



Jackson Hole Fire/EMS Operations Manual

Approved by: H.L. "Rusty" Palmer
H.L. "Rusty" Palmer, Chief

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| Title: | Pay-per-Call |
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PURPOSE

The purpose of the Pay-Per-Call system is two-fold. First, to reimburse volunteer responders when they lose money by leaving their jobs in order to provide community service, for fuel expenses to respond, and personal effects that may be damaged or lost. Second, to stimulate volunteer activity in responding to emergency pages to ensure an adequate response.

SECTION I – GENERAL

The system uses the Teton County/Town of Jackson Salary Structure to correlate the base pay rate for each volunteer position within the department. Pay rates for career staff are as follows:

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|-----------------|------------------|
| FFI / EMT B | \$15.58 per hour |
| FFII / EMT I | 17.14 per hour |
| FFI / Paramedic | 19.79 per hour |
| Lieutenant | 19.79 per hour |
| Captain | 21.77 per hour |

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. The level of reimbursement for volunteers will be evaluated at the end of each quarter and compensation adjusted if necessary to ensure this rule is met.

SECTION II – PROCEDURE

This system cannot pay volunteers on an hourly rate, but will use the rates listed above on a per call basis, as follows:

| | |
|-----------------|---|
| FFI / EMT B | \$15.58 per call regardless of length of the call |
| FFII / EMT I | 17.14 per call regardless of length of the call |
| FFI / Paramedic | 19.79 per call regardless of length of the call |
| Lieutenant | 19.79 per call regardless of length of the call |

Captain 21.77 per call regardless of length of the call

All members will be paid for the call provided they either respond to the incident as dispatched or are available at the fire station. No member will be paid unless their signature is present on the incident roster. Members will not be compensated for stand-down calls unless apparatus is enroute at the time of the stand-down. It will be the responsibility of the most senior member of each station who responded to the call to ensure the roster is forwarded to Administration within 48 hours of the call.

SECTION III – ON DUTY PERSONNEL

Personnel who are trained as EMTs are required to take 2 ambulance shifts per month and are held at the station. In order to compensate those volunteers, each will be paid as follows:

| | |
|---------------------|---------------------------------|
| 8 hour Day Shift | One (1) call per shift minimum |
| 11 hour Day Shift | Two (2) calls per shift minimum |
| 13 hour Night Shift | Two (2) calls per shift minimum |