

This policy defines Incentive Pay for Emergency Medical Technicians and serves, in part, to establish an internal pool of potential candidates for a full-time Captain's position should such a position become available.

**A. Incentive Pay**

1. With the completion of the following education and credentials, Fire District employees qualified as an Engineer will receive the following annual incentive pay.

a) Emergency Medical Technician \$1,200.00

2. Compensation for the above category will be added to pay scale after raises and steps for longevity are calculated.

3. Once certifications are obtained and verified, Engineers additionally qualified as EMTs will be paid a supplemental pay of \$100 per month.

**B. Step-Up Officer**

1. To qualify as a step-up officer, a firefighter must be qualified as an Engineer per ENFD policy, and showing the imitative to take Florida fire officer courses.

2. Any qualifying Firefighter wanting to step-up must be interviewed by at least two Captains, be checked off to work in that position, and be approved by the Chief.

3. Any ENFD Firefighter that works as a step-up officer for three consecutive shifts shall receive a 10% increase in base pay (hourly rate) for the time worked in that position, paid retroactively at the completion of the three shifts.

4. A step-up officer is subject for mandatory duty should he / she be needed to fill a Firefighter or Captain position.