Appendix 2 - Staffing Level Comparators from FIR³

| Municipal Staff (Full Time) | Service Area from FIR | Staffing Levels (Median) |
|---|--|---|
| Administration Employees 171 (Median: 193.5) Fire Employees 140 (Median: 193.5) Uniform Employees 8 (Median: 193.5) Civilian Employees 8 (Median: 188) Police Employees 245 (Median: 311) Civilian Employees 147 (Median: 109) Court Security Employees 17 (Median: 7) Uniform Employees 17 (Median: 7) Uniform Employees 12 (Median: 6.5) Civilian Employees 12 (Median: 15.5) Transit Employees 13 (Median: 15.5) Public Works Employees 134 (Median: 127.5) Public Works Employees 134 (Median: 127.5) Public Works Employees 134 (Median: 234.5) Ambulance Employees 134 (Median: 57) Uniform Employees 134 (Median: 57) Uniform Employees 147 (Median: 40) Health Services Employees 15 (Median: 8.5) Long Term Care Home (FIR Reference - Homes) for the Agea) Employees 15 (Median: 8.5) Other Social Services Employees 20 (Median: 10.5) Univaries Employees 20 (Median: 10.5) Ubraries Employees 30 (Median: 10.5)< | Municipal Staff (Full Time) | |
| Employees 132 (Median: 193.5) | | Employees 171 (Median: 195.5) |
| Uniform | | |
| Civilian Employees 8 (Median: 505) Police Employees 385 (Median: 505) Uniform Employees 245 (Median: 505) Civilian Employees 141 (Median: 109) Court Security Employees 17 (Median: 7) Uniform Employees 5 (Median: 7) Uniform Employees 5 (Median: 15.5) Transit Employees 12 (Median: 127.5) Public Works Employees 49 (Median: 32.45) Ambulance Employees 39 (Median: 57) Uniform Employees 131 (Median: 48.5) Civilian Employees 17 (Median: 40.9) Health Services Employees 15 (Median: 8.5) Long Term Care Home (FIR Reference - Homes of the Aged) Employees 126 (Median: 8.5) Other Social Services Employees 10 (Median: 114.5) Parks & Recreation Employees 87 (Median: 130.5) Ulbraries Employees 42 (Median: 40.5) Planning Employees 410 (Median: 21.112) Other Employees 10 (Median: 12.112) Covered by Collective Agreements Covered by CBAs 84% (Median: 82%) Municipal Staff (Part Time) N/A Muniform N/A <td>Uniform</td> <td></td> | Uniform | |
| Police | • | |
| Uniform | | |
| Civilian Employees 141 (Median: 109) Court security Employees 17 (Median: 7) Uniform Employees 17 (Median: 15.5) Transit Employees 116 (Median: 127.5) Public Works Employees 134 (Median: 324.5) Ambulance Employees 134 (Median: 57) Uniform Employees 134 (Median: 40) Health Services Employees 15 (Median: 8.5) Long Term Care Home (FIR Reference - Homes) for the Aged) Employees 16 (Median: 8.5) Long Term Care Home (FIR Reference - Homes) for the Aged) Employees 261 (Median: 13.5) Other Social Services Employees 105 (Median: 130.5) Libraries Employees 87 (Median: 130.5) Libraries Employees 42 (Median: 33.5) Polaning Employees 42 (Median: 33.5) Other Employees 27 (Median: 172) Total Employees 27 (Median: 2,112) Covered by Collective Agreements Covered by Cass 84% (Median: 82%) Municipal Staff (Part Time) N/A Municipal Staff (Part Time) N/A Civilian Employees 18 (Median: 18) Covered by Collective Agreements Employees 18 (Median: 18) | Uniform | |
| Court Security Employees 17 (Median: 7) Uniform Employees 5 (Median: 6.5) Civilion Employees 116 (Median: 127.5) Public Works Employees 459 (Median: 324.5) Ambulance Employees 131 (Median: 57) Uniform Employees 114 (Median 48.5) Civilion Employees 17 (Median: 40) Health Services Employees 15 (Median: 8.5) Long Term Care Home (FIR Reference - Homes for the Aged) Employees 261 (Median: 53.5) Other Social Services Employees 87 (Median: 130.5) Employees 42 (Median: 130.5) Employees 64 (Median: 130.5) Libraries Employees 42 (Median: 40.5) Planning Employees 2,104 (Median: 53.5) Other Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAs 84% (Median: 82%) Municipal Staff (Part Time) N/A Uniform N/A Civ | - | |
| Uniform Employees 5 (Median: 6.5) Civilian Employees 12 (Median: 15.5) Transit Employees 146 (Median: 127.5) Public Works Employees 459 (Median: 324.5) Ambulance Employees 131 (Median: 57) Uniform Employees 114 (Median 48.5) Civilian Employees 17 (Median: 40) Health Services Employees 15 (Median: 8.5) Long Term Care Home (FIR Reference - Homes for the Aged) Employees 261 (Median: 8.5) Other Social Services Employees 105 (Median: 114.5) Parks & Recreation Employees 87 (Median: 130.5) Libraries Employees 42 (Median: 130.5) Planning Employees 42 (Median: 53.5) Other Employees 42 (Median: 172) Total Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAS 84% (Median: 82%) Municipal Staff (Part Time) Mainstration Fire N/A Uniform N/A Civilian Employees 18 (Median: 9) Uniform N/A Civilian Employees 10 (Median: 10) Uniform | Court Security | |
| Civilian Employees 12 (Median: 15.5) Transit Employees 116 (Median: 127.5) Public Works Employees 459 (Median: 324.5) Ambulance Employees 311 (Median: 57) Uniform Employees 114 (Median: 40) Health Services Employees 15 (Median: 40) Long Term Care Home (FIR Reference - Homes) for the Aged) Employees 15 (Median: 8.5) Other Social Services Employees 261 (Median: 114.5) Parks & Recreation Employees 87 (Median: 130.5) Libraries Employees 84 (Median: 40.5) Planning Employees 42 (Median: 53.5) Other Employees 42 (Median: 172) Total Employees 10 (Median: 72) Total Employees 2,104 (Median: 3.5) Municipal Staff (Part Time) Employees 11 (Median: 3.5) Municipal Staff (Part Time) MA Uniform N/A Uniform N/A Uniform N/A Uniform N/A Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 12) <t< td=""><td>•</td><td></td></t<> | • | |
| Transit Employees 116 (Median: 127.5) Public Works Employees 459 (Median: 324.5) Ambulance Employees 131 (Median: 57) Uniform Employees 114 (Median: 40) Health Services Employees 17 (Median: 8.5) Long Term Care Home (FIR Reference - Homes for the Aged) Employees 15 (Median: 8.5) Other Social Services Employees 105 (Median: 114.5) Perks & Recreation Employees 87 (Median: 130.5) Libraries Employees 44 (Median: 40.5) Planning Employees 42 (Median: 53.5) Other Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAs 84% (Median: 2,112) Covered by Collective Agreements Employees 11 (Median: 3.5) Fire N/A Municipal Staff (Part Time) Validian Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 12) Uniform N/A Civilian Employees 37 (Median: 12) Transit Employees 37 (Median: 18) Uniform | | |
| Public Works Employees 459 (Median: 324.5) Ambulance Employees 131 (Median: 57) Uniform Employees 17 (Median: 40) Health Services Employees 15 (Median: 8.5) Long Term Care Home (FIR Reference - Homes for the Aged) Employees 261 (Median: 53.5) Other Social Services Employees 105 (Median: 114.5) Parks & Recreation Employees 87 (Median: 130.5) Libraries Employees 42 (Median: 40.5) Planning Employees 42 (Median: 53.5) Other Employees 110 (Median: 172) Total Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAs 84% (Median: 82%) Municipal Staff (Part Time) N/A Municipal Staff (Part Time) N/A Uniform N/A Civilian Employees 11 (Median: 3.5) Fire N/A Uniform N/A Civilian Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 12) Transit Employees 37 (Median | | |
| Ambulance Employees 114 (Median: 57) Uniform Employees 114 (Median: 40) Health Services Employees 15 (Median: 40) Long Term Care Home (FIR Reference - Homes for the Aged) Employees 15 (Median: 8.5) Other Social Services Employees 261 (Median: 114.5) Parks & Recreation Employees 37 (Median: 30.5) Libraries Employees 44 (Median: 40.5) Planning Employees 42 (Median: 53.5) Other Employees 110 (Median: 172) Total Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAs 84% (Median: 82%) Municipal Staff (Part Time) N/A Administration Employees 11 (Median: 3.5) Fire N/A Uniform N/A Civilian Employees 18 (Median: 9) Uniform N/A Civilian Employees 10 (Median: 12) Transit Employees 37 (Median: 5.4) Public Works Employees 72 (Median: 2) Uniform Employees 10 (Median: 4) Employees 10 (Median: 4) Employees 10 (Median: 4) | | |
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| Libraries Employees 64 (Median: 40.5) Planning Employees 42 (Median: 53.5) Other Employees 110 (Median: 172) Total Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAs 84% (Median: 82%) Municipal Staff (Part Time) Administration Employees 11 (Median: 3.5) Fire N/A Uniform N/A Civilian N/A Police Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 10) Uniform N/A Civilian Employees 37 (Median: 5.4) Public Works Employees 72 (Median: 18) Ambulance Employees 19 (Median: 2) Uniform Employees 10 (Median: 2) Uniform Employees 10 (Median: 2) Uniform Employees 72 (Median: 2) Uniform Employees 19 (Median: 49) Employees 19 (Median: 49) Employees 1 (Median: 49) Employees 1 (Median: 49) Employees 1 (Median: 1) | | |
| Planning Employees 42 (Median: 53.5) Other Employees 110 (Median: 172) Total Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAs 84% (Median: 82%) Municipal Staff (Part Time) Administration Employees 11 (Median: 3.5) Fire N/A Uniform N/A Civilian N/A Police Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 10) Uniform N/A Civilian Employees 37 (Median: 5.4) Public Works Employees 72 (Median: 18) Ambulance Employees 19 (Median: 49) Civilian Employees 19 (Median: 49) Employees 19 (Median: 49) Civilian Employees 19 (Median: 12) Employees 19 (Median: 49) Employees 10 (Median: 12) | | |
| Other Employees 110 (Median: 172) Total Employees 2,104 (Median: 2,112) Covered by Collective Agreements Covered by CBAs 84% (Median: 82%) Municipal Staff (Part Time) Administration Employees 11 (Median: 3.5) Fire N/A Uniform N/A Civilian N/A Police Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 10) Uniform N/A Civilian Employees 37 (Median: 5.4) Public Works Employees 72 (Median: 18) Ambulance Employees 19 (Median: 2) Uniform Employees 19 (Median: 49) Employees 19 (Median: 49) Employees 1 (Median: 1) | | |
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| Administration Employees 11 (Median: 3.5) Fire N/A Uniform N/A Civilian N/A Police Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 10) Uniform N/A Civilian Employees 10 (Median: 12) Transit Employees 37 (Median: 5.4) Public Works Employees 72 (Median: 18) Ambulance Employees 20 (Median: 2) Uniform Employees 19 (Median: 49) Civilian Employees 1 (Median: 1) | - | Covered by CB/15 04/70 (Mediani. 02/70) |
| Fire N/A Uniform N/A Civilian N/A Police Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 10) Uniform N/A Civilian Employees 10 (Median: 12) Transit Employees 37 (Median: 5.4) Public Works Employees 72 (Median: 18) Ambulance Employees 20 (Median: 2) Uniform Employees 19 (Median: 49) Civilian Employees 1 (Median: 1) | | Employees 11 (Median: 3.5) |
| Uniform Civilian N/A Police Employees 18 (Median: 9) Uniform N/A Civilian Employees 18 (Median: 18) Court Security Employees 10 (Median: 10) Uniform N/A Civilian Employees 10 (Median: 12) Employees 37 (Median: 5.4) Public Works Employees 72 (Median: 18) Ambulance Employees 20 (Median: 2) Uniform Employees 19 (Median: 49) Civilian Employees 1 (Median: 1) | | |
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| Public WorksEmployees 72 (Median: 18)AmbulanceEmployees 20 (Median: 2)UniformEmployees 19 (Median: 49)CivilianEmployees 1 (Median: 1) | | |
| Ambulance Employees 20 (Median: 2) Uniform Employees 19 (Median: 49) Civilian Employees 1 (Median: 1) | | |
| Uniform Employees 19 (Median: 49) Civilian Employees 1 (Median: 1) | | |
| Civilian Employees 1 (Median: 1) | | |
| | • | |
| TEGRAL SELVICES 1 LITIDIOVEES 4 (IVIEUIGI). 21 | Health Services | Employees 4 (Median: 2) |

| Homes for the Aged | Employees 122 (Median: 149.5) |
|----------------------------------|-----------------------------------|
| Other Social Services | Employees 1 (Median: 1) |
| Parks & Recreation | Employees 152 (Median: 216) |
| Libraries | Employees 22 (Median: 20.5) |
| Planning | Employees 7 (Median: 1.5) |
| Other | Employees 28 (Median: 42.5) |
| Total | Employees 505 (Median: 810.6) |
| Covered by Collective Agreements | Covered by CBAs 75% (Median: 78%) |