

**SUMMARY OF AGREEMENT PROVISION CHANGES**

Government Supervisors Association of Florida – Professional Unit  
For Fiscal Years 2014/2015, 2015/2016, & 2016/2017

Three-year Agreement

**ARTICLE 11 – WAGES:**

**A. Fiscal Year 2014/2015:**

1. For Fiscal Year 2014/15, effective on October 12, 2014, 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 2.5% base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 12, 2014 shall also receive the 2.5% base salary increase. To be eligible, employees must be employed in the 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 2.5% to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between 2.5% 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, gross lump sum amount equal to 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 “Does Not Meet Overall Expectations,” will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County Policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of 90 days and receive a “Special Performance Evaluation.” At the conclusion of the Performance Improvement Plan time-frame, such employees should receive a special performance evaluation, and those employees with a performance rating that at least “Meets Overall Expectations” will receive the 2.5% base salary increase prospectively.

6. Notwithstanding the above, in the event that the County agrees to a more combined and non-concessionary salary/wage increase greater than 5% over Fiscal Years 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 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 Leadership Performance Review (LPR), or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a 2.5% 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 11, 2015, shall also receive the 2.5% base salary increase.
2. Those eligible employees below the maximum of the pay range and limited to an increase of less than 2.5% to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between 2.5% 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, gross lump sum amount equal to 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 "Does Not Meet Overall Expectations" will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County Policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of 90 days and receive a "Special Performance Evaluation." At the conclusion of the Performance Improvement Plan time-frame, such employees should receive a special performance evaluation, and those employees with a performance rating that at least "Meets Overall Expectations" will receive the 2.5% base salary increase prospectively.

7. Notwithstanding the above, in the event that the County agrees to a more combined and non-concessionary salary/wage increase greater than 5% over Fiscal Years 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 30 days of County approval of such salary decrease/increase.

**C. Fiscal Year 2016/2017:**

1. For Fiscal Year 2016/2017, the parties, upon written request, can reopen Article 11, Wages and three Articles. Thereafter, this Agreement shall remain in effect, except for any provisions which specifically expire or are date-specific, until a successor agreement is approved by the Board of Broward County Commissioners.

- E. Shift Differential:** Added provision for Registered Nurses only: to receive a 7.5% differential pay for full-time, overtime-eligible nurses who are regularly assigned to a work schedule in which at least 7.5 hours of scheduled work-time fall between the hours of 11:00 p.m. and 8:00 a.m.

**ARTICLE 18 - SAFETY:**

Section C: Increased the amount of reimbursement to eligible employees designated to receive a pair of safety shoes from \$82.50 to \$100 per year.

**ARTICLE 22 - HOLIDAY:**

Add the Presidents' Day Holiday to the list of observed paid holidays.

**ARTICLE 27 - OVERTIME:**

Section C: Remove Standby Duty Pay computed as time worked for determining overtime eligibility, effective the first full pay period in April 2015.

**LETTERS OF UNDERSTANDING**

- Job Classification and Pay Study
- Immunizations for County Employees
- Review of FLSA Status and Salary Compaction
- Libraries Division – Supervisor in Charge