



BASTROP COUNTY EMERGENCY SERVICES DISTRICT NO. 1

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Certification Pay

From: Fire Chief
Topic: Incentive Pay For Certifications
Date: 1/14/2010

- 1. 50% Annual attendance in ESD (District wide training events) 12 training events will be conducted annually member must attend 80% = 10 training events. This is an all or none category and member will not qualify for 50% of incentive if they do not meet criteria in attendance. Some of the training will have possibly a make up date or curriculum if possible.**
- 2. 25% 12 Safety meetings will be conducted annually. These will be conducted at the monthly ESD training events, and the curriculum or training will be sent back to the department with the fire chief to ensure those that were not in attendance will have the opportunity to get the training in house. This category will account for 25% of the incentive.**
- 3. 25% will account for a zero time loss injury reported during the year, in addition to time loss injuries this category will also include vehicle accidents.**



In the years to come a safety committee will be formed to perform a risk analysis of operations and safety, to identify needs in regards to training for the following years. I will handle the scheduling of training for the 2010. This committee will also conduct investigations of vehicular accidents that involve district vehicles to determine cause, prevention measures, and training solutions to prevent future accidents from occurring.

In addition to the above stated percentages the base amount will be determined in accordance to SFFMA certification levels.

- A. \$0 a newly assigned rookie or probationary firefighter with no certification level will not be eligible for incentive.**
- B. \$75 a firefighter that has successfully completed and obtained the SFFMA certification as an Introductory Level Firefighter. 73 hours of training in accordance with SFFMA standards/curriculum**
- C. \$150 a firefighter that has successfully completed and obtained the SFFMA certification as a Basic Level Firefighter. 170 hours of training in accordance with SFFMA standards/curriculum**
- D. \$200 a firefighter that has successfully completed and obtained the SFFMA certification as an Intermediate Level Firefighter. 186 hours of training in accordance with SFFMA standards/curriculum**
- E. \$250 a firefighter that has successfully completed and obtained the SFFMA certification as an Advanced Level Firefighter. 187 hours of training in accordance with SFFMA standards/curriculum**
- F. \$300 a firefighter that has successfully completed and obtained the SFFMA certification as a Master Level Firefighter. Specialized courses and training must be attended in accordance with SFFMA standards/curriculum**



EMS certification incentive pay is recommended as follows.

- A. ECA - \$25.00 annually**
- B. EMT-B \$50.00 annually**
- C. EMT-I \$75.00 annually**
- D. EMT-P \$100.00 annually**