

GLASSY MOUNTAIN FIRE DEPARTMENT

STANDARD OPERATING PROCEDURE

TITLE
PERSONNEL
POLICIES

SUBJECT
PAID ON-CALL (POC) and FIRE
EVENT COMPENSATION

POLICY #
803

PURPOSE:

To establish guidelines pertaining to the remuneration provided to volunteer personnel that function as designated "On-Call" personnel and those that respond to structure fires or other significant fire events (I.e. Fire Alarms, Smoke in a Structure, Working Outside Fires, Vehicle Fires, and any Second Alarm incident).

RESPONSIBILITY:

It shall be the responsibility of all personnel to comply with this policy.

POLICY:

- A. Personnel may sign up to be "Paid On-Call" (POC) for a shift or part of a shift as outlined below. Personnel that are Paid On-Call must remain within a 15-mile radius of the GMFSA for the period of time signed up for and must be readily available to respond to structural, working outside fires, or other second alarm incidents. (I.e. Must have structural gear with them, must not be otherwise engaged where they cannot respond immediately) There will be up to three (3) POC shifts per day with the exceptions as noted below.
- B. Personnel may sign up for a POC slot up to two (2) weeks in advance. Persons wishing to be considered as POC the day of can sign up with the shift captain by contacting him before the beginning of the shift.
- C. Shifts may be split into 8, 12, or 24-hour blocks with a per diem of \$8.00 per 8-hour shift, \$12.00 per 12-hour shift and \$24.00 for an entire 24-hour shift.
- D. Persons that have signed up to be POC that fail to return for any structural alarm, working outside fire, or second alarm incident will receive a written warning from the on-duty captain and forfeiture of the day's stipend. A second offence within a 30-day period will result in suspension from POC for 30 days and forfeiture of the daily stipend.
- E. Personnel that agree to be in house Paid On-Call (staffing a fire station) will be paid a \$35.00 stipend for 24 hours, \$20.00 per 12-hour shift, and \$15.00 for an 8-hour period. These personnel must remain at the station for the entire time to be eligible for the higher rate.
- F. Paid On-Call slots will increase from 3 to 5 slots on weekends and holidays. The 4th and 5th slots must be in-house POC personnel and they must staff Beaver Dam or Oak Grove at the discretion of the Captain on duty to fulfill operational needs and provide an enhancement to areas of the district that are currently underserved.

Approved by Commission: March 17, 2014; October 20, 2014, November 21, 2016

Initial Issuance Date: April 7, 2014

Updated: December 16, 2016

Replaces: SOG 6.08

SOP 803

- G. The stipend paid for structural or other compensable events will be paid at \$15.00 per event. Personnel responding to a fire event (Alarm, Smoke in a Structure, Structure, Working Outside Fire, any Second Alarm, etc.) must return to a station and sign in and must remain in station until all equipment is back in service.
- H. Interior certified personnel (Firefighter 1 or 2) will be compensated at \$25.00 if on scene and engaged in the suppression of a structure fire. Personnel standing by or not engaged in suppression activities will be compensated the \$15.00 amount. The chart below provides an overview of the compensation.

Shift	Paid On-Call At Home	Paid On-Call In-House	Pay Per Event	Interior Firefighter - Engaged
8 hours	\$8.00	\$15.00	\$15.00	\$25.00
12 hours	\$12.00	\$20.00	\$15.00	\$25.00
24 hours	\$24.00	\$35.00	\$15.00	\$25.00

DEFINITIONS:

REFERENCES:

N/A