



LASALLE FIRE SERVICE

Annual Report 2016

Mission Statement

Our pledge to our community.

"We are a caring team dedicated to promoting safety,
and providing positive outcomes to fellow citizens in a
time of need"

Our mission is guided by commitment
to our core values: Respect, Integrity, Teamwork



LaSalle Fire Service

Our mission is guided by commitment to our core values:

RESPECT, INTEGRITY, TEAMWORK

EXECUTIVE SUMMARY

LaSalle Fire Service takes pride in reporting that 2016 was a relatively unremarkable year for emergency response. There were six major structure fires that accounted for the majority of fire loss, estimated at slightly more than \$1,000,000.00. There were no fire-related injuries or fatalities in LaSalle in 2016.

Call volumes continue to trend upward, with a gradual increase in year over year emergency response activity. However, annual fire loss figures remain low in comparison to provincial averages. Relative overall operating costs of service delivery remain favourable. A large measure of the credit for consistently maintaining these favourable performance benchmarks is attributable to our aggressive and proactive approach to public education and inspection programs, with a focus on making residents and building owners aware of their obligations for family and public safety, and assisting them in preventing preventable fires. Influencing public behavior and awareness in relation to fire safety is an on-going primary initiative.

Perhaps the most noteworthy and time consuming operational issue in 2016 was our long-term struggle with intermittent and unpredictable failures of our emergency scene radio communications system. Extensive efforts were undertaken to determine the source of the radio failures and remedy all potential sources. After exhausting all reasonable potential solutions, it was necessary to move to a completely new radio system to resolve the associated health and safety concerns.

Firefighter training continues to be a significant area of activity to ensure adequate emergency response. A total of seventy-four (74) in-house training sessions were conducted and coordinated by our Training Officer and staff, in addition to numerous out-sourced courses and courses taken by staff at the Ontario Fire College. A variety of factors, including retirements and promotions, has contributed to a significant turnover in paid-on-call staff positions. Early in 2016, our 2015 recruit class of eight new firefighters successfully completed Level I firefighter certification, and completed testing for Level II certification in December. Four new Captains were promoted mid year and began the first components of the Company Officer level training

program. Vacancies occurring through the year necessitated hiring another recruit class of six firefighters at the end of 2016.

LaSalle Fire Service is currently in the midst of a predictable, but unprecedented turnover of seasoned and experienced staff at all levels of the organization. In 2016 this evolution included the retirement of two long-serving volunteer/paid-on-call Captains, with in excess of fifty seven (57) years of combined service. This on-going renewal is healthy and will undoubtedly contribute to a strong and vibrant future, as our organization continues to modernize our response and service models. The resulting infusion of youth and enthusiasm, although encouraging in the long range, presents a number of challenges and pressures on our relatively small organization in the short term. As we continue to adapt our structure and operations to be responsive to the growing and changing needs of the community, maintaining adequate staffing levels, developing opportunities for practical experience, and a significant increase in demand for training at all levels of the organization, are among the operational priorities to be managed in the development of competent emergency response staff.

Administrative initiatives in 2016 included the completion of an updated Simplified Risk Assessment of the community from a fire safety and risk perspective, as well as ongoing implementation of Fire Master Plan recommendations.

The Risk Assessment report is required by the Fire Protection and Prevention Act. This risk assessment reviews current demographic trends, municipal and comparative statistics, and other relevant data specific to emergency service provision to identify the local significant fire related risks and establish fire prevention and public education programs and operational strategies that may address identified problems or areas of potential concern.

Among the Master Plan initiatives was the introduction of a revised fee structure for services provided by the fire service, as well as a new draft fireworks by-law expected to be approved implemented in early 2017. A project was also initiated to study and recommend efficient options to improve field applications for inspections and emergency scene operations through modern electronic tablets and data management.

A recommendation and financial plan was also presented to Council for a second satellite fire station in the western area of the municipality. This was a key recommendation in the master plan to improve response capabilities throughout the town. As part of the 2017 budget deliberations Council approved the construction of the new station.

LASALLE FIRE SERVICE

STAFF ORGANIZATION

FIRE CHIEF

D. SUTTON

DEPUTY FIRE CHIEF

E. THIESSEN

ADMINISTRATIVE ASSISTANT

S. NANTAIS

CAPTAIN / FIRE PREVENTION OFFICER

M. MAYEA

TRAINING OFFICER

C. THIBERT

FULL-TIME FIREFIGHTERS

R. BONDY

K. SEMANDE

C. LUSSIER

M. WILEY

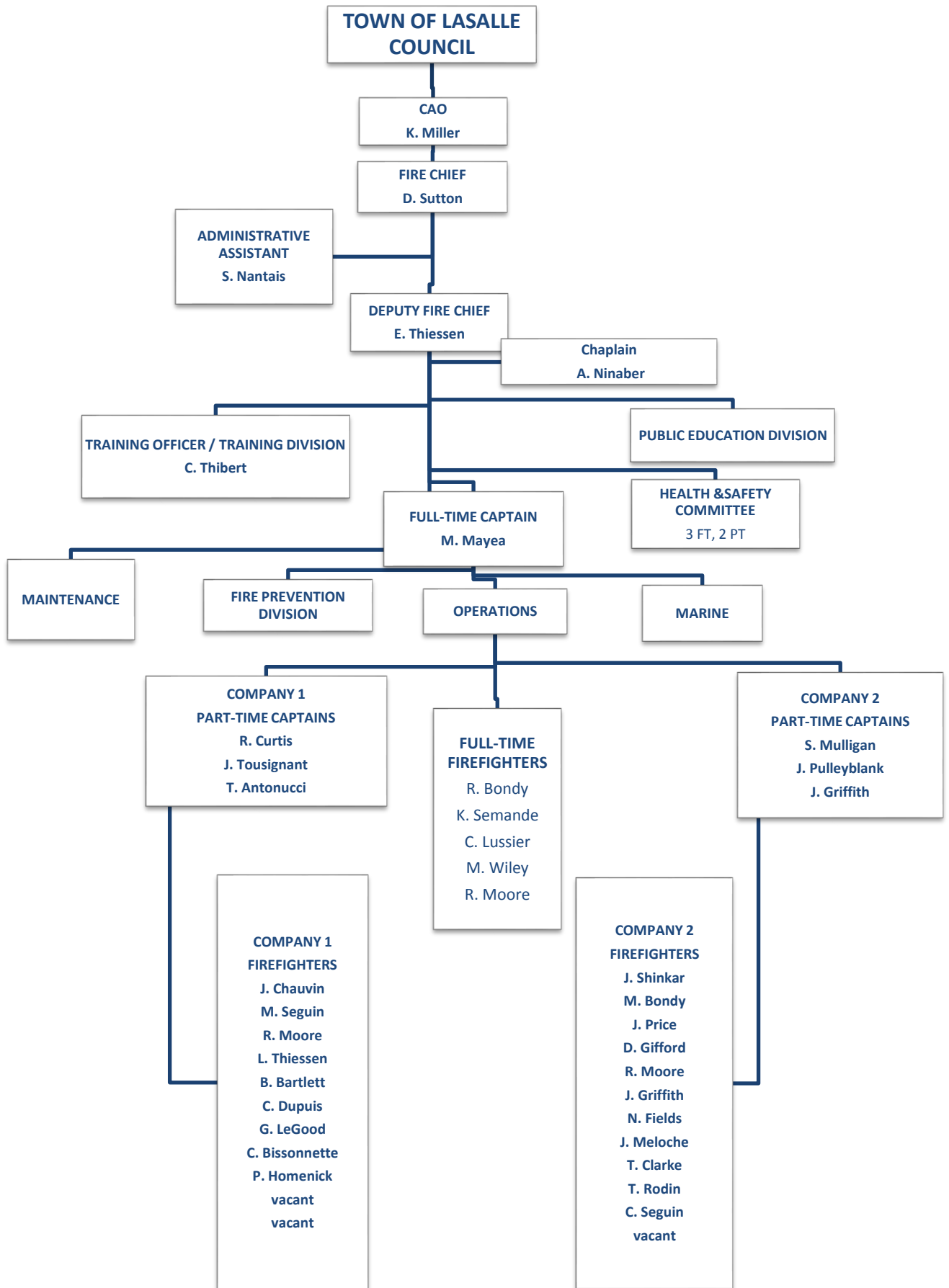
R. MOORE

VOLUNTEER /PAID-ON-CALL FIREFIGHTERS (28)

(list as of end of 2016)

COMPANY 1	COMPANY 2
CAPTAIN R. CURTIS	CAPTAIN S. MULLIGAN
CAPTAIN J. TOUSIGNANT	CAPTAIN J. PULLEYBLANK
CAPTAIN T. ANTONUCCI	CAPTAIN J. GRIFFITH
J. CHAUVIN	J. SHINKAR
M. SEGUIN	M. BONDY
R. MOORE	J. PRICE
L. THIESSEN	D. GIFFORD
B. BARTLETT	B. BARTLETT
C. DUPUIS	C. DUPUIS
G. LEGOOD	G. LEGOOD
C. BISSONNETTE	C. BISSONNETTE
P. HOMENICK	P. HOMENICK
VACANT	P. HOMENICK
VACANT	VACANT

LASALLE FIRE SERVICE ORGANIZATIONAL CHART



PERSONNEL CHANGES

- 2 Volunteer Company Officers retired June 2016 – Captain Bernie Campeau & Captain Bob Timothy
- 6 Volunteer (paid-on-call) Firefighter positions were filled
- Chaplain Adrian Ninaber – resigned November 2016
- 4 Volunteer (paid-on-call) Firefighter were promoted to Company Officer – Josh Tousignant, Tom Antonucci, Jeff Pulleyblank and Jason Griffith

CONTINUING EDUCATION INITIATIVES & CONFERENCES

D. Sutton	OAFC Conference Courtroom Procedures, Ontario Fire College OAFC Midterm
E. Thiessen	Fire Officer III, NFPA 1021 OAFC Conference FDIC International ESTC – Quality Breathing Course TFT Nozzle, Air Quality Breathing Course
S. Nantais	Certificate Human Resources, St. Clair College Ontario Fire Chiefs' Administrative Assistants Association Conference
C. Lussier	Fire Inspector II NFPA 1031, Ontario Fire College
C. Thibert	FDIC International ESTC – Quality Breathing Course TFT Nozzle, Air Quality Breathing Course Fire Instructor I, Ontario Fire College Fire Officer II, Ontario Fire College Training Officer Workshop, Ontario Fire College
M. Wiley	Fire Officer I, Ontario Fire College Fire Inspector I, Ontario Fire College

PUBLIC EDUCATION

A wide variety of public education programs were delivered to a total aggregate audience of over 1210 persons in 2016. These interactive programs promoted fire-safe behaviors for residents of all ages including presentations to all the area elementary schools with education programs targeted for specific groups of students, public education displays at venues such as events at the Vollmer Center, the public library, retirement homes, the Strawberry Festival, and program visits with Scouts Canada and Girl Guides of Canada, daycare facilities, and various adult education opportunities. Fire safety programs specifically designed for seniors, older adults and adults with mobility limitations, living in multi-residential buildings were developed and delivered through partnerships with our seniors care facilities and the Essex County Library branch.

The hallmark of our public education program continues to be our Fire Prevention Week activities. In 2016, a targeted program was delivered to all Grade 7 and 8 students in all our elementary schools, with a particular focus on cooking and kitchen safety, as well as, safe and effective use of portable fire extinguishers. Our efforts in educating elementary school students is validated in part by testimonials and examples of children influencing the fire safety behaviors of parents, and reacting appropriately to potential emergency situations.



In conjunction with Fire Prevention Week, a targeted neighborhood canvass was conducted to help educate residents and ensure compliance with smoke alarm and carbon monoxide alarm requirements. Approximately 700 homes were visited in our annual door-to-door smoke alarm campaign in 2016, resulting in the installation of 90 smoke alarms and 12 batteries. This annual complimentary program has been very successful in enhancing fire safety in the community since its

inception in 2000, and maintaining compliance with smoke alarm legislation requiring working smoke alarms on all levels of the home and outside all sleeping areas. By targeting a different neighborhood or geographic area each year, this annual program of “value added” service to our residents has visited all homes in the municipality at least once, and in many cases twice. Due to recent changes to the building code requiring more complex, interconnected hard-wired alarms, as well as successful public education efforts, the effectiveness of the neighborhood canvass program has decreased. As a result, our annual neighborhood canvass program is being discontinued. We look forward to re-directing resources to add new components to our annual fire prevention week



program. This modification to our fire prevention week activities does not diminish our diligence in helping to ensure resident safety, or maintaining compliance with provincial smoke alarm and carbon monoxide compliance. We are committed to continuing our long-standing policy of checking smoke, and carbon monoxide alarms, and ensuring compliance with provincial legislation on all calls where we visit a residence for service, where reasonable or practical to do so. Through our diligence to this program in the direct interests of the safety of our residents, we have sustained a current rate of approximately 85% full compliance with smoke alarm requirements. This achievement compares favorably to provincial statistics

for residential fires, which indicate a compliance rate of approximately 53%, and further, that there were no working smoke alarms in one out of every three fatal fires in Ontario. In efforts to avoid preventable loss of life from residential fires or accidental carbon monoxide exposure, LaSalle Fire Service will be moving toward stricter enforcement measures in cases of willful or careless non-compliance with provincial requirements for smoke and carbon monoxide alarms, intended to provide early warning.

In addition to fire safety programs provided by the department, our members and the LaSalle Fire Fighter’s Association continue to be active in the community on a volunteer basis supporting numerous organizations & making positive contributions to the quality of life in the community.

FIRE PREVENTION ACTIVITY

Basic public fire protection in Ontario is regulated by the *Fire Protection and Prevention Act, 1997*, as amended. The legislation establishes minimal requirements including a community risk assessment, a smoke alarm program including home escape planning, and public education and fire safety inspection program to meet the needs and circumstances of the community. LaSalle Fire Service continues to meet or exceed the minimal requirements of the legislation with a proactive fire safety inspection program, code enforcement, and public education. An updated community risk assessment report was also completed in 2016 highlighting priorities for public education, code enforcement and areas of perceived risk.



In the 2016 calendar year, on hundred (100) regular inspections in commercial, assembly and multi-unit residential occupancies were conducted, providing fire safety advice and successfully resolving numerous fire code violations to achieve compliance. Additionally, inspections by complaint and request were also completed as required. Enforcement measures including Fire Marshal Orders, Provincial Offence Notices, and charges in relation to Fire Code and municipal by-law violations were conducted as required. In the course of routine response activity, smoke alarm compliance is confirmed in all homes attended by the fire service. In 2016, 257 smoke alarms were inspected in 104 homes, resulting in the replacement or installation of 15 smoke alarms, and the replacement of 10 batteries.

In addition to education, inspection and enforcement activities, all fires were investigated by the fire prevention division to determine cause and origin.

As the town continues to urbanize and attract more commercial, multi-residential, assembly, and care occupancies, the demand and pressures associated with required building inspections and follow-up visits also continues to increase. To assist in recovering some of the legitimate costs associated with the increased demand for inspection activity, the municipal fees by-law was revised to include provisions for the recovery of costs for items such as multiple follow-up visits to address violations, inspections

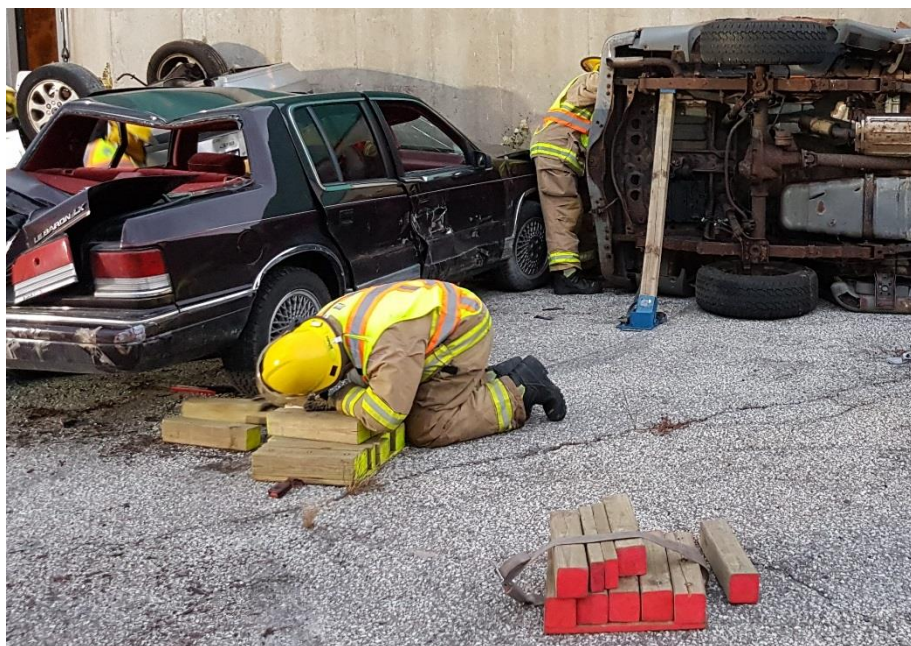
requested for licencing or real estate transactions outside of the regular inspection cycle, and the processing of permits and applications for various events and/or facilities. The new fee structure reflects the industry norm among similar municipal fire services.

In another proactive initiative instituted in 2016, a fire prevention representative from the LaSalle Fire Service regularly participates with other municipal officials on the Special Events Resource Team, to review plans for any festivals or events proposed to be hosted at municipal venues. This participation helps ensure compliance with established codes and standards for the safety of all participants, and also helps to ensure adequate emergency plans are in place for the proposed event.

TRAINING ACTIVITY

There are three concurrent levels of training provided within the department to meet the needs of personnel at various stages of experience and responsibility. LaSalle Fire Service has traditionally trained and certified all firefighters in accordance with the standards set out by the Office of the Fire Marshal using the N.F.P.A. Standard for Firefighter Professional Qualifications and curriculum as the basic foundation of the training program. This “curriculum” level training is delivered to recruit firefighters during regularly scheduled training sessions twice monthly. The program of study is a blend of on-line self-directed study, classroom theory, and hands-on practical sessions. Upon completion of the “in-house” training program for each level, independent written and skills testing is arranged through the Office of the Fire Marshal for verification and final certification. The period required to complete this basic level curriculum and achieve certification to Firefighter Level II is typically two to three years. During the period covered by this report, two classes of recruit firefighters hired since 2014 participated in this program and completed Level I testing and certification in January, and prepared for Level II testing and certification in December.

Upon completion of the basic Firefighter I & II level, firefighters continue regular “general” level training twice monthly including more advanced proficiency of firefighting skills, and specialized or technical training in areas such as auto extrication, hazardous materials, ice & water rescue, medical first responder, confined space, etc. They are also eligible for officer level courses as required by the department. The officer level training program includes NFPA Fire Officer Level I and II certification, and Incident Command courses provided externally through the Ontario Fire College, partnerships with third party providers, as well as monthly sessions within the department.



The recent provincial transition to NFPA standards and the re-development of corresponding officer-level program curriculum, combined with the internal promotion of four new company officers, provided an

opportunity to review and revise our company officer development program, and standardize training requirements. A new company officer development program was established, including a blend of individual on-line study, third-party external training courses, and in-house officer training sessions. The program maintains consistency with provincial standards and industry norms. Implementation of the required levels of training is ongoing as a departmental priority, subject to course availability and budget considerations.



A total of seventy-four (74) training sessions were conducted “in-house” within the department at various levels in 2016, with the average firefighter receiving approximately 120 hours of internally delivered training, in addition to external training and upgrading in specialized

areas. In addition to the practical training conducted at the station using props and simulated evolutions, we were also fortunate to be able to conduct two realistic training sessions at local homes donated for our use prior to demolition. This training provides opportunities for additional realistic rescue and fire evolution scenarios in an environment not readily familiar to our personnel.

Three areas of department-wide specialized training were undertaken in 2016. In response to a generally recognized need for mental health awareness and support for first responders, a Mental Health First Aid program was provided by the Mental Health Commission of Canada for officers and supervisory personnel. Following the completion of the program, an evening awareness session, *A Partnership of Heroes: Building Strong Families*, was offered to spouses of our members.

A driver training program designed specifically for operators of fire apparatus was delivered to all firefighters by a third-party provider. This program consisting of both classroom instruction and three dimensional simulator experience is provided on a regular cycle to help ensure competence in emergency vehicle operations. Additionally, a chainsaw operations and safety course, specific to fire service emergency operations, was provided for newer personnel as well as refresher program for experienced personnel.

IN-HOUSE ONGOING TRAINING CONDUCTED

- Fireground evolutions - fire attack, search & rescue, rapid intervention, tactical ventilation, primary search, confined space
- Firefighter Self-Rescue & Survival Program
- Personal protective equipment, physical agility with SCBA (bi-annual), respiratory program - mask fit testing
- Tower/Pump operations
- Auto Extrication
- Forcible entry
- Ice Rescue – classroom and practical
- Marine Navigation
- Acquired structure – mock scenario training
- CPR/Defib – train the trainer and recertification of all personnel
- Driver Training
- Officer Training sessions – incident command, scenarios, building familiarization, pre-plan review, fireground sector operations, scene assessment
- Curriculum training – classroom, practical and on-line training

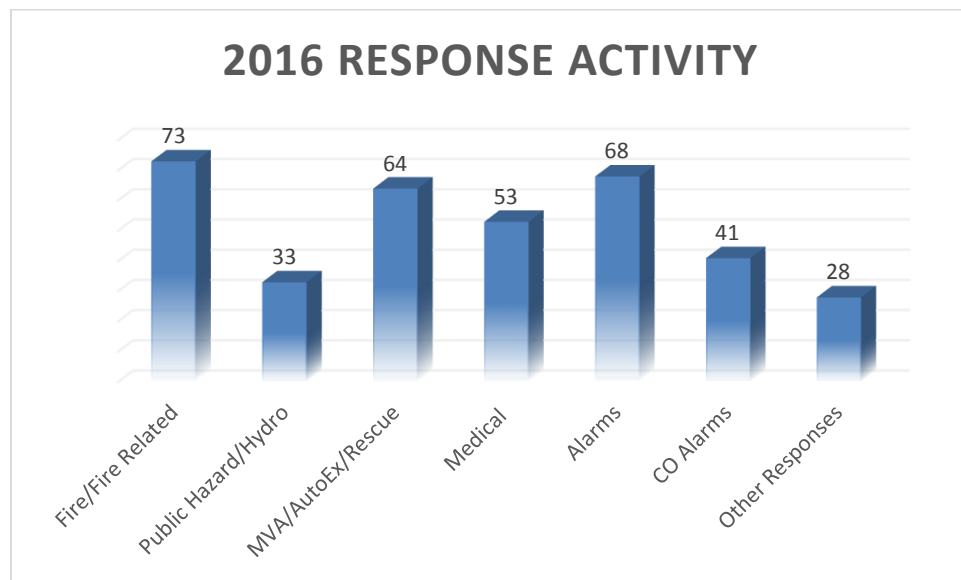
SPECIALIZED TRAINING CONDUCTED

- Drivewise – Emergency Vehicle Driver Training and practical simulator training for all personnel
- Chainsaw training - specific to firefighter operations
- Mental Health First Aid – a program for all officers
- Blue Card Incident Command training - for newly promoted Company Officers
- Marine Operations

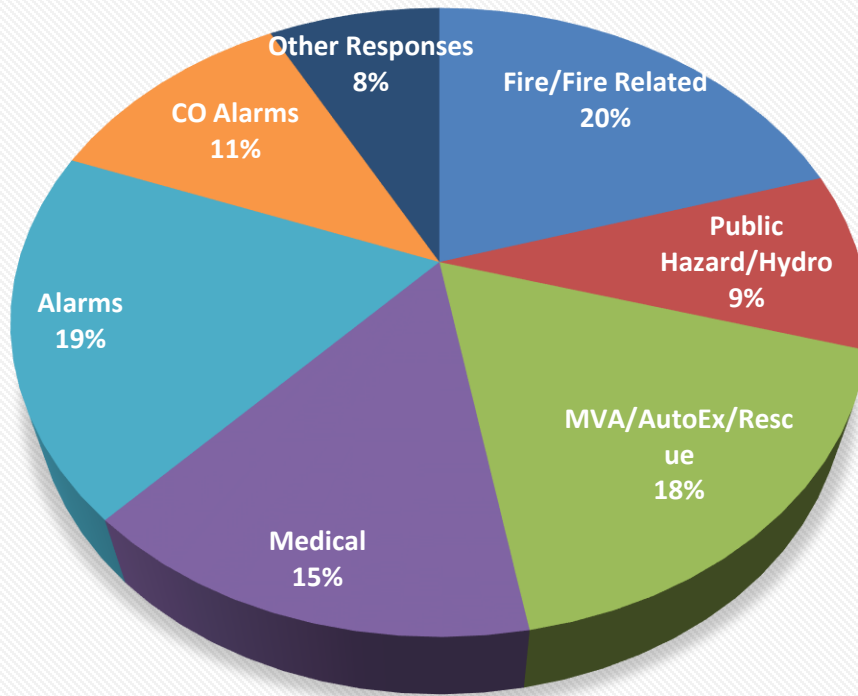
RESPONSE ACTIVITY

LaSalle Fire Service responded to 360 calls for service in 2016, which resulted in approximately \$1,000,000 in fire loss. The fire loss consists of fires in single-family homes, as well as, several vehicles. Although provincial statistics are not yet available for the period covered by this report, the five-year average for 2011-2015 indicates that LaSalle's annual structure fire remains below the provincial average at \$28 per \$100,000 of assessment compared to a provincial average of \$29 per \$100,000. In terms of the number or frequency of fire occurrences, LaSalle has experienced an average of 6 structure fires per 10,000 structures over the same period compared to the provincial average of 14 structure fires per 100,000.

In addition to fire suppression and related responses, LaSalle Fire Service also provides emergency response services that include auto extrication, tiered medical assistance response, ice and water rescue, hazardous materials response, and limited technical rescue capabilities such as confined space, trench and elevator rescues. A breakdown of response activity by general response category is provided below.

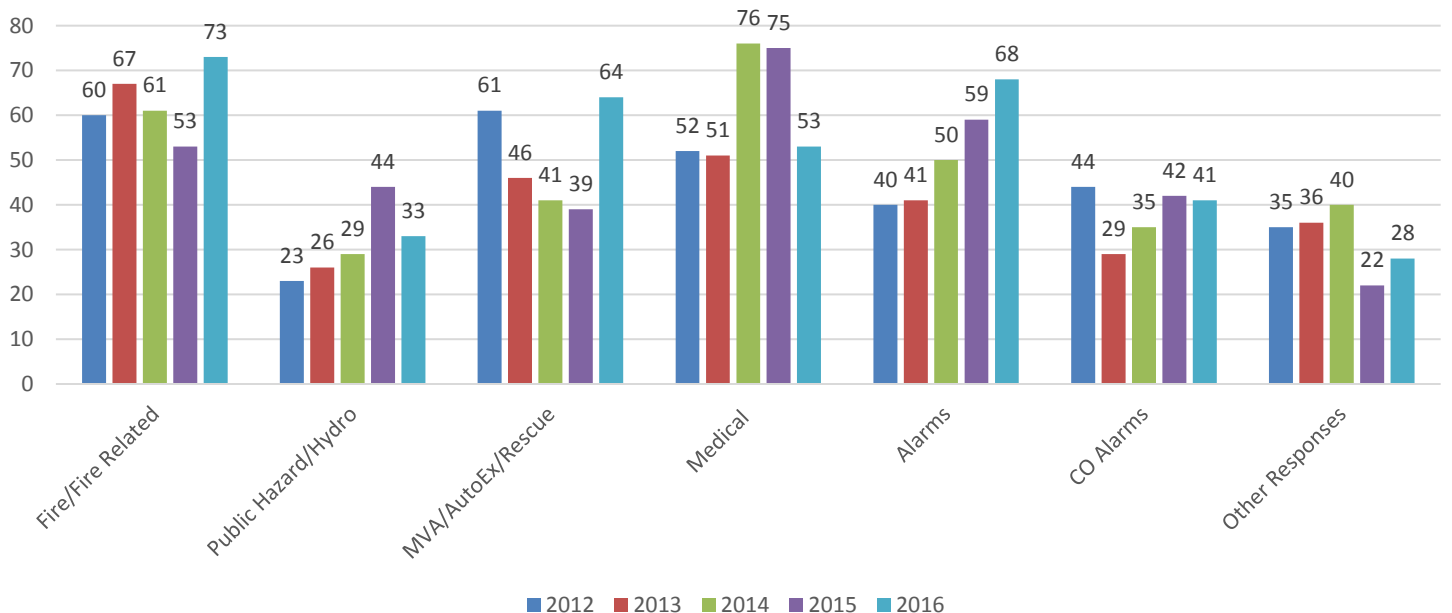


Response Activity by % - 2016



■ Fire/Fire Related ■ Public Hazard/Hydro ■ MVA/AutoEx/Rescue
■ Medical ■ Alarms ■ CO Alarms
■ Other Responses

RESPONSE ACTIVITY - % OF TOTAL CALL VOLUME 5 YEAR COMPARISON



OTHER INITIATIVES

In addition to emergency response activity, and on-going or routine training, public education and fire prevention activities, LaSalle Fire Service maintains a focus on continuous improvement and planning opportunities to ensure our delivery of services continues to meet the needs and expectations of our community. We continue to work toward implementation of outstanding Fire Master Plan recommendations, and remain current with industry advances and changing standards and legislation as applicable.

A project team was established to research and recommend a cost effective and efficient model using electronic devices and available technology to streamline and improve field applications for data collection and storage for pre-incident planning, mapping, fire safety inspections and emergency scene management, consistent with current best practices, and available internal and external municipal technology and practices. Trial implementation of this technology is expected in 2017.

At a regional level, LaSalle Fire Service was instrumental in formalizing a regional training committee comprised of training representatives from all county fire services as well as Windsor and St. Clair College fire training personnel. This committee functions as a sub-committee of the County Fire Chiefs Association for the purpose of sharing resources and training opportunities. NFPA and other accredited courses can be offered throughout the regional departments, either through the community college, or through using a pool of internal instructors. As an approved regional training site, OFM testing and accreditation can be accomplished through our partnership with St. Clair College.

In the area of health and safety, LaSalle Fire Service has been proactive in expanding health and wellness initiatives in general. Our joint health and safety committee, in conjunction with the our training officer, has been incrementally developing and implementing various levels of fitness training, as well as information, support and professional advice on nutrition specific to the needs and demands of emergency responders. With the recent increased awareness of mental health effects on emergency response personnel, existing programs and resources are being reviewed with a view to expanding and strengthening mental health resiliency among our staff.

Administratively, implementation of the Fire Master Plan recommendations also continue to be a priority. In addition to the introduction of a revised fees by-law, a new comprehensive fireworks by-law

has also been drafted. It is anticipated that pending review, this new by-law will be introduced for Council approval early in 2017.

With the continued support of Council, we look forward to other new initiatives in 2017 as a result of the recent budget process. Two additional volunteer (paid-on-call) firefighter positions will be added to maintain the emergency response capabilities of our composite response model, and to assist in absorbing the periodic fluctuations in paid-on-call staffing levels. Capital funding was also allotted for the construction of a second fire sub-station in the western urban area of the municipality. This essential infrastructure is a key master plan recommendation that will improve operational response efficiency both in the short term, and over the long term as the town continues to grow and expand.

Given our commitment to planning and continuous improvement, and the on-going support of our Fire Committee and Council, we are confident that we will be well positioned to continue to meet the changing needs of the community by providing a consistently high quality of fire and emergency services in the most efficient manner possible.

I welcome the opportunity to further discuss our activities and services, and invite anyone to contact me with any questions, suggestions or concerns.

Respectfully submitted,

Dave Sutton,

Fire Chief / CEMC