

Paid-On-Call Firefighter Compensation Policy 222, 2025

The following was adopted as Policy by **Resolution No.** at the **Regular Council Meeting** held on **Month Day, 2025.**

PURPOSE

The District of Lake Country Fire Department oversees the recruitment of Paid-On-Call (POC) firefighters for the District of Lake Country ("District"). This policy outlines the compensation structure for POC firefighters in the District for the period of July 1, 2025, to December 31, 2027, establishing fair and transparent pay practices aligned with operational needs and regulatory requirements.

POLICY

1. PAID-ON-CALL PAY RATES 2025 TO 2027

1.1 The per hour pay rate for POC firefighter ranks is indicated in the table below:

Rank	2024	2025	2026	2027
Recruit	\$18.75	\$21.00	\$22.00	\$23.00
Firefighter	\$21.00	\$23.00	\$24.00	\$25.00
Driver Operator	n/a	\$24.00	\$25.00	\$26.00
Lieutenant	\$23.00	\$25.00	\$26.00	\$27.00
Captain	\$25.00	\$27.00	\$28.00	\$29.00

1.2 Pay increases will be effective July 1, 2025, January 1, 2026 and January 1, 2027.

1.3 Members of the SD23 Fire Academy are considered under the Unpaid Work Experience Program and are not eligible for compensation under this policy.

1.4 Reimbursement rates for deployment to BC Wildfire Services (BCWS) are governed by the BC Interagency Operational Procedures and Reimbursement rates.

2. CALLOUT

2.1 POC Members will be compensated at a minimum of two (2) hours of pay for the initial callout. Additional time worked will be rounded up and submitted to payroll in 15-minute increments. The two (2) hour minimum does not apply when a POC Member is already in attendance for another callout, fire training, public education, special events, required courses and seminars, and meetings.

3. FIRE TRAINING

3.1 Weekly fire training will be scheduled from 6:30 pm to 9:30 pm on Tuesday evening, Thursday evening, or as directed by the Fire Chief or Designate. POC Members participating in scheduled weekly fire training will be compensated at straight time. Actual time worked will be rounded up and submitted to payroll in 15-minute increments.

4. PUBLIC EDUCATION AND SPECIAL EVENTS

- 4.1 Public education and special events will be scheduled as required by the Fire Chief or Designate. POC Members participating in public education and special events will be compensated at straight time. Actual time worked will be rounded up and submitted to payroll in 15-minute increments.

5. REQUIRED COURSES AND SEMINARS

- 5.1 Required courses and seminars will be scheduled as required by the Fire Chief or Designate. POC Members participating in required courses and seminars will be compensated at straight time. Actual time worked will be rounded up and submitted to payroll in 15-minute increments.

6. MEETINGS

- 6.1 Meetings will be scheduled as required by the Fire Chief or Designate. POC Members participating in meetings will be compensated at straight time. Actual time worked will be rounded up and submitted to payroll in 15-minute increments.

7. STANDBY CREWS

- 7.1 Standby crews may be required to meet specific operational or community safety needs. Standby crews will be scheduled as required by the Fire Chief or Designate. POC Members will be compensated at a minimum two (2) hours of pay for standby during the specified operational period. Callouts and additional time worked by POC Members on standby will be compensated following the procedure for callout, fire training, public education, special events, courses, seminars, and meetings.

8. INSTRUCTORS

- 8.1 All POC Members will be provided with an opportunity to apply for instructor positions within the fire department. It is preferred that individuals only participate in one training cadre. Training cadre applications will be evaluated by the Fire Chief or Designate, and assignments will be based on merit, qualifications and demonstrated record of attendance. POC Members participating as instructors will be compensated at straight time following the procedure for fire training, public education, special events, courses, seminars, and meetings.

9. VOLUNTEER EVENTS AND PROFESSIONAL DEVELOPMENT

- 9.1 POC Members will not be compensated for their participation in community volunteer and charity events. POC Members will not be compensated for their participation in external professional development and post-secondary educational programs.

10. APPROVALS, AMENDMENTS AND ANNUAL REVIEWS

- 10.1 This policy is subject to periodic review and amendment by Council, in consultation with appropriate staff, to ensure that the District remains in compliance with applicable provincial requirements and compensation for POC Members remains competitive with comparable communities.

Date	Approver	Type

Original signed by Blair Ireland
Mayor

Original signed by Reyna Seabrook
Corporate Officer