

4.2 correspondence Lee-Keat
(9 March 2016)
Re: 91PPANGUIT Benefits?

Andrew Peat

From: linda
Sent: March-14-16 2:36 PM
To:
Cc: Norbert Schlenker; Andrew Peat
Subject: Re: Fire District - request for information

Thank you for your email. I will forward your request to our CAO Andrew Peat to begin working on it. Again, thank you for your interest in SSI Fire Protection District.

Best regards,
Linda Lee
Chair SSIFPD

From:]
Sent: Monday, March 14, 2016 2:14 PM
To: [Linda Lee](#)
Cc: [Norbert Schlenker](#)
Subject: Fire District - request for information

March 14/16

To: SSIFD Board Members

Re: Wages, Benefits & Growth

Attn: Linda Lee, Chair

Dear Linda,

The current Board was elected with broad public support for achieving efficiencies in the use of scarce resources, for building the kind of quality fire department the community is willing to pay for, and for transparency and accountability in general. Kudos for all the Board's efforts to date.

Wages are about 80% of current budgetary expenditures. Union grievances now appear to agitate for yet further new hires on top of the last two. To me this is particularly egregious in view of the very small number of house fires on average each year. On the other hand, arguments that Salt Spring must create a fire department matched to worst case and improbable situations are - to me - meaningless if the community isn't willing to pay.

In short, wages and further growth in the career ranks remain a central concern. As I understand it, wages are now published annually for those earning more than \$75,000.

I am writing to ask for detailed information related to benefits, which will help to round out the overall compensation picture for myself and other interested islanders. Please provide details on:

- pension plan contributions & entitlements

- overtime sums and rates (not technically part of the wage package, overtime is certainly a significant ongoing perk)
- insurance premiums
- gym memberships
- food, coffee, social events
- boots, cargo pants, helmets and other elements of turnout kit
- cell phones and cell plans
- replacement schedules for any of the above (and the rationale)
- regulations or contract requirements that dictate what benefits are necessary versus those that are discretionary

This information will help resolve questions about the bigger picture - questions I feel are shared by many others in the community. Thank you.

Respectfully,

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