

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(Battalion Chief – October 1, 2014)

1. All employees who are Florida State Paramedic Certified and who are fully authorized by the West Palm Beach Fire Rescue Department Medical Director and Fire Rescue Administration to performed Advanced Life Support (ALS) procedures and who meet all of the requirements as stated in the IAFF bargaining union agreement shall receive paramedic incentive in the amount of \$10,000 per year and will be paid at the rate of \$384.92 over twenty-six (26) pay periods.
2. All employees who are Florida State Paramedic Certified and who have limited authorization by the West Palm Beach Fire Rescue Department Medical Director and Fire Rescue Administration to performed Advanced Life Support (ALS) procedures and who meet all of the requirements as stated in the IAFF bargaining union agreement shall receive \$100.00 per pay period (\$2,600 annually), but it will only be paid during the first six months upon entering the firefighter's initial STEP Program.
3. Exclusive of paramedic certification and degree incentive, an employee shall be limited to three (3) of the following certifications for incentive pay purposes. Incentives will be based on the certificates which yield the highest monetary amount.:
 - a. **Inspector Certification Incentive:** Employees who achieve and maintain Florida State certification as Municipal Fire Safety Inspectors, shall be compensated \$23.07 per pay period in addition to the base rate of pay.

- b. **Trainer Certification Incentive**: Employees assigned who achieve and maintain Florida State Certification as Basic Instructor, shall be compensated \$23.07 per pay period in addition to the base rate of pay.
- c. **Technical Rescue Technician Incentive**: Existing qualified employee who are certified as Technical Rescue Technicians at the time of this Agreement will be eligible for incentive pay in the amount of \$2,083.66 annually paid at a the rate of \$80.14 per pay period. To receive this incentive pay, such employees must maintain current certifications in all of the following: Confined Space Rescue, Rope Rescue, Vehicle Extraction, and Trench Rescue.
- d. **Hazardous Materials Technician Incentive Pay**: Qualified employees who are authorized as a Hazardous Materials Technician (HMT) by the Fire Rescue Administration shall receive incentive pay in the amount of \$2,083.66 dollars annually to be paid bi-weekly at the rate of \$80.14 per pay period as long as authorization is maintained.
- e. **Education Incentive**: An employee who obtains an Associate Degree in Fire Science shall receive \$10 (ten dollars) per month paid by the City. An employee who obtains an Associate or Bachelor Degree in a fire related discipline approved by the Florida State Fire College, shall receive supplemental compensation as provided by state statute.
- f. **Management Incentive**: Battalion Chiefs, along with the Chief of Emergency Medical Services, Chief of Fire Training and Professional Development, and Chief of Fire Prevention Officer shall continue to receive management

incentive of two thousand three hundred forty dollars (\$2,340) annually to be paid at the rate of \$90 per pay period.]