

# **Part-Time Firefighter/EMT and Firefighter/Paramedic Program**



## **CLALLAM 2 FIRE-RESCUE**

This manual establishes uniform procedures for the Fire District Part-time Firefighter Program. It is neither designed as, nor does it establish, a legal standard for these functions. Revisions must be approved by the District Chief.

---

# Table of Contents

PURPOSE/GOAL .....	3
POSITION DESCRIPTION .....	3
STAFFING POLICY .....	3
SELECTION REQUIREMENTS AND PROCESS .....	3
AGREEMENT .....	5
RESIDENCY .....	5
SUPERVISION BY THE DEPUTY FIRE CHIEF.....	5
UNIFORMS AND PROTECTIVE CLOTHING .....	5
TRAINING .....	6
SHIFT ASSIGNMENTS .....	7
SCHEDULED DAYS OFF .....	8
ALARM RESPONSE .....	9
STATION DUTIES .....	9
COMPENSATION .....	9
GENERAL RULES .....	12
APPENDIX A- POSITION DESCRIPTION.....	14
APPENDIX B – SAMPLE WORK SCHEDULE.....	
APPENDIX C- WAGE SCALE .....	

---

## **PURPOSE/GOAL**

It is the intent of Clallam 2 Fire-Rescue to maintain an effective Part-Time Firefighter Program designed to enhance volunteer firefighter staffing, augment career staffing, and to prepare individuals for a career in the fire service.

## **POSITION DESCRIPTION**

See Appendix A.

## **STAFFING POLICY**

The Fire District shall attempt to fill all open positions from a current list of prospective part-time firefighters, however, part-time firefighters assigned to each designated shift shall not to exceed the total number of assigned positions available at the fire stations or other facilities.

## **SELECTION REQUIREMENTS AND PROCESS**

The successful applicant for part-time firefighter shall:

1. Possess the knowledge, skills, and abilities to perform day-to-day tasks and emergency response functions necessary for the completion of the mission of the District.
2. Be capable of, and willing to assume responsibility for carrying out the commands of fire officers during routine activities and under emergency conditions.
3. Demonstrate the ability to remain calm and function effectively during periods of inactivity or stress.
4. Demonstrate acceptable skill levels of written and oral communication.
5. Be capable of learning basic computer functions, such as, but not limited to, e-mail, word processing, and entering data and information into fire service related software.
6. Be capable of passing District required medical and fitness examinations to demonstrate health in accordance with state medical standards for volunteer firefighters and pass drug screening.

---

## **Minimum Requirements**

1. Must be eighteen (18) years of age upon application to the program.
2. Must possess a valid Washington State Driver's License and have an acceptable driving record.
3. Must be able to pass a background check.
4. Minimum education and training requirements of a high school diploma or G.E.D.
5. Must be physically and mentally capable of performing the functions of a firefighter. Successfully pass the fire district physical agility test and comprehensive medical exam.
6. Must possess IFSAC or Pro Board Firefighter 1 and Washington State EMT or paramedic certification (or National Registry with ability to obtain Washington State certification) at time of hire.

(current Clallam 2 Fire-Rescue volunteers in good standing do not need IFSAC or Pro Board certification, but must have completed an approved fire academy)

## **Application Process**

1. Current Clallam 2 Fire-Rescue Volunteer Members
    - a. Resume
    - b. Cover Letter
    - c. Oral Review Panel
  2. New Member
    - a. Complete District Application Packet
    - b. Resume
    - c. Cover Letter
    - d. Applicable Past Training Documentation
    - e. Oral Review Panel
    - f. Firefighter and EMS Skills evaluation
    - g. Pass C2FR Physical Agility Test or current CPAT card.
  3. Application, resume, and cover letter will be screened to determine if the applicant meets minimum requirements. Qualified applicants will be ranked
-

---

based on evaluation of the cover letter and resume along with experience and education. Applications may be given preference depending on the following:

- a. Current District Membership
- b. Experience and Qualifications
- c. Current enrollment in a college majoring in one of the following disciplines:
  - Fire Science
  - Paramedic
  - Fire Administration

### **AGREEMENT**

Upon selection for the part-time program, each part-time employee shall be required to sign an agreement with Clallam 2 Fire-Rescue. The signed agreement will be retained by the Fire District and kept in the part-time firefighter's personnel file.

### **RESIDENCY**

Persons accepted into the part-time firefighter Program may either reside locally or out of the area. There is no residency requirement for part-time firefighters, however they must live within a reasonable distance to ensure they are able to arrive at the scheduled beginning of their shift.

### **SUPERVISION BY THE DEPUTY FIRE CHIEF**

The Deputy Fire Chief shall have the authority and responsibility to manage the Part-time Firefighter Program, under the direction of the Fire Chief of the District, and shall provide management, direction and general supervision to the part-time firefighters.

Shift Officers shall provide direct supervision of part-time firefighters during day-to-day activities, training, and emergency incidents. Part-time firefighters will be assigned to an operations shift and report to the appropriate shift captain.

### **UNIFORMS AND PROTECTIVE CLOTHING**

Clallam 2 Fire-Rescue will provide each part-time firefighter with the appropriate articles of personal protective clothing, equipment and uniforms. Only items issued by the fire district and/or approved by the fire district are to be utilized by the part-time firefighter while on duty.

1. Structural PPE and Equipment
2. Wildland PPE and Equipment

- 
3. Uniforms – Due to the amount of time that they are worn, part-time firefighters will receive two sets of class “B” uniforms.
  4. Station Boot Allowance – An allowance of \$300 will be provided per individual every two years. This allowance shall not be provided until the point at which the part-time firefighter has been in the program for at least six (6) months. The individual shall purchase the district approved footwear and present the receipt to the district for reimbursement. If the individual decides to retain the boots after separation, they may reimburse the Fire District for the cost of the boots.

All articles of clothing and issued equipment are the property of Clallam 2 Fire-Rescue and are to be kept clean and in good order. Clallam 2 Fire-Rescue will replace or repair equipment and clothing damaged through normal use. Requests for repair and/or replacement will be made through the chain of command according to SOG. Any missing, lost or damaged item(s) will be reported immediately to the on-duty shift officer.

Upon resignation or termination from the program, all issued equipment will be returned to Clallam 2 Fire-Rescue Logistics. The cost of replacement of missing or damaged equipment may be deducted from any final compensation due. The footwear purchased through the boot allowance may be retained by the part-time firefighter.

## **TRAINING**

District standards shall be followed and performance/progress reported to the Deputy Fire Chief for both initial and ongoing training.

### **Initial Training**

The initial training phase for part-time firefighters is divided into two levels. Timelines are given for completion of each level of training. These are based upon the date of appointment.

The part-time firefighter shall not respond to alarms until Level 1 requirements are successfully completed. It shall be the responsibility of the part-time firefighter to keep the Deputy Fire Chief informed of progress, issues, or problems encountered during the initial training phase. These reports can take the form of verbal, electronic, or written communications.

### **Level 1. (Onboarding/Orientation)**

The part-time firefighter will be assigned to two weeks of onboarding/orientation training consisting of a Monday-Friday work schedule for Level 1 training. It will be the responsibility of the part-time firefighter to complete this training within two weeks. A progress report shall be submitted to the Deputy Fire Chief at the end of this period as needed.

---

---

The part-time firefighter will identify responsibilities and duties as follows:

1. Familiarization with the rules, SOG's, Policies & Procedures, and regulations of Clallam 2 Fire-Rescue and the Part-time Program.
2. Completion of all necessary paperwork for employment.
3. Demonstrate knowledge of and ability to perform routine station and equipment maintenance.
4. Qualified to serve as driver/operator for Fire District ambulances. If the Part-time firefighter has not previously completed Emergency Vehicle Incident Prevention (EVIP) training, they will complete this during Level 1 training.

#### Level 2. Basic Training

It will be the responsibility of the part-time firefighter to complete this training within 180 days/six (6) months from appointment. Periodic progress reports shall be submitted to the Deputy Fire Chief as needed.

The part-time firefighter will be required to complete a Clallam 2 Fire-Rescue basic training program task book.

The task book will have benchmark training requirements at 60 days, 90 days, and 180 days.

It will be the responsibility of the part-time firefighter to request and schedule training and evaluations for the task book skills. The part-time firefighter will keep their shift captain informed of progress in meeting training requirements and completing evaluation steps.

#### Ongoing Training

Part-time firefighters shall participate in training while on shift.

Part-time firefighters may be given the opportunity to participate in a career development program provided or sponsored by the Fire District. This program may include, but is not limited to, advanced wildland fire fighting, Incident Management courses, hazardous materials, rope rescue technician, swift water rescue technician and fire administration courses.

### **SHIFT ASSIGNMENTS**

---

---

Duty assignments for part-time firefighters will be done in accordance with the staffing needs of the District. Part-time firefighters must reside at their assigned fire station while on shift

Each part-time firefighter will be assigned to a shift (A, B, or C). Shifts will generally be twenty-four (24) hours, 0700 – 0700, with the possibility for 12-hour partial shift assignments. Schedules will be posted at the stations for all members to see. On average, part-time firefighters will be assigned four shifts per month. Part-time firefighters shall not exceed 160 hours worked in a single month.

A total of four to six part-time firefighters will be assigned to each of the three operational shifts. The program goal will have a minimum of 12 firefighters and maximum of 18 firefighters. The program may still proceed with fewer than 12 firefighters but will be evaluated by the Chief Officers to ensure the program is still meeting the intended outcomes. Part-time firefighters will be assigned to shifts on a rotational basis and will include weekend and holiday hours on a routine basis.

Shift coverage/trades may be made with other part-time firefighters within classification upon approval by the Shift Supervisor and forwarded to the Deputy Fire Chief for filing, as long as fire district minimum staffing requirements are met and the Part-time firefighter does not exceed a total of 160 hours worked in a single month (this includes all regular shifts and traded shifts). All requests must be submitted on the appropriate paperwork no later than twelve (12) hours in advance of the scheduled shift.

An example shift schedule is attached in Appendix B

### **SCHEDULED DAYS OFF**

Part-time firefighters do accrue un-paid days off at a rate of 12 hours per calendar month. Days can be accumulated in a bank to a total of 96 hours maximum. These days off have no cash value and will be lost upon departure from the program. A limit of one (1) part-time firefighter will be allowed to have a prescheduled day off on any given shift as long as the minimum staffing requirements are met.

Requests will be submitted on the required form. Time off can be requested in twelve-hour increments. Requests will be turned in to the Shift Supervisor for comments and forwarded to the Deputy Chief for final approval. Requests will be considered in the order in which they were received.

Upon separation from the fire district, the accrued days off cannot be “cashed out”.

### **Hold Over/Mandatory Shift Coverage**

Part-time firefighters may be held over due to late incidents or other fire district business. The part-time firefighters will not be placed on the mandatory overtime list, however they

---



---

can voluntarily accept additional shifts at their regular rate of pay when vacancies occurs so long as they do not exceed 160 hours worked in a given month.

### **ALARM RESPONSE**

1. The on-duty part-time firefighter(s) will respond to all alarms for their assigned station at the direction of the shift officer
2. Off-duty part-time firefighters are encouraged to respond to any general alarms, structure fires, and CPR incidents.
3. Off-duty part-time firefighters who are not in quarters may respond or standby the same as other career or part-time firefighters.
4. Part-time firefighters responding with volunteer personnel will be under the supervision of the applicable company officer or senior firefighter.
5. Off-duty part-time firefighters will be compensated at their hourly rate for any hours worked outside their assigned shift. Response to off-duty alarms will be paid at a minimum of one hour.
6. If the part-time firefighter has reached the maximum of 160 hours in a month, or will exceed 160 hours in a month due to upcoming scheduled shifts, they are not eligible to respond to alarms off-duty.

### **STATION DUTIES**

Part-time firefighters will be assigned daily task and duties as the direction of the on-duty shift officer. Daily task will include, but are not limited to, vehicle and equipment checks, minor vehicle maintenance, cleaning, training, community risk reduction activities, pre-incident planning, and other duties as assigned.

### **COMPENSATION**

#### **Monetary**

- The District shall pay part-time firefighter compensation in accordance with District payroll procedures. Pay dates typically occur on the 6<sup>th</sup> and 21<sup>st</sup> of each month but may be adjusted to the last business day prior to the schedule payday due to weekends or holidays.
- The part-time firefighter/EMTs or firefighter/paramedics will be paid at the applicable classification rate below;

---

Year 1 = Step 1 of current wage scale for full-time career firefighters  
Year 2 = Step 2 of current wage scale for full-time career firefighters  
Year 3 = Step 3 of current wage scale for full-time career firefighters  
Year 4 = Step 4 of current wage scale for full-time career firefighters

A part-time firefighter, at the discretion of the Fire Chief, may be started at a higher rate of pay up to Step 3 based on previous experience and qualifications which demonstrate an advanced skillset and qualifications.

- Part-time firefighters will be paid at an hourly rate, broken down to the closest 15-minute increment. This includes all assigned shift hours, off-duty alarm response, and any approved activities assigned by the fire district.
- If a Part-time firefighter is assigned to work a shift on a fire district observed holiday, they will be compensated an additional hour of base pay per hour worked on the observed holiday.
- Current wage scale is attached in Appendix C.

### **Living Space**

The District shall provide the Part-time firefighter with furnished living quarters while on-duty. All utilities, laundry facilities with washer and dryer, kitchen with appliances, telephone service (local calls only), internet service, cleaning and maintenance supplies, certain paper products, and certain linen products will be supplied.

### **Retirement**

Part-time firefighters will become eligible for participation in the Washington State Public Employees Retirement System (PERS) after completing five (5) months of service where they have worked at least 70 hours of compensated time.

### **Paid Sick Leave**

Part-time firefighters will accrue one (1) hour of paid sick leave for every forty (40) hours of compensated work hours. Upon separation from the Fire District, the Part-time firefighter is not eligible to "cash out" any accrued sick leave.

Sick leave shall be granted to the extent accumulated but only when an employee is required to be absent from work for one of the following reasons:

---

- 
1. Illness or injury of the staff employee or for preventative health care.
  2. Illness, injury, preventative health care and bereavement of relatives or household members. Leave for this reason shall be limited to five (5) days, unless extended by the District Chief. For the purpose of this subsection, "relative" shall include only:

- A. Spouse.

- B. Child, step child, grandchild, or foster child.

- C. Parent, grandparent or legal domestic partner.

Any employee of the District who is unable to work due to illness, injury or other medical reason, shall notify the District, giving the duration of the absence and if being attended to by a medical health professional and will complete a leave request form.

Upon request of the District, employees that are unable to work due to an illness or injury will be required to provide a doctors release prior to returning to full active duty from a licensed health care professional.

Sickness related absences of five (5) days duration may, at the request of the District, require employees to submit a statement of illness from a licensed health care professional.

Any employee feigning sickness or injury or otherwise deceiving a representative of the District as to their actual condition, or any employee sick, injured, or disabled through improper, illegal or vicious conduct or substance abuse, including alcohol, shall be subject of disciplinary action.

Abuse of sick leave shall be grounds for disciplinary action.

### **Other Applicable Statutes**

Washington Long Term Care Act (50B.04 RCW)

Domestic Violence Leave (49.76 RCW)

Military Leave (RCW 38.40.060)

Military Family Leave (49.77 RCW)

Washington Paid Family & Medical Leave (RCW 50A.15)

### **GENERAL RULES**

---

---

### **Compliance Requirement**

Each part-time firefighter is responsible for knowledge of and compliance with the rules, policies & procedures, SOGs, and the terms and conditions of the Part-time Firefighter Agreement. Breach of these rules, policies & procedures, or the Part-time Firefighter Agreement, may subject the part-time firefighter to discipline up to and including disqualification and dismissal from the Part-time Firefighter Program.

### **Fitness**

Part-time firefighters will maintain Clallam 2 Fire-Rescue physical fitness standards.

### **Status**

The part-time firefighter understands and agrees to the status of an “at-will” employee, without representation of a labor union. The part-time firefighter may be removed from the program at any time at the discretion of the Fire Chief.

### **Rights**

The part-time firefighter understands and acknowledges that there are no rights of contract outside of this agreement, no liberty or property interests, and no proprietary or exclusive rights of any kind created or existent in any position, including that of part-time firefighter, by virtue of this agreement.

### **Rules and Procedures**

The part-time firefighter shall comply with all District rules, policies & procedures, and with the terms and conditions of this Agreement, at all times. Non-compliance may subject part-time to penalty and/or discipline up to and including suspension or termination.

The District has the right to and may alter, amend, or in any way change the rules and procedures or any aspect of District operations at any time without prior notice to the part-time firefighter.

### **Performance**

The part-time firefighter understands and acknowledges that the essence of the part-time program is the provision of qualified Firefighter/EMS personnel in the station for emergency response, and that compliance with predetermined standards of training attendance, task performance abilities, alarm response, and maintenance of program participation requirements is reasonable and necessary.

- 
1. The minimum standards of part-time firefighter participation and activity are as follows:
    - a. Assigned duty shifts, all periods scheduled for
    - b. Station training participation while on duty.
    - c. All station alarms while on duty.
    - d. All required training to maintain qualification levels.
  2. All activity and performance standards are measured as described in the Fire District Policies & Procedures manual and S.O.G. manual.
  3. Part-time firefighters shall maintain the District minimum standards of physical fitness.
  4. Part-time firefighters must maintain minimum response level certifications.

#### **VOLUNTARY RESIGNATION**

The part-time firefighter is encouraged to provide a two-week notice to the District when they elect to leave the program. Such notice should be in writing and forwarded through the chain of command to the District Chief.

#### **SIGNATORY PAGE**

The parties hereby certify that they have read, understand, and agree to the terms and conditions of this agreement.

Part-time \_\_\_\_\_ Date \_\_\_\_\_

District \_\_\_\_\_ Date \_\_\_\_\_

<b>Clallam 2 Fire Rescue Operational Guidelines Policy and Procedures</b>	
<b>Division II Job Descriptions</b>	<b>Part-Time Firefighter/EMT and Firefighter/Paramedic</b>
Policy Number: 2.13	
Effective Date: 8/2025	Last Review:

## **2.7 Part-Time Firefighter/EMT/Paramedic**

### **2.7.1 General Statement of Duties**

Provides emergency assistance and protective services to the public; performs all hazard protective service including but not limited to firefighting, emergency medical, hazardous materials, rescue and fire prevention duties as assigned; responsibilities include maintenance of fire stations, equipment, and apparatus; participates in drills and training activities. The work schedule is determined by the needs of the organization and generally consist of five 24-hour shifts assigned per month.

### **2.7.2 Distinguishing Features of the Class**

The primary purpose of this position is to provide part-time, paid firefighting personnel to serve the community. This is general duty firefighting/EMS work in combating, extinguishing, preventing fires and providing emergency medical services. The employees in this class are responsible for the protection of life and property through firefighting activities usually performed under supervision. Work requires performance of hazardous tasks under emergency conditions which may involve extreme exertion under such handicaps as smoke, high temperature, and cramped surroundings and confined spaces. A large part of duty time is taken up in District-wide pre-fire planning, performing and developing training, mapping, and maintaining equipment and quarters. Work is normally performed under supervision in accordance with well-defined procedures, and assignments are received from District officers both in firefighting/EMS and maintenance duties.

### **2.7.3 Examples of Essential Work**

- Responds to emergency situations and performs fire suppression and/or emergency medical activities as needed; participates as a team member; performs work requiring strenuous physical activity, heavy lifting, and working from ladders while wearing self-contained breathing apparatus; works within the chain of command and follows orders, rules, policies, and standard operating procedures and detailed directions; makes rapid decisions as to appropriate action if needed.
- Operates diverse equipment such as hoses, self-contained breathing apparatus,

a variety of hand tools and power equipment, saws, ladders, fire extinguishers, ventilation equipment, radios, rescue and extrication equipment, and specialized medical equipment.

- Performs foam operations; performs hose and ladder evolutions.
- Responds to a variety of hazardous material incidents and performs duties according to department guidelines.
- Climbs both ground ladders and aerial ladders during rescue or firefighting operations and training.
- Assists in preparation of pre-fire plans and development of information resources about industrial, commercial and multiple dwelling occupancies, and other target hazards; participates in building familiarization tours.
- Recognizes and preserves evidence pertaining to fire cause and point of origin; assists with fire cause determination under direction of a Fire District officer or fire investigator.
- Participates in fire and other emergency/rescue drills and training; keeps up-to-date on methods, policies, and procedures; takes periodic written and practical exams.
- Teaches basic fire prevention techniques at schools; conducts tours.
- Participates in the maintenance of apparatus, fire stations, and grounds.
- Operates computers and other electronic equipment as required.
- Drives and operates a variety of fire apparatus and vehicles; has a working knowledge of District streets and layout.
- Prepares and develops reports and records as required.
- Performs initial patient assessment and administers appropriate medical treatment, either basic or advanced, as determined by the employee's certification level.
- Performs lifting and moving patients.
- Directs or assists higher level EMT in-patient care, assessment, packaging, and transportation.
- Responds to emergency medical calls for service, renders basic life support as dictated by call type.
- Performs related work as required.

#### 2.7.4 Required Knowledge, Skills, and Abilities

Skill in:

- The use of firefighting, medical, and communication equipment;
- The use of hand tools and power tools;
- Reasoning and reacting quickly and calmly in emergency situations.

Ability to:

- Learn firefighting and medical techniques, skills, and methods within a reasonable trial work period;
- Understand and follow oral and written instructions;
- Climb ladders, handle hose, and lift heavy objects;

- Work in confined spaces and at considerable heights;
- Perform strenuous and prolonged work while wearing self-contained breathing apparatus;
- Spell, punctuate, and express thoughts in writing;
- Use office and computer equipment;
- Work and live harmoniously with other employees and teammates;
- Establish and maintain effective, courteous, and tactful working relationships with superiors, other employees, and the general public;
- Maintain a level of physical strength, agility, and endurance as prescribed by the department;
- Work irregular hours;
- Perform required work safely;
- Maintain departmental records and reports as required including entry into computerized data system.

#### 2.7.5 Required Experience and Training

- High school diploma or equivalent, preferably supplemented by college-level course work in fire science or related field; and
- State of Washington Emergency Medical Technician level certification or State of Washington Paramedic certification, with Clallam County MPD approval;
- Certification as NFPA Firefighter I or higher; and
- Certification Washington State Emergency Vehicle Incident Prevention (EVIP);
- Qualified to drive District Apparatus;
  - Ambulance and
  - Engine
  - Brush Engine
  - Tender
  - Squad/staff vehicles
- Must completed Part-time Firefighter/EMT or Firefighter/Paramedic Task book

#### Other Qualifications:

##### Applicants must:

- Be at least 18 years of age by the date of appointment;
- Possession of a valid Washington State Driver's License, have a safe driving record;
- Be in good physical health as determined by a medical examination.

#### 2.7.6 Special Qualifications Desired

- ICS Coursework: I-100, I-200, I-300, IS 700 & IS 800;
- ICS I-400 is preferred but not required at the entry level.



- Wildland firefighter II certification (NWCG).

#### 2.7.7

##### Essential Physical Abilities

- Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which enables the employee to communicate effectively;
- Sufficient vision or other powers of observation, with or without reasonable accommodation, which enables the employee to review a wide variety of materials in electronic or hard copy form;
- Sufficient manual dexterity, with or without reasonable accommodation, which enables the employee to operate a personal computer, mobile data terminal, telephone, and other related equipment;
- Sufficient personal mobility and physical reflexes, with or without reasonable accommodation, which enables the employee to successfully complete all tasks required of the position.

#### 2.7.8

##### Pay and Benefits

- Part-time firefighter/EMTs and firefighter/paramedics are provided the benefits outlined in the Clallam 2 Fire-Rescue Part-Time Firefighter program.

Sample Work Schedule 12 Personnel 4 Per Shift (120 hours per month)																																
	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar	6-Mar	7-Mar	8-Mar	9-Mar	10-Mar	11-Mar	12-Mar	13-Mar	14-Mar	15-Mar	16-Mar	17-Mar	18-Mar	19-Mar	20-Mar	21-Mar	22-Mar	23-Mar	24-Mar	25-Mar	26-Mar	27-Mar	28-Mar	29-Mar	30-Mar	31-Mar	
A-Shift																																
Captain	24	24					24	24					24	24					24	24					24	24					24	
Full-time FF/PM	24	24					24	24					24	24					24	24					24	24					24	
Full-time FF/EMT	24	24					24	24					24	24					24	24					24	24					24	
PT FF1	24						24						24						24						24						24	
PT FF2	24						24						24						24						24						24	
PT FF3		24						24						24						24						24					24	
PT FF4		24						24						24							24						24					24
B-Shift																																
Captain			24	24					24	24					24	24					24	24					24	24				
Full-time FF/PM			24	24					24	24					24	24					24	24					24	24				
Full-time FF/EMT			24	24					24	24					24	24					24	24					24	24				
PT FF1			24						24						24						24						24					24
PT FF2			24						24						24						24						24					24
PT FF3				24						24						24						24						24				24
PT FF4				24						24						24							24						24			24
C-Shift																																
Captain					24	24					24	24					24	24					24	24					24	24		
Full-time FF/PM					24	24					24	24					24	24					24	24					24	24		
Full-time FF/EMT					24	24					24	24					24	24					24	24					24	24		
PT FF1					24						24						24						24						24			24
PT FF2					24						24						24						24						24			24
PT FF3						24						24						24						24						24		24
PT FF4						24						24							24					24							24	24

## Appendix C

### Part-time Firefighter wage scale

Part-Time Firefighter Wage Scale 2026				
<b>Firefighter/EMT</b>				
	<b>Hourly</b>	<b>12-Hour Shift</b>	<b>24-Hour Shift</b>	
Year 1	\$ 22.95	\$ 275.40	\$ 550.80	
Year 2	\$ 24.16	\$ 289.92	\$ 579.84	
Year 3	\$ 25.43	\$ 305.16	\$ 610.32	
Year 4	\$ 26.77	\$ 321.24	\$ 642.48	
<b>Firefighter/paramedic</b>				
Year 1	\$ 26.29	\$ 315.48	\$ 630.96	
Year 2	\$ 27.68	\$ 332.16	\$ 664.32	
Year 3	\$ 29.13	\$ 349.56	\$ 699.12	
Year 4	\$ 30.67	\$ 368.04	\$ 736.08	