

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
AMALGAMATED TRANSIT UNION, LOCA1591, AFL-CIO-CLC
EFFECTIVE FY FY2024/2025, 2025/2026, and 2026/2027

This Addendum is entered into by and between Broward County and Amalgamated Transit Union, Local 1591 (collectively, the “parties”). Now, therefore, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

Recitals

1. The parties entered into a Collective Bargaining Agreement covering the period of October 1, 2024, through September 30, 2026 (the “CBA”).
2. The parties desire to amend Article 28, Wages and Compensation for Fiscal Year 2025/2026.
3. The parties also desire to add an additional year to the CBA; and address Wages and Compensation for Fiscal Year 2026/2027 by amending Article 28 – Wages and Compensation.

ADDENDUM

1. Article 28 – Wages and Compensation is amended as follows:

ARTICLE 28 – WAGES AND COMPENSATION

Section 1, B. is replaced in its entirety as follows:

B. Fiscal Year 2025/2026

1. For Fiscal Year 2025/2026, effective on the first full pay period in October of 2025 (October 12, 2025), 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 two percent (2%) 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, 2025, shall also receive the two percent (2%) base salary increase. To be eligible, employees must be employed in a bargaining unit position as of October 11, 2025.
2. Eligible employees below the maximum of the pay range and limited to an increase of less than two percent (2%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between two

percent (2%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 11, 2025, will not be eligible for a base salary increase as provided in Section B.1. above. Those employees will receive a one-time, gross lump sum amount equal to two percent (2%) of the employee's base annual salary.

4. For Fiscal Year 2025/2026, effective on the first full pay period in October of 2025 (October 12, 2025), 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 \$2,000 added to their base annual salary (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, 2025, shall also receive the \$2,000 added to their base annual salary. Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,000 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,000 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar). Eligible employees whose base annual rate is at or above the maximum rate of their pay range as of October 11, 2025, will not be eligible for a base \$2,000 adjustment as provided above. Those employees will receive a one-time, gross lump sum amount equal to \$2,000.

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 increases as detailed above 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, those employees with a performance rating that at least "Meets Overall Expectations" will receive the two percent (2%) and the \$2,000 base salary increases prospectively.

Section 1, C. is replaced in its entirety as follows:

C. Fiscal Year 2026/2027:

1. For Fiscal Year 2026/2027, effective on the first full pay period in October of 2026 (October 11, 2026), 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 two percent (2%) 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 10, 2026, shall also receive the two percent (2%) base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 10, 2026.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than two percent (2%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between two percent (2%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 10, 2026, 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 two percent (2%) 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 increases as detailed above 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, those employees with a performance rating that at least "Meets Overall Expectations" will receive the two percent (2%) base salary increase prospectively.

Section 1, D is replaced in its entirety as follows:

D. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than seven percent (7%) combined over Fiscal Years 2024/2025, 2025/2026, 2026/2027 with the Blue Collar Bargaining Unit, Government Supervisors Association-Professional, Government Supervisors Association-Supervisory Bargaining Units, and/or unrepresented employees, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that does not trigger 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.

The remaining provisions in Article 28, Section 1, are re-lettered as follows:

E. Performance Excellence Award:

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

F. Salary Adjustment Authority:

The County Administrator has the authority to increase the salary of the bargaining unit employees within the range of the employee's applicable salary range after the applicable agency advises the Union and offers an opportunity to "meet and confer" about the decision. In the event the Union disagrees with the Administrator's decision, the County may still implement the adjustment and such decision shall not be grievable. The County Administrator also has the authority to adjust the pay grades upward outside of the bargaining process based on a market review conducted by the County. Prior to implementing any pay grade adjustments, the Union will be advised and offered an opportunity to "meet and confer" about the decision. In the event the Union disagrees with the Administrator's decision, the County may still implement the pay grade adjustment and such decision shall not be grievable.

2. Article 33, - Term of Agreement is replaced in its entirety as follows:

ARTICLE 33 – TERM OF AGREEMENT

This Agreement, except as otherwise specifically provided in the agreement, shall be effective for the Fiscal Years 2024/2025, 2025/2026 and 2026/2027, upon ratification of the bargaining unit and approval of the Board of County Commissioners for Broward County, Florida, and shall continue thereafter, through September 30, 2027. 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.

3. The recital clauses stated above are true and correct and are incorporated into this Addendum by reference.

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 Amalgamated Transit Union, Local 1591, for Fiscal Year 2024/2025, 2025/2026, and 2026/2027 to be executed and signed by their duly authorized representatives, as of this ____day of _____, 2025.

AMALGAMATED TRANSIT UNION,
LOCAL 1591

BROWARD COUNTY, FLORIDA
BOARD OF COUNTY COMMISSIONERS

By _____
President

By _____
Mayor

By _____
Vice President

By _____
County Administrator

By _____
Bargaining Team Member

By _____
Director of Human Resources

By _____
Bargaining Team Member

By _____
Labor Relations Manager

By _____
Bargaining Team Member

By _____
Bargaining Team Member

By _____
Bargaining Team Member

By _____
Bargaining Team Member

ARTICLE 28

WAGES AND COMPENSATION

Section 1:

A. Fiscal Year 2024/2025

1. Effective 10/13/2024, minimum and maximums of the pay ranges will be extended by 3%.
2. For Fiscal Year 2024/2025, effective on the first full pay period in October of 2024 (October 13, 2024), 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 12, 2024, 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 12, 2024.
3. 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. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 12, 2024, will not be eligible for a base hourly adjustment as provided in Section A.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. For Fiscal Year 2024/2025, effective on the first full pay period in October of 2024 (October 13, 2024), 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 \$2,600 added to their base annual salary (within the salary range). Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,600 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,600 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar). Eligible employees whose base annual rate is at or above the maximum rate of their pay range as of October 12, 2024, will not be eligible for a base \$2,600 adjustment as provided above. Those employees will receive a one-time, gross lump sum amount equal to \$2,600.

6. 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%) and the \$2,600 base salary increases prospectively.

B. Fiscal Year 2025/2026

1. For Fiscal Year 2025/2026, effective on the first full pay period in October of 2025

(October 12, 2025), 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 two percent (2%) 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, 2025, shall also receive the two percent (2%) base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 11, 2025.

2. Eligible employees below the maximum of the pay range and, limited to an increase of less than two percent (2%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between two percent (2%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 11, 2025, will not be eligible for a base salary increase as provided in Section B.1. above. Those employees will receive a one-time, gross lump sum amount equal to two percent (2%) of the employee’s base annual salary.

4. For Fiscal Year 2025/2026, effective on the first full pay period in October of 2025 (October 12, 2025), 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 \$2,000 added to their base annual salary (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, 2025, shall also receive the \$2,000 added to their

base annual salary. Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,000 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,000 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar). Eligible employees whose base annual rate is at or above the maximum rate of their pay range as of October 11, 2025, will not be eligible for a base \$2,000 adjustment as provided above. Those employees will receive a one-time, gross lump sum amount equal to \$2,000.

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 increases as detailed above 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%) and the \$2,000 base salary increases prospectively.

C. Fiscal Year 2026/2027

1. For Fiscal Year 2026/2027, effective on the first full pay period in October of 2026 (October 11, 2026), 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 two percent (2%) 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 10, 2026, shall also receive the two percent (2%) base

salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 10, 2026.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than two percent (2%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between two percent (2%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 10, 2026, 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 two percent (2%) 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 increases as detailed above 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, those employees with a performance rating that at least "Meets Overall Expectations" will receive the two percent (2%) base salary increase prospectively.

D. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than seven percent (7%) combined over Fiscal Years 2024/2025, 2025/2026, 2026/2027 with the Blue Collar Bargaining Unit, Government Supervisors Association-Professional, Government Supervisors Association-Supervisory Bargaining Units, and/or unrepresented

employees, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that does not trigger 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. Performance Excellence Awards:

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

F. Salary Adjustment Authority:

The County Administrator has the authority to increase the salary of the bargaining unit employees within the range of the employee's applicable salary range after the applicable agency advises the Union and offers an opportunity to "meet and confer" about the decision. In the event the Union disagrees with the Administrator's decision, the County may still implement the adjustment and such decision shall not be grievable. The County Administrator also has the authority to adjust the pay grades upward outside of the bargaining process based on a market review conducted by the County. Prior to implementing any pay grade adjustments, the Union will be advised and offered an opportunity to "meet and confer" about the decision. In the event the Union disagrees with the Administrator's decision, the County may still implement the pay grade adjustment and such decision shall not be grievable.

Section 2: Assignment of an employee to work in excess of sixteen (16) consecutive hours, performing the substantial portion of the duties of a higher rate classification must be authorized in writing. When an employee is so authorized, and performs the duties of the higher rated classification for any period of time over sixteen

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

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

\$.70/hr Second Shift and Weekend Shift

\$1.10/hr Third Shift

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

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

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

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

Second shift: All work shifts which begin between

12:00 noon and 7:59 p.m.

Third shift: All work shifts which begin between

8:00 p.m. and 3:59 a.m.

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

ARTICLE 33
TERM OF AGREEMENT

This Agreement, except as otherwise specifically provided in the agreement, shall be effective for the Fiscal Years 2024/2025, 2025/2026 and 2026/2027, upon ratification of the bargaining unit and approval of the Board of County Commissioners for Broward County, Florida, and shall continue thereafter, through September 30, 2027. 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.