



**THE CORPORATION OF THE TOWNSHIP OF AUGUSTA  
BY-LAW NUMBER 3760-2025**

**A BY-LAW TO ESTABLISH AND REGULATE A FIRE DEPARTMENT**

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**WHEREAS** Section 2 of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* requires every municipality to establish a program which must include public education with respect to fire safety and certain components of fire prevention, and to provide such other fire protection services as it determines may be necessary in accordance with its needs and circumstances;

**AND WHEREAS** Section 5 of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* authorizes the Council of a municipality to establish, maintain and operate a fire department to provide fire suppression services and other fire protection services in the municipality;

**AND WHEREAS** Sections 8 and 11 of the *Municipal Act, 2001, S.O. 2001, c. 25 as amended* authorizes a municipality to provide any service that the municipality considers necessary or desirable for the public, and to pass by-laws respecting, *inter alia*, health, safety and well-being of persons, protection of persons and property, and services that the municipality is authorized to provide;

**AND WHEREAS** Section 391 of the *Municipal Act, 2001, S.O. 2001, c. 25 as amended* authorizes a municipality to impose fees or charges on persons for services or activities provided by the municipality, and for costs payable by the municipality for services or activities provided or done by or on behalf of any other municipality;

**AND WHEREAS** Section 425 of the *Municipal Act, 2001, S.O. 2001, c. 25 as amended* provides that the Council of a municipality may pass By-Laws providing that a person who contravenes a by-law of the municipality is guilty of an offence;

**AND WHEREAS** Section 446 of the *Municipal Act, 2001, S.O. 2001, c. 25 as amended* provides that if a municipality has the authority under that or any other act, or under a By-Law under that or any other Act, to direct or require a person to do a matter or thing, the municipality may also provide that, in default of it being done by the person directed or required to do it, the matter or thing shall be done at the person's expense, and the municipality may recover the costs of doing a matter or thing from the person directed or required to do it by action or by adding the costs to the tax roll and collecting them in the same manner as property taxes;

**AND WHEREAS** the Council of the Corporation of the Township of Augusta deems it desirable, necessary and expedient to amend, consolidate, revise and update its By-Law to establish and regulate a fire department for the Township of Augusta;

**NOW THEREFORE, THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF AUGUSTA HEREBY ENACTS AS FOLLOWS:**

## 1. DEFINITIONS

1.1. In this By-Law, unless the context otherwise requires:

- a) *"Approved"* means approved by Council.
- b) *"Automatic Aid"* means an approved agreement under which a municipality that is capable of responding more quickly to an area agrees to provide an initial response to fires, rescues, and emergencies in another municipality, or where a municipality agrees to provide a supplemental response to fires, rescues, or emergencies that may occur in another municipality.
- c) *"Auxiliary Member"* means a person who provides certain limited functions in support of the delivery of Fire Protection Services voluntarily or for nominal consideration.
- d) *"Corporation"* means The Corporation of the Township of Augusta.
- e) *"Council"* means the Council of the Township of Augusta.
- f) *"Deputy Fire Chief"* means a person appointed by Council to act on behalf of the Fire Chief of the Fire Department in the case of absence or a vacancy in the Office of the Fire Chief.
- g) *"Emergency Management and Civil Protection Act"* means *Emergency Management and Civil Protection Act, R.S.O. 1990, c. E.9 as amended*, and any successor legislation.
- h) *"Manager of Protective Services"* means the person appointed by Council to act as Fire Chief for the Corporation and who is ultimately responsible to Council for the delivery of fire protection services as set out in the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*.
- i) *"Fire Department"* means the Township of Augusta Fire Rescue.
- j) *"Fire Code"* means Ontario Regulation 213/07, as amended, and any successor regulation.
- k) *"Firefighter"* means any person employed in or appointed to the Fire Department to undertake Fire Protection Services, and includes Officers, Part-Time, Volunteer, and excludes the Manager of Protective Services.
- l) *"Fire Protection and Prevention Act"* means the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*, and any successor legislation.
- m) *"Fire Protection Services"* includes fire suppression, rescue and emergency services, fire prevention, public fire safety education, mitigation, prevention and safety education of the risk created by unsafe levels of carbon monoxide, communications, training of personnel involved in the provision of Fire Protection Services, and the delivery of all those services.
- n) *"Limited Service"* means a variation of service significantly differentiating from the norm as a result of extenuating circumstances, such as deployment of part-time Firefighters in insufficient numbers to safely carry out the delivery of Fire Protection Services, environmental factors, remote properties, impeded access, private roadways, lanes and drives, obstructions, or extraordinary hazards or unsafe conditions.
- o) *"Member"* means any person employed by, or appointed to, the Fire Department and assigned to undertake Fire Protection Services, Fire Prevention Services, Administrative Services, and includes Officers, Full-time, Part-time, firefighters, Auxiliary Members, and administrative staff and excludes the Manager of Protective Services.

- p) "*Municipal Act*" means the *Municipal Act, 2001, S.O. 2001, c. 25 as amended*, and any successor legislation.
- q) "*Mutual Aid*" means a plan established pursuant to section 7 of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* under which fire departments that serve a designated area agree to assist each other on a reciprocal basis in the event of a major fire or emergency response.
- r) "*Officer*" means Manager of Protective Services, Deputy Fire Chief, District Chief, Chief Training Officer, Captain, Acting Captain, Training Officer, Chief Fire Prevention Officer, Fire Prevention Officer, and any person designated by the Manager of Protective Services to supervise Firefighters.
- s) "*Part-time firefighters*" means a person who provides Fire Protection Services on a part-time basis or on a voluntarily on-call paid hourly basis.

## **2. ESTABLISHMENT**

- 2.1. A Fire Department for the Township of Augusta is to be known as the Township of Augusta Fire Rescue is hereby established, and the head of the Fire Department shall be known as the Manager of Protective Services.

## **3. DEPARTMENT STRUCTURE**

- 3.1. Council shall appoint a Manager of Protective Services who shall be the highest-ranking Officer and director of the Fire Department.
- 3.2. In addition to the Manager of Protective Services, Council shall appoint a Deputy Fire Chief who shall report to the Manager of Protective Services as the second highest ranking Officer of the Fire Department and who, in the absence or vacancy of the Manager of Protective Services, shall have the powers and perform the duties of the Manager of Protective Services.
- 3.3. In addition to the Manager of Protective Services and Deputy Fire Chief, the Fire Department may consist of Fire Prevention Officers, Inspectors, Fire Safety Educator, Officers, Firefighters, and other Members as deemed necessary and appointed by the Manager of Protective Services to provide Fire Protection Services.
- 3.4. The Fire Department shall be structured in conformance with the Approved Fire Department Organizational Chart as set out in Schedule "A" attached hereto and forming part of this By-Law.

## **4. APPROVED SERVICES AND PROGRAMS**

- 4.1. The Fire Department shall provide such Fire Protection Services and programs as approved by Council in accordance with Part II of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* and set out in Schedule "B" attached hereto and forming part of this By-Law.

## **5. LIMITED SERVICE**

- 5.1. In consideration of the reliance by the Fire Department on the response of Part Time Firefighters, whose deployment to emergencies in sufficient numbers cannot in all instances be guaranteed, adverse climate conditions, delays or unavailability of specialized equipment required by the Fire Department, or other extraordinary circumstances which may impede the delivery of Fire Protection Services, any approved service set out in Schedule "B" may from time to time be provided as a Limited Service as defined in this By-Law, as determined by the Manager of Protective Services, his or her designate, or the highest ranking Officer in charge of a response.
- 5.2. The Corporation shall accept no liability for the provision of a Limited Service by the Fire Department as reasonably necessary.

## 6. RESPONSES OUTSIDE THE LIMITS OF THE MUNICIPALITY

6.1. The Fire Department shall not respond outside the limits of the municipality except with respect to a fire, rescue or emergency:

- a) That, in the opinion of the Manager of Protective Services or designate, threatens property in the municipality, or property situated outside the municipality that is owned or occupied by the municipality;
- b) In a municipality with which an Approved agreement has been entered to provide fire protection services which may include automatic aid;
- c) On property with which an Approved agreement has been entered into with any person or corporation to provide fire protection services;
- d) At the discretion of the Manager of Protective Services or designate, to a municipality authorized to participate in any county, district or regional mutual aid plan established by a fire coordinator appointed by the Fire Marshal or any other similar reciprocal plan or program; or
- e) On property beyond the municipal boundary where the Manager of Protective Services or designate determines immediate action is necessary to preserve life or property and the appropriate department is notified to respond and assume command or establish alternative measures acceptable to the Manager of Protective Services or designate.

## 7. MANAGER OF PROTECTIVE SERVICES RESPONSIBILITIES AND AUTHORITY

7.1. The Manager of Protective Services shall be ultimately responsible to Council as set out in subsection 6(3) of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* for the proper administration and operation of the Fire Department, including delivery of approved services and programs.

7.2. The Manager of Protective Services shall be deemed to be the Chief Fire Official of the municipality for the purposes of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* and regulations enacted thereunder and shall have all statutory authority and shall carry out all prescribed duties and responsibilities in respect thereof.

7.3. Without limiting the generality of the foregoing, the Manager of Protective Services shall be authorized and responsible for:

- a) Performing all statutory duties of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*, the *Emergency Management and Civil Protection Act, R.S.O. 1990, c. E.9 as amended* and any other legislation applicable to the administration or operation of the Fire Department;
- b) Reporting to Council as required by the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* and in accordance with the provisions established by the *Emergency Management and Civil Protection Act, R.S.O. 1990, c. E.9 as amended*;
- c) Enforcement of this By-Law and any regulations established under this By-Law, and the enforcement of any other By-Laws of the Corporation respecting the administration and operation of the Fire Department;
- d) Periodically reviewing this By-Law and any other By-Laws of the Corporation respecting the administration and operation of the Fire Department, and may establish an advisory committee consisting of such Members of the Fire Department and other persons, possibly including the general public, as may be necessary from time to time to assist in discharging this duty;
- e) Recommending to Council amendments to this By-Law, or any other By-Law of the Corporation, that the Manager of Protective Services considers relevant and appropriate;

- f) Developing, establishing, and implementing policies, operating procedures and guidelines, general orders and department rules, and other measures as the Manager of Protective Services may consider necessary for the proper administration and efficient operation of the Fire Department;
- g) Periodically reviewing, revising, or revoking as required, any policies, operating procedures and guidelines, general orders, and rules of the Fire Department, and the Manager of Protective Services may establish an advisory committee from time to time to assist in discharging these duties;
- h) Arranging for the provision and allotment of strategic staffing and proper facilities, apparatus, equipment, materials, services and supplies for the Fire Department;
- i) Ensuring proper care and protection of all Fire Department property;
- j) Arranging and implementing automatic aid, mutual aid and other negotiated and/or Approved fire protection and emergency service agreements between the Township of Augusta and other municipalities;
- k) Determining and establishing the qualifications and criteria for employment or appointment, and the duties and responsibilities of all Members of the Fire Department;
- l) Appointment, subject to hiring policies, of any qualified person as a Member of the Fire Department;
- m) The conduct and discipline of all Members of the Fire Department, including disciplinary actions as required which may range from reprimand to dismissal;
- n) Keeping an accurate record of all fires, rescues and emergencies responded to by the Fire Department, all fire safety inspections and fire investigations, and other such records as may be required by Council in a manner consistent with applicable records management policies of the Corporation, and for retaining such records for a period prescribed by Approved records retention policies and statutory requirements;
- o) Enforcing the Fire Code, reporting all fires to the Fire Marshal, and complying with all Fire Marshal's directives as mandated by the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*;
- p) Reporting to the appropriate Crown Attorney or other prosecutor, or law enforcement or other officer, the facts upon the evidence in any case in which there is reason to believe that a fire has been the result of criminal intent or negligence, or in which there is reason to believe that an offence has been committed under the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*, or other applicable regulation or statute;
- q) Preparing and presenting annual and periodic reports to Council as deemed necessary by the Manager of Protective Services, and any other specific reports as directed by Council;
- r) Preparing and submitting annual budget estimates for approval by Council, and effectively administering, monitoring, and controlling the Fire Department operating and capital budgets; and
- s) Assisting other public officials in an emergency declared by the Head of Council, the Premier of Ontario, or the Prime Minister of Canada.

## 8. POWERS

- 8.1. The Manager of Protective Services shall exercise all powers and duties prescribed by the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* and shall be empowered to take all reasonable and proper measures for the prevention, control, and extinguishment of fires, and for the protection of life, property and the environment, and for the management of emergencies within the jurisdiction of the Township.
- 8.2. Without limiting the generality of the foregoing, the Manager of Protective Services and their designates shall be empowered and authorized to carry out the following:
- a) Enforcement of all municipal By-Laws in respect of fire safety and fire prevention;
  - b) Pulling down or demolishing any building or structure when necessary to prevent the spread of fire;
  - c) Any necessary action to guard against fire or other danger, risk, or accident, which may include boarding up or barricading of buildings or property, when unable to contact the owner of the property;
  - d) Recovery of costs incurred by such necessary actions for the Corporation in a manner provided by the *Municipal Act, 2001, S.O. 2001, c. 25 as amended* and the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*; and
  - e) Taking any and all steps as set out in Parts V, VI, VII, and VIII of the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*.
- 8.3. As set out in the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* the Manager of Protective Services may delegate any of their powers or duties to the Deputy Fire Chief or any Officer or Member that the Manager of Protective Services deems appropriate, subject to such limitations, restrictions or conditions as may be set out in the delegation, and such Officer or Member so delegated shall have all the powers and shall perform all duties as delegated.

## 9. RECOVERY OF COSTS

- 9.1. If as the result of a Fire Department response to a fire, rescue, or other emergency, the Manager of Protective Services, his or her designate, or the highest ranking Member in charge determines that it is necessary to retain a private contractor, rent special equipment, or use consumable materials other than water in order to suppress or extinguish a fire, preserve property, prevent a fire from spreading, remove hazardous materials, assist in or otherwise conduct an investigation to determine the cause of a fire, or otherwise control or eliminate an emergency situation, the Corporation shall recover the costs incurred by the Township of Augusta for taking such actions from the owner of the property on which the fire or other emergency occurred.
- 9.2. The Corporation may recover costs incurred by such necessary actions in a manner provided by the *Municipal Act, 2001, S.O. 2001, c. 25 as amended* and the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended* in accordance with the fees prescribed by the applicable Fees for Services By-Law of the Corporation from time to time.
- 9.3. A fee imposed upon a person under this By-Law, including any interest, penalty charges and costs of collection, constitutes a debt of the person to the Corporation, and a person who is charged a fee under this By-Law and fails to pay the fee within thirty days of receipt of an invoice shall be charged interest in accordance with the applicable Township Fees and Charges By-Law.

9.4. If a property owner who is charged a fee under this By-Law fails to pay the fee within ninety days of receipt of an invoice, the Corporation may add the fee, including penalty and interest, to the tax roll for any real property registered in the name of the owner and collect the fee, including penalty and interest, in like manner as municipal taxes.

## **10. MEMBER EMPLOYMENT**

10.1. The Manager of Protective Services may appoint, from time to time, any eligible person as a member to maintain a sufficient complement of Firefighters in accordance with the Approved Fire Department Organizational Chart as set out in Schedule "A" attached hereto and forming part of this By-Law, and subject to Approved hiring policies.

10.2. The employment of firefighters shall be governed by the Firefighter Terms and Conditions of Employment as set out in Schedule "C" attached hereto and forming part of this By-Law.

## **11. OBSTRUCTION**

11.1. No person shall obstruct, hinder, or interfere with the Manager of Protective Services or any Member of the Fire Department in the performance of his or her duties in accordance with this By-Law and the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*.

## **12. OFFENCES**

12.1. Every person who contravenes any provision of this By-Law is guilty of an offence and, upon conviction, is liable to a penalty established by the *Provincial Offences Act, R.S.O. 1990, c. P.33 as amended* from time to time, and any successor legislation.

## **13. AMENDMENTS**

13.1. Schedule A, to this policy may be amended from time to time upon the approval of the CAO and/or Manager of Protective Services to add or delete or modify matters listed.

## **14. SEVERABILITY**

14.1. Should a court of competent jurisdiction find any section or provision, or part thereof, of this By-Law to be invalid or to be of no force and effect, such section or provision or part thereof shall be deemed to be severable, and all other sections or provisions or parts of this By-Law shall be deemed to be separate and independent there from and to be enacted as such.

## **15. REPEAL**

15.1. By-Law 3427-2019, as amended, of the Corporation of the Township of Augusta be and is hereby repealed.

15.2. Notwithstanding Section 15, the appointments of the Manager of Protective Services, the Deputy Fire Chief, and all other Members of the Fire Department who were appointed under the provisions of By-Law No. 3427-2019, that existed and were in effect on the day on which the By-Law was repealed shall survive and remain in force and effect after the By-Law is repealed.

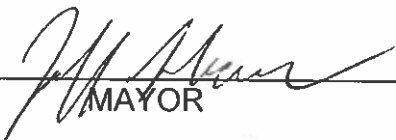
**16. FORCE AND EFFECT**

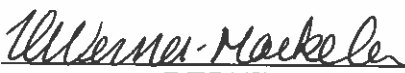
16.1. This By-Law shall come into force and effect on the day on which it is passed.

**READ a first time this 27<sup>th</sup> day of January, 2025**

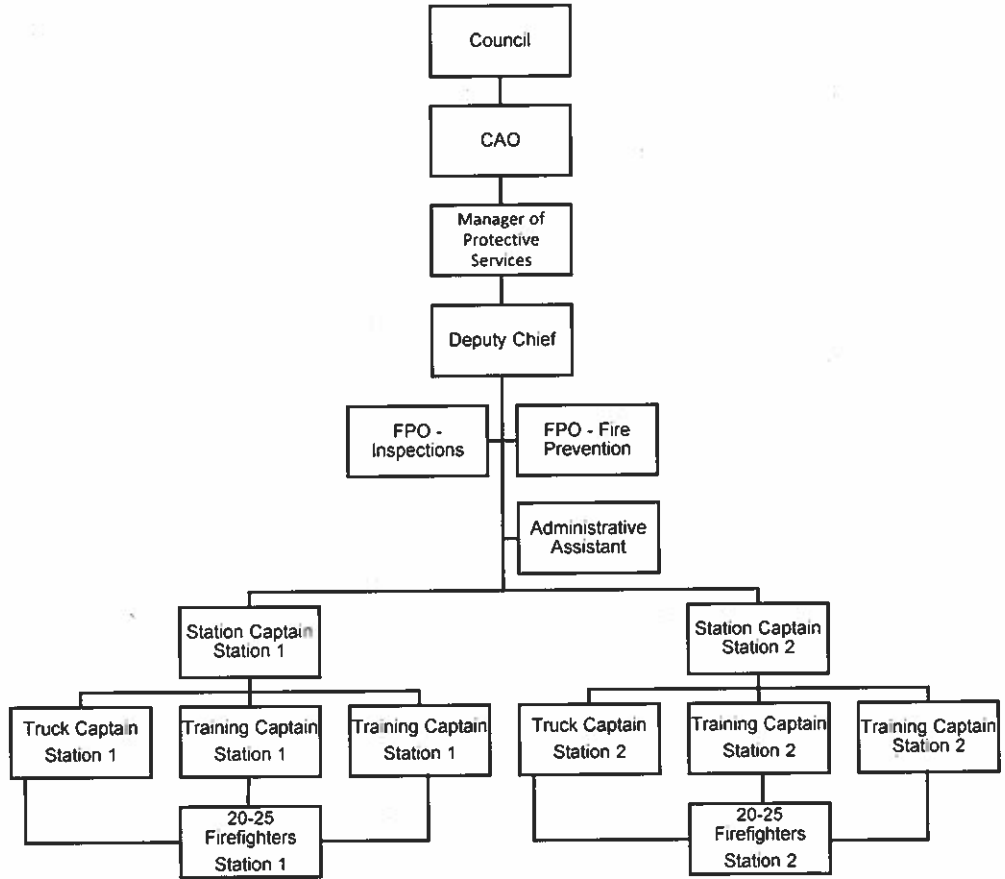
**READ a second time this 27<sup>th</sup> day of January, 2025**

**READ a third time and passed this 27<sup>th</sup> day of January, 2025**

  
MAYOR

  
DEPUTY CLERK

**SCHEDULE A**  
**BY-LAW 3760-2025**  
**ORGANIZATIONAL CHART**



**SCHEDULE B  
BY-LAW 3760-2025**

**FIRE RESCUE AND EMERGENCY SERVICES APPROVED SERVICES AND PROGRAMS**

The Fire Department shall provide the following services and programs:

**1. EMERGENCY RESPONSE**

**1.1. Basic Firefighting Services:**

- 1.1.1. The Fire Department shall respond to fire, alarms of fire, and pre-fire conditions to provide fire suppression services, and shall exercise best efforts to conform to the most recent edition of the *National Fire Protection Association (NFPA) 1720, Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Volunteer Fire Departments* as revised from time to time.

**1.2. Structural Firefighting Services:**

- 1.2.1. For the purpose of this Schedule, "Structural Firefighting" shall have the meaning defined by *NFPA 1720, Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Volunteer Fire Departments*.
- 1.2.2. Interior Search and Rescue - shall be provided when possible and as appropriate in accordance with the following:
  - 1.2.2.1. Response shall be provided to search for and rescue endangered, trapped or potentially trapped persons within the structure; and
  - 1.2.2.2. Response shall be provided only when, in the opinion of the Manager of Protective Services or most senior Officer in Charge, all or the following are true:
    - 1.2.2.2.1. A scene risk assessment has been completed, and the level of risk reasonably justifies entry into the structure;
    - 1.2.2.2.2. Building integrity permits entry into the structure;
    - 1.2.2.2.3. Sufficient Trained Firefighter staffing is deployed at the fireground;
    - 1.2.2.2.4. Reliable water supply with adequate flow can be sustained; and
    - 1.2.2.2.5. Adequate fireground supervision and support is provided.
- 1.2.3. Interior Fire Suppression (Offensive Operations) - shall be provided when possible and as appropriate in accordance with the following:
  - 1.2.3.1.1. Response shall be provided to contain the fire and prevent further loss of property; and
  - 1.2.3.1.2. Response shall be provided only when, in the opinion of the Manager of Protective Services or most senior Officer in Charge, all of the following are true:
    - 1.2.3.1.2.1. A scene risk assessment has been completed, and level of risk reasonably justifies Firefighter entry into the structure;
    - 1.2.3.1.2.2. Building integrity permits entry into the structure;
    - 1.2.3.1.2.3. Sufficient Trained Firefighter staffing is deployed at the fireground;
    - 1.2.3.1.2.4. Reliable water supply with adequate flow can be sustained; and
    - 1.2.3.1.2.5. Adequate fireground supervision and support is provided.

- 1.2.4. Exterior Fire Suppression (Defensive Operations) - shall be provided when possible and as appropriate, in the opinion of the Manager of Protective Services or most senior Officer in charge, in accordance with the following:
  - 1.2.4.1. There shall be no expected rescue component with this service;
  - 1.2.4.2. Response shall be provided to prevent fire spread to adjacent areas;
  - 1.2.4.3. Response shall be provided when Interior Fire Suppression is not possible or appropriate; and
  - 1.2.4.4. Response shall be provided as water supply permits.

**1.3. Rural Firefighting Operations:**

- 1.3.1. Rural firefighting operations using tanker shuttle service shall be provided in area without municipal water supply and best efforts shall be exercised to conform to *NFPA 1142, Standard on Water Supplies for Suburban and Rural Firefighting*.
- 1.3.2. The Fire Department shall maintain Superior Tanker Shuttle Service accreditation by a recognized accreditation body.

**1.4. Vehicle Firefighting Services:**

- 1.4.1. Response shall be provided to control and extinguish vehicle fires.

**1.5. Grass, Brush, and Forestry Firefighting Services:**

- 1.5.1. Response shall be provided, and best efforts shall be exercised to conform to *NFPA 1140, Standard for Wildland Fire Protection*.

**1.6. Marine Firefighting Services:**

- 1.6.1. Marine firefighting response shall be limited to shore-based, defensive firefighting operations only.

**1.7. Automatic Aid Response Services:**

- 1.7.1. Response shall be provided in accordance with any Automatic Aid agreements approved by Council.

**1.8. Mutual Aid Response Services:**

- 1.8.1. Response shall be provided in accordance with the Mutual Aid Plan established in respect to the municipalities within the United Counties of Leeds and Grenville pursuant to *clause 7(2)(a) of the Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*

**1.9. Tiered Medical Assistance Services:**

- 1.9.1. Response shall be provided in accordance with the Emergency Medical Tiered Response Agreement between The Corporation of the United Counties of Leeds and Grenville represented by Leeds and Grenville Emergency Medical Services and the Township of Augusta

**1.10. Ambulance Assistance Services:**

- 1.10.1. Response shall be provided to assist Emergency Medical Services with emergency and non-emergency situations with respect to providing access and/or the provisions of care to patients.

**1.11. Police Assistance Services:**

- 1.11.1. Response shall be provided to assist Police with emergency and non-emergency situations for which the Fire Department has equipment and/or specialized skills to assist in the mitigation.

**1.12. Public Assistance Services:**

- 1.12.1. Response shall be provided to assist the public with emergency situations for which the Fire Department has the equipment and/or specialized skills to mitigate the incident.
- 1.12.2. Response shall be provided to assist the public with non-emergency situations for which the Fire Department has the equipment and/or specialized skills to mitigate the incident as resources are available.

**1.13. Public Hazard Assistance Services:**

- 1.13.1. Response shall be provided to carbon monoxide alarms and emergencies.
- 1.13.2. Response shall be provided to public utility incidents that pose public hazard including:
  - 1.13.2.1. Electrical utility emergencies; and
  - 1.13.2.2. Natural gas and propane utility emergencies.
- 1.13.3. Response shall be provided to oil and combustible/flammable liquids/spills and emergencies.

**1.14. Common Passenger Vehicle Search and Rescue:**

- 1.14.1. Response shall be provided to Common Passenger Vehicles to provide the following services:
  - 1.14.1.1. Stabilizing the scene of the accident;
  - 1.14.1.2. Stabilizing the vehicles involved in the accident;
  - 1.14.1.3. Providing aid to injured or trapped persons;
  - 1.14.1.4. Extrication of trapped persons; and
  - 1.14.1.5. Mitigating adverse effects to the natural environment.
- 1.14.2. Response provided to Common Passenger Vehicle incidents in any body of water **SHALL ONLY include shore-based response.**
- 1.14.3. Common Passenger Vehicle Search and Rescue services, including extrication, shall be provided at the Technician Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 8 (Vehicle Search and Rescue).*

**1.15. Heavy Vehicle Search and Rescue:**

- 1.15.1. Response shall be provided to Heavy Vehicles to provide the following services:
  - 1.15.1.1. Stabilizing the scene of the accident;
  - 1.15.1.2. Stabilizing the vehicles involved in the accident;
  - 1.15.1.3. Providing aid to injured or trapped persons;
  - 1.15.1.4. Extrication of trapped persons; and
  - 1.15.1.5. Mitigating adverse effects to the natural environment.

1.15.2. Response provided to Heavy Vehicle incidents in any body of water **SHALL ONLY include shore-based response.**

1.15.3. Heavy Vehicle Search and Rescue services, including extrication, shall be provided at the Technician Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 8 (Vehicle Search and Rescue)*.

**1.16. Large Scale Transportation Incidents involving Vehicles, Trains, Aircraft, Watercraft:**

1.16.1. Response shall be provided to large scale transportation incidents that may involve large numbers of casualties, widespread damage to property, and/or significant environmental impact.

1.16.2. Response provided to large-scale transportation incidents involving any form of transportation in any body of water **SHALL ONLY include shore-based response.**

**1.17. Highway Incident Services:**

1.17.1. Fire Protection Services shall be provided to the Kings Highway and other provincial highways.

1.17.2. Cost associated with Fire Department response to provincial highways shall be recovered in accordance with applicable provincial fire service agreements.

**1.18. Hazardous Materials Response Services:**

1.18.1. Hazardous materials response services shall be provided at the Operations Level in accordance with:

1.18.1.1. NFPA 1072, "Standard for Hazardous Materials/Weapons of Mass Destruction Emergency Response Personnel Professional Qualifications", 2017 Edition, Chapter 5 (Operations); and

1.18.1.2. NFPA 1072, "Standard for Hazardous Materials/Weapons of Mass Destruction Emergency Response Personnel Professional Qualifications", 2017 Edition, Chapter 6 (Operations Mission Specific): 6.2 and 6.6.

**1.19. Surface Water Rescue Services:**

1.19.1. Surface Water Rescues response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 16 (Surface Water Search and Rescue) (Awareness)*.

**1.20. Swiftwater Search and Rescue Services:**

1.20.1. Swiftwater Search and Rescues response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 17 (Swiftwater Search and Rescue) (Awareness)*.

**1.21. Ice Search and Rescue Services:**

- 1.21.1. Ice Search and Rescues response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 19 (Ice Search and Rescue)* (Awareness).

**1.22. Dive Search and Rescue Services:**

- 1.22.1. Response **SHALL NOT** be provided to Dive Search and Rescues as defined in NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 19 (Dive Rescue).

**1.23. Floodwater Search and Rescue Services:**

- 1.1.1. Floodwater Search and response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 22 (Flood Search and Rescue)* (Awareness).

**1.24. Recovery Services:**

- 1.24.1. Response **SHALL NOT** be provided for recovery services to retrieve animals, property, or human remains by entering into or onto a body of water, or onto ice over a body of water.

**1.25. Structural Collapse Search and Rescue Services:**

- 1.25.1. Structural Collapse Search and Rescue response services shall be provided at the Awareness Level in accordance *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 6 (Structural Collapse Rescue)* (Awareness).

**1.26. Confined Space Search and Rescue Services**

- 1.26.1. Confined Space Search and Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 7 (Confined Space Search and Rescue)* (Awareness).

**1.27. Trench Search and Rescue Services:**

- 1.27.1. Trench Search and Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 11 (Trench Search and Rescue)* (Awareness).

**1.28. Cave Search and Rescue Services:**

- 1.28.1. Cave Search and Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 13 (Cave Search and Rescue)* (Awareness).

**1.29. Mine, and Tunnel Search and Rescue Services:**

- 1.29.1. Mine and Tunnel Search and Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 14* (Mine and Tunnel Search and Rescue) (Awareness).

**1.30. Farm and Silo Rescue Services:**

- 1.30.1. Farm and Silo Rescue response services shall be provided at an awareness level in accordance with
- 1.30.1.1. *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 5* (Rope Rescue) (Awareness); and
- 1.30.1.2. *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 7* (Confined Space Rescue) (Awareness).

**1.31. Machinery Search and Rescue Services:**

- 1.1.2. Machinery Search and Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 12* (Machinery Search and Rescue) (Awareness).

**1.32. Tower Search and Rescue Services:**

- 1.1.3. Tower Search and Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 23* (Tower Search and Rescue) (Awareness).

**1.33. Rope Rescue Services:**

- 1.1.4. Rope Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 5* (Rope Rescue) (Awareness).

**1.34. Animal Technical Rescue Services:**

- 1.1.5. Animal Technical Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 9* (Animal Technical Rescue) (Awareness).

**1.35. Wilderness Search and Rescue Services:**

- 1.1.6. Wilderness Search and Rescue response services shall be provided at the Awareness Level in accordance with *NFPA 2500 Standard for Operations and Training for Technical Search and Rescue Incidents and Life Safety Rope and Equipment for Emergency Services Chapter 10* (Wilderness Search and Rescue) (Awareness).

**1.36. Community Emergency Plan Response Services:**

- 1.36.1. Response shall be provided in accordance with the Approved Emergency Management Program.

**1.37. Assistant to the Fire Marshal Services – Fire Suppression:**

- 1.37.1. Duties of Assistant to the Fire Marshal shall be carried out as prescribed by the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*.

**1.38. Regional Response Teams**

- 1.38.1. Notwithstanding the foregoing, the Manager of Protective Services shall be authorized to designate Firefighters to participate in Technical Rescue, Chemical, Biological, Radiological, Nuclear and Explosives Response Teams, and train and operate to the appropriate NFPA Standard while deployed to incidents in conjunction with a regional response team, under the provisions of an approved mutual aid or fire services agreement.

**2. FIRE PREVENTION AND PUBLIC EDUCATION**

**2.1. Fire Inspection Services:**

- 2.1.1. Conducting complaints inspections;
- 2.1.2. Conducting vulnerable occupancy inspections;
- 2.1.3. Conducting requested inspections;
- 2.1.4. Conducting routine inspections;
- 2.1.5. Conducting licensing inspections;
- 2.1.6. Systems checking, testing and approval;
- 2.1.7. Enforcing code compliance;
- 2.1.8. Enforcing municipal By-Laws;
- 2.1.9. Issuing permits; and
- 2.1.10. Preparing reports and issuing written responses to requests.

**2.2. Public Education Services:**

- 2.2.1. Providing fire and life safety public education programs;
- 2.2.2. Facilitating smoke alarm and carbon monoxide alarm initiatives;
- 2.2.3. Distributing public safety messaging to the media; and
- 2.2.4. Delivery of specialized programs.

**2.3. Fire Investigation Services:**

- 2.3.1. Determining cause and origin of fires and explosions;
- 2.3.2. Assessing code compliance;
- 2.3.3. Determining effectiveness of built-in suppression features;
- 2.3.4. Determining compliance with building standards;
- 2.3.5. Interacting with police, fire investigators, and other agencies; and
- 2.3.6. Supporting criminal prosecutions, including appearances in court.

**2.4. Plans Examination Services:**

- 2.4.1. Reviewing and approving fire safety plans;
- 2.4.2. Examining and providing comment on new construction and renovation plans;
- 2.4.3. Reviewing and providing comment on subdivision and development agreements;
- 2.4.4. Reviewing and providing comment on site plans; and
- 2.4.5. Inspecting sites of approved plans to determine compliance.

## **2.5. Risk Assessment Services:**

- 2.5.1. Conducting community fire risk assessments;
- 2.5.2. Compiling, analyzing and disseminating functional statistics; and
- 2.5.3. Selecting appropriate fire service programs.

## **2.6. Consultation Services:**

- 2.6.1. Consulting with families, schools, health professionals, and police with respect to TAPP-C and other juvenile fire-starting programs;
- 2.6.2. Consulting with architects, engineers, planners, and builders;
- 2.6.3. Interacting with building departments;
- 2.6.4. Interacting with other government agencies; and
- 2.6.5. Providing input into fire prevention policy development.

## **2.7. Assistant to the Fire Marshal Services – Fire Prevention:**

- 2.7.1. Duties of Assistant to the Fire Marshal shall be carried out as prescribed by the *Fire Protection and Prevention Act, 1997, S.O. 1997, c. 4 as amended*.

# **3. EMERGENCY PLANNING**

## **3.1. Pre-Incident Planning Services:**

- 3.1.1. Pre-incident plans shall be developed and maintained in accordance with NFPA 1660, *Standard for Emergency, Continuity, and Crisis Management: Preparedness, Response, and Recovery*.

## **3.2. Community Emergency Management Planning Services:**

- 3.2.1. Collaborating with the development, review, revision, and implementation of the Approved Emergency Plan.

# **4. FIRE DEPARTMENT ADMINISTRATION**

## **4.1. Planning and Development Services:**

- 4.1.1. Strategic planning;
- 4.1.2. Evaluating Fire Department programs and services;
- 4.1.3. Projecting station locations and reallocations;
- 4.1.4. Determining staffing levels and assignments;
- 4.1.5. Developing policies, procedures, operating guidelines;
- 4.1.6. Coordinating with other emergency services; and
- 4.1.7. Coordinating development with other municipal departments.

#### **4.2. Financial Services:**

- 4.2.1. Coordinating with the Township Finance Department for financial services;
- 4.2.2. Coordinating use of information and statistics from suppression and fire prevention activities to determine funding requirements;
- 4.2.3. Providing input into levels of service based on available funding;
- 4.2.4. Developing and administering operating and capital budgets;
- 4.2.5. Identifying alternative sources of revenue and fees for services;
- 4.2.6. Initiating cost recovery measures; and
- 4.2.7. Purchasing.

#### **4.3. Records Management Services:**

- 4.3.1. Documenting Fire Department activities;
- 4.3.2. Maintaining Fire Department records in accordance with records retention policies and applicable legislation; and
- 4.3.3. Complying with all applicable freedom of information legislation, including the *Municipal Freedom of Information and Protection of Privacy Act*, R.S.O. 1990, c. M.45, as amended, or successor legislation.

#### **4.4. Department Human Resources Services:**

- 4.4.1. Recruitment, selection, promotion, and retention of members;
- 4.4.2. Performance evaluation;
- 4.4.3. Career development;
- 4.4.4. Job classifications; and
- 4.4.5. Discipline.

#### **4.5. Customer Relations Services:**

- 4.5.1. Situational awareness of community and social issues, anticipating pressures and developing mitigation strategies;
- 4.5.2. Enhancing public image of the Fire Department and its members; and
- 4.5.3. Developing and maintaining inter-agency relationships.

#### **4.6. Health and Safety Services:**

- 4.6.1. Implementing a Fire Department health and safety program;
- 4.6.2. Implementing a joint health and safety committee for the Fire Department;
- 4.6.3. Implementing an occupational exposure guideline and policies; and
- 4.6.4. Establishing a Designated Officer with respect to communicable disease regulations.

#### **4.7. Legal Services:**

- 4.7.1. Carrying out mandated enforcement duties of the Fire Department in accordance with applicable By-Laws, statutes and regulations;
- 4.7.2. Prosecuting offences under applicable By-Laws and statute; and
- 4.7.3. Coordinating the services of solicitors and legal counsel.

## 5. COMMUNICATIONS

### 5.1. Dispatch Services:

- 5.1.1. Arranging for the provision of dispatch services from an external agency to dispatch appropriate Fire Department resources;
- 5.1.2. Liaising with dispatch centers;
- 5.1.3. Providing current municipal information to the dispatch centers, including response protocols, mapping, local streets, property, and water service information, road closures, and caution notes; and
- 5.1.4. Monitoring Fire Department dispatch center performance and resolving any service issues.

### 5.2. Technology Services:

- 5.2.1. Arranging for maintenance, repair, and technical support of the Fire Department telecommunications and computer systems;
- 5.2.2. Developing specifications for Fire Department radios, communications devices and systems, and computers; and
- 5.2.3. Arranging interface capabilities with other data systems.

## 6. TRAINING AND EDUCATION

### 6.1. Training Program Standards:

- 6.1.1. Providing a training program for Firefighters that conforms to *NFPA 1001, Standard for Fire Fighter Professional Qualifications* 2019 Edition, Chapter 5 (Firefighter II).
- 6.1.2. Providing a training program for apparatus drivers and operators that conforms to *NFPA 1002, Standard for Fire Apparatus Driver/Operator Professional Qualifications* 2017 Edition Chapter 5 (Apparatus Equipment with a Fire Pump).
- 6.1.3. Providing a training program for auto extrication technical rescue operations that conforms to:
  - 6.1.3.1. *NFPA 1006 Standard for Technical Rescue Personnel Professional Qualifications Chapter 8 (Common Passenger Vehicle Rescue)*; and
  - 6.1.3.2. *NFPA 1006 Standard for Technical Rescue Personnel Professional Qualifications Chapter 9 (Heavy Vehicle Rescue)*.
- 6.1.4. Providing a training program for Hazardous Materials Response that conforms to:
  - 6.1.4.1. *NFPA 1072, "Standard for Hazardous Materials/Weapons of Mass Destruction Emergency Response Personnel Professional Qualifications"*, 2017 Edition, Chapter 5 (Operations); and
  - 6.1.4.2. *NFPA 1072, "Standard for Hazardous Materials/Weapons of Mass Destruction Emergency Response Personnel Professional Qualifications"*, 2017 Edition, Chapter 6 (Operations Mission Specific): 6.2 and 6.6.
- 6.1.5. Providing a training program for Tower Rescue that conforms to *NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications"*, 2021 Edition, Chapter 4 (Tower Rescue) (Awareness).

- 6.1.6. Providing a training program for Rope Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 5 (Rope Rescue) (Awareness).
- 6.1.7. Providing a training program for Structural Collapse Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 6 (Structural Collapse Rescue) (Awareness).
- 6.1.8. Providing a training program for Confined Space Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 7 (Confined Space Rescue) (Awareness).
- 6.1.9. Providing a training program for Animal Technical Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 10 (Animal Technical Rescue) (Awareness).
- 6.1.10. Providing a training program for Wilderness Search and Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 11 (Wilderness Search and Rescue) (Awareness).
- 6.1.11. Providing a training program for Trench Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 12 (Trench) (Awareness).
- 6.1.12. Providing a training program for Machinery Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 13 (Machinery Rescue) (Awareness).
- 6.1.13. Providing a training program for Cave Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 14 (Cave Rescue) (Awareness).
- 6.1.14. Providing a training program for Mine and Tunnel Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 15 (Mine and Tunnel Rescue) (Awareness).
- 6.1.15. Providing a training program for Surface Water Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 17 (Surface Water Rescue) (Awareness).
- 6.1.16. Providing a training program for Swiftwater Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 18 (Swiftwater Rescue) (Awareness).
- 6.1.17. Providing a training program for Ice Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 20 (Ice Rescue) (Awareness).

- 6.1.18. Providing a training program for Floodwater Rescue that conforms to NFPA 1006, "Standard for Technical Rescue Personnel Professional Qualifications", 2021 Edition, Chapter 23 (Floodwater Rescue) (Awareness).
- 6.1.19. Providing a training program for Officers that conforms to *NFPA1021, Standard for Fire Officer Professional Qualifications*.
- 6.1.20. Providing a training program for fire inspectors that conforms to *NFPA 1031, Standard for Professional Qualifications for Fire Inspector and Plan Examiners*.
- 6.1.21. Providing a training program for fire investigations that conforms to *NFPA 1033, Standard for Professional Qualifications for Fire Investigators*.
- 6.1.22. Providing a training program for fire and life safety educators that conforms to *NFPA 1035, Standard for Professional Qualifications for Fire and Life Safety Educator, Public Information Officer, and Juvenile Fire setter Intervention Specialist*.
- 6.1.23. Providing a training program for fire service instructors and training officers that conforms to *NFPA 1041, Standard for Fire Service Instructor Professional Qualifications*.
- 6.1.24. Providing a training program for incident safety officers that conforms to *NFPA 1521, Standard for Fire Department Safety Officer Professional Qualifications*.

#### **6.2. Providing Access to Training Facilities:**

- 6.2.1. Coordinating access to appropriate training facilities; and
- 6.2.2. Delivering hands-on training to staff.

#### **6.3. Providing Station Training:**

- 6.3.1. Delivering curriculum specific to operational and strategic needs; and
- 6.3.2. Providing supervisory training drills.

#### **6.4. Program Development Services:**

- 6.4.1. Developing Instructors based on NFPA 1041;
- 6.4.2. Coordinating core curriculum;
- 6.4.3. Providing office training and development; and
- 6.4.4. Developing specialized members development programs.

### **7. MAINTENANCE**

#### **7.1. Fleet and Equipment Maintenance Services:**

- 7.1.1. Maintaining fleet and equipment (both routine and emergency);
- 7.1.2. Providing periodic inspection and testing programs;
- 7.1.3. Complying with the requirements of provincial regulations;
- 7.1.4. Providing annual pump capacity and certification testing;
- 7.1.5. Developing specifications for new apparatus and equipment;
- 7.1.6. Acceptance testing of new apparatus and equipment; and
- 7.1.7. Maintaining, testing, and calibrating specialized equipment.

**7.2. Facilities Maintenance Services:**

- 7.2.1. Providing routine cleaning and housekeeping of fire stations;
- 7.2.2. Arranging for maintenance and repair of fire station infrastructure; and
- 7.2.3. Providing input regarding design and construction of fire stations.

**SCHEDULE C**  
**BY-LAW 3760-2025**  
**FIRE DEPARTMENT FIREFIGHTER TERMS AND CONDITIONS OF EMPLOYMENT**

The employment of Firefighters shall be governed by the following:

**1. FIREFIGHTER EMPLOYMENT**

- 1.1. The employment of Firefighters shall be governed by the *Employment Standards Act, 2000, S.O. 2000, c.41*, as amended, and the *Ontario Human Rights Code, RSO 1990, cH.19*, as amended.
- 1.2. To be eligible for appointment to the position of Firefighter, every candidate shall
  - 1.2.1. Be at least eighteen (18) years of age;
  - 1.2.2. Produce a medical evaluation report to the satisfaction of the Manager of Protective Services from a qualified medical practitioner which attests to the candidate's ability to endure the physical, emotional, and psychological demands of performing the essential job tasks of Firefighter in accordance with *NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments*;
  - 1.2.3. Successfully complete a Physical Ability Test to the satisfaction of the Manager of Protective Services;
  - 1.2.4. Complete a Criminal Record Check which indicates no record of unpardoned criminal or summary convictions for offences that would adversely affect public trust, and a Police Vulnerable Sector Check which indicates no record of sexual offences;
  - 1.2.5. Reside in the Township and/or within proximity acceptable to the Manager of Protective Services to a Township fire station in order to be able to respond to emergencies in a manner consistent with the deployment criteria of *NFPA 1720, Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Volunteer Fire Departments*;
  - 1.2.6. Complete and successfully pass all written, oral, and physical examinations to the satisfaction of the Manager of Protective Services;
  - 1.2.7. Have the ability to attend an acceptable number of emergency calls on a call-out basis, as determined by the Manager of Protective Services; and
  - 1.2.8. Have the ability to meet the training attendance requirements of the Fire Department, as determined by the Manager of Protective Services.
- 1.3. Every newly appointed Firefighter shall complete a term of probation of twelve (12) months, during which time they shall successfully complete all training and examinations and shall meet all attendance and performance expectations.
- 1.4. At the discretion of the Manager of Protective Services, a Probationary Firefighter may be placed on an additional term of probation of up to twelve (12) months at the completion of the initial probationary period should circumstances warrant. And the Probationary Firefighters shall successfully complete all training and examinations and shall meet all attendance and performance expectations during the additional probationary period.
- 1.5. Following the successful completion of the term of probation, the Manager of Protective Services may appoint a Probationary Firefighter as a qualified Firefighter in accordance with approved hiring policies.
- 1.6. If a Probationary Firefighter fails to successfully complete any required training or examinations or fails to meet any requirement of the Fire Department or any obligations as may be agreed upon, or whose attendance or performance is otherwise unsatisfactory, the Manager of Protective Services may dismiss the person.
- 1.7. The Manager of Protective Services may promote, from time to time, any qualified firefighter in order to maintain a sufficient complement of Officers in accordance with the Approved Fire Department Organizational Chart.

In consideration of the physical, emotional, and psychological demands associated with performing the essential job tasks of a Firefighter, the recognition under the *Workplace Safety and Insurance Act, 1977* as amended, that certain cancers and other illnesses are presumed to be occupational diseases due to the nature of Firefighters' employment, and the Corporation's responsibility to ensure the safety, health and wellness of employees performing fire suppression and emergency response duties, the Manager of Protective Services may:

- 1.7.1. Require every Firefighter to produce a medical evaluation report from a qualified medical practitioner prior to appointment which attests to the candidate's medical fitness to perform the duties of Firefighter; and
- 1.7.2. If a qualified medical practitioner finds a Firefighter to be unfit to perform the essential job tasks of Firefighter, the Corporation may take such actions as it deems necessary in respect of the Firefighter's employment subject to the Corporation's duty to accommodate pursuant to the *Ontario Human Rights Code*.

## **2. REMUNERATION**

- 2.1. The rate of remuneration for each Firefighter shall be commensurate with which of the 4 classes the firefighters have attained based on their length of employment, training and experience.
- 2.2. As of October 2024, a 4<sup>th</sup> class Firefighter will have an hourly wage of \$17.20.
- 2.3. The remuneration for 4<sup>th</sup> class Firefighter shall never be lower than the Provincial Minimum wage.
- 2.4. Firefighter wages shall be adjusted annually in accordance with the annual increase awarded by Council to Augusta Township to non-union staff.
- 2.5. At a minimum, there shall be an 8% separation between each of the 4 classes of firefighters.
- 2.6. In addition to remuneration based on their class, Officers shall also be paid a lump sum, and the lump sums as of October 2024 shall be:
  - 2.6.1.1. Captains/Fire Prevention Officers/Secretary: \$1,142.57.
  - 2.6.1.2. Deputy Chief: \$5,712.84.
  - 2.6.1.3. These lump sums shall be adjusted annually in accordance with the annual increase awarded by Council to Augusta Township to non-union staff.
- 2.7. Firefighters shall be paid Vacation Pay at a rate of 4% of their gross earnings, annually.
- 2.8. In accordance with the *Employment Standards Act, 2000* or current version, Firefighters shall not be eligible for public holidays or public holiday pay.
- 2.9. In accordance with the regulations enacted under the *Employment Standards Act, 2000*, or current version, the rules governing daily and weekly limits on hours of work, daily rest periods, time off between shifts, and weekly/biweekly rest periods shall not apply to Firefighters.

## **3. WORKPLACE SAFETY AND INSURANCE BOARD COVERAGE**

- 3.1. For the purposes of the *Workplace Safety and Insurance Act, 1997*, and the regulations enacted thereunder, Members of the Fire Department shall be considered workers as defined by the Act, and the Corporation shall be deemed employer in respect of Workplace Safety and Insurance Board coverage for members of municipal volunteer fire brigades.

3.2. The Corporation shall maintain coverage for firefighters according to the annual maximum insurable earning ceiling as may be established by the Workplace Safety and Insurance Board from time to time.

#### **4. GENERAL DUTIES AND RESPONSIBILITIES**

4.1. All Members shall conduct themselves in conformance with the *By-Law to Establish and Regulate a Fire Department*, all applicable policies of the Corporations, and all policies, procedures, operations guidelines, general orders, and rules of the Fire Department, and shall faithfully and diligently perform their assigned duties to the best of their ability.

#### **5. DISCIPLINE**

5.1. The Manager of Protective Services may reprimand, suspend, or take disciplinary action up to and including dismissal of any Member for an infraction of any provision of the *By-Law to Establish and Regulate a Fire Department*, any applicable policy of the Corporation, or any policy, procedure operating guideline, order, directive or rule of the Fire Department.

#### **6. LEAVE OF ABSENCE**

6.1. Firefighters shall be entitled to all statutory unpaid leaves of absence to which they are entitled under the provisions of the *Employment Standards Act 2000* or current version.

6.2. Firefighters who have completed the twelve (12) month probationary period may request a voluntary leave of absence from the Manager of Protective Services without pay for a period of up to twelve (12) months, and such requests shall not be unreasonably denied.

6.3. All requests for a voluntary leave of absence must be submitted in writing to the Manager of Protective Services at least twenty (20) calendar days prior to when the leave of absence is to commence. The Manager of Protective Services, at their discretion, may waive this notice period.

6.4. A request for a second or subsequent leave of absence within twelve (12) months of previous leave of absence shall be evaluated on a cases-by-cases basis.

#### **7. TERMINATION**

7.1. The employment relationship between a Member and the Corporation may be terminated in the following ways:

7.1.1. Resignation/Retirement: A member may terminate employment by providing written notice to the Manager of Protective Services or designate.

7.1.2. Termination with Just Cause: The Corporation may terminate the employment of a member for just cause without notice or payment in lieu of notice at any time during the course of employment.

7.1.3. Termination without cause: The employment of a member may be terminated without cause at any time by the Corporation, at its sole discretion for any reason, by providing the member with the minimum amount of notice, or pay in lieu of notice, and severance pay if applicable to which they are entitled under the *Employment Standards Act, 2000, S.O. 2000, c. 41 as amended*.

7.1.4. In addition, the Corporation shall continue to pay its share of the members' benefits, if any, for the duration of the notice of termination period, pursuant to the *Employment Standards Act, 2000, S.O. 2000, c. 41 as amended*.