



TOWN OF MINTO

DATE: September 13, 2018
REPORT TO: Mayor and Council
FROM: Chris Harrow
SUBJECT: Minto Fire Recruitment

STRATEGIC PLAN:

6.4 Maintain and enhance the local volunteer fire fighter model in Minto, and take a leadership role in setting standards for municipalities this size by ensuring training, equipment and vehicles available to volunteers compares with a full time fire service.

BACKGROUND:

Council has approved a roster of up to 85 Volunteer Firefighters for Minto Fire. This includes 20 Firefighters and 5 Auxiliaries for Clifford, 25 Firefighters and 5 Auxiliaries for both Harriston and Palmerston. We strive to keep all Firefighter positions filled and allow the Auxiliary positions to fluctuate depending on the anticipated number of retirements from the department. A large recruitment last took place in 2015.

COMMENTS:

Over the past three years some members have retired after long careers in the fire service. A couple of Firefighters have had to move out of town due to family or work commitments. Overall, we are fortunate to have had our numbers hold steady. This is a testament to the Firefighters and the long term commitment they have given the Department.

At this time Minto Fire would like to hire between 12 and 15 recruits to fill current and upcoming vacancies. Advertising has begun for a Recruitment Information night on Monday, September 24 at 7:00 pm at the Harriston Station. This night will be used to explain to potential recruits what is involved with being a member of the Minto Fire Department. Numerous Firefighters will be on hand to field questions and demonstrate some of the equipment the Town owns. It is a great opportunity for members of the public to get information to decide whether a role as a Firefighter is something they would consider.

After the Recruitment night resumes can be submitted over the next two weeks. The hiring will cover all three stations and will all be completed at the same time. Once the resumes are received and reviewed, interviews will be conducted followed by in-house Firefighter agility testing as well as a final discussion of expectations of training. Each recruit is expected to attend the joint County training program which begins in March and runs until July. They will also be expected to complete all of the certifications to become a Firefighter Level 2 under the newly adopted NFPA standards. This includes writing exams and demonstrating practical skills to an acceptable level.

Minto Fire is excited to bring on a new group of Firefighters. So far over 30 participants have registered to attend Recruitment Night. The support and enthusiasm we have received from the community is overwhelming. There seems to be a great deal of interest in being part of the organization.

FINANCIAL CONSIDERATIONS:

Costs for training and equipment have been included in the budget. Any additional costs will be brought forward in the 2019 Budget.

RECOMMENDATION:

The Council of the Town of Minto receives the Fire Chief's report on Minto Fire Recruitment dated September 13, 2018.

Chris Harrow
Fire Chief