

Port Hardy Fire Department Compensation Survey

BACKGROUND:

With the increased training requirements and responsibility of our Volunteer Fire Department, the department has been noticing a decline in enrollment in the past 5 years. Knowing that volunteers are not stepping forward to undertake the required duties, the department conducted a survey of its members to determine if financial compensation would increase the commitment to the department.

The following is a summary of the survey (full survey available at www.porthardy.ca or at Municipal Hall).

- 18/28 **64%** Fire Department Members took the survey.
- Most of the respondents want to see some form of compensation, however there was some dissatisfaction with the rate being presented at \$10.00 as it was below minimum wage.
- The respondents favoured a paid-on-call system for the benefit of their families including being able to pay for a baby sitter and/or recreation.
- **72%** of the respondents said that their commitment would be increased with financial compensation.
- **82%** said that paid-on-call was important for Council to consider, yet the bonus system as presented was not favorably received as only a handful of officers would benefit.
- The advantages of a paid-on-call system included recruitment, attendance and appreciation.
- **23.53%** of respondents noted a disadvantage to the paid-on-call system is discrepancy in pay. While **64%** saw no disadvantages.
- Annual compensation was tied between **\$1,000 and \$5,000** per member.

Council reviewed the survey and determined that there are many different compensation scenarios that could be considered, and Council wanted to conduct a survey of its taxpayers to understand the level of compensation that the Council should be considering in its annual budget.

The Current operational budget for the Fire Department is \$217,446.00 (2017), compensation would be over and above that amount.

Please consider the following (additional to annual increases) :

Annual \$ Increase	Residential \$ Increase per \$100,000 of	Business \$ increase per \$100,000 of
\$25,000.00	\$5.00	\$18.00
\$75,000.00	\$16.00	\$54.00
\$150,000.00	\$33.00	\$108.00
\$200,000.00	\$44.00	\$143.00

Calculate how much you will be paying:

$$\frac{\text{Your Assessed Value}}{\bullet} \cdot \frac{\bullet}{\$100,000} = \text{Your Rate}$$

<u>Your Rate</u>	×	<u>\$5/\$18</u>	=	<u> </u>
<u>Your Rate</u>	×	<u>\$16/\$54</u>	=	<u> </u>
<u>Your Rate</u>	×	<u>\$33/\$108</u>	=	<u> </u>
<u>Your Rate</u>	×	<u>\$44//143</u>	=	<u> </u>

Example:

Residential Assessment \$180,000 ÷ \$100,000 = 1.8

$$1.8 \times \$5.00 = \$9.00$$

$$1.8 \times \$16.00 = \$28.80$$

$$1.8 \times \$33.00 = \$59.40$$

$$1.8 \times \$44.00 = \$79.20$$

Business Assessment \$300,000 ÷ \$100,000 = 3

$$3 \times \$18.00 = \$54.00$$

$$3 \times \$54.00 = \$162.00$$

$$3 \times \$108.00 = \$324.00$$

$$3 \times \$143.00 = \$429.00$$

SURVEY

ON

REVERSE



Volunteer Fire Department Compensation Survey

Please complete survey and return to the Municipal Hall at 7360 Columbia Street Port Hardy, BC
by November 27, 2017. Alternatively you can take the survey online at www.porthardy.ca.

Please tell us what situation best describes you. *Check all that apply.*

- I am a resident of Port Hardy
- I am a residential property owner in Port Hardy
- I am a commercial property owner in Port Hardy
- I own commercial property but lease it to another

Are you in favour of Council considering additional financial compensation for the members of the Port Hardy Volunteer Fire Department?

- Yes
- No

On a scale of 1-5 (with 1 being not likely and 5 being very likely) please indicate how much you would be willing to pay annually in addition to regular tax increases for Fire Department financial compensation.

Residential: if you live in a residence and/or own a residential property in Port Hardy :

AMOUNT	1 NOT LIKELY	2 SOMEWHAT UNLIKELY	3 UNDECIDED	4 SOMEWHAT LIKELY	5 VERY LIKELY
\$10.00	<input type="checkbox"/>				
\$30.00	<input type="checkbox"/>				
\$60.00	<input type="checkbox"/>				
\$80.00	<input type="checkbox"/>				
Or more	<input type="checkbox"/>				

Commercial: if you run a business and/or own commercial property in Port Hardy :

AMOUNT	1 NOT LIKELY	2 SOMEWHAT UNLIKELY	3 UNDECIDED	4 SOMEWHAT LIKELY	5 VERY LIKELY
\$55.00	<input type="checkbox"/>				
\$165.00	<input type="checkbox"/>				
\$325.00	<input type="checkbox"/>				
\$430.00	<input type="checkbox"/>				
Or more	<input type="checkbox"/>				

Thank you !