

**Summary of Agreement Provision between
Broward County and American Federation of State, County, And Municipal Employees,
AFL-CIO, Local 2200
(Port Maintenance Unit)
For Fiscal Year 2020/2021**

One-Year Agreement (For Fiscal Year 2020/2021)

ARTICLE 12 - WAGES AND COMPENSATION

Section 1:

B. Fiscal Year 2020/2021:

1. For Fiscal Year 2020/2021, effective on the first full pay period in October of 2020 (October 4, 2020), eligible bargaining unit employees, who (a) on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations;" (b) are employed by the County as of October 3, 2020; and (c) are in a Bargaining Unit position as of the date of County Commission approval of this Agreement will receive a base hourly adjustment and remain in the same step in accordance with the Pay Plan for Fiscal Year 2020/2021 contained in Appendix A of this Article. There shall be no step movement for Fiscal Year 2020/2021.

2. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 3, 2020, 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 three percent (3.0%) of the employee's base annual salary.

3. 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 base hourly adjustment 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 base hourly adjustment, prospectively.

Except as expressly modified by this Tentative Agreement all terms and conditions of the CBA remain in full force and effect.