qualified employee on the work site, who is in the needed classification and who normally performs the assignment or work of the type and character of the needed overtime work, will be given the opportunity to accept or reject the prescheduled overtime. That employee will thereafter be placed at the bottom of the list and shall not be offered prescheduled overtime until all qualified employees at the work site, within the same classification, who normally perform the required duties have been asked to work prescheduled overtime. In the event that all qualified employees in the affected classification, who normally performs the assignment or work of the type and character of the needed overtime work, decline to work prescheduled overtime the least senior qualified employee in the classification shall be required to perform the overtime work.

However, the least senior qualified employee may be excused from being required to perform prescheduled overtime if they present an excuse acceptable to the employee's

immediate supervisor. In such event, the above process shall apply to the next senior qualified employee, who shall be required to work the overtime.

The affected employee(s) will be advised of prescheduled overtime as soon as practicable to allow the employee to make personal arrangements.

Prescheduled overtime which is requested half way, or more, into the regularly scheduled shift for overtime needed the same day shall not cause the employee to lose their position on the overtime list whether or not the overtime is accepted.

E. **Assignment of Emergency Overtime:** If the County needs an employee to work unscheduled overtime of an emergency nature, the County will nevertheless attempt to follow the procedure outline in Section D above where, at the sole discretion of the County, sufficient time exists to allow compliance with the procedure. However, said procedure shall not preclude the County from "holding over" employees to perform needed emergency overtime; employees held over shall retain their position on the prescheduled overtime seniority list.

F. When an employee is required to report to a County-approved physician for a medical examination as a condition of employment, continued employment, promotional employment, or to determine fitness for duty, such examination will take place during the employee's normal work schedule. If the examination cannot be scheduled during the employee's normal work schedule, the employee shall be compensated at straight time or overtime rate, whichever applies.

G. When an employee is scheduled to report to work on a day on which they are normally off duty and is sent home for lack of work, they shall be entitled to five (5) hours pay at straight time or overtime rate, whichever applies, as "show up" time, or actual time worked if more than five (5) hours.

H. **Emergency Call Out:**

1. Call out pay is provided to compensate off duty employees required to return to work on an unscheduled basis after completing a regularly assigned shift. Such employees shall be paid for the actual time worked with a minimum guarantee of three (3) hours pay. Should an employee receive a further assignment(s) while on Emergency call out, and in the course of completing such additional assignment(s) works beyond three (3) hours in total, they shall be paid for the actual time worked (at the overtime rate of pay, if applicable). In the context of emergency call-out only, actual time worked starts at the time of notice and ends when the employee would reasonably be expected to return home.

2. Any employee who is: (a) required to report to work within two (2) hours of his/her regularly scheduled starting time; (b) on duty and instructed and assigned to return to work; or (c) required to continue after completion of his/her scheduled shift; shall be ineligible for the call-out pay minimum described above, but eligible for compensation for the actual hours worked (at the overtime rate, if applicable).

I. **Standby:**

1. 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



determined and authorized by management requires an employee to be available for work due to an urgent situation during 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 their supervisor.

2. Employees assigned to standby duty by management are guaranteed two (2) hours standby duty pay at the straight-time base rate of pay for each regular work day of standby duty assigned and scheduled; and three (3) hours at the straight-time base rate for regularly scheduled days off.

3. Employees while on standby duty, when called to work will, in addition to the standby duty pay provided in paragraph "2" above, be paid as follows: For the initial call for each regular work day or regular day off of standby duty, the employee will be paid for actual time worked with a minimum guarantee of two (2) hours pay. For all other calls during standby duty, the employee will be paid for 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 to home. The employee is expected to respond to the call in a reasonable amount of time following notice. In the event any employee who is on standby duty fails to respond to a call to work he/she will forfeit the standby duty pay and may be subject to possible disciplinary measures.

4. Where operationally feasible, as determined by management, standby duty assignments will be made on a weekly basis.

J. **Emergency Working Conditions:**

Due to conditions beyond the control of the County, including but not limited to things such as hurricanes, windstorms and tornados, if the County Administrator declares an emergency and directs the closing of normal County operations, Bargaining Unit members shall be compensated as described below:

1. Any Bargaining Unit member regularly scheduled to work during the declared emergency who is ordered by the County not to report, or to go home prior to the completion of their shift will suffer no loss of pay. Any Bargaining Unit member who is on pre-approved sick leave, annual leave, or personal day before the declared emergency will suffer no loss of pay and the applicable leave bank shall not be deducted. Such hours paid but not worked will not count as hours worked for computing premium (time and one-half) overtime eligibility.

2. Any Bargaining Unit member who is ordered, or assigned as a result of volunteering, by the County to work during the declared emergency shall be compensated at double their straight time base hourly rate for all hours actually worked. This compensation is in lieu of any other compensation.

3. Employees in the bargaining unit who are exempt from the overtime provisions of the Fair Labor Standards Act and who are ordered or assigned as a result of volunteering to work during the declared emergency shall be compensated at 1.25 times the straight time rate of pay for each hour worked during the declared emergency and 1.5 times the straight time rate of pay for hours beyond normal scheduled hours as approved by the County Administrator for significant assignments resulting from post-emergency recovery efforts.

**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 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 \$11.68 per hour effective January 1, 2015

<b>CLASS CODE</b>	<b>CLASSIFICATION TITLE</b>	<b>FLSA CODE</b>	<b>SALARY GRADE</b>	<b>HOURLY MINIMUM</b>	<b>HOURLY MAXIMUM</b>	<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
X8412	AIRPORT OPERATIONS CONTROL CENTER SENIOR SPECIALIST	E	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X7727	AIRPORT OPERATIONS SENIOR AGENT	N	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X7728	AIRPORT OPERATIONS SUPERVISOR	E	X6000	\$24.0808	\$39.2493	\$50,088.00	\$81,639.00
X5403	ANIMAL CARE SUPERVISOR	N	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X4144	AQUATIC COORDINATOR	N	X8012	\$19.3079	\$30.7164	\$40,160.00	\$63,890.00
X7334	ASSISTANT CHIEF PLANT OPERATOR	N	X3950	\$23.7748	\$32.2688	\$49,452.00	\$67,119.00
X7114	BRIDGE MAINTENANCE SUPERVISOR	N	X4500	\$20.8049	\$34.7503	\$43,274.00	\$72,281.00
X7416	BUILDING CODE INSPECTOR SUPERVISOR	E	X6000	\$24.0808	\$39.2493	\$50,088.00	\$81,639.00
X5433	BUILDING CODE SUPERVISOR	N	X8020	\$23.7697	\$36.1278	\$49,441.00	\$75,146.00
X7508	BUILDING MANAGEMENT ASSISTANT	N	X1100	\$13.6729	\$22.8378	\$28,440.00	\$47,503.00
X7507	BUILDING MANAGEMENT SUPERVISOR	E	X7400	\$30.4759	\$47.3042	\$63,390.00	\$98,393.00
X7505	BUILDING MANAGER I	N	X8020	\$23.7697	\$36.1278	\$49,441.00	\$75,146.00
X7506	BUILDING MANAGER II	E	X6400	\$28.3532	\$44.0040	\$58,975.00	\$91,528.00
X0098	CALL CENTER SUPERVISOR	E	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X5423	CHIEF BUILDING CODE INSPECTOR	E	X6400	\$28.3532	\$44.0040	\$58,975.00	\$91,528.00
X7335	CHIEF PLANT OPERATOR	N	X4750	\$25.5677	\$35.6192	\$53,181.00	\$74,088.00
X7963	CODE ENFORCEMENT SUPERVISOR	N	X8020	\$23.7697	\$36.1278	\$49,441.00	\$75,146.00
X2214	COMMUNICATIONS NETWORK TECHNICIAN IV	E	X6100	\$25.3487	\$42.3399	\$52,725.00	\$88,067.00
X7825	CONSUMER PROTECTION INSPECTOR II	N	X3500	\$18.3884	\$30.7141	\$38,248.00	\$63,885.00
X7503	CUSTODIAL SUPERVISOR I	N	X2100	\$15.4696	\$25.8387	\$32,177.00	\$53,744.00
X7504	CUSTODIAL SUPERVISOR II	N	X2500	\$16.2528	\$27.1468	\$33,806.00	\$56,465.00
X0096	CUSTOMER SERVICE SUPERVISOR	E	X2900	\$17.0758	\$28.5210	\$35,518.00	\$59,324.00
X0415	DATA CONTROL SUPERVISOR	N	X2700	\$16.6591	\$27.8255	\$34,651.00	\$57,877.00
X0430	DOCUMENT RECORDER SUPERVISOR	E	X3700	\$18.8482	\$31.4818	\$39,204.00	\$65,482.00
X7478	ELEVATOR SECTION SUPERVISOR	E	X6500	\$29.2580	\$46.8724	\$60,857.00	\$97,495.00
X5435	ENVIRONMENTAL TECHNICIAN	N	X8015	\$22.3674	\$33.1679	\$46,524.00	\$68,989.00
X4138	EQUESTRIAN/FARM ACTIVITIES MANAGER	E	X2900	\$17.0758	\$28.5210	\$35,518.00	\$59,324.00
X3133	GRAPHICS SUPERVISOR	N	X5550	\$23.5580	\$36.4076	\$49,001.00	\$75,728.00
X7542	GROUNDS MAINTENANCE SUPERVISOR I	N	X3300	\$17.9400	\$29.9650	\$37,315.00	\$62,327.00
X7543	GROUNDS MAINTENANCE SUPERVISOR II	N	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X6310	HOUSING PROGRAM CONSTRUCTION SUPERVISOR	E	X4900	\$21.8581	\$36.5092	\$45,465.00	\$75,939.00
X7601	LABOR SUPERVISOR I	N	X3300	\$17.9400	\$29.9650	\$37,315.00	\$62,327.00
X7602	LABOR SUPERVISOR II	N	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X7345	MAINTENANCE SCHEDULER	N	X8012	\$19.3079	\$30.7164	\$40,160.00	\$63,890.00
X7514	MAINTENANCE SUPERVISOR I	N	X5300	\$22.9647	\$38.3577	\$47,767.00	\$79,784.00

FY 2015, 2016, 2017

GSA-SUPERVISORY

**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 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 \$11.68 per hour effective January 1, 2015

<b>CLASS CODE</b>	<b>CLASSIFICATION TITLE</b>	<b>FLSA CODE</b>	<b>SALARY GRADE</b>	<b>HOURLY MINIMUM</b>	<b>HOURLY MAXIMUM</b>	<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
X7515	MAINTENANCE SUPERVISOR II	N	X6100	\$25.3487	\$42.3399	\$52,725.00	\$88,067.00
X7513	MAINTENANCE/CONTRACTS SUPERVISOR	E	X6100	\$25.3487	\$42.3399	\$52,725.00	\$88,067.00
X0315	MATERIAL CONTROL SUPERVISOR	E	X4500	\$20.8049	\$34.7503	\$43,274.00	\$72,281.00
X6248	MEDICAL RECORDS SUPERVISOR	N	X2700	\$16.6591	\$27.8255	\$34,651.00	\$57,877.00
X0213	MICROGRAPHICS TECHNICIAN III	N	X8000	\$15.8468	\$24.5952	\$32,961.00	\$51,158.00
X6405	MOSQUITO CONTROL COORDINATOR	N	X3900	\$19.3193	\$32.2688	\$40,184.00	\$67,119.00
X7551	NURSERY SUPERVISOR	N	X2500	\$16.2528	\$27.1468	\$33,806.00	\$56,465.00
X0051	OFFICE MANAGER I	N	X2900	\$17.0758	\$28.5210	\$35,518.00	\$59,324.00
X4145	PARKS AND RECREATION MANAGER I	E	X2900	\$17.0758	\$28.5210	\$35,518.00	\$59,324.00
X4146	PARKS AND RECREATION MANAGER II	E	X3700	\$18.8482	\$31.4818	\$39,204.00	\$65,482.00
X4128	PARKS BEAUTIFICATION OPERATIONS SUPERVISOR	E	X3900	\$19.3193	\$32.2688	\$40,184.00	\$67,119.00
X5495	PERMITTING AND LICENSING CUSTOMER SUPERVISOR	E	X2900	\$17.0758	\$28.5210	\$35,518.00	\$59,324.00
X7418	PLANS EXAMINER SUPERVISOR	E	X6200	\$27.5174	\$43.1534	\$57,236.00	\$89,759.00
X0206	PRINT SHOP MANAGER	E	X4700	\$21.3251	\$35.6190	\$44,356.00	\$74,088.00
X0205	PRINT SHOP SUPERVISOR	N	X3250	\$20.4641	\$29.2342	\$42,565.00	\$60,807.00
X0203	PRINTING TECHNICIAN III	N	X8004	\$19.4713	\$25.8404	\$40,500.00	\$53,748.00
X4183	RANGE MASTER I	N	X8006	\$17.4922	\$27.1485	\$36,384.00	\$56,469.00
X4184	RANGE MASTER II	E	X8012	\$19.3079	\$30.7164	\$40,160.00	\$63,890.00
X0054	REAL-TIME REPORTING SUPERVISOR	N	X4200	\$21.6193	\$33.5104	\$44,968.00	\$69,702.00
X2351	RECORDS MANAGEMENT SUPERVISOR	N	X1500	\$14.3652	\$23.9940	\$29,880.00	\$49,907.00
X1054	REVENUE COLLECTION SUPERVISOR	N	X2700	\$16.6591	\$27.8255	\$34,651.00	\$57,877.00
X0225	RTT SUPERVISOR	E	X3700	\$18.8482	\$31.4818	\$39,204.00	\$65,482.00
X5503	SECURITY GUARD SUPERVISOR	N	X3300	\$17.9400	\$29.9650	\$37,315.00	\$62,327.00
X2253	SENIOR COMMUNICATIONS SYSTEMS TECHNICIAN	E	X8027	\$28.0422	\$41.5841	\$58,328.00	\$86,495.00
X3113	SENIOR ENGINEERING INSPECTOR III	N	X8020	\$23.7697	\$36.1278	\$49,441.00	\$75,146.00
X3205	SIGN SHOP SUPERVISOR	N	X3900	\$19.3193	\$32.2688	\$40,184.00	\$67,119.00
X7381	SOLID WASTE COMPLIANCE AGENT	N	X8006	\$17.4922	\$27.1485	\$36,384.00	\$56,469.00
X7382	SOLID WASTE COMPLIANCE ASSISTANT	N	X8006	\$17.4922	\$27.1485	\$36,384.00	\$56,469.00
X7516	STREETS MAINTENANCE SUPERINTENDENT	E	X8037	\$33.2674	\$49.3305	\$69,196.00	\$102,607.00
X3154	SURVEY SUPERVISOR	N	X3700	\$18.8482	\$31.4818	\$39,204.00	\$65,482.00
X0009	TELEPHONE ASSISTANCE SUPERVISOR	N	X1900	\$15.0925	\$25.2085	\$31,392.00	\$52,434.00
X7944	TRAFFIC CONTROL SUPERVISOR	N	X3100	\$17.5025	\$29.2342	\$36,405.00	\$60,807.00
X3215	TRAFFIC SIGNALS SUPERVISOR	E	X5500	\$23.5389	\$39.3167	\$48,961.00	\$81,779.00
X3222	TRAFFIC SIGNS SUPERINTENDENT	E	X8026	\$27.3079	\$40.4950	\$56,800.00	\$84,230.00
X7802	TRANSIT DISPATCH SUPERVISOR	N	X3750	\$21.1929	\$31.7887	\$44,081.00	\$66,120.00

**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 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 \$11.68 per hour effective January 1, 2015

<b>CLASS CODE</b>	<b>CLASSIFICATION TITLE</b>	<b>FLSA CODE</b>	<b>SALARY GRADE</b>	<b>HOURLY MINIMUM</b>	<b>HOURLY MAXIMUM</b>	<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
X7805	TRANSIT INSTRUCTOR	N	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X7812	TRANSIT MAINTENANCE INSTRUCTOR	N	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X7810	TRANSIT MAINTENANCE SUPERVISOR	N	X5090	\$24.8084	\$37.2127	\$51,601.00	\$77,402.00
X7816	TRANSIT OPERATIONS SUPERVISOR	N	X2950	\$19.0140	\$28.5210	\$39,549.00	\$59,324.00
X7803	TRANSIT SCHEDULER I	N	X3500	\$18.3884	\$30.7141	\$38,248.00	\$63,885.00
X7804	TRANSIT SCHEDULER II	E	X4100	\$19.8024	\$33.0758	\$41,189.00	\$68,798.00
X7801	TRANSIT SUPERVISOR	N	X3750	\$21.1929	\$31.7887	\$44,081.00	\$66,120.00
X7352	UTILITIES CHIEF INSPECTOR	E	X8025	\$25.9065	\$40.3606	\$53,885.00	\$83,950.00
X0434	VAB SUPERVISOR	E	X3700	\$18.8482	\$31.4818	\$39,204.00	\$65,482.00
X7819	WARRANTY COORDINATOR	E	X5090	\$24.8084	\$37.2127	\$51,601.00	\$77,402.00
X7305	WATER ACCOUNTS SUPERVISOR	N	X2500	\$16.2528	\$27.1468	\$33,806.00	\$56,465.00

## 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 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
XA029	ACCOUNTING SPECIALIST SUPERVISOR	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
XA004	AIRPORT OPERATIONS SUPERVISOR	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
XA016	ANIMAL CARE SUPERVISOR	N	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
XA007	AUDIO VIDEO BROADCAST SPECIALIST	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
XA011	BRIDGE MAINTENANCE SUPERVISOR	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
XA008	BUILDING MANAGER	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
XA030	CALL CENTER SUPERVISOR	E	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
XA002	CHIEF BUILDING CODE INSPECTOR	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
XA009	CHIEF TREATMENT PLANT OPERATOR	N	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
XA012	CODE ENFORCEMENT SUPERVISOR	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
XA040	CONCESSION SUPERVISOR	N	PG108	\$15.0618	\$24.0386	\$31,328.48	\$50,000.32
XA038	COURIER SUPERVISOR	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
XA035	CUSTODIAL SERVICES SUPERVISOR	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
XA031	CUSTOMER SERVICE SUPERVISOR	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
XA001	ELEVATOR SECTION SUPERVISOR	E	PG120	\$35.8737	\$57.2546	\$74,617.32	\$119,089.63
XA013	ENGINEERING INSPECTOR, SENIOR	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
XA036	MAINTENANCE CREW SUPERVISOR	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
XA041	MAINTENANCE MANAGER	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
XA032	MAINTENANCE SCHEDULER	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
XA014	MEDICAL LEGAL INVESTIGATOR SUPERVISOR	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
XA020	MEDICAL RECORDS SUPERVISOR	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
XA017	PARKS MANAGER, ASSOCIATE	E	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
XA033	PARKS SUPERVISOR	E	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
XA018	PRINT SHOP SUPERVISOR	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
XA039	RANGE MASTER	N	PG109	\$16.1913	\$25.8416	\$33,677.91	\$53,750.55
XA021	RECORDS, TAXES AND TREASURY SUPERVISOR	E	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
XA034	SECURITY GUARD SUPERVISOR	N	PG112	\$20.1142	\$32.1028	\$41,837.57	\$66,773.87
XA022	SIGN SHOP SUPERVISOR	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
XA015	SKILLED TRADES SUPERVISOR	N	PG115	\$24.9879	\$39.8813	\$51,974.83	\$82,953.11
XA037	SOLID WASTE COMPLIANCE AGENT	N	PG110	\$17.4055	\$27.7793	\$36,203.47	\$57,780.94
XA005	STREETS MAINTENANCE SUPERINTENDENT	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
XA023	TAX APPEALS SUPERVISOR	E	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
XA010	TRAFFIC SIGNALS SUPERVISOR	E	PG116	\$26.8622	\$42.8723	\$55,873.38	\$89,174.31
XA006	TRAFFIC SIGNS SUPERINTENDENT	E	PG117	\$28.8771	\$46.0875	\$60,064.45	\$95,862.10
XA024	TRANSIT OPERATOR TRAINER	N	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54

**APPENDIX A2**

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

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XA025	TRANSIT SCHEDULER	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
XA019	TRANSIT SUPERVISOR	N	PG114	\$23.2448	\$37.0988	\$48,349.23	\$77,165.54
XA026	TREATMENT PLANT OPERATOR, ASSISTANT CHIEF	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
XA003	UTILITIES CHIEF INSPECTOR	E	PG118	\$31.0426	\$49.5440	\$64,568.64	\$103,051.50
XA027	VEHICLE MECHANIC TRAINER	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73
XA028	WAREHOUSE SUPERVISOR	N	PG113	\$21.6231	\$34.5104	\$44,975.98	\$71,781.73



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

January 24, 2017

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

RE: Letter of Understanding – Fair Labor Standards Act – Revised Regulations

Dear Mr. Blackman:

As you are aware, the Department of Labor recently revised their regulations regarding the Fair Labor Standards Act (FLSA). Specifically, the revised regulations significantly raise the salary test threshold to \$47,476. As a result of the revised regulations and in conjunction with the results from the recent Compensation and Classification study, significant FLSA-related issues impacting the County and its employees need to be addressed.

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 FLSA-related issues regarding the following:

1. Salary Threshold Issues

For those employees who meet one of the duties tests under the FLSA that exempt them from overtime eligibility, but do not meet the revised Salary threshold, the parties agree to adjust the salary of certain affected employees to the new salary threshold (\$47,476) in order to maintain the exempt status. The list of the affected employees is attached in Exhibit 1.

Employees who receive this salary adjustment will not be eligible to receive the negotiated wage increase for FY2016/2017, if the salary adjustment amount is greater than the wage increase (3%). Employees who receive the aforementioned salary adjustment and that adjustment is less than the three percent (3%) 2016/2017 wage increase, the employee will receive the percent difference between the three percent (3%) wage increase and the salary adjustment received, within range.



## 2. Change of FLSA Status for Certain Classifications

As a result of the revised FLSA regulations and the recent Classification Study, a review revealed that some classifications which are currently exempt from overtime provisions will now be non-exempt (i.e. overtime eligible) and some classifications that are non-exempt will now be exempt.

a. From Exempt to Non-Exempt – The following classifications were currently exempt and will now be non-exempt (number of current employees in parenthesis after each classification title):

- Natural Resource Specialist (61)
- Systems Network Analyst (31)
- Administrative Coordinator (64)
- Audio Visual Broadcast Specialist (1)
- Consumer Protection Inspector (4)
- Customer Service Supervisor (5)
- Marketing Development Associate (5)
- Public Communications Specialist (12)
- Publications Specialist (3)
- Quality Assurance Specialist (3)
- Transit Scheduler (4)
- Warehouse Supervisor (1)

The parties agree that as employees in the aforementioned job classifications will no longer be eligible for job basis leave, the affected employees will receive a one-time adjustment of 40 hours of annual leave added to their annual leave banks for calendar year 2017. See Exhibit 2.

b. From Non-Exempt to Exempt – The following classification was currently non-exempt and will now be exempt:

- Park Supervisor (21)
- Accountant (11)
- Airport Operations Agent, Senior (13)
- Chemist (1)
- Contract Grants Administrator (4)
- Emergency Management Specialist (1)
- Engineer Intern (6)
- Information Technology Applications Analyst (2)
- Planner (2)
- Systems Analyst (2)

The parties agree that employees in the aforementioned job classification will no longer be eligible for overtime, they now will be eligible for job basis leave effective January 2017. See Exhibit 3.

3. FLSA – Overtime Provision Review

Based on a review of the FLSA regulations pertaining to the calculation of overtime and the existing overtime language in the collective bargaining agreements, the language in Article 27, Section A. will be amended to be compliant with the FLSA overtime regulations and the County will calculate overtime pursuant to the FLSA.

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

Sincerely,



Mary McDonald, Acting Director  
Human Resources Division



Greg Blackman, President  
Government Supervisors Association



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

January 24, 2017

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

RE: Letter of Understanding – Compensable Factors 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 proposed compensable factors for the job classifications covered by the Professional and Supervisory units.

As part of our overall tentative agreement for the third year wage re-opener, the County has agreed to meet and confer with the Association, upon its request, in a Labor Management Committee to discuss the compensable factors for the job classifications covered by the Supervisory and Professional bargaining units. This will afford the Association the opportunity to provide input and feedback as part of the review. However, such discussions are not subjects 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,

A handwritten signature in blue ink, appearing to read "Mary McDonald".

Mary McDonald, Acting Director  
Human Resources Division

A handwritten signature in blue ink, appearing to read "Greg Blackman".

Greg Blackman, President  
Government Supervisors Association



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

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January 24, 2017

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

RE: Letter of Understanding – Transit Skilled Trades Supervisors and Transit Supervisors

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, Supervisory Unit (Association), regarding Transit Maintenance Supervisors and Transit Supervisors and salary compaction concerns.

To address compaction concerns, the parties agree that effective the first full pay period in January 2017, eligible Transit Division Skilled Trades Supervisors and Transit Supervisors whose salary is below the respective Mechanic or Bus Operator "Thereafter" Step shall receive a one-time salary adjustment to their annual base salary equal to 7.5% above the "Thereafter" Step, if they have been employed as either a Skilled Trades Supervisors and Transit Supervisors with the County longer than sixty (60) months.

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

Sincerely,

A handwritten signature in blue ink, appearing to be "Mary McDonald".

Mary McDonald, Acting Director  
Human Resources Division

A handwritten signature in blue ink, appearing to be "Greg Blackman".

Greg Blackman, President  
Government Supervisors Association

c: Allen Wilson, Labor Relations Manager, Human Resources Division  
Mary Cuervo, Compensation Manager, Human Resources Division  
Rick Cutshaw, Representative, Government Supervisors Association of Florida