

ARTICLE 22.

INCENTIVE PAY

Section 1. Educational.

- A. Fire Fighters holding certain Associates, Bachelors, or Masters degrees shall receive educational incentive pay. The degrees shall be from an accredited learning institution of higher education recognized by the State Board of Education in the State in which the college resides and accredited by the Southern Association of Colleges and Schools or a similar accrediting organization recognized by the United States Department of Education.
 1. Fire Fighters holding an Associate's Degree shall receive one hundred eighty five dollars (\$185.00) per month.
 2. Fire Fighters holding a Bachelor's Degree shall receive two hundred ninety dollars (\$290.00) per month.
 3. Fire Fighters holding a Master's Degree shall receive three hundred and ten dollars (\$310.00) per month.
- B. Employees may submit degrees by January 1, April 1, July 1, and October 1 of each year to be eligible for the educational incentive payments the beginning of the following quarter (Jan. 1, Apr. 1, July 1, and Oct. 1). Payments called for hereunder shall be made in accordance with current payroll policies of the City.

The City shall provide \$75,000 each year to fund a Tuition Reimbursement Program. Tuition reimbursement funds shall not carry over to the next fiscal year. The Tuition Reimbursement Program shall be implemented and administered in accordance with Department policy or its successor. In the event that employees have received or will receive funding from another source such as grants, scholarships, etc., including receipt of state funding for fire science courses, tuition reimbursement shall become a secondary source of funding and shall not serve as double payment for tuition expenses.

Fire Fighters shall be entitled to receive reimbursement for tuition, fees, on-campus parking and the price of required text(s) at a college or university for course hours in an accredited degree program. Reimbursement shall be made in accordance with the following schedule:

Course Grade	Amount of Reimbursement
A	100%
B	90%
C	80%
D or F	0

Such reimbursements for tuition and fees shall not exceed amounts set by Texas state-supported institutions for similar or related courses and shall only be paid at Texas residency rates.

Section 2. HAZ-MAT Incentive.

Personnel assigned to the Hazardous Material (Haz-Mat) Team shall receive a \$100.00 per month incentive during their active assignment.

Section 3. E.M.T. Certification Pay. It is the Parties' intent that as of October 1, 2024 certain certification pay is reallocated to Employees' base salary.

A. Employees holding a Basic E.M.T. certificate obtained from the State and as a result of having completed a City-approved course of instruction shall receive the following incentive payments based upon years of service beginning with the 5th year of service as a Basic E.M.T. (EMT-B) with the City for as long as certification is maintained and the employee is authorized to perform by the Medical Director:

~~Beginning of certification through 4 years of service as a Basic E.M.T. \$ 60.00 per month~~

~~Beginning of 5th year through 8th year of service as a Basic E.M.T. \$110.00 per month~~

~~Beginning of 9th year of service as a Basic E.M.T. \$160.00 per month~~

Effective October 1, 2024~~2012~~:

~~Beginning of certification through 4 years of service as a Basic E.M.T. \$ 75.00 per month~~

Beginning of 5th year through 8th year of service as a Basic E.M.T. \$50~~125~~.00 per month

Beginning of 9th year of service as a Basic E.M.T. \$100~~75~~.00 per month

B. If a paramedic transfers out of paramedic duties in EMS, Communications or Aviation to function as a Basic E.M.T., and has continuously maintained her/his certification as a paramedic or obtains a Basic E.M.T. certification, then all prior service as a paramedic in EMS, Communications, or Aviation shall be counted toward determining the level of incentive to which s/he would be entitled.

Section 4. E.M.T. Training for Non-Certified Employees.

The City shall train sixty (60) employees in E.M.T. certification whose initial employment date was prior to January 1, 1979, or who do not currently possess an E.M.T. certification. Training will be offered in order of seniority and will be paid for by the City. The Chief shall have the right to adjust work schedules of employees receiving training in order to best accomplish this mission.

Section 5. Paramedic Certification Pay. It is the Parties' intent that as of October 1, 2024 certain certification pay is reallocated to Employees' base salary.

- A. Employees attending the initial paramedic training course shall receive \$50 per month until such time they become eligible for paramedic incentive pay. The employee must be assigned to the class for more than one-half of the month to qualify. No partial payment shall be made for attending one-half (1/2) or less of the first calendar month of the initial paramedic training course.
- B. All employees who are certified by the State and as a result of having completed a City-approved course of instruction as Paramedics and who actually work in EMS, Communications, and/or Aviation, and maintain authorization by the Medical Director shall receive the following incentive payments based upon years of service as a Paramedic with the City:

~~Beginning of assignment through 4 years of service as a Paramedic \$200.00 per month~~

~~Beginning 5th year through 8th year of service as a Paramedic \$250.00 per month~~

~~Beginning 9th year of service as a Paramedic \$300.00 per month~~

Effective October 1, 2024~~2012~~:

Beginning of assignment through 4 years of service as a Paramedic \$250~~175~~.00 per month

Beginning 5th year through 8th year of service as a Paramedic \$225~~300~~.00 per month

Beginning 9th year of service as a Paramedic \$275~~350~~.00 per month

- C. Unless otherwise specified in this Article, these amounts shall be paid to the Paramedic for so long as the individual is employed by the Department and actually works as a Paramedic in EMS, Communications, and/or Aviation. (The use of administrative leave shall not be cause to deny incentive pay under the previous sentence. However, a Paramedic who has expended all available sick leave and is thus either eligible for or actually utilizing the provisions of Article 24, Volunteering for Injured Firefighters, will no longer be entitled to receive incentive pay.)

- D. Should a Paramedic transfer or be assigned to a position outside of EMS, Communications, and/or Aviation and yet maintains her/his Paramedic certification, s/he shall be entitled to E.M.T. certification pay but not Paramedic certification pay.
- E. Should a Fire Fighter receive training on her/his own time and at her/his own expense at a City-approved school, s/he shall be eligible for E.M.T. certification pay.
- F. If a Paramedic leaves EMS, Communications, and/or Aviation and later returns, and if said employee has continuously maintained her/his certification as a Paramedic, then all prior service as a Paramedic in EMS, Communications, or Aviation shall be counted toward determining the level of incentive to which s/he would be entitled.
- G. Each E.M.T. or Paramedic assigned to EMS, Communications, or Aviation working an applicable shift for one-half (1/2) or more of any calendar month shall be entitled to the incentive pay as previously provided for that assignment for the full month. No partial payment shall be made for working less than one-half (1/2) of the calendar month.

Section 6. Firefighting Division Paramedic Certification Pay. It is the Parties' intent that as of October 1, 2024 certain certification pay is reallocated to Employees' base salary.

- A. Effective October 1, 2024~~2012~~, all employees who are certified by the State and as a result of having completed a City-approved course of instruction as Paramedics and who actually work as a Paramedic in the Firefighting Division, and maintain authorization by the Medical Director shall receive the following incentive payments based upon years of service as a Paramedic with the City:

Beginning of assignment through 4 years of service as a Paramedic \$75150~~75150~~.00 per month

Beginning 5th year through 8th year of service as a Paramedic \$125200~~125200~~.00 per month

Beginning 9th year of service as a Paramedic \$175250~~175250~~.00 per month

- B. Unless otherwise specified in this Article, these amounts shall be paid to the Paramedic for so long as the individual is employed by the Department and actually works as a Paramedic in the Firefighting Division. (The use of administrative leave shall not be cause to deny incentive pay under the previous sentence. However, a Paramedic who has expended all available sick leave and is thus either eligible for or actually utilizing the provisions of Article 24, Volunteering for Injured Firefighters, will no longer be entitled to receive incentive pay.) An employee receiving paramedic certification pay under this Section shall not be entitled to E.M.T. pay.
- C. All prior service as a Paramedic in EMS, Communications, or Aviation shall be counted toward determining the level of incentive to which s/he would be entitled if said employee has continuously maintained her/his certification as a Paramedic.

- D. Each Paramedic assigned to the Firefighting Division working an applicable shift for one- half (1/2) or more of any calendar month shall be entitled to the incentive pay as previously provided for that assignment for the full month. No partial payment shall be made for working less than one-half (1/2) of the calendar month.

Section 7. Authorization by the Medical Director and Maintenance of Certification.

- A. Any E.M.T. or Paramedic who scores less than that score set by the Medical Director on the State certification examination will be provided an opportunity to retake the examination. If the employee scores less than that score set by the Medical Director the examination on the second attempt, said employee shall no longer be entitled to E.M.T. or paramedic incentive pay as of the date of scoring less than that score set by the Medical Director.
- B. Any E.M.T. or Paramedic who is de-authorized by the Medical Director shall no longer be entitled to E.M.T. or paramedic incentive pay until such time s/he is re-authorized by the Medical Director.
- C. The parties agree that any E.M.T. or paramedic de-authorized by the medical director shall have the right to receive designated tutorial assistance, as designated by the medical director, on City time and expense.
- D. Any paramedic transferred to fire suppression as a result of de-authorization shall lose years of service credits for the years of paramedic service, for the purpose of computing E.M.T. incentive pay.

Section 8. Special Duty Pay.

- A. The Fire Chief may assign personnel to special tasks or duties, i.e., computer analyst, video specialists, etc., and when doing so will agree to compensate them at the next-higher rank than the rank they occupy for the duration of the assignment. This special duty does not create a position.
- B. The Fire Chief may assign an employee as airport coordinator; and, when doing so, will compensate her/him at the rate of the next higher rank above that held by that employee so designated for the duration of the designation.

This Section of the Agreement may not be used to eliminate classified positions (ranks).

Section 9. Arson Assignment Pay.

- A. All employees selected for assignment to the Arson Division shall receive fifty dollars (\$50) per month beginning the first full month after the start of the Police Training Academy program until such time they receive their arson investigator certification.

- B. All certified arson investigators, assigned to the Arson Division shall receive three hundred fifty dollars (\$350.00) per month assignment pay during each month of actual assignment.
- C. Each certified arson investigator assigned to Arson working an applicable assignment for one-half (1/2) or more of any calendar month shall be entitled to assignment pay for that assignment for the full month. No partial payment shall be made for working less than one-half (1/2) of the calendar month.
- D. Effective October 1, 2012 Sub-Section B shall no longer apply.

Section 10. Aviation Incentive.

- A. Employees initially assigned to the Aviation Division or assigned to Station 22 in support of Stinson Municipal Airport, said employee shall receive fifty dollars (\$50) per month until such time they receive their Crash Rescue Fire Fighter certification. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.
- B. Each certified Crash Rescue Fire Fighter assigned to the Aviation Division or assigned to Station 22 in support operations at Stinson Municipal Airport shall receive a one hundred dollar (\$100.00) per month incentive pay during her/his or her active assignment.

Section 11. Technical Rescue Team Incentive.

- A. Employees initially assigned to the Technical Rescue Team shall receive fifty dollars (\$50) per month until such time the employee is deemed qualified by the Fire Chief. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.
- B. Each Fire Fighter assigned to the Technical Rescue Team determined to be qualified by the Fire Chief shall receive a hundred dollar (\$100) per month incentive during her/his or her active assignment.

Section 12. Training Instructors Incentive.

- A. Employees initially assigned to the Training Division shall receive fifty dollars (\$50) per month until such time they receive their Instructors Certificate. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.
- B. Each employee assigned to the Training Division who holds an Instructors Certificate shall be entitled to receive three hundred and fifty dollars (\$350) per month incentive during her/his or her active assignment to Training.
- C. Effective October 1, 2012 Sub-Section B shall no longer apply.

Section 13. Fire Inspectors Incentive.

- A. Employee initially assigned to the Fire Prevention Division shall receive fifty dollars (\$50) per month until such time they receive their Inspectors Certificate. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be to employees made for working one-half (1/2) or less of the calendar month.
- B. Each employee assigned to the Fire Prevention Division who holds an Inspectors certificate shall be entitled to receive one hundred dollars (\$100) per month incentive during her/his or her active assignment to the Fire Prevention Division.
- C. Effective October 1, 2012 Sub-Section B shall no longer apply.

Section 14. Language Skills Pay.

Employees shall be entitled to Language Skills Pay upon satisfactory completion of the testing requirements for proficiency as set forth in Administrative Directive 4.38. The amount shall not be less than the amount payable to other City employees.

Section 15. Services Division Incentive.

- A. Each employee assigned to the Services Division shall be entitled to receive one hundred dollars (\$100) per month incentive during her/his or her active assignment to the Services Division.
- B. Effective October 1, 2012 this Section shall no longer apply.

Section 16. Fire Certification Pay. *It is the Parties' intent that as of October 1, 2024 certain certification pay is reallocated to Employees' base salary.*

Fire Fighters who hold a Basic, Intermediate, Advanced or Master Certification issued by the Texas Commission on Fire Protection shall receive Fire Certification pay based on the following monthly schedule:

Basic	Intermediate	Advanced	Masters
<u>Reallocated to base pay as of 10/1/2024 0\$65</u>	\$ <u>3095</u>	\$ <u>70135</u>	\$ <u>110175</u>

Certification payments shall be made monthly at the same time that E.M.T. and Paramedic incentive pays are made. The Fire Chief shall have the right to require the Fire Fighter to produce a copy of the certification or other valid verification prior to approval for the employee to receive such payment.

Section 17. Field Training Officer (FTO).

The Fire Chief shall have the authority to establish an FTO program and to set an amount for FTO incentive pay during the term of this agreement.

Section 18. Preemption.

Article 37 Section 2 is applicable to this Article.

Section 19. Administrative Assignment Incentive.

Effective October 1, 2012, all non-appointed, forty (40) hour per week employees permanently assigned to a forty (40) hour schedule receive \$450.00 per month. The employee must be assigned for more than one-half (1/2) of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month. This incentive does not apply to an employee who receives special duty pay under Section 8 of this Article.

Section 20. Incentive pays established in this Article shall not be paid to employees on leave without pay.

Date: _____

For the City

For the Association