



Agenda Report

2725 Judge Fran Jamieson
Way
Viera, FL 32940

Consent

F.30.

10/11/2022

Subject:

Incentive Pay for Non-Bargaining Unit Employees

Fiscal Impact:

\$23,816 annually.

Dept/Office:

Human Resources

Requested Action:

It is requested that the Board of County Commissioners authorize incentive pay for non-LIUNA employees, at consolidated classification levels of Administrative Officer II and below be eligible for incentive pay consistent with the LIUNA Labor Agreement. The effective date would be 10/01/2022, the same effective date as the LIUNA Bargaining Unit Agreement.

Summary Explanation and Background:

It has been the Board's policy that similarly situated employees in non-bargaining unit positions receive similar benefits to those negotiated for the bargaining unit. It is in the County's best interest to encourage all employees engaged in the operation and maintenance of the County's utility systems to receive the technical training required for the licensing program.

Recommended modifications/additions to incentives include the following:

Florida Department of Environmental Regulation (FDEP) Water or Wastewater Treatment Plant Operator certification:

- Treatment Plant Operator's "A" License - \$2.30 (up from \$1.25) per hour total incentive (\$184.00 biweekly for eligible salaried employees)
- Treatment Plant Operator's "B" License- \$1.40 (up from \$0.75) per hour total incentive (\$112.00 biweekly for eligible salaried employees)
- Treatment Plant Operator's "C" License- \$0.45 (up from \$0.25) per hour total incentive (\$36.00 biweekly for eligible salaried employees)

Florida Water & Pollution Control Operators Association (FWPCOA) Collection certification:

- "A" Level Certification- \$0.90 (up from \$0.50) per hour total incentive (\$72.00 biweekly for eligible salaried employees)
- "B" Level Certification- \$0.45 (up from \$0.25) per hour total incentive (\$36.00 biweekly for eligible salaried employees)

- "C" Level Certification - \$0.30 (up from \$0.15) per hour total incentive (\$24.00 biweekly for eligible salaried employees)

Florida Water & Pollution Control Operators Association (FWPCOA) Reclaimed Water certification:

- Reclaimed Water Field Inspector - \$0.45 (up from \$0.25) per hour total incentive (\$36.00 biweekly for eligible salaried employees)
- Adding the following incentives for:
 - Reclaim Water Distribution Level "A" - \$0.90 per hour (\$72.00 biweekly for eligible salaried employees)
 - Reclaim Water Distribution Level "B" - \$0.45 per hour (\$36.00 biweekly for eligible salaried employees)
 - Reclaim Water Distribution Level "C" - \$0.30 per hour (\$24.00 biweekly for eligible salaried employees)

Florida Water & Pollution Control Operators Association (FWPCOA) Backflow certification:

- Backflow Repair - \$0.45 (up from \$0.25) per hour total incentive (\$36.00 biweekly for eligible salaried employees)
- Backflow Tester - \$0.45 (up from \$0.25) per hour total incentive (\$36.00 biweekly for eligible salaried employees)

Possession of dual Operator's license for both water and wastewater shall receive incentive pay for the highest held:

- C License \$0.30 (up from \$0.15) per hour total incentive (\$24.00 biweekly for eligible salaried employees)
- B License \$0.45 (up from \$0.25) per hour total incentive (\$36.00 biweekly for eligible salaried employees)
- A License \$0.90 (up from \$0.50) per hour total incentive (\$72.00 biweekly for eligible salaried employees)

Florida Department of Environmental Regulation (FDEP) Water Distribution System certification:

- Level "1" License- \$1.40 (up from \$0.75) per hour total incentive (\$112.00 biweekly for eligible salaried employees)
- Level "2" License- \$0.90 (up from \$0.50) per hour total incentive (\$72.00 biweekly for eligible salaried employees)
- Level "3" License- \$0.45 (up from \$0.40) per hour total incentive (\$36.00 biweekly for eligible salaried employees)

Solid Waste Landfill Certified and/or Transfer Station Certified:

- Shall receive \$0.50 (up from \$0.25) per hour total incentive (\$40.00 biweekly for eligible salaried employees)

Clerk to the Board Instructions:



Kimberly Powell, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001
Fax: (321) 264-6972
Kimberly.Powell@brevardclerk.us

October 12, 2022

MEMORANDUM

TO: Jerry Visco, Human Resources Director

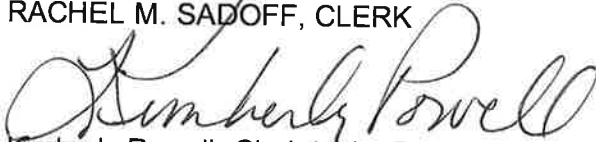
RE: Item F.30., Incentive Pay for Non-Bargaining Unit Employees

The Board of County Commissioners, in regular session on October 11, 2022, authorized incentive pay for non-LIUNA employees, at consolidated classification levels of Administrative Officer II, and the attached be eligible for incentive pay consistent with the LIUNA Labor Agreement, with effective date being October 1, 2022, the same effective date as the LIUNA Bargaining Unit Agreement. Enclosed is a copy of the Agenda Report.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
RACHEL M. SADOFF, CLERK


Kimberly Powell, Clerk to the Board

Encl. (1)

/tr

cc: Finance
Budget