



# Pinion Pine Fire District

## Standard Operating Procedure

<b>Policy Title:</b>	<b>Employee Pay Matrix &amp; Hazardous Duty Pay</b>		
<b>Policy Number:</b>	<b>150.10</b>	<b>Created:</b>	<b>June 2018</b>
<b>Section:</b>	<b>Admin</b>	<b>Revised:</b>	<b>October 2019</b>

**Purpose:** *Explanation of the employee wage matrix and hazardous duty pay*

**Scope:** *All full time and part time employees*

All fulltime and part time employees wages shall be based on a pay step in the pay plan matrix. The matrix goes from Step 1 (probationary level) to Step 20.

The following criteria is considered a hazardous work condition but is not limited to:

### Fire

- Vehicle Fire
- Structure Fire
- Vegetation Fire
- Outside Rubbish / Dumpster Fire

### Hazardous Materials (Nuclear, Biological, Chemical)

- Leaks
- Spills
- Releases

### Traffic Accidents

- Traffic accidents on a roadway greater than 45 MPH
- Traffic accidents with extrication
- Traffic accidents in extreme weather conditions

### Rescue

- Confined Space
- Swift Water
- Technical Rope Rescue
- Search & Rescue in extreme weather conditions



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### Disaster Response

- Natural Disaster
- Man made Disaster
- Act of Terrorism

### Hourly Pay:

The employee shall earn the hourly wage indicated by their pay step for hours worked under 53 hours per week for full time employees and under 40 hours per week for part time employees.

### Overtime Pay:

The employee shall earn the overtime wage indicated by their pay step for hours worked over 53 hours per week for full time and over 40 hours per week for part time employees.

### Hourly with Hazard Pay:

The employee shall earn the hourly wage indicated by their pay step plus 25% hazardous pay for hours worked under 53 hours per week for full time employees and under 40 hours per week for part time employees if the criteria are met for a hazardous condition and is approved by a supervisor.

### Overtime with Hazard Pay:

The employee shall earn the overtime wage indicated by their pay step plus 25% hazardous pay for hours worked over 53 hours per week for full time employees and over 40 hours per week for part time employees if the criteria are met for a hazardous condition and is approved by a supervisor.

**PNP - Operational Pay Steps | Approved (Eff. 6/12/18)**

Step	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	S12	S13	S14	S15	S16	S17	S18	S19	S20
<b>Base Annual Salary</b>	\$33,338.60	\$34,338.66	\$35,368.81	\$36,429.88	\$37,522.78	\$38,648.46	\$39,807.91	\$41,002.15	\$42,232.21	\$43,499.18	\$44,804.16	\$46,148.28	\$47,532.73	\$48,958.71	\$50,427.47	\$51,940.30	\$53,498.51	\$55,103.46	\$56,756.56	\$58,459.26
<b>Hourly</b>	\$11.15	\$11.48	\$11.83	\$12.18	\$12.55	\$12.93	\$13.31	\$13.71	\$14.12	\$14.55	\$14.98	\$15.43	\$15.90	\$16.37	\$16.87	\$17.37	\$17.89	\$18.43	\$18.98	\$19.55
<b>Overtime</b>	\$16.73	\$17.23	\$17.74	\$18.28	\$18.82	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30	\$26.06	\$26.84	\$27.64	\$28.47	\$29.33
<b>Hourly w/ Hazard</b>	\$13.94	\$14.36	\$14.79	\$15.23	\$15.69	\$16.16	\$16.64	\$17.14	\$17.66	\$18.19	\$18.73	\$19.29	\$19.87	\$20.47	\$21.08	\$21.71	\$22.37	\$23.04	\$23.73	\$24.44
<b>Overtime w/ Hazard</b>	\$20.91	\$21.53	\$22.18	\$22.84	\$23.53	\$24.24	\$24.96	\$25.71	\$26.48	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.62	\$32.57	\$33.55	\$34.55	\$35.59	\$36.66