

Yamhill Fire Protection District

District Policies, Procedures, & SOG's

MISSION

*Yamhill Fire Protection District is dedicated to
serve and protect our community*

District Policies

FINANCIAL

FIN – 203

Compensation for Special Non-District Emergency Assignments

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Issued: March 11, 2014

Revised: October 26, 2020

COMPENSATION FOR SPECIAL NON-DISTRICT EMERGENCY ASSIGNMENTS

It shall be the policy of Yamhill Fire Protection District to provide compensation for special non-District emergency assignments. The response of exempt personnel of the District to major emergency incidents outside of the jurisdictional boundaries of the District is recognized and deemed to be necessary for the District, the region, and the state.

Full-time employees of the District responding to and participating in State Conflagrations shall remain employees of the District and shall be compensated as prescribed by current Salary and Benefit Program for Full Time Staff Personnel (see Attachment A).

Reimbursement of special assignment compensation expense shall be sought from or through the State of Oregon when there are provisions for such reimbursement by either agreement or law.

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ATTACHMENT "A" TO POLICY FIN #203

STAFF SALARY AND BENEFIT PROGRAM

Special Compensation for State Conflagration Service

The Board of Directors of the District has declared that participation in State Conflagrations pursuant to the Oregon State Conflagration Act is in the best interest of the District.

Exempt District personnel responding to and participating in State Conflagrations shall always remain employees of the District. They may be granted special extra hourly compensation for all extra hours based on one and half times the employee's standard hourly rate (see formula on Attachment B).

This special compensation provision is made in recognition of the special requirements and duties of their State Conflagration assignments and is subject to the review and approval of the Board of Directors.

Non-exempt District personnel responding to and participating in State Conflagrations shall always remain employees of the District and shall be paid their usual regular or overtime rates for all hours pursuant to normal and usual compensation procedures.

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ATTACHEMENT "B" TO POLICY FIN #203

STAFF SALARY AND BENEFIT PROGRAM

Formula for Special Compensation for State Conflagration Service

Hourly rate determined by:

Monthly Salary ÷ 173.33 Hours = Hourly Rate

Employee pay determined as follows:

Number of hours worked outside normal duty hours x one and one half the hourly rate.

Reimbursement from State to be based as follows:

Number of regular hours assigned to conflagration x hourly rate + number of hours outside normal duty hours x one and one half the hourly rate.

Plus, PERS benefit paid by the District

Plus, Medicare benefit paid by the District

Plus, Workers Comp benefit paid by the District

Plus, Medical Insurance paid by the District

Plus, FICA paid by the District