



TOWN OF MINTO

DATE: Mar 31, 2018
REPORT TO: Mayor and Council
FROM: Chris Harrow, Fire Chief
SUBJECT: Minto Fire Wage Policy

STRATEGIC PLAN:

6.4 Maintain and enhance the local volunteer fire fighter model in Minto, and take a leadership role in setting standards for municipalities this size by ensuring training, equipment and vehicles available to volunteers compares with a full time fire service.

BACKGROUND:

Minto Fire's Wage Policy is out of date and requires updating. Firefighter's wages have not increased in over 12 years, although they have never asked for an increase or expressed concern about pay. The average firefighter receives less than \$3,000 per year.

The current pay rate for various meetings, training sessions, and truck checks is \$15 per hour. This is proposed to increase to \$16 per hour.

Deputy Chief's receive an annual pay of \$6,500 plus \$35 for every call to the station receives whether or not they attend due to their role in preparing incident paperwork. The annual pay is increased to \$7,500 per year and they would only receive \$35 per call they attend as standardized incident paperwork is completed by the Fire Coordinator.

Standby pay on weekends and in the summer is proposed to increase \$5 per day, from \$75 to \$80 per day.

Volunteer firefighter pay for incidents is \$35 per call up to 2 hours, and \$15 per hour after two hours. It is proposed to keep the \$35 per call up to 2 hours but increase the rate after two hours to \$16 per hour. For context, over 70% of incidents are under one hour in length.

Wage rates for new recruits are now included in the policy so it is clear for new firefighters starting with Minto Fire what they will receive.

COMMENTS:

Firefighters have never raised a concern over the rate of their pay. The review was taken by Senior Management with the goal of standardizing some of the aspects of the pay structure. Minto Fire is comfortable fitting this into our existing budget and do not anticipate a large increase will be needed. Firefighter's base pay does not increase much, but it does bring them above the upcoming minimum wage increases.

Consultation with all of the Officers and Firefighters took place and the new rates were shown to everyone. No objections were raised.

The new policy eliminates any possibility of confusion and removes different pay levels for various meetings and training sessions. The policy is more standardized and easier to apply. It should also be mentioned that firefighters keep track of their time spent at meetings and various events and are responsible to submit their time sheets. Many of the Firefighters choose not to submit any time sheets so as to donate their time.

This review was long overdue and demonstrates to the Firefighters the Town respects the work they do. The average firefighter will still only take home around \$3000 per year, a small price for the extraordinary work our Firefighters do for the community.

FINANCIAL CONSIDERATIONS:

The amount of increase should be covered by the existing wage budget in the Fire operating budget. It will be dependent on the number of incidents and meetings throughout 2018.

RECOMMENDATION:

The Council of the Town of Minto approves the Wage Policy presented by the Fire Chief for all Minto Firefighters and implements it for the 2018 budget year.

Chris Harrow
Fire Chief