

**Annual General Meeting
Fire & Emergency Services Committee AGENDA
Best Western Hotel, Cookville
Wednesday, April 12, 2023 – 7:00 p.m.**

1. Call to Order
2. Welcome & Opening Remarks – Mayor Bolivar-Getson
3. Introduction of Committee Members & Councillors
4. Approval of Minutes of Annual Meeting – April 7, 2022
5. Chair’s Annual Report – Fire & Emergency Services Committee 1
6. Fire Service Coordinator’s Report 2-21
7. Items Circulated with Registration Package – to be returned by June 15th 2023
 - 7.1. Checklist for Registration
 - 7.2. Annual Fire & Emergency Services Provider Update Form
 - 7.3. Fire Tax Rate/Money Request Form
 - 7.4. Officer Information Form
 - 7.5. Matching Grant Form
 - 7.6. Mutual Aid Agreement - update
8. Other Items Circulated/Available
 - 8.1. Application for Fire Department Recognition (Plaques and Helmets) (provided)
 - 8.2. Updated Civic Maps (provided)
 - 8.3. Updated Maps for Road Map Series Book (available if required)
9. Appointment for four representatives to Fire & Emergency Services Committee
 - 9.1. Report of Nominations – Chris Kennedy 22
10. New Items
 - 10.1. Personnel Insurance 23-25
 - 10.2. Set Date for 2024 Annual General Meeting
11. Adjournment

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Annual Report

Fire and Emergency Services Committee of the Municipality of the District of Lunenburg

I want to first thank all the members of committee, the Fire Services side, the members at large and the Municipal Council side. The group worked well together, and several goals were met over the past year. To Steve Patterson many thanks for your contributions to the committee. You were a valued member, and we wish you the best in your endeavours.

The committee had a busy year, and a number of workshops were established to align the committee members with a strategy to move forward. We wanted our regular bi-monthly meetings to have an agenda that would be focused on priorities of the fire services in a constantly changing world.

Rural Nova Scotia has its issues and in the Municipality of The District of Lunenburg we are not immune to them. We in many ways have a lot to be thankful for. Our Fire Departments either as a Society or Act of Legislation (Fire Commission) have their own autonomy, working within communities supported by the community residents. It isn't easy, but it does work, and we together need to ensure this service can continue with new and innovative ideas.

I also want to thank our Fire Services Coordinator, Chris Kennedy for his support to the Fire Service and the Committee.

The past few years have been used to lay out a plan for Fire Fighter Insurance, to ensure standard coverage for all and to ensure protection should something happen. Recruitment and retention of fire service people is also important. This is far more important now than in the past with ageing community residents.

To all the Fire Service personnel be safe.

Brian Keizer, Committee Chair

FESC, AGM, April 12, 2023, Strategic Thinking Workshops



Desired Outcome

- Review & Background
- Develop themes
- Establish priority areas & possible projects

Goal: Establish a Draft strategy document to share with Fire Service & Council to guide the next 4 years of FESC work



Background Last 5 years



Previous Priorities

Maintenance and Testing Standards

Training

Mental Health

Bulk Purchasing

Coordination with REMO

Financial Capacity/Governance



Major Accomplishments

Developed & filled a Fire Services Coordinator Position

Launching of Recruitment and Retention Strategy

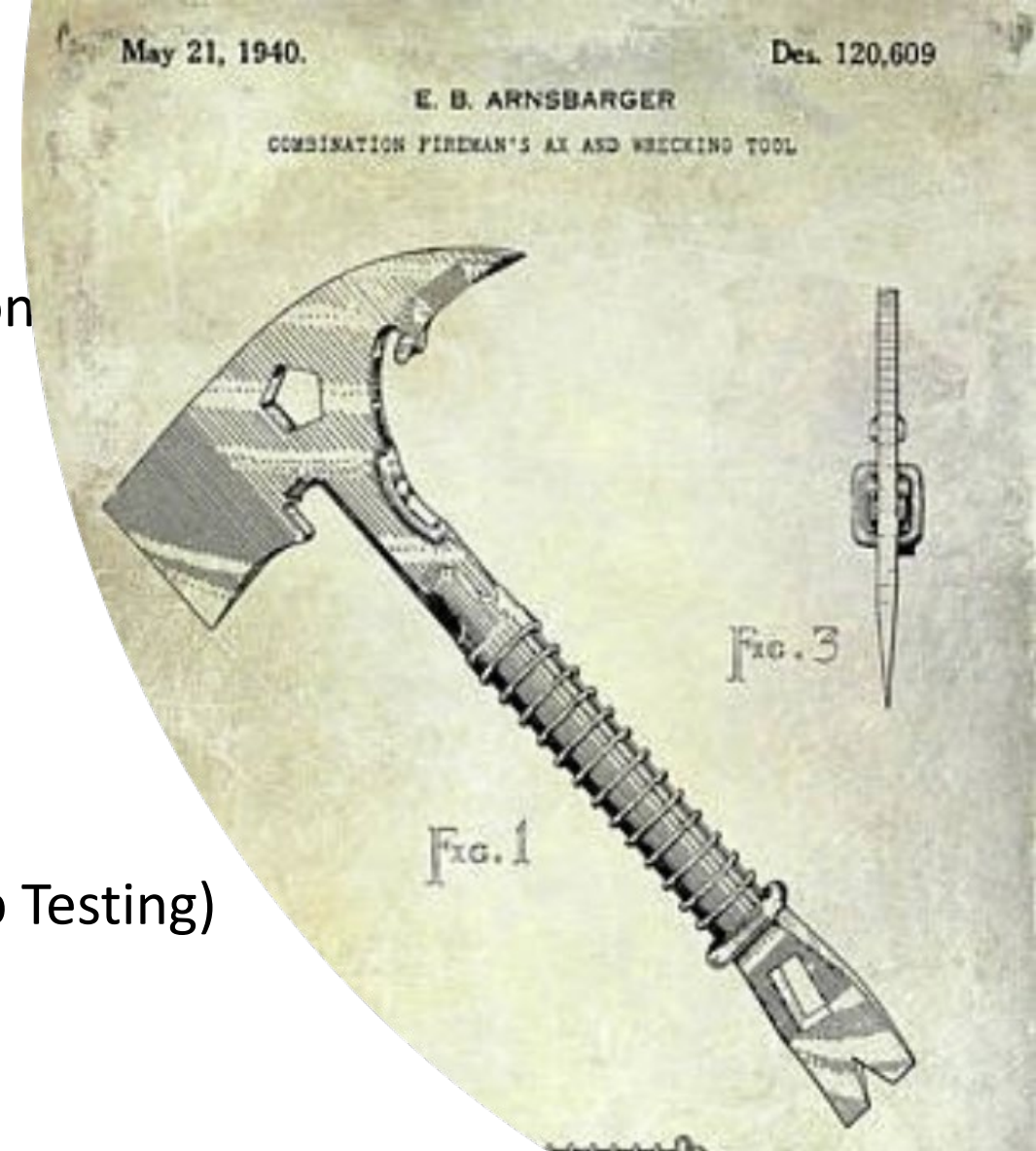
Insurance improvements

(Implement WCB, EFAP, Group Personnel Insurance

Implementation of a new mandatory standard (Pump Testing)

Updated Mutual Aid Agreement now in place

Fire Scene Security in Place as of March, 2023



Background: Environmental Scan



Importance of Fire Departments

- Provide invaluable protective service
- Integral to local community fabric

FDs create large community networks &
maintain vital community infrastructure



Issues Facing Fire services



Increasing standards & demands:

- E.g. 10-year cycle for bunker gear
- large capital purchases are required
- Ever increasing insurance costs
- Increasing expectations of service by residents

Volunteer landscape changing:

- Increasing age (55+ in most departments)
- Declining rates of volunteerism
- Businesses not allowing firefighters to leave work
- Work outside of community
- Need to accommodate more diverse volunteers
 - Perception that firefighters are paid
 - Time demands of training & response
 - Need for childcare
 - Washrooms on scene

Issues facing fire services cont'd

Governance challenges

- Extensive and regular training is required of volunteers
- Administration of the organizations is time consuming
- Leadership skills for personnel issues in many cases would be an asset
- Wide range of financial capacity between departments
- Inconsistent honorariums for calls practices etc.



FD	Assessment	% of Assessment	Dwelling units	% of Dwelling units	1¢ of Fire tax Tax	Assessment per Dwelling Unit	2022 Fire Tax Payment	Calls	% of Calls	Members	% of Members
Tancook	\$ 10,952,100	0%	139	1%	\$ 1,095	\$ 78,792	\$ 17,978	14	1%	17	3%
Walden	\$ 12,931,700	0%	146	1%	\$ 1,293	\$ 88,573	\$ 20,721	26	3%	24	4%
Hemford	\$ 38,700,100	1%	396	2%	\$ 3,870	\$ 97,728	\$ 68,405	28	3%	20	3%
Lapland	\$ 45,596,300	2%	262	2%	\$ 4,560	\$ 174,032	\$ 56,286	9	1%	17	3%
Midville	\$ 47,749,700	2%	436	3%	\$ 4,775	\$ 109,518	\$ 83,067	17	2%	29	5%
Indian Point	\$ 48,655,800	2%	122	1%	\$ 4,866	\$ 398,818	\$ 60,283	0	0%	10	2%
Hebbs Cross	\$ 51,827,800	2%	317	2%	\$ 5,183	\$ 163,495	\$ 80,163	22	2%	25	4%
Maders (TOMB)	\$ 62,634,200	2%	558	3%	\$ 6,263	\$ 112,248	\$ 69,482	18	2%	N/A	N/A
Martins River	\$ 63,012,900	2%	257	2%	\$ 6,301	\$ 245,186	\$ 128,532	34	3%	22	4%
Petite	\$ 68,008,800	2%	398	2%	\$ 6,801	\$ 170,876	\$ 118,583	47	5%	23	4%
United Comm.	\$ 69,987,600	2%	367	2%	\$ 6,999	\$ 190,702	\$ 86,018	14	1%	24	4%
Conquerall	\$ 70,233,800	2%	362	2%	\$ 7,023	\$ 194,016	\$ 107,922	37	4%	20	3%
Pleasantville	\$ 76,659,300	3%	513	3%	\$ 7,666	\$ 149,433	\$ 101,624	30	3%	21	4%
Italy Cross	\$ 85,210,600	3%	545	3%	\$ 8,521	\$ 156,350	\$ 105,020	37	4%	33	6%
Oakhill	\$ 112,635,800	4%	552	3%	\$ 11,264	\$ 204,050	\$ 195,022	76	8%	20	3%
Blockhouse	\$ 113,837,000	4%	677	4%	\$ 11,384	\$ 168,149	\$ 164,586	95	10%	28	5%
Cornwall	\$ 115,116,600	4%	775	5%	\$ 11,512	\$ 148,538	\$ 117,330	37	4%	30	5%
Dayspring	\$ 128,522,800	4%	678	4%	\$ 12,852	\$ 189,562	\$ 259,747	48	5%	25	4%
Hebbville	\$ 144,903,400	5%	576	4%	\$ 14,490	\$ 251,568	\$ 165,547	40	4%	27	5%
LaHave	\$ 164,116,700	6%	751	5%	\$ 16,412	\$ 218,531	\$ 216,240	38	4%	23	4%
Tri-Dist.	\$ 187,733,100	6%	1279	8%	\$ 18,773	\$ 146,781	\$ 257,504	75	8%	35	6%
New Germany	\$ 193,817,300	7%	1823	11%	\$ 19,382	\$ 106,318	\$ 295,491	60	6%	39	7%
Northfield	\$ 250,497,400	8%	1302	8%	\$ 25,050	\$ 192,394	\$ 368,144	66	7%	38	7%
Riverport	\$ 326,180,000	11%	1127	7%	\$ 32,618	\$ 289,423	\$ 395,002	47	5%	33	6%
D 1&2	\$ 481,232,200	16%	1729	11%	\$ 48,123	\$ 278,330	\$ 339,058	60	6%	N/A	N/A
Total	\$ 2,970,753,000		16,087.0		\$ 297,075	N/A	\$ 3,877,755	975		583	
Median	\$ 76,659,300		545		\$ 7,666	\$ 170,876	\$ 117,330	37		24	





If we could learn from animals, being present, and mindfulness in a snapshot

Focus Areas From FESC Workshops



Safety – Proposed Actions

- Establish minimum safety standards for equipment & Apparatus
 - SCBA functional testing, SCBA facepiece fit testing, bunker gear, hose testing
- Explore expanding Automatic mutual aid 9 This is also a helpful FUS grading tool)
- Expand opportunities for local collaborative training
 - E.g. driver training/assistance
 - Utilize area training facilities currently in place or expand
 - Support Local Level 1 firefighter training initiative
- Include more information on level of training on annual registration
- Encourage adoption of Basic GOGs:
 - OH&S/scene safety officer
 - Interior/exterior attack,
- Additional leadership training for current and developing officers
- Explore a regional training facility (see below)



Capacity & Governance – Proposed Actions

Explore changes to municipal grants system, e.g.:

- Enhance Grants to target minimum standards improvements
- Enhance redistributive grant to further support smaller departments
- Explore minimum and maximum funding amounts for Fire departments

Continue to support governance improvements in departments

- Continue to provide leadership training
- Maintain leadership grant
- Foster merger discussions with departments showing interest

NOTE: Continued respect for autonomy and independent leadership within individual fire departments.



Recruitment & Retention



I WANT YOU for Fire Services



Recruitment & Retention – Proposed actions

https://www.modl.ca/index.php?option=com_docman&view=download&alias=5784-fire-recruitment-and-retention-strategy&category_slug=website-docs&Itemid=102

- Continued R&R supports:
 - Marketing materials
 - Annual campaign
 - Recognition grant
 - Volunteer and Family Assistance Program
 - Leadership training
- Explore enhancements to R&R, e.g.:
 - Increase community presence (School visits, class credit Junior Fire Fighters)
 - Draw for firefighter(s) to attend a national conference
 - Communication with MODL businesses to allow volunteers to respond to calls
 - Advocate for more incentives/support for volunteer firefighters



Explore possible regional facility

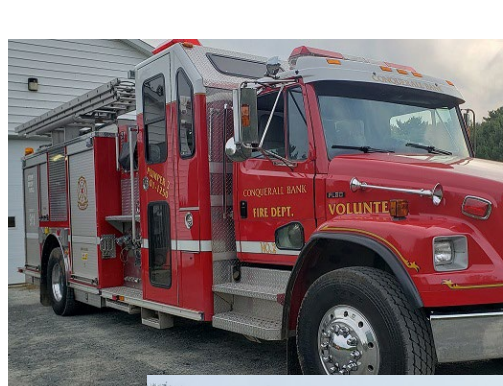
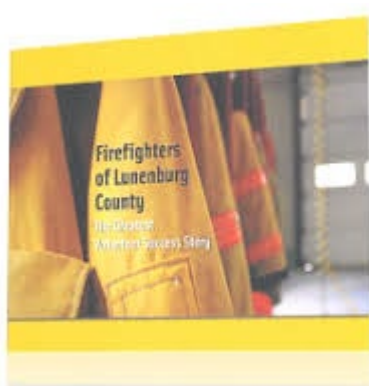
- Locate centrally (e.g. new exit 12a)
- Modern live fire training ground/classrooms
- Truck bays for apparatus etc.
- Possible sleeping quarters
- Possible hazmat team/on-call paid firefighters drawn from local volunteer departments
- Possible lease space for Dispatch/ Police joint operations



Next Steps

- Confirm draft as a committee
- Present to AGM of Fire Departments
- Possibly solicit feedback via survey?
- Recommend to Council for approval









Memorandum

To: Chair and members of the Fire & Emergency Services Committee (FESC), Fire & Emergency Service Representatives

From: Chris Kennedy, Fire Service Coordinator

Date: April 12, 2023

Re: Annual General Meeting, names brought forward for the FESC

Report of the fire services coordinator for FESC members

The following names are being brought forward for the FESC term 2023/2024:

1. Brian Keizer, District 1&2 Fire Commission, (Reoffering FESC member)
2. Dean Schmeisser, Deputy Chief Dayspring and Dist. F.D., (Reoffering FESC member)
3. Steve Patterson, Retired Chief Cornwall & Dist. F.D., (Reoffering FESC member)
4. Chris Dares Dayspring & Dist. F.D. President of the Lunenburg Fire & Emergency Services
5. Darren Mullock, Chief Northfield & Dist. F.D.
6. Doug Peveril, Chief Hebbville F.D.
7. Emily Bowers, Capt. Hebbville F.D.

Chris Kennedy/Fire Services coordinator



Memorandum

To: Chair and members of the Fire & Emergency Services Committee (FESC), Fire & Emergency Service Representatives

From: Chris Kennedy, Fire Service Coordinator

Date: April 12, 2023

Re: Personnel Insurance, Section III

At the March 13, 2023, meeting of the Fire & Emergency Services a report on “Personnel Insurance, Section III” was presented. The following questions were raised during the discussions. Whether an increase in the age for Income Protection Benefits was possible and what the premium would be for this additional coverage.

The direction was to present this at the Annual General meeting for a vote if the membership wished to move it forward.

The Fire & Emergency Services Committee recommends that at the April 12, 2023, Annual General Meeting:

That representatives present at the April 12, 2023, Annual General Meeting approve the increase in age coverage to 67 or five years, whichever is greater while the insured person is totally disabled under Section III, Income Protection Benefits and that the cost of increase in premiums of \$44,223.00 be calculated based on the number of firefighters per department.

Chris Kennedy/Fire Services coordinator



Memorandum

To: Fire & Emergency Services Committee
From: Chris Kennedy, Fire Services Coordinator
Date: March 13, 2023
Re: Personnel Group Insurance Renewal date of May 01, 2023

History

In 2020, the Lunenburg Regional Fire & Emergency Service (LRFES) voted in favour of the new group personnel insurance policy currently in place giving an even benefit coverage for all volunteer firefighters within the Municipality of the District of Lunenburg (MODL), at a premium of \$38,537.00. The personnel insurance plan provided through Provident and had a three-year term renewal due on May 01, 2023.

Current Plan and New Premium:

Last year a couple fire departments asked about the clauses in section three regarding 10 year limit timeline:

New reduced premium of current plan \$36,396.00

Section III: Income Protection Benefits:

- **Clause A.i. Covered Injury Minimum Weekly Total Disability Benefit** – For Volunteers, payable up to 10 years while the Insured Person is Totally Disabled. Paid in addition to any benefit from any source.
- **Clause A.ii. Covered Illness Minimum Weekly Total Disability Benefit** – For Volunteers, payable up to 10 years, whichever is greater while the Insured Person is Totally Disabled. Paid in addition to any benefit from any source.
- **Clause A.iii., Covered Injury Weekly Earned Income Replacement Benefit** – For Volunteers, payable up to 10 years and up to the amount listed in the Policy while the Insured Person is Totally Disabled and the Minimum Weekly Total Disability Benefit is payable. The amount payable shall be computed by determining the Insured Person's Weekly Earned Income then subtracting the Minimum Weekly Total Disability Benefit and the Loss of Earnings Coverage as defined in the **Plans of Insurance for the Municipality of the District of Lunenburg Volunteer Fire Departments.**

Benefits apply while performing a Covered Activity.

Option with Extended Coverage:

New Premium for the added coverage is \$44,223.00.

- **A.i. Covered Injury Minimum Weekly Total Disability Benefit** – For Volunteers, payable up to lifetime while the Insured Person is Totally Disabled. Paid in addition to any benefit from any source.
- **A.ii. Covered Illness Minimum Weekly Total Disability Benefit** – For Volunteers, payable up to later of age 67 or five years, whichever is greater while the Insured Person is Totally Disabled. Paid in addition to any benefit from any source.
- **A.iii. Covered Injury Weekly Earned Income Replacement Benefit** – For Volunteers, payable up to lifetime and up to the amount listed in the Policy while the Insured Person is Totally Disabled and the Minimum Weekly Total Disability Benefit is payable. The amount payable shall be computed by determining the Insured Person's Weekly Earned Income then subtracting the Minimum Weekly Total Disability Benefit and the Loss of Earnings Coverage as defined in the **Plans of Insurance for the Municipality of the District of Lunenburg Volunteer Fire Departments**

Benefits apply while performing a Covered Activity.

Decision:

1. Add new option to the personnel policy at the new premium of \$44,223.00 with the added option in Section III, Ai., Aii, Aiii as described. The premium will be share amongst all fire departments as is done currently.
2. Renew the current policy unchanged for the new premium of \$36,936.00.

Chris Kennedy
Fire services Coordinator