

# PORT HARDY FIRE DEPARTMENT COMPENSATION SURVEY



6/1/2017

Results

Port Hardy Volunteer Fire Department Compensation Survey



## IMPACT

The annual contribution (17,357.00) to the Fire Association would be removed from the District budget so the net change for the department budget would be \$57,643.00 which would equate to a 3.55% tax increase in 2017.

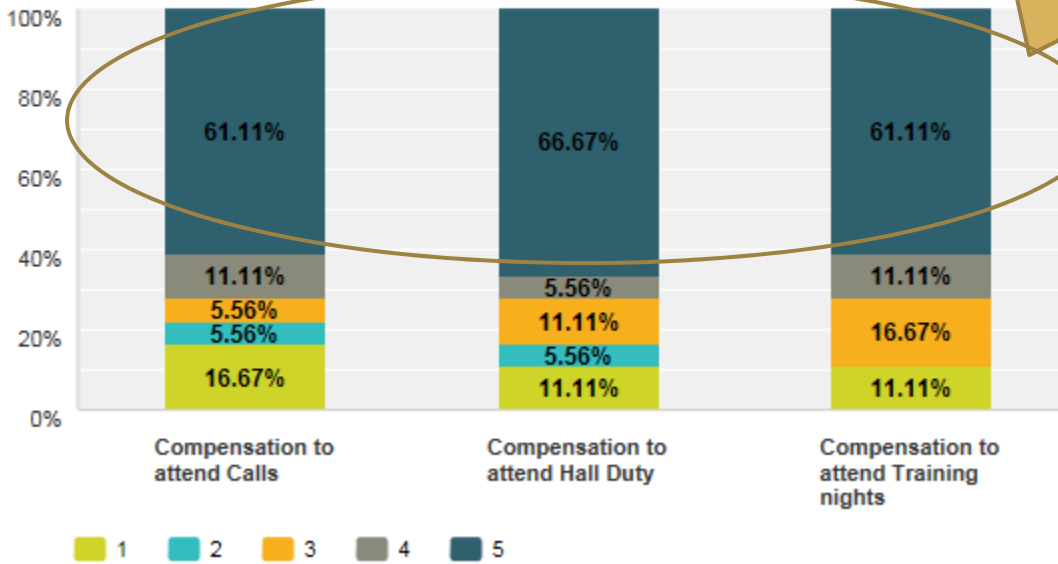
## SUMMARY

- 18/28 **64%** Fire Department Members took the survey.
- Respondents want to see the association fees kept at the same rate even if there is paid-on-call.
- 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 contribution was tied between **\$1,000 and \$5,000** per member.

SURVEY RESULTS

How important are the following: (1 being the lowest and 5 being the highest)

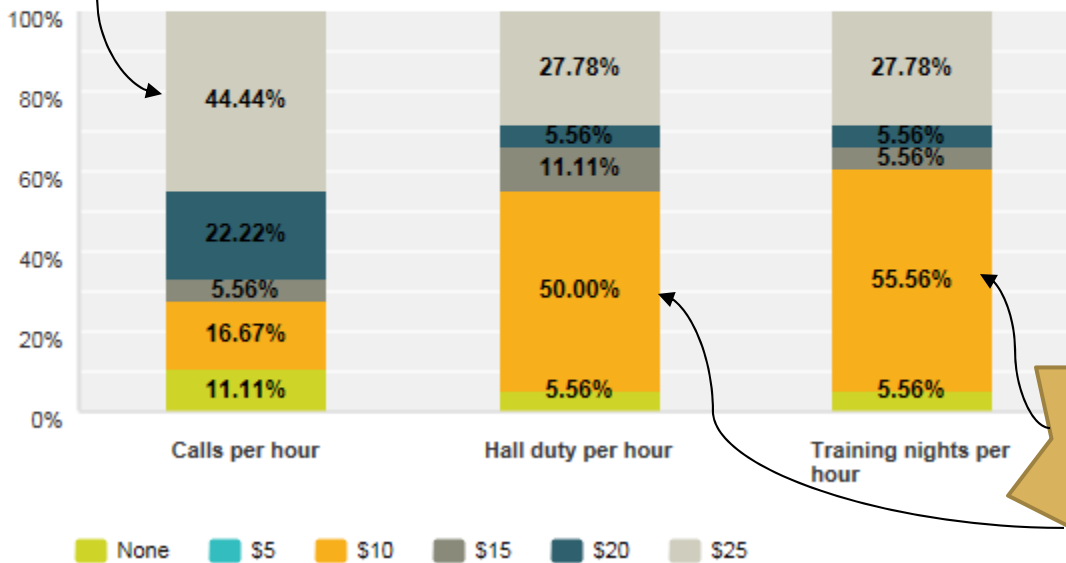
Answered: 18 Skipped: 0



Compensation ranked HIGH

If financial compensation was available what value would you see as being a benefit to the fire fighter?

Answered: 18 Skipped: 0



Higher \$ value for attending calls

Lower value for attending training and hall duty

**Are there other methods of compensation you would prefer? ie: recreation passes for the whole family; annual fitness membership; Fire Department Association funding (current)**

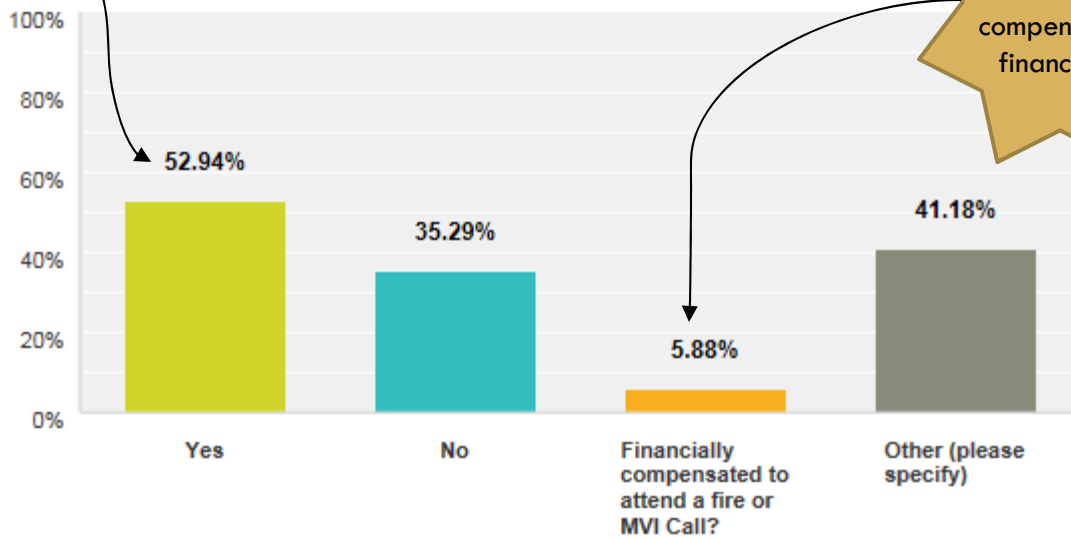
Answered: 11 Skipped: 7

- PORT HARDY VOLUNTEER FIREFIGHTERS ASSOCIATION FUNDING MUST BE RETAINED
- NONE OF THESE GIVE BENEFIT TO EVERY FIRE FIGHTER EQUALLY AND FAIRLY
- RECREATION
- NONE
- ANNUAL FITNESS MEMBERSHIP, FREE VACATION
- PASSES ARE ALRIGHT ONLY FOR THOSE THAT USE THEM. COMPENSATION CAN BUY THAT.
- RECREATION PASS AND FITNESS MEMBERSHIP WOULD BE GREATLY APPRECIATED
- NO
- HELP IN FUNDING FOR EXTRACURRICULAR ACTIVITIES FOR MY KIDS - RECREATION PASS WOULD BE A NICE PERK. ONLY REASON I AM OPTING FOR FUNDING FOR TRAINING/HALL DUTY IS SO MY FAMILY GET COMPENSATED FOR A BABYSITTER, AND IT WON'T BE OUT OF OUR OWN POCKETS. HARD TO LINE UP BABYSITTER FOR CALL-OUTS, FOR PLANNED EVENTS I SEE THE BENEFIT
- FAMILY RECREATION PASSES; ANNUAL FITNESS MEMBERSHIP; INCENTIVE DEDUCTION ON PROPERTY TAX; RECOGNITION BONUS/GIFTS
- NO. DIRECT MONETARY COMPENSATION IS VERY IMPORTANT

Thanks to our employers for supporting members.

## Are you currently supported by your employer to attend Fire Calls if you are working at the time of a call?

Answered: 17 Skipped: 1



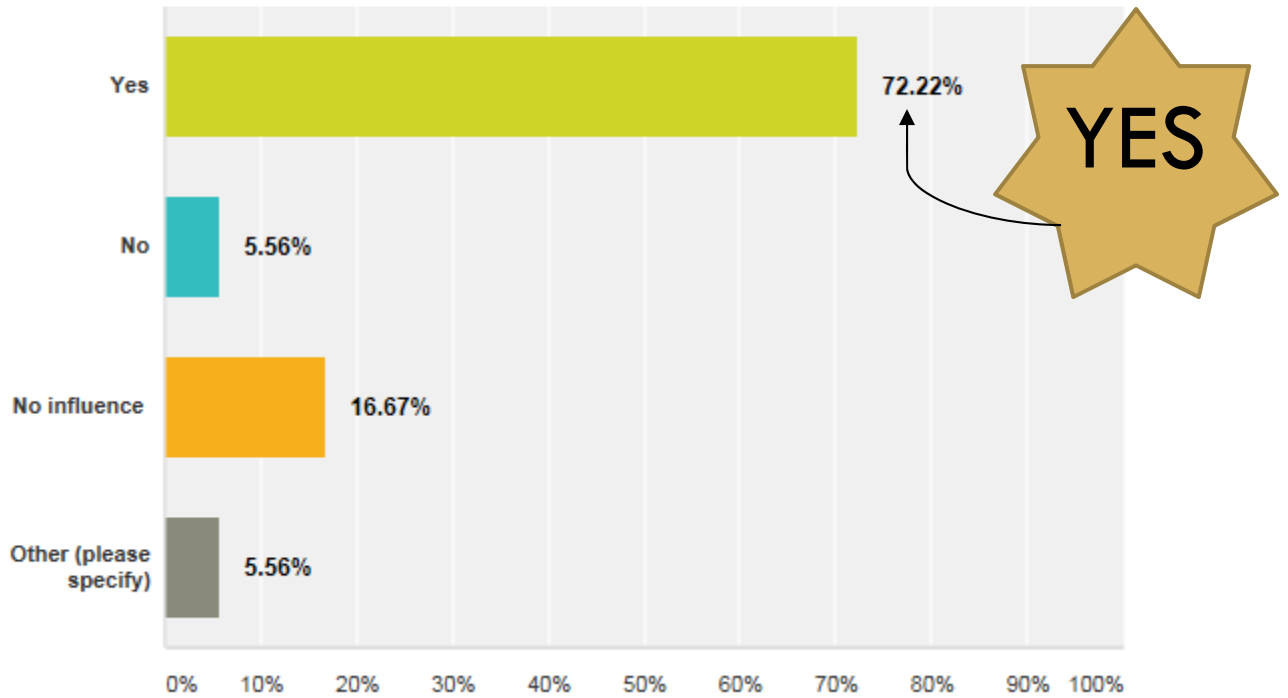
Little to no compensation financially

### OTHER:

- NOT APPLICABLE
- IF I GO TO A CALL I HAVE TO MAKE UP THE TIME!
- BUSINESS OWNER
- IN 9 YEARS ONLY HAVE BEEN ON 9 CALLS DURING WORK HOURS
- NO FINANCIAL COMPENSATION BY EMPLOYER. PAID WORK IS PRIMARY. FIRE CALLS ARE SECONDARY UNDER CURRENT SYSTEM (E.G. NO FINANCIAL COMPENSATION BY THE DISTRICT)
- WHEN NOT OUT WORKING ON THE WATER
- MY EMPLOYER SUPPORTS ME ATTENDING CALLS BUT I AM NOT PAID WHILE I AM AT A CALL AND IT DOES MAKE MY WORK LIFE MORE STRESSFUL SOMETIMES

## Do you think being financially compensated will increase your commitment?

Answered: 18 Skipped: 0

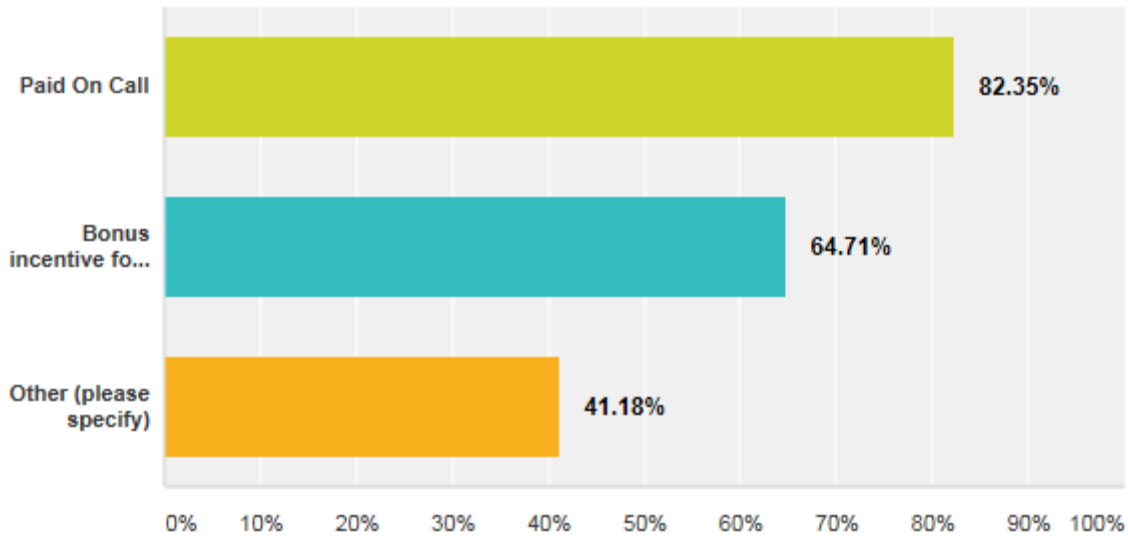


OTHER:

- I COMMITTED TO THE PHFD AND I'M THERE TO HELP/TRAIN, NOT FOR FINANCIAL GAIN. MY JOB THAT PAYS THE BILLS TAKE ME OUT OF TOWN AND MY SCHEDULE IS IRREGULAR WITHOUT MUCH NOTICE. I WOULD LIKE TO HAVE MORE TIME FOR PHFD, BUT I'M GIVING THEM ALL I CAN - FEEL GUILTY THAT I CAN'T MAKE IT ALL OF THE TIME, BUT HAVE TO REMIND MYSELF I HAVE TO PROVIDE FOR MY FAMILY FIRST. I CAN'T EXPECT TO BECOME A FULL-TIME FIREFIGHTER WHICH WOULD SOLVE MY COMMITMENT ISSUES

## Do you think Council should consider the following? Check all that apply

Answered: 17 Skipped: 1



### OTHER:

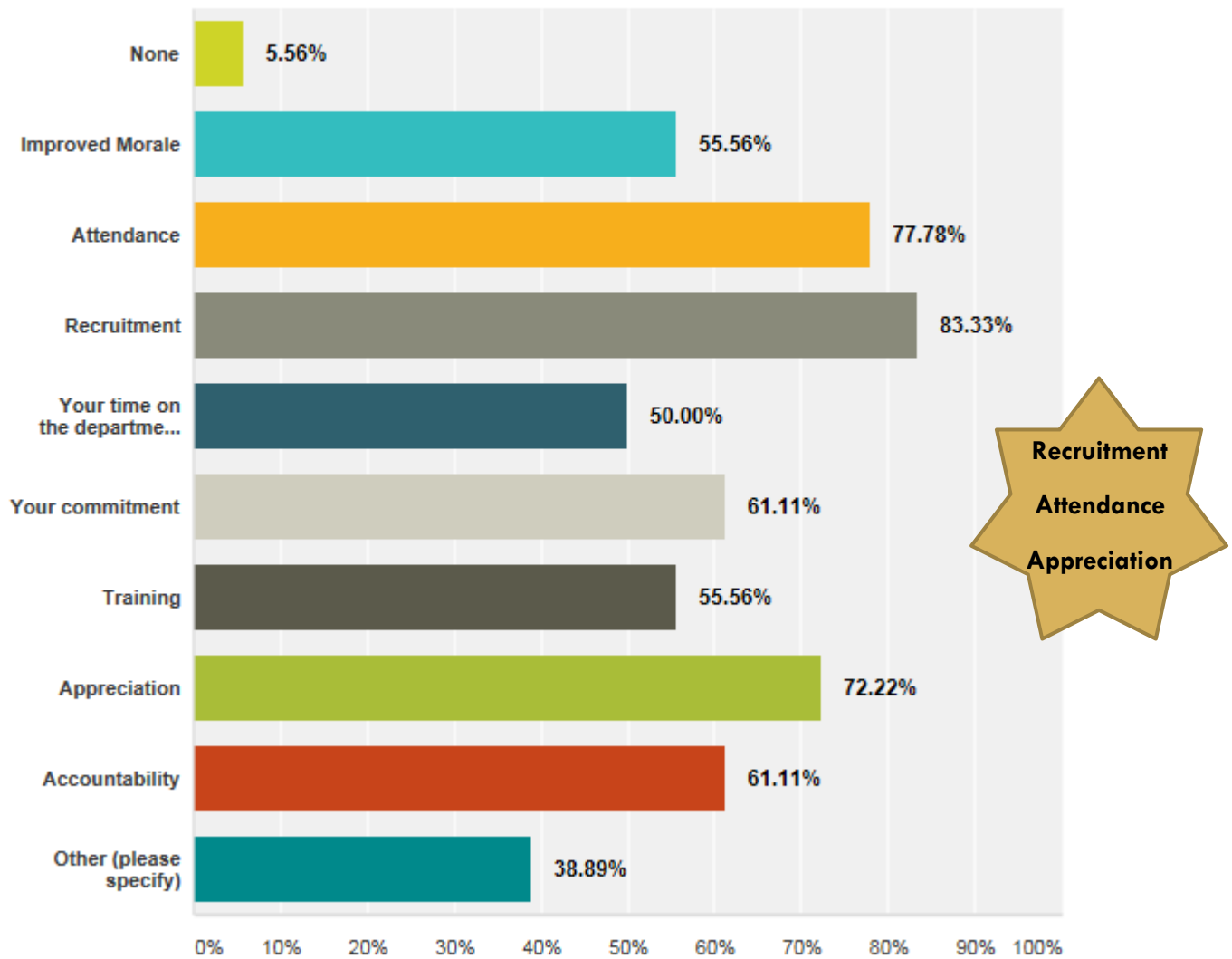
- TRAINING AND HALL DUTY THE BONUS SYSTEM AS PRESENTED IS COMPLETELY WRONG! TWO PEOPLE MAKE UP \$17,000 OF THE \$21,000 BUDGET! EVERY MEMBER SHOULD GET A 'BONUS' (IF YOU WANT TO CALL IT THAT) OF \$300.00 IF THEY MEET THE 200 HOUR REQUIREMENT LIKE THE FEDERAL GOVERNMENT PROVIDES, REGARDLESS OF RANK. THE FINANCIAL COMPENSATION SHOULD GO WHERE IT IS NEEDED MOST AND NOT TO THE TWO CHIEFS
- ALL OF THE ABOVE
- SHOULD STILL HAVE THE POOL AND FITNESS MEMBERSHIP ALSO
- REINSTATE THE ANNUAL CONTRIBUTION TO THE FIRE DEPT ASSOCIATION IN LIEU OF BONUS INCENTIVES. OFFICERS GET STANDBY PAY FOR DUTY WEEKENDS (\$75 REGULAR AND \$125 LONG WEEKENDS) PLUS FINANCIAL COMPENSATION FOR FIRE CALLS. PROPOSED BONUS SYSTEM DOES NOT IMPLY QUALITY WORK AND IT SHOULD DEPEND OF EXPERIENCE AND QUALIFICATION LIKE ANY OTHER DISTRICT JOB
- ON CALL WOULD BENEFIT A SMALL GROUP (OFFICERS) WHERE A INCENTIVE DOES COVER THE LARGER GROUP. BUT SOME PEOPLE BECAUSE OF OUT OF TOWN/CAMP/IRREGULAR WORK SCHEDULES COMMITMENTS PUT IN LESS THEN LET'S SAY A 9-5 WORKER, WHICH COULD BE MORE INVOLVED WITH PHFD. THE "OUT OF TOWN" FIREFIGHTER IS NOT LESS INVOLVED WITH PHFD BUT BECAUSE OF LIFE CIRCUMSTANCES JUST HAS LESS TIME OR CAN'T PLAN AHEAD. AN INCENTIVE COULD WORK BUT MOST LIKELY SENDS A WRONG MESSAGE TO VOLUNTEERS THAT ARE AWAY FROM HOME LOTS FOR WORK AND STILL COMMIT TO PHFD AS MUCH AS THEY CAN



- CONTRIBUTION TO FIRE FIGHTER FAMILIES IN KIND
- STIPENDS FOR FUEL TO DRIVE TO AND FROM CALLS, CHILDCARE, AND PERSONAL CARE (EG CLOTHING DESTROYED DURING CALLS ETC)

### What advantages do you see with a POC system? Check all that apply

Answered: 18 Skipped: 0



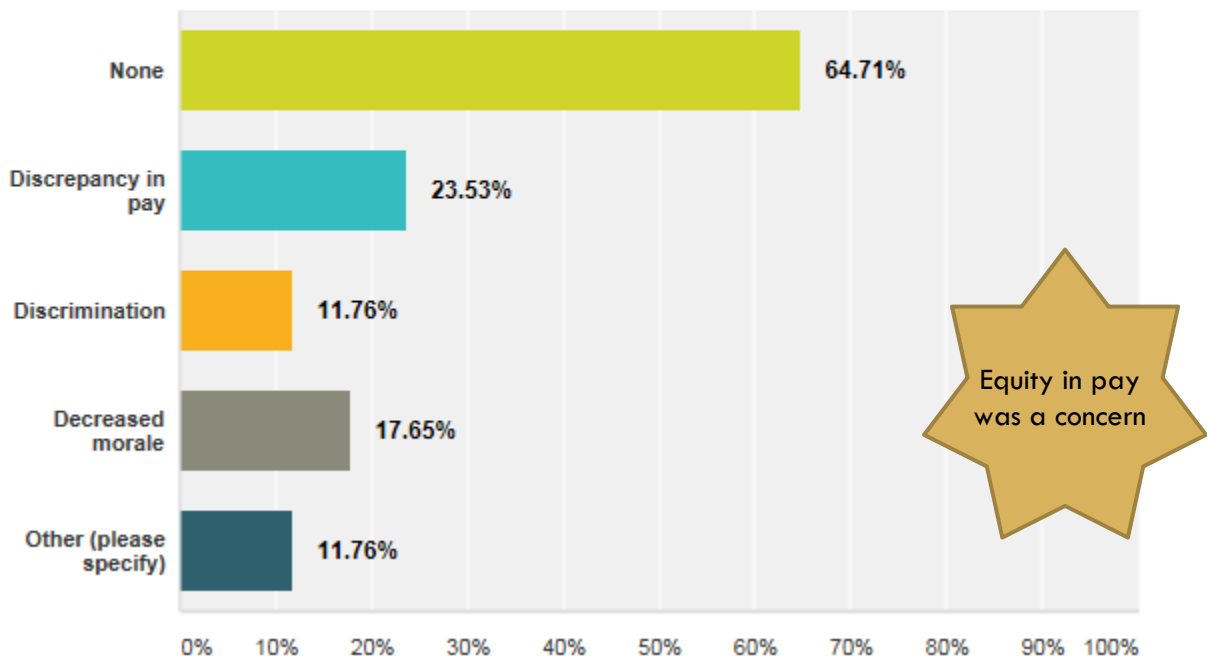
OTHER:

- IF A FAIR AND EQUAL SYSTEM OF POC WAS IMPLEMENTED
- WHO IS ACCOUNTABLE FOR US
- SENSE OF PURPOSE FOR SPOUSES AT HOME

- FOR SOME MEMBERS THE FD IS AS MUCH TIME COMMITMENT AS FAMILY SO IT IS GOOD TO MAKE THE CONTRIBUTION MORE ACKNOWLEDGED THROUGH COMPENSATION
- SPOUSAL APPRECIATION AND ON-GOING FAMILIAL SUPPORT IS HUGE AT A VOLUNTEER FIRE DEPT.
- I'M NOT IN THE VOLUNTEER FIRE DEPARTMENT FOR MONEY, BUT I CAN SEE SOMEONE WITH A PART TIME JOB BENEFIT FROM IT. IT WON'T CHANGE MY ATTENDANCE, NOT UNTIL I FIND A IN TOWN JOB 9-5 ETC.
- WOULD COMPENSATE FOR THE COSTS OF BEING A FIREFIGHTER SUCH AS LOST WAGES FROM WORK, CHILD CARE WHEN ON A CALL/DUTY; TIME AWAY FROM FAMILY

### What disadvantages do you see with a POC system? Check all that apply

Answered: 17 Skipped: 1

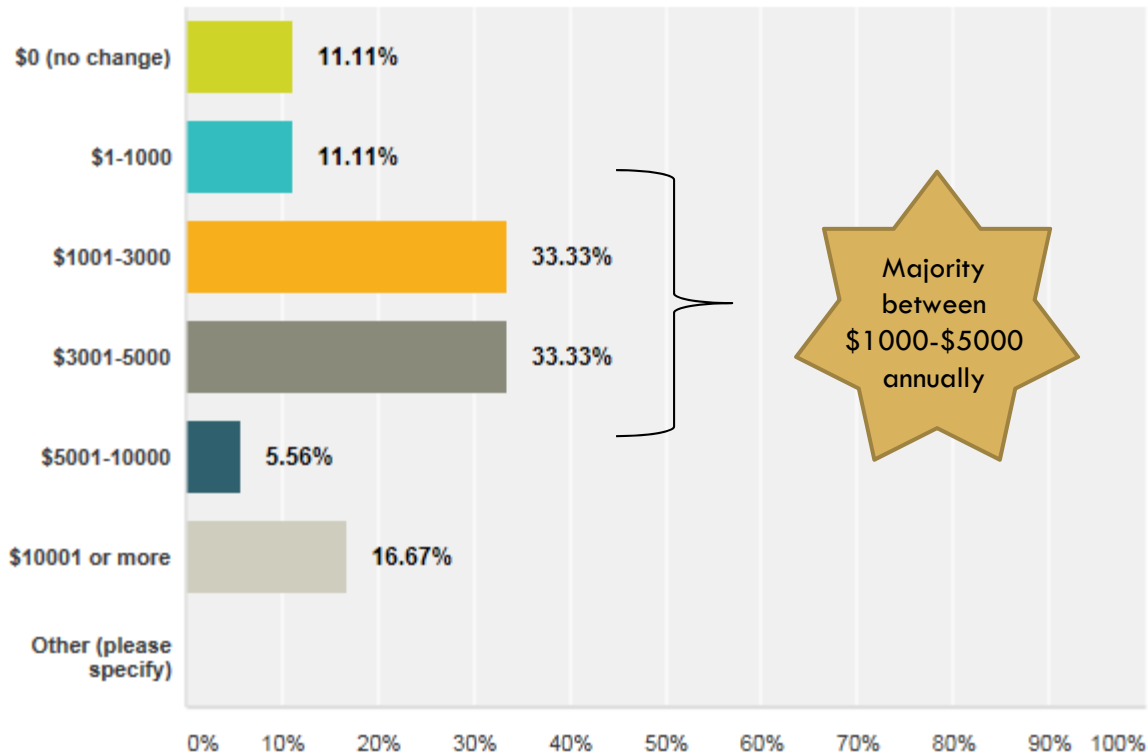


OTHER:

- THE BONUS SYSTEM AS PROPOSED WOULD DECREASE MORALE, RECRUITMENT, APPRECIATION. THESE MONIES WOULD BE BETTER APPLIED TO INCREASE THE TOKEN \$10.00/HR (LESS THAN MINIMUM WAGE)
- DISCRIMINATION/OTHER BECAUSE DEPARTMENT MEMBERS THAT ARE FRIENDS OUTSIDE THE DEPARTMENT WILL GIVE THEIR BUDDIES HEADS UP IF SOMETHING IS GOING ON.

## Annually what does POC look like for you?

Answered: 18 Skipped: 0



## Do you have any other comments?

Answered: 8 Skipped: 10

- WHERE'S THE FIRE? AND WHOSE GOING?
- I STRONGLY BELIEVE THAT THE PAID ON CALL MODEL WILL INCREASE CAPACITY IN THE VOLUNTEER FIRE DEPARTMENT. IT WILL FAIRLY COMPENSATE FIREFIGHTERS FOR THE HARD COSTS OF BEING A VOLUNTEER. THESE HARD COSTS INCLUDE BUT ARE NOT LIMITED TO WEAR AND TEAR ON PERSONAL VEHICLES, INSURANCE, FUEL BILLS AND FOR SOME THE COST OF BABYSITTERS SO THEY MAY MEET THE REQUIREMENTS OF FIREFIGHTER. OFFICERS SHOULD BE COMPENSATED AT A HIGHER VALUE IN LINE WITH THE ADDED ROLES AND RESPONSIBILITIES THAT THIS RANK HOLDS. THIS INCLUDES TRAINING PREPARATION, MENTORING THEIR CREWS, POST INCIDENT PAPERWORK AND THE COORDINATION OF HALL AND TRUCK MAINTENANCE. I DON'T BELIEVE SETTING ASIDE ADDITIONAL FUNDS FOR YEARS OF SERVICE ADDS VALUE TO THE PAID ON CALL MODEL. IT DOESN'T ENCOURAGE MORE PERFORMANCE FROM FIREFIGHTERS. I ALSO DO NOT BELIEVE THAT THE FIRE CHIEF OR THE DEPUTY CHIEF SHOULD BE COMPENSATED FOR FIRE CALLS, TRUCK AND HALL MAINTENANCE AND TRAINING AS THEY ARE ALREADY COMPENSATED THROUGH THEIR YEARLY STIPEND. THIS WOULD ALLOW FOR ADDITIONAL FUNDS TO BE MADE AVAILABLE TO OFFICERS AND FIREFIGHTERS. I DO NOT BELIEVE THAT THE MUNICIPALITY SHOULD BE FUNDING THE

VOLUNTEER FIREFIGHTERS ASSOCIATION BUT WOULD RATHER SEE MONEY SPENT ON FIRE PREVENTION PROGRAMMING WHICH HAS A DIRECT IMPACT ON THE PRESERVATION OF PROPERTY AND LIFE WITHIN THIS MUNICIPALITY. IT SHOULD BE NOTED THAT ALL ACTIVITIES THAT ARE CONDUCTED FOR FIRE PREVENTION SHOULD BE COMPENSATED AT THE RATE ASSIGNED TO THE RANK THEY HOLD. THE FIRE COMMISSIONERS ACT STATES THAT ALL MUNICIPALITY'S MUST HAVE A FIRE PREVENTION PROGRAM IN PLACE. THOSE MUNICIPALITIES THAT HAVE DONE SO HAVE SEEN A DRAMATIC DROP IN THE INCIDENCE OF FIRES. I APPRECIATE HAVING HAD AN OPPORTUNITY TO GIVE FEEDBACK ON THIS PROPOSAL....MY PARTICIPATION IN THE FIRE SERVICE IS NOT SOLELY BASED ON COMPENSATION BUT I BELIEVE THAT IT MAKES IT EASIER FOR ME TO BE THERE AND HELPS WITH SOME OF THE COST ASSOCIATED WITH MY ATTENDANCE. AS A SELF-EMPLOYED PERSON WHO IS ABLE TO MAKE DAYTIME CALLS I DO NOT HAVE THE LUXURY OF AN EMPLOYER WHO WILL COMPENSATE ME WHEN I DO RESPOND. THANK YOU!

- THANK YOU
- WHAT THE PUBLIC AND AHJ OFFICIALS EXPECT FROM THE VOLUNTEER FIRE SERVICE 10 OR 15 YEARS AGO IS NOT WHAT ANY ONE SHOULD STILL EXPECT WITHOUT COMPENSATION IN TODAY'S SOCIETY.
- I BELIEVE POC WILL GREATLY IMPROVE ENROLLMENT AND COMMITMENT TO THE PORT HARDY FIRE SERVICE AND HELP REDUCE 'VOLUNTEER BURN OUT'....
- FIREFIGHTING IS NOT GETTING ANY EASIER GIVEN OUR MODERN DAY HOUSEHOLD FURNISHING AND ELECTRONICS ARE RELEASING MORE HEAT AND CARCINOGENS THAN EVER BEFORE. FIREFIGHTING EQUIPMENT IS BECOMING MORE TECHNICAL AND INCREASINGLY MORE EXPENSIVE TO REPLACE AND MAINTAIN. WITHOUT FINANCIAL COMPENSATION, YOU ARE SIMPLY PAYING FOR WHAT YOU GET FOR. THERE ARE FEWER VOLUNTEERS THAT PLACE DUTY BEFORE SELF WHEN THEY FACE INCREASED LIVING COSTS AND FAMILY COMMITMENTS. RETAINING SENIOR MEMBERS IS A SIGNIFICANT CHALLENGE AND BLOW TO ANY VOLUNTEER SERVICE. IT'S TIME TO INVEST IN THIS ESSENTIAL SERVICE AND SHOW YOUR SUPPORT BY FINANCIALLY COMPENSATING US FOR LIFE-THREATENING WORK THAT MOST PEOPLE DO NOT DREAM OF PARTAKING IN. THANK YOU FOR YOUR CONSIDERATION!!!
- WE ARE EITHER A VOLUNTEER DEPARTMENT OR WE ARE NOT, AND SOMEONE HAS TO PAY FOR IT IF THIS IS WHAT WE ARE GOING TO DO. INCREASED PROPERTY TAXES? FUNDS BEING CUT IN OTHER AREAS? I AGREE ON WE SHOULD GET OUR EXPENSES REIMBURSED. BUT IF THIS IS THE CASE MIGHT AS WELL GO FOR A PROFESSIONAL FD AND WE WILL ALL BE PAYING FOR....FOOD FOR THOUGHTS
- PAID ON CALL IS EXTREMELY IMPORTANT. IF CALL VOLUME IS GOING TO CONTINUE TO INCREASE, THE DANGERS OF THE JOB INCREASE, AND IF WE ARE GOING TO MAINTAIN A VIABLE, PROFICIENT, RELIABLE DEPARTMENT, THERE IS A CERTAIN LEVEL TO WHICH MEMBERS MUST BE COMPENSATED. VOLUNTEERING IS GREAT BUT ONLY TO A CERTAIN EXTENT. I FIRMLY BELIEVE THAT THIS WOULD BE A BIG STEP IN THE RIGHT DIRECTION TO IMPROVING AND ENHANCING THE FIRE SERVICE IN PORT HARDY FOR THE LONG TERM.

