



---

## COMPENSATION

### SCOPE

This guideline shall apply to all members of Stoney Point Fire Department and be adhered to by all members.

### PURPOSE

To establish the policies regarding the compensation of paid employees of Stoney Point Fire Department.

### DEFINITIONS

**Guideline** - a general rule, principle, outline of a policy

**Member** – any career, volunteer, staff, and auxiliary personnel affiliated with the department

**Shall** - indicates a mandatory requirement

Policy Number

**7A.014**

Page 1 of 2

### GUIDELINES

Stoney Point Fire Department provides adequate compensation to its employees based upon level of responsibility, qualifications, and job performance. The actual rates of pay will be set prior to employment of the individual and will be agreed upon by both the individual and Stoney Point Fire Department.

#### **Salary Range Revisions**

When the Board of Directors approve a change in salary range for an employee whose position is in that class may have their salary raised, lowered, or left the same by the Fire Chief. When an employee whose position is in a class revised to a higher salary range, their salary will be advanced to the established rate.

#### **Part-Time or Temporary Work.**

Members appointed to a part time position will be paid an hourly rate as approved by the Fire Chief and based on qualification for the position being filled.

#### **Hiring above the entry level**

There are no provisions to hire members above the established entry level compensation plan. Any deviations must be present by the Fire Chief and approved by the Board of Directors on a case by case basis.



**Pay Rates in Promotion, Demotion, Transfer, and Reclassification.**

When a member is promoted, demoted, or transferred their salary in the new position will be established in accordance with the following rules:

- Members that are promoted to a position that they are qualified for shall have their salary advanced within the established pay scale for that position
- Members that are demoted to a position that they are qualified for shall have their salary reduced within the established pay scale for that position.
- Members that are transferred to a position of equal responsibility that they are qualified for shall remain in the same established pay scale for that position

**References**

Stoney Point By Laws

**Policy Number**

**7A.014**

**Page 2 of 2**