



Agenda Report

2725 Judge Fran Jamieson
Way
Viera, FL 32940

Consent

F.4.

2/24/2026

Subject:

Approval, Re: Revise current incentive structure for Fire Apparatus Service Technicians.

Fiscal Impact:

\$7,920 for FY 25/26.

Dept/Office:

Public Safety Group: Brevard County Fire Rescue

Requested Action:

It is requested that the Board of County Commissioners approve a revision of the current incentive-based career path for Fire Rescue Apparatus Service Technicians and authorize the County Manager to execute any required memos, necessary budget amendments (BCRs) or other administrative documents needed to implement approved changes.

Summary Explanation and Background:

In 2004, the County approved a certification-based incentive program for Fire Rescue emergency vehicle technicians to encourage professional development and recognize specialized technical skills. While the program has supported certification attainment, its current structure has become increasingly rigid and difficult to administer, limiting employees' ability to progress through incentive levels.

The Department requests the following incentive changes:

1. Allow BCFR Fleet technicians to obtain Emergency Vehicle Technician (EVT)/Automotive Service Excellence (ASE) certification as exams become available, and be credited with the appropriate incentive pay once an appropriate number of tests are successfully passed. Currently, exams are not available sequentially, causing technicians to have long gaps before the next required test is available. The proposed revision introduces a flexible, certification-based structure that broadens approved options while maintaining consistent standards and better aligning incentives with job responsibilities and available training opportunities.
2. Change incentive structure from \$0.30 to \$1.05 per level and limit the advancement to one level per year. This will ensure fiscal responsibility and create a phased, predictable financial impact.

This request has been coordinated with Human Resources.

Clerk to the Board Instructions:

None



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February 25, 2026

M E M O R A N D U M

TO: Chief Patrick Voltaire, Fire Rescue Director

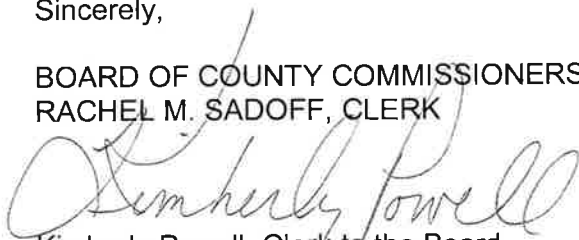
RE: F.4., Revise Current Incentive Structure for Fire Apparatus Service Technicians

The Board of County Commissioners, in regular session on February 24, 2026, approved a revision of the current incentive-based career path for Fire Rescue Apparatus Service Technicians; and authorized the County Manager to execute any required memos, necessary budget amendments (BCRs), or other administrative documents needed to implement approved changes.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
RACHEL M. SADOFF, CLERK


Kimberly Powell, Clerk to the Board

/tr

cc: Public Safety
Finance
Budget

Fire Rescue Fleet Services Career Path

Current Incentive Level Requirements:

Maximum total incentive is \$1.80 per hour for employees who obtain and maintain all twenty-six (26) required ASE and/or EVT certifications in the order listed.

Fire Apparatus Technician

Level I	\$0.30	Expiration Date
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ASE Exams:

T-4 Truck, Brakes _____

T-5 Truck, Suspension & Steering _____

EVT Exams:

F-1 Inspection, Maintenance & Testing _____

F-2 Desing & Performance _____

Level II	\$0.30	Expiration Date
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ASE Exams:

T-2 Truck, Diesel Engines _____

T-3 Truck, Drive Train _____

T-6 Truck, Electrical Systems _____

EVT Exams:

F-3 Fire Pumps and Accessories _____

F-4 Electrical Systems _____

Level III	\$0.30	Expiration Date
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ASE Exams:

T-1 Truck, Gasoline Engines _____

T-7 Truck, Heating and Air Cond _____

EVT Exams:

F-5 Aerial Fire Apparatus _____

F-6 Allison Auto Transmission _____

Ambulance Technician

Level I	\$0.30	Expiration Date
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ASE Exams:

A-4 Auto, Suspension and Steering _____

A-5 Auto, Brakes _____

EVT Exams:

E-0 Inspection, Maintenance & Testing _____

E-1 Design and Performance _____

Level II	\$0.30	Expiration Date
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ASE Exams:

A-9 Auto, Diesel Engines _____

T-3 Truck, Drive Train _____

T-4 Truck, Brakes _____

EVT Exams:

E-2 Ambulance Electrical Systems _____

E-3 Ambulance Heating, AC & Ventilation _____

Level III	\$0.30	Expiration Date
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ASE Exams:

T-1 Truck, Gasoline Engines _____

T-2 Truck, Diesel Engines _____

T-5 Truck Suspension _____

EVT Exams:

E-4 Cab, Chassis, and Powertrain _____

**Fire Rescue Fleet Services Career Path
Proposed Incentive Level Requirements:**

Employees must complete the full number of required certifications for a given level in order to qualify for the corresponding incentive rate. Partial completion of a level does not qualify for incremental incentive payment. Incentives are cumulative, with a maximum total incentive of \$6.05 per hour for employees who obtain and maintain full set of qualifying certifications, representing a total of twenty-six (26) ASE and/or EVT certifications.

*The approved certification list is provided on the following page.

Fire Apparatus Technician

Level I	\$1.05	Expiration Date
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Any 4 ASE OR EVT certifications from the approved list:

_____	_____
_____	_____
_____	_____
_____	_____

Level II	\$ 1.05	Expiration Date
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Any 4 ASE OR EVT certifications from the approved list:

_____	_____
_____	_____
_____	_____
_____	_____

Level III	\$1.05	Expiration Date
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Any 5 ASE OR EVT certifications from the approved list:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Ambulance Technician

Level I	\$1.05	Expiration Date
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Any 4 ASE OR EVT certifications from the approved list:

_____	_____
_____	_____
_____	_____
_____	_____

Level II	\$1.05	Expiration Date
----------	--------	-----------------

Any 4 ASE OR EVT certifications from the approved list:

_____	_____
_____	_____
_____	_____
_____	_____

Level III	\$1.05	Expiration Date
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Any 5 ASE OR EVT certifications from the approved list:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

EVT INCENTIVE LIST

AIRPORT RESCUE & FIREFIGHTING VEHICLE CERTIFICATIONS

- A1 - DESIGN & PERFORMANCE
- A2 - CHASSIS & COMPONENTS
- A3 - EXTINGUISHING SYSTEMS

AMBULANCE CERTIFICATIONS

- E0 - MAINTENANCE, INSPECTION & TESTING
- E1 - DESIGN & PERFORMANCE
- E2 - ELECTRICAL SYSTEMS
- E3 - HVAC
- E4 - CAB, CHASSIS & POWERTRAIN

FIRE APPARATUS CERTIFICATIONS

- F1 - MAINTENANCE, INSPECTION & TESTING
- F2 - DESIGN & PERFORMANCE
- F3 - FIRE PUMPS & ACCESSORIES
- F4 - ELECTRICAL SYSTEMS
- FA4 - ADVANCED ELECTRICAL SYSTEMS (MUST HAVE F4 OR E2)
- F5 - AERIAL FIRE APPARATUS
- F6 - ALLISON AUTOMATIC TRANSMISSION
- F7 - FOAM SYSTEMS
- F8 - HYDRAULIC SYSTEMS

MANAGEMENT CERTIFICATIONS

- M1 - MANAGEMENT LEVEL 1 SUPERVISOR
- M2 - MANAGEMENT LEVEL 2 SUPERVISOR (MUST HAVE M1)

ASE INCENTIVE LIST

AUTOMOTIVE & LIGHT TRUCK CERTIFICATIONS

- A1 - ENGINE REPAIR
- A2 - AUTOMATIC TRANSMISSION/TRANSAXLE
- A3 - MANUAL DRIVE TRAIN & AXLES
- A4 - SUSPENSION & STEERING
- A5 - BRAKES
- A6 - ELECTRICAL/ELECTRONIC SYSTEMS
- A7 - HEATING & AIR CONDITIONING
- A8 - ENGINE PERFORMANCE
- A9 - LIGHT VEHICLE DIESEL ENGINES

MEDIUM-HEAVY TRUCK CERTIFICATIONS

- T1 - GASOLINE ENGINES
- T2 - DIESEL ENGINES
- T3 - DRIVE TRAIN
- T4 - BRAKES
- T5 - SUSPENSION & STEERING
- T6 - ELECTRICAL/ELECTRONIC SYSTEMS
- T7 - HEATING, VENTILATION & AIR CONDITIONING (HVAC)
- T8 - PREVENTIVE MAINTENANCE INSPECTION

TYPE 4 BRUSH TRUCK/MILITARY VEHICLE CERTIFICATIONS

- MIL1- MILITARY FUNDAMENTALS
- MIL2 - DIESEL ENGINES
- MIL3 - DRIVE TRAIN
- MIL4 – CHASSIS
- MIL5 – SUSPENSION, STEERING AND HYDRAULICS
- MIL6 – ELECTRICAL/ELECTRONIC SYSTEMS
- MIL7 – HEATING, VENTILATION & AIR CONDITIONING (HVAC)
- MIL8 – PREVENTIVE MAINTENANCE CHECKS & SERVICES (PMCS)