

SCHEDULE “E”

EMERGENCY SERVICES BUDGET PARAMETERS & PROCESS

Each of the Parties will budget for the provision of Emergency Services in the following manner:

- Emergency Services Personnel** – for cost and budgeting certainty, unless otherwise approved by the Parties, the Parties will limit their budgeting and hiring to the following personnel:

MUNICIPALITY	EMERGENCY SERVICES PERSONNEL	JUNIOR FIREFIGHTER**
Fort Macleod	Up to 26 (including Chief)	Up to 2
Claresholm	Up to 26 (including Chief)	Up to 2
Nanton	Up to 25 (including Chief)	Up to 2
Stavelly	Up to 20 (including Chief)	Up to 2
Willow Creek (Granum)	Up to 20 (including Chief)	Up to 2

- Pay Structure** – effective ~~January 1, 2025~~ 20, pay structure for Emergency Services personnel is as follows:

MUNICIPALITY	PAY
Fort Macleod	
<ul style="list-style-type: none"> ● Fire Chief ● Deputy Chief ● Captain ● Lieutenant ● Firefighter 	<p>\$25.95/hour</p> <p>\$24.24/hour</p> <p>\$22.74/hour</p> <p>\$22.74/hour</p> <p>\$21.46/hour</p>
Claresholm****	
<ul style="list-style-type: none"> ● Fire Chief ● Deputy Chief ● Captain ● Lieutenant ● Firefighter 	<p>N/A (full time position)</p> <p>\$23.17/hour</p> <p>\$21.86/hour</p> <p>\$20.58/hour</p> <p>\$19.30/hour</p>
Nanton	
<ul style="list-style-type: none"> ● Fire Chief ● Deputy Chief ● Captain ● Lieutenant ● Firefighter 	<p>\$24.00/hour</p> <p>\$23.00/hour</p> <p>\$22.00/hour</p> <p>\$22.00/hour</p> <p>\$20.00/hour</p>
Stavelly	
<ul style="list-style-type: none"> ● Fire Chief ● Deputy Chief ● Captain ● Lieutenant ● Firefighter 	<p>\$24.00/hour</p> <p>\$23.00/hour</p> <p>\$22.00/hour</p> <p>N/A</p> <p>\$20.00/hour</p>
Willow Creek Rates*	
<ul style="list-style-type: none"> ● Fire Chief ● Department Chief ● Captain ● Lieutenant ● Firefighter 	<p>\$24.00/hour</p> <p>\$23.00/hour</p> <p>\$22.00/hour</p> <p>\$22.00/hour</p> <p>\$20.00/hour</p>
Firefighter Pay Rates	Pay
<ul style="list-style-type: none"> ● Fire Chief ● Deputy Chief ● Captain ● Lieutenant ● Firefighter 	<p>\$28.29/hour</p> <p>\$26.43/hour</p> <p>\$25.00/hour</p> <p>\$24.81/hour</p> <p>\$23.41/hour</p>

On-Call Pay***	\$45.00/member/day
Willow Creek Honorarium	
• Station Chief	\$1,250.00/year
<p>*Paid for Willow Creek Emergency Services Personnel, as well as for Town personnel responding to Emergencies within Willow Creek. A minimum 1 hour call out is to be paid to firefighters who respond to hall for calls that are stood down as documented in sign sheets and on RMS Fire Pre.</p> <p>**Junior Firefighter members will not receive monetary compensation for attending meetings or training.</p> <p>***Reference On-Call O.G. for further details.</p> <p>****Town of Claresholm will be phasing in annual increases to harmonize with the Firefighter Pay Rates by 2028.</p>	

A two percent (2%) annual increase will be applied to the Firefighter Pay Rates for the duration of the agreement.

In this regard:

- (a) **Municipal Discretion** – the pay structure within each Emergency Services Department remains the sole decision of the respective Party budgeting for that Emergency Services Department;
 - (b) **Parity/Harmonization** – the Parties acknowledge the intention over time to seek to implement parity and harmonization in pay structure, which will be reviewed and considered by the Fire Chiefs Committee and the Emergency Services Committee as part of the ongoing and annual budgeting processes for the Emergency Services Departments and subject to agreement of the Parties; and
 - (c) **Notice of Change** – because Willow Creek pays the costs of Emergency Services personnel of the Towns when responding to an Emergency within Willow Creek, and pays a proportionate share of each Town’s Emergency Services Department budget, each party will provide advance notice to the Fire Chiefs Committee and the Emergency Services Committee of proposed changes to their respective pay structures for Emergency Services personnel;
3. **Willow Creek Contribution to Emergency Services Departments** – without restricting the forgoing, Willow Creek will budget for its share of portions of each of the Town’s Emergency Services budgets as set out in **Schedule “F”**;
4. **Emergency Services Equipment** – without restricting the forgoing:
- (a) Willow Creek will budget for the maintenance, operation, use and replacement of Willow Creek owned Emergency Services Equipment as set out within the inventory of Emergency Services Equipment ~~within the RMS attached as Schedule “I”~~, as amended and replaced from time to time (including long range planning and budgeting for capital repair and replacements, on a **Five (5) year** budget and planning horizon), as set out in **Schedule “F”**;
 - (b) each Town will budget for the maintenance, operation, use and replacement of each Town’s owned Emergency Services Equipment as set out within the inventory of Emergency Services Equipment ~~identified within the RMS attached as Schedule “I”~~, as amended and replaced from time to time (including long range planning and budgeting for capital repair and replacements, on a **Five (5) year** budget and planning horizon), as set out in **Schedule “F”**;
- in accordance with each respective Party’s own purchasing policies, save and except for where otherwise agreed to under this Agreement;
5. **Service Levels** – without restricting the forgoing, as contemplated within Section 4.1 of this Agreement, the Parties will budget for its respective Emergency Services Department in such a manner so as to fund: