

FIRST AMENDMENT
TO THE COLLECTIVE BARGAINING AGREEMENT
BY AND BETWEEN
THE CITY OF FORT PIERCE
AND
THE COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION
(Sergeants' & Lieutenants" Unit)

This First Amendment is made and entered this 5th day of January, 2026, by and between the **CITY OF FORT PIERCE** (hereinafter referred to as "**CITY or EMPLOYER**"), and **COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION**, (hereinafter referred to as "**ASSOCIATION or EMPLOYEE(S)**") (collectively hereinafter referred to as "Parties").

RECITALS:

WHEREAS, on or about October 14, 2024, the EMPLOYER entered into an agreement with the EMPLOYEES to promote and maintain harmonious and cooperative relationships between the EMPLOYER and the EMPLOYEES, both individually and collectively; and

WHEREAS, the Parties now mutually desire to amend the Agreement to revise the pay scale of EMPLOYEES during the fiscal years covered within this Agreement; and

NOW THEREFORE, in consideration of the mutual terms, conditions, promises, covenants and other good and valuable consideration of which is hereby acknowledged, the Parties agree as follows:


- 1.The foregoing recitations are true and correct and are incorporated herein by reference.
- 2.Article 33 (Wages) of the Agreement is deleted in its entirety and replaced with the attached "Revised Article 33."
- 3.Except as otherwise set forth herein, the terms and conditions of the Agreement, shall remain in full force and effect between the Parties. In the case of a perceived conflict between the terms of the Agreement and this First Amendment, this First Amendment shall govern.
- 4.The Parties agree for purposes of this amendment, the amendment may be executed in several counterparts, each of which shall be deemed an original and all of which shall constitute one and the same instrument, and shall become effective when counterparts have been signed by each of the Parties and delivered to the other Parties; it being understood that all Parties need not sign the same counterparts. Facsimile and electronic mail copies in "portable document format" (".pdf") form are acceptable and shall constitute effective execution and delivery of this amendment as to the Parties and may be used in lieu of the original amendment for all purposes. Signatures of the Parties transmitted by facsimile shall be deemed to be their original signatures for all purposes.

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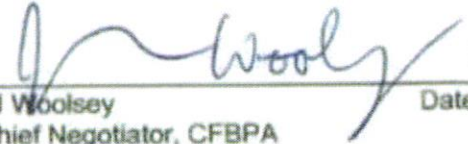
IN WITNESS WHEREOF, the Parties execute this First Amendment on the date(s) set forth below:

For The City of Fort Pierce

**For The Coastal Florida
Police Benevolent Association**

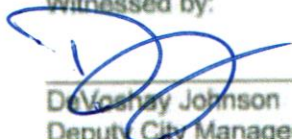


Linda Hudson Date
Mayor



JJ Woolsey Date
Chief Negotiator, CFBPA


Witnessed by:



DeWayne Johnson Date
Deputy City Manager




Union Representative Date



Richard Chess Date
City Manager




Robert Riddle Date
Interim Chief of Police



Jared Sorensen Date
Chief Negotiator / HR

Approved as to form and correctness:



Sara Medges, Esq. Date

**REVISED ARTICLE 33
WAGES
LIEUTENANTS AND SERGEANTS
FY 2025**

SECTION 33.1

For the CITY'S Fiscal Year 2026, starting on October 1, 2025:

- A step pay scale for bargaining unit members is established as provided in Table 1. The step pay scale includes a range from 6% to 14% increase from the previously established pay scale approved by the City Commission in FY 2025.
- Members will move to their correct step as provided in Table 2 for the FY 2026.
- The pay provisions for Fiscal Year 2026 will be retroactive to October 1, 2025.

For Fiscal Year 2026, Members will be placed into the next higher step. Members in step seven (7) for Lieutenants and step ten (10) for Sergeants will not receive any increase above the negotiated increase in that step. All steps / increases are contingent upon funding availability.

| LIEUTENANTS | FY 2026 |
|--------------------|----------------|
| Pay Step | |
| 1 | \$ 112,500.00 |
| 2 | \$ 114,500.00 |
| 3 | \$ 116,500.00 |
| 4 | \$ 118,500.00 |
| 5 | \$ 121,500.00 |
| 6 | \$ 123,500.00 |
| 7 | \$ 125,000.00 |
| | |
| SERGEANTS | FY 2026 |
| Pay Step | |
| 1 | \$ 100,000.00 |
| 2 | \$ 101,000.00 |
| 3 | \$ 102,000.00 |
| 4 | \$ 103,000.00 |
| 5 | \$ 104,000.00 |
| 6 | \$ 105,000.00 |
| 7 | \$ 106,000.00 |
| 8 | \$ 107,000.00 |
| 9 | \$ 108,000.00 |
| 10 | \$ 109,000.00 |

| Table 2 | |
|--|--------------------|
| Step as of Date of Promotion Fiscal Year-2026 (Lieutenants) | |
| Step | Dates of Promotion |
| | |

| | | | |
|--|--------------------|----------|--------------------|
| 1 | October 1, 2025 | <i>I</i> | September 30, 2026 |
| 2 | October 1, 2024 | <i>I</i> | September 30, 2025 |
| 3 | October 1, 2023 | <i>I</i> | September 30, 2024 |
| 4 | October 1, 2022 | <i>I</i> | September 30, 2023 |
| 5 | October 1, 2021 | <i>I</i> | September 30, 2022 |
| 6 | October 1, 2020 | <i>I</i> | September 30, 2021 |
| 7 | Before | | September 30, 2020 |
| Step as of Date of Promotion Fiscal Year 2026 (Sergeants) | | | |
| Step | Dates of Promotion | | |
| 1 | October 1, 2025 | <i>I</i> | September 30, 2026 |
| 2 | October 1, 2024 | <i>I</i> | September 30, 2025 |
| 3 | October 1, 2023 | <i>I</i> | September 30, 2024 |
| 4 | October 1, 2022 | <i>I</i> | September 30, 2023 |
| 5 | October 1, -2021 | <i>I</i> | September 30, 2022 |
| 6 | October 1, 2020 | <i>I</i> | September 30, 2021 |
| 7 | October 1, 2019 | <i>I</i> | September 30, 2020 |
| 8 | October 1, -2018 | <i>I</i> | September 30, 2019 |
| 9 | October 1, -2017 | <i>I</i> | September 30, 2018 |
| 10 | Before | | September 30, 2017 |

SECTION 33.2- HOUSING ALLOWANCE

All officers living within the City of Fort Pierce in service years one through ten (1-10) are eligible to receive a housing allowance of three thousand (3,000) dollars per year or two hundred fifty dollars (250) per month, as funding permits. Officers must verify their address and notify Human Resources of any address changes within seven (7) days.

SECTION 33.3 EMERGENCY PAY

In the case of declared emergency, the rate of pay shall follow the City of Fort Pierce Emergency Pay Policies.