



The Corporation of the Township of Perry

MINUTES

SPECIAL MEETING - FIRE DEPARTMENT

Tuesday, December 3, 2019

7:15 pm

**Perry Township Fire Hall – Training Room)
(64 Old Government Road, Emsdale, ON)**

Any and all Minutes are to be considered Draft until approved by Council at a Regular Meeting of Council

In Attendance:

Council Members:

Mayor Norm Hofstetter
Councillors: Jim Cushman, Joe Lumley,
Margaret Ann MacPhail and Paul Sowrey

Municipal Staff:

Beth Morton, Clerk-Administrator;
Dan Marshall, Fire Chief; Graham Stetler, Fire
Prevention Officer

Members of the Fire Dept:

Dan Marshall, Graham Stetler, Julie Clodd,
Jeff Renaud, Shea Cooper, Dam Kiperchuk,
Travis Stone

Item 1 - Opening Comment

Mayor Hofstetter opened the meeting at 7:15 p.m.

Item 2 – Disclosure of Pecuniary Interest and the General Nature Thereof

No pecuniary interest was declared.

Mayor Hofstetter thanked the members of the Fire Department for attending the fall meeting.

Item 3.1 Volunteer Recruitment

The Fire Department continues to struggle with recruitment. A package has not been prepared to promote volunteering in the Department. It is suggested that we look outside of the box for recruitment because all Fire Departments are feeling the volunteer shortage.

It was discussed in detail the need for an introductory recruitment package to provide to people demonstrating an interest in becoming a Member of the Perry Township Fire Department. The package would provide the requirements to be on the Fire Department, together with the benefits and honorariums to be provided for the service. In addition to the introductory package, a sign-up package is also

required. The Clerk-Administrator, together with administration support will work with the Fire Chief to prepare the packages. Firefighters to provide testimonials to be included in the packages.

Suggestion to look at volunteers to do other tasks such as clean up, childcare, administration, medical, etc. To be reviewed by Fire Chief.

Item 3.2 Honorariums and proposed benefits

The firefighters prefer an hourly rate rather than the existing point system. They all appreciate one payment in December each year. It was suggested looking at the pay rate system that Gravenhurst has in place. The more training and expertise a firefighter obtains, the hourly rate is increased.

Council noted that they are looking into implementing a \$500 health spending account for firefighters to use for their health and wellness. This will be discussed in the 2020 budget.

Council also noted that they support a gym to be included in the new Community Centre/Library project for the general public's use with membership, and that gym membership be included as a benefit to the firefighters.

Other benefits included 24-hour volunteer firefighter insurance and ongoing training. Many volunteers secure employment outside of the fire department as a result of the training that they receive through the Fire Department.

The Fire Chief to confirm if the DZ training would be offered through the Training Officer with final testing to be completed through MTO Drive Test Centre.

2020 Fire Department Budget

The firefighters have made a request for additional hose to be purchased in 2020. This will allow them opportunity to clean and dry existing hose and have other hose for back-up as required.

The Mayor noted that he understood the Fire Department may be looking at obtaining a new fire truck in the 2020 budget and that with the costs of the new build and other requirements for the Fire Department, he did not see that the purchase of a new truck could come forward in 2020.

The firefighters addressed that the pumper truck has had issues at the last two fire calls and that with failing equipment it is difficult to provide the services required. Staff to look into maintenance of existing equipment and bring forward to Council as required.

It was addressed that the compressed air in the trucks are failing and at times, they have to wait for the air to come up (up to 20 minutes) to respond to a call. The Fire Chief indicated that new compressor pumps are on order and this should be repaired very soon and noted that the trucks can be started and run weekly to ensure that the air is charged.

The firefighters requested that Council consider gear and training in the budget. There is gear expiring that needs replaced. Council is supportive of replacing gear and providing training. The Fire Chief will need to bring this forward for the 2020 budget.

Item 3.4 Questions and Comments from firefighters

One of the firefighters addressed that moral is low as a result of some of the firefighters not attending to training or calls, but they are still on the roster and walk around with the prestige as being a firefighter. Some on the roster have not participated in training or calls for over 1.5 years. Not only does it become a moral issue, but other firefighters concerned for safety as a result of them not attending the training. The Fire Chief has reached out to them. The Clerk-Administrator suggested completing Performance appraisals for the firefighters and to send letters to firefighters and if no response or return within a specific timeframe, that the firefighter be removed from roster and can reapply when they have the time to commit.

It was suggested that Phil and Katy Hope be presented with an appreciation plaque for the support they provide to the Fire Department and community. Township administrative staff to prepare the plaque and reach out to local media for an announcement. Plaque to be presented at the Food Drive to be held at Hope's Clover Farm on December 14, 2019 at 11:00 am.

Next Fire Department Meeting with Council to be scheduled in the Spring 2020.

The meeting adjourned at approximately 9:22 pm.

Dated this 18th day of December, 2019.

Original Signed by Norm Hofstetter
Norm Hofstetter, *Mayor*

Original Signed by Beth Morton
Beth Morton, *Clerk-Administrator*