



Ontario Association of Fire Chiefs

Large Urban Advisory Committee Meeting Minutes

The Ontario Association of Fire Chiefs mission is to lead innovation and excellence in public and life safety. Our vision is to inspire and influence a safer Ontario.

Tuesday August 20, 2019
Garry Morden Training Centre, 7535 Ninth Line, Mississauga
From 12-5pm

Participants: Tim Beckett, Matt Pegg, Bill Boyes, Steve Kraft, Steve Laforet, Jon Rehill, Brian Durdin, Andrew Zvanitajs (sit-in for Deryn)

Remote: Lori Hamer, Kim Ayotte, Dave Cunliffe.

Regrets: Deryn Rizzi, Dave Decker

Guests: Kalpana Rajgopalan (Remote)

Minute Takers: Alex Kearns

1. Welcome and Introductions

- Co-Chair thanked everyone for attending
- DC Andrew Zvanitajs is sitting in as a replacement of Deryn
- Lori, Kim, and Dave joining through WebX around 1pm

2. Additions to the Agenda

- Michelle Jumping on at 3:30 – Giving General update from OAFC as ED

3. Declaration of Conflict of Interest

- None

4. Approval of minutes from the Last Meeting

Motion: To approve the meeting minutes from March 21 & 22, 2019, as written.

Moved by Tim Beckett

Seconded by Brian Durdin

Carried

5. Training Presentation

- Will start later, going to begin with Steve Kraft

6. Shift Exchanges



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- A conversation about staff trading shifts began. Staff have offered to take two or three shifts if a co-worker takes a specific shift back.
- Some departments allow for a 1:1 shift exchange, but not a higher ratio.
- In the past, staff could donate or trade lieu and sick days, but those practices have ended.
- It was noted that CRA has previously raised concerns with trading shifts at greater than 1:1 within a given tax year.
- It was agreed that shifts should not be traded in a ratio greater than 1:1

7. Staffing Differently at Night

- A department is contemplating paying overtime at 7am or 7pm to accommodate different staffing minimum requirements.
- Different cities have different times when fires are more likely to occur and decisions like this should be data and evidence driven.

8. Merger-Amalgamation Discussion

- The topic of the provinces regional government review was raised
- Different fire chiefs have been hearing different rumors, that the region will amalgamate, and that it won't amalgamate.

9. Presentation on the Training NFPA 1006 Pilot Project – Kalpana Rajgopalan

- There was some confusion over who would develop the training program.
- The plan is to adopt and adapt previously produced curriculum for Ontario that meets OHSa guidelines and will be useful for all types of departments in Ontario.
- Qualified training instructors are not defined by the OFMEM, but they would decide who meets the criteria to be considered qualified for training.
- Would like testing to be completed in house, in a scantron format for immediate results.
- Testing product is available, but unknown if it has been validated for curriculum approval.
- Need to ensure that the testing product will be validated so that those tested (and pass) become successful.
- Jones & Bartlett will be part of the base, but it is reflective of the United States and not Ontario, therefore it would need to be adapted for Ontario use - including Section 21 guidelines.
- A question of the costs associated with operating the training program was asked, however as it has yet to be OFMEM approved, little work on that has been conducted.
- If the pilot is approved, there would be an auditing mechanism.
- It was noted that skill testing beyond the large urban group could be an issue and would be based upon facility resources, ability to in house test, etc.
- Evaluators would need OFMEM training.
- The three skill testing options all require delegation of authority from the OFMEM and evaluators would need to work within the framework outlined.
- The Fire College and RTC's could help for skill testing. However, there would be significant costs to expanding beyond.



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- Sharing evaluators through the OFMEM and OAFC would help reduce costs.
- Working on pulling together NFPA training and testing recovery model.
- Standards do not say that qualified instructors or evaluators need to be certified to NFPA 1006, thus an alternative approach will be utilized.
- The ice and trench programs in Mississauga are examples of alternative compliance.
- Those that complete the ice and/or trench program from Mississauga would not have to repeat testing.
- Grandfathering can be explored even though it was closed by the OFMEM.
- A discussion about program delivery, developing SOP's, and SOG's occurred.
- The OFMEM is to be invited to monitor and evaluate/facilitate the rollout of the program to the departments that wish to pilot the program.
- Some of the presentation is to be shared with the Fire Marshal.
- It was noted that the OFMEM doesn't have the resources to look after NFPA 1006.
- There was a discussion about moving forward with NFPA 1006 in one discipline, or all disciplines and asking the OFMEM for approval occurred.

ACTION ITEM: Bill to follow up with the OAFC board to discuss moving the pilot project forward.

10. Lieu Day Payout

- A discussion about staffing levels and payouts for lieu days ensued.
- The pros and cons about lieu days were discussed. Each municipality has different rules regarding lieu days.
- Some departments have lieu time built into their budgets to help predict yearly costs, while others automatically pay out lieu time once a year. Others were concerned that minimum staffing levels would increase as a result.

11. PTSD Committee Update

- The three departments working on a PTSD mental health strategy is to meet with the OAFC board.
- The PTSD mental health group is looking at 4 pillars: Prevention, Peer Support, Case Management, and Return to work.
- The mental health group is going to consolidate with other OAFC groups and become an OAFC Working Group.
- Planning a series of webinars and a phased teaching model.
- It was noted that more firefighters are receiving time off for PTSD however questions remain about how people are being diagnosed.

12. OAFC Board Update – Bill Boyes

- The OAFC SIR WG is still making progress updating the SIR form with the OFMEM.
- The SIR WG is focusing on the issues raised by the OAFC in the Jan 31, 2018 letter sent to the OFMEM.



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- Bruce Robinson of the OFMEM who was leading the update on the OFMEM side has retired.
- Progress on the OFMEM side has stalled since Bruce's retirement.
- The Board hired the Portage Group to fill the ED position since Richards retirement, Michelle O'Hara is the new ED. A COO is being sought with fire chief experience.
- Brad left the OAFc office.
- John Hay is overseeing NG-911.
- There was a discussion over the rumor that Halton Police's is creating their own LTE network. It is also rumored that Peel and Mississauga are working with Halton on this.
- It was noted that paramedics are moving to a new CAD dispatch but no viewer.
- A discussion over the OAFc AGM occurred.

13. Report from OAFc Executive Director - Michelle O'Hara

- The fire protection model (framework) is a work in progress and the details are still being fleshed out. It will then go to OAFc committees for feedback and then to the membership for more feedback.
- During the conversation the Solicitor General revoked the public reporting fire service regulation
- A discussion about piloting NFPA 1006 in four departments occurred.
- Board elections under the new constitution will take effect at the Nov AGM and a member's communication outlining the changes will be sent in the near future.
- Michelle returned to AMO.

14. Metro Chiefs

- Matt and Kim attended the Metro Chiefs meeting.
- A discussion about retired metro chiefs and consulting took place.
- Concerns were raised about active deputies and chiefs also working in consulting positions criticizing other municipal fire services.

15. Resolutions

"The Metro Chiefs Board of Directors investigate and develop recommendations that address current and senior members that engage in consulting activities resulting in actual or potential negative actions towards a fire chief or fire service. And further, that the Board present a report for consideration by the membership at the 2020 business meeting.

Others will be drafting language for the CAFC conference and we will be submitting one to the OAFc mid-term"

To be further discussed tomorrow.

Motion: Motion to adjourn

Moved By: Tim Beckett

Seconded: Bill Boyes



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Items not discussed on Tuesday will be carried over to Wednesday

Wednesday, August 21, 2019
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Regrets: Deryn Rizzi, Dave Decker

Guests: Jon Pegg, Fire Marshal

Minute Takers: Alex Kearns

1. Reviewed agenda items not covered in previous day.

Carried from Tuesday: Resolutions

- The conversation resumed from yesterday's meeting conclusion about retired metro chiefs doing consultation work and criticizing municipalities and the fire service.
- There is a concern that the consultants are not making recommendations based upon best practices.
- A conversation about where Large Urban fire chiefs fit in with the OAFCA took place.
- It was noted OAFCA Board elections are in November and people were encouraged to run for positions.

2. Update from Fire Marshal Jon Pegg

- The chair welcomed Ontario's Fire Marshal, John Pegg and explained that Kalpana will walk through the pilot project presentation.
- A review of the training pilot project took place as well as a discussion about the next steps.
- The Fire Marshal expects to have the MOU shortly, currently with legal. However, marking can still be sent to the OFMEM.
- A discussion about how to expand the training pilot project if successful, took place.
- The issues of transparency, public reporting, and certification was raised.
- It was noted there are a lot of issues with the SIR.

3. Roundtable

Oakville



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- Having issues with a health and safety inspector as they have no fire experience.

Brampton

- Budget is upcoming.
- Challenged with recruiting new platoon chiefs as its hard to get them to want to move up to a management level due to salary and compensation issues.

Vaughan

- Almost filled all management positions.
- Questioned others at the table if they conduct psyche evaluations.

Richmond Hill

- Having budgetary issues as council has directed cuts. However most staffing costs are due to overtime and salaries.
- A new fire truck was approved in last year's budget, but they can't hire firefighters to fill it.
- Concerned about succession and retire pay.

Kitchener

- Council has directed money to increase the diversity of employers, but no money for wellness.
- 25% of rural staff is on holidays.

Hamilton

- Council approved 10-year plan.
- Looking at revamping schedules for both career and volunteers based on call volumes.
- Will be eliminating rescue units.

Mississauga

- The Council approved master plan from last year identified 7 new stations.
- Lots of vacancies due to retirements.
- Working with facility dogs. Keeps moral up.

Toronto

- Undergoing an operational employment review. Expect recommendations on everything next year.
- Town hall meetings have been scheduled in every district on every shift to ensure all voices are heard and all have an opportunity to attend.

Ottawa Worried about budget and fiscal restraints that may cause station closures.

- New fire apparatus costs are extremely high, issues with weather are a contributing factor.

London

- Had to step away for a personal matter so I will mention for them



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- Contract is to end of 2024

4. Next Meeting

- Tie it to a day during November midterm will look at schedule and get back with a time (roundtable half day) will throw some options out, if not will look for another down the road

Motion: To adjourn the meeting

Moved by: Tim Beckett

Seconded by: Andy Zvanitajs

Carried.