



Municipality of South Huron Fire Service Strategic Direction

- ***Kick Off meeting July 2, 2012***
- ***Meeting with Chief and District Chiefs July 30, 2012***
- ***Meeting with Fire Chief and tour of facilities July 31, 2012***



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- ***Individual Meetings with Mayor, Deputy Mayor and three Council members August 13, 2012***
- ***Individual meetings with Chief and District Chiefs August 13, 2012***



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Fire Protection and Prevention Act

Every municipality shall (a) establish a program that includes public education with respect to fire safety and certain components of fire prevention; and (b) provide such other fire protection services as it determines necessary in accordance with its needs and circumstances



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<i><u>Municipality</u></i>	<i><u>Cost per Household</u></i>
<i>North Huron</i>	<i>\$283</i>
<i>East Perth</i>	<i>\$238</i>
<i>North Perth</i>	<i>\$216</i>
<i>Southwold</i>	<i>\$197</i>
<i>Central Huron</i>	<i>\$140</i>
<i>East Huron</i>	<i>\$136</i>
<i><u>South Huron</u></i>	<i><u>\$117</u></i>



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Summary of Discussions

Fire Prevention

- *Municipality meets minimum requirements under FPPA*
- *All those interviewed expressed need to enhance Fire Prevention Efforts*



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Summary of Discussions

Training

- *Need for additional qualified Trainer Facilitators*
- *Non-existent and/or incomplete training records*
- *Inconsistent training between stations*
- *Need for Inter-District training*



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Summary of Discussions

Communication System

- *Deficiencies within the Fire Department's communication system*

Apparatus

- *The equipment varies in age and serviceability from relatively new to in excess of twenty years.*



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Summary of Discussions

Apparatus

- ***Some Safety concerns with Rescue Vans***
- ***Need for standardized fleet***

Hydrant locations

- ***Need for Additional Fire Hydrants***



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Summary of Discussions

Station Repair and Replacement

- *Huron Park requires significant repairs*
- *Dashwood requires replacement*
- *Need for review of station locations*



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Summary of Discussions

Fire Protection Agreements

- ***Review Agreements with Grand Bend and Bluewater
in conjunction with future station locations***



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Summary of Discussions

Internal Communication

- ***Stations operating independently***
- ***Regular senior management meetings***
- ***Coordination with other departments***



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Summary of Discussions

Internal Communication

- ***District Chiefs involvement in long term planning and budgeting***
- ***Updated Job Descriptions***
- ***Annual Goal Setting and Measureable Performance Expectations***



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Summary of Discussions

Human Resources

- ***On Call and Course Preparation Compensation***
- ***Need for Recruitment Protocol***
- ***Residency Requirements***
- ***Physical Capacity and Medical Clearance***
- ***Mandatory Retirement***

Funding Commitment

Need for enhance funding to meet objectives



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Summary of Recommendations

Training

- 1. That a training analysis be conducted to determine a quantitative measurement of the current level of training in each District.***
- 2. That all South Huron firefighters achieve a minimum of completion of Module A and Module B of the OFM curriculum within two years of joining the force.***
- 3. That all Company Officers and Acting Officers in the department complete the Company Officer training within one year of assuming their position.***



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Summary of Recommendations

Training (cont'd)

- 4. That the Chief acquire at least the minimum level of training for a Fire Prevention Officer in order to meet the requirements of the OFM, FPO certification.***
- 5. That a training program be introduced to increase the number of Trainer Facilitators at each District Station where required and provide additional training skills for current and future Trainer Facilitators.***
- 6. That an Inter-District training program be established and overseen by the Chief as part of the ongoing practical training program of the Fire Department.***



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Summary of Recommendations

Apparatus

- 7. That a review be undertaken to re-evaluate appropriate future apparatus requirements of each District.*
- 8. That the vehicle replacement program be continued and the proposed purchasing for the next four years continues to be given priority in the budgeting process.*
- 9. That a decision be made with respect to the renovation and/or relocation of stations prior to the delivery of new vehicles for that District.*



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Summary of Recommendations

Hydrants

- 10. That an expedited implementation schedule be established for the installation of fire hydrants where deemed appropriate.***
- 11. That all hydrants attached to water systems in the Municipality be identified for main size and water flow in accordance with the Ontario Fire Code and NFPA 291.***



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Summary of Recommendations

Communication System

12. That the implementation of the new communication system be expedited as soon as possible.

Station Locations

13. That the Municipality consider the purchase of an appropriate computer program in order to analyse deployment and response times from existing and potential station locations and that no decisions on repairs or replacement of existing stations occur until a full analysis of station locations and response times is completed.



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Summary of Recommendations

Station Location (cont'd)

14. That in conjunction with the analysis of station locations, station coverage areas should be reviewed with respect to the areas covered by the South Huron Fire Department and the area covered by the Bluewater Fire Department.



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Summary of Recommendations

Human Resources

- 15. That a succession Plan be developed in anticipation of the impending retirement of the Fire Chief.***

- 16. That a hiring protocol be established for the recruitment of volunteer firefighters and a formal residency and a response to calls policy be established and implemented immediately.***



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Summary of Recommendations

Human Resources (cont'd)

- 17. That physical capacity testing for all firefighters be phased in and that mandatory retirement for suppression firefighters be implemented.*
- 18. That on call compensation be reviewed to become more equitable with other on-call municipal employees.*



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Summary of Recommendations

Human Resources (cont'd)

19. That training time compensation be considered for the preparation time firefighters are required to incur prior to taking courses mandated by the department.

Fire Department Funding

20. That additional funding be considered during 2013 budget deliberations in order to meet the agreed upon objectives.



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Next Steps

- ***2013 Budget discussions regarding funding***
- ***Formalize Management System and Performance Measurement***
- ***2013 Goals and Objectives for Chief and District Chiefs***
- ***Complete Baseline Training Analysis***
- ***Finalize Implementation of Communication System***
- ***Establish Hydrant Installation Schedule***



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Next Steps

- ***Human Resource Policies***
 - ***Succession Plan for Chief's position***
 - ***Recruitment Policy and Protocol***
 - ***Residency Policy***
 - ***Physical Testing and Medical Clearance Policy***
 - ***Mandatory Retirement Policy***
- ***Station Location Analysis***
 - ***Computer Modeling***
 - ***Response Times***



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Next Steps

- *Commitment from Officers and Volunteers*
- *Commitment from Council and the CAO*

THANK YOU