Recommendation

That the report of the HR Coordinator dated December 12th, 2017 be received for information and that the following individuals be appointed as Township of Selwyn Volunteer Firefighters.

- Jake Andrews – Hall 1
- Joshua Neadow – Hall 1
- John Sanquinetti – Hall 1
- Steve Woods – Hall 1
- Ilana Overink—Hall 3
- Adam Dobbie— Hall 4
- Mark Young— Hall 5
- Stephan Heintz – Hall 5
- Chris Vivian—Hall 5
- Evan Dodds— Hall 5
- Jordan Whelan—Hall 5

Further, that the following individuals be appointed as junior members of the Township Fire Department until the completion of their college program, the end of August, 2018.

- Sir Sanford Student—Drew Goble
- Sir Sanford Student—Mitchell Wood

Further, that the resignations of the following firefighters be accepted and their service to the Selwyn Fire Department and our community be recognized with thanks:

- Mike Coons – Hall 2
- Colin Jopling – Hall 4
- Jarrett Smith – Hall 4
- Kathrine Stewart-Ross – Hall 5
- Jeff Rogozinski—Hall 5
- Jeremy Eckford—Hall 5
- Joe Steenburgh – Hall 1
Information

Interviews were conducted in October and November of this year to fill vacancies within the Fire Department. The interview panel consisted of the Fire Chief, G. Jopling, Deputy Chief T. Jackman, Assistant Deputy Chief R. Jopling, Sr. Captain D. Garrett, Captain P. Fitzgerald and the Township HR Coordinator K. Berry. Seventeen (17) candidates in total were interviewed and thirteen (13) candidates are being recommended for appointment to the Fire Department.

The appointment of these new firefighters to the Selwyn Fire Department brings the roster to 91 personnel, not counting the three Chief Officers.

Eight (8) of these new personnel will require training at the Eastern Ontario Emergency Training Academy starting in January 2018.

<table>
<thead>
<tr>
<th>Location</th>
<th>Total Personnel (with new Recruits)</th>
<th>Total New Recruits Requiring Training at EOETA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hall 1 – Bridgenorth</td>
<td>21</td>
<td>3</td>
</tr>
<tr>
<td>Hall 2 – Lakefield</td>
<td>23</td>
<td>0</td>
</tr>
<tr>
<td>Hall 3 – Youngs Point</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>Hall 4 – Curve Lake</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>Hall 5 – Ennismore</td>
<td>23</td>
<td>3</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>91</td>
<td>8</td>
</tr>
</tbody>
</table>

Something new this year, the Officers committee agreed to take on two (2) Pre Service Firefighter students, who are currently enrolled in the Sir Sanford Fleming College Firefighter program. This will be on a trial basis for two years to assess the success of the program. The students will be part of the department for a period of approximately one year while they are completing their college program. These students will be considered junior members of the department, and will not receive firefighter pay, but will be covered by the Township WSIB and VFIS on duty insurance coverage. They will attend all training sessions and help around the fire halls. As they progress in their college courses they will gradually be able to attend calls much the same as our new recruits do currently. At the completion of the student’s program, they will be evaluated by the Officers committee as to whether they will be eligible to apply for a volunteer position with the department. The Townships of North Kawartha and Otonabee South Monaghan have offered a similar program for a number of years and have found it to be valuable for the Department and the students.
With the appointment of these members the firefighter complement will increase to 91 members. This will help to ensure adequate coverage for the area and ensure that the Department maintains sufficient numbers.

**Strategic Plan Reference**

Achieve excellence in governance and service delivery.

**Financial Impact**

The cost for each recruit who is required to attend training in Norwood is approximately $3,000.00 for a total of $24,000. This cost will be included in the 2018 operational budget.

The PPE (personal protective equipment) required for new members can be accommodated through existing stock and the capital purchases provided for in the 2018 capital program.

**Attachments**

None

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**Kim Berry**

Prepared By: Kim Berry, HR Coordinator

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**Gord Jopling**

Reviewed By: Gord Jopling, Fire Chief

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**R. Lane Vance**

Reviewed By: R. Lane Vance, Manager of Financial Services/Treasurer

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**Janice Lavalley**

Reviewed By: Janice Lavalley, CAO