

Fire & Emergency Services Committee Meeting AGENDA
Monday, May 8, 2023 – 7:00 p.m.

- 1. Call to Order
- 2. Election of Officers – Chair & Vice Chair
- 3. Approval of Agenda (as circulated)
- 4. Approval of Minutes – March 13, 2023
- 5. Business Arising from Minutes
 - 5.1. Department Personnel Policies – Application Process & Diversity, Inclusiveness, Harassment
 - 5.2. 2023/2024 Budget Update..... 2
 - 5.3. Regional Training Facility Concept – Reserve Fund update 3
 - 5.4. FESC Membership Approval..... 3
 - 5.5. Personnel Insurance – Section III update..... 3
- 6. L.R.F.E.S. Report
- 7. New Business
 - 7.1. Priorities Discussion (Presentation for reference)..... 4-23
- 8. In Camera (if required)
- 9. Next Meeting –Monday, July 10, 2023
- 10. Adjournment

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Memorandum: Fire & Emergency Services Committee

To: Chair and Members of the Fire & Emergency Services Committee (FESC)
From: Chris Kennedy, Fire Services Coordinator
Date: May 08, 2023
Re: Motions Approved by Municipal Council and FES

The Fire & Emergency Services Committee made recommendations to Municipal Council and the General membership at the FES AGM. The recommendations were approved as follows:

- 1) 2023/2024 increase of 2% to these Fire Department Grants

2023-058

Moved by Councillor Oickle, seconded by Councillor Whynot that Municipal Council accept the recommendation of the Fire & Emergency Services Committee and approve a 2% increase (totaling \$3,797) over the 2022/2023 amounts, with the 2023/2024 fiscal year grants

being:

Matching Grant \$44,998.00

Municipal Grant \$68,032.00

Training Grant \$11,570.00

Insurance Grant \$57,430.00

Personnel Insurance Grant \$11,570.00

For a total grant amount of \$193,600.00

2) Recommendation to Municipal Council for a separate fund for Possible Fire Training Facility

2023-063 Moved by Councillor Bell, seconded by Deputy Mayor Hubley that Municipal Council accept the recommendation of the Finance Committee and establish a reserve fund in the amount of \$100,000, separate from other fire service grants and funds for the purpose of constructing a regional fire training facility.

3) Fire & Emergency Services Committee Appointees Approved by Council

**2023-080 Moved by Councillor Bell, seconded by Councillor Greek that Municipal Council appoint the following Fire & Emergency Services Representatives to serve on the Municipality of the District of Lunenburg's Fire and Emergency Services Committee:
Brian Keizer, Chief Darren Mulock, Deputy Chief Dean Schmeisser, and Captain Emily Bowers for one-year terms.**

4) Personnel Insurance Additional Coverage

Moved by Chief Corey Zink, seconded by Chief Dylan Eisenhauer 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

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

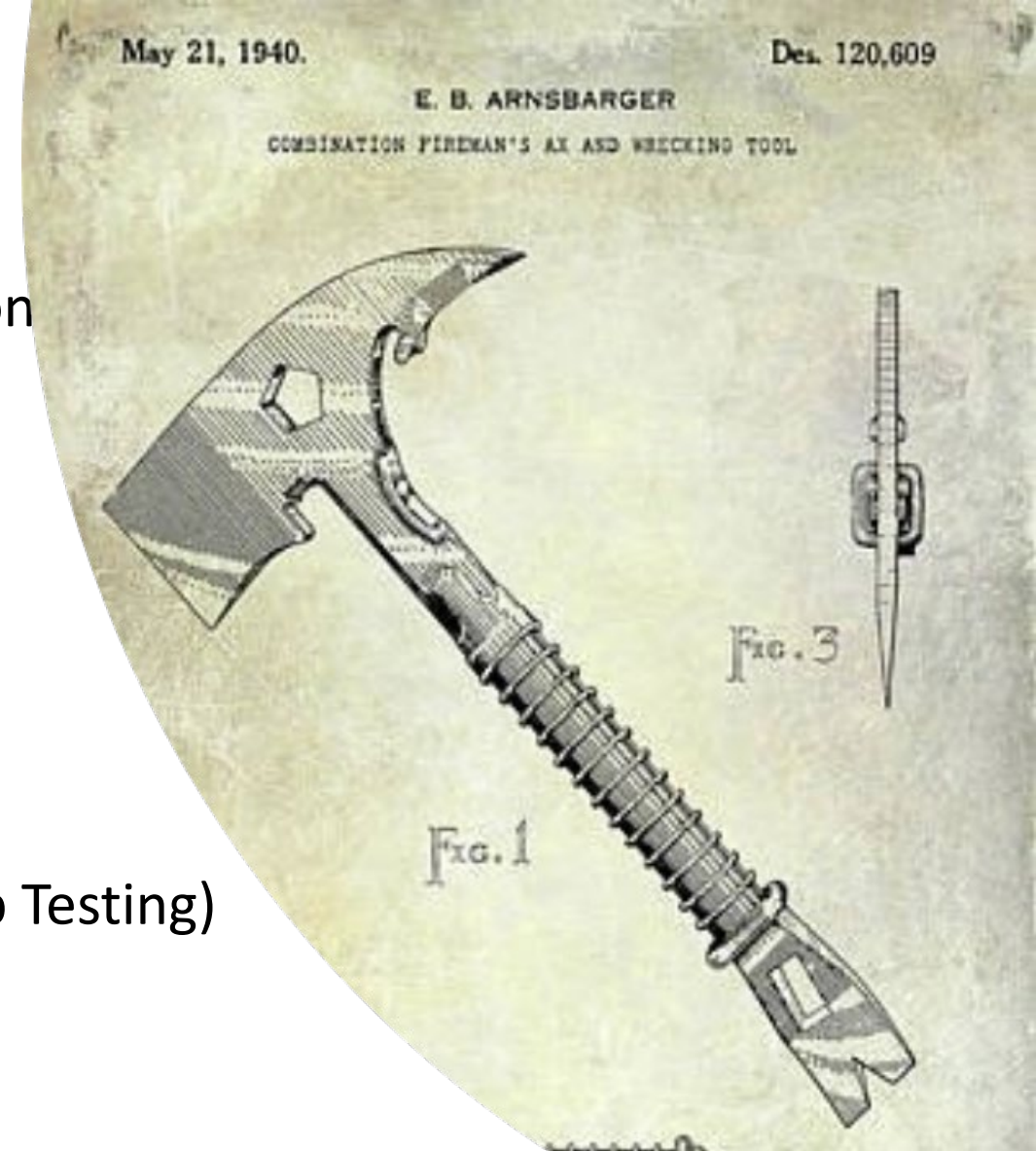
Insurance improvements

(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



