



# Agenda Report

2725 Judge Fran Jamieson  
Way  
Viera, FL 32940

## Consent

F.29.

10/11/2022

### Subject:

Permission to Advertise Public Hearing regarding Merit System Policy Changes

### Fiscal Impact:

### Dept/Office:

Human Resources

### Requested Action:

It is requested that the Board, in accordance with Chapter 82, Personnel, Brevard County Code, grant permission to advertise for a Public Hearing on amendments to Merit System Policy II, Pay Plan.

### Summary Explanation and Background:

Historically it has been the Board's policy that, where similarly situated, employees in non-bargaining unit positions receive similar benefits to those negotiated for the bargaining unit. The proposed Merit System Policy II- Pay Plan modifications are consistent with the collective bargaining agreement (CBA) provisions pending ratification by the Board. The proposed LIUNA CBA has adjusted shift differential pay options as follows:

Increase Midnight Shift differential payment from \$0.60/hour to \$1.50/hour for work performed from 11:00 pm to 7:00 am. Increase the Evening Shift differential from \$0.45/hour to \$1.00/hour for work performed from 3:00 pm to 11:00 pm. Partial Night Shift differentials change as follows:

EIGHT (8) HOUR SHIFTS	EVENING	MIDNIGHT
FOUR (4) PER WEEK	From \$.36 to \$.80	From \$.48 to \$1.20
THREE (3) PER WEEK	From \$.27 to \$.60	From \$.36 to \$.90
TWO (2) PER WEEK	From \$.18 to \$.40	From \$.24 to \$.60
ONE (1) PER WEEK	From \$.09 to \$.20	From \$.12 to \$.30

TEN (10) HOUR SHIFTS	EVENING	MIDNIGHT
THREE (3) PER WEEK	From \$.33 to \$.75	From \$.45 to \$1.13
TWO (2) PER WEEK	From \$.22 to \$.50	From \$.30 to \$.75
ONE (1) PER WEEK	From \$.11 to \$.25	From \$.15 to \$.38

**Clerk to the Board Instructions:**



October 12, 2022

**MEMORANDUM**

**TO:** Jerry Visco, Human Resources Director

**RE:** Item F.29., Permission to Advertise Public Hearing Regarding Merit System Policy Changes

The Board of County Commissioners, in regular session on October 11, 2022, in accordance with Chapter 82, Personnel, Brevard County Code, granted permission to advertise for a Public Hearing on amendments to Merit System Policy II, Pay Plan.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS  
RACHEL M. SADOFF, CLERK

*Kimberly Powell*  
Kimberly Powell, Clerk to the Board

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