

WESTERN RESERVE JOINT FIRE DISTRICT FIREFIGHTER COMPENSATION POLICY

I. PURPOSE

The Western Reserve Joint Fire District provides nominal fees (also referred to as "compensation") in order to reimburse its members for costs they incur for intra-district mileage, meals, clothing, safety equipment, and other miscellaneous firefighting expenses. *The nominal fees provided by the District are not a form of hourly-based compensation, and are not tied to productivity.*

II. FEES FOR TRAINING

Each firefighter will be paid sixteen dollars (\$16.00) per drill. This fee will be paid regardless of the total time for the drill.

The District will hold drills on Tuesday evenings. Approved alternative or make-up drills, available each week (Springfield, New Middletown, or Boardman, etc.) may be counted as a weekly drill with prior approval. No firefighter will get credit for more than **one** regular drill per week. The monthly department meeting will also count as a drill for compensation purposes. The Chief of the department may also schedule special drills on other evenings and on weekends

A flat fee of seventy-five dollars (\$75) shall be paid to a firefighter who attends and successfully completes the state mandated 36-hour Volunteer Firefighter Course or EMS 1st Responder course. A flat rate of one hundred eighty-two (\$182) will be provided to a firefighter who attends and successfully completes the state certified Fire Safety Inspectors course or Basic EMT-A course. In the event that any of these courses are taught on a Tuesday evening, the firefighter shall be paid the flat fee only.

A flat fee of eighty-four dollars (\$84) shall be paid to a firefighter who attends and successfully completes the state certified Firefighter I (84-hour) Bridge class, if the course is held outside the District, or when it is held within the District on days other than Tuesday. A flat fee of eighty-four Dollars (\$84) shall be paid to those firefighters who attend a course held within the District, which is held, in part, on Tuesday evenings for which they receive drill compensation credit.

A flat fee of one hundred seventy-five dollars (\$175) shall be paid to a firefighter who attends and successfully completes the state certified Firefighter I (120-hour) *now a state mandated 140-hour* class, if the course is sponsored outside the District. A flat fee of one hundred twenty dollars (\$120) shall be paid to those firefighters who attend a course sponsored within the District, which is held in part, on Tuesday evenings.

A flat fee of one hundred eight-five dollars (\$185) shall be paid to a firefighter who attends and successfully completes the state certified Firefighter II (120-hour) class, if the course is sponsored outside the District. A flat fee of one hundred twenty dollars (\$120) shall be paid to those firefighters who attend a course sponsored within the District, which is held in part, on Tuesday evenings.

A flat fee of two hundred twenty-five (\$225) shall be paid to a firefighter who attends and successfully completes the state certified Firefighter I/II class, if the course is sponsored outside the District. A flat fee of one hundred eighty-five dollars (\$185) shall be paid to those firefighters who attend a course sponsored within the District, which is held in part, on Tuesday evenings.

[Firefighters who are enrolled and successfully completed the 2003 FFI 84-Hour class, commencing January 2003, and/or the FF II 120-hour class commencing September 2003 are eligible for the compensation referenced in this policy.] **[Firefighters will not receive a bonus for classes where state certification has been previously received.]**

**WESTERN RESERVE JOINT FIRE DISTRICT
FIREFIGHTER COMPENSATION POLICY**

Fees paid by the District for courses are subject to the District three-year (3 yr.) service request.

Officers are eligible to receive the lump sum education payment so long as the school hours are not applied towards their monthly hours of service, as set forth in Section VI. Alternatively, school hours may be applied toward the monthly service if the additional lump sum payment is not taken.

The District provides reimbursement to firefighters for travel expenses outside of the District, in accordance with the District's Travel Policy. Training outside of the District, other than the State mandated training set forth in the previous paragraph would not be included in the flat fee policy set forth above. This includes training for the Mahoning County Hazardous Materials Team and Metro Arson Strike Force. Participation in these organizations is voluntary.

For all state-certified courses (EMS, Fire Suppression, Inspection or Instructor), the District will pay for the cost / expense of the first exam only. If the employee does not successfully pass the state exam on or before the third attempt, the employee must reimburse the District for all course and miscellaneous related expenses paid by the District to or on behalf of the employee.

III FEES FOR RESPONSE TO CALLS

Captains, Lieutenants, firefighters and EMS personnel will be compensated at a rate of nine dollars (\$9.00) per call. This fee will be paid regardless of the duration of the call. To receive credit for a response, the firefighter must remain until dismissed by the Officer in Charge and senior station officer.

IV. UNPAID RESPONSES

Firefighters will not be paid for calls, which occur during drills or events for which compensation is already being paid.

V. WORK DETAILS

Firefighters and EMS personnel will be compensated at a rate of twelve dollars (\$12.00) per work detail, which shall not exceed three (3) hours in length. This fee will be paid regardless of the duration of time of detail (which shall not be in excess of three (3) hours). For firefighters and EMTs to be compensated, a Chief Officer must approve the detail in advance; and the member must be present during the entire detail, until excused by the officer in charge.

VI. SUBMISSION OF RECORDS

The Training Officer or his designee shall be responsible for the completion of all documents relating to department training drills. Station Captains or Lieutenants, or their designees, shall be responsible for all documents relating to station drills, station work details or emergency call responses.

Each firefighter/EMS first responder must individually sign a drill or work detail, or call response form. If a firefighter cannot sign his or her name, the Officer in charge may sign for the firefighter. (The Officer must note the departure of the firefighter on the drill form accordingly.) Timesheets will be forwarded to the District Secretary within twenty-four (24) hours.

The District Secretary shall maintain all records relating to firefighters attendance at drills and work details and responses to calls. The records shall be made available on a monthly basis for review by the officers and firefighters of the District to confirm the accuracy of the records. The Clerk shall also

**WESTERN RESERVE JOINT FIRE DISTRICT
FIREFIGHTER COMPENSATION POLICY**

be provided monthly payroll information so as to adjust the budget accordingly and to encumber needed funds. The completed record for each employee shall be forwarded to the District Clerk by the Secretary in a timely basis at the end of each payroll period.

VII. MONTHLY STIPEND FOR OFFICERS

The Chief will assign fire Officers of the District additional duties. These duties include responsibility for fire stations, apparatus, equipment, personnel, work details and operations. These duties are in addition to the Officer's regular drill attendance. Because Lieutenants or Captains provide these additional duties on a year-round basis, the District has determined that Lieutenants and Captains should receive a monthly stipend.

Officers shall be compensated at the following rates:

Captain	-	\$	260.00 / month (Paid every 6 months)
Lieutenant	-	\$	208.00 / month (Paid every 6 months)

In addition, Officers will be compensated for calls, at same rate as firefighters. Assistant Chiefs shall not be compensated for training or work details. In addition, Assistant Chief's shall not be compensated for responses to calls. Assistant Chiefs therefore, are not subject to the provisions to Sections III, IV or V of this policy.

Assistant Chiefs shall be compensated at a rate of: \$500.00 / month.

The monthly stipend assumes that the Officers will provide at least twenty hours (20) of service per month. Failure by an Officer to meet the minimum of expectations of service to the District may result in a forfeiture of the Officer's stipend.

In addition, the District's Quartermaster, Assistant Quartermaster(s) and EMS Coordinator will be provided a monthly stipend in addition to pay received pursuant to Sections II, III, and IV. The stipend shall be paid at the following rate:

Quartermaster or EMS Coordinator	-	\$150.00 / month (Paid every 6 months)
Asst. Quartermaster(s)	-	\$ 75.00 / month (Paid every 6 months)

VIII. INSPECTIONS / FIRE PREVENTION

All Inspectors are expected to provide a minimal level of service to the District in inspection and fire prevention activities. Inspectors are to be paid \$7.00 per hour. Inspectors shall not be paid an amount in excess of seven hundred dollars (\$700) annually. Inspectors shall be paid semi-annually, during the pay period for firefighters and EMS 1st responders.

The Officer in charge of the Inspection Bureau will coordinate work assignments for inspections. The Fire Chief, Assistant Chiefs and Department Secretary will be advised of all inspection work. Time spent on inspections or fire prevention activities must be documented and submitted to the Department Secretary for recording. Credit for Inspection / Prevention activities is subject to approval by the Inspection Officer in Charge and Fire Chief.

IX. MAXIMUM COMPENSATION PROVIDED BY DISTRICT

The total compensation provided to Inspectors, the Quartermasters, EMS personnel, Firefighters, Lieutenants, Captains, and Assistant Chiefs shall not exceed twenty percent (20%) of the District's total budget, no further compensation will be paid pursuant to this policy until the beginning of the next fiscal year.

**WESTERN RESERVE JOINT FIRE DISTRICT
FIREFIGHTER COMPENSATION POLICY**

X. PAYROLL PERIODS

Payroll periods will be from (1) Dec. 1 to April 30, and (2) June 1 to October 31st. The District will issue payment to all firefighters, EMS personnel, and Officers on June 1st (for payroll period 1) and on December 1st (for payroll period 2).

XI. DISTRICT SECRETARY, CLERK, AND CHIEF NOT INCLUDED

This policy does not apply to the District's Secretary, Clerk, or Fire Chiefs, as each is subject to a separate contract with the District.

XII. EFFECTIVE DATE OF POLICY

Sections I, II, IV, V, VII, VIII, IX, X of this policy shall become effective on October 1, 1999. Section III of this policy shall become effective on April 1, 2000.

Adopted by the Western Reserve Joint Fire District
Board of Trustees on the 8th day of September, 1999.
Sections II, III, VII Amended by the Western Reserve Joint Fire District
Board of Trustees on the 13th day of December, 2000.
Amendments shall become effective on December 1, 2000.
Section II Amended April 11, 2001
Sections II, III, IV, VI, & VII Amended December 12, 2001.
Sections II, III, V, VI, VII, VIII - Amended November 13, 2003.
Effective 12/01/2003
Section X amended March 10, 2004.
Section II amended April 20, 2005.
Section II amended February 14, 2007
Section II amended June 13, 2007
Section VII amended November 10, 2010

The District is an Equal Opportunity Employer. The District does not discriminate on the basis of race, color, gender, religious affiliation, or national origin.