

## FIRE FIGHTERS REMUNERATION POLICY

Subject: Fire Fighters

Ref: Protective Services

Code: 23

Date Approved: 10/10/2017

Motion No: 459/10/10/17

Replaces: 550/09/12/14

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The County of Northern Lights  
believes in supporting the efforts  
of their firefighters to protect life and  
property of its residents.

The County of Northern Lights  
will provide remuneration to fire fighters  
who serve on the various County fire  
departments based upon the grid as  
attached.

Signed: 

Chief Elected Official

Signed: 

Chief Administrative Officer

## PROCEDURE:

1. Setting the rates of remuneration for County Firefighters, in the form of a grid, allowing for an increase in pay based on promotion through the Fire Department ranks, as follows:

<b>Casual Fire Fighter Wage Grid</b>										
<b>RANK:</b>	Probationary Firefighter	Regular Firefighter		Engineer (pump operator)	Senior Firefighter		Lieutenant		Captain	
<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>2017 Rates:</b>	20.38	20.98	21.62	22.26	22.93	23.61	24.33	25.05	25.80	26.58

2. The rates on the grid will be adjusted each year in accordance with the County's grid for Casual Labourers.
3. Advancement up the steps of the grid would be based on the following:
  - New (Probationary) Fire Fighters will enter the grid at Step 1 and move to Step 2 upon completion of Probationary requirements as per PRFD SOP Green A-050
  - Fire Fighters will move up a step within their rank on completion of a successful performance evaluation and recommendation from the Fire Chief
    - Performance evaluations will be carried out 2 years after completion of probationary requirements and every two years after that.
    - Performance will be evaluated on:
      - Attendance at Tuesday night training
      - Desire and ability to take additional training
      - Attendance for responses
      - Professional attitude and any disciplinary actions
      - Input of time and energy into all Fire Department activities
  - Fire Fighters will move up a step to a higher rank upon promotion to that position
    - Promotions are made by the following process (except for the Engineer position):
      - Vacant positions are advertised to the members
      - Interested individuals submit an application to the Chief for the position
      - An exam and interview process is completed
      - The successful applicant is chosen by the Fire Chief and senior Officers
  - The "Engineer" position is assigned to Firefighters who have

completed the training requirements for a Pump Operator and who hold the required class of driving license to operate all Fire Department vehicles (currently a Class 3 license with "Q" endorsement (air brakes))

- The Engineer position does not hold any rank authority in the Command structure (Chain of Command)
  - It is a qualification rank to encourage firefighters to become Pump Operators – which are often in short supply
  - Senior firefighters and above are already required to be Pump Operators.
4. Firefighters are required to submit Federal and Provincial TD1 forms, and will be compensated through the County's payroll system, on a bi-weekly basis.
  5. Compensation for incidental expenses will be at the discretion of the Regional Fire Chief.
  6. Firefighters will be paid mileage for travel to approved training and meetings, in accordance with the County Travel Policy. Firefighters are encouraged to car pool whenever possible.
  7. Firefighters will be paid for attendance at sanctioned training, meetings and call-outs only as approved by the Regional Fire Chief.
  8. Any time spent on calls or at training over 8 hours in one day will be considered overtime and will be paid out at time and one half.