2020 Step Based Pay System

Statement of Intent

EFPD strives to employ dedicated, thinking firefighters who are masters of their craft. Supporting this goal requires the District to be economically competitive within the marketplace while promoting lifelong professional development. This step based compensation system is one of the processes in place to attain those goals. It is designed to create a logical progression from probationary firefighter to master firefighter, rewarding tangible accomplishments throughout the process.

<table>
<thead>
<tr>
<th>Firefighter</th>
<th>Step</th>
<th>Pay</th>
<th>Certs/ Activities</th>
<th>YRS</th>
<th>Captain</th>
<th>Step</th>
<th>Pay</th>
<th>Certs/ Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0</td>
<td>$49,754</td>
<td>CO FF 1 EMT-B Haz Ops</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$73,933</td>
<td>Minimum qualifications established in job posting</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>$52,913</td>
<td>DO Engine DO Aerial Car seat</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>$78,771</td>
<td>Completion of one, new acceptable professional development activity</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>$56,070</td>
<td>Maintain basic 6 plus 1 new professional development activity</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>$83,608</td>
<td>Completion of one, new acceptable professional development activity</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>$60,132</td>
<td>Maintain basic 6 plus 1 new professional development activity</td>
<td>3</td>
<td>3+</td>
<td>3+</td>
<td>1-5% bonus</td>
<td>Above average review. Completion of one, new acceptable professional development activity</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>$62,403</td>
<td>Maintain basic 6 plus 1 new professional development activity</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>1-5% bonus</td>
<td>Above average review. 1 new professional development activity</td>
<td>5</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Notes: For the purposes of maintaining the basic certifications CO FF2 supersedes FF1 (FFs must only maintain one of the certs to satisfy the requirement to maintain the basic six certifications), but CO FF2 does not count as two professional development activities.
For the purposes of maintaining the basic certifications either CO certification or Evans competency is acceptable. CO DO Aerial supersedes CO DO Engine (FFs must only maintain one of the certs to satisfy the requirement to maintain the basic six certifications).

Creating a professional development plan
During the annual performance evaluation, process a professional development plan for the successive year will be mutually agreed to and written into the goals section of the evaluation (other goals may also be included that are separate from the professional development plan).

The plan may be as simple as setting the goal of obtaining a particular certification, or completing a specific course of study. However, the supervisor has the discretion to authorize any relevant pursuit, so long as it supports the overall goal of developing thinking, master firefighters and is rigorous enough to justify recognition.

It is worth stating, the purpose of lifelong learning is not the mindless collection of certifications, but to collect knowledge and skill that is relevant, useful and perhaps most important, meaningful to the student.

Below are some of the training and certifications that are options to include in a professional development plan. Other factors that must be included in the discussion and creation of the professional development plan are what level of support can/will/should the District offer (cost, time off), and is the plan realistic and attainable.

**For Firefighters**
- FF 2 (CO, IFSAC, Pro Board)
- Fire Instructor
- CO 1403 live fire instructor
- WFF 2
- FO 1
- ICS 300
- NFA 2 wk. residency class
- Paramedic
- Hazmat Tech (CO, NFPA or OHSA)
- Proctor (skills, live fire, or other’s)
- car seat technician instructor
- Fire Investigator (certificate program)
- FO 2
- NFPA 1670 tech rescue certs (3 max)
- Fire Safety Educator
- EMT-I

**For Captain**
- NFPA compliant FO 1, 2 or 3
- EFOP completion
- COLS 1, 2 or 3
- CFO
- 2 week NFA Residency
- college coursework applicable to the job and pre-approved.
**Maintenance**

Though this program is not solely based on the accumulation of certificates, there is a need to pay some attention to the maintenance of prior accomplishments that have been recognized for progression on the scale.

During the annual review, the supervisor shall review past accomplishments and discuss any lapses of certifications, or abandonment of prior projects to determine if the “loss” of prior progress is consistent with a commitment to lifelong learning. If the supervisor determines the loss of progress is significant enough they may recommend the firefighter not advance to the next step in the process, or if at the top step, not recommend a bonus.

**General Procedures**

Step 0 qualifications are minimum for hire and must be maintained throughout employment.

Step 1 qualifications must be completed within the probationary period (1 year).

After step one, progression in the scale is the result of completing professional development plan and limited by tenure. For example, a firefighter in their 3rd year with six extra certifications would be placed in Step 3, not Step 4.

If lateral transfers are authorized in job postings, candidate’s certificates and years of total service at the rank being filled will be analyzed for proper placement within the progression.

Current members will be placed into the appropriate step on the progression upon adoption of this plan as closely as possible to the most appropriate step using a combination of current certifications from the suggested list and tenure within the District, though no firefighter will be reduced from the step they currently hold.

After one year at the top of the step progression, members may be granted a 1-5% one-time bonus if they have maintained all of their certifications, received an above average review, and have demonstrated continued commitment to career development by completing an additional certification or attending a professional development program pre-approved by their supervisor.