

LOWER MACUNGIE FIRE DEPARTMENT CALL/TRAINING INCENTIVE PLAN

Part A – Scope of Incentive Policy

The Lower Macungie Fire Department has implemented the Call/Training Incentive Plan, which is available to all Probationary, Junior, Inactive (members who are on a Leave of Absence), Active, and Fire Police personnel, as defined in the LMFD Bylaws. This plan allows for a monetary reimbursement for each attended fire call and scheduled weekly training session. Each eligible member shall receive one annual lump sum for all events attended the previous year. Only those personnel who have completed their annual physical and have met the LMFD participation requirement for benefits at the end of the calendar year shall be eligible to receive this benefit. Only personnel who are members for the entire calendar year are eligible to receive this benefit. Individuals who join the LMFD or leave the LMFD during the year shall not be eligible to receive this benefit. Eligible members will have the option of forfeiting some or all of their allowance back to the Fire Department if they so desire.

Part B – Pay Rates

Each individual LMFD member will have their own pay rate, which will be based upon their level of training and qualifications. LMFD has established this policy to motivate personnel to achieve State and National Certifications, and reward those members who have completed such. Pay rates will be calculated by the Training Coordinator each calendar year and new rates shall take effect at the beginning of each new calendar year. Pay rates will be calculated based upon the number of qualifying training achievements which each member has attained. Pay rates will not be adjusted during the year (Example – if a member completes a training qualification during the year 2006, their pay raise shall be applied beginning January 1, 2007). Pay raises will not be official until the member furnishes the proper certificate to the Training Coordinator. Certificates must be dated prior to the start of the year and must be received by the Training Coordinator no later than January 31 of each new year. The maximum allowable individual pay rate shall be ten (10) dollars.

Part C – Qualifying training achievements

Eligible LMFD personnel will be assessed a pay rate of two dollars (\$2.00) for achieving each of the following training levels:

1. Approved for emergency response – this applies to all members who are approved to board LMFD apparatus for emergency responses. New members shall be required to complete the Apparatus Boarding Qualifications check sheet to attain this qualification.

Eligible LMFD personnel will be assessed a pay rate of one dollar (\$1.00) for achieving each of the following training levels:

1. Medical Certification – A minimum of PA DOH First Responder First Aid and CPR/AED certification is required. Personnel who later achieve higher training (i.e. EMT or Paramedic) will not receive additional raises.
2. Vehicle Rescue Certification – A minimum of PA DOH Basic Vehicle Rescue certification is required. Personnel who later achieve higher levels of training (i.e. Special Vehicle Rescue or Bus Rescue) will not receive additional raises.
3. Firefighter I Certification – Pennsylvania or National Pro Board Certification is required.
4. Firefighter II Certification – Pennsylvania or National Pro Board Certification is required.
5. Officer Certification – Pennsylvania or National Pro Board Officer I Certification is required. Personnel who achieve higher levels of training (i.e. Officer II, III or IV) will not receive additional raises.
6. Instructor Certification – Pennsylvania or National Pro Board Instructor I Certification is required. Personnel who achieve higher levels of training (i.e. Instructor II) will not receive additional raises.
7. Investigator Certification – Pennsylvania or National Pro Board Fire Investigator Certification is required.
8. Hazardous Materials Operations Certification – Personnel must meet one of two criteria:
 - a. Pennsylvania or National Pro Board Certification.
 - b. The 24 hour Hazardous Materials Operations course (IAFF) Personnel must maintain the annual refresher qualifications.
9. Driver/Operator Pumper Certification – Personnel must meet one of two criteria:
 - a. Pennsylvania or National Pro Board Certification, or
 - b. Must possess the following qualifications:
 - i. PA Class B drivers license (CDL)
 - ii. Emergency Vehicle Operators Course (EVOC)
 - iii. Pump I course (PUOP)
 - iv. Pump II course (PUOA)
 - v. Approved to drive and operate all LMFD pumping apparatus

10. Driver/Operator Aerial Certification – Personnel must meet one of two criteria:

- a. Pennsylvania or National Pro Board Certification, or
- b. Must possess the following qualifications:
 - i. PA Class B drivers license (CDL)
 - ii. Emergency Vehicle Operators Course (EVOC)
 - iii. Aerial Apparatus Practices course (AELA)
 - iv. Approved to drive and operate all LMFD aerial apparatus

11. Technical Rescue Certification – Pennsylvania or National Pro Board Technical Rescue General Certification is required.

Eligible Fire Police members who are not also Active members will be assessed a pay rate of five dollars (\$5.00). Eligible Fire Police members who are also Active members will be assigned pay rates based on their attainment of the training and qualifications listed above.

Part D – Loss of Certification/Qualification

Members who do not maintain any of the above certifications, or have any LMFD qualification revoked, will be subject to a pay rate adjustment for the following year. (Example – A member who lets his/her medical certification expire shall be deducted one dollar from his/her pay rate)

Part E – Members who joined before 2006

Members who joined LMFD prior to January 1, 2006 shall have their pay rates adjusted to equal a minimum of three dollars (\$3.00) to meet the benefit set forth by the prior Call/Training Incentive Plan. However, all LMFD members will have to achieve at least four (4) of the above qualifying training levels to attain a pay rate higher than three dollars (\$3.00).

Part F – Questions/Concerns

Any questions, concerns, or pay rate discrepancies should be directed to the Training Coordinator.

Approved On: _____

Name: _____

Signature: _____

Position: _____

Name: _____

Signature: _____

Position: _____