

**CITY OF AUBURN HILLS  
FIRE DEPARTMENT  
PERSONNEL GUIDELINE**

<b>SUBJECT:</b> Paid-Call Personnel Pay Structure	<b>NUMBER:</b> #112
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<b>EFFECTIVE DATE:</b> January 1, 2006	<b>REEVALUATION DATE:</b> January 1, 2007
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**I. PURPOSE**

To establish compensation rates for Paid-Call personnel. To provide incentives for department personnel to continue their education in an effort to improve the quality of service provided by the Auburn Hills Fire Department.

**II. GUIDELINE**

**Firefighters**

	<u>Regular Pay</u>	<u>Holiday Pay</u>
Recruit Firefighters.....	\$10.50	\$15.75

Recruit firefighters must successfully complete the following training within the first two years of employment. Michigan Firefighters Training Council Firefighter II, Hazardous Material Operations, Fire Officer I, National Fire Academy Incident Command System, Michigan Department of Public Health Emergency Medical Technician, American Heart Association Cardiopulmonary Resuscitation, The Auburn Hills Fire Department Field Training Program and, receive a positive evaluation/recommendation from their Field Training Officer and District Chief.

Upon receipt of final offer of employment subject to ..... \$13.50 ..... 20.75  
completion of above terms and conditions.

Department personnel who fail to maintain minimum department training and certification requirements will be placed back at the recruit firefighter hourly rate of \$10.50.

All emergency and non-emergency calls including but not limited to, structure fires, vehicle fires, outdoor fires, injury accidents, medical emergencies, Haz-Mat incidents, canceled calls, stand-by incidents (tornado warnings, winter storms, down wires), special details (Palace, public education, weekly station and equipment checks, etc.), time spent in court on department cases, all scheduled station and department training sessions, attendance at all minimum training

required of recruit firefighters described above, and assists to other stations or departments will be paid at the individuals appropriate prevailing hourly rate.

**OFFICERS**

The training period for new officers is typically one (1) year of service from the date of appointment. In order to successfully complete the training period the officer shall receive a positive evaluation from the station commander, and complete all required training, including the officer field training program.

	<u>Training Pay</u>	<u>Regular Pay</u>	<u>Holiday Pay</u>
District Chief .....	\$15.00 .....	\$15.50.....	\$23.75
District Chief/EMT.....	\$16.00 .....	\$16.50.....	\$24.75
Captain.....	\$14.00 .....	\$14.50 .....	\$21.75
Captain/EMT .....	\$15.00.....	\$15.50.....	\$23.25
Lieutenant.....	\$13.00.....	\$13.50 .....	\$20.25
Lieutenant/EMT .....	\$14.00.....	\$14.50.....	\$21.75

Officers who fail to maintain minimum department training requirements and certifications will be removed from their position, and placed back to the rank of firefighter at the recruit firefighter hourly rate of \$10.50.

**HOLIDAY PAY RATES**

Holiday pay rates will be paid only for response to calls for service on the following City designated holidays:

1. New Years Day
2. Good Friday
3. Memorial Day
4. Fourth of July
5. Labor Day
6. Thanksgiving
7. Day after Thanksgiving
8. Christmas Eve
9. Christmas Day
10. News Years Eve

## **TRAINING BONUSES**

Bonuses will be paid upon certification or licensing for the following classes, excluding renewal. To receive the bonus personnel must attend the program in lieu of challenging examinations and submit training attendance forms for each class attended.

F.O. II Certification ..... \$400.00 bonus

All of the above hourly rates will be broken down into quarter hour increments as follows after the first hour:

8 minutes past the hour ..... 25 hour

23 minutes past the hour ..... 50 hour

38 minutes past the hour ..... 75 hour

53 minutes past the hour ..... 1.00 hour