

## **703 Fire Fighters**

### **703.1**

Fire Fighters regularly assigned to an average 56-hour week in fire suppression activity shall be paid for “unscheduled” overtime at the rate of 1½ times the regular hourly rate for hours worked in excess of a normal 24-hour work shift as a result of work performed at the end of the regular shift. Compensatory time shall not be granted in lieu of overtime earned in this instance. Fire Fighters who are regularly assigned to a 40-hour workweek shall be paid for unscheduled overtime at the rate of 1½ times the regular hourly rate or be granted compensatory time in lieu of such overtime, at the sole discretion and direction of the Fire Chief, when such overtime hours worked exceed the normal 40-hour workweek. Hours not worked such as annual leave, sick leave, holidays, or other time off duty shall not be counted as hours worked, in either instance, for purposes of determining overtime eligibility.

### **703.2**

For purposes of call back, when a Fire Fighter is ordered to return to work while off duty, call back pay shall be paid at a minimum of 2 hours for time worked at the rate of 1½ times the regular hourly rate, provided the call back requires more than 1 hour and less than 2 hours to complete. Additional call back pay hours shall be calculated by rounding partial hours worked up to the nearest hour without any maximum limitation on call back hours worked, (i.e., a call back of 30 minutes will be counted as 1 hour; 1 hour and 15 minutes will be counted as 2 hours; 2 hours and 45 minutes will be counted as 3 hours, etc.). Call back pay eligibility shall not be affected by time not worked during the scheduled workweek (annual leave, sick leave, holidays, etc.) as would normally be the case in calculating other overtime eligibility.

### **703.3**

Overtime resulting from required training shall be paid at the rate of 1½ times the regular hourly rate or be granted as compensatory time, at the Fire Chief’s option. Time not worked during the scheduled workweek (annual leave, sick leave, holidays, etc.) shall not be deducted from the scheduled workweek in determining training related overtime eligibility.

### **703.4**

“Scheduled” overtime shall be paid to Fire Fighters regularly assigned to an average 56-hour workweek at the rate of ½ times the hourly base rate for all scheduled hours worked over 53 hours a week, excluding time not worked (annual leave, sick leave, holidays, etc.). At the employee’s option, the Fire Fighter may elect to take such scheduled overtime payment in the form of compensatory time at the rate of 1 hour for each hour worked above 53 hours a week. Such compensatory time shall be recorded in a compensatory time bank for that employee and will only be payable in cash upon termination. If the employee wishes to use compensatory time accrued in the compensatory time bank, the employee may do so upon approval of the Fire Chief. The maximum accrual for compensatory time accrued in this manner shall be 120 hours and may be maintained beyond the 80-day time limitation noted in Section 702.2. After the maximum accrual of 120 compensatory time hours earned by Fire Fighters regularly assigned to an average 56-hour workweek has been reached, payment for all scheduled hours worked over 53 hours a week shall be paid in cash and based on the rate of ½ times the regular hourly rate. Fire Fighters shall not be allowed to use at any one time more than 24 hours of accrued compensatory time, with the exception of employees who have exhausted all annual leave or sick leave and who are required to be absent as a result of illness or non-job-related injury.