

Municipality of Lakeshore – Report to Council

Strategic & Legal Affairs

Protective Services



To: Mayor & Members of Council
From: Don Williamson, Fire Chief
Date: November 23, 2022
Subject: 2023 Fire Department Training Budget Request Information

Recommendation

This report is for information only.

Background

As a pre-cursor to the 2023 budget deliberations, this report has been provided as additional background to the proposed fire department training budget increase.

On January 19, 2022, the provincial government announced their plan to establish the National Fire Protection Association (NFPA) standard as the level of training requirement for Firefighter Certification in Ontario.

These requirements were passed on July 1st, 2022 and will come into force on July 1, 2026. One exception is the Technical Rescue certification component (e.g., Ice Water Rescue) which is delayed until July 1, 2028, to allow time for development of provincial training and examination materials.

This mandatory certification is now required for all new fire service staff (volunteer and fulltime) involved as suppression firefighters, pump operators, and public educators. In addition, the regulation includes mandatory NFPA certification requirements for existing suppression firefighters, fire inspectors, fire investigators, fire instructors, hazardous materials response personnel, incident safety officers, and fire dispatchers.

A promotion from firefighter into a fire officer position now requires completion of the NFPA training certifications for Firefighter Level 2, Fire Instructor Level 1, and Fire Officer Level 1. Without these certifications staff are not eligible for promotion.

Comments

Lakeshore currently has 12 in-service firefighters that were not previously grandfathered into the certification program and require the same certification training and testing to

remain in service as of the 2026 deadline. If not certified to that level, they will be forced to retire. Correspondence has been sent to each member outlining their requirements. We are hopeful the majority will take on the certification challenge.

In the spring of 2022, the Lakeshore Fire Department recruited 20 new firefighters. They will have completed around 400 hours of NFPA certification training by the end of 2022. In 2023 they will also require NFPA hazardous materials response certification training.

The department will also require that 6 existing volunteer firefighter staff be trained to NFPA Officer Level 1 and certify two other staff as Incident Safety Officers. All of the NFPA certification requirements include successful completion of a provincial written exam and provincial practical skills demonstration through a third-party evaluator.

The following chart sets out the 2023 costs:

A	Recruit Hazmat Training	\$15,400	20 Participants
B	Officer Level 1 Training	\$15,900	6 Participants
C	Incident Safety Officer Training	\$3,400	2 Participants

Item A : Recruit Hazmat Training

Approximately 40 hours per student resulting in \$13,000 for participant wages and an additional \$2,400 for instructional costs.

Item B: Officer Level 1 Training

The department currently has 20 volunteer fire officer positions with an additional 10 personnel in acting roles. With anticipated retirements, it is necessary to certify an additional 6 staff in the NFPA fire instructor program (a pre-requisite for the fire officer program) and the NFPA Fire Officer 1 program. This equates to a combined total of 85 hours for each participant or \$11,900 in participant compensation and \$4,000 for instructor wages and resources.

Item C: Incident Safety Officer Training

The Incident Safety Officer role provides overall fire ground health & safety oversight during an emergency event. Two district chiefs will be scheduled for this 50-hour certification course with a cost of \$3,400.

Every future firefighter hire will require the 400-hour firefighter certification plus an additional 120 hours that includes pump operations, hazmat operations, and ice and water rescue. The 400-hour certification is currently compensated with a \$3,000 stipend upon successful completion of the provincial testing.

This firefighter certification training consists of many hours of online reading and testing supplemented with classroom theory and practical sessions. This training is coordinated and monitored through fire administration with the classroom training provided by both fulltime and volunteer firefighter staff after preparation and review of course delivery materials.

Financial Impacts

These mandatory training requirements will have an approximate impact of \$35,000 to the 2023 Fire Department budget request.

Future financial impacts for NFPA officer training (Instructor Level 1, Officer Level 1, and Incident Safety Officer) will all be dependent on staff turnover. The municipality will invest \$2,000 for each new officer and an additional \$1700 for those certified as Incident Safety Officers.

Historically firefighter recruitment schedules have been every other year with officer training dependent on vacancies. Lakeshore Fire does not have the resources and horsepower to do all these simultaneously each year on top of the regular firefighter training occurring twice each month.

The municipality will invest almost \$10,000 for each new firefighter through NFPA training, clothing, and protective equipment before they are ready to work as a full-service firefighter.

The 2023 Fire Master Plan will further detail the projected training requirements, financial impacts, and resources required to meet the mandatory certification requirements.

Report Approval Details

Document Title:	2023 Fire Department Training Budget Request Information.docx
Attachments:	
Final Approval Date:	Jan 3, 2023

This report and all of its attachments were approved and signed as outlined below:

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Submitted by Kristen Newman

Approved by Justin Rousseau and Truper McBride