

Recommendation:

That the Fire Chief-2023-09 report, dated October 17, 2023 regarding firefighter wages be received and that Council approves firefighter wages, including honorariums to receive 6% retroactive pay for 2023 and furthermore that the firefighter wages and honorariums be subject to the same percent increase as Council and Staff on a go forward basis.

Overview:

Historically, we have done a wage review for our volunteer firefighters at each term of council and set the annual increase for that term. We just recently received the comparisons throughout the County. This is a difficult comparison as there are many variables for each municipality. Examples of these variables include are a variety of multi-tiered pay schedule, honorariums, paid mileage, and different response and training rates. The last term of council, we did a 2% per annum increase. Although a true comparison is difficult as mentioned above, staff believes our firefighters on average are a little behind on compensation rates. If we applied the same, OMERS index inflation rate that is used for Council and Staff compensation, this would put us back in a reasonable comparison.

Conclusion:

By adding 6% to firefighter hourly rate and honorariums, this will put our firefighters at \$20.69 per hour. The recruits would stay at minimum wage to offset their training costs, which just went up to \$16.55 as of October 10, 2023. Mileage is paid at the rate of the Township.

Financial Impact:

Based on the 9 months of previous wages, the current budget will support this increase.

Report Approval Details

Document Title:	Volunteer Firefighter Wages.docx
Attachments:	
Final Approval Date:	Oct 11, 2023

This report and all of its attachments were approved and signed as outlined below:

Martina Chait-Hartwig

Elana Arthurs

No Signature found

Paul Creamer