



Lauderdale-By-The-Sea Volunteer Fire Department

S.O.P Number: 1200	Effective Date: October 1, 2010
Section: 1201-1210	
Subject: Incentive Guidelines	
By Order of the Fire Chief: Steven Paine	

Section 1200 – Incentive Guidelines

Purpose: To establish a consistent method of regulating incentive compensation for all members of the Lauderdale by the Sea Fire Department, while maintaining within budget parameters.

Scope: This procedure has been put in place to maintain a consistent method of compensation for Lauderdale by the Sea Fire Department members as it relates to emergency calls incentive, tech hours incentive, beach patrol incentive and other events incentive.

Policy:

Unless authorized in advance by the fire chief no member of the Lauderdale by the Sea Fire Department shall deviate from the following policy.

Section 1201 – Fire Calls Incentives

Every members responding to a fire call within the 20 minute allowed time to respond shall received incentive in the amount of \$25.00. Members arriving late to the call shall only receive credit for the call and no incentive compensation. All exceptions will be addressed on a case by case basis and be approved by the Fire Chief. (I.e. bridge delay)

Members who are out of town on department business or training will only receive credit for the call, No incentive compensation, unless they are obtaining state certification will receive drill incentive.

Section 1202 – Medical/Training call Incentives

Every members responding to a medical/training call within the 10 minute allowed time to respond shall received incentive compensation in the amount of \$10.00. Members arriving late to the call shall only receive credit for the call.

Exceptions:

- Members on beach patrol will only receive credit for the call, No incentive compensation.
- Members on drill hours will only receive credit for the call, No incentive compensation.
- Members responding to medical/training calls received during drill time from 6:30 PM –



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10:00 PM including meetings, will only receive Credit for the call. No incentive compensation.

- Members who are out of town on department business or training will only receive credit for the call, No incentive compensation, unless they are obtaining state certifications will receive drill incentive.

Section 1203 – Drills

Every member attending a training Drill shall received incentive compensation in the amount of \$20.00 and up to 4 drills. Members who attend outside training seeking state certification shall receive drill credit and incentive. All training must be approved by the Fire Chief prior to drill.

Section 1204 – Instructor Incentive

Members who are state certified instructors who are instructing in specialty courses shall be receive incentive compensation in the amount of \$20.00 per hour. (I.e. Hazmat, Officer Course, pump ops). Instructor must present lesson plan and syllabus prior to course.

Instructors shall not receive additional incentive compensation when instructing on regular drills, instructor will receive drill incentive.

Section 1205 – Beach Patrol

Members who perform beach patrol and have received the training for beach patrol shall receive incentive compensation in the amount of \$10.00 for every 2 hours. Should the need arise and the patrol hours shall be extended the chief on duty shall be notified. The chief on duty will then notify the deputy chief and the Fire Chief.

Section 1206 – Driver’s Incentive

Members who are Drivers and have received the training and clearance for driving shall receive incentive compensation in the amount of \$30.00 (2 tech hours) for every 12 hours. Associate Drivers Shall receive incentive compensation in the amount of \$30.00 (2 tech hors) for every 12 hours after completing their membership requirements of 48 Hrs Station watch.

Section 1207 – Command

Members who are authorized and trained to perform the command position shall receive incentive compensation in the amount of \$15.00 (1 tech hour) for every 3 hours they performed in the position of command or chief on duty.

Section 1208 – Fire Inspections

Members participating in fire inspections and activities related to fire inspections, tactical surveys or pre-planning shall receive drill incentive.



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Section 1209 – Hose Testing

Members who perform hose testing shall receive incentive compensation in the amount of \$225.00 per 8 hour day maximum 2 days. Members performing this task shall be selected at the discretion of the Fire Chief.

Section 1210 – Miscellaneous Tech Hours

Miscellaneous tech hours will be approved by the Fire Chief as deemed necessary. These hours will be approved for skilled members whose work will save the department money or in lieu of no available personnel.

This skills are included but not limited to

- Carpentry or metallurgy
- Wiring, computers or electrical work
- Fire Department PAT

All and any other tech hour incentive required must be pre-approved in writing by the fire chief.

An availability list will be maintained by the executive secretary to contact all members for their availability to perform tech hours, when tech hours are available. List will run from year to year and every member will start at 0 and a running count of their tech hours will be maintain, the member with the lowest amount of tech hours will be contacted first. This will go for all members and officers of the department. The running account of all tech hours shall be maintained on this list including all Command, Driver will be included.