



Municipal Paid on Call / Auxiliary Firefighter Agreement:

This is a contracted agreement between Fire Rescue International (The “Fire Department”) and _____ (The Employee”) in regard to municipal fire and rescue response duties (The “Work”) as required and furnished to The Fire Department’s protected communities (The “Client”).

The following terms are considered binding and are to be adhered to by both parties for the duration of service whereas the Employee furnishes work services to the Fire Department Starting (today’s date) _____, 20____ ending after the successful completion of 1001-L1, 1001-L2, 1072-A, 1072-O training.

TERMS:

- All work paid quarterly – on the final Friday of the month following the quarter (Apr 10, July 10, Oct 10, Jan 10)
- The Fire Department shall pay a standard rate for service as listed within schedule A only while on a valid emergency scene.
- The Employee shall not charge for practice or training time as this is considered personal professional development time.
- The Employee shall not charge for community service aspects (parades, school visits, pre-plans, etc) of duties as this time is considered volunteer public service.
- It is noted and accepted that the Employee shall not be paid a stand-by fee while on call, but not actively responding.
- Schedule A is based on the type of work being performed at the time in certain type or section of an industry.
- The Fire Department accepts all risks and responsibility regarding collection of monies due from the Client except for in cases whereas the actions / inactions of the Employee result in an un-collectable debt from the Client to the Fire Department.
- The Fire Department shall undertake to supply the appropriate vehicles, apparatus, appliances, and tools required to perform the work. All such equipment shall be in good working order so as to allow the safe and efficient use of such.
- It is the Fire Department’s responsibility to provide acceptable levels of field and administration support services.
- The Fire Department hereby indemnifies and saves harmless employee from any claims or liabilities arising from misrepresentation, negligence, or willful misconduct of the Fire Department or its employees, officers, agents, or employees.



- The Employee shall always be in compliance with the Worker's Compensation Board of Alberta.
- All Work completed/ performed by the Employee shall comply with Alberta and local Occupational Health & Safety Legislation.
- All Work and conduct of the Employee shall be completed in adherence with the Standard Operating Guidelines and Orientation Package provided by the Employer.
- All scheduling of Work for the Employee shall be booked via the Fire Department. Due to the sometimes-urgent nature of the Work, the Employee shall notify the Fire Department immediately upon being requested if the Employee is ready, willing, and able to comply with the Work schedule as requested.
- The Employee shall take a pro-active stance with regard to excellent customer service / relations, and high standards of workmanship / safety.
- During the course of the agreement the Employee shall represent him / herself to the Client and its representatives as an agent of the Fire Department.
- All work performed by the Employee shall follow the tactical priorities as outlined within the Standard Operating Guidelines of the Fire Department and in strict accordance with field orders advanced by the Fire Department, Client, Incident / Division / Group / Sector / Team Commander.
- The Employee shall supply its own means of transport to the originating point of dispatch.
- The Employee shall supply proper means of communication so as they can be contacted 24-hours per day in case of any urgent callouts while on call
- The Employee must not disclose the affairs of Fire Department and must not use for any purpose, other than to perform the Work, any information it may acquire with respect to the Client or affairs of the Fire Department.
- The Fire Department reserves the right to terminate this Agreement upon seven (7) days written notice.
- The employee is required to respond to any and all emergencies dispatched to while staying at the Fire Station unless it is unsafe to do so.
- Before commencing the work, the Employee should provide the Fire Department current proof of doctor's note stating the employee is fit for service, criminal background check, police vulnerable sector screening, driver's abstract, illicit drug screening.
- During the term of this agreement, the Employee shall submit to additional physical testing, criminal background check, police vulnerable sector screening, driver's abstract, illicit drug screening as requested by the Fire Department.
- Time is of the essence in this Agreement.
- No modification of this Agreement is effective unless in writing and signed by both parties.
- If any term or condition of this Agreement is held to be invalid or unenforceable, the remainder of the Agreement will remain valid and enforceable to the extent permitted by law.
- This Agreement may not be assigned in whole or in part unless written consent by both parties is obtained.



- This Agreement contains the entire contractual understanding between the parties with respect to the Property and supersedes any and all previous agreements whether written or oral, expressed or implied.
- The laws of the Province of Alberta will govern this Agreement.
- This contract will be voided if the employee fails to successfully pass the Physical fitness evaluation
- This contract will be voided if the employee fails to successfully pass the Interview

Accepted:
FIRE RESCUE INTERNATIONAL LTD.

Per:

Date: _____

Accepted:

Per:

Date: _____



SCHEDULE – A:

Rates of Pay:

Fire or Rescue Calls: Licensed EMR or 1001-L1 FF	\$30.00 / hr
Fire or Rescue Calls: Licensed EMR or 1001-L2 FF	\$35.00 / hr
Fire or Rescue Calls: Senior FF*	\$40.00 / hr
Fire or Rescue Calls: Acting Lieutenant or Lieutenant) *	\$45.00 / hr
Fire or Rescue Calls: Acting Captain or Captain*	\$50.00 / hr
Fire or Rescue Calls: Assistant or Deputy Chief*	\$55.00 / hr
Fire or Rescue Calls: Fire Chief	\$60.00 / hr
Emergency Medical Aid Call (community service):	NO CHARGE
Receiving Training & Practice (personal development):	NO CHARGE
Participating (community service):	NO CHARGE

*There are certain minimum standards that each leadership position must possess in order to move up in the ranks:

- Senior FFs must have 1001-L2 + 3Q Drivers + Complete Work Hub + have ICS 200 & have worked as a L2 FF for at least 3-months. SFF must also commit to volunteer one evening per week on station (4-hrs) as station leader.
- ALT must have worked as a SFF for at least 3-months and be willing to take 1002, 1041-L1, 1021-L1, ICS 300 within the next two course offerings. ALT must also commit to volunteer one evening per week on station (4-hrs) as station leader.
- LT must have worked for at least 3-months as an ALT and possess 1002, 1041-L1, 1021-L1, & ICS 300. LT must also commit to volunteer one evening per week on station (4-hrs) as station leader.
- ACPT must have worked as a LT for at least 3-months and be willing to take 1041-L2, 1021-L2, ICS 400, EMR, & Class 3Q drivers within the next two course offerings. ACP must also commit to volunteer two evenings per week on station (4-hrs each) as station leader.
- CPT must have worked as an ACPT for at least 3-months and possess 1041-L2, 1021-L2, ICS 400, EMR, & Class 3Q driver’s license.
- AC, DC, FC Minimum certifications and commitment to be set by the hiring board at the time of recruitment and hiring (in the most general sense this will include either committing to additional shifts on call and / or additional leadership station nights as well as some form of specialized leadership / medical / rescue / fire / hazmat / administration training or experience

Agreed,

_____ (Employee) _____ (Date)

FIRE RESCUE INTERNATIONAL:

_____, (Name) _____ (Date)