



## Firefighter Compensation Policy # HR-021

Board Approved Motion #25-079

Date June 11, 2025

Replaces Policy # n/a

Review Cycle Every 3 Years

### Purpose

To establish rate of compensation for Beaver Emergency Services Commission Firefighters. This compensation is based on the hours Firefighters put in during incident calls, training, and practice, and any BESC meetings attended.

### Definitions

**"1001"** means a firefighter that has completed 1001 Part 1 training and received certification

**"Non 1001"** means a firefighter that does not have 1001 Part 1 training certification

**"Probationary"** means a new firefighter that has not completed all the orientation and training as required in the SOG's 100(f). A probationary firefighter will remain probationary until the DFC appoints to the next level.

### Pay Classes

- 1) District Chief and Assistant Fire Chief
- 2) Captain / Lieutenant / Training Officer 1001
- 3) Firefighter 1001
- 4) Firefighter/Officers Non 1001
- 5) Probationary or Junior Firefighter

### Policy

Compensation will be paid to each fire department member for incident calls, training, and practice, and any BESC meetings attended, as well as any other duties (example – driving a truck in for CVIP) as approved by the respective District Fire Chief at a per hour rate as per Appendix "A"

Firefighters will receive compensation for mileage of any BESC use with a personal vehicle. All meetings will have sign in sheets where personal vehicle use is acknowledged, and any other usage will be expected to be on a submitted expense claim form.

Each firefighter will receive a quarterly EFT for the approved hours. If an individual firefighter would like their compensation to go to a Fire Society of their choice, Appendix "B" must be completed and signed for Administration to have on file.

## Related Documents

- HSOMS Training Section 2
- Probationary Worker Standard
- Junior Firefighter Standard
- Job descriptions
- HR-020 District Fire Chief Honorarium
- HR-022 Employee Compensation

  
\_\_\_\_\_  
Board Chair

  
\_\_\_\_\_  
Board Vice Chair

25 July 09  
Date

30 July 25  
Date

## Appendix “A”

Level of Service	Rate of Pay Class
1) District Chief or Assistant Chief	\$26/hour
2) Captain / Lieutenant / Training Officer 1001	\$24.75/hour
3) Firefighter 1001	\$23.50/hour
4) Firefighter Non 1001	\$21.50/hour
5) Probationary or Junior Firefighter	\$20/hour



## Appendix "B"

### Firefighter

#### Direction to Pay Form

Firefighter Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Requested Society to Receive Personal Compensation: \_\_\_\_\_

I, \_\_\_\_\_ agree to have Beaver Emergency Services  
Commission forward 100% of my Firefighter compensation to  
\_\_\_\_\_.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature