



Bowie Fire District

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RESOLUTION 2025-0007

A RESOLUTION OF THE BOWIE FIRE DISTRICT APPROVING THE PAY SCALE AND STAFFED POSITIONS OF THE BOWIE FIRE DISTRICT

The Bowie Fire District Governing Board hereby adopts and enacts the following Resolution, enacted in open meeting of the Fire Board:

Whereas, the Bowie Fire District (the "District") is a fire district created pursuant to the Arizona Revised Statutes §48-805 and is located within Cochise County in the State of Arizona; and,

Whereas, the District follows the budgeting requirements of A.R.S. Section 48-805.02; and,

Whereas, the District needs to hire personnel to operate day to day functions and pay the hire personnel wages.

NOW be it Resolved that:

1. The District's Governing Board met in a duly noticed public meeting on June 18th, 2026 and upon a vote of - being the majority of a quorum, determined it is in the best interest of the District to establish pay and positions for the Bowie Fire District as set forth below. All positions are subject to available funding:

Position Title	Number of hours per week	Rate of Pay	PTO per pay period	Sick Time	Holidays
Admin / Probationary Fire Specialist	40	\$17.50	4.61 hours	1 hour for every 30 hours worked	11
FFT1 / Probationary Fire Specialist	20	\$19.00	1.54 hours	1 hour for every 30 hours worked	11
Stipend Volunteer	Per shift nominal fee	\$25.00	n/a	n/a	n/a
Wildland Firefighter 2	Reimbursed Assignment	\$20.00	n/a	n/a	n/a
Wildland Firefighter 1	Reimbursed Assignment	\$21.00	n/a	n/a	n/a
Wildland Engine Boss	Reimbursed Assignment	\$30.00	n/a	n/a	n/a

2. Certification Pay

Training	Hourly Rate of Pay
Wildland Single Resource Boss Completion of Taskbook	\$1.00
I FSAC Hazmat FRA/FRO	\$0.50
Arizona Firefighter I & II	\$1.00
EMT Basic	\$1.00

3. Holidays include: The holiday will receive a paid day off at regular pay, if the individual works the day, it is paid at time and one half of hours worked up to a maximum of 8 hours

- a. New Year's Day
- b. Martin Luther King Jr
- c. Presidents Day
- d. Memorial Day
- e. Juneteenth
- f. Independence Day
- g. Labor Day
- h. Columbus Day
- i. Veteran's Day
- j. Thanksgiving Day
- k. Christmas Day

4. Wildland Responses: The wildland personnel are considered Supplemental Employees under the AZ Department of Forestry and Fire Management Supplemental Fire Department Resources Position Pay Rate Matrix and billing personnel for reimbursement will be done based on approved State of Arizona methods.

5. Volunteer Nominal Fee "Stipend" Program: The purpose of the Volunteer Stipend Program is to establish a Nominal Fee Stipend Program which compensates members of Bowie Fire District's volunteers in order to improve training, competency, and recruitment and retention of volunteers. The purpose is to enable Bowie Fire District to pay a **"Volunteer Recruitment and Retention Incentive Nominal Fee Stipend"** for volunteer firefighters and EMS responders. This is **NOT** an hourly wage rate of pay. This is paid to the Volunteer Firefighters for their participation in training certifications, incident responses, shift coverage and administration duties to include: ISO improvements, monthly NFIRS compliance, and UpToDate department records.

The requirements include

- A. Volunteers who wish to participate must fill out an Incentive Program Application indicating their membership status and understanding of the program.
- B. Participating members must fill out a W-4, A-4 and I-9 form.
- C. Fingerprint Card Submission

Program Fee Rate is **subject to available funding** the base stipend for the Nominal

Fee Program shall be \$25 per day per incident, coverage, or training. Mileage is not reimbursed and cannot be combined. The certification stipend for participating members who have IFSAC certifications, Wildland Firefighting, or who are licensed as an EMS provider within the State of Arizona, or members that received certification in technical rescue.

Eligible activities shall include Administration Duties of the department, ISO improvements, incident responses, shift coverage and, monthly NIRS compliance.

License & Certification courses for active volunteer firefighters are eligible for lump sum payments upon completion and licensure/certification or recertification of the following courses:

Wildland Firefighter Type I Completion of Taskbook	\$50.00
Wildland Single Resource Boss Completion of Taskbook	\$50.00
Wildland IC Type 4 Completion of Taskbook	\$50.00
IFSAC Hazmat Operations	\$75.00
Arizona Firefighter I	\$150.00
Arizona Firefighter II	\$175.00
Technical Rescue	\$150.00
EMT Basic	\$150.00

Once the prospective member has been approved for hire in a department and has completed six (6) months, then he/she is eligible to participate in the Nominal Fee (Stipend) Program.



~~Sharon Webster, Chairperson~~ **J. Houston Klump**
Bowie Fire District

Attest:


Modestina Frascella, Clerk, Acting Chair
Bowie Fire District