



## East County Fire and Rescue Standard Operating Guidelines

Title Wage Scale for Temporary Firefighters	SOG # 1.3.10
Policy Adoption <i>John Seab</i>	Date <del>03/26/2025</del> 04/01/2025
Standard Operating Guideline Adoption <i>SRH</i>	Date 4/3/25

### Purpose

The purpose of this document is to establish the process for employing a Volunteer Firefighter as a Temporary Firefighter, providing clear direction on wage determination for such assignments.

### Scope

This guideline applies primarily to the payment structure for volunteers mobilized by the Fire District. It is intended for situations, including but not limited to, wildland fire mobilizations. These instances may arise during large-scale events when career firefighters are unavailable to fill vacant roles, and the conditions outlined in the collective bargaining agreement are met. The policy can be invoked by East County Fire and Rescue to fill vacant roles during such events.

### Policy

The Fire District policy is to pay Temporary Firefighters an hourly wage when mobilized for wildland fires by Washington State Fire Services Resource Mobilization Plan, the Department of Natural Resources, State EMD, EMAC assignments and/or the Cooperative Agreement with the USDA Forest Service, as authorized by the Fire Chief:

### Procedure

#### Mobilization Process

Upon identifying a need to mobilize a volunteer firefighter which necessitates a change in the volunteer's status, the Fire Chief will direct the Administrative Specialist to adjust the volunteer's status to a temporary firefighter.

#### Wage Determination

Volunteers will receive compensation based on a rate commensurate with the minimum wage and the job duties expected of the role. Historically, the District has compensated volunteers at approximately 1.25% of the minimum wage rate.

#### Annual Wage Determination

The exact rate of pay will be reviewed and determined annually at the time of appointment, based on minimum wage standards and the nature of the assignment.

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