

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(RANK AND FILE – 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 equal to 15% of base pay, not to exceed \$384.62 per period for a total of \$10,000 annually.
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) 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:
 - a. **Inspector Certification Incentive**: Employees who achieve and maintain Florida State certification as Municipal Fire Safety Inspectors, shall be compensated at the rate \$23.07 per pay period.
 - b. **Trainer Certification Incentive**: Employees who achieve and maintain Florida State Certification as Basic Instructor, shall be compensated at a rate of \$23.07 per pay perid.
 - c. **Technical Rescue Technician Incentive**: Employees who achieve and maintain all the following certificates: Confined Space Rescue, Rope Rescue,

Vehicle Extrication and Trench Rescue, shall receive a three (3%) percent of base pay incentive. Currently this incentive is capped at \$2,083.66 paid at the rate of \$80.14 per pay period.

- d. **Hazardous Materials Technician Incentive Pay**: Employees who achieve and maintain certification as a Hazardous Materials Technician (HMT) shall receive a three (3%) percent of base pay incentive. Currently this incentive is capped at \$2,083.66 paid at the rate of \$80.14 per pay period.
- e. **Dive Rescue Certification**: Employees who achieve and maintain dive certification shall receive a two (2%) percent of base pay incentive. Currently this incentive is capped at \$1,389.11 paid at the rate of \$53.43 per pay period.
- f. **Fire Science Discipline**: 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.