



**TOWN OF MINTO**

**MEETING DATE:** April 8, 2025  
**REPORT TO:** Mayor and Council  
**SERVICE AREA:** Fire  
**SUBJECT:** FIRE 2025-005 Fire Department Wage Policy

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**RECOMMENDATIONS:**

THAT the Council of the Town of Minto hereby receives report FIRE 2025-005 Fire Department Wage Policy, prepared by the Director of Fire Services, for information purposes;

AND FURTHER THAT the Council of the Town of Minto adopts the proposed wage policy and directs staff to implement it as of May 1, 2025.

**BACKGROUND**

The management group has been working with the departments to standardize wages between the three (3) departments, so all personnel are paid equally. We have been doing our own wage study and looking at various fire departments both from within the County as well as our neighbours who surround us. This policy is a result of that.

**COMMENTS:**

While Wellington North and Minto were being paid the exact same way, Mapleton's system was significantly different using a points system to complete their payroll. After discussion with the firefighters of Mapleton, it was decided to change the system to the hourly system to match the other two departments.

We then looked at taking an hourly average between the three as well as the other departments surveyed. Surrounding departments were slightly different in their payroll policy but we endeavoured to find an average so our firefighters would be in the same position as other departments. This policy is the result of it.

**FINANCIAL CONSIDERATION:**

The new hourly rate will cause a slight increase in the budget. A report will be brought back to Council after our first half payroll is completed and we have a better idea of how the year is progressing.

**STRATEGIC PLAN**

5.4 Strengthening and recognizing excellence among town employees.

iii. Review wage compensation (and benefits) including percentage and comparators.

**PREPARED BY:** Chris Harrow, Director of Fire Services

**RECOMMENDED BY:** Gregg Furtney, Chief Administrative Officer (CAO)