

Rockdale County Fire and Rescue Incentive Program

**Incentive Pay Plan**

The Incentive Pay portion of this plan is intended to compensate full-time employees of Rockdale County Fire Rescue for accomplishments, certifications, and licensing that are related to their job and enhance the service capability of RCFR to the community. There are two (2) categories in which an employee can earn incentive pay:

**EMS Certification**

**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-Basic certification).

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

Level 1:	Firefighter-EMT/Recruit	Hourly, Non-suppression Min. Pay
Level 2:	Firefighter I	Hourly, suppression Min. Pay
Level 3:	Firefighter I/II/EMT	(includes + <b>\$1350</b> incentive pay)
Level 4:	Paramedic	(includes + <b>\$2700</b> incentive pay)

An employee can only be compensated for a single EMS Level at any one time.

**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. The on-going working relationships and the level of trust required in this field are paramount to the effective and efficient operation of the organization.

The plan will be to acknowledge longevity annually with possible increases every 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 received Solid Performer (or higher) 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, Longevity Incentive Pay 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.

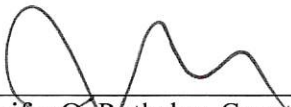
Approved this 27<sup>th</sup> day of August, 2024

Rockdale County, Georgia  
Board of Commissioners



Osborn Nesbitt, Sr., Chairman

ATTEST:



Jennifer O. Rutledge, County Clerk/  
Executive Director of Government Affairs



**Board of Commissioners  
Agenda Item Transmittal Form  
Policy Transmittal Form**

<b>Type of Request:</b> New and Amended Employee Policies		<b>County Clerk Use Only</b> Policy #:
<input type="checkbox"/> <b>Submission Information</b>	<input type="checkbox"/> <b>Information</b>	
<b>Contact Name:</b> Chantall Hunt	<b>Summary of Request:</b> This request includes the adoption of five (5) new employee policies and the amendment of six (6) existing policies.	
<b>Department:</b> Talent Management		
<input type="checkbox"/> <b>Department Director /Elected Official Signature</b>	<input type="checkbox"/> <b>Chief Operating Officer Signature</b>	
I have reviewed the attached, and it is approved as to substance.	I have reviewed the attached, and it is approved for processing.	
<b>Signature:</b> <i>Kimberly Redd</i> <b>Date:</b> 8/21/24	<b>Signature:</b> <b>Date:</b>	
<input type="checkbox"/> <b>County Attorney Signature</b>	<input type="checkbox"/> <b>Executive Director of Government Affairs/County Clerk Signature</b>	
I have reviewed the attached, and it is approved as to form.	I have reviewed the attached, and it is approved for processing.	
<b>Signature:</b> <b>Date:</b>	<b>Signature:</b> <b>Date:</b>	

Notes and Comments:		
Title	Type	Policy Number
Rehabilitation Policy	New	
Severance Pay Policy	New	
Travel Per Diem & Mileage Policy	New	
Civility & Anti-Bullying Policy	New	
Bilingual Incentive Program Policy	New	
Fire and Rescue Incentive Pay Policy	Amendment to Existing	2017-4-33 (Amended 10/10/2017)
Disciplinary Procedures Policy	Amendment to Existing	2006-4-29 (Amended 12/8/2020)
Tuition Reimbursement Policy	Amendment to Existing	2006-4-2 (Amended 12/13/2022)
Drug & Alcohol Use Policy	Amendment to Existing	2018-4-22
Sick Leave Policy	Amendment to Existing	2022-4-40
Non-Discrimination & Anti-Harassment Policy	Amendment to Existing	2006-14-7 (Amended 12/10/2019)