

**Rockdale County Fire and Rescue Incentive Program**

**Incentive Pay Plan**

The Incentive Pay portion of this plan is intended to compensate full-time employees (Fire and 911) for accomplishments, certifications and licensing that are related to their job and enhances the service capability of RCFR to the community. There are three (3) categories in which an employee can earn incentive pay:

**EMS Certification      Education level      Longevity**

Each of the categories has its own criteria and thresholds to be eligible for Incentive Pay compensation.

The decision of the validity or acceptance of any submittal item for Incentive Pay rests with the Chief of the Department with approval from Talent Management. Portions of this program can be amended or deleted at any time at the discretion of the Chief of the Department with the approval of the Rockdale County BOC.

**EMS Certification**

This is one of the most important categories in the Incentive Pay plan. RCFR holds a First Responder license from the State of Georgia that allows RCFR to respond to medical emergencies. One of the criteria to hold the license is to have a certain percentage of EMTs to be certified at the EMT-Advanced level (A previous EMT-Intermediate certification is still valid for this level but is no longer available for new EMTs).

There would be four (4) incentive annual levels in this portion of the plan for FIRE:

Level 1:	No EMS training or First Responder only	\$0
Level 2:	EMT – B (Basic)	\$1,350
Level 3:	EMT –A (or I)	\$2,450
Level 4:	Paramedic	\$2,950

There would be one (1) incentive annual level in this portion of the plan for 911:

Level 1:	EMD certification (Emergency Medical Dispatch)	\$ 500
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An employee can only be compensated for a single EMS Level at any one time.

**Education**

The educational component of the plan will compensate individuals for attaining college degrees in the fields of or relating to the Fire Service. These include, but are not limited to, Fire Service, Fire Management, Emergency Management, Public Safety, Criminal Justice, Public Administration, or other related degrees at the rates listed below. As the Fire Service is relatively new in the area of higher educational degrees, the list

of related degrees is ever changing. The Fire Chief reserves the right to submit additional degrees to Talent Management for approval that can be deemed related to the areas of Public Safety and Service. The Fire Chief also reserves the right to submit degrees to Talent Management for approval that can be considered to have an educational value to fire service components. These submittals will have a justification of validity and a recommendation of the Fire Chief attached.

The degree must be from a school, college or university that is accredited by a Regional or National accrediting agency that is recognized by the U.S Department of Education ([https://ed.gov/admins/finaid/accred/accreditation\\_pg6.html#RegionalInstitutional](https://ed.gov/admins/finaid/accred/accreditation_pg6.html#RegionalInstitutional)).

There would be four (4) incentive annual levels in this portion of the plan:

Level 1:	No Higher Education degree	\$ 0
Level 2:	Associates Degree	\$1,000
Level 3:	Bachelor Degree	\$1,500
Level 4:	Masters (or higher)	\$2,000

An employee can only be compensated for a single Education Level at any one time. Degrees cannot be 'stacked' for multiple compensation within the Education category. Employees will not receive incentive compensation for degrees that are a requirement of their position.

To be eligible for this portion of the incentive plan, the degree would have to be complete and verification of education would have to be completed via the Talent Management Department.

- **Note:** Some EMT and Paramedic programs offer (or require) an Associate Degree in the initial certification process. It is the intent of the Incentive Plan for each degree or certification to be used only once within the program. The employee must choose to which category they intend the degree to be applied (EMS or Educational). It cannot be applied to and/or compensated in both categories for the same degree.

### Longevity

The purpose of Longevity incentive pay would be to add an additional financial anchor for our employees. The fire service is a paramilitary / rank based organization which promotes from within. It is extremely rare to hire employees into a fire department at other than entry level or one of the highest levels (non-field chiefs). The on-going working relationships and the level of trust required in the field is paramount in the effective and efficient operation of a local fire department.

The plan will be to acknowledge longevity annually with increases each 5 years. There are nine (9) steps in this portion of the plan. Longevity is computed by using the employee's anniversary date. Listed is the amount to be given annually.

Level 1:	0-1 year	\$ 0
Level 2:	1-4 years	\$ 450
Level 3:	5-9 years	\$ 900
Level 4:	10-14 years	\$1,350
Level 5:	15-19 years	\$1,800
Level 6:	20-24 years	\$2,250
Level 7:	25-29 years	\$2,700

Level 8:	30-34 years	\$3,150
Level 9:	35+ years	\$3,600


Eligibility for longevity will also include the stipulation that an employee must have scored in the Satisfactory (or higher) range in their most recent review (annual or mid-year) for the employee to receive Longevity Incentive Pay for that period.


In the instance of an employee who has been rehired by RCFR, Incentive Pay for Longevity will be based upon the latest hire date on file. The purpose of rewarding Longevity is for continuous service.

**Policy Changes**

The County reserves the right to delete, modify, amend or terminate this policy at any time, with or without prior notice.

Approved this 10 day of October 2017

Board of Commissioners  
  
Osborn Nesbitt, Sr., Chairman

ATTEST:  
  
Jennifer O. Rutledge, County Clerk