



AGENDA

ROSEMONT DISTRICT FIRE BOARD
Friday, September 8, 2023 at 9:00 am

1. CALL TO ORDER

2. LAND ACKNOWLEDGEMENT

We begin this meeting by acknowledging that we are meeting upon the traditional Indigenous lands of the Anishinabewaki, Haudenosaunee, Petun peoples. We recognize and deeply appreciate their historic connection to this place, and we also recognize the contributions Indigenous peoples have made, both in shaping and strengthening our community, province and country as a whole.

3. APPROVAL OF THE AGENDA

Draft Motion: THAT the September 5, 2023 Rosemont Fire Board agenda be approved as circulated.

4. APPROVAL OF PREVIOUS MEETING MINUTES

Draft Motion: THAT the minutes of June 5, 2023, are approved as copied and circulated.

5. DECLARATIONS OF PECUNIARY INTEREST

If any member of the Board has a pecuniary interest, they may declare the nature thereof now or at any time during the meeting.

6. PUBLIC QUESTION PERIOD

7. DEPUTATIONS AND PRESENTATIONS

8. TREASURY

a) Approval of Accounts

Draft Motion: THAT the accounts as presented in the amount of \$96,009.06 are ordered paid.

b) Comparative Income Statement Actual to Budget up to September 1, 2023

c) Benefits for Volunteer Firefighters

Draft Motion: THAT the report from the Treasurer, Benefits for Rosemont Fire Department Volunteer Firefighters, dated September 12, 2023, be received.

AND THAT the Board direct the Secretary to conduct a confidential poll of existing firefighters to assess interest in additional health care benefits.

d) 2024 Proposed Salary Grid

Draft Motion: THAT the Board approve the 2024 salary grid as presented.

e) 2023 Surplus/Deficit

Draft Motion: THAT the Board approve the transfer of any 2023 operating surplus or Deficit to Capital Reserve.

9. ADMINISTRATION

a) 2024-2028 Dispatch Agreement with the City of Barrie

Draft Motion: THAT the Board approve the 2024-2028 Dispatch Agreement AND THAT the Board authorize the Treasurer and Fire Chief to sign and return the agreement to the City of Barrie.

b) Draft Hiring Policy

Draft Motion: THAT the Board approve the Hiring Policy.

c) COVID Policy

d) Fire Chief General Update

10. INFORMATION

a) A Day in the Life of a Rosemont Firefighter

b) Melancthon Motion to County Council

11. CLOSED SESSION

Closed session pursuant to the *Municipal Act*, 2001 S.O. 2001, Chapter 25, Section 239 (2) (e) litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board.

Draft Motion:

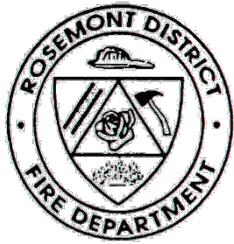
THAT the Rosemont District Fire Board move into Closed Session pursuant to Section 239 (2) (e) of the *Municipal Act*, 2001, as amended at _____ a.m. for the following reasons: litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board.

Draft Motion:

THAT the Rosemont District Fire Board rise out of the closed session at _____ a.m. and return to open session.

12. ADJOURNMENT

Draft Motion: THAT the meeting adjourn at _____ to meet again at the call of the Chair.



MINUTES

Rosemont District Fire Board
Monday, June 5, 2023 at 4:00 pm

Present: Elaine Capes-Chair-Town of Mono Julius Lachs–Vice Chair-Adjala-Tosorontio
Patricia Clark – Township of Mulmur Earl Hawkins - Township of Mulmur
Melinda Davie – Town of Mono Mike Blacklaws - Fire Chief
Heather Boston - Secretary-Treasurer
Absent: Ronald O’Leary – Adjala-Tosorontio Chris Armstrong - Deputy Fire Chief

1) CALL TO ORDER

The Chair called the meeting to order at 4:04 pm.

2) LAND ACKNOWLEDGEMENT

We begin this meeting by acknowledging that we are meeting upon the traditional Indigenous lands of the Anishinabewaki, Haudenosaunee, Petun peoples. We recognize and deeply appreciate their historic connection to this place, and we also recognize the contributions Indigenous peoples have made, both in shaping and strengthening our community, province and country as a whole.

3) APPROVAL OF THE AGENDA

Moved by: Hawkins/Lachs

THAT the June 5, 2023 Rosemont Fire Board agenda be approved as circulated.

CARRIED.

4) APPROVAL OF PREVIOUS MEETING MINUTES

Moved by: Clark/Hawkins

THAT the minutes of March 20, 2023, be approved as copied and circulated.

CARRIED.

5) DECLARATIONS OF PECUNIARY INTEREST

Chair Capes stated that if any member of the Board has a pecuniary interest, they may declare the nature thereof now or at any time during the meeting.

6) PUBLIC QUESTION PERIOD

- a) Adam Kennedy asked about follow up on benefits for firefighters.
- Direction was given to staff to bring back a report in September on benefits.

7) DEPUTATIONS AND PRESENTATIONS

a) **2022 Draft Financial Statements - Presented by Matthew Betik**

Moved by: Lachs/Clark

THAT the Draft Financial Statements be approved as presented.

CARRIED.

8) TREASURY

a) **Approval of Accounts**

- Discussion ensued regarding recruitment trends, age demographics of the current firefighters and possible retirements.

Moved by: Davie/Clark

THAT the accounts as presented in the amount of \$87,950.62 are ordered paid.

CARRIED.

b) **Comparative Income Statement Actual to Budget up to June 2, 2023**

c) **Fire Training Reserve**

- The board discussed the Mulmur Township motion.

9) ADMINISTRATION

a) **Fire Chief General Update**

- Board was pleased with the Fire Chief's annual report.
- The Chief shared a summary of his incident reports.
- More mutual aid calls are occurring due to staff shortages.
- Recruits have one more week with Southwest and then hope to have them fully trained by July.

- Preproduction meeting has occurred and anticipate getting the new tanker in the fall of 2024.

b) **Draft Policies**

Moved by: Clark/Hawkins

THAT the Board approve the Procurement of Goods and Services and the Sale and Disposition of Land policy.

CARRIED.

10) INFORMATION

a) **Melancthon Township Motion**

- Discussed that the motion will go to all councils for discussion.

11) ITEMS FOR FUTURE MEETINGS

- Truck legal update
- Benefits report
- Hiring policy
- COVID policy

12) ADJOURNMENT

Moved by: Lachs/Hawkins

THAT the meeting adjourn at 5:40 pm to meet again on September 8th, 9:00 am or at the call of the Chair.

CARRIED.

Approved by:

Chair

Secretary/Treasurer

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

		Account Number	Account Description	Debits	Credits
06-02-2023	J307 8004822735, KPMG LLP, T4348				
		1018	HST Receivable	269.64	-
		2010	Accrued Liabilities	2,442.36	-
		2002	Trade Accounts Payable	-	2,712.00
06-07-2023	J308 05312023,				
		5014	Firefighter Payroll Total:Hourly Pa	6,820.16	-
		2002	Trade Accounts Payable	-	6,820.16
06-07-2023	J310 05312023,				
		5012	Firefighter Payroll Total:Officers	774.00	-
		5014	Firefighter Payroll Total:Hourly Pa	4,169.05	-
		2002	Trade Accounts Payable	-	4,943.05
06-07-2023	J311 05312023,				
		5012	Firefighter Payroll Total:Officers	774.00	-
		5014	Firefighter Payroll Total:Hourly Pa	4,060.16	-
		2002	Trade Accounts Payable	-	4,834.16
06-07-2023	J312 05312023,				
		5012	Firefighter Payroll Total:Officers	733.66	-
		5014	Firefighter Payroll Total:Hourly Pa	1,970.95	-
		2002	Trade Accounts Payable	-	2,704.61
06-07-2023	J313 05312023,				
		5014	Firefighter Payroll Total:Hourly Pa	204.18	-
		2002	Trade Accounts Payable	-	204.18
06-07-2023	J314 05312023,				
		5012	Firefighter Payroll Total:Officers	774.00	-

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

		Account Number	Account Description	Debits	Credits
		5014	Firefighter Payroll Total:Hourly Pa	2,398.48	-
		2002	Trade Accounts Payable	-	3,172.48
06-07-2023	J315 05312023,				
		5012	Firefighter Payroll Total:Officers	278.64	-
		5014	Firefighter Payroll Total:Hourly Pa	1,400.32	-
		2002	Trade Accounts Payable	-	1,512.96
		5052	Insurance	-	166.00
06-07-2023	J316 05312023,				
		5014	Firefighter Payroll Total:Hourly Pa	1,718.08	-
		2002	Trade Accounts Payable	-	1,718.08
06-07-2023	J317 05312023,				
		5014	Firefighter Payroll Total:Hourly Pa	965.21	-
		2002	Trade Accounts Payable	-	965.21
06-07-2023	J318 05312023,				
		5014	Firefighter Payroll Total:Hourly Pa	1,824.73	-
		2002	Trade Accounts Payable	-	1,824.73
06-07-2023	J319 05312023,				
		5012	Firefighter Payroll Total:Officers	348.30	-
		5014	Firefighter Payroll Total:Hourly Pa	1,725.14	-
		2002	Trade Accounts Payable	-	2,073.44
06-07-2023	J320 05312023,				
		5014	Firefighter Payroll Total:Hourly Pa	1,209.49	-
		2002	Trade Accounts Payable	-	1,209.49

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

		Account Number	Account Description	Debits	Credits
06-07-2023	J321 05312023,	5014	Firefighter Payroll Total:Hourly Pa	2,856.84	-
		2002	Trade Accounts Payable	-	2,856.84
06-07-2023	J322 05312023,	5014	Firefighter Payroll Total:Hourly Pa	2,380.96	-
		2002	Trade Accounts Payable	-	2,380.96
06-07-2023	J323 05312023,	5014	Firefighter Payroll Total:Hourly Pa	2,683.14	-
		2002	Trade Accounts Payable	-	2,683.14
06-07-2023	J324 05312023,	5014	Firefighter Payroll Total:Hourly Pa	902.93	-
		2002	Trade Accounts Payable	-	902.93
06-07-2023	J325 05312023,	5014	Firefighter Payroll Total:Hourly Pa	3,836.64	-
		2002	Trade Accounts Payable	-	3,836.64
06-07-2023	J326 05312023,	5014	Firefighter Payroll Total:Hourly Pa	2,134.48	-
		2002	Trade Accounts Payable	-	2,134.48
06-07-2023	J328 05312023,	5014	Firefighter Payroll Total:Hourly Pa	918.73	-
		2002	Trade Accounts Payable	-	918.73
06-07-2023	J330 05312023,	5014	Firefighter Payroll Total:Hourly Pa	1,624.58	-

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

		Account Number	Account Description	Debits	Credits
		2002	Trade Accounts Payable	-	1,624.58
06-07-2023	J332 05312023,				
		5012	Firefighter Payroll Total:Officers	348.30	-
		5014	Firefighter Payroll Total:Hourly Pa	1,909.25	-
		2002	Trade Accounts Payable	-	2,257.55
06-07-2023	J334 05312023,				
		5012	Firefighter Payroll Total:Officers	3,097.21	-
		5014	Firefighter Payroll Total:Hourly Pa	3,299.43	-
		2002	Trade Accounts Payable	-	6,061.64
		5066	Protective Gear Non-Capital	-	335.00
05-05-2023	J359 Internet bank, 04252023, Bell Canada - North York				
		1018	HST Receivable	14.58	-
		5040	Telephone & Internet	132.09	-
		1002	Bank - Chequing	-	146.67
05-05-2023	J360 Internet bank, 04252023 0555, Bell Canada - North York				
		1018	HST Receivable	11.56	-
		5040	Telephone & Internet	104.74	-
		1002	Bank - Chequing	-	116.30
05-19-2023	J361 Internet bank, 05012023, Bell -Toronto				
		1018	HST Receivable	4.25	-
		5040	Telephone & Internet	38.52	-
		1002	Bank - Chequing	-	42.77
05-05-2023	J362 Internet bank, 04292023, Peavey Mart				
		1018	HST Receivable	38.49	-

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

			Account Number	Account Description	Debits	Credits
			5072	Vehicle maintenance	117.13	-
			5074	Vehicle Fuel & Oil Purchases	152.59	-
			5078	Equipment repairs	21.52	-
			5079	Equipment Supplies	57.46	-
			1002	Bank - Chequing	-	387.19
05-11-2023	J363	Internet bank, 04212023, Hydro One Networks Inc.				
			1018	HST Receivable	30.75	-
			5092	Hydro	278.56	-
			1002	Bank - Chequing	-	309.31
05-10-2023	J364	Internet bank, 0289046P, Currie Heavy Towing				
			1018	HST Receivable	24.31	-
			5072	Vehicle maintenance	220.15	-
			1002	Bank - Chequing	-	244.46
05-23-2023	J365	01P63985, STEER ENTERPRISES LTD				
			1018	HST Receivable	3.66	-
			5074	Vehicle Fuel & Oil Purchases	33.13	-
			2002	Trade Accounts Payable	-	36.79
05-26-2023	J366	Internet bank, 05262023, TD VISA				
			1018	HST Receivable	135.86	-
			5044	Office Supplies	918.94	-
			5074	Vehicle Fuel & Oil Purchases	242.40	-
			5078	Equipment repairs	69.30	-
			1002	Bank - Chequing	-	1,366.50
05-31-2023	J370	06202023, ANTHONY FELICE				
			1018	HST Receivable	381.24	-

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

				Account Number	Account Description	Debits	Credits
				5068	Training	3,453.28	-
				2002	Trade Accounts Payable	-	3,834.52
05-31-2023	J371	06202023,	MASON KENNEDY				
				1018	HST Receivable	381.24	-
				5068	Training	3,453.28	-
				2002	Trade Accounts Payable	-	3,834.52
06-20-2023	J373	2900,	Rural Rescue First Aid Training				
				1018	HST Receivable	35.39	-
				5060	Medical Supplies	320.55	-
				2002	Trade Accounts Payable	-	355.94
07-01-2023	J377	07012023,					
				5012	Firefighter Payroll Total:Officers	1,783.84	-
				2002	Trade Accounts Payable	-	1,492.02
				2006	CPP Payable	-	88.78
				2007	EI Payable	-	28.87
				2009	Federal Income Tax Payable	-	174.17
07-11-2023	J385	13278,	Sani Gear Inc				
				1018	HST Receivable	116.38	-
				5064	Protective Clothing Maintenance	1,054.15	-
				2002	Trade Accounts Payable	-	1,170.53
06-07-2023	J387	Internet bank,	20230525, Bell Canada - North York				
				1018	HST Receivable	14.15	-
				5040	Telephone & Internet	128.12	-
				1002	Bank - Chequing	-	142.27

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

			Account Number	Account Description	Debits	Credits
06-07-2023	J388	Internet bank, 20230525 0555, Bell Canada - North York				
			1018	HST Receivable	11.56	-
			5040	Telephone & Internet	104.74	-
			1002	Bank - Chequing	-	116.30
06-14-2023	J389	Internet bank, 20230601, Bell -Toronto				
			1018	HST Receivable	4.25	-
			5040	Telephone & Internet	38.52	-
			1002	Bank - Chequing	-	42.77
06-20-2023	J390	Internet bank, 05132023, Bell Mobility Cellular				
			1018	HST Receivable	11.32	-
			5040	Telephone & Internet	102.56	-
			1002	Bank - Chequing	-	113.88
06-08-2023	J391	Internet bank, 05192023, Hydro One Networks Inc.				
			1018	HST Receivable	28.63	-
			5092	Hydro	259.35	-
			1002	Bank - Chequing	-	287.98
06-26-2023	J392	Internet bank, 06262023, TD VISA				
			1018	HST Receivable	3.66	-
			5074	Vehicle Fuel & Oil Purchases	33.13	-
			1002	Bank - Chequing	-	36.79
08-01-2023	J393	6492,				
			5012	Firefighter Payroll Total:Officers	1,783.84	-
			1002	Bank - Chequing	-	1,492.02
			2006	CPP Payable	-	88.78
			2007	EI Payable	-	28.87

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

			Account Number	Account Description	Debits	Credits
			2009	Federal Income Tax Payable	-	174.17
07-31-2023	J402	Internet bank, 07112023, Hydro One Networks Inc.				
			1018	HST Receivable	30.21	-
			5092	Hydro	273.68	-
			1002	Bank - Chequing	-	303.89
07-31-2023	J404	Internet bank, 07312023, WSIB				
			5006	Workers Compensation	1,978.35	-
			1002	Bank - Chequing	-	1,978.35
07-07-2023	J405	Internet bank, 06252023, Bell Canada - North York				
			1018	HST Receivable	16.77	-
			5040	Telephone & Internet	151.94	-
			1002	Bank - Chequing	-	168.71
07-07-2023	J406	Internet bank, 062520230555, Bell Canada - North York				
			1018	HST Receivable	11.56	-
			5040	Telephone & Internet	104.74	-
			1002	Bank - Chequing	-	116.30
07-20-2023	J407	Internet bank, 07132023, Bell Mobility Cellular				
			1018	HST Receivable	7.23	-
			5040	Telephone & Internet	65.53	-
			1002	Bank - Chequing	-	72.76
07-20-2023	J408	Internet bank, 07012023, Bell -Toronto				
			1018	HST Receivable	4.25	-
			5040	Telephone & Internet	38.52	-
			1002	Bank - Chequing	-	42.77

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

		Account Number	Account Description	Debits	Credits
07-20-2023	J409 Internet bank, 0291375P, Currie Truck Centre	1018	HST Receivable	7.03	-
		5072	Vehicle maintenance	63.71	-
		1002	Bank - Chequing	-	70.74
07-20-2023	J410 Internet bank, 029138OP, Currie Truck Centre	1018	HST Receivable	9.43	-
		5072	Vehicle maintenance	85.40	-
		1002	Bank - Chequing	-	94.83
07-20-2023	J411 Internet bank, 0291359P, Currie Truck Centre	1018	HST Receivable	50.35	-
		5072	Vehicle maintenance	456.08	-
		1002	Bank - Chequing	-	506.43
07-20-2023	J412 Internet bank, 07012023, Vianet	1018	HST Receivable	16.84	-
		5040	Telephone & Internet	152.49	-
		1002	Bank - Chequing	-	169.33
07-26-2023	J413 Internet bank, 0291657P, Currie Truck Centre	1018	HST Receivable	7.05	-
		5072	Vehicle maintenance	63.81	-
		1002	Bank - Chequing	-	70.86
07-20-2023	J418 Internet bank, 0041464, Township of Mulmur	1008	Prepaid Expense	3,831.29	-
		5052	Insurance	3,831.29	-
		1002	Bank - Chequing	-	7,662.58

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

			Account Number	Account Description	Debits	Credits
08-16-2023	J423 1685,	Barrie Scuba House				
			1018	HST Receivable	14.32	-
			5062	Breathing apparatus maintenance	129.76	-
			2002	Trade Accounts Payable	-	144.08
08-16-2023	J424 TRAINING043,	RESCUE 51 TOWING & RECOVERY INC				
			5068	Training	293.80	-
			2002	Trade Accounts Payable	-	293.80
08-16-2023	J425 230722,	Lacey Instrumentation				
			1018	HST Receivable	85.95	-
			5078	Equipment repairs	778.50	-
			2002	Trade Accounts Payable	-	864.45
08-16-2023	J426 08162023,	Michael Blacklaws				
			1018	HST Receivable	46.66	-
			5028	Mileage	174.50	-
			5038	Postage	6.73	-
			5068	Training	101.72	-
			5072	Vehicle maintenance	54.94	-
			5079	Equipment Supplies	37.64	-
			5098	Building Maintenance	47.09	-
			2002	Trade Accounts Payable	-	469.28
09-01-2023	J438 6497,					
			5012	Firefighter Payroll Total:Officers	1,783.84	-
			1002	Bank - Chequing	-	1,492.02
			2006	CPP Payable	-	88.78
			2007	EI Payable	-	28.87

ROSEMONT DISTRICT FIRE DEPARTMENT
Purchases Journal J306 to J446

			Account Number	Account Description	Debits	Credits
			2009	Federal Income Tax Payable	-	174.17
09-01-2023	J439 1006,	Exterior Dream Works				
			1018	HST Receivable	65.30	-
			5098	Building Maintenance	591.51	-
			2002	Trade Accounts Payable	-	656.81
09-01-2023	J440 90702,	Bryan's Electric Motors & Pumps				
			1018	HST Receivable	17.98	-
			5098	Building Maintenance	162.82	-
			2002	Trade Accounts Payable	-	180.80
09-01-2023	J441 13743,	Sani Gear Inc				
			1018	HST Receivable	210.33	-
			5064	Protective Clothing Maintenance	1,905.12	-
			2002	Trade Accounts Payable	-	2,115.45
09-01-2023	J442 1029,	2240231 ONTARIO INC O/A GEORGIAN BAY RUST CONTROL				
			1018	HST Receivable	122.97	-
			5072	Vehicle maintenance	1,113.82	-
			2002	Trade Accounts Payable	-	1,236.79
					<u>96,009.06</u>	<u>96,009.06</u>

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ROSEMONT DISTRICT FIRE DEPARTMENT

Comparative Income Statement

	Actual 01/01/2023 to 09/01/2023	Budget 01/01/2023 to 12/31/2023	Difference	Actual 01/01/2022 to 12/31/2022	Budget 01/01/2022 to 12/31/2022	Difference
REVENUE						
Income						
Municipal OpsLevies:Twp AdjTos	51,228.24	68,304.30	-17,076.06	65,218.66	65,218.65	0.01
Municipal Ops Levies:Town of Mono	61,171.08	81,561.43	-20,390.35	77,318.53	77,318.53	0.00
Municipal Ops Levies:Twp Mulmur	122,403.96	163,205.27	-40,801.31	154,573.81	154,573.82	-0.01
Municipal Operating Levies:Net	234,803.28	313,071.00	-78,267.72	297,111.00	297,111.00	0.00
Large Capital Levy:AdjalaTosorontio	21,272.07	28,362.76	-7,090.69	26,341.13	26,341.12	0.01
Large Capital Levy:Mono Special Lev	25,400.76	33,867.67	-8,466.91	31,228.15	31,228.14	0.01
Large Capital Levy:Mulmur Special L	50,827.17	67,769.57	-16,942.40	62,430.73	62,430.74	-0.01
Large Capital Levy:Net	97,500.00	130,000.00	-32,500.00	120,000.01	120,000.00	0.01
Fire Calls	6,892.25	27,000.00	-20,107.75	32,605.00	27,000.00	5,605.00
Interest	18,139.41	1,400.00	16,739.41	10,827.14	1,400.00	9,427.14
Donations - Operating	0.00	0.00	0.00	429.00	0.00	429.00
Miscellaneous Income	0.00	0.00	0.00	65.00	0.00	65.00
Transfer From Capital Reserve	0.00	622,500.00	-622,500.00	20,291.47	74,000.00	-53,708.53
Total Income	357,334.94	1,093,971.00	-736,636.06	481,328.62	519,511.00	-38,182.38
TOTAL REVENUE	357,334.94	1,093,971.00	-736,636.06	481,328.62	519,511.00	-38,182.38
EXPENSE						
Direct Cost						
Amortization	0.00	0.00	0.00	84,044.43	0.00	84,044.43
Recognition - Firefighters	0.00	500.00	-500.00	445.08	500.00	-54.92
EI Expense	236.16	500.00	-263.84	344.73	500.00	-155.27
Workers Compensation	3,217.59	8,900.00	-5,682.41	4,339.89	8,900.00	-4,560.11
CPP Expense	512.61	850.00	-337.39	738.81	850.00	-111.19
Firefighter Payroll Total:Officers	23,182.67	39,802.00	-16,619.33	35,247.87	38,643.00	-3,395.13
Firefighter Payroll Total:Hourly Pa	51,012.93	125,000.00	-73,987.07	107,340.12	125,000.00	-17,659.88
Firefighter Payroll Total:Net	78,161.96	175,552.00	-97,390.04	148,456.50	174,393.00	-25,936.50
Municipal Administration Fees	5,000.00	10,000.00	-5,000.00	9,000.00	9,000.00	0.00
Mileage	288.24	500.00	-211.76	223.34	500.00	-276.66
MTO Reports	140.00	400.00	-260.00	266.00	600.00	-334.00
Fire Prevention	214.22	1,000.00	-785.78	0.00	1,000.00	-1,000.00
Public Education	228.97	1,000.00	-771.03	0.00	1,000.00	-1,000.00
Postage	136.58	200.00	-63.42	103.88	200.00	-96.12
Telephone & Internet	2,591.26	5,200.00	-2,608.74	4,226.40	5,200.00	-973.60
Office Supplies	2,397.66	2,200.00	197.66	1,987.38	2,200.00	-212.62
Bank charges	29.00	100.00	-71.00	96.48	100.00	-3.52
Audit	0.00	2,544.00	-2,544.00	2,442.24	2,443.00	-0.76

ROSEMONT DISTRICT FIRE DEPARTMENT

Comparative Income Statement

	Actual 01/01/2023 to 09/01/2023	Budget 01/01/2023 to 12/31/2023	Difference	Actual 01/01/2022 to 12/31/2022	Budget 01/01/2022 to 12/31/2022	Difference
Consulting	0.00	0.00	0.00	1,099.01	0.00	1,099.01
Insurance	28,757.15	44,000.00	-15,242.85	28,955.90	42,000.00	-13,044.10
Legal Fees	0.00	0.00	0.00	3,556.91	0.00	3,556.91
Dispatch Fees	5,696.15	11,000.00	-5,303.85	10,373.93	10,500.00	-126.07
Medical Supplies	1,437.14	5,000.00	-3,562.86	5,002.29	5,000.00	2.29
Breathing apparatus maintenance	2,129.70	5,000.00	-2,870.30	1,974.78	5,000.00	-3,025.22
Protective Clothing Maintenance	2,959.27	4,000.00	-1,040.73	1,420.15	3,200.00	-1,779.85
Protective Gear Non-Capital	2,937.47	7,500.00	-4,562.53	4,752.56	7,500.00	-2,747.44
Training	33,005.30	15,000.00	18,005.30	1,394.79	8,000.00	-6,605.21
Radio repairs and supplies	1,022.25	1,000.00	22.25	0.00	1,000.00	-1,000.00
Vehicle maintenance	5,848.99	13,000.00	-7,151.01	17,961.18	10,500.00	7,461.18
Vehicle Fuel & Oil Purchases	3,437.43	6,500.00	-3,062.57	8,982.62	5,500.00	3,482.62
Certifications	0.00	500.00	-500.00	0.00	500.00	-500.00
Equipment repairs	1,885.91	4,500.00	-2,614.09	3,162.29	4,000.00	-837.71
Equipment Supplies	219.20	7,500.00	-7,280.80	2,369.27	9,000.00	-6,630.73
Licenses	1,777.26	1,750.00	27.26	1,664.04	1,650.00	14.04
Membership fees	475.00	525.00	-50.00	375.00	525.00	-150.00
Miscellaneous	525.71	500.00	25.71	234.12	500.00	-265.88
Hydro	1,752.52	3,500.00	-1,747.48	3,514.23	3,000.00	514.23
Propane	3,087.02	6,500.00	-3,412.98	6,230.18	4,000.00	2,230.18
Building Maintenance	1,215.64	5,500.00	-4,284.36	4,782.54	7,500.00	-2,717.46
Capital Expenses:Radio & Page	0.00	5,000.00	-5,000.00	0.00	5,000.00	-5,000.00
Capital Expenses:Protective C	0.00	17,500.00	-17,500.00	0.00	12,000.00	-12,000.00
Capital Expenses: Misc	53,494.88	0.00	53,494.88	0.00	57,000.00	-57,000.00
Capital Expenses:Net	53,494.88	22,500.00	30,994.88	0.00	74,000.00	-74,000.00
Large Capital-Vehicle	18,940.51	600,000.00	-581,059.49	0.00	0.00	0.00
Tsfr to % Capital Reserve	0.00	130,000.00	-130,000.00	186,429.26	120,000.00	66,429.26
Large Capital-Ontario Grant Exp:Net	18,940.51	730,000.00	-711,059.49	186,429.26	120,000.00	66,429.26
Total Direct Cost	259,792.39	1,093,971.00	-834,178.61	545,081.70	519,511.00	25,570.70
TOTAL EXPENSE	259,792.39	1,093,971.00	-834,178.61	545,081.70	519,511.00	25,570.70
NET INCOME	97,542.55	0.00	97,542.55	-63,753.08	0.00	-63,753.08

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REPORT TO ROSEMONT DISTRICT FIRE BOARD

TO: Chair Capes and Members of the Board
FROM: Heather Boston, Treasurer
DATE: September 12, 2023
SUBJECT: Benefits for Rosemont Fire Department Volunteer Firefighters

PURPOSE

The purpose of this report is to provide the Board with a full analysis of providing Rosemont Volunteer Firefighters "Firefighters" with further health benefits.

BACKGROUND & DISCUSSION

The Board directed the Treasurer to investigate and report back on the options for the possibility of offering further health benefits to the volunteer firefighters.

At the March 20, 2023, Rosemont Fire Board meeting Andy Kennedy presented asking the Board to investigate providing health benefits for the volunteer firefighters, stating it could help with recruitment and retention. One third of firefighters are self-employed or in jobs without benefits. He asked the Board to investigate comprehensive benefit plan or a self-funded plan, including dental and medical. He suggested a graduated scale dependent on service to cover self-funded plan. Offering benefits could help to increase attendance knowing that benefits are based on attendance.

Rosemont Fire Department allows a maximum of 30 firefighters at one time.

Items for Consideration:

Firefighters are provided with VFIS insurance which includes Life and AD&D insurance as well as an Employee Assistance Program. These benefits along with WSIB cover the firefighters for the risks associated with their service.

Volunteer Firefighter Insurance Services (VFIS):

- Records show that Rosemont purchased VFIS coverage in late 2015/ early 2016 while being managed by the Township of Adjala-Tosorontio.

- VFIS is a volunteer firefighter insurance plan that can be used to cover the individual department member, or the member and family. Members of the Rosemont Department choose what coverage they want between the options of “On Duty Only”, “Member” and “Family”.

Year	Member Only (\$94)	Family (\$177)	Total Cost per Year
2021	16 Firefighters	14 Firefighters	\$8,503.92
2022	11 Firefighters	14 Firefighters	\$7,987.68
2023	8 Firefighters	13 Firefighters	\$7,491.96

Based on Rosemont’s [2022 Renewal notice](#) with VFIS, off duty coverage provides the following benefits anytime, anywhere in the world on a 24 Hour Basis:

OFF DUTY COVERAGE INCLUDES

\$150,000	Accidental Death Benefit
\$150,000	Accidental Dismemberment Benefit Principal Sum (Spouse & Dependent Coverage depend on Status at time of loss)
\$90,000	Spouse Only or \$30,000 Child/ren Only
\$75,000	Spouse and \$22,500 Child/ren
\$150,000	Vision Impairment Benefit Principal Sum
\$300.00	Total Disability Benefit - Member Only 1) Injury must commence within 60 Days of Accident 2) 7 Day Waiting Period 3) Up to 100% of Gross Weekly Earnings or 4) Up to \$300.00 5) Integrated with all other disability plans 6) Payable up to 104 weeks
\$100.00	Total Disability Benefit (Non-Income) - Member & Family (Spouse Only) 1) Injury must commence within 60 Days of Accident 2) 7 Day Waiting Period 3) Flat \$100 weekly Disability Benefit 4) Payable for 13 Weeks
\$22,500	Seat Belt Benefit - (Member Only)
Up to \$20,000	Repatriation Benefit - (Member & Family)
Up to \$5,000/yr	Day Care Benefit - (Member & Family)
Up to \$15,000	Identification Benefit
Up to \$20,000	Home Alterations & Vehicle Modification - (Member & Family)
Up to \$20,000	Rehabilitation Benefit - (Member Only)
Up to \$20,000	Family Transportation - (Member Only)
\$5,000	Funeral Expense- (Member Only)
\$5,000	Bereavement Benefit- (Member Only)
\$15,000	Felonious Assault Benefit- (Member Only)
Up to \$5,000/yr	Dependent Child Education- (Member Only)
Up to \$20,000	Spousal Education- (Member Only)
Up to \$10,000	Psychological Therapy- (Member Only)

CVIS:

- On top of VFIS, CVIS offers additional health, dental and memorial (HD&M) benefits packages for firefighters as a group program.
- Equitable Life of Canada requires at least 50% participation of our current active roster to register for the HD&M program.

Coverage information:

- Drug: \$4,000 per person - does not include immunizations or vaccines.
- Ambulance coverage
- Lab tests - x rays, MRI, PSA- \$250 per year
- Hearing aids - \$500 per 60 consecutive months
- Nursing Care services - \$10,000 per year
- Orthotics: \$350.00 per year
- Eyeglasses: \$200 per person every 2 years
- Massage therapist, Acupuncture, Chiropractor, Naturopath, Osteopath, Physiotherapist \$300 per person per year
- Dental: 50% reimbursement to a maximum amount \$1,000 per year
- Memorial: \$15,000 guaranteed life insurance benefit in case of member's loss of life
 - \$25,000 goes to the Fire Department/policy holder to fund the program
 - \$12,500 goes to the member's beneficiary to help pay for funeral costs
- At age 70 life insurance is terminated and no lump sum is payable.
- At age 70, a firefighter is no longer eligible for the Health, Dental & Memorial Program.
- Equitable Life of Canada requires at least 50% participation of our current active roster to register for the HD&M program.
- Firefighters who already have a benefit plan can opt into CVIS to become a supplemental plan to their current plan offered from their full-time employer or their spouse's plan.

Annual Costs:

Member only coverage: **\$735.00 per firefighter per year**

Member and Family Coverage: **\$1,623 per firefighter per year**

Based on 2023 VFIS numbers the estimated yearly cost for member and family coverage is:

Number of firefighters (Per 2023 VFIS):	Type of coverage	Yearly annual premium for coverage:
8	Member only @ \$735.00 per year	\$5,880.00
13	Family coverage @ \$1,623.00 per year	\$21,099.00
	Subtotal per year:	\$26,979.00

What are other municipalities doing?

- Shelburne and Mulmur-Melancthon Fire Boards do not offer health benefits.
- Grand Valley gives each firefighter a bonus to spend on whatever they deem necessary, such as physiotherapy, chiropractic or even a gym membership.
- Dundalk is communicating with VFIS as they offer something called CVIS which is a health care plan tailored to the firefighter.
- Mulmur-Melancthon provides VFIS and an Employee Assistance Program (EAP).

Alternatives:

- The Board could investigate attendance bonuses which could be used for whatever the firefighter would like, including individual benefits.
 - CVIS offers an individual plan, the costs are as follows.
 - Single plans: range from \$37 to \$131 a month.
 - Couple plans: range from \$69 to \$239 a month.
 - Family plans: range from \$90 to \$342 a month.
- Reimburse firefighters for the cost of any medicals required to keep their position or renew their licence.

FINANCIAL IMPACT

The financial impact would be significant at \$26,979.00 for coverage similar to what is currently being selected for VFIS. This is a 7% tax levy increase.

- Rosemont could encourage firefighters to enroll in individual insurance programs through CVIS.
- Rosemont could get the benefit plan implemented if there is enough interest and the firefighters can cover the premium costs.
- Rosemont could also adopt a similar practice to Grand Valley and provide a bonus to its firefighters; this bonus could then be used towards purchasing an individual benefits package, or other necessary health expenses for the individual and their family.

RECOMMENDATION

THAT the report from the Treasurer, Benefits for Rosemont Fire Department Volunteer Firefighters, dated September 12, 2032, be received,

AND THAT the Board direct the Secretary to conduct a confidential poll of existing firefighters to assess interest in additional health care benefits and attendance bonus options.

Respectfully submitted:

Heather Boston

Heather Boston, CPA, CA, CGA, BComm
Treasurer

Rosemont Fire Department Pay Grid

2024

3% Cost of Living Increase

RANK	2023 Budget	2024 Budget	# of staff	Budget
Fire Chief	\$ 21,406	\$ 22,048	1	\$ 22,048.36
Deputy Chief	\$ 6,689	\$ 6,890	1	\$ 6,890.11
Capt.	\$ 1,672	\$ 1,723	5	\$ 8,612.64
Lt.	\$ 836	\$ 861	4	\$ 3,445.06
	\$ 30,604	\$ 31,522		\$ 40,996.18

Hourly rate

	2023 Hrly	2024 Hrly		
VFF 1	\$25.09	\$ 25.84	17	Start of 3rd year
VFF 2	\$20.07	\$ 20.67		Start of 2nd year
VFF 3	\$16.72	\$ 17.23		6mth-2yrs
VFF 4	\$0.00	\$ 0.00		Start to 6mth
Work details	\$16.72	\$ 17.23		
Fire Chief	\$27.87	\$ 28.71	1	
Deputy Chief	\$26.20	\$ 26.99	1	
Capt.	\$25.09	\$ 25.84	5	
Lt.	\$25.09	\$ 25.84	4	

Add \$1.00/hr for Driver Operator

FIRE COMMUNICATION SERVICES AGREEMENT

Effective the 1st day of January, 2024

BETWEEN:

THE CORPORATION OF THE CITY OF BARRIE
("Barrie")

- and -

(the "Municipality")

WHEREAS:

- A. Barrie and the Municipality desire to enter into a Fire Communication Services Agreement (the "Agreement") for Barrie to provide Fire Communication Services to the Municipality; and
- B. Section 20(1) of the *Municipal Act, 2001*, S.O. 2001, c. 25, authorizes a municipality to enter into an agreement with one or more municipalities to jointly provide, for their joint benefit, any matter which all of them have the power to provide within their own boundaries.

NOW THEREFORE in consideration of the mutual terms and covenants herein contained, the parties covenant and agree as follows:

1. DEFINITIONS

In this agreement:

“**Dispatch Area**” means the area serviced by the Municipality’s fire service.

“**Barrie**” means The Corporation of the City of Barrie.

“**BFES**” means the Barrie Fire and Emergency Service.

“**Fire Communication Services**” means the receiving, processing, and dispatching of emergency and non-emergency incidents for the Municipality within the Dispatch Area.

2. PURPOSE

The purpose of this agreement is to set forth the terms by which Barrie, through BFES, will provide Fire Communication Services to the Municipality.

3. ROLES AND RESPONSIBILITIES

The City of Barrie, through BFES, shall:

- a) Provide Fire Communication Services.
- b) Train and equip communication staff to NFPA 1061, 1221, 1225 and industry best practices.
- c) Maintain records including information and data in accordance with City of Barrie retention by-laws, Ontario regulations and/or any other applicable legislated requirements.

- d) Provide voice/media logging services of all phone, media, and radio transmissions.
- e) Maintain a back-up communications centre.
- f) Shall immediately notify the Municipality of any errors or inaccuracies discovered by Barrie in the Municipality mapping. The Municipality shall be responsible to provide Barrie with an updated and corrected map(s) and GIS data in a timely fashion.
- g) Makes no representations, covenants or warranties with respect to the mapping information or the CAD Mapping. Barrie specifically does not warrant that the mapping information or the CAD Mapping is free of any inaccuracies or errors. Barrie relies entirely on the Counties for the accuracy and completeness of the data provided.
- h) At any time, the Municipality may request a copy of their data which Barrie shall provide within a reasonable amount of time. The data will be provided in a secure format at the discretion of Barrie.

The Municipality shall:

- A. Maintain all communication system interconnections between the Municipality up to the Barrie demarcation point.
- B. Maintain a readily available department administration contact list for use by Barrie.
- C. Notify Barrie of any members leaving the department to be removed from alerts/contact lists at Barrie.
- D. Notify Barrie of any apparatus and response requirement changes.
- E. In the event of an emergency, assume control of its own dispatch responsibilities on a temporary basis if/when required and for such period of time as may be required by Barrie.
- F. Provide mapping for their Municipality. The Municipality:
 - a. Shall provide Barrie, on a continuous basis, all necessary information for the operation of the dispatch system, including but not limited to maps and GIS data required for Barrie's approval of the Dispatch Area including; single line road network data, address point data, latest building envelop data, hydrant location data and associated water main information, parcel assessment data, waterway and trail system data, aerial imagery, any and all other pertinent data. Updates to the mapping and data shall be provided by the Municipality to Barrie, when requested by Barrie or when legislated.
 - b. Acknowledges and agrees that it shall provide, as applicable, the County of Simcoe, Dufferin County, Grey County, the District Municipality of Muskoka, Regional Municipality of York, Beausoleil First Nation and any other such required county or district or regional municipality (the "Counties") with mapping information and data for its Region.
 - c. Acknowledges and agrees that the Counties shall provide Barrie with mapping information and a limited license to modify the data for the purpose of creating an integrated and seamless map ("CAD Mapping") across different regions including the area described as the Dispatch Area. The CAD Mapping is used to facilitate the Dispatching and management of fire calls by Barrie on behalf of the Municipality.
 - d. Shall provide mapping to Barrie in an ESRI .shp or .gdb format compliant with the Barrie FireCAD Data Standard or as required for NG9-1-1 compliance such as the NENA NG9-1-1 GIS Data Model.
 - e. Shall provide the applicable mapping to the Counties in a timely manner with updates to the maps for the Dispatch Area.
 - f. Shall immediately notify both the applicable Counties and Barrie of any mapping inaccuracies it discovers.

- g. Shall immediately notify both the applicable Counties and Barrie of any changes to the names of existing roads.
 - h. Shall implement fixes to data when notified by Barrie in a timely manner and/or as legislated.
 - i. Agrees that it will at all times indemnify and hold harmless Barrie, its employees, officers, servants, agents and assigns, including the members of the Barrie Fire and Emergency Service from any and all claims, actions suits or demands for damage or otherwise arising from any errors, modifications or inaccuracies in the CAD Mapping, or from any misuse, misinterpretation or misapplication thereof, whether due to the negligence of Barrie, its employees, officers, servants, agents or assigns.
- G. Consult with Barrie when creating, amending, or revoking any of its own Standard Operating Procedures that may affect the way in which Barrie needs to provide Communication Services.
 - H. Shall be responsible for receiving and processing requests made under the Municipal Freedom of Information and Protection of Privacy Act.

2. FEES

The Municipality shall pay to Barrie the fees as set out in Schedule A.

3. TERM AND TERMINATION

Term - This Agreement shall come into force and take effect on the date first above written and shall, unless terminated earlier, remain in full force and effect for a period of five (5) years and thereafter until amended or replaced by a new agreement.

Termination – This Agreement may be terminated by either party, at any time, upon such party giving the other party six (6) months' written notice. Termination of this Agreement shall not relieve any party, from any existing and outstanding obligation on its part that was incurred pursuant to this Agreement prior to the date of termination.

4. INDEMNIFICATION

The parties agree that each of them undertakes no duty of care with respect to the other party, and neither party shall be required to indemnify the other as a result of any provision of services under this Agreement, except as specified in this Agreement. Both parties agree that they shall maintain adequate liability insurance with respect to any claims by any party for physical or personal damages or negligence, as the case may be, on behalf of the parties, and their respective agents, officers, employees and assigns.

5. TECHNOLOGICAL CHANGE

The Municipality agrees and acknowledges that in the event that technology required to provide Fire Communication Services changes significantly or licensing costs increase significantly from what is contemplated under this Agreement, Barrie may require an amendment to this Agreement. Such amendments may include, without limiting the generality of the foregoing, an amendment to Barrie's Responsibilities, the Municipality's responsibilities, or to the fees set out in Schedule A attached hereto. If the Municipality does not agree to execute such an amendment, Barrie may terminate this Agreement upon one hundred twenty (120) days written notice to the Municipality.

6. DISPUTE RESOLUTION

If any dispute arises between the Parties as to their respective rights and obligations under this agreement,

the representatives of the parties named as points of contact shall attempt to settle the dispute within fourteen (14) business days of the dispute arising. If the representatives of the disputing parties are unable to resolve the dispute within fourteen (14) business days the matter can be sent to mediation.

7. COMPLIANCE WITH LAWS AND CONFIDENTIALITY

The parties undertake and agree that personal information in records delivered to it by the other party will be used for the limited purposes of performing their responsibilities under this Agreement. The parties further acknowledge that any personal information obtained from the other party under this Agreement will be protected under the terms of their privacy policies and the Municipal Freedom of Information and Protection of Privacy Act, as amended.

8. AGREEMENT BINDING

This Agreement shall be binding upon and enure to the benefit of the parties hereto, and their respective heirs, executors, administrators, successors, and assigns.

9. SEVERABILITY

If any covenant, provision or term of this Agreement should be at any time be held by any competent tribunal to be void or unenforceable, then the Agreement shall not fail but the covenant, provision or term shall be deemed to be severable from the remainder of this Agreement which shall remain in full force and effect.

10. HEADINGS

The section headings are for purposes of convenience only, and shall not be deemed to constitute a part of this Agreement or to affect the meaning or interpretation of this Agreement in any way.

11. FORCE MAJEURE

Neither party shall be liable for damages caused by delay or failure to perform its obligations under this Agreement where such delay or failure is caused by an event beyond its reasonable control. The parties agree that an event shall not be considered beyond one's reasonable control if a reasonable business person applying due diligence in the same or similar circumstances under the same or similar obligations as those contained in the Agreement would have put in place contingency plans to either materially mitigate or negate the effects of such event. If a party seeks to excuse itself from its obligations under this Agreement due to a force majeure event, that party shall immediately notify the other party of the delay or non-performance, the reason for such delay or non-performance and the anticipated period of delay or non-performance.

12. NOTICE

Any notice required pursuant to this Agreement shall be in writing and delivered personally, by Fax, email, or sent by registered mail (with proper postage) to the following addresses:

To the City of Barrie at:
P.O. Box 400
70 Collier Street
Barrie, ON L4M 4T5

Attention: City of Barrie Fire and Emergency Service, Fire Chief
To the Municipality at:

Or to such other addresses either of the parties may indicate in writing to the other. Any notice given in accordance with this shall be deemed to have been received upon delivery, if delivered personally, at the time of transmission if sent by fax or email, or five (5) days after posting, if sent by regular mail.

13. ENTIRE AGREEMENT

Except as otherwise stated herein, this Agreement constitutes the entire agreement of the parties, it supersedes any previous agreement whether written or verbal.

14. APPLICABLE LAW

This Agreement shall be construed and enforced in accordance with the laws of Ontario and the laws of Canada applicable therein.

IN WITNESS WHEREOF the parties have executed this Agreement.

THE CORPORATION OF THE CITY OF BARRIE

Name: A. Nuttall
Title: Mayor

Name: Wendy Cooke
Title: City Clerk
We have authority to bind the Corporation

[Insert full name of Municipality)

Name:
Title:

Name:
Title:
We have authority to bind the Corporation

SCHEDULE A

FEES

1. Fire Communication Service Fees

The following fees shall be applicable for Fire Communication Services:

- A. The Municipality shall pay to Barrie, semi-annually, as invoiced by Barrie, a per capita rate (the "Rate") for the entire Dispatch Area. The Rate applies to all citizens protected by the Municipality's Fire Department, or under any agreement with other municipal fire departments. The Rate payable each year of the Term of this Agreement shall be:

2024	\$3.33
2025	\$3.58
2026	\$3.85
2027	\$4.14
2028	\$4.45

- B. If the population of the Municipality more than doubles seasonally, an additional per capita on the difference from year round to seasonal population will be added for the agreed upon months yearly. The Municipality shall provide Barrie such reasonable information as Barrie requires to confirm seasonal population changes no later than sixty (60) days prior to the end of each year of the Term or subsequent years following expiry of the Term, if applicable. The per capita rate payable for season population increases in each year of the Term of this Agreement shall be (the "Seasonal Increase Rate"):

2024	\$0.77
2025	\$0.83
2026	\$0.89
2027	\$0.96
2028	\$1.03

- C. Barrie shall review the population of the Municipality on an annual basis and shall correspondingly increase the total amount owing by the Municipality based on the Seasonal Increase Rate payable in each year. The Municipality shall provide to Barrie such reasonable information as may be required by Barrie in order to determine the population on an annual basis.
- D. The Municipality shall pay the greater of \$3,870.00 in 2024 plus 7.5% per annum or the fee as determined by the Rate set out in item A as the base price.
- E. The Municipality shall pay the Fire Communication Service fees within thirty days of receipt of the invoice. Interest at the rate of 1.5% per month shall accrue on past due accounts.
- F. If the Agreement continues following expiry of the Term, then the Rate shall be increased by Barrie for each subsequent year following expiry of the Term at Barrie's sole and unfettered discretion, provided that Barrie gives notice in writing to the Municipality no later than August 31st of each year following expiry of the Term of the increase to the Rate.

2. Additional Fees

The following Additional Fees shall be applicable:

- A. The Municipality shall be responsible for all charges and costs billed to Barrie directly from Bell Canada or other parties which are properly attributable to Municipality. Barrie shall identify and forward to Municipality invoices with respect to same which shall be paid by the Municipality forthwith upon receipt thereof.
- B. The Municipality shall pay any labour costs incurred by Barrie with respect to any Barrie employees who are subpoenaed to give evidence at any inquest, hearing, court case, etc. associated with the Fire Communication Services set out in this Agreement.
- C. If the Municipality uses a different radio maintenance vendor from Barrie's radio maintenance vendor, then the Municipality shall pay all invoices, charges and costs incurred by Barrie as a result of failures in the Municipality's radio equipment.
- D. Integrations and custom interfaces outside of the standard offerings will be the responsibility of the Municipality.

1. Optional Fees

The following are options available to the Municipality which will be determined based on a shared cost recovery model:

- A. Geographic Information Services for mapping used in CAD (\$0.21 per capita) - Includes the ability to use the services of GIS staff at Barrie to ensure accuracy of information used in CAD system.
- B. Enhanced Station Alerting automation solution – NFPA1021 complaint station alerting, heart safe ramping tones, automated voice and optional station automation hardware. Station hardware shall be the full responsibility of the Municipality. The Municipality shall pay an onboarding and annual maintenance fee.
- C. Records Management System – The Municipality may subscribe to Barrie's record management system.
- D. Mobile Response Technology – The Municipality may subscribe to Barrie's MDT/Mobile Responder technology.

2. Technological Change

- A. In the event of technological changes that require the City to modify the Fire Communication Services, The City may amend this Schedule A in accordance with Section 9 of the Agreement to reflect any increase in the Rate for providing the Fire Communication Services.

FIRE DISPATCH SERVICES AGREEMENT

Effective the 1st day of January, 2019

BETWEEN:

THE CORPORATION OF THE CITY OF BARRIE
("Barrie")

- and -

Rosemont District Fire Department
(the "Municipality")
of Adjala-Tosorontio, Mulmur + Mono.

WHEREAS:

- A. Barrie and the Municipality desire to enter into a Fire Dispatch Services Agreement (the "Agreement") for Barrie to provide fire dispatch and information and communication technology services to the Municipality; and
- B. Section 20(1) of the *Municipal Act, 2001*, S.O. 2001, c. 25, authorizes a municipality to enter into an agreement with one or more municipalities to jointly provide, for their joint benefit, any matter which all of them have the power to provide within their own boundaries.

NOW THEREFORE in consideration of the mutual terms and covenants herein contained, the parties covenant and agree as follows:

1. BARRIE'S RESPONSIBILITIES

Barrie shall be responsible for the following:

- A. Providing emergency fire dispatch services ("Dispatching") to the Municipality in accordance with Ontario regulations under the Fire Protection and Prevention Act, S.O 1997 c. 4.
Dispatching shall include the following:
 - i. Responding to 911 telephone calls and non-911 telephone calls with respect to the area for which Dispatching shall apply, as approved by Barrie based on the GIS information to be provided by the Municipality ("Dispatch Area");
 - ii. Alerting the members of the Municipality's Fire Department of an emergency;
 - iii. Communicating with the Municipality's Fire Department under both emergency and non-emergency conditions;
 - iv. Communicating with the Municipality's Fire Department regarding the potential need for mutual aid and monitoring the level of an on-going emergency activity;
 - v. Communicating with other agencies during an emergency upon the request of the Municipality Fire Department incident commander;
 - vi. Providing information, data and other resources during emergencies and on a day to day basis;
 - vii. Maintaining and reporting on all dispatch calls in accordance with Ontario regulations.
 - viii. Ensuring back up of the computer dispatching data in SQL database formatting. Barrie shall on the written request of the Municipality provide the Municipality with the data on compact disk ("CD") up to once annually.

- ix. At any time, the Municipality may request a copy of their data. Barrie shall provide same, within a reasonable amount of time, at the fees set out in Schedule B. The data will be provided on a CD in SQL database formatting.
 - x. Voice Logging Services of all telephone and radio transmissions.
- B. Providing to the Municipality information technology support as set out in Schedule A.

2. CAD MAPPING

The Municipality:

- A. Shall provide Barrie, on a continuous basis, all necessary information for the operation of the dispatch system, including but not limited to maps and GIS data required for Barrie's approval of the Dispatch Area, single line road network data, hydrant locations, water main information, assessment data, any and all other pertinent data. Updates to the mapping and data shall be provided by the Municipality to Barrie, when requested by Barrie;
- B. Acknowledges and agrees that it shall provide, as applicable, the County of Simcoe, Dufferin County, Grey County, the District Municipality of Muskoka, and any other such required county or district or regional municipality (the "Counties") with mapping information and data for its region;
- C. Acknowledges and agrees that the Counties shall provide Barrie with mapping information and a limited license to modify the data for the purpose of creating an integrated and seamless map ("CAD Mapping") across different regions including the area described as the Dispatch Area. The CAD Mapping is used to facilitate the Dispatching and management of fire calls by Barrie on behalf of the Municipality;
- D. Shall provide mapping to Barrie in a shp format compliant with the standards requested by Barrie;
- E. Shall provide the applicable Counties in a timely manner with updates to the maps for the Dispatch Area;
- F. Shall immediately notify both the applicable Counties and Barrie of any mapping inaccuracies it discovers;
- G. Shall immediately notify both the applicable Counties and Barrie of any changes to the names of existing roads; and
- H. Agrees that it will at all times indemnify and save harmless Barrie, its employees, officers, servants, agents and assigns, including the members of the Barrie Fire and Emergency Service from any and all claims, actions suits or demands for damage or otherwise arising from any errors, modifications or inaccuracies in the CAD Mapping, or from any misuse, misinterpretation or misapplication thereof, whether due to the negligence of Barrie, its employees, officers, servants, agents or assigns.

Barrie:

- A. Shall immediately notify the Municipality of any errors or inaccuracies discovered by Barrie in the Municipality mapping. The Municipality shall be responsible to provide both the County and Barrie with an updated and corrected map(s) in a timely fashion; and

- B. Makes no representations, covenants or warranties with respect to the mapping information or the CAD Mapping. Barrie specifically does not warrant that the mapping information or the CAD Mapping is free of any inaccuracies or errors. Barrie relies entirely on the Counties for the accuracy and completeness of the data provided.

3. DISPATCH BACKUP

Barrie shall provide an operational back-up communications centre in the event that the primary is not operational.

The Municipality agrees that it will assume control of its own dispatch centre on a temporary basis if and when required and for such period of time as may be required by Barrie.

4. STANDARD OPERATING PROCEDURES

The Municipality agrees that it shall comply with the Standard Operating Procedures set out in Schedule C as updated and communicated by Barrie to the Municipality from time to time:

5. FEES

The Municipality shall pay to Barrie the fees as set out in Schedule B.

6. TERM

This Agreement shall come into force and take effect from the 1st day of January, 2019 and remain in full force and effect for a period of five (5) years and thereafter until amended or replaced by a new agreement.

It is agreed that any amendment to or replacement of this Agreement shall be worded so as to take full force and effect on the 1st day of January for the year in which the amendment or new agreement is made.

7. TERMINATION

Either party may, at any time, upon one-hundred twenty (120) days written notice to the other, terminate this Agreement. Any monies owing to Barrie, and not paid, shall immediately be paid to Barrie prior to the date of termination.

8. INDEMNIFICATION

The parties agree that each of them undertakes no duty of care with respect to the other party, and neither party shall be required to indemnify the other as a result of any provision of services under this Agreement. Both parties agree that they shall maintain adequate liability insurance with respect to any claims by any party for physical or personal damages or negligence, as the case may be, on behalf of the parties, and their respective agents, officers, employees and assigns.

9. TECHNOLOGICAL CHANGE

The Municipality agrees and acknowledges that in the event that technology required to provide Dispatching Services changes significantly from what is contemplated under this Agreement, Barrie may require an amendment to this Agreement, which amendment may include, without limiting the generality of the foregoing, an amendment to Barrie's Responsibilities, the Municipality's responsibilities, or to the fees set out in Schedule B attached hereto. If the Municipality does not agree to execute such an

amendment, Barrie may terminate this Agreement upon one-hundred twenty (120) days written notice to the Municipality.

10. OTHER AGREEMENTS

The Municipality acknowledges that Barrie may enter into similar agreements to this Agreement with other municipalities. As a result of such further agreements or the increased volume of the dispatched messages arising out of this Agreement, either party may determine that additional equipment or manpower is necessary for the proper functioning of the dispatch system. If either party determines that additional equipment or manpower is necessary, both parties shall enter into negotiations to determine the necessity of such additional equipment or manpower. If as a result of negotiations the parties are unable to agree as to the necessity of additional equipment or manpower, this Agreement shall be terminated subject to the provisions set out in Section 7 (Termination) above.

11. ARBITRATION

If any disputes, differences or questions arise between the parties out of this agreement, whether during the term of this agreement or after, each such dispute, difference or question shall be submitted to and settled by arbitration and the decision of the arbitrator appointed to deal with such matters shall be accepted by the parties.

The arbitration in each of the cases mentioned above shall be conducted by a single arbitrator if the parties hereto agree upon one or otherwise by an arbitrator appointed by a Judge of the Ontario Superior Court of Justice. The arbitration shall be conducted in accordance with the provisions of *The Arbitration Act* (Ontario), and any statutory amendments thereto for the time being in effect. It is hereby agreed that it shall be a condition precedent to any action being instituted by either party hereto against the other or of any liability in connection therewith that the matter must be first referred to arbitration as herein provided for disposition.

12. COMPLIANCE WITH LAWS AND CONFIDENTIALITY

The parties undertake and agree that personal information in records delivered to it by the other party will be used for the limited purposes of performing their responsibilities under this Agreement. The parties further acknowledge that any personal information obtained from the other party for the Agreement will be protected under the terms of their privacy policies and applicable privacy legislation.

13. AGREEMENT BINDING

This Agreement shall be binding upon and enure to the benefit of the parties hereto, and their respective heirs, executors, administrators, successors and assigns.

14. SEVERABILITY

If any covenant, provision or term of this Agreement should be at any time be held by any competent tribunal to be void or unenforceable, then the Agreement shall not fail but the covenant, provision or term shall be deemed to be severable from the remainder of this Agreement which shall remain in full force and effect.

15. HEADINGS

The section headings are for purposes of convenience only, and shall not be deemed to constitute a part of this Agreement or to affect the meaning or interpretation of this Agreement in any way.

16. FORCE MAJEURE

Neither party shall be liable for damages caused by delay or failure to perform its obligations under this Agreement where such delay or failure is caused by an event beyond its reasonable control. The parties agree that an event shall not be considered beyond one's reasonable control if a reasonable business person applying due diligence in the same or similar circumstances under the same or similar obligations as those contained in the Agreement would have put in place contingency plans to either materially mitigate or negate the effects of such event. If a party seeks to excuse itself from its obligations under this Agreement due to a force majeure event, that party shall immediately notify the other party of the delay or non-performance, the reason for such delay or non-performance and the anticipated period of delay or non-performance.

17. NOTICE

Any notice required pursuant to this Agreement shall be in writing and delivered personally, by Fax, email, or sent by registered mail (with proper postage) to the following addresses:

To the City of Barrie at:
P.O. Box 400
70 Collier Street
Barrie, ON L4M 4T5

Attention: City of Barrie Fire and Emergency Service, Fire Chief

Fax: (705) 728-1277

To the Municipality at:

Or to such other addresses either of the parties may indicate in writing to the other. Any notice given in accordance with this shall be deemed to have been received upon delivery, if delivered personally, at the time of transmission if sent by fax or email, or five (5) days after posting, if sent by regular mail.

18. ENTIRE AGREEMENT

Except as otherwise stated herein, this Agreement constitutes the entire agreement of the parties, it supersedes any previous agreement whether written or verbal.

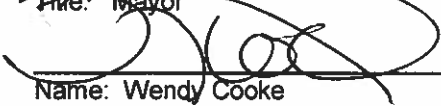
19. APPLICABLE LAW

This Agreement shall be construed and enforced in accordance with the laws of Ontario and the laws of Canada applicable therein.

IN WITNESS WHEREOF the parties have executed this Agreement.


THE CORPORATION OF THE CITY OF BARRIE


Name: J.R. Lehman
Title: Mayor


Name: Wendy Cooke
Title: City Clerk
We have authority to bind the Corporation

[Insert full name of Municipality]

Rosemont District Fire Dept of Adjala-Tarasontio,
Name: Mulmur + Mono.
Title:


Name: Mike Blacklaws
Title: Fire Chief
We have authority to bind the corporation

SCHEDULE A

RECORDS MANAGEMENT SYSTEM

1. Support by Barrie

Barrie's Information Technology Department shall provide the following services to the Municipality with respect to the records management system utilized by Barrie for the purpose of collecting and reporting data with respect to Fire Dispatch Services (the "Records Management System"):

- A. Provide the Municipality with password protected logon to Records Management System, if required;
- B. Store such copies of electronic files as are provided by the Municipality and allow for access through the Records Management System. Barrie does not accept responsibility for maintenance or safekeeping of any such electronic files.
- C. Ensure that Dispatching is capable of producing adequate notification; and
- D. Provide Barrie Service Desk support for the above and for general usage questions from Monday to Friday between 8:00 A.M. to 5:00 P.M.

2. Responsibilities of the Municipality

The Municipality shall have the following responsibilities:

- A. To provide base level of communication link capabilities in order to provide and maintain internet connection. The Municipality shall provide and properly maintain a base level of workstation, operating system and IE level to support its internal use of the Records Management system application. The Municipality shall also take responsibility for its network, all firewalls and configurations at the local level to allow the Records Management System application to work;
- B. The Municipality shall attempt to have Records Management System issues resolved internally prior to contacting Barrie Service Desk by performing troubleshooting by qualified information technology personnel at local level;
- C. The Municipality shall be responsible to maintain the appropriate back up files for all electronic files transmitted to Barrie;
- D. The Municipality staff shall provide timely, accurate and reasonable descriptions of its problems to Barrie Service Desk staff in order to facilitate the support processes; and
- E. The Municipality staff shall contact Barrie Service Desk staff by phone at (705) 726-4242 ext 4599 or by email AskIT@barrie.ca for all requests regardless of the priority or subsequent actions taken.

SCHEDULE B

FEEES

1. Dispatching Fees

The following fees shall be applicable for Dispatching:

- A. For Dispatching, Municipality shall pay to Barrie, semi-annually, as invoiced by Barrie, a per capita rate (the "Rate") for the entire Dispatch Area. The Rate applies to all citizens protected by the Municipality's Fire Department, or under any agreement with other municipal fire departments. The Rate payable each year of the Term of this Agreement shall be:

2019	\$2.50
2020	\$2.65
2021	\$2.80
2022	\$2.95
2023	\$3.10

- B. If the population of the Municipality more than doubles seasonally, an additional per capita on the difference from year round to seasonal population will be added for the agreed upon months yearly. The Municipality shall provide Barrie such reasonable information as Barrie requires to confirm seasonal population changes no later than sixty (60) days prior to the end of each year of the Term or subsequent years following expiry of the Term, if applicable. The per capita rate payable for season population increases in each year of the Term of this Agreement shall be (the "Seasonal Increase Rate"):

2019	\$0.50
2020	\$0.625
2021	\$0.66
2022	\$0.69
2023	\$0.72

- C. Barrie shall review the population of the Municipality on an annual basis and shall correspondingly increase the total amount owing by the Municipality based on the Seasonal Increase Rate payable in each year. The Municipality shall provide to Barrie such reasonable information as may be required by Barrie in order to determine the population on an annual basis.
- D. The Municipality shall pay the greater of \$3,000.00 or the fee as determined by the Rate set out in item A as the base price.
- E. The Municipality shall pay the dispatching fees within thirty days of receipt of the invoice. Interest at the rate of 1.5% per month shall accrue on past due accounts.
- F. If the Agreement continues following expiry of the Term, then the Rate shall be increased by Barrie for each subsequent year following expiry of the Term at Barrie's sole and unfettered discretion, provided that Barrie gives notice in writing to the Municipality no later than August 31st of each year following expiry of the Term of the increase to the Rate.

2. Additional Fees

The following Additional Fees shall be applicable:

- A. The Municipality shall be responsible for all charges and costs billed to Barrie directly from Bell Canada or other parties which are properly attributable to Municipality. Barrie shall identify and forward to Municipality invoices with respect to same which shall be paid by the Municipality forthwith upon receipt thereof.
- B. The Municipality shall pay any labour costs incurred by Barrie with respect to any Barrie employees who are subpoenaed to give evidence at any inquest, hearing, court case, etc. associated with the dispatching process set out in this Agreement.
- C. If the Municipality uses a different radio maintenance vendor from Barrie's radio maintenance vendor, then the Municipality shall pay all invoices, charges and costs incurred by Barrie as a result of failures in the Municipality's radio equipment.

2. Fees for Records Management Users

The following fees shall be applicable for IT support:

- A. Prior to August 30th of each year, Barrie may unilaterally increase the Support Fee increases greater than the rate of inflation according to the CPI. Barrie shall provide notice to the Municipality of the increase. The increase shall be effective January 1st of the respective year.

3. Optional Fees

The following fees are options available to the Municipality:

- A. Graphic Services for mapping used in CAD (\$0.10 per capita) – Includes the ability to use the services of GIS staff at Barrie to ensure accuracy of information used in CAD system.

4. Technological Change

- A. In the event of technological changes that require the City to modify the Dispatch Services The City may amend this Schedule B in accordance with Section 9 of the Agreement to reflect any increase in the Rate for providing the Dispatch Services.

SCHEDULE C

STANDARD OPERATING GUIDELINES AND PROCEDURES

The Municipality shall comply with the following guidelines:

- A) Standard Operating Guideline "Emergency Radio Announcement"
- B) Standard Operating Guideline "Mayday" Communications



ROSEMONT & DISTRICT FIRE BOARD HIRING POLICY

1. **Policy Statement**

- 1.1 The Rosemont & District Fire Department endeavours to provide consistent, fair and unbiased hiring practices in the hiring of volunteer fire personnel.

2. **Purpose**

- 2.1 Section 270 (2) of the Municipal Act, 2001 S.O. 2001, c.25, as amended, requires local boards to adopt and maintain a policy with respect to its hiring of employees.
- 2.2 This policy provides a clear description of the process involved in hiring employees, while promoting and maintaining fairness, openness, and integrity in the hiring process.

3. **Definitions**

Board means the Rosemont & District Fire Board, composed of the Townships of Adjala-Tosorontio, Mulmur and Town of Mono

Chief means the Chief and/or Deputy Chief of the Rosemont & District Fire Department

Department means the Rosemont & District Fire Department, consisting of no more than thirty (30) volunteer firefighters.

Relative means a person's spouse through marriage, common law, or companion, grandparent, parent, child, or sibling and includes the corresponding step or in-law relationship.

4. **Responsibility**

- 4.1 The Chief, under the authority of the Rosemont & District Fire Board, has the responsibility for the proper implementation and functioning of the Hiring Policy and shall ensure that the Department recruits and employs the highest possible standard of work force.

5. **Vacant Positions**

- 5.1 The Chief is responsible for overseeing the vacancies in the Captain, Lieutenant and Firefighter positions and will provide direction to the Secretary as required.
- 5.2 The Board is responsible for overseeing the vacancies in the Chief and Deputy Chief positions and will provide direction to the Secretary as required.
- 5.3 Board authorization is required for the creation of new positions.
- 5.4 Job vacancies shall be advertised by any one or combination of the following: use of resumes currently on file; word of mouth; postings on municipal websites; email blast outs, social media; online employment websites, newspapers, and advertising signs. Job descriptions shall be made available in conjunction with all vacancy advertisements.
- 5.5 Applicants will be invited to visit the firehall on a practice night, and the Chief will endeavour to supply as much information as possible so that they are able to make a knowledgeable decision to commit to the position.
- 5.6 Applicants will be short listed to determine who will be interviewed.
- 5.7 Interviews shall be conducted with prospective firefighters with no less than two (2) people in attendance either in person or via an electronic meeting. In the case of the Chief or Deputy-Chief, the Board shall conduct the interviews.
- 5.8 Skills testing may be carried out on potential firefighters to determine if they have the required skills for the position.
- 5.9 Reference and experience checks shall be conducted to verify applicant qualifications.
- 5.10 All applicants will be notified following the completion of the selection process, and an appointment letter will be issued to inform the successful candidate as to the specifics of the position and may include an employment contract as required.
- 5.11 All Board ratification motions approving the hire of a Chief or Deputy Chief shall contain the following information:
 - name
 - position
 - date of hire
 - length of probationary period (12 months or at the Boards discretion)
 - that all conditions of the hiring policy apply

5.12 All documentation received from applicants responding to advertisements for employment will be retained by the Chief or Secretary as the case may be, until the end of the probationary period of the successful applicant, at which time such documentation may be destroyed.

6. Hiring of Relatives

6.1 No relative may work in a full or part time capacity under the direct supervision of a firefighter or where a relative may exert a significant influence over the work or career advancement of the other. In the case of an Incident Command Situation, this policy may not apply.

6.2 The determination of whether a relative is in a position to exert a significant influence over another relative is determined through consultation between the firefighter, the Chief and the Board.

6.3 Firefighters who become related while they are employed by the Board must adhere to the same requirements outlined in this policy and will be notified that they are in conflict with this policy.

6.4 Firefighters in a conflict shall work with the Chief to attempt to secure alternative employment within the Department in order to resolve the conflict. Actions will not result in termination nor violate the effected parties' rights as established in applicable Ontario law.

6.5 A firefighter who applies for a position where he or she is the successful candidate, and therefore would supervise or exert significant influence over a relative, will be advised by the Chief and/or Board that they are eligible for the competition, provided that they resolve the conflict of interest to the satisfaction of the Board.

8. Job Requirements:

Offers of employment are conditional on the prospective firefighter providing satisfactory proof of all job requirements, including but not limited:

- Residency within the coverage area
- Be 18 years of age or older at the start of employment
- Provide a copy of their driver's licence, a clean driver's abstract and criminal records check upon hire
- Comply with the attendance policy
- Obtain DZ license within 1 year of hire
- Obtain CPR and First Aid Certification (arranged upon hire)
- Obtain First Responder's Course (arranged upon hire)
- Provide a medical fitness certificate from a doctor (if/when requested)

- Must be "at ease" climbing ladders, dealing with heights, being in confined spaces and wearing self contained breathing apparatus (SCBA)
- Acknowledge that there may be contact with blood or other body fluids at an emergency scene
- Maintain NFPA standard of having a cleanshaven face
- Agree to participate in fire prevention activities

9. General

- 9.1 No existing employment shall be terminated as a result of the adoption of this policy.
- 9.2 This policy shall come into effect on the date of adoption by the Board. All previous Hiring Policies for the Rosemont & District Fire Board are hereby repealed.

Date of Review and Approval:

Chair

Secretary

ROSEMONT DISTRICT FIRE DEPARTMENT

OPERATIONAL GUIDELINE # 13.07

SECTION: ADMINISTRATION

SUBJECT: COVID 19 VACCINE POLICY

PURPOSE:

The purpose of the COVID-19 Vaccination Policy is to provide a guideline pertaining to the expectations and requirements that the Rosemont District Fire Department (RDFD) has of its members with respect to COVID-19 vaccinations.

SCOPE:

This guideline applies to all members of the RDFD. For the duration of the Covid-19 pandemic public health emergency response, new RDFD members will be required to be fully vaccinated against COVID-19 as a condition of being hired by the RDFD, subject to limited exceptions in accordance with the Ontario Human Rights Code (OHRC). The RDFD also reserves the right to amend this policy as the RDFD determines to be appropriate or required.

GUIDELINE:

As always, the RDFD is committed to providing a safe working environment and taking every precaution reasonable in the circumstances for the protection of our members, from the hazard of COVID-19. The RDFD has a legal duty under the Occupational Health and Safety Act (OHSA), to take every reasonable precaution to protect workplace health and safety, including hazards posed by infectious disease such as COVID-19 and its associated variants.

The RDFD considers vaccinations to be fundamental to the protection of individuals and the community, and to be consistent with the best available public health advice for prevention of the spread of COVID-19 and its variants. This policy recognizes that those who are unvaccinated or partially vaccinated pose a significantly increased risk of becoming seriously ill from COVID-19 and spreading the SARS-CoV-2 virus to others. The aim of this policy is to encourage all members of the RDFD to become fully vaccinated in alignment with Public Health recommendations and subject to limited exceptions in accordance with the Human Rights Code (Ontario).

RELATED DOCUMENTS:

DATE: December 2, 2021

REVISED:

PAGE: 1 of 6

ROSEMONT DISTRICT FIRE DEPARTMENT

OPERATIONAL GUIDELINE #13.07

SECTION: ADMINISTRATION

SUBJECT: COVID 19 VACCINE POLICY

DEFINITIONS:

Fully Vaccinated

An individual is defined as “Fully Vaccinated” once 14 days have passed after receiving their second dose of two-dose COVID-19 vaccine series or their first dose of a one-dose COVID-19 vaccine series that is approved by Health Canada. This definition may be further broadened to include any additional doses of COVID-19 vaccinations recommended by Health Canada.

Officers are expected to:

- lead by example
- provide proof of their COVID-19 Vaccination status and meet all other requirements outlined in this policy; and,
- create and foster a work environment free from harassment and disrespectful behaviour, as outlined in RDFD’s Workplace Violence and Harassment Prevention Policy

Firefighters are expected to:

- follow all health and safety policies and guidelines
- provide proof of their COVID-19 Vaccination status and meet the requirements outlined in this policy
- foster a work environment free from harassment and disrespectful behaviour, as outlined in RDFD’s Workplace Violence and Harassment Prevention Policy

RELATED DOCUMENTS:

DATE: December 2, 2021

REVISED:

PAGE: 2 of 6

ROSEMONT DISTRICT FIRE DEPARTMENT

OPERATIONAL GUIDELINE #13.07

SECTION: ADMINISTRATION

SUBJECT: COVID 19 VACCINE POLICY

Continued Compliance with all Health and Safety Precautions

Unless a legislated or regulatory exemption applies, all RDFD members are expected and encouraged to continue to comply with applicable health and safety measures to reduce the hazard of COVID-19, including but not limited to compliance with established workplace access controls.

This will include screening, wearing a mask or face covering, using provided PPE, maintaining appropriate physical distancing and self monitoring of potential COVID-19 symptoms when at work or otherwise engaged in RDFD business. Self monitoring and conditions or restrictions imposed by the Government of Canada must be strictly followed by any member returning to Canada.

Confidentiality

The information collected under this policy will only be used to the extent necessary for implementation of this policy, for administering health and safety protocols and infection and prevention control measures in the workplace, in accordance with applicable privacy legislation.

Request for Exemption under the Ontario Human Rights Code

A current member of the RDFD may submit a written request for an exemption under the OHRC. The request must include an explanation of the grounds and/or supporting documentation to assist in the determination of exemption. Exemption request and any related accommodation provisions under the OHRC will be reviewed with the member in consultation with a third-party human resources firm. The RDFD will work with the individual to determine whether and how they may be accommodated, as required, in accordance with the OHRC. Without limitation, such measures may include changes to work assignments, as well as regular rapid antigen testing.

<u>RELATED DOCUMENTS:</u>		
<u>DATE:</u> December 2, 2021	<u>REVISED:</u>	<u>PAGE:</u> 3 of 6

ROSEMONT DISTRICT FIRE DEPARTMENT

OPERATIONAL GUIDELINE #13.07

SECTION: ADMINISTRATION

SUBJECT: COVID 19 VACCINE POLICY

Vaccine Education Requirements

Every member who has chosen not to be vaccinated or to disclose their vaccination status, will be required to actively participate in a mandatory vaccine training session(s) outlining:

- How COVID-19 vaccines work;
- Vaccine safety related to the development of the COVID-19 vaccines;
- Benefits of vaccinations against COVID-19;
- Risk of not being vaccinated against COVID-19;
- Possible side effects of COVID-19 vaccinations.

Rapid Antigen Testing

RDFD members must participate in regular rapid antigen testing , as determined by the RDFD, and confirm completion of testing and forward test results to the Chief or designate until such time as they are considered fully vaccinated, if any of the following condition apply:

1. The individual has not received a complete COVID-19 vaccine series, or it has not been 14 days since their final dose of a complete COVID-19 vaccine series; or
2. The individual has not met requirements related to additional dose(s) as may be determined by Health Canada or the Ontario Ministry of Health; or
3. The individual has not disclosed their vaccination status as required; or
4. The individual has not provided proof of vaccination as required; or
5. The individual requires an exemption from vaccination requirements in accordance with the OHRC, provided that all necessary documentation is submitted and kept updated to substantiate the exemption. Testing frequency will be at 3 day intervals. The RDFD will provide rapid antigen tests at no cost to an individual who in accordance with the conditions noted above, is exempt from vaccination.

RELATED DOCUMENTS:

DATE: December 2, 2021

REVISED:

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ROSEMONT DISTRICT FIRE DEPARTMENT

OPERATIONAL GUIDELINE #13.07

SECTION: ADMINISTRATION

SUBJECT: COVID 19 VACCINE POLICY

The provision by the RDFD of antigen test without cost to exempt individuals is conditional on access to such test at no cost to the RDFD. Should conditions change, requiring the RDFD to purchase rapid antigen test at a cost, exempt individuals will be notified by the Fire Chief. In such case, the Fire Chief will negotiate the recovery of cost from exempt individuals.

Should an individual test positive on an antigen test, they are required to remain out of the workplace, not respond to emergency calls, notify the Fire Chief, complete a PCR test and follow the directions of Public Health until they are able return to the workplace based on Public Health guidance. An individual who is cleared by public health authorities to return to service will notify and request permission from the Fire Chief to do so. The Fire Chief reserves the right to accept or reject a request to return to serve.

The RDFD otherwise reserves the right to require rapid antigen testing of any member at any time.

Non-Compliance with this Policy

Any member who fails to comply with this policy (i.e. who refuse to disclose their vaccination status, complete required education or who refuse to undergo rapid antigen testing) will be subject to disciplinary action up to and including suspension of duties. In addition, knowingly providing falsified documentation or test results will result in immediate termination from the RDFD. In addition, the Fire Chief will alert appropriate authorities.

<u>RELATED DOCUMENTS:</u>		
<u>DATE:</u> December 2, 2021	<u>REVISED:</u>	<u>PAGE:</u> 5 of 6

ROSEMONT DISTRICT FIRE DEPARTMENT

OPERATIONAL GUIDELINE #13.07

SECTION: ADMINISTRATION

SUBJECT: COVID 19 VACCINE POLICY

Ongoing Monitoring and Assessment of COVID-19 Workplace Safety Measures

The RDFD will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information and context to ensure that it continues to optimally protect the health and safety of those in the public that we serve. To that end, and in consultation with Wellington-Dufferin-Guelph Public Health and occupational health and safety resources, the RDFD will continue to assess other available workplace risk mitigation measures. If it is determined that changes to precautions are necessary and/or appropriate, the RDFD management may decide to remove existing measures and/or deploy new measures (including at an individual level) to protect our members, contractors, elected officials and the public that we serve from the effects of COVID-19, and may amend this policy accordingly and/or communicate the required precautions to impacted members.

Duration

This Operational Guideline shall remain in effect until such time where the Fire Chief is satisfied that competent public health authorities have confirmed the end of the COVID-19 pandemic public health emergency response.

<u>RELATED DOCUMENTS:</u>		
<u>DATE:</u> December 2, 2021	<u>REVISED:</u>	<u>PAGE:</u> 6 of 6



A DAY IN THE LIFE OF A ROSEMONT FIREFIGHTER

Join Us for Activities and Demonstrations!



Our Mission

Come out to witness live firefighting demonstrations, and spectate or participate in hands on training activities. This event is to bring out community members who want to learn more about their local fire department, or are interested in becoming a firefighter. Our goal is to share with the community what it means to be a Rosemont Firefighter.

Activities:

- Hose Deployment
- Medical Scenarios
- PPE & Dummy Drags
- Auto Extrication Demonstration

Timeline:



Time and Place:

Sunday 24 Sep, 2023 Rosemont Fire Hall
955716 7th Line E Mono

Requirments:

- 18+
- Long Pants
- Sign-up
- Steel-toe Boots

Email: rdfd.events@gmail.com
to register today!

Follow us here: @RosemontFire Rosemont District Fire Department @rosemontfire



The Corporation of

THE TOWNSHIP OF MELANCTHON

157101 Highway 10, Melancthon, Ontario, L9V 2E6

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May 23, 2023

To: County of Dufferin
Town of Grand Valley
Town of Mono
Town of Orangeville
Town of Shelburne
Township of Amaranth
Township of East Garafraxa
Township of Mulmur

Dear Sirs/Madams:

Re: Fire Prevention and Protection Services

At the meeting of Council held on May 18, 2023, the following motion was introduced and passed:

Moved by White, Seconded by Moore

Be it resolved that: "Whereas municipalities are required to provide appropriate, sustainable fire prevention and protection services to its residents;

And Whereas municipalities within Dufferin County rely on fire prevention and protection services from multiple fire services with varying service levels;

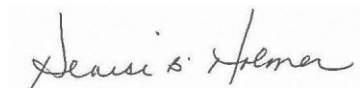
And Whereas avenues for potential collaboration between fire departments and other emergency first responders have not been studied or identified to the eight local tier municipalities;

. . . 2

Therefore be it resolved that Melancthon Township Council request the County of Dufferin engage subject matter experts and support a study on fire prevention and protection services in Dufferin County, and supply a report that details options and recommendations for the appropriate provision of fire prevention and protection services across Dufferin County. And further that funds for the study be taken from the County of Dufferin's emergency management preparedness reserve.

And further that this motion be forwarded to all Dufferin County municipalities, as well as Dufferin County Council for support, and all local tier Fire Department Boards of Management and Advisory Boards for information." Carried.

Yours truly,

A handwritten signature in cursive script that reads "Denise B. Holmes". The signature is written in black ink on a white background.

Denise B. Holmes, AMCT
CAO/Clerk

- c. Grand Valley and District Fire Board of Management
- Mulmur Melancthon Fire Board of Management
- Orangeville Fire Service Advisory Committee
- Shelburne and District Fire Board of Management
- Rosemont District Fire Board of Management