

ARTICLE 22

WAGES

SECTION 22.0

- A. Employees in the designated classification list in Attachment "A", who obtain certificates or licenses beyond those required, as a condition precedent for being employed in the position, will receive an additional percentage of their base salary or hourly wage for each additional certificate or license they obtain and maintain.

The City shall post and make available to the affected employees the incentive percentages, as well as the procedures and details of the incentive programs, as they apply to different departments.

For FY 2025-2026 the parties agree that the City will increase Teamsters bargaining Unit employees' wages by five percent (5%) per hour or an additional \$1.20 per hour, whichever is greater, effective October 1, 2025. A bargaining unit employee who has reached the top of his / her pay range shall receive a one-time bonus in lieu of a wage increase, subject to the limitations set forth in section 22.0 (B), below. Additionally, the City will increase the pay ranges of positions in the bargaining unit by 5%.

- B. Pay (wage) Increases will only be awarded to employees who were employed and on the payroll on October 1, 2025 and are currently working. Retroactive Pay shall only be awarded to unit members currently employed at the time the contract is approved by the CITY and implemented (paid) by payroll.
- C. All employees in the following classifications will receive a two and one-half (2 ½) hour minimum call-out for call backs and court appearances: Police Aides, Crime Scene Investigators, Animal Control Officers, and Evidence Custodians. All other contract Articles will remain in force.
- D. The City Manager can institute selective increases for Bargaining Unit members with the approval of the Union, without having to re-open the Collective Bargaining Unit Agreement.

EMERGENCY PAY

- E. In the case of declared emergency, the rate of pay shall follow the City of Fort Pierce Emergency Pay Policies, which are in the City's Personnel Rules and Regulations.

ATTACHMENT A

INCENTIVES

Certification Compensation Schedule for all Departments (that have an agreed upon 5% incentive) *

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|---|-----------------|
| 1. First certification compensated at | 5% pay increase |
| 2. Second certification compensated at | 5% pay increase |
| 3. Third certification compensated at | 5% pay increase |
| 4. Fourth certification compensated at | 3% pay increase |
| 5. Fifth certification compensated at | 3% pay increase |
| 6. Sixth certification compensated at | 3% pay increase |
| 7. All additional certifications compensated at | 1% pay increase |

*Note: Each pay increase is contingent upon the employee's agreement to utilize each acquired certification, in performance of his/her duties as assigned by the Department Head, for a minimum of two calendar years from the date the certification is posted on the State DBPR website (for Building Department) or received by the employee for other Departments. This two-year period will be referred to as the employee retention period, the employee will be responsible to refund the Department for all expenses incurred, i.e.: testing, seminars, continuing education courses, study materials and training classes.

Certifications must be in the skills area provided by the City and a skill that is utilized by the employee in performing his/her essential job functions.

If a certificate was obtained by the individual, prior to employment by the City of Fort Pierce, and the employee was compensated above the minimum pay rate of the classification in which he/she works, an increase shall not be given.

Documentation must be provided within forty-five (45) calendar days of receiving the certification to the HR office.

No retro payment will be made if time elapses (45 days) between the employee receiving the certificate and notifying HR.

Certification must be maintained via Continuing Ed courses or by re-certifying (or the updated version) in order to be in compliance with the incentive.

In the event of a significant job/ duties change (one department to another) or promotion, the 5% certification process begins again.

DEPARTMENT: BUILDING

| <u>POSITION</u> | <u>LICENSE/CERTIFICATION</u> | <u>INCENTIVE INCREASE</u> |
|--------------------------------------|------------------------------|---------------------------|
| Building Inspector | DBPR | 5% |
| Electrical Inspector | DBPR | 5% |
| Mechanical, Gas & Plumbing Inspector | DBPR | 5% |

Building Inspectors & Plan Reviewers:

Employees that strive for additional certifications enhance their value to the Department, thus obtaining additional certifications is encouraged. Below is a listing of the 16 certifications that may be obtained by a building inspector or plan reviewer:

| <u>INSPECTOR CLASSIFICATION</u> | <u>PLANS EXAM CLASSIFICATION</u> |
|-------------------------------------|--------------------------------------|
| 1 & 2 Fam. Dwelling Inspector | 1&2 Fam. Dwelling Plans Examiner |
| Commercial Building Inspector | Commercial Building Plans Examiner |
| Commercial Electrical Inspector | Commercial Electrical Plans Examiner |
| Commercial Plumbing Inspector | Commercial Plumbing Plans Examiner |
| Commercial Mechanical Inspector | Commercial Mechanical Plans Examiner |
| Coastal Construction Inspector | |
| Certified Flood Plain Manager | |
| Certified Building Official | |
| ICC Permit Technician Certification | |
| ICC Property Maintenance Inspector | |

| <u>PERMIT SPECIALIST / OFFICE PERSONNEL</u> | |
|---|-------------------------------------|
| | ICC Permit Technician Certification |
| | Certified Flood Plain Manager |
| | ICC Property Maintenance Inspector |

DEPARTMENT: PUBLIC WORKS

ASE Certification- five percent (5%) each for a limit of three (3) Certifications per employee.

| <u>POSITION</u> | <u>LICENSE/CERTIFICATION</u> | <u>INCENTIVE INCREASE</u> |
|---|---|---------------------------|
| Mechanic, Garage Foreman | ASE | 5% |
| Sr. Storekeeper (parts) Garage Foreman | Automotive Service Consultant ASE (C1) | 5% |
| Sr. Storekeeper (parts) Garage Foreman | Parts Specialist Certification ASE Test P1, P2 | 5% |
| Parks | NPRA – Parks Recreation | 5% |
| Streets | IMSA – Sign, pavement marking | 5% |
| Fac. Maint., Streets, Parks | MOT – Maintenance of Traffic – TTC (Temporary Traffic Control) | 5% |
| Streets | Stormwater Operator (FSA) | 5% |
| Parks | Certified ISA Arborist | 5% |
| Parks | Certified Irrigation Landscape Designer | 5% |
| Parks | FNGLA Certified Landscape Maintenance | 5% |
| Maintenance Personnel | Playground Maintenance Certification | 5% |
| Parks and Recs Personnel | Master Gardener Certification | 5% |
| Sanitation Drivers | SWANA (Solid Waste Association of North America) | 5% |

Garbage drivers will receive 5% additional pay, if qualified to operate three vehicles (Grapple, Sideload, Frontloader)

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| DEPARTMENT: CODE COMPLIANCE & ANIMAL CONTROL |
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| <u>POSITION</u> | <u>LICENSE/CERTIFICATION</u> | <u>INCENTIVE INCREASE</u> |
|---|---|---------------------------|
| Violations Inspector/ Code Compliance Officer | FACE, AACE Parking Enforcement Specialist | 5% 5% |
| Animal Control Officer | Chemical Capture Euthanasia Animal Cruelty Investigations FACA | 2% 2% 2% 5% |
| SWANA (must meet Recertification reqs) | Sanitation Drivers | 5% |

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| DEPARTMENT: POLICE |
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| <u>POSITION</u> | <u>LICENSE/CERTIFICATION</u> | <u>INCENTIVE INCREASE</u> |
|--|-----------------------------------|---------------------------|
| Investigative Assistant | NCIC/FCIC | 3% |
| Crime Analyst | Crime Analyst Certification | 3% |
| Crime Analyst | Crime Prevention Techniques | 3% |
| Crime Scene Investigator | NCIC/FCIC- User | 3% |
| Crime Scene Investigator | Fingerprint ID & Classification | 5% |
| Crime Scene Investigator | IAI/ FDIA | 3% |
| Records Specialist | NCIC/FCIC - Limited Access | 3% |
| Records Specialist | NCIC/FCIC - User | 3% |
| Records Specialist | Terminal Agency Coordinator (TAC) | 3% |
| Community Service Officer | NCIC/FCIC | 3% |
| Community Service Officer | Terminal Agency Coordinator (TAC) | 3% |
| Community Service Officer (as assigned by the city) | Parking Enforcement Specialist | 5% |
| Evidence Technician | NCIC/FCIC | 3% |
| Secretary II | NCIC/FCIC | 3% |