



Staff Report

Human Resources

Report To: Committee of the Whole
Meeting Date: November 18, 2019
Report Number: FAF.19.242
Subject: Stand-by Rate of Pay Market Survey
Prepared by: Jennifer Moreau, Director of Human Resources

A. Recommendations

THAT Council receive Staff Report FAF.19.242, entitled "Stand-by Rate of Pay Market Survey";

AND THAT Council endorse the inclusion of an increase standby pay from \$150 to \$225 in the 2020 Proposed Budget for Council consideration.

B. Overview

This is a report that recommends Council consider an increase to stand-by pay in the 2020 budget process for on-call non-union workers effective January 1, 2020.

C. Background

The Town of The Blue Mountains maintains a rotation of staff on stand-by to respond to emergency or on-demand work outside of regular working hours. There are currently three departments who utilize a rotation of stand-by workers to maintain service levels outside of regular working hours. The departments include Water Services, Wastewater Services and Roads and Drainage Services.

This premium is paid to scheduled staff on stand-by to reimburse for the inconvenience of maintaining a fitness for duty, the ability to respond at all hours of the day and the lack of work/life balance on the week the employee is on-call. An employee assigned to be on stand-by is not required to stay at home, but they must make sure that they can be contacted and are able to start work within a reasonable time. A return to the workplace may not be necessary in all circumstances.

The amount of pay for stand-by workers is currently set at \$150 dollars per week. This amount has been in place since 2009 and has not been adjusted. This rate has fallen behind our market comparators.

D. Analysis

The Human Resources department conducted an economic scan of comparator municipalities. Survey information was sent to 20 municipalities with 13 responding. The survey results can be found at Attachment 1. The average weekly rate for on-call is \$211 dollars per week and the median weekly rate is \$210. The survey results represent both union and non-union employment groups.

Based on the survey results staff recommend a weekly rate of \$225 dollars per week, this rate matches some of our municipal comparators. It does lead some of our municipal comparators, but it also lags behind our closest comparator. It matches our compensation philosophy to provide a fair and equitable wage for all staff.

Our current weekly rate does not differentiate between rates of pay for weekdays and statutory holidays. All of our unionized comparators establish a higher daily rate on the weekends and on statutory holidays, to recognize the inconvenience of being on stand-by on days of the week that staff are traditionally free from work. Staff recommend establishing a weekday, weekend and statutory holiday rate.

Staff recommend the following rates for Stand-by pay for scheduled non-union employees:

Weekday Rate	Weekend Rate	Statutory Holiday Rate	Weekly Rate
\$25.00	\$50.00	\$50.00	\$225.00

E. The Blue Mountains Strategic Plan

- Goal #4: Promote a Culture of Organizational & Operational Excellence
- Objective #1 To Be an Employer of Choice
- Objective #2 Improve Internal Communications Across our Organization
- Objective #3 To Consistently Deliver Excellent Customer Service
- Objective #4 To Be a Financially Responsible Organization
- Objective #5 Constantly Identify Opportunities to Improve Efficiencies and Effectiveness

F. Environmental Impacts

Not applicable.

G. Financial Impact

As stated in the body of the report the three non-union departments that are currently being paid for On-Call; Roads (tax funded), Water (water rate funded), and Wastewater (wastewater

rate funded) each one has its own funding source. The chart below looks at the 2018 actuals, 2019 forecasted actuals, the 2020 budget (pre-increase) and the budget increase.

Department	2018 Actuals	2019 Forecast	2020 Budget (Pre-Increase)	Recommended Increase
Roads (Taxation)	\$7,637	\$7,920	\$8,000	\$4,000
Water (Water Rates)	\$15,017	\$14,682	\$15,000	\$7,500
Wastewater (Wastewater Rates)	\$7,637	\$7,238	\$7,500	\$3,750
Total	\$30,291	\$29,840	\$30,500	\$15,250

Staff are recommending that the increases be included in the 2020 base budget for Council consideration.

H. In Consultation With

Sam Dinsmore, Deputy Treasurer/ Manager Budgets and Accounting

Allison Kershaw, Manager Water & Wastewater Services

Jim McCannell, Manager Roads & Drainage

Shawn Everitt, Chief Administrative Officer

I. Public Engagement

The topic of this Staff Report has not been subject to a Public Meeting and/or a Public Information Centre as neither a Public Meeting nor a Public Information Centre are required. Comments regarding this report should be submitted to Jennifer Moreau, hr@thebluemountains.ca.

J. Attached

1. Fall 2019 Stand-by Market Comparator Survey

Respectfully submitted,

Jennifer Moreau
Director of Human Resources

For more information, please contact:
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hr@thebluemountains.ca
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Stand-by Rates Municipal Comparator Survey -October 2019					
Municipality	Weekday Rate	Weekend Rate	Statutory Holiday Rate	Weekly Rate	Notes
Town of The Blue Mountains	\$ 21.43	\$ 21.43	\$ 21.43	\$ 150.00	
Bradford West Gwillimbury	\$ 20.00	\$ 50.00	\$ 50.00	\$ 200.00	
Township of Georgian Bay	\$ 30.00	\$ 30.00	\$ 30.00	\$ 210.00	
Municipality of Grey Highlands Public Utilities - EE's	\$ -	\$ -	\$ 75.00	\$ 200.00	
Municipality of Grey Highlands Transportation - EE's	\$ -	\$ -	\$ 75.00	\$ 150.00	* Transportation EE's also receive \$500 on the last pay in April as an allowance for being on-call in winter months.
Town of Hanover - Standby Public works	\$ 23.00	\$ -	-	\$ 161.00	
Town of Hanover - On-call - Public Works	\$ -	\$ -	\$	\$ 300.00	* carries phone for emergency after hours
Town of Orangeville	\$ -	\$ -	\$ 75.00	\$ 225.00	
Township of Clearview - Water Staff	\$ -	\$ -	-	\$ 225.00	
Municipality of Meaford	\$ 25.00	\$ 25.00	\$ 25.00	\$ 175.00	
City of Owen Sound	\$ 21.00	\$ 35.00	\$ 39.00	\$ 175.00	
Town of Tilsonburg	\$ 16.00	\$ 60.00	\$ 60.00	\$ 200.00	
County of Dufferin - Public Works	\$ -	-	\$ 75.00	\$ 300.00	
Town of New Tecumseth	\$ 22.00	\$ 50.00	\$ 50.00	\$ 210.00	
City of Barrie - Cupe	\$ -	\$ -	\$	\$ 25.00	*Staff are permitted to bank the time at one full day for one week on call (in lieu of the on-call pay).
Town of Collingwood - CUPE			\$ 60.00	\$ 235.00	
Town of Collingwood - IBEW			\$ 60.00	\$ 240.00	
				Average	\$ 211
				Median	\$ 210