

	<b>City of Wetaskiwin Policy:</b>	<b>Paid On Call Firefighter Remuneration Policy</b>
<b>Policy #</b>  <b>2301</b>	<b>Reviewed</b> <b>Res. No.: 065/18</b>  <b>Date: January 22, 2018</b>	<b>Original Res. No.: 214/12</b>  <b>Original Date: June 23, 2014</b>

### **Policy Statement**

The City of Wetaskiwin will provide fair and equitable remuneration to all paid-on-call firefighters. Remuneration will be structured so as to attract and retain competent and qualified firefighters and appropriately reward qualifications and experience.

### **Definitions**

None.

### **Standards**

### **Pay Rates**

1. A pay rate will be assigned to each firefighter rank in relation to both the external market and relative internal responsibilities. The pay rates are listed in the remuneration schedule.
2. Remuneration upon hiring will be based on the successful applicant's experience and qualifications.
3. The City shall pay a paid-on-call for the hours spent in recruitment training at the probationary firefighter rate.
4. A performance review will be conducted prior to the end of their probationary period and annually prior to the end of November. The review will cover the accomplishment of established goals and overall performance with input from the incumbent.
5. A paid-on-call firefighter's movement to a new rate will be based upon the overall performance, experience and educational requirements of the incumbent as listed in Schedule "B". Any increases or decreases will be recommended by the Fire Chief and approved by the Chief Administrative Officer.

6. Council may annually, at their sole discretion, apply a cost of living factor to the pay rates, in order to maintain the pay structure in a competitive position.
7. In no case will any increase be given unless substantiated by good performance.

### **Benefits**

8. Paid-on-Call Firefighters are entitled to Accidental Death & Dismemberment, Weekly Accident Indemnity, Accidental Medical Expense Reimbursement, Employee Assistance Program, Rehabilitation and Accident Dental. The City shall pay for all premiums for these benefits.
9. Benefits will become effective on the commencement of training and shall continue until termination or discontinuance of active duty (leave of absence). In the case of a leave of absence, the Paid-on-Call Firefighter may make arrangements to pay both the employer and employee portions of applicable benefits if they wish to have them continue during the period of the leave.
10. Paid-on-call Firefighters are entitled to vacation pay paid in each pay period based on the following schedule:

First and Second Years	4%
Third Year and Over	6%

### **City of Wetaskiwin Staff Members**

11. City recognizes the importance of providing the opportunity to staff members to belong to the fire service, and that this may require staff to depart work during regular hours for the purpose of attending fire or emergency service calls.
  - a. Any staff member wishing to become a paid on call firefighter must receive approval from their direct supervisor and the City Manager.
  - b. Staff member approvals must be reviewed on an annual basis to ensure that absences for fire calls are not detrimental to the operations of the City of Wetaskiwin.
  - c. Approved staff members, if called for fire service during regular hours of work, will receive the higher of the firefighter rate or city rate, but not both, for the fire service time during regular work hours.

- d. If a staff member is required to respond to an emergency services call during regular work hours the employee will not lose any remuneration, benefits, or vacation allowance from the City.
- e. No loss of benefits will occur in the event of an injury on route to, from, or in relation to a Fire Services call.
- f. Training time and costs are the sole responsibility of the staff member and are not covered by the employee's regular pay.

### **Comprehensive Rate Review**

- 12. The pay structure and other areas of remuneration such as benefits will be reviewed every three years, by surveying other similarly sized municipalities, to examine the overall remuneration provided to similar positions of relatively equal responsibility. A recommendation for any changes will be made by the Chief Administrative Officer to Council.

**SCHEDULE "A"**  
**PAID-ON-CALL FIREFIGHTER REMUNERATION SCHEDULE**  
**(Effective January 1, 2018)**

Captain	\$24.17 / hour
Lieutenant	\$22.53 / hour
Firefighter First Class	\$21.42 / hour
Firefighter Second Class	\$20.60 / hour
Firefighter Third Class	\$19.84 / hour
Firefighter Fourth Class	\$16.47 / hour
Probationary Firefighter	\$14.29 / hour

**SCHEDULE "B"**  
**PAID-ON-CALL FIREFIGHTER**  
**EDUCATIONAL AND TRAINING REQUIREMENTS**

**CAPTAIN**

Experience: A minimum of 5 years of firefighting service.

Educational/  
Training: NFPA 1021 Level 2, Basic Safety Codes Officer, NFPA 1041 Level 2, NFPA 1001 Level 2, First Aid/CPR/AED, Class 3 Driver's License with Q endorsement, certified driver/operator for all fire department apparatus.

**LIEUTENANT**

Experience: A minimum of 3 years of firefighting service.

Educational/  
Training: NFPA 1021 Level 1, Basic Safety Codes Officer, NFPA 1041 Level 1, NFPA 1001 Level 2, First Aid/CPR/AED, Class 3 Driver's License with Q endorsement, certified driver/operator for all fire department apparatus.

**FIREFIGHTER FIRST CLASS**

Experience: A minimum of 3 years of firefighting service.

Educational/  
Training: NFPA 1001 Level 2, First Aid/CPR/AED, Class 3 Driver's License with Q endorsement, certified driver/operator for all fire department apparatus.

## **FIREFIGHTER SECOND CLASS**

Experience: A minimum of 3 years of firefighting service.

Educational/  
Training: NFPA 1001 Level 1, First Aid/CPR/AED, Class 5 Driver's License with Q endorsement, certified driver/operator for R-1 and all fire department pumpers.

## **FIREFIGHTER THIRD CLASS**

Experience: A minimum of 2 years of firefighting service.

Educational/  
Training: First Aid/CPR/AED, Class 5 Driver's License with Q endorsement, certified driver/operator for Bravo 1, brush truck and 1 fire department pumper.

## **FIREFIGHTER FOURTH CLASS**

Experience: A minimum of 1 year of firefighting service.

Educational/  
Training: First Aid/CPR/AED, Class 5 Driver's License with Q endorsement.

## **PROBATIONARY FIREFIGHTER**

Experience: Completion of recruit training program.

Educational/  
Training: Class 5 Driver's License.