



BY-LAW NO: 24-47

**Being a bylaw to adopt the Staff and Council as Volunteer Firefighters Policy for
The Corporation of the Township of The North Shore**

WHEREAS Section 5(1) of the Municipal Act S.O. 2001, c.25, as amended, grants that the powers of a municipality shall be exercised by its Council;

AND WHEREAS Section 5(3) of the Municipal Act 2001 S.O. 2001, c.25, as amended, provides that a municipal power, including a municipality's capacity, rights, powers and privileges under section 9, shall be exercised by by-law unless the municipality is specifically authorized to do otherwise;

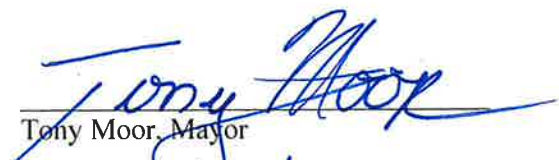
AND WHEREAS Section 5(4) subsections (1) to (3) of the Municipal Act S.O. 2001, c.25, as amended, apply to all municipal powers, whether conferred by this Act or otherwise;

AND WHEREAS the Council of the Corporation of the Township of the North Shore deems it appropriate to adopt a Staff and Council as Volunteer Firefighters Policy;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE HEREBY ENACTS AS FOLLOWS:

1. That the Staff and Council as Volunteer Firefighters Policy hereto as Schedule "A" be adopted.
2. That Schedule "A" be declared to form part of this by-law.
3. This By-Law shall come into force and take effect on the date of passing thereof and its short title is "Staff and Council as Volunteer Firefighters Policy By-Law".

**READ A FIRST, SECOND AND THIRD TIME, ENACTED AND FINALLY PASSED THIS 18th DAY OF
SEPTEMBER 2024.**


Tony Moor, Mayor


Rachel Jean Schneider, Clerk/Deputy Treasurer

THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE

POLICY MANUAL

POLICY TITLE:

Township of The North Shore Staff and
Council as Volunteer Firefighters

SUBJECT:

Operational Guideline

POLICY SECTION:

F

POLICY NO:

2

EFFECTIVE DATE: January 16, 2019
REVIEWED: September 4, 2024ENACTED BY: Resolution
ENACTED BY: Resolution, By-Law 24-47**1.00 Purpose**

The purpose is to establish a guideline as to the activities of fire fighters acting on behalf of the fire department who also serve in another capacity with the Township of The North Shore. The Township of The North Shore Fire Department requires volunteers, but the priority of tasks, monetary compensation and department administration are areas of potential conflict.

2.00 Scope

2.01 This guideline outlines the activities of a Municipal employee who is a volunteer fire fighter with the Township of The North Shore Fire Department.

2.02 This guideline outlines the activities of Township of The North Shore elected officials who are a volunteer fire fighter with the Township of The North Shore Fire Department.

3.00 Municipal Employee as a Fire Fighter

3.01 The Township of The North Shore Fire Department provides emergency services to the residents and the public passing through the Municipality. In the event of an emergency, the Township of The North Shore Municipal employee during his or her normal work schedule can respond immediately as a fire fighter to the scene of the emergency.

3.02 All Township of The North Shore Fire Department fire fighters at the scene of an emergency shall follow the operating guideline with respect to the chain of command by following instructions of the Officer-in-Charge (OIC) or Incident Commander (IC). The Township of The North Shore Fire Department fire fighter who is a Municipal employee arriving on the scene first shall be the OIC or IC until such time as a senior officer or other fire fighter agrees to assume this responsibility.

3.03 Monetary compensation for the Township of The North Shore Municipal employee responding to an emergency will be determined by the Township of The North Shore Clerk based on the difference in a fire fighter's compensation responding to an emergency versus compensation paid to a fire fighter for a training exercise or extra duty.

3.04 The Township of The North Shore Fire Department fire fighter who is a Municipal employee shall participate in training and other exercises similar to other fire fighters. Training is typically outside Municipal work schedule and compensation shall be as a fire fighter attending a training session.

3.05 The Township of The North Shore Fire Department fire fighter who is a Municipal employee may be assigned extra duty that can be done outside the Township of The North Shore work schedule. The Fire Chief shall assign extra duty based on the following considerations in order of priority: a fire fighter has the necessary skills or knowledge; willing to complete the assigned work; and rotational basis among all fire fighters. Extra duty outside the employee's Municipal work schedule shall be compensated at a similar rate to a fire fighter attending a training session.

4.00 Municipal Employee as Fire Chief

4.01 The Township of The North Shore Fire Department provides emergency services to the residents and the public passing through the Municipality. In the event of an emergency, the Township of The North Shore Municipal employee during his or her normal work schedule can respond immediately as a Fire Chief to the scene of the emergency.

4.02 All Township of The North Shore Fire Department fire fighters at the scene of an emergency shall follow the operating guideline with respect to the chain of command by following instructions of the Officer-in-Charge (OIC) or Incident Commander (IC).

3.03 Monetary compensation for the Township of The North Shore Municipal employee responding to an emergency as Fire Chief during normal working hours will be the regular pay for both positions. Reasoning for this is that the Fire Chief position is an annual salary determined by the duties carried out throughout the year and council feels that a Municipal employee with a highly valuable skill set should not lose wages for their service to the community.

3.04 The Township of The North Shore Fire Chief who is a Municipal employee shall participate in training and other exercises similar to other fire fighters. Training is typically outside Municipal work schedule and compensation shall be as a Fire Chief attending a training session.

3.05 The Township of The North Shore Fire Department Fire Chief who is a Municipal employee may be assigned extra duty that can be done outside the Township of The North Shore work schedule. Extra duty is assigned based on the following considerations in order of priority: a fire fighter has the necessary skills or knowledge; willing to complete the assigned work; and rotational basis among all fire fighters. Extra duty outside the employee's Municipal work schedule shall be compensated at a similar rate to the Fire Chief attending a training session.

5.00 Elected Municipal Official as a Fire Fighter

5.01 An elected Municipal official is able to respond to an emergency that will not likely interfere with his or her other duties related to the Township of The North Shore. The Township of The North Shore elected official can respond immediately as a fire fighter to the scene of the emergency.

5.02 All Township of The North Shore Fire Department fire fighters at the scene of an emergency shall follow the guidelines with respect to the chain of command by following instructions of the Officer-in-Charge (OIC) or Incident Commander (IC). The Township of The North Shore Fire Department fire fighter who is an elected official arriving on the scene first shall be the OIC or IC until a senior officer or other fire fighter agrees to assume this responsibility.

5.03 Monetary compensation for a Township of The North Shore elected official responding to an emergency will be as per the same system established for fire fighters not employed with the Township of The North Shore.

5.04 The Township of The North Shore Fire Department fire fighter who is an elected Municipal official shall participate in training and other exercises similar to other fire fighters. Training will typically not conflict with Municipal responsibilities and compensation shall be as a fire fighter attending a training session.

5.05 The Township of The North Shore Fire Department fire fighter who is an elected Municipal official may be assigned extra duty. The Fire Chief shall assign extra duty based on the following considerations in order of priority has the necessary skill or knowledge; willingness to complete assigned work; and rotational basis among all fire fighters. Extra duty shall be compensated at a similar rate to a fire fighter attending a training session.

5.06 The Township of The North Shore Fire Department fire fighter who is also an elected Municipal official shall not be expected to compromise his or her responsibilities to the Township of The North Shore Council. His or her role as a fire fighter and an elected official are to be kept separate, unless otherwise appointed as the official representative to the Township of The North Shore Fire Department by the Township of The North Shore Council.

6.00 Responsibility

It is the responsibility of all fire fighters to behave ethically with the Township of The North Shore Fire Department.



COPY

Resolution # 294

PO Box 108, Algoma Mills, ON P0R 1A0
(705) 849-2213 (705) 461-1821

REGULAR COUNCIL MEETING

MEETING DATE: September 18th, 2024

AGENDA ITEM(S):

9a

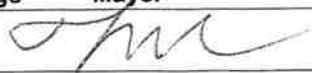
MOVED BY:

C. Menard

SECONDED BY:

R. Green

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approve By-Law 24-47 being a by-law to adopt the Staff and Council as Volunteer Firefighters Policy for the Corporation of the Township of The North Shore be read a first, second and third time enacted and passed.

Conflict of Interest disclosed by :		Ward 1	Ward 2	Ward 3	At Large	Mayor
Seat Vacated : Y N		Recorded Vote Requested by :				
Recorded Vote : (Y) ea, (N) ay,		Ward 1	Ward 2	Ward 3	At Large	Mayor
DEFEATED	DEFERRED	CARRIED	✓			

MAYOR or CHAIR or (Acting)