

## 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 ~~2024~~ 2025-2026 the parties agree that the City will increase Teamsters bargaining Unit employees' wages by ~~five percent (5%) or \$1.50~~ five percent (5%) or \$1.60 per hour whichever is greater, effective October 1, ~~2024~~ 2025. Such increase shall be retroactive to 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. The pay ranges for FY 2025-2026 shall increase by 5%.

~~In addition to the five (5) percent increase, eligible employees will receive a compression increase based on longevity in their current position as illustrated in Appendix B.~~

- B. Pay (wage) Increases will only be awarded to employees who were employed and on the payroll on October 1, ~~2022~~ 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.