



## **Staff Report HR2023-006**

**Title of Report:** HR2023-006 Firefighter Pay Grid Update  
**Department:** Human Resources  
**Council Date:** April 5, 2023

**Recommendation:**

**Be it resolved that** Council receive staff report HR2023-006 for information; and  
**That** Council approve the updated Firefighter Pay Grid, effective January 1, 2023.

**Background:**

At the December 7, 2022 Council Meeting, the following motion was carried for Staff Report HR2022-054:

Deputy Mayor Dobreen requested a recorded vote on the main motion.

**Moved By** Councillor Singh Soares **Seconded By** Councillor Ferguson

**Be it resolved that** Council receive staff report HR2022-054 for information; and  
**That** Council approve a one step pay band increase for eligible employees, effective January 1, 2023; and

**That** Council approve the COLA increase of 4% to the 2023 Staff Pay Grid, Council Pay Grid and Volunteer Firefighter Pay Grid, effective January 1, 2023; and

**That** Council approve the COLA increase of 4% to all affected agreements and other Township established inflationary conditions, effective January 1, 2023; and

**That** Council approve an additional 2.5% increase to the Staff Pay Grid as part of the initial budget adjustments in the Market Check process for 2023, effective January 1, 2023.

Yay (6): Mayor Milne, Deputy Mayor Dobreen, Councillor Jim Ferguson, Councillor Shipston, Councillor Joan John, and Councillor Monica Singh Soares

Nay (1): Councillor Rice

Carried (6 to 1) No. 2022-784

**Staff Comments:**

Staff have updated the Fire Department Pay Grid with 4% COLA. It was also recognized that when Policy #2 Conference, Education & Training Policy for Council, Staff & Volunteer Firefighters was updated, it included a section that states: "Volunteer firefighters will be paid for a full day or a half day rate determined by the Firefighter Pay Grid while attending workshops, seminars, local training upgrades, or Ontario Fire College training sessions".

Staff have updated the Firefighter Pay Grid to include the Half Day and Full Day rates for firefighters training, seminars and conferences.

**Financial Implications:**

The finance impact of this report has already been approved through the 2023 budget.

**Communications & Community Action Plan Impact:**

This report has been written and presented to Council to communicate accurate information to the public.

**Concluding Comments:**

1. Staff recommend that Council receive staff report HR2023-006 as information.
2. Staff recommend that Council approve the updated Firefighter Pay Grid effective January 1, 2023.

Respectfully Submitted,

**HR Approval:** *Original Signed By*

Kayla Best, HR Manager / Assistant to the CAO

**Dept. Head:** *Original Signed By*

Derek Malynyk, Fire Chief

**CAO Approval:** *Original Signed By*

Dina Lundy, CAO

**Attachments:**

Attachment #1: Updated 2023 Firefighter Pay Grid