

**Category:** Fire  
**Subject:** Employment Status of Firefighters  
**Policy Number:** FD-2024-3  
**Version:** 2  
**Review Frequency:** Four Years  
**Approved by:** Council  
**Approval Date:**  
**Notes:**

**Intent**

To provide direction on standardized honorarium, the hourly rate and pay per call (point) remuneration for North Middlesex Fire Department members..

**Guidelines**

An annual honorarium is paid to the Officer positions to acknowledge the administrative responsibilities and level of commitment required of these positions.

| <b>Officer Position</b> | <b>Annual Honorarium</b> |
|-------------------------|--------------------------|
| District Chief          | \$ 4,403.47              |
| Training Chief          | \$ 4,403.47              |
| Training Captain        | \$ 1,417.26              |
| Captain                 | \$ 1,076.32              |
| Station Training Office | \$ 513.50                |
| Chaplain                | \$ 256.75                |

Hourly rates are paid to Officers and Firefighters for attending training and performing other scheduled activities such as truck checks, public education and fire prevention events.

The hourly rate of \$20.60 (2024) and honorariums increase by the same rate as other non-union staff annually.

Firefighters and Officers are paid to attend emergency calls with a 'point'. The value of a 'point' is determined at year-end when wages, honorariums and an amount equivalent to vacation pay of 6% of total earnings are subtracted from the budgeted wages. The



## **Municipality of North Middlesex Human Resources Policy Manual**

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remainder of the budgeted amount is divided by the number of points earned during the year. A point is earned for each six hours (or less) spent in response to an emergency. When a response exceeds six hours, a second 'point' is earned.

Pay is calculated from December 1 to November 30 of the following year and paid on the first municipal pay date in December.

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