

# FARMINGTON HILLS FIRE DEPARTMENT

## PERSONNEL PROCEDURE

*PRIORITY: 3*

### INCENTIVE PLAN

No: 410.1

**EFFECTIVE: 06/01/02**

*(Rescinds version: 11/15/95)*

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**FIRE CHIEF APPROVAL:**

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### PURPOSE

To define eligibility and method of payment of the incentive bonus.

### POLICY

#### I. Eligibility

- A. Paid-Callback members of the Farmington Hills Fire Department are eligible for an incentive bonus payment. Any member with four or more years of service can qualify if they have obtained the necessary seniority, maintained a 35% or greater response to the tone-alerted incidents in their district for the year (excluding approved leaves of absence), maintained the minimum Department qualifications, and are not on disciplinary probation during any portion of the calendar year.
- B. Seniority will be determined based upon full years of service as of December 31. The bonus will be paid in February and will be based upon Paid-on-Call wages for the prior year.

SENIORITY	PAYABLE PERCENT
Less than 4 years	0%
4 Years but less than 6	4%
6 Years but less than 8	6%
8 Years but less than 10	8%
10 Years and over	10%

#### II. Method of Payment

- A. Employees may elect to either receive the bonus in cash, or to have the bonus amount deposited into the ICMA Deferred Compensation Program. This decision will be made by the employee at the commencement of the program and will only be changed upon request.