

	<p style="text-align: center;">Municipality of Crowsnest Pass Policy</p>
<p>Policy No.: Policy Title: Approval Date: Revision Date: Supersedes Policy: Department:</p>	<p>1401-02 Fire Rescue Personnel Remuneration November 26, 2019-Policy to take effect January 1, 2019 1401-01 Protective Services</p>

1.0 POLICY PURPOSE

To establish remuneration rates for Fire Rescue Personnel.

2.0 DEFINITIONS

“Cost of Living Increase” means a cost of living increase applied to the hourly rates that is equal to the negotiated increase of the Employees of the Municipality of Crowsnest Pass.

“Fire Chief” means the duly appointed Fire Chief of the Municipality of Crowsnest Pass or designate.

“Paid On-Call” means the members of Fire Rescue that are paid when attending calls, practices, or approved work.

“Standby” means the compensation that fire officers receive to make themselves available to respond as command to emergency calls.

3.0 POLICY STATEMENTS

3.1 Fire Rescue Time Sheets

- a. Fire Rescue Paid On-Call members shall submit their time at the end of each month to the Fire Chief or designate.
- b. Paid On-Call members time must be submitted to the payroll department by the 10th of each month.
- c. Deposits will occur on the 15th of the month.

3.2 Payment Rates

- a. Hourly rates for attending to Fire Rescue duties including attending calls, practices, or approved work shall be paid as follows:

Junior Firefighters	\$15.00 per hour
Firefighters	\$20.00 per hour
Lieutenants	\$22.50 per hour
Captains	\$25.00 per hour

- b. The hourly rates will be eligible for a Cost of Living Increase annually to take effect on January 1. The increase will be equal to the negotiated increase that is received by the Municipal Employees. In the event that a Cost of Living Increase has not yet been determined with the Municipal Employees (such as during bargaining years), then there will be no increase until one has been determined, at which time, Fire Rescue Personnel will be eligible for backpay. If there is no increase for Municipal Employees, Fire Rescue Personnel will likewise not receive an increase. Applicable cost of living increases will commence in the year 2020.
- c. A Fire Rescue Member may be appointed as Training Officer. All work that is performed in accordance with the Training Officer Job Description will be paid \$27.50 per hour for said work.
- d. Stand-by rate is \$3.50 per hour (\$84.00 for 24-hour period.) Time will be recorded in hours.

MUNICIPALITY OF CROWSNEST PASS



Blair Painter, Mayor

November 26, 2019
Date



Patrick Thomas, Chief Administrative Officer

December 4, 2019
Date