

THE CORPORATION OF THE TOWNSHIP OF ESSA  
COMMITTEE OF THE WHOLE

WEDNESDAY, JUNE 3, 2020  
6:00 p.m.

AGENDA

1. OPENING OF MEETING BY THE MAYOR
2. DISCLOSURE OF PECUNIARY INTEREST
3. DELEGATIONS / PRESENTATIONS / PUBLIC MEETINGS

STAFF REPORTS

4. PLANNING AND DEVELOPMENT
5. PARKS AND RECREATION/ COMMUNITY SERVICES
6. FIRE AND EMERGENCY SERVICES
7. PUBLIC WORKS
8. FINANCE
9. CLERKS / BY-LAW ENFORCEMENT / IT

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- a. Staff Report C022-20 submitted by the Clerk, re: Parks Use Buy-law –  
Second Draft.

Report was  
withdrawn  
by Clerk  
prior to  
meeting  
commencing

**Moved by:** \_\_\_\_\_ **Seconded by:** \_\_\_\_\_

Recommendation: *Be it resolved that Staff Report C022-20 be received; and  
That Council consider approving the Draft Parks Use By-law as attached, to regulate the  
use and operation of municipally owned Parks and Trails in the Township of Essa.*

**10. CHIEF ADMINISTRATIVE OFFICER (C.A.O.)**

- p. 19 a. **Staff Report CAO032-20 submitted by the Chief Administrative Officer,  
re: Operating Budget Consideration – Volunteer Firefighter Remuneration.**

**Moved by:** \_\_\_\_\_ **Seconded by:** \_\_\_\_\_

Recommendation: *Be it resolved that Staff Report CAO032-20 be received; and That Council approve implementation of the proposed new system for firefighter supervisory compensation commencing July 1, 2020.*

- p. 22 b. **Staff Report CAO035-20 submitted by the Chief Administrative Officer,  
re: Use of Davis Trail.**

**Moved by:** \_\_\_\_\_ **Seconded by:** \_\_\_\_\_

Recommendation: *Be it resolved that Staff Report CAO035-20 be received; and That Council authorize Staff to enter into a Use Agreement to allow for a resident to utilize the Davis Trail stormpond area for a bee-keeping hobby on a trial basis.*

**11. OTHER BUSINESS**

**12. ADJOURNMENT**

**Moved by:** \_\_\_\_\_ **Seconded by:** \_\_\_\_\_

Recommendation: *Be it resolved that this meeting of Committee of the Whole of the Township of Essa adjourn at \_\_\_\_\_ p.m. to meet again on the 17<sup>th</sup> day of June, 2020 at 6:00 p.m.*

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Staff Report C022-20 was withdrawn at the request of the  
Clerk prior to the meeting commencing.



## TOWNSHIP OF ESSA STAFF REPORT

**STAFF REPORT NO.:** CA0032-20

**DATE:** May 20, 2020

**TO:** Committee of the Whole

**FROM:** Colleen Healey-Dowdall, Chief Administrative Officer

**SUBJECT:** 2020 Operating Budget Consideration –  
Volunteer Firefighter Remuneration

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### RECOMMENDATION

That Staff Report CA0032-20 be received; and

That Council approve implementation of the proposed new system for firefighter supervisory compensation commencing July 1, 2020.

### BACKGROUND

The Fire Chief received permission from Council during budget deliberations to propose additional compensation for Supervisors (acting captains, captains and station chiefs). A comparison of neighbouring volunteer firefighter wages was conducted. The process was initiated as a result of concerns from our volunteer firefighters. Areas of concern expressed to Council last November were:

1. We are paying New Tecumseth Fire Department to cover a southern portion of our municipality. There is a belief that those firefighters are being paid more to work in our Township than our own staff.
2. With the exception of new recruits, all firefighters make the same wage. This means that supervisors are making the same amount of money as the people they supervise.
3. Neighbouring departments do not differentiate between fire calls and medical calls, all are paid at a two-hour minimum.
  - a. Tiered medical calls are guaranteed one hour of pay, and hourly after that.
  - b. All other emergency calls are a guaranteed two hours of pay, and then hourly after that.
4. They have never had a raise, other than COLA.

With 2020 budget approval, Council agreed to hiring a full-time Deputy Fire Chief and providing for a standard two-hour minimum pay/call. Direction was given to the Fire Chief to investigate additional pay to supervisors. The tables below indicate neighbouring hourly rates based on research in 2019 for the budget.

#### Wage – Volunteer Firefighters

Currently, Essa's hourly firefighter wage is consistent with our neighbours, and most of Simcoe County. Our probationary firefighters are paid \$17.70/hour until they complete all mandatory training. Adjala-Tosorontio has a similar process and pay \$16.80/hr.

Essa	New Tec	Adj-Tos	Innisfil	Clearview
\$23.18/hr	\$21.38 – 23.17/hr	\$22.00/hr	\$21.84-27.30/hr	\$24.92 -28.50/hr

#### Officer/Supervisor Wage - Captain

Essa	New Tec	Adj-Tos	Innisfil	Clearview
\$23.18/hr	\$23.50-25.49/hr	\$24.00/hr	\$30.58/hr	\$28.85-31.52/hr

#### Officer/Supervisor Wage – Station Chief

Essa	New Tec	Adj-Tos	Innisfil	Clearview
\$23.18/hr	\$26.70-28.96/hr	\$32.00/hr	NA	NA

### COMMENTS AND CONSIDERATIONS

The Essa Fire Department is the only department out of the above listed departments that does not compensate its supervisors/officers; and it is the only department within our Township that does not compensate supervisors. The CAO has discussed step increases with the Township's HR Consultant responsible for the Pay Administration Project (i.e. to address pay equity) and has confirmed that, it is established that a 5% increase between supervisory positions is normal.

### FINANCIAL IMPACT

The current hourly wage for firefighters is \$23.62/hr (2020 rate). Utilizing a standardized grid with a 5% increase for each position of supervisory responsibility, the hourly wage rates could be as follows:

- Firefighter rate = \$23.62
- Acting Captain = \$23.62 + 5% = \$24.80/hr
- Captain = \$23.62 + 10% = \$25.98/hr
- Station Chief = \$23.62 + 15% = \$27.16/hr

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According to the Fire Chief:

“Currently firefighter wages are contained in two lines reflecting suppression and training/other duties. In the approved 2020 budget these two lines combined = \$480,000.00. Salaries for volunteer firefighters are generally an estimate because call volumes cannot be completely predicted with accuracy; and even though every firefighter may not attend every training session, we must anticipate 100% participation. It should be noted most years the department comes in under budget on salary due to the unpredictable nature of volunteers and emergency response.”

Utilizing 2019 call volumes and the above hourly wage, the estimated financial impact is as follows:

- The compensation for an acting captain would be approximately \$382.91/yr
  - 8 acting captains = \$3,063.28/yr (acting captains)
- The compensation for a captain would be approximately \$1,550.54/yr
  - 8 Captains = \$12,404.32/yr
- The compensation for 2 station chiefs would be approximately \$3,917.01/yr in total

Therefore, the estimated cost to compensate officers for their supervisory responsibilities would be \$19,384.61 for a year. If Council were to implement this at the beginning of the second half of the year, July 1<sup>st</sup>, the cost is \$9,692.31. There are sufficient funds in the approved 2020 to cover the supervisory compensation for the volunteer firefighters.

### SUMMARY/OPTIONS

Council may:

1. Take no further action.
2. Implement a new system for supervisory compensation for volunteer firefighters beginning in the second half of the year.
3. Implement a new system for supervisory compensation beginning in 2021.

### CONCLUSION

Option #2 is recommended.

Respectfully submitted:



Colleen Healey-Dowdall  
CAO

Attachments: None.



## TOWNSHIP OF ESSA STAFF REPORT

**STAFF REPORT NO.:** CA0035-20

**DATE:** June 3, 2020

**TO:** Committee of the Whole

**FROM:** Colleen Healey-Dowdall, Chief Administrative Officer

**SUBJECT:** Use of Davis Trail Stormpond Area

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### RECOMMENDATION

That Staff Report CA0035-20 be received; and

That Council consider entering into a Use Agreement with a resident for the trial use of the Davis Trail stormpond area for a backyard bee keeping hobby which previously occurred in a backyard along Davis Trail.

### BACKGROUND

The Township has been approached by a senior gentleman who resides in Davis Trail subdivision (Thornton) who keeps a small number of bees in his backyard, meeting with all separation distances of the Province. The number of bees doesn't constitute a farming or livestock activity and the backyard hobby has proven harmless in the past. The resident has asked if he could move his bees into the stormpond area at the north end, furthest away from homes.

Staff have met with the gentleman/resident and walked the pond detention site and learned about bees and the nature of the hobby/activity.

Council is reminded that the Township is a part of the initiative of the 5 South Simcoe municipalities: "The Honey Trail" whereby under the leadership of the County's Economic Development team, Essa strives to promote our area as a bee-friendly part of the Province. (We are hoping that we will be able to tap into the economic market based on bees – promoting the activity and the picturesque nature and scenery that goes along with it; walking trails, honey and local restaurants which are encouraged to use local honey in their offerings.)

### COMMENTS AND CONSIDERATIONS

The stormpond along Davis Trail was constructed in the nineties and because it is one of the older-style pond areas to serve to collect stormwater run off from nearby development,

it is of very generous size. The pond area is fenced but doesn't need to be. It has been left to fill in naturally for the most part. Note that with natural vegetation, municipalities are getting away from fencing today and instead using stormpond lands for open space areas as well since dog walking and hiking are so popular – serving a dual purpose in a community.

In the case at hand, a key would be provided to the resident for access with a deposit collected in return. This office has found a couple of cases whereby this municipality has allowed temporary use/access to public-owned lands subject to the resident entering into a use agreement with the municipality (which removes liability from the municipality). The agreement specifies who would be permitted to enter onto the Township lands and for what purpose. The agreement could be limited in terms of a timeframe so as to allow this on a trial basis (one season to start).

The bees were formerly in the resident's backyard and the direct neighbours had no issue. A very small number is requested. Even if the request is denied, bees will be found in the neighbourhood pollenating flowers.

### **FINANCIAL IMPACT**

None.

### **SUMMARY/OPTIONS**

Council may:

1. Take no further action.
2. Allow the request with the CAO to draft the terms of the use agreement.
3. Direct staff as Council may so choose.

### **CONCLUSION**

Option #2 is recommended.

Respectfully submitted:



Colleen Healey-Dowdall  
CAO

Attachments: None.