

## Paid-Call Firefighter Compensation

### 1003.1 SCOPE AND PURPOSE

To establish a compensation process and to provide the Paid-Call Firefighters (PCF) with adequate compensation to meet minimum wage laws while performing services for the Fire District.

### 1003.2 POLICY

PCF's will receive compensation in the form of an hourly wage for response to emergency calls, attending training, and performing other approved duties. The hourly wage remains the same regardless of assignment within or outside the Fire District, or while acting as an agent of the District while fulfilling the District's obligations under mutual aid or automatic aid agreements.

### 1003.3 HOURLY WAGE CATEGORIES

- **PCF Company Officer** (California minimum wage + \$2.00/hour)
- **PCF Fire Apparatus Operator** (California minimum wage + \$1.00/hour)
- **PCF Firefighter** (California minimum wage per hour)
- **PCH Heavy Fire Equipment Operator** (\$30.00 per hour)

### 1003.4 PROCEDURE

1. A minimum of 1 hour will be paid for the first emergency call in a day, if multiple calls occur within the same hour, only one hour is paid.
2. Calls that last greater than an hour will be rounded either up or down to the nearest quarter hour, after the first full hour, for the total time committed, including multiple calls or time earned at training or other assignment that may occur within the same hour or consecutive hours.
3. PCF's may not leave or respond to other emergency incidents until they have been released from an assigned incident by the Incident Commander.
4. Pay is calculated on 28 day pay periods.
5. Overtime is only applied once the PCF works more than 212 hours within the same 28 day pay period.
6. Time cannot be volunteered to the Fire District. All time is considered compensable and therefore is only allowed at the direction of the District.
7. Work can only be performed at the direction of the Fire District including:
  - (a) Emergency incident dispatches or calls for service;
  - (b) Scheduled Training assignment;
  - (c) Other approved activities as assigned by a Battalion Chief; and

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## Policy Manual

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- (d) Time allowed by policy for Company Officers or Fire Apparatus Operators.
8. Paid-Call Company Officers are allowed up to 8 hours of compensation per pay period for their duties at Stand-alone PCF Stations, and up to 6 hours at stations with full time staffing. This time will be compensated on the quarter hour with no 1 hour minimum.
  9. Paid-Call Fire Apparatus Operators are allowed up to 8 hours of compensation per pay period for their duties at Stand-alone PCF Stations, and up to 6 hours at stations with full time staffing. This time will be compensated on the quarter hour with no 1 hour minimum.
  10. Working a shift at a fire station is not allowed unless directed by the Duty Chief.
  11. Spending time at a fire station while off duty is discouraged and will not be compensated, further you may not perform any productive work during such time. Such time is considered of personal nature and will be as such.
  12. Station career personnel will not assign PCF members to any duties not listed in #7 above.
  13. Any time not expressly approved within this policy is expressly prohibited without pre-approval of the District Division Chief. The District Division Chief shall be listed as the approving official on the timesheet notes. If a PCF works time not expressly approved within this policy without the pre-approval of the District Division Chief, such PCF will be subject to disciplinary action.

#### **1003.5 POLICY RESPONSIBILITY**

Board of Directors, Fire Chief, District Administrative Officer, Division Chiefs, Battalion Chiefs, Station Captains, Paid-Call Company Officers, Paid-Call Fire Apparatus Operators, Paid-Call Firefighters.