

RESOLUTION NO. 09-15

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COLVILLE, WASHINGTON, REPEALING THE 1997 POLICY REGARDING CITY EMPLOYEES WHO VOLUNTEER FOR CITY EMERGENCY SERVICES AND ADOPTING A NEW POLICY.

Whereas, Colville City Council encourages and values volunteerism; and

Whereas, the City wants and needs volunteers in a variety of city departments; and

Whereas, the Colville Fire Department utilizes volunteers as firefighters; and

Whereas, RCW 49.12.460(3)(g) "Volunteer Firefighter" means a firefighter who (i) is not paid; (ii) is not already at his or her place of employment when called to serve as a volunteer, unless the employer agrees to provide such an accommodation; and (iii) has been ordered to remain at his or her position by the commanding authority at the scene of the fire; and

Whereas, the City Council recognizes that both businesses and other employers in and around Colville support their employees volunteering in this capacity for the benefit of the Colville community; and

Whereas, the City Council wishes to provide clarity regarding city employees who also volunteer for the Colville Fire Department; and

Whereas, RCW 49.12.460(3)(a) states that an "alarm of fire or emergency call" means responding to, working at, or returning from a fire alarm or an emergency call, but not participating in training or other non-emergency activities.

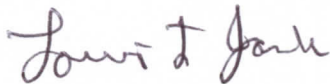
Now, Therefore it is hereby resolved as follows:

1. The Policy Regarding City Employees Who Volunteer For City Emergency Services that was adopted by the City Council on September 23, 1997 is hereby repealed in its entirety.
2. Colville City employees who volunteer as a Colville City volunteer firefighter are allowed to respond to an alarm of fire or an emergency call during their City of Colville work hours and such an accommodation is made as allowed by RCW 49.12.460.
3. It is understood that while responding to or working as a volunteer at an alarm of fire or an emergency call the City employee is not serving in their employment capacity or expertise as a city employee. If for some reason during the event, they are needed in their role as an employee, they will immediately notify the Chief or the Chief's designee on the scene of their need to withdraw as a volunteer for that call.
4. In the event of a conflict of interest between an employee's role or volunteer capacity it is understood that their role as a City employee must take precedence.

5. City employees who serve as volunteer firefighters and respond during their normally scheduled work hours will be granted leave with pay at their City hourly rate or salary only during what would be their normal work hours. There will be no City overtime paid if the event extends past their normally scheduled work hours.
6. City employees who serve as volunteer firefighters will receive \$10 per fire call and \$5 per meeting attended.
7. City employees who serve as volunteer firefighters, (including paid fire department officers) must conduct non-emergent volunteer firefighter business including but not limited to training or meetings either a.) during their off-duty hours as a City employee, b.) by utilizing leave available to them with supervisor approval or c.) making arrangements with their supervisor to flex their work schedule within the same work week.

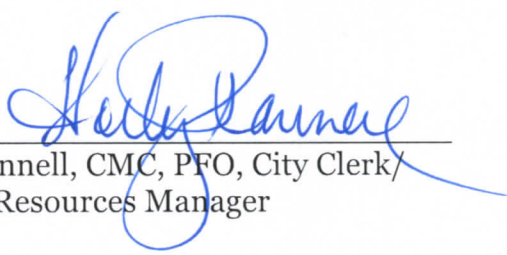
This Resolution shall take effect and be in force from the date of its passage.

Passed and adopted by the City Council of the City of Colville, Washington the 28th day of April, 2015.



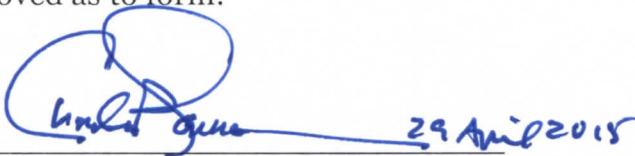
Mayor Louis F. Janke

Attest: _____



Holly Pannell, CMC, PFO, City Clerk/
Human Resources Manager

Approved as to form:



29 April 2015

City Attorneys McGrane & Schuerman

CHARLES P. SCHUERMAN.

ResolutionreVolunteers