File #: BIR-27-004, **Version:** 1

TAMRMS#: B05

BUDGET INFORMATION REQUEST (BIR) - Fire Services Overtime
Requested by: Councillor Hughes
Date of Request: October 22, 2026
Date Response Due: October 28, 2026
Confidential: No

QUESTION
What was and is the OT budget for fire services in 2024-26 and budgeted amount in 2027?

What has been done to date to address the OT?

What is the average amount of hours a firefighter is working OT a year?

RESPONSE

The 2024-2026 Overtime Budget amount for Fire Services is summarized in the following chart:

Fire and Emergency Medical Services				
	2024	2025	2026	2027 (Projected)
Overtime Budget	$631,900	$661,900	$814,100	$814,200

Fire and Emergency Medical Services section includes Fire Administration, Regular Fire Force, Ambulance, Fire Prevention, and Fire Communication.

The City of St. Albert has primarily addressed firefighter overtime risk through the progressive addition of permanent staffing. Council approved firefighter positions in 2020, 2021, 2023, 2026 and again in the proposed 2027 budget to support Fire Hall 4 operations and maintain response standards. The 2027 budget identifies that failing to hire the remaining Fire Hall 4 firefighters may impact overtime budgets, demonstrating administration's preference to address staffing needs through permanent workforce growth rather than reliance on overtime.

The upward trend highlights the importance of understanding the underlying drivers of overtime, including staffing levels, leave coverage, training requirements, vacancies, recruitment timelines, and the firefighter staffing factor. These issues are expected to be examined through the Fire Service Review currently being undertaken through the RFP process.

In 2026, firefighters are projected to work an average of 5 overtime hours per biweekly pay period, or

136 hours annually; however, actual hours vary significantly across department service areas and specialized positions because of differing operational demands. Overtime will remain necessary to support service delivery. Administration continues the development of targeted programming would help identify specific staffing and coverage needs and inform overtime management.

Report Date: October 27, 2026
Author(s): Stephen Bannerman
Department: Fire and Emergency Medical Services
Department Director: Rob Van Hecke
Managing Director: Diane McMordie
Chief Administrative Officer: William Fletcher