

Township of Perry



Firefighter Introduction Package

64 Old Government Road
Emsdale, ON
POA 1J0



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Message from the Fire Chief

The Township of Perry first established a volunteer fire department in 1942. Since then, hundreds of people from the community have volunteered their time to help with the fire department. Over the years, members of the fire department have come from many different backgrounds, whether they were born here, vacationed in the summer here, or moved here, they all stepped forward and volunteered for their local fire department.

There are several opportunities for you to assist the fire department, either as a Firefighter or part of the assistant staff. The Township of Perry puts great emphasis on training, and we have hired a regional trainer to accomplish our goal of having members trained to NFPA standards.

Make no mistake, the Township of Perry is no longer a 'true' Volunteer Fire Department. Members are compensated for their time at training sessions and for attending calls.

Firefighting is a dangerous and physical job. Although it will take you away from birthdays, family dinners, school plays, and sleep, the fellowship with other members and the feeling when you help people in your community is worth it.

As a firefighter, you will positively represent the Township and be an active role model in our community. Still interested? Wonderful. Fill out an application today.

Douglas Holland

Township of Perry Fire Chief/CEMC



Introduction to the Township of Perry Fire Department

The Township of Perry Fire Department provides emergency fire and rescue services to residents of the Township. The Township of Perry is a community with a land mass of approximately 198 square kilometers that is characterized by beautiful landscapes, from rolling hills, pine and maple forests, to the crystal-clear waters of our rivers and lakes.

The Township of Perry Fire Department consists of a full time Fire Chief, Deputy Fire Chief, and Fire Prevention Officer, as well as approximately 12 part-time Firefighters.

The community is served by one station and 6 pieces of fire apparatus. The Township of Perry Fire Hall is located at 64 Old Government Road in Emsdale.

The Township of Perry Fire Department responds to approximately 200 incidents annually and has a budget of approximately \$300,000.00+/- . Our department provides the following services: medical response, fire suppression, ice water rescue and vehicle extraction.

No matter where you came from, who you are, or what your background is, we believe that there is a place for you with the Fire Department at the Township of Perry!



(Photo (2019): Township of Perry Fire Hall – 64 Old Government Road, Emsdale, ON)



Job Description and Physical Demands – Firefighter

Applications for part-time (Volunteer) Firefighters will not be accepted from a person under the age of 18. A person interested in becoming a Firefighter with the Township of Perry Fire Department who is between the ages of 15-17 may apply to be a Junior Firefighter (see application on our website at www.perrytownship.ca). If you are under the age of 15, take a look at our Other Volunteer Opportunities on page 12 of this booklet – as we can always use your help!

Please refer to our Establishing and Regulating a Fire Department By-law, for a complete list of roles, responsibilities, employment information of the Fire Chief, Deputy Fire Chief, and Volunteer Firefighters.

Responsibilities:

A Firefighter is responsible for all firefighting duties involved in the evolutions necessary to save property, combat, extinguishment and/or prevent fires, rescue, and shall rapidly and efficiently perform these varied duties as required under emergency conditions, frequently involving considerable hazard. Firefighters are required to be physically fit so that they may rapidly and efficiently perform these duties under emergency conditions, 24 hours a day, 7 days a week, frequently while exposed to hazards and extreme weather conditions.

Distinguishing features of the rank:

This is manual work of a hazardous nature involving the fighting of fires, salvage, rescue work and some first aid generally under the direct supervision of superior officers. Regular training and some maintenance work on the fire station and vehicles is required. Firefighters may be required to make decisions and work without supervision until an officer arrives at the scene.

Required Work Performance:

As a member of the Perry Township Fire Department, you:

- Respond to all emergency calls immediately, as directed in all types of weather conditions and in less than ideal situations;
- Have the physical strength to lay and connect hose, hold nozzles, and direct high pressure water streams, raise, climb, and work from ladders in high places, and shall use and operate all equipment associated with the control and extinguishment of fire;
- Have the ability to work while wearing a Self-Contained Breathing Apparatus (SCBA) and full protective clothing (50-60 lbs.) in noxious and/or Immediate Danger of Life or Health (IDLH) environment;
- Ventilate buildings or areas to release heat, smoke, and fumes, at times from high places, place salvage covers so as to protect property and prevent water damage,



and shall perform overhaul operations in order to ensure that fire has been completely extinguished;

- As assigned, drive and/or operate and vehicle or apparatus;
- Be qualified in first aid, and such other related subjects, so as to be prepared to provide emergency medical aid to those requiring some;
- Perform various maintenance duties to apparatus, equipment, and departmental property;
- Participate in departmental training programs, and be proficeint and knowledgeable in firefighting equipment, techniques, and procedures;
- Assists with the Fire Prevention Program;
- Particpate in public relations projects invovling vists, demonstrations, parades, etc. as directed;
- Assist on the job training with fellow firefighters;
- Perform related duties as prescribed or assigned by the Fire Chief.

Specific orders and/or directions as received from a superior officer shall be carried out in the normal course of all duties, and a Firefighter shall exercise considerable independence of judgement during emergency operations, where direction from or referral to a supervisor is not possible.

Required knowledge, skills, and abilities:

Mental alertness, mechanical aptitude to get along well with others, willingness to perform any task assigned, hardworking and dependable, good physical condition, holder of a valid Class “D” licence complete with “Z” endorsement or able to obtain such licence within 24 joining the fire department (an extension to this timeline may be granted by the Fire Chief at their full discretion).

Acceptable training and physical condition:

Must particpate in at least 70% of the required training and must submit to the municipality a one-time a medical statement provided by their personal physician, at the municipality’s expense, at the time of recruitment.

Working Conditions:

The firefighter will be expected to respond and work in all types of weather and less than ideal conditions. He/she could have to enter hazardous atmospheres and areas and will be expected to work in a safe manner.



General Overview of Initial Training

Part-time Firefighters in the Township of Perry undertake approximately 40 hours of initial training over a 8 week period before becoming integrated to an emergency response role, followed by an additional twelve (12) months of additional training and acutal emergency response experience (referred to as the “Probation Period”). It is also required that Firefighters complete First Aid Training and Live Fire Training during these twelve (12) months. This initial phase of training is demanding, both from an academic and physical perspective.

Firefighters also routinely check vehicles and equipment and train continously. Our station conducts regular activities on Wednesday evenings.

Additionally, during your Probation Period, regular weekend training sessions are required in order to facilitate more in-depth training. To become and maintain being a Firefighter with the Township of Perry Fire Department, **it is expected that you participate in a minimum of 70% of the training classes offered by the Township.**





Honorarium

While we cling to the term “Volunteer” Firefighter, all of our firefighters are considered ‘part-time’ and receive remuneration for the training and emergencies that they attend based on hourly rate of pay as set out in our current Establishing and Regulating a Fire Department By-law (depending on the position held within the Fire Department), approved by the Council of the Township of Perry.

In addition to the honorarium issued annually in December, each part-time (Volunteer) Firefighter receives:

- Full WSIB coverage;
- Supplemental insurance benefits (Off Duty Coverage) provided by Volunteer Firemen’s Insurance Service Inc. (VFIS)*;
- All required NFPA compliant personal protective clothing for structure fires (helmet, balaclava, individual SCBA facepiece, gloves, boots, bunker suits – pants and coat) and wildland fires (helmet, eye protection, fire resistant coveralls);
- Station Wear;
- A \$500 Benefit Health Spending Account (may include, but not limited to: medical, dental, massage therapy, and fitness. To be eligible, the Firefighter must complete one year with the Fire Department and attend 50% of the training each year).

*Note: VFIS Off Duty Coverage includes, but is not limited to, Accidental Death Benefit, Accidental Dismemberment Benefit Principal Sum, Vision Impairment Benefit Principal Sum, and Total Disability Benefit. Sign-up for VFIS Newsletters to stay informed and up-to-date on all their services.



Physical Assessment Summary

Being a Firefighter is a physically demanding job, so all applicants must demonstrate an aptitude to do the type of work we routinely encounter at an emergency. The “Physical Assessment” test is administrated by the Fire Department’s Training Officer and may consist of any or all of the following, which must be demonstrated successfully by each applicant.

1. Ladder raise and climb;
2. Roof/wall/floor breach;
3. Equipment carry;
4. Stair climb;
5. Limited visibility search;
6. Hose advancement; and
7. Mannequin drag.





Other Duties as Assigned

Being a Firefighter in the Township of Perry is much more than fighting fires. If teaching youngsters about fire safety or residents about fire extinguishers appeals to you, there are many opportunities for this type of activity.

Being a Firefighter means being a part of our community, so expect to get involved in the Annual Fall Fair, Public School Education, Touch a Truck Events, Food or Toy Drives or any one of the other activities that makes being a member of our Fire Department a wonderful way to give back.





Hiring Process

The Township of Perry Fire Department subscribes to the philosophy that a diverse team is a strong team. So, if you are 18 years of age or older, in good physical condition, reside in our community, and have a valid drivers licence and are able to provide a clean “vulnerable sector” Police Background Check, and look forward to positively representing the Township and our residents, then you qualify to apply for a position with our team.

Applications are available at the Township of Perry Fire Hall, the Township of Perry Municipal Office, or by downloading the application from the Township’s website (www.townshipofperry.ca). Completed applications can be brought to the Township Office or mailed in. The submission of a formal resume is not required.

The hiring and recruitment process consist of six stages:

1. Application screening;
2. Applicants are invited by the Fire Chief and/or Deputy Fire Chief to attend a “Recruiting Open House” or “Training Exercise Night” (mandatory);
3. Successful completion of the “Physical Assessment” test is required (see page 9 for more detail);
4. Selected applicants are then invited to appear before an interview panel;
5. Selected candidates are to conduct Pre-employment Medical Screening and obtain a Police Background Check (vulnerable sector);
6. Successful candidates are provided with a conditional job offer.





Other Volunteer Opportunities

Are you looking to volunteer with the Township of Perry Fire Department but not in the capacity of a firefighter? No problem! The Township of Perry Fire Department is always seeking volunteers who have experience in a variety of areas, including:

- Photography
- Fundraising
- General Office Administration
- Public Speaking
- Teaching, Facilitation or Coaching
- Event(s) Coordinator
- Radio Communications
- General Caretaker Duties (washing of fire trucks/pumper, sweeping floors, etc.)
- Computer Technology and/or Graphic Design
- Social Media
- Other

All Volunteers with the Township of Perry Fire Department are eligible to receive an Honourarium at the end of each calendar year. So, not only are you helping your local community, you may get monetary compensation for all your efforts.

Bonus – you don't even need to complete our Application Form. All we need from you is a Letter of Interest, explaining why you'd be a good fit with our Fire Department, the areas you are experienced in, and when you'd be available to help. Send it to the attention of Township of Perry Fire Chief by mail at 1695 Emsdale Road, PO Box 70, Emsdale, ON P0A 1J0 or by email at firechief@townshipofperry.ca for consideration.

As a Volunteer, it is required that you provide the municipality with a valid Police Background Check prior to commencing your volunteer work. Please note: volunteers other than 'firefighters' shall **not** attend or participate on any calls or scenes.

Thank you for your interest in supporting your local Fire Department!



Additional Information

Still interested? Great! Visit our website at www.townshipofperry.ca under Departments – Fire Services to download the Firefighter Application Form or the Junior Firefighter Application. Applications are also available at the Township of Perry Fire Hall and the Township of Perry Municipal Office.

If you'd like more information about becoming a member of the Township of Perry Fire Department, we invite you to call us at 705-636-5311 or check us out our website at www.townshipofperry.ca. Better yet, stop in at our Fire Hall during normal training sessions from 7:00 p.m. to 9:00 p.m. on Wednesday nights.

Thank you for thinking about joining our team!



(Photo (2017): Township of Perry Fire Department Tanker Truck)