

VULCAN COUNTY POLICY NO. 21-1009	Emergency Services Personnel Remuneration Policy
Effective: November 13, 2024	Amended:
Cross Reference: CC 2024-11-13-05	Page 1 of 3
Review Date: Every 4 Years	



EMERGENCY SERVICES REMUNERATION POLICY

PURPOSE

To provide remuneration to Vulcan County Emergency Services personnel, Paid on Call (POC), Volunteer or Part-time Firefighters, and any Contract Service members at the regionalized fire halls for Vulcan County. The long-term interests of Vulcan County are best served by dedicated and committed Emergency Service personnel, who respond appropriately to incidents in accordance with Policy 21-1007 (Emergency Services Levels of Service Policy) and other applicable policies, procedures, and the prescribed Standard Operating Guidelines (SOGs). To attract and maintain such individuals, remuneration should be responsible, fair and equitable.

1.0 **REMUNERATION**

The following are the 2024 Remuneration Rates for Vulcan County Emergency Services personnel at the regionalized fire halls for Vulcan County:

	2024 Rates
Chief	\$ 31.00 / hour
Deputy Chief	\$ 28.00 / hour
Captain	\$ 25.00 / hour
Lieutenant	\$ 21.00 / hour
Officer Level 1	\$ 20.00 / hour
FF Level 2	\$ 19.00 / hour
FF Level 1	\$ 18.00 / hour
Probationary	\$ 17.00 / hour

The Remuneration Rates outlined above create the base rates for this Policy; whereas, these Remuneration Rates will be increased annual based on the Cost of Living Adjustment (COLA) provided to staff (if applicable), rounded to the nearest \$0.10 increment.

Appendix A - the “Summary of Effective Remuneration Rates (Per Hour)”, will be updated on an annual basis by County Administration to provide the updated rates for informational purposes without requirements of formal Policy Amendments.

The Remuneration Rates for Vulcan County Emergency Services personnel shall be reviewed at least every four (4) years, with findings being presented to Council for consideration of Policy Amendment as revised base rates on a go-forward basis.

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2.0 DEDUCTIONS

Deductions for remuneration will be subject to applicable source deductions as prescribed by federal and/or provincial law that may include but are not limited to:

- Canada Pension Plan
- Employment Insurance
- Income Tax

3.0 REPORTING AND PAYMENT PERIODS

The following at the applicable reporting periods for remuneration for the Vulcan County Emergency Services personnel at the regionalized fire halls for Vulcan County:

	Period Cut-off	Payment Date
QTR 1	January 1 st – March 31 st	April 30 th
QTR 2	April 1 st – June 30 th	July 31 st
QTR 3	July 1 st – September 30 th	October 31 st
QTR 4	October 1 st – December 31 st	January 31 st

The reporting periods for each regionalized fire hall shall be approved by the Chief or the Deputy Chief (in the absence of the chief). The Director of Protective Services or designate shall approve the reporting period summaries for processing.

4.0 REFERENCES

Legislative: County Bylaw 2023-010 – Fire Services Bylaw
 Alberta Occupational Health & Safety Code
 Alberta Code of Practice for Fire Fighters

County Policies: Policy 21-1007 - Emergency Services Levels of Service Policy
 Policy 21-1010 – Confidentiality Agreement for Emergency Services

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APPENDIX A

Summary of Effective Remuneration Rates (Per Hour)

	2024 Rates	2025 Rates	2026 Rates	2027 Rates
<i>COLA Applied</i>	<i>N/A</i>	<i>2.858%</i>	<i>TBD</i>	<i>TBD</i>
Chief	\$ 31.00	\$ 31.90		
Deputy Chief	\$ 28.00	\$ 28.80		
Captain	\$ 25.00	\$ 25.70		
Lieutenant	\$ 21.00	\$ 21.60		
Officer Level 1	\$ 20.00	\$ 20.60		
FF Level 2	\$ 19.00	\$ 19.50		
FF Level 1	\$ 18.00	\$ 18.50		
Probationary	\$ 17.00	\$ 17.50		