Attachment B

FIRE SPECIAL PAY

Effective October 1, 2011

Service Pay (applicable to all ranks) - Article 1269q. V.T.C.S.

Rate: $4 per month for each year completed

Maximum $100 per month for 25 years of service

Education Incentive Pay (applicable to all ranks)

Rate: $4 per month for each 3 semester hours of college credit earned after the first 45 hours, up to 45 hours (90 total).

Maximum: $60 for 45 hours (90 total), or $100 per month for Bachelor's degree.

Certification & Assignment Pay: Employees may only receive two (2) certification or assignment pays at one time. Employee may select the two certification/assignment pays to be received.

Aircraft Rescue (ARFF) - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: $150 per month Captain and above: $350 per month

Arson Investigator - applicable only when assigned as Arson Investigator by Fire Chief; $175 per month

EMS Assignment Pay

Applicable to non-supervisory, and EMS Lieutenant and Captain ranks. Paid for ambulance assignment as follows:

Initial Certification - 4 Years	$200 per month	8 Years & 1 Day - 11 Years	$300 per month
4 Years & 1 Day - 6 Years	$250 per month	11 Years & 1 Day - 14 Years	$350 per month
6 Years & 1 Day - 8 Years	$275 per month	14 Years & 1 Day +	$400 per month

Firefighter/Fire Inspector Certification - applicable to employees of all ranks who meet certification requirements

(Eligible employees may receive certification pay for either Firefighter or Fire Inspector, but not both)

Intermediate: $175 per Month Advanced: $250 per Month Master: $500 per Month

Fire Instructor - applicable only when assigned as Fire Instructor by Fire Chief; $175 per month

Hazardous Material Response Team (HAZMAT): applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: $150 per month Captain and above: $350 per month

Paramedic Certification - applicable to selected positions in the Fire Rescue Department as determined by the Fire Chief and approved by the Director of Human Resources.

(Certification pay is included in assignment pay for regular paramedic assignments.)

Rate: $75 per month

Urban Search and Rescue (USAR) - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: $150 per month Captain and above: $350 per month