

ARTICLE 10

WAGES AND INCENTIVES

Section 1: Pay and Classification

The City has established and will maintain a pay and classification system that places job classifications on a pay scale which establishes a minimum and maximum salary for each pay grade which is based on external market data while maintaining internal hierarchy. The City reserves the right to increase pay ranges as it deems appropriate, as well as the authority to make equitable adjustments to bargaining unit members' salary from time to time. Irrespective of the aforementioned authority of the City to make increases to pay ranges and equitable adjustments to salaries, nothing contained in this section shall be interpreted as a waiver of the Union's right to bargain over the impact of such actions. In the event the Union makes an adequate showing of a negotiable impact(s), the City and Union will promptly meet to negotiate those impact issues identified by the Union to the extent the City is required by law to negotiate.

Section 2: Annual Increases

For Fiscal Year ~~2025-2026~~2026-2027, the minimum and maximum of all pay ranges will be increased by seven percent (7%), effective the first full pay period of October ~~2025~~2026.

For Fiscal Year 2027-2028, the minimum and maximum of all pay ranges will be increased by six percent (6%), effective the first full pay period of October 2027.

For Fiscal Year 2028-2029, the minimum and maximum of all pay ranges will be increased by six percent (6%), effective the first full pay period of October 2028.

Bargaining unit members who ~~are below the new maximum of their pay range maximum will receive an across the board increase of seven percent (7%) effective the first full pay period of October 2025, but not to exceed the new maximum.~~were employed during the fiscal years ending as of each September 30, during 2008, 2009, 2010, 2011, 2012 and 2013, and whose wages were frozen (received no wage rate increases), shall receive an increase to their base wage rate of an additional ten percent (10%) of their wage rate as of the effective date of this Agreement (the "Freeze Catch-Up Increase"). Any amount of the ~~seven percent (7%) increase~~Freeze Catch-Up Increase received, which would increase the member's wage rate beyond the new maximum will be paid as a one-time lump sum payment, which portion of their wage increases shall not be added to the base wage. Bargaining unit members whose wage rate is above the new maximum of their pay range will receive a one-time lump sum payment equal to seven percent (7%) of their annual wage which will not be added to the base wage.

Section 3: Longevity Pay Increases

<u>Years of Service</u>	<u>Percentage Increase</u>
<u>Two through Five (2-5)</u>	<u>Two and One-Half Percent (2.5%)</u>
<u>Six through Ten (6-10)</u>	<u>Five Percent (5%)</u>
<u>More than Ten (11+)</u>	<u>Seven and One-Half Percent (7.5%)</u>

Section 4: Training Pay and Bi-Lingual Capable Employees

Whenever a bargaining unit employee is required to train a newly hired employee, or a promoted or demoted employee, that employee shall receive an additional Two Dollars (\$2.00) per hour while engaged in the training of the new employee.

Whenever a bargaining unit employee proves by means hereinafter mutually agreed to by the City and LOCAL 298, that he or she is proficiently bi-lingual in both English and Spanish, Creole, Mandarin or other approved languages, such employee shall receive as an incentive an additional three percent (3%) added to their base wage rate.

Minimum Wage Standard

~~A. Any bargaining unit members hired on or after October 1, 2022 shall be paid a starting wage of least fifteen dollars (\$15.00) per hour. The starting wage rate shall increase annually in accordance with applicable state law.~~

Section ~~4~~5: Educational Incentive and Certification

A. Approval Process

Bargaining unit members must obtain written approval in advance from their department head to ensure that any degree, course, license, or training outlined in this section will qualify for incentive pay. Advance approval shall also be sought prior to the start of the classes. All requests shall be submitted using the "Pre-Approval" form attached hereto as Appendix D and incorporated herein. However, no incentive pay will be provided to an employee in a position where the degree, course, license, or training is required by the job description to serve in the position unless the employee has satisfied the requirements for the position in an alternative fashion pursuant to the job description.

Prior to reimbursement for expenses incurred by the City in helping the employee to obtain a degree, course, license or training, the employee will sign a written agreement identifying the cost of said expenses and committing to remain employed with the City for one (1) year from the date of the reimbursement. If the employee voluntarily separates from City service within the year following reimbursement, the City will remit the pro rata amount, up to \$1,500, from their final paycheck or leave payout balance, if any, to the extent allowable by law. The repayment amount will be prorated based on the timing of separation (e.g., an employee who leaves the City six months after receiving the training shall reimburse the City 50% of the total expenditure.) This payback provision excludes the cost of certification pay provided in section 4(B) of this Article.

B. The Enumerated List (and additions thereto)

The City and [FOPE-LOCAL 298](#) agree that the following list contains certifications eligible for payment, subject to the aforementioned approval process. Additions to the list may be made from time to time upon the request of either the City or [FOPE-LOCAL 298](#), provided the applicable Department Director(s), in consultation with the Human Resources Director or designee, determine that the certification, including the corresponding monetary value, warrant inclusion. In the event [FOPE-LOCAL 298](#) disagrees with a denial of a requested certification being added to the list of approved certifications and/or objects to the amount of the corresponding monetary value, it has the ability to grieve the decision in an expedited manner by advancing a grievance directly to Step III.

Associate's degree	2.5%
Bachelor's degree	5%
Master's degree	5%
Water Plant or Waste Water Plant Operator	
Operator A License	5%
Operator B License	5%
Operator C License	5%
Water Distribution Operator License	5%
Backflow Prevention Tester License	5%
Florida Association of Code Enforcement Certification	5%
Level IV	5%
Level III	5%
Level II	5%
Level I	5%
Florida Animal Control Association Certification	5%
Building Inspector (Structural) Certification	5%
Plumbing Inspector Certification	5%
Electrical Inspector Certification	5%
Mechanical Inspector (A/C & Gas) Certification	5%
Residential Inspector Certification	10%
Plans Examiner Certification	5%
City Clerk Certification	5%
Equipment Operator Certification	2%
Residential Fire Sprinkler Inspector Certification	5%
Latent Print Examiner Certification	5%

Public Buyer Certification	5%
Permit Technician Certification	5%
Handicap Accessibility Inspector	3%
American Inst. Of Certified Planners Certification	5%

Those above their maximum pay range as outlined in the City Pay Plan will receive the equivalent in a lump sum subject to the provisions of section two (2) above.

C. Loss of required certification(s) shall result in a commensurate decrease in pay and change in status (i.e., demotion, transfer to another division or department), depending upon the requirements of the position.

D. The education incentive shall be limited to one (1) payment of one degree per classified bargaining unit member per fiscal year.

E. Certification incentive pay shall be limited to no more than two (2) payments for two (2) certifications per bargaining unit member at any given time, however, the two (2) certification maximum shall not apply to bargaining unit members of the City's Building Department or the Public Works Department. All certifications for which advanced approval was received must be obtained within a reasonable amount of time. However, at no point shall the approval extend beyond twelve (12) months unless mutually agreed upon in writing between the bargaining unit member and the City. Probationary employees shall not be eligible to receive certification increase(s).

~~Section 5: Duration~~

~~This article shall expire September 30, 2026. Bargaining unit members shall not be eligible for any wage increase, wage adjustment or incentive increase on or after October 1, 2026, except as re-negotiated and ratified by the parties.~~