



Jackson Hole Fire/EMS Operations Manual

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Title: **Pay-per-Training**
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PURPOSE

The purpose of the Pay-Per-Training system is two-fold. First, to reimburse volunteer responders for the time spent training in order to be response ready, for fuel expenses to respond to training, and personal effects that may be damaged or lost. Second, to stimulate volunteer attendance at training sessions.

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:

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 training basis, as follows:

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

All reimbursable trainings must be a minimum of one (1) hour in length. All members will be paid for the training provided they are present for the entire training. No member will be paid unless their signature is present on the training roster. Members will not be compensated for training sessions not on the regular training schedule, unless approved by the Battalion Chief of Training, the Deputy Chief, or Chief. Members will not be compensated for cancelled training sessions. General business meetings and crew checks are not reimbursed, unless a training session occurs meeting the requirements listed above.

It will be the responsibility of the training session instructor to ensure that the completed training roster is submitted to the Administrative office not more than one (1) week following the training.