

Firefighter Compensation Engagement Background Information



The Sunshine Coast Regional District (SCRD) operates four fire departments that serve communities across the region:

- Egmont and District Volunteer Fire Department
- Halfmoon Bay Volunteer Fire Department
- Roberts Creek Volunteer Fire Department
- Gibsons and District Volunteer Fire Department

Each department is available 24/7 to respond to emergencies and is primarily staffed by dedicated volunteer firefighters.

Background to Training Standards

In 2015, new provincial regulations introduced minimum training standards for volunteer firefighters. These standards were established to enhance safety during high-risk operations and were based on recommendations from the investigation into the 2004 death of Chad Schapansky, a 23-year-old Clearwater firefighter who lost his life in a restaurant fire.

Since then, volunteer firefighters in the Sunshine Coast Regional District have been required to meet these provincial standards and ensure the highest level of emergency response for local communities. It is worth noting that SCRD firefighters are trained to the same standards as career fire departments throughout the province.

Evolving Firefighter Compensation

In 2018, the SCRD completed a Fire Services Strategic Plan, which included a recommendation to review and modernize the compensation model for volunteer firefighters.

Building on that recommendation, in 2024 the SCRD partnered with members from all four fire departments to examine and update the existing compensation structure. To guide this work, the Firefighter Compensation Action Plan (FFCAP) Working Group was formed, bringing together representatives from both the SCRD and the fire departments. Following a consultant's review in late 2024, a series of recommendations were presented to the SCRD, including a key proposal to transition to a paid-on-call compensation model.

In August 2025, the SCRD implemented the new compensation system. Under this model, volunteer firefighters are now paid hourly for responding to emergencies, attending training sessions, and participating in department activities. While this approach provides fair and transparent compensation, firefighters remain volunteer-based and are not full-time salaried employees.

As this compensation model becomes a component of the SCRD's financial planning process, the SCRD Board has directed staff to engage with the community to gather feedback and ensure transparency moving forward.

Share Your Input



Answer a short questionnaire on
firefighter compensation.