

**TOWN OF MINTO**

DATE: May 30, 2018
REPORT TO: Mayor and Council
FROM: Chris Harrow
SUBJECT: Follow up Rate of Pay Report

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:

In April, a report was brought to Council about a new wage policy for Minto Firefighters around the basic rate for meetings, standby and regular duties at the hall. Council directed the Chief to review the pay for incidents, as it was a hybrid system and hard to compare to other departments. Council will recall Firefighters have always been content with their pay and not expressed any issues, but it had been many years since rate of pay had changed.

COMMENTS:

A more in depth look at the Firefighters pay for incidents was undertaken. As reported previously, Firefighters receive \$35 per incident for the first two hours. If the call is completed in under an hour or one hour and 55 minutes, they still receive the \$35. Hours spent on calls and the average length of incidents was reviewed and it was determined the average incident time was around one hour. This resulted in average rate of pay of \$26 to \$47 per hour for a firefighter at an incident.

The rate varies due to the number of calls attended and how long an incident lasts. Firefighters attending a larger amount of incidents that are under an hour have a higher hourly rate than counterparts who happen to attend longer duration calls. Having looked at the numbers and reviewed the information with Firefighters a further change in pay is not recommended. Minto Fire appreciates pay policy changes already approved by Council.

FINANCIAL CONSIDERATIONS:

No financial considerations with this report.

RECOMMENDATION:

THAT Council receives the report Follow up Rate of Pay Firefighters dated May 30, 2018.

Chris Harrow, Fire Chief