

HALIFAX FIRE DEPARTMENT R&R ARTICLE 19	RETAINERS
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Purpose

The purpose of this article is to establish the minimum criteria for the receiving of retainer pay for Fire Department Call Captain and Call Firefighter/EMT. Retainers will be paid out as long as there is appropriate funding for that article.

Scope

Any Call Firefighter who has been a member in good standing for one year or more, and is an EMT, EMT-I, or EMT-P, and is placed on an EMT Group, is eligible to receive an on-call retainer, based on the hourly rate as specified in the Wage and Personnel Plan, current date.

Call Captains who has been a member in good standing for one year or more and is placed on an EMT Group, is eligible to receive an on-call retainer, based on the hourly rate as specified in the Wage and Personnel Plan, current date.

Performance Requirements for Annual Retainers

The retainer paid annually to the Call Firefighters is to be paid to those members who do not miss more than three meetings or drills throughout the year. If more than three meetings or drills are missed without suitable explanation to the Fire Chief, they shall not be eligible for full guarantee.

Performance Requirements for Weekly Retainers

Members of the Call Department, who are EMT's assigned on the EMT Group, will be required to be available for recall from Monday through Sunday 1800hrs to 0600hrs.

Call Captains who are on the EMT Group, will be required to be available for recall from Monday through Sunday 1800hrs to 0800hrs, and Saturday and Sunday 2000hrs to 0800hrs.

Call Department members who fail to respond when called during their group's assigned coverage will not be compensated for the retainer for that evening.

Call Department members who are on retainers must be members in good standing. If a member who is receiving a retainer becomes disciplined for violations of Rules and Regulations Article 4 Conduct, they shall be placed on probation for 6 months forfeiting their retainer pay. At the end of the six month period, the member shall meet with the group Captain and the Chief of Department to discuss the reinstatement of retainer pay.

The Swapping of coverage days with other Call department members shall be submitted to the Chief in writing prior to the date(s) requested. The member working the swap will receive the retainer pay for the coverage day(s). The Chief reserves the right to deny swap requests.