	<h2 style="text-align: center;">Municipality of Crowsnest Pass Policy</h2>
<p>Policy No.: Policy Title: Approval Date: Revision Date: Supersedes Policy: Department:</p>	<p>1401-03 Fire Rescue Personnel Remuneration January 1, 2024 1401-02 Protective Services</p>

1.0 POLICY PURPOSE

To establish remuneration rates for Fire Rescue Personnel (“Members”).

2.0 DEFINITIONS

“Cost of Living Increase (COLA)” 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.

“Duty Crew” means Members that agree in advance to be on “Standby” for a period of time as specified by the Fire Chief in instances where it is necessary to ensure we can meet minimum personnel requirements such as for Statutory Holidays or special events.

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

“Fire Officers” means the Supervisory roles within the Fire Department that are qualified to take Command on call outs.

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

“Standby” means Members as part of a Duty Crew or Officers as part of Command Staff that agree to be available and ready to respond to call outs for a specific period of time to be set by the Fire Chief.

“Standby Rate” means the compensation that Fire Officers or Duty Crew receive to be on “Standby”.

3.0 POLICY STATEMENTS

3.1 Fire Rescue Time Sheets

- a. Fire Rescue Paid On-Call members shall submit their time including date and hours worked 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 Paid On-Call Rates and Information

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

Junior Firefighters	\$16.39 per hour
Firefighters	\$21.86 per hour
Lieutenants	\$24.60 per hour
Captains	\$27.32 per hour
Training Officer	\$30.07 per hour
Fire Extinguisher	\$21.43 per hour

- b. Emergency call outs will be compensated at a minimum of 2 hours.
- c. Emergency call outs will be compensated at time and half on Statutory Holidays.
- d. Statutory Holidays are as specified as General Holidays in Alberta as per Employment Standards rules and compensation may be provided for hours not worked on a General Holiday if the provisions in Employment Standards apply.
- e. There is eligibility for overtime after 44 hours per week.
- f. 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 retroactive pay. If there is no increase for Municipal Employees, Fire Rescue Personnel will likewise not receive an increase.

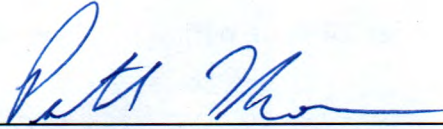
- g. A Fire Rescue Member may be appointed as Training Officer or Instructor. Compensation for said work which includes instructional time as well as course prep.
- h. Stand-by rate is \$3.72 per hour (\$89.28 for 24-hour period.) Time will be recorded in hours.

3.3 Voluntary Components of the Department

- a. There is a voluntary community-based component of being a member of Fire Rescue. The following activities are considered voluntary and are not compensated:
 - Parades
 - Fundraising and Charity
 - Visiting Schools
 - Open Houses
 - Community Outreach and Education
 - Community Events
 - Other community events or activities of a similar nature as determined by the Fire Chief or designate for which attendance is optional.
- b. The Department may maintain a complement of Auxiliary Members. Duties of Auxiliary Members include:
 - i) All voluntary activities outlined in Section 3.3 (a);
 - ii) Attending and organizing social and community events;
 - iii) Organizing and participating in work bees;
 - iv) Provides support and camaraderie with the members;
 - v) Provides input and shares any relevant expertise that they may hold.

Auxiliary Members do not attend Call Outs or Training, as such, Auxiliary Membership can be an option for spouses/family members who do not wish to become full members, or for previous Members who are on medical accommodation or who are looking to scale back from the more physically strenuous aspects of Fire Fighting.

MUNICIPALITY OF CROWSNEST PASS



Patrick Thomas, Chief Administrative Officer

January 4, 2024

Date