Fire Rescue Additional Pay and Stipends

Note: The following applies to non-exempt employees.

Why does the Overtime Rate fluctuate and does it include stipends?
Yes, it includes stipends. Your OT rate may fluctuate from cycle to cycle if you have any of the additional pay types included in the overtime rate (Call Back (non-OT), Call Back Guarantee, On-Call Pay). Your OT rate may fluctuate from cents to dollars depending on the amount of additional pay earned in that cycle. If you do not work additional pay listed below, you will not see any fluctuation.

Your OT rate = 1.0 of your base pay with stipends hourly rate* + (0.5 of includable total compensation (your base pay with stipends hourly rate and all additional pay paid during a cycle) / all hours worked and leave taken/used in cycle.)

*Base Pay with Stipends Hourly Rate = Base Pay Annual Rate + Stipends Annual Rate / Hours Scheduled Per Year

What types of Additional Pay are Included in the Overtime Rate Calculation:
- Call Back (non-OT, 0.5 base pay plus stipend rate, 1.0 is paid in base scheduled hours)
- Call Back Guarantee (1.5 base pay plus stipend rate)
- On-Call Pay (base pay plus stipend rate, 1.25x 12-hour shift is calculated in TimeKeeper)

What types of Additional Pay are Not Included in the Overtime Rate Calculations:
- Holiday Leave payouts
- Annual Leave payouts
- Discretionary Bonuses
- Employee Recognition Pay
- Reimbursements

What is paid at the Overtime Rate:
- Overtime (1.5 OT Rate)
- Comp Time Payout (1.0 OT Rate, Comp Time is banked at 1.5 hours)
- Extra Hours Above 212 – 0.5 FLSA pay (0.5 OT Rate, 1.0 is paid in base scheduled hours)
Example Employee – Jane Doe

Jane Doe is a non-exempt Firefighter / EMT on Step 2 on the Public Safety Pay Scale ($43,277.54/year).

Jane is in training division scheduled for 160 hours per cycle (2080 hours per year).

Jane has an ALS Stipend ($8,500/year) and a Bachelor’s Degree Stipend ($2,000/year).

Jane’s Base Annual Rate with Stipends (BP-ST Annual) = $53,777.54 ($43,277.54 + $8,500 + $2,000).

Jane’s Base Hourly Rate with Stipends (BP-ST Hourly) = $25.85459 ($53,777.54 / 2080).

Scenario 1:

Jane Doe works her full 160 hours in training division this cycle. This cycle she also taught 2 additional weekend classes of 10 hours each, working a total of 180 hours in the cycle.

In this scenario Jane takes home the same amount under the system and manual processes.

Manual Process: Previously Jane’s OT Rate would have been calculated like this:

$25.85459 (BP-ST Hourly) x 20 hours x 1.5 (extra classes taught) = $775.64

Total in Paycheck:
- Base Pay $3,606.46 ($43,277.54 ÷ 12 monthly checks)
- ALS Stipend $708.33 ($8,500 ÷ 12 monthly checks)
- Bachelor’s Degree Stipend $166.66 ($2,000 ÷ 12 monthly checks)
- Overtime $775.64 (extra classes 20 hours x $25.85459 x 1.5)
Total: $5,257.09

System Process: Now Jane’s OT Rate will be calculated by the system like this:

$25.85459 (BP-ST Hourly) x 160 base hours = $4,136.73

20 hours x $25.85459 x 1.0 (extra classes taught) = $517.09

$4,653.82 total compensation ($4,136.73 + $517.09) / 180 total hours = $25.85456

20 hours x $25.85456 x 0.5 (overtime) = $258.55

Total in Paycheck:
- Base Pay $3,606.46 ($43,277.54 ÷ 12 monthly checks)
- ALS Stipend $708.33 ($8,500 ÷ 12 monthly checks)
- Bachelor’s Degree Stipend $166.66 ($2,000 ÷ 12 monthly checks)
- Overtime $775.64 ((20 hours x $25.85459 x 1.0) + ($258.55 overtime))
Total: $5,257.09

Pay is the same in either calculation.
Fire Rescue Additional Pay and Stipends

Scenario 2:
Jane Doe works her full 160 hours in prevention division this cycle. This cycle she worked 2 on-call shifts and was called back for 10 hours during one of those shifts after she worked her 160 in the cycle. Jane worked a total of 170 hours this cycle.

In this scenario Jane takes home slightly more under the system process than the manual process.

Manual Process: Previously Jane’s OT Rate would have been calculated like this:
$25.85459 (BP-ST Hourly)
10 hours x $25.85459 x 1.5 (Call back) = $387.82
2 on-call shifts x $25.85459 x 1.25 (On-Call Shifts) = $64.64

Total in Paycheck:
Base Pay $3,606.46 ($43,277.54 ÷ 12 monthly checks)
ALS Stipend $708.33 ($8,500 ÷ 12 monthly checks)
Bachelor’s Degree Stipend $166.66 ($2,000 ÷ 12 monthly checks)
Additional Pay $64.64 (On-Call Shifts)
Overtime $387.82 (Call back 10 hours x $25.85459 x 1.5)
Total: $4,933.91

System Process: Now Jane’s OT Rate will be calculated by the system like this:
$25.85459 (BP-ST Hourly) x 160 base hours = $4,136.73
2 on-call shifts x $25.85459 x 1.25 (On-Call Shifts) = $64.64
10 hours x $25.85459 x 1.0 (Call Back - OT) = $258.55

$4,459.92 total compensation ($4,136.73 + $64.64 + $258.55) / 170 total hours = $26.23482
10 hours x $26.23482 x 0.5 (overtime) = $131.17

Total in Paycheck:
Base Pay $3,606.46 ($43,277.54 ÷ 12 monthly checks)
ALS Stipend $708.33 ($8,500 ÷ 12 monthly checks)
Bachelor’s Degree Stipend $166.66 ($2,000 ÷ 12 monthly checks)
Additional Pay $64.64 (On-Call Shifts)
Overtime $389.72 ((10 hours x $25.85459 x 1.0) + ($131.17 overtime))
Total: $4,935.81

Pay is $1.90 more in the system process
Fire Rescue Additional Pay and Stipends

**Scenario 3:**
Jane Doe works her full 160 hours in prevention division this cycle. This cycle she worked 2 on-call shifts and was called back for 10 hours during one of those shifts before she worked her 160 in the cycle. Jane worked a total of 170 hours this cycle.

In this scenario Jane takes home more under the system process than the manual process. This also illustrates the changes in Call Back pre-OT hours and Call Back post-OT hours

**Manual Process: Previously Jane’s OT Rate would have been calculated like this:**
$25.85459 (BP-ST Hourly) 
10 hours x $25.85459 x 1.5 (Call back) = $387.82 
2 on-call shifts x $25.85459 x 1.25 (On-Call Shifts) = $64.64

Total in Paycheck: 
Base Pay $3,606.46 ($43,277.54 ÷ 12 monthly checks) 
ALS Stipend $708.33 ($8,500 ÷ 12 monthly checks) 
Bachelor’s Degree Stipend $166.66 ($2,000 ÷ 12 monthly checks) 
Additional Pay $64.64 (On-Call Shifts) 
Overtime $387.82 (Call back 10 hours x $25.85459 x 1.5) 
Total: $4,933.91

**System Process: Now Jane’s OT Rate will be calculated by the system like this:**
$25.85459 (BP-ST Hourly) x 160 base hours = $4,136.73 
10 hours x $25.85459 x 0.5 (Call back pre-OT) = $129.27 
2 on-call shifts x $25.85459 x 1.25 (On-Call Shifts) = $64.64 
10 hours x $25.85459 x 1.0 (overtime – last 10 hours worked this cycle) = $258.55

$4,589.19 total compensation ($4,136.73 + $129.27 + $64.64 + $258.55) / 170 total hours = $26.99524 
10 hours x $26.99524 x 0.5 (overtime) = $134.98

Total in Paycheck: 
Base Pay $3,606.46 ($43,277.54 ÷ 12 monthly checks) 
ALS Stipend $708.33 ($8,500 ÷ 12 monthly checks) 
Bachelor’s Degree Stipend $166.66 ($2,000 ÷ 12 monthly checks) 
Additional Pay $64.64 (On-Call Shifts) 
Additional Pay $129.27 (Call Back minimum rate guarantee) 
Overtime $393.53 ((10 hours x $25.85459 x 1.0) + ($134.98 overtime)) 
Total: $5,068.89

Pay is $134.98 more in the system process