

Kingsburg Professional Firefighters Association

MOU Incentive Plan

Discussion Points

MINIMUM DAILY STAFFING

4.0 – (1) Captain, (1) Engineer, (2) Firefighters – (2) Engine, (2) Medic

- 1st Recall – Full-time
- 2nd Recall – Part-time Reserve

**6.0 Peak hour staffing (Mon. – Fri. 08:00hrs 20:00hrs) using (2) Reserves*

INCENTIVE PAY GUIDELINES

- *Each employee is eligible for a maximum of 10% incentive pay within their job classification.*
- *Members may use a combination of certification, education and/or assignment pay incentives to achieve a maximum of 20%.*
- *Certification incentives are ONLY paid when operating within the job classification listed and are not cumulative.*
- *Employees who obtain certifications outside of their current job classification shall earn the designated incentive pay at the time of promotion to the appropriate job classification provided the certification remains valid.*
- *It shall be the responsibility of the employee to provide an electronic submission of their certification to the Human Resources Officer.*
- *Certification incentive pay shall be awarded at the time of submission and is NOT retroactive.*
- *Assignment incentive pay shall be awarded at the time of appointment through the duration of the assignment.*
- *Assignment pay is awarded at the discretion of the Fire Chief and may be discontinued based on employee performance, failure to maintain certification requirements or a change in department needs.*
- *Incentive pay shall not be eligible for Cal-PERS unless specified by Cal-PERS guidelines.*
- *Existing employees shall be “grandfathered” and eligible for incentives within their current classification (i.e. Captain, Engineer, etc.).*

JOB CLASSIFICATIONS

Fire Academy Graduate

- Fire Academy Graduate/EMT (eligible for FFI) Starts at Grade A
- Fire Academy Graduate/Paramedic (eligible for FFI) Starts at Grade B

Firefighter/EMT

- Firefighter I/EMT Starts at Grade B
- Firefighter II/EMT Starts at Grade C

Firefighter Paramedic

- Firefighter I/Paramedic Starts at Grade C
- Firefighter II/Paramedic Starts at Grade D

- Minimum qualifications for employment shall also include Haz-mat Operations certification
- Upon successful completion of probation, an entry-level employee shall be eligible for a step increase (i.e., State A to Step B).

Acting Engineer/Paramedic – Acting Engineer/EMT 5.0%

- Minimum of 2 years of continuous service
- Firefighter II
- Haz-mat Operations
- Rescue Systems I
- Driver/Operator 1A

2.5%

- Driver/Operator 1B
- Class C California Driver’s License with Firefighter Endorsement
- Written / Practical Examination

Available Incentives: 2.5%

Example: Firefighter (Grade X) earns %5 for completing the minimum course requirements and successfully earning a passing score on the Acting Engineer written and practical examination. Upon earning “Acting Engineer” status, he/she is then eligible for an additional 2.5% incentives within the job classification.

Engineer/Paramedic – Engineer/EMT (Promotional Opportunity – Limit 3)

- Minimum of 3 years of continuous service
- Firefighter II
- Haz-mat Operations
- Rescue Systems II 2.5%
- Instructor I or EMS Instructor 2.5%
- Driver/Operator 1A
- Driver/Operator 1B
- Aerial Apparatus Operations 2.5%
- Class C California Driver’s License with Firefighter Endorsement
- Written / Practical Examination

Available Incentives: 7.5%

Example: An Acting Engineer (Grade X) is eligible for a promotional salary increase and an additional 7.5% of incentives within the job classification upon successfully passing the Engineer written and practical examination.

Acting Captain 5.0%

- Minimum of 4 years of continuous service
- Must currently be an Engineer/Paramedic – Engineer / EMT Classification
- Rescue Systems III 2.5%
- California State Fire Marshal Fire Officer Certification or;
- California State Fire Marshal Company Officer Courses 2.5%
 - Company Officer 2A
 - Company Officer 2B
 - Company Officer 2C
 - Company Officer 2D
 - Company Officer 2E
- Instructor II 2.5%
- Fire Inspector I 2.5%
- Written / Practical Examination

Available Incentives: 10%

Example: An Engineer (Grade X) earns %5 for completing the minimum course requirements and successfully earning a passing score on the Acting Captain written and practical examination. Upon earning “Acting Captain” status, he/she is then eligible for an additional 5% incentives within the job classification.

Captain (Promotional Opportunity – Limit 3)

- Must currently be an Engineer/Paramedic – Engineer / EMT Classification
- Minimum of 5 years of continuous service
- Completion of AS/AA
- California State Fire Marshal Fire Officer Certification or;
- California State Fire Marshal Company Officer Courses 2.5%
 - Company Officer 2A

- Company Officer 2B
- Company Officer 2C
- Company Officer 2D
- Company Officer 2E
- California State Fire Marshal Chief Fire Officer Certification or;
- California State Fire Marshal Chief Fire Officer Series 2.5%
 - Chief Fire Officer 3A
 - Chief Fire Officer 3B
 - Chief Fire Officer 3C
 - Chief Fire Officer 3D
- Instructor II
- Fire Inspector II 2.5%
- Written Examination / Assessment Center

Available Incentive Pay: 5.0%

Example: A Captain (Grade X) is eligible for a promotional salary increase and an additional 5.0% of incentives within the job classification upon successfully passing the Captain's written examination and promotional assessment center.

CERTIFICATIONS BASED INCENTIVE PAY

- Firefighter I 2.5%
- Firefighter II 2.5%
- Driver/Operator (1A & 1B) 2.5%
- California State Fire Marshal Company Officer Series 2.5%
 - Company Officer 2A
 - Company Officer 2B
 - Company Officer 2C
 - Company Officer 2D
 - Company Officer 2E
- California State Fire Marshal Chief Fire Officer Series 2.5%
 - Chief Fire Officer 3A
 - Chief Fire Officer 3B
 - Chief Fire Officer 3C
 - Chief Fire Officer 3D
- Instructor I – Instructor Methodology 2.5%
- Instructor II - Instructor Development 2.5%
- Instructor III – Instructor Program Management 2.5%
- EMS Instructor 2.5%
- Fire Inspector I 2.5%
 - Fire Inspector 1A
 - Fire Inspector 1B
 - Fire Inspector 1C
 - Fire Inspector 1D
- Fire Inspector II 2.5%
 - Fire Inspector 2A
 - Fire Inspector 2B
 - Fire Inspector 2C
 - Fire Inspector 2D
- Rescue Systems I 2.5%
- Rescue Systems II 2.5%
- Rescue Systems III 2.5%

Specialty Certification Incentives:

Any member with 2 or more years of service may be eligible for these incentives (1 member per shift)

- Haz-mat Technician 2.5%
 - Haz Mat 1A
 - Haz Mat 1B
 - Haz Mat 1C
 - Haz Mat 1D
- Fire Investigator 2.5%
 - Fire Investigation 1A
 - Fire Investigation 1B
 - Fire Investigation 1C

EDUCATIONAL INCENTIVES

All Job Classifications Eligible:

- Associates of Science /Associates of Arts 2.5%
- Bachelor of Science / Bachelor of Arts 5.0%
- Master of Science / Master of Arts 7.5%

**New hires become eligible for educational incentives upon successful completion of their one-year probationary period.*

Limited to Captains ONLY:

- Executive Fire Officer (National Fire Academy) 5.0%
- Fire Officer Designation (Center for Public Safety Excellence) 2.5%
- Chief Fire Officer Designation (Center for Public Safety Excellence) 5.0%
- Chief EMS Officer Designation (Center for Public Safety Excellence) 5.0%

ACTING CLASSIFICATION INCENTIVE

- Acting Engineer/Paramedic – Acting Engineer/EMT 5.0%
- Acting Captain 5.0%

ASSIGNMENT PAY INCENTIVES

Assignment pay incentives shall be assigned by the Fire Chief. Eligibility is based on the needs of the department as determined by the Fire Chief.

- Training Officer (Instructor III – Instructor Program Management required) (Limited to 1) 5.0%
 - Responsible for managing and coordinating fire /EMS training for certification and compliance
- Shift Training Officer (Instructor II required) (Limited 1 per shift) 2.5%
 - Responsible for coordination and scheduling of Fire/EMS shift training
- Fire Inspections / Compliance Manager (Fire Inspector I required) (Limited to 1) 2.5%
 - Responsible for overseeing company level / business inspections for fire code compliance (Includes annual systems testing records)
- EMS Coordinator / Paramedic Liaison Officer (PLO) (Limited to 1) 2.5%
 - Oversees EMS compliance, CQI, billing inquires, reporting, etc.
- Firefighter Reserve Program Manager (Limited to 1) 5.0%
 - Responsible for managing recruitment, training and scheduling of all reserve firefighters

- Explorer Program Manager (Limited to 1) 2.5%
 - Responsible for recruitment/retention of Explorers, monthly training, event scheduling
- Fire Investigator (Fire Investigator certification required) (Limited to 2) 2.5%
 - Responsible for maintaining minimum training requirements, monthly meetings, scene investigations
- Fleet / Equipment Manager (Limited to 1) 5.0%
 - Responsible for maintaining operational fleet of frontline and reserve apparatus, equipment inventory, annual testing & compliance
- SCBA Manager (Limited to 1) 2.5%
 - Responsible for maintenance and general upkeep of self-contained breathing apparatus and respiratory protection program compliance