

Rural Municipality PCO Remuneration Survey Results Summary

WAGE	PER HOUR	PER SITE/CALL	PER KM
Average	\$16.28	\$25.33	\$0.52
Median	\$16.00	\$30.00	\$0.50
Highest	\$28.50	\$35.00	\$0.80
Lowest	\$10.00	\$9.00	\$0.40

An email survey was distributed to RM Administrators through SARM in November 2011 to collect information regarding the remuneration of municipal pest control officers. From the survey, there were 106 responses; 97 individual municipalities and 10 ADD Boards replied. Of those respondents, the majority (55%) pays their PCO per hour and 33% pay per call or visit. The remaining percentage of RMs pays a set rate per month or per year, pays per hour plus additional calls/visits, or has different rates variable by site.

Pay per hour. The average dollar amount paid per hour is \$16.28. The highest is \$28.50 and lowest is \$10.00. The median pay per hour is \$16.00. Some RMs utilize existing staff for PCO duties and this may have slightly skewed the results of the pay per hour for this survey. The majority of RMs who pay per hour also pays mileage (58% of respondents).

Mileage. The average mileage payout is \$0.52 per km, the lowest being \$0.40 and the highest is \$0.80. The median rate of mileage is \$0.50. Some RMs allow PCOs to utilize municipal trucks and equipment for their duties. For those who pay per site, often mileage is included in the wage, though certain RMs pay mileage additionally.

Pay per site or call. Per site visit or call, the average amount paid is \$25.33. The highest reported was \$35.00, and the lowest, \$9.00. The median wage is \$30.00 per site visited/per call.

Additional pay and benefits. Some RMs pay GST in addition to PCO wages. Some PCOs work seasonally, on contract for various lengths of time, or full-time; some also receive holiday and statutory pay, as well as group health insurance and pension plans. Some RMs reimburse for all job-related expenses, including SPCOA membership fees, and travel and expenses for attendance at training and workshops.

For more information on the Provincial Rat Eradication Program, visit our website at www.prep.sarm.ca.



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