

## Road and Bridge/Public Works Texas Commercial Driver's License Incentive Pay

Approved Road and Bridge employees who have and maintain a Texas Commercial Driver's License (Texas CDL) Class B, A, or A+Hazmat will receive incentive pay. Texas CDL drivers perform departmentally necessary and useful functions that regular driver's license holders cannot perform in Road and Bridge. Those not required to have a Texas CDL Class B, A or Hazmat and still choose to keep and maintain one enhance the department's ability to perform its functions. Maintaining a Texas CDL also requires extra responsibility and higher scrutiny than those with regular driver's licenses. Incentive pay will be granted in the manner outlined below.

### A. Eligibility:

To be eligible for this pay, each employee must hold a current, valid Texas CDL of the appropriate class and with the appropriate endorsement. Each employee must be full time. Current eligible classifications in Road and Bridge are – SM02, SM04, SC01, SC02, SC03, SC04, SC05. *Employees with a job title including the words "Truck Driver" or that by job description are required to hold a Texas CDL or Endorsement are ineligible for incentive pay.*

### B. Employee Responsibility:

Employees are responsible for staying up to date and complying with all current licensure requirements. Employees are responsible for providing proof of licensure (i.e. copy of license, etc) to the Department and Human Resources initially, and at any subsequent renewal or change of status. Any lapse, revocation, or suspension of license must be reported immediately, and will be cause for immediate removal of incentive pay, made retroactive to the date of ineligibility.

### C. Incentive Pay Scale:

Incentive pay will be paid to eligible employees per paycheck (every 2 weeks) as prescribed below.

\*Approved FY 23 Budget. To become effective 10-01-2022

	Annual Maximum	Amount Per Paycheck
Texas CDL Class B	\$1,040	\$40
Texas CDL Class A	\$2,600	\$100
Texas CDL Hazmat Endorsement	\$4,160	\$160