

REPORT TO: Mayor and Members of Council

PREPARED BY: Greg Vandenheuvel, Director of Fire and Emergency Services

DEPARTMENT: Fire and Emergency Services Department

DIVISION: Fire Department

MEETING DATE: November 20, 2024

SUBJECT: Update to Firefighter Remuneration Policy

PROPOSED MOTION

That Council accept this report and approve the revised Firefighter Remuneration Policy (FD-2024-3).

STAFF RECOMMENDATION

That the Firefighter Remuneration Policy be accepted.

EXECUTIVE SUMMARY

The hourly rate and the honorariums paid to the Department Officers have been updated to reflect the 2024 rate (2023 rate plus a 2.7% increase). Members will also be paid an amount equivalent to vacation pay, effective December 1, 2023.

LINK TO STRATEGIC PRIORITIES

Plans: To Support Robust Industrial, Commercial and Residential Growth By Developing A Safe And Secure Municipality

BACKGROUND

The greatest benefit to the North Middlesex firefighters, had they been considered to be employees of the Municipality would be the entitlement to vacation pay as stipulated by the Employment Standards Act.

Paying the equivalent of the vacation pay provides the benefit to the firefighters with minimal cost to the Municipality.

The Fire Committee and the Policy Committee have recommended the policy, Firefighter Remuneration (FD-2024-3) be approved.

DISCUSSION

The payment of vacation pay will have minimal impact on the Department's budget, but will help with morale, and possibly recruitment and retention of firefighters.

FINANCIAL

Approved Operational Budget

ATTACHMENT

Prepared By: Greg Vandenheuvel, Director of Fire and Emergency Services

Approved By: Carolyn Tripp, Chief Administrative Officer