

Rockdale County Fire and Rescue Incentive Program

PURPOSE

The Rockdale County Fire Rescue (RCFR) Incentive Pay Plan is designed to commend members for their length of service, certifications and licenses, and educational achievements that elevate their roles and enhance the quality of service provided by RCFR to the community and its stakeholders.

SCOPE

All personnel of the Rockdale County Fire Rescue who possess a valid firefighter certification from the Georgia Firefighter Standards and Training Council and hold a State of Georgia Department of Human Services Emergency Medical Technician-B certification or higher qualification.

RESPONSIBILITY

The authority to assess the validity or acceptance of any submittal for incentive pay lies with the Fire Chief, subject to approval from Human Resources.

GUIDELINES

There are three (3) categories in which an employee can earn incentive pay. Each of the categories has its own criteria and thresholds of eligibility for incentive pay compensation.

A. EMS CERTIFICATION

1. EMS Certification 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. RCFR's licensing criteria requires a certain percentage of EMTs to be certified at the EMT-Advanced level (previous EMT-Intermediate certification is still valid for this level but is no longer available for new EMTs).

2. An employee can only receive compensation for one EMT Level certification.

a.	Level 1:	EMS training or First Responder only	\$0
b.	Level 2:	EMT- B (Basic)	\$1,350
c.	Level 3:	EMT-A (or I)	\$2,450
d.	Level 4:	Paramedic	\$2,950

1. These include, but are not limited to Fire Service, Fire Management,

Emergency Management, Public Safety, Criminal Justice, Public Administration, or other degrees at the rates listed below. The Fire Chief reserves the right to submit any degree considered to have educational value to the fire service to Human Resources for approval.

2. The degree must be from a college or university that is accredited by a Regional or National accrediting agency.
3. An employee can only receive compensation for one Education Level.
4. In order to be considered for this aspect of the incentive pay program, the degree must be completed, and a verification of educational credentials must be performed by Human Resources.
5. Some EMT and Paramedic programs offer (or require) an Associate's Degree in the initial certification process. It is the intent of the incentive pay plan for the required degree or certification to be incentivized only once within the program. If the Associate's degree is earned as part of the certification requirement, the employee must choose one category for which the degree will apply (EMS or Educational).

e. Level 1:	No Higher Education degree	\$0
f. Level 2:	Associate's degree	\$1,000
g. Level 3:	Bachelor's degree	\$1,500
h. Level 4:	Master's degree	\$2,000

B. LONGEVITY

1. Longevity incentive pay is an additional financial anchor for 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 other than an entry level or one of the highest levels (non-field chiefs). The ongoing working relationships and levels of trust required in the field are paramount to the effective and efficient operation of a fire department.
2. Eligibility for longevity incentive pay includes the stipulation that an employee must have scored in the Satisfactory (or higher) range in their most recent annual review
3. 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.
4. The plan acknowledges longevity with an increase in pay for every five (5) years of continuous service. Longevity is computed by using the employee's anniversary date. Listed below are the cumulative amounts awarded based on service intervals.

Policy# 2017-4-33 Amended

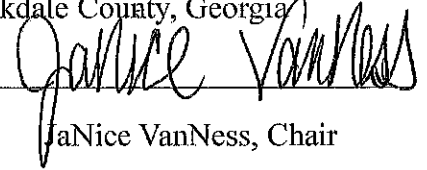
a. Level 1:	0-1 year	\$0
b. Level 2:	1-4 years	\$450
c. Level 3:	5-9 years	\$900
d. Level 4:	10-14 years	\$1,350
e. Level 5:	15-19 years	\$1,800
f. Level 6:	20-24 years	\$2,250
g. Level 7:	25-29 years	\$2,700
h. Level 8:	30-34 years	\$3,150
i. Level 9:	35+ years	\$3,600

Policy Changes

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

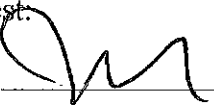
Board of Commissioners

Rockdale County, Georgia

By: 

Janice VanNess, Chair

Attest:

By: 

Jennifer Rutledge, County Clerk

Approved this 9 day of September, 2025