

EAST COUNTY FIRE & RESCUE
Policies, Procedures, and Guidelines

SUBJECT: Compensation Policy

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Revised:

APPROVED BY: 
Board Chair

REVIEWED: _____ BY: _____

The personnel of East County Fire & Rescue are its most valuable assets. To achieve the organization's mission, we must attract, retain and motivate a highly qualified and competent workforce. At a minimum, we target our base pay at the market median for other comparable agencies while considering our local market, and retaining internal equity.

East County Fire & Rescue will utilize agency-wide, performance based incentive programs to supplement our base pay. The following system(s) may be used to assign compensation based on individual performance reviews.

- Annual Performance Reviews
- Merit Matrix
- Step Plan
- Job Specific Skills/Education

In addition to direct compensation, East County Fire & Rescue will provide a comprehensive benefits package for our employees to include health and welfare as well as income security. We value a positive and healthy work environment that addresses the physical and mental well-being of employees and their families.

The Board of Commissioner's of East County Fire & Rescue recognizes the need to balance the expectations of its employees with that of the financial impact to the agency. As such, the Board of Commissioners decree that the overall benefits and compensation shall not exceed the annual budget line allowance.