

STAFF REPORT: ENGINEERING & PUBLIC WORKS



REPORT TO: **Engineering & Public Works Committee**
MEETING DATE: **March 11, 2008**
REPORT NO.: **EPW.08.08**
SUBJECT: **Roads and Drainage Pager Pay Compensation**
PREPARED BY: **Jim McCannell, Manager of Roads and Drainage Division**

A. Recommendation

THAT Council approve the payment of \$150.00 per week to Staff monitoring the designated On-Call Roads and Drainage Emergency Pager, effective January 1, 2008 for a total annual expenditure of \$7,800 annually as outlined in Report EPW.08.08.

B. Background

The Roads and Drainage Foreman and Manager each carry an Emergency Pager twenty-four hours a day, seven days a week in order to effectively respond to all roads and drainage related emergencies within the Town limits and to provide seamless 24 hour coverage. These positions are not rotated on a weekly basis. The Foreman is the primary contact. The Manager is notified as needed to assess what action is required and to ensure proper documentation is generated.

The burden of responding to emergency call outs is significant. On-Call Staff must be fit to drive at all times. As a result, On-Call Staff must curtail personal and social activities. It is appropriate that Staff who keep themselves available at all hours to quickly respond to an emergency should be compensated. Currently, the Town's Water and Wastewater Operators receive \$150.00 per week to carry their respective on call pagers, and therefore, it is recommended that Roads and Drainage Staff carrying the Roads Emergency Pager receive similar compensation.

Increased growth in the municipality and higher traffic volumes are contributing to the increase in requests for 24 hour emergency service. During the month of December 2007, there were eleven after-hours emergency pages that required a physical response from Town forces. There were 10 call outs in January 2008, and 7 call outs in February 2008.

It is anticipated that the Roads Emergency Pager will be rotated between the Foreman and the new Lead Hand once this position is created and filled. A schedule will be created once staffing is in place. Only one Emergency Pager will be compensated for and that staff member shall be the primary contact during their rotation. It is expected that the Emergency Pager will be rotated on a weekly basis. If the position of Lead Hand is not filled, the Foreman will remain as the primary contact for the Emergency Pager. The rotation may be

expanded to include the senior Roads & Drainage Division Operators. The Manager and/or Foreman must still be available at all times to provide advice to all Operators and to respond to emergencies.

C. The Blue Mountain's Strategic Plan

The activity will address the Strategic Plan Goal #2 "Addressing the Town's Municipal infrastructure needs" by ensuring that roads and drainage emergencies are dealt with in a timely manner.

D. Budget Impact

On Call Operator – rate will be effective and retroactive to January 1, 2008.

The annual budget impact is $\$150 \times 52 \text{ weeks} = \$7,800$.

Funding is included in the 2008 Roads Operating Budget (1-308-3001).

E. Attached

None.

Respectfully submitted,

Jim McCannell
Manager of Roads and Drainage Division

Reg Russwurm
Director of Engineering and Public Works