

TOWN OF FORT FRANCES

BY-LAW NO. 31/10 XX/18

Commented [TM1]: New By-Law to be approved

Being a By-Law to ~~Continue~~ establish and regulate the Town of Fort Frances Fire & Rescue Service, and to repeal By-Law 31/10.

Commented [TM2]: Updated correct language

WHEREAS paragraph 8 of subsection 10(2) of the *Municipal Act, 2001*, S.O. 2001 c.25, as amended, permits a single tier municipality to pass a by-law with respect to protection of persons and property, and subsection 2(2)(b) of the *Fire Protection and Prevention Act, 1997*, S.O. 1997, c.4, as amended, permits Council to enact a by-law to establish, regulate and continue a fire department,

AND WHEREAS subsection 5(1) of the *Fire Protection and Prevention Act, 1997* requires a fire department to provide fire suppression services and other such fire protection services as required by the Act,

AND WHEREAS Directives are issued by the Fire Marshal under the authority of clause 9.(1)(b) in the *Fire Protection and Prevention Act, 1997* (FPPA) when there is a need to achieve consistency in the application of certain technical or administrative requirements. Directives are issued to “assistants to the Fire Marshal” designated in subsection 11.(1) of the FPPA and it is the responsibility of every ‘assistant to the Fire Marshal’ to follow Fire Marshal's Directives,

Commented [TM3]: Addition: FIRE MARSHAL DIRECTIVES.

AND WHEREAS on XXXX 2018, Council approved a recommendation from the ~~Community Services Administration & Finance Executive Committee and the Fire & Rescue Service Steering Committee~~ that this by-law be enacted.

Commented [TM4]: New date for By-Law and delete Community Services and add Administration & Finance and Fire & Rescue Service Steering Committee

NOW THEREFORE, Council of the Corporation of the Town of Fort Frances HEREBY ENACTS as follows:

DEFINITIONS:

In this by-law, unless the context otherwise requires,

**Approved** means approved by the Council of the Town of Fort Frances

**Chief Administrative Officer** means the person appointed by *Council* to act as the chief administrative officer for the *Corporation*

**Corporation** means the Corporation of the Town of Fort Frances

**Council** means the Council of the Town of Fort Frances

~~**Division Manager** means the person appointed by Council to act as manager of the Community Services Division for the Corporation~~

Commented [TM5]: To be deleted as not required.

**Fire Chief** means the person appointed by *Council* to act as fire chief for the *Corporation*

**Fire department** means the Fort Frances Fire and Rescue Service

Commented [TM6]: Capitalized the word fire.

**FPPA** means the *Fire Protection and Prevention Act*

Commented [TM7]: New definition added.

**Fire protection services** include fire suppression, fire prevention, fire safety education, communications, training of persons involved in the provision of fire protection services, rescue and emergency services and the delivery of all those services

Commented [TM8]: Capitalized the word fire.

**Member** means any person employed in, or appointed to, the *fire department* and assigned to undertake *fire protection services*, and includes ~~officers and paid part time fire fighters career, part time, and volunteer fire fighters~~

Commented [TM9]: Capitalized the word member.

Commented [TM10]: Updated to reflect correct language.

**NFPA** means *National Fire Protection Association*

Commented [TM11]: New definition added.

**Officer** means a career *member* appointed by *Council* to act on behalf of the *fire chief* of the *fire department* in the case of an absence or a vacancy in the office of *Fire Chief*.

Commented [TM12]: Capitalized the word officer.

~~**paid part time fire fighter** means a fire fighter who provides fire protection services for a nominal consideration, honorarium, training or activity allowance~~

Commented [TM13]: To be deleted to reflect new language.

**Part-time fire fighter** means a fire fighter who provides *fire protection services* in the absence of a career officer and has the same authority as an officer

**Volunteer fire fighter** means a fire fighter who provides *fire protection services* under the direction of an *Officer* and/or *Part-time fire fighter*

Commented [TM14]: Updated to reflect correct language.

**Motto** means a short phrase chosen, which expresses beliefs of the organization.

**Core values** means the fundamental beliefs of the organization.

**Mission** means a declaration of the core purpose and focus.

**Objectives** means a specific result to achieve.

Commented [TM15]: New definition added.

**ESTABLISHMENT:**

1. A *fire department* for the Town of Fort Frances to be known as the Fort Frances Fire and Rescue Service is hereby established, and the head of the *fire department* shall be known as the *Fire Chief*.
2. The *fire department* shall be structured in conformance with the *approved* Organizational Chart, being Schedule A attached hereto and forming part of this by-law.

**CORE SERVICES:**

3. The services provision of the Fort Frances Fire and Rescue Service are included in Schedule “B” attached hereto and forming part of this by-law. The services provision commitments outlined will identify specifics of the following:
  - a) Fire prevention activities including inspection and public education consistent with the requirements of subsection 2.(1)(a) of the *Fire Protection and Prevention Act*, 1997 as amended.
  - b) Fire suppression activities defined by local needs and circumstances meeting the intent of subsection 2.(1)(b) of the *Fire Protection and Prevention Act*, 1997 as amended.
  - c) Rescue functions defined by local needs and circumstances meeting the intent of Section 2.(1)(b) of the *Fire Protection and Prevention Act* 1997 as amended.
  - d) ~~Emergency management functions defined by local needs and circumstances meeting the intent of Section 2.(1)(b) of the *Fire Protection and Prevention Act*, 1997 as amended. and required by the *Emergency Management & Civil Protection Act*.~~

Commented [TM16]: Updated to show in parenthesis.

Commented [TM17]: Updated to show in parenthesis.

Commented [TM18]: Updated to show in parenthesis.

Commented [TM19]: To be deleted as we have an Emergency Plan By-Law.

**TERMS & CONDITIONS OF EMPLOYMENT:**

4. In addition to the *fire chief*, the *Council* shall appoint such other *officers* and *members* as may be deemed necessary by the Council.

5. The *fire chief* may recommend to the *Council* the appointment of any qualified person as a *member* of the *fire department*, subject to the *approved* hiring policies of the Town of Fort Frances.
6. Persons appointed as *members* of the *fire department* to provide *fire protection services* shall be on probation for a period of 12 months, during which period they shall take such special training and examinations as may be required by the *fire chief*.
7. If a probationary member appointed to provide *fire protection services* fails any such examinations, the *fire chief* may recommend to *Council* that his/her appointment be terminated.
8. The remuneration of the ~~paid part time and volunteer~~ members shall be as determined from time to time by *Council*.
9. Working conditions and remuneration for all fire fighters defined in Part IX of the *Fire Protection and Prevention Act* shall be determined by *Council* in accordance with the provisions of Part IX of the *Fire Protection and Prevention Act*, ~~and applicable sections of the Employment Standards Act~~.
10. If a medical examiner finds a member is physically unfit to perform assigned duties and such condition is attributed to, and a result of employment in the *fire department*, *Council* may assign the member to another position in the *fire department* or may retire him/her. *Council* may provide retirement allowances to members, subject to applicable provincial or federal legislation.

It is expected that a fire fighter will maintain a fitness level consistent with the expectations of NFPA 1582. The Fire Chief may request a certificate of fitness from a member and if a medical examiner finds a member is physically unfit to perform assigned duties the Council may terminate the member in accordance with Section 20 of this bylaw.

**GENERAL DUTIES & RESPONSIBILITIES:**

11. The *fire chief* is ultimately responsible to *Council*, through the ~~Division Manager~~ *Chief Administration Officer* for proper administration and operation of the *fire department* including the delivery of *fire protection services*.
12. The *fire chief* shall implement all *approved* policies pertaining to the administration and operation of the *fire department* and shall develop such ~~standard operating procedures~~ and policy documents, operational guidelines, ~~general orders~~ *fire chief's directives* and departmental rules as necessary to ~~implement the approved policies and to ensure the~~ appropriate direction, care and protection of all *fire department* personnel and *fire department* equipment.
13. The *fire chief* shall ~~review~~ periodically review all ~~policies, orders, rules and operating procedures~~ policy documents, operational guidelines, *fire chief's directives* of the *fire department* and may establish an advisory committee consisting of such members of the *fire department* as the *fire chief* may determine from time to time to assist in these duties.
14. The *fire chief* shall submit to the ~~Division Manager~~ *Chief Administration Officer* and *Council* for approval, the annual budget estimates for the *fire department*, ~~quarterly~~ statistical reports and any other specific reports requested by the ~~Division Manager~~ *Chief Administration Officer* or *Council*.

Commented [TM20]: Updated to reflect correct language.

Commented [TM21]: Updated for required additional language.

Commented [TM22]: To be deleted to reflect new language.

Commented [TM23]: Updated to reflect correct language.

Commented [TM24]: Updated to reflect correct language.

Commented [TM25]: Updated to reflect correct language.

Commented [TM26]: Updated to reflect correct language.

Commented [TM27]: Updated to reflect correct language.

15. Each *member* of the *fire department* is the responsibility of the *fire chief* and is under the direction of the *fire chief* or a member designated by the *fire chief*. Designated members ~~and/or members~~ shall report to the *fire chief* on divisions and activities under their supervision and shall carry out all orders of the *fire chief*.
16. Where the *fire chief* designates a member to act in the place of an officer or the *fire chief* in the *fire department*, such member, when so acting, has all of the powers and shall perform all duties of the officer replaced.
17. The *fire chief* may reprimand, suspend or recommend dismissal of any member for infraction of any provisions of this by-law, policies, ~~operational guidelines, general orders and departmental rules that~~, in the opinion of the *fire chief*, would be detrimental to discipline or the efficiency of the *fire department*.
18. Following the suspension of a member, the *fire chief* shall immediately report, in writing, the suspension ~~and or recommendation of dismissal to the division manager~~ *Chief Administration Officer and Council*.
19. The procedures for termination of employment prescribed in Part IX of the Fire Protection and Prevention Act shall apply to all firefighters defined in Part IX of the Fire Protection and Prevention Act.
20. A ~~paid part time fire fighter~~ of any class shall not be dismissed without the opportunity for a review of termination, if he/she makes a written request for such a review within seven working days after receiving notification of the proposed dismissal. A person appointed by the municipality, who is not employed in the *fire department*, shall conduct the review.
21. The *fire chief* shall take all proper measures for the prevention, control and extinguishing of fires and the protection of life and property and shall exercise all powers mandated by the *Fire Protection and Prevention Act, 1997* and the *fire chief* shall be empowered to authorize:
- a) Pulling down or demolishing any building or structure to prevent the spread of fire.
  - b) All necessary actions which may include boarding up or barricading of buildings or property to guard against fire or other danger, risk or accident, when unable to contact the property owner.
  - c) Recovery of expenses incurred by such necessary actions for the *Corporation* in the manner provided through the *Municipal Act, 2001* and the *Fire Protection and Prevention Act, 1997*.
  - d) ~~All necessary actions~~ For the purposes of determining origin, cause, or circumstances of any fire or explosion, if it is deemed necessary to retain a private contractor, rent/lease heavy and or specialized equipment, specialized services, and associated persons to complete fire cause determination by the Fire Chief or delegate as described in Section 14 of the FPPA.
22. The *fire department* shall not respond to a call with respect to a fire or emergency outside the limits of the municipality except with respect to a fire or emergency:
- a) That, in the opinion of the *fire chief* or designate of the *fire department*, threatens property in the municipality or property situated outside the municipality that is owned or occupied by the municipality.

Commented [TM28]: Updated to reflect correct language.

Commented [TM29]: Updated to include operational guidelines.

Commented [TM30]: Updated to reflect correct language.

Commented [TM31]: Updated to reflect correct language.

Commented [TM32]: Updated to reflect correct language.

- b) In a municipality with which an *approved* agreement has been entered into to provide *fire protection services* which may include automatic aid.
- c) On property with which an *approved* agreement has been entered into with any person or corporation to provide *fire protection services*.
- d) At the discretion of the *fire chief*, to a municipality authorized to participate in any county, district or regional mutual aid plan established by a fire co-ordinator appointed by the fire marshal or any other similar reciprocal plan or program.
- e) On property beyond the municipal boundary where the *fire chief* or designate determines immediate action is necessary to preserve life or property and the appropriate department is notified to respond and assume command or establish alternative measures, acceptable to the *fire chief* or designate.
- f) A firefighter or such other person as may be authorized by the fire chief may, without a warrant, enter on lands or premises that are outside the territorial limits of the municipality of the fire department that employs the firefighter or fire chief for the purposes of fighting a fire or of providing rescue or emergency services on such lands or premises if, in the opinion of the fire chief / incident commander, the fire or emergency threatens persons, property or the environment within the territorial limits of the municipality served by the fire department; or there is no fire department or other emergency response capability for the area in which the lands or premises are situated.

- 23. Any person who contravenes any provision of this by-law is guilty of an offence and on conviction is liable to the penalty provided by the *Provincial Offences Act*, R.S.O. 1990, c.P.33 as may be amended from time to time.
- 24. Where the provisions of this by-law conflict with any other by-law of the Corporation, the provisions of this by-law shall supersede and prevail over that other by-law on the extent of the conflict.
- 25. If any part or clause of this by-law is found to exceed the authority of the Corporation, or is otherwise found to be unenforceable, such section or part or item shall be deemed to be severed from this by-law and all other sections or parts of this by-law shall be deemed to be separate and independent and to be enacted as such.
- 26. Town of Fort Frances By-Law No. 12/02 31/10 is repealed.

This by-law shall come into force and take effect on the final passing thereof.

READ THREE TIMES and finally passed in open Council this XX day of XXX 2018.

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Mayor

\_\_\_\_\_  
Clerk

**Commented [TM33]:** Additional language to reflect our current operational and response structure. Wording is taken from the FPPA, with the exception of the word or, which is underlined and replaces the word and.

**Commented [TM34]:** By-Law 31/10 to be repealed.

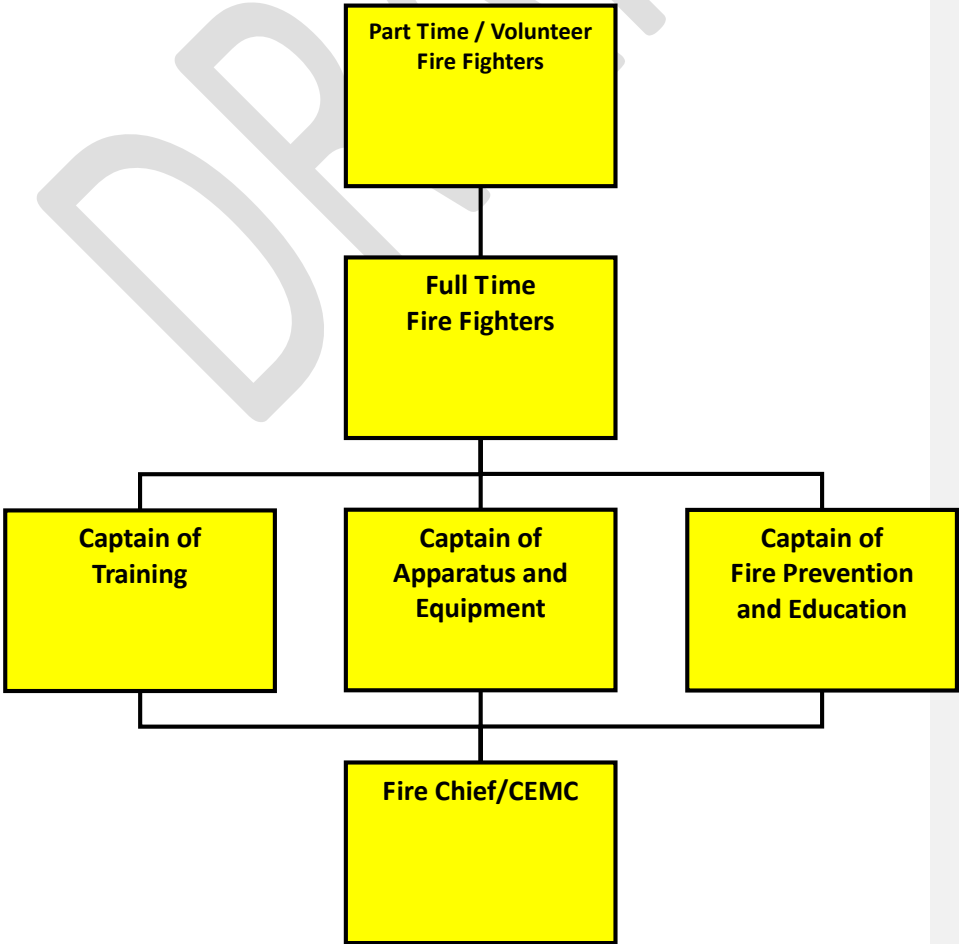
**Commented [TM35]:** New date to be approved in future.

~~FORT FRANCES FIRE & RESCUE SERVICE  
ORGANIZATIONAL CHART~~



**Commented [TM36]:** Deleted as this Organizational Chart is out of date.

FORT FRANCES FIRE & RESCUE SERVICE  
ORGANIZATIONAL CHART



**Commented [TM37]:** Updated to reflect a new Team Driven Organizational Chart.

The Bottom-Up Approach for an Organizational Chart is an updated team-driven structure, which is more flexible and represents a structure of collaboration among team members who contribute to the development of the organization.

The Bottom-Up-Approach graphically illustrates what responsible leadership is about, as well as embraces the leveraging of everyone’s collective skills.

This type of Organizational Chart promotes more communications and an atmosphere where all team members …even at the entry level … are treated as partners on eye-level, as well as being valued by asking for their opinion to solve problems.

This type of Organizational Chart provokes new thinking and inspiring people to feel empowered and accountable.

Meanwhile, the older and traditional Top-Down Organizational Chart refers to more of an imposed process, which is less flexible and represents a structure of overall control vs. collaboration among team members, which results in a no moral … no motivation atmosphere … where people feel that their opinion does not matter.



TOWN OF FORT FRANCES BY-LAW NO. 31/10 XX/18 SCHEDULE “B”

Fire Protection Services for Town of Fort Frances

- I. The Fort Frances Fire and Rescue Service shall will provide fire protection and prevention services and emergency management services to the community in the following manner:

**Commented [TM38]:** The word shall is replaced by the word will. Anytime the word shall is used .... It means there are no exceptions.

**Commented [TM39]:** To be deleted.

To meet the mandatory requirements of the *Fire Protection and Prevention Act, 1997*, (the Act), the Fort Frances Fire and Rescue Service:

1. Shall provide fire service inspections on the basis of request and complaint as per the requirements of Section 2.1(a) of the Act FPPA and the departmental operating guideline for fire prevention.
2. Shall provide annual inspections and witnessed fire drills in designated vulnerable occupancies as described in Part 9 of the Ontario Fire Code and the departmental fire prevention policy.
3. Shall Endeavor to provide an in-service inspection program where all of the commercial occupancies are visited at least once every two years to ensure compliance with the Ontario Fire Code in accordance with section 2.1(a) of the Act FPPA and the departmental operating guideline for fire prevention.
4. Shall provide annual fire inspections, and plan review of assembly, institutional, and high-density residential occupancies in accordance with the intent of section 2.1(a) of the Act FPPA and the departmental guideline for fire prevention.
5. Shall provide public education in the form of a school program in accordance with the intent of section 2.1(a) of the Act, FPPA as identified in and the departmental operating guideline for fire prevention.
6. Shall Endeavor to establish and maintain a smoke alarm program in accordance with the intent of section 2.1(a) of the Act FPPA as identified in and the departmental operating guideline for fire prevention.
7. Shall Endeavor to provide regular fire safety information to be available at the various commercial and public establishments in accordance with the intent of section 2.1(a) of the Act, FPPA as identified in and the departmental operating guideline for fire prevention.
8. Shall Endeavor to work with community and district partners to provide and enhance fire and life safety education to service users.
9. Shall provide all of the prior listed services to areas within the jurisdictional boundaries of Fort Frances, the area identified in the Fort Frances Airport Emergency Plan, and properties outside the municipal boundaries of Fort Frances that are owned by the Town of Fort Frances or have contracted with the Corporation of the Town of Fort Frances to have the Fort Frances Fire and Rescue Service provide fire prevention services.

**Commented [TM40]:** Updated to reflect correct language. As well, this is a legislative requirement.

**Commented [TM41]:** This is a “NEW” legislative requirement.

**Commented [TM42]:** Updated to reflect language, which does not commit to the two-year timeline.

**Commented [TM43]:** Updated to reflect correct language.

**Commented [TM44]:** Update to reflect correct language.

**Commented [TM45]:** Updated to reflect correct language.

**Commented [TM46]:** Updated to reflect correct language.

**Commented [TM47]:** Updated to reflect correct language.

II. To meet the requirements of the local needs and circumstance as defined by the intent of the Act FPPA in Section 2.(1)(b), the Fort Frances Fire and Rescue Service shall provide fire protection and rescue services in the following format.

Commented [TM48]: Updated to reflect correct language.

1. Shall provide structural fire fighting based on the intent of the public fire safety guideline, PFSG 04-14-12. The methodology of fire fighting to include both offensive and defensive strategies and to be maintained in accordance with the criteria established by the departmental operating guidelines, and the departmental training plan. Shall provide interior structural fire fighting service with rescue if adequately trained resources are available as established by the departmental operating guidelines.

Commented [TM49]: To be deleted; out of date.

Commented [TM50]: Updated to reflect correct language.

2. Shall provide exterior structural fire fighting services with no expected rescue in circumstances where adequate resources are not available to provide interior services with rescue, or when fire has progressed beyond a tenable environment for fire fighters to enter. Direction is provided in the established departmental operating guideline.

Commented [TM51]: Reaffirming that we will provide exterior structural fire fighting services.

3. Shall provide fire suppression services on road, rail, air, and marine transportation systems in accordance with the departmental operating guideline. and the departmental training plan.

Commented [TM52]: Updated to reflect correct language.

4. Will respond to motorized vehicle crashes in the Town of Fort Frances. Shall provide vehicle extrication and rescue services in accordance with the departmental guideline. and the departmental training plan. These services to be provided within the Town of Fort Frances. These services to be provided outside the Town of Fort Frances when requested by other agencies. if in accordance with an approved district mutual aid plan.

Commented [TM53]: Updated to reflect correct language. We need to respond to all motorized vehicles crashes in the Town of Fort Frances to ensure fire protection capabilities are in place, to address battery disconnection, to address leaking flammable liquids and/or other types so to ensure they do not enter storm sewer etc. Note: For out-of-town responses ... if no extrication or rescue is required ... we do not respond.

Commented [TM54]: Updated to reflect correct language.

5. Shall provide support functions for motor vehicle crashes accidents as identified by the departmental operating guidelines. and the departmental training plan.

Commented [TM55]: Updated to reflect correct language.

6. Shall Endeavor when requested to provide scene protection including, scene isolation, scene security, and traffic control as allowed by the Act, the Occupational Health and Safety Act, and the Highway Traffic Act and the departmental operating guideline. and the departmental training plan.

Commented [TM56]: Updated to reflect correct language.

7. Shall provide wild land fire protection as identified in the departmental operating guideline and the departmental training plan, and in accordance with the Provincial S-103 standard and any subsisting agreement for that purpose with the Queen in Right of Ontario as represented by the Ministry of Natural Resources and Forestry.

Commented [TM57]: Updated to reflect correct language.

8. Shall Will try to conscientiously establish the cause of every fire provide fire investigation services based on the availability of resources as consistent with PFSG 04-52-03 to meet the intent of section 14 of the Act, defined by departmental operating guidelines. and the NFPA 921 standard.

Commented [TM58]: Updated to reflect correct language.

9. Shall provide nuisance fire suppression. This will include landfill fires, dumpster fires, and farm product fires that cannot be treated as wild land fires and require respiratory equipment. Response to these incidents will be in accordance with the departmental operating guideline. and the departmental training plan.



10. Shall provide medical tiered response services in accordance with the Tiered Response Agreement with Rainy River District Social Services Administration Board (RRDSSAB). consistent with PFSG

Commented [TM59]: Updated to reflect correct language.

04 – 19 – 12, including the provision of providing treatment to and assistance to citizens and fire fighters, including first aid and CPR and other basic life support procedures for which the fire fighters are trained and equipped. including the utilization Skills include the provision of oxygen, resuscitators, use of automatic defibrillators and assistance with medications allowed by certification and guidelines. in conjunction with other emergency response agencies.

Commented [TM60]: To be deleted as Tiered Response Agreement covers this.

11. Shall provide emergency management services consistent with the requirements of the *Emergency Management and Civil Protection Act*, the Town of Fort Frances Emergency Plan, and Municipal Emergency Management Program, and the Fort Frances Airport Emergency Plan.

Commented [TM61]: To be deleted as Emergency Plan and Emergency Management Program are two separate By-Laws.

12. Shall provide medical first response consistent with PFSG 04 – 19 – 12, including the provision of providing treatment to and assistance to citizens and fire fighters, including first aid and CPR and other elementary procedures for which the fire fighters are trained and equipped. including the utilization Skills include the provision of oxygen resuscitators, use of automatic defibrillators and assistance with medications allowed by certification and guidelines prior to the arrival of the ambulance paramedic service, or transfer to a hospital or other health care facility.

Commented [TM62]: To be deleted as Tiered Response Agreement covers this.

13. Shall provide medical assistance consistent with PFSG 04 – 19 – 12, the departmental guideline, including the provision of lift, and accessibility assistance to the ambulance paramedic service. this is to expedite the transfer of patients to hospital, other health care facility, or a home setting for respite purposes.

Commented [TM63]: To be deleted as Tiered Response Agreement covers this.

14. Shall Endeavor to provide hazardous materials response to a modified operations an awareness level, consistent with the NFPA 472 standard, which will allow for initial response to all incidents, and to recognize and detect the presence of hazardous materials/weapons of mass destruction (WMD), protect all Fort Frances Fire and Rescue Service personnel, call for trained personnel, and secure the area mitigation of minor incidents as identified in the departmental operating guideline, and if adequately trained resources are available. and the departmental training plan.

Commented [TM64]: Updated to reflect correct language.

15. Shall Endeavor to provide water and ice rescue response to a shore base, and craft base and water entry level consistent with the NFPA 1006 Chapters 11 and 14, level I & II professional qualifications and/or Provincial standard, as identified in the departmental operating guideline, and if adequately trained resources are available. and the departmental training plan.

Commented [TM65]: Updated to reflect correct language.

16. Shall provide ladder / aerial ladder rescue –confined space, ladder, and rope rescue to an operations level as defined by the departmental operating guideline, and if adequately trained resources are available. the departmental training plan, and the NFPA standard.

Commented [TM66]: Only can provide ladder / aerial ladder rescue.

17. Shall provide elevator rescue services in accordance with the departmental operating guideline. NFPA standard, and the departmental training plan.

Commented [TM67]: Updated to reflect correct language.

Commented [TM68]: New BY-LAW to be approved.

18. Shall Endeavor to provide assistance and support to other agencies that is consistent with the departmental operating guideline, and if

adequately trained resources are available, and the PFSC 04 – 29 – 42. This may include assistance to Operations & Facilities Division, Fort Frances Power Corporation, the OPP, Hydro One, MNRF, MOE, MTO, MOL, or other applicable public agencies.

Commented [TM69]: Updated to reflect correct language.

19. Shall provide all of the prior listed services to areas within the jurisdictional boundaries of Fort Frances, the area identified in the Fort Frances Airport Emergency p Plan, and properties outside the municipal boundaries of Fort Frances that are owned by the Corporation. or with respect to which the owner of the property or the municipality having jurisdiction within which he property is located has contracted with the Corporation to have the Fort Frances Fire and Rescue Service provide said services. This clause extends to responses, which the owner of the property has contracted with the Corporation to have the Fort Frances Fire and Rescue Service provide specific identified services. This clause includes the Ministry of Transportation in Ontario for highway responses for vehicle extrications, and response will only be initiated if adequate personnel are available to maintain service levels in the Town of Fort Frances.

Commented [TM70]: Updated to reflect correct language and legislation.

20. Due to the fire rescue services reliance upon part-time / volunteer firefighters, the topographic and geographic configuration of the Town, the level of firefighters training, the level and amount of equipment at the fire rescue services disposal, available resources, and other budgetary constraints, the services listed in Schedule “B”, although approved, may be provided as “Limited Services” as defined in this By-law.

21. The Town of Fort Frances accepts no liability for the delay or inability to supply the services set out in Schedule “B” of this By-law due to the provision of its approved services as limited services or due to the existence of unsafe conditions encountered on route, environmental factors and impeded access.

Commented [TM71]: Updated to reflect additional needed language.

**Town of Fort Frances Fire & Rescue Service Core Values**

- **PROFESSIONALISM:** The Fort Frances Fire & Rescue Service demands the highest standards of excellence, integrity, commitment, and dedication from all its employees. As professionals, we must treat all others with respect and dignity. The public and taxpayers deserve nothing less.
- **INTEGRITY:** The Fort Frances Fire & Rescue Service is entrusted with protecting the public and enforcing fire and other related codes. Each member has a personal responsibility to demonstrate the highest ethical standards to inspire confidence and trust in each other and in the public, we serve.
- **RESPECT:** Each member of our fire and rescue service should be treated with consideration and respect. Personnel must be free to contribute fully to this fire and rescue service without any fear or disrespect. All employees must respect the dignity and rights of co-workers and the public they serve.
- **ACCOUNTABILITY:** In carrying out our mission, and objectives ... all employees must hold themselves accountable to the public, taxpayers and personally for their actions.
- **PARTNERSHIP:** The Fort Frances Fire & Rescue Service recognizes that its success requires a diverse, coordinated team committed to the highest standards of trust, hard work, co-operation, and communication working together with external stakeholders to achieve common goals.
- **INNOVATION:** The Fort Frances Fire & Rescue Service Team strives to work creatively, proactively, and effectively in providing services to the public. We are committed to finding flexible, efficient, and innovative approaches to providing fire safety.

**Town of Fort Frances Fire & Rescue Service Mission**

Committed to the protection of lives, property, the environment, and the economy in the Town of Fort Frances through Fire Prevention, Public Education, and Emergency Response, utilizing available resources in an efficient and effective manner.

**Town of Fort Frances Fire & Rescue Service Objectives**

- Aim for the highest professional standards in service delivery and internal management.
- Develop a comprehensive life and property protection service with continuous review to identify the municipality's changing fire service requirements.
- Promote the coordinated effort of all staff and resources in the fires service to ensure the effectiveness of our fire and public safety mission.
- Maintain a comprehensive training program to adequately educate personnel in the latest knowledge and techniques in performing their duties.
- Develop and maintain good working relations with all federal, provincial, district, and municipal departments, utilities and agencies.
- Prepare maintenance programs to ensure the preparedness of all equipment required in the delivery of fire and public safety.
- Maintain a comprehensive fire prevention and public education program to ensure community needs are met.

**Commented [TM72]:** New additions: APPENDIX A - Motto / Core Values / Mission / Objectives.