



Jackson Hole Fire/EMS Operations Manual

Approved by: 
Mike Moyer, Interim Chief

Title: **Pay-per-Training /
Pay-per-Call**
Division: 5
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PURPOSE

To incentivize volunteers to meet the requirements of the Jackson Hole Fire/EMS Membership policy, and to augment retention efforts for all qualified volunteer members.

SECTION I – GENERAL

The system uses the following volunteer positions and rate for Pay-per-Training/Call.

| <u>Position</u> | <u>Rate</u> |
|-----------------------------|---------------------------|
| FFI and or EMR | \$17.15 per training/Call |
| FF II and or EMT | \$18.85 per training/Call |
| ADO and or EMT I | \$19.90 per training/Call |
| Lieutenant and or Paramedic | \$21.80 per training/Call |
| Captain | \$23.95 per training/Call |

Position and Rate listed in the Pay-per-Training/Call policy does not correlate to career staff position descriptions or pay rates.

The Internal Revenue Service allows volunteers to be compensated at a rate that does not exceed 20% of the salary of paid staff performing the same function.

SECTION II – PROCEDURE

This incentive program will use the volunteer positions and rates listed above to pay all qualified volunteer members per training and per call. Pay-per-Training/Call will be paid quarterly.

Pay-per-Training Eligibility

- Training must be a minimum of 1 hour in length
- Member must be documented through signing a Training Roster (Signature by Station Officer or above rank will be accepted)
- Training roster must be complete and submitted to Fire Admin within one week
- Must be a regular scheduled training (Monthly Crew Check, Monthly Fire or Monthly EMS Training)
- Monthly Officer/Leadership meeting will qualify for Pay-per-Training

- Additional training eligibility may only be approved by Battalion Chief of Training prior to training occurrence
- Does not apply to any initial certification
- Probationary members are not eligible for Pay-per-Training

Pay-per-Call Eligibility

- Paid calls are designated when responders initiate a response to their station. Calls that are stood down, without a response to the station, will not be a Pay-per-Call.
- Members must reach their station and sign an Incident Roster (Signature by Station Officer or above rank will be accepted).
- Station Officers will be responsible for review and insuring accuracy of incident reports.
- Incident rosters must be completed and submitted to Fire Admin within 48 hours.
- Probationary members are not eligible for Pay-per-Call.

SECTION III – INSTRUCTORS

As an incentive for instructors, each volunteer instructor will be paid Pay-per-Training for instructing at designated Academies and Courses listed below:

- Firefighter I Academy
- Firefighter II Academy
- Hazardous Materials Awareness
- Hazardous Materials Operations
- Apparatus Driver Operator
- S-130/S190
- Emergency Medical Responder
- Emergency Medical Technician
- Cardio Pulmonary Resuscitation

Additional Academies and Courses can be approved by the Battalion Chief of Training.

Instructor Pay-per-Training Eligibility

- Training must be a minimum of 1 hour in length
- Probationary members are not eligible for Pay-per-Training
- Instructors must be documented on a training roster submitted to the Battalion Chief of Training