

INTRODUCTION

It is the policy of the City of Taft to encourage a high degree of professionalism among sworn officers of the Taft Police Department and the Taft Fire Department by encouraging a level of education, training and experience that will enable the department to satisfy the demand for comprehensive knowledge necessary for efficient operation.

To provide sworn personnel with the incentive to increase scientific, technical, professional and legal knowledge and to encourage personal and career growth, the City of Taft has established an Educational Incentive Program.

ELIGIBILITY

1. Sworn officers of the Police and Fire Departments, excepting the Police Chief and the Fire Chief, shall be eligible to participate in the Educational Incentive Program.
2. Employees desiring to participate in the Educational Incentive Program shall submit an Educational Incentive Request to the appropriate Department Head and such request shall be accompanied by documentation indicating that the employee has attained the level of educational competence required for the incentive award sought.
3. Upon approval of the Educational Incentive Request, the Department Head shall forward such request to the Personnel Officer for concurrence. Such request should be accompanied by documentation that the employee has attained the level of educational competence required for the incentive award sought.
4. An Educational Incentive Award shall become effective on the first day of the payroll period following the date on which the request for Incentive Pay is approved by the Personnel Officer. In no event, however, shall an employee be entitled to receive educational incentive pay on a retroactive basis.

INCENTIVE – POLICE DEPARTMENT

1. Sworn officers of the Taft Police Department who meet the minimum training and experience qualifications and receive an Intermediate Certificate issued by the California Commission on Peace Officers Standards and Training shall be compensated at the rate of \$67.55 per month, following approval of an Application for Incentive Pay submitted in accordance with provisions of this policy.

2. Sworn officers of the Taft Police Department who meet the minimum training and experience qualifications and receive an Advanced Certificate issued by the California Commission on Peace Officer Standards and Training shall be compensated at the rate of \$153.05 per month, following approval of an Application for Incentive Pay submitted in accordance with the provisions of this policy.
3. Sworn officers of the Taft Police Department who met the training and experience qualifications and who received an Advanced Certificate issued by the California Commissions on Peace Officer Standards and Training on or before June 30, 1995, shall receive a \$160.65 per month.

INCENTIVE – FIRE DEPARTMENT

1. Safety personnel of the Taft Fire Department who have obtained twenty (20) college course semester units in Fire Science courses which must count toward an Associates of Arts degree, and have completed one (1) year of service with the Taft Fire Department shall be compensated at the rate of \$58.27 per month, following approval of an Application for Incentive Pay submitted in accordance with provisions of this policy.
2. Safety personnel of the Taft Fire Department who have obtained an Associates of Arts degree in Fire Science and have completed two (2) years of service with the Taft Fire Department shall be compensated at the rate of \$116.55 per month, following approval of an Application for Incentive Pay submitted in accordance with provisions of this policy.