



# COMPENSATION

## SCOPE

This guideline shall apply to all agreements entered into by the Stoney Point Fire Department.

## PURPOSE

The purpose of this guideline is to identify the compensation available to members of Stoney Point Fire Department.

## DEFINITIONS

**SHALL** - Indicates a mandatory requirement.

**STANDARD OPERATING GUIDELINES (SOG)** - Documents that help establish how an organization will operate and how its members are expected to carry out specific duties outlined in general terms.

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

When an employee is promoted, demoted, transferred, or reclassified, his rate-of-pay in the new position will be established in accordance with the following rules:

- (a) When an employee is promoted, his salary will be advanced to within the established pay scale for the grade.
- (b) When an employee is demoted to a position for which he is qualified his salary will be set at the pay scale for the grade reduced to. If the action is not for reasons of unsatisfactory performance or failure in personal conduct, or in the appropriate step rate in the lower range if the action is a result of unsatisfactory performance or failure in personal conduct;

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### **Pay Rates in Salary Range Revisions.**

When the Directors approve a change in salary range for an employee whose position is in that class may have his 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, his salary will be advanced to the established rate.

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

The pay plan established by this policy is for full-time service. An employee 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 employees above already established entry level compensation plans. Any deviations must be brought to the directors by the Fire Chief for Approval and will be based on a case by case basis.

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