



Town of Tillsonburg 2025 Business Plan

Fire & Rescue Services



2025 Business Objectives

| Project | Community Strategic Plan | Lead Accountability | Project Cost | Anticipated Completion |
|--|---|---------------------|--------------|------------------------|
| Grow Fire Communications Partnerships | <p><i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth</i></p> <p><i>Staff to consider the growth of emergency services in line with growth of the Municipality</i></p> | Fire Chief | \$0 | Ongoing |
| Increase Part-Time Hours to enhance Training, Prevention, Inspection, Administrative Requirements and Increase Daytime Response Capability | <p><i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth</i></p> <p><i>Staff to consider the growth of emergency services in line with growth of the Municipality</i></p> | Fire Chief | \$44,800 | Ongoing |
| Implementation Plan of Short Term Master Fire Plan Objectives | <p><i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth</i></p> <p><i>Staff to consider the growth of emergency services in line with growth of the Municipality</i></p> | Fire Chief | \$0 | Ongoing |

2025 Business Objectives

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|---|---|---------------------|--------------|-------------------------------------|
| Continue to Enhance Cancer, PTSD and Mental Health Risk Reduction Initiatives | <i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth Staff to consider the growth of emergency services in line with growth of the Municipality</i> | Fire Chief | \$0 | Ongoing |
| Complete Emergency Management Annual Compliance Requirements | <i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth Staff to consider the growth of emergency services in line with growth of the Municipality</i> | Fire Chief | \$0 | Ongoing |
| NG-911 System Implementation to meet CRTC Deadline, per funding application. | <i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth Staff to consider the growth of emergency services in line with growth of the Municipality</i> | Fire Chief | TBD | Ongoing |
| Asset Management Work, Fire Equipment | Goal – Tillsonburg residents and businesses will be connected to each other, regional networks, and the world through effective traditional and digital infrastructure Strategic Direction – Develop a robust, long-term asset mgmt. plan to inform evidence-based decisions on the maintenance, rehabilitation and replacements of municipal infrastructure Priority Project – Short Term - Asset Management Plan | Fire Chief | Staff time | Q1 first draft of 2025 AMP; Ongoing |

2025 Capital Summary

| Project | Community Strategic Plan | Lead Accountability | Project Cost | Anticipated Completion |
|--|--|---------------------|--------------|------------------------|
| Facility (In Facilities Capital) Repair Bay Floor, Drains, Grates & Resurface | <i>Council Priority – Emergency Services Growth Staff to consider the growth of emergency services in line with growth of the Municipality</i> | Fire Chief | \$160,000 | Q3 |
| Fire Equipment Portable Radio Replacement | <i>Council Priority – Emergency Services Growth Staff to consider the growth of emergency services in line with growth of the Municipality</i> | Fire Chief | \$40,000 | Q2 |
| ATV Response Unit (In Fleet Capital) Aid emergency responses to trails, ravines, difficult terrain (\$31,400 From DC's) | <i>Council Priority – Emergency Services Growth Staff to consider the growth of emergency services in line with growth of the Municipality</i> | Fire Chief | \$40,000 | Q3 |

Risks

- Capacity challenges in achieving Council approved service levels, legislative compliance and industry standards and best practices related to:
- Emergency Response Staffing / Supervision & Incident Command
- Inspections, Public Education & Investigations Programs
- OFM Required NFPA Professional Qualifications Certification & Training Standards
- Administrative Support Functions

Risks

- Decreased staff availability results in increased response times, inadequate and unsafe staffing levels reduced firefighter safety and increased fire loss
- Increased call volume related to growth results in fewer employers allowing firefighters to leave work to respond to emergencies reducing available staffing resources for fire response during peak hours
- Increase absence to PTSD, Mental Health and Occupational Disease may increase staffing costs and reduce available staffing

Opportunities

- Increased fire prevention and public education capacity to maintain Council approved service level, legislative compliance, industry standards and best practices is shown to reduce fire loss.
- Increasing fire training resource capacity is required to achieve and maintain OFM NFPA professional qualifications, legislative compliance and enhance firefighter safety

Opportunities

- Implementation of Master Fire Plan objectives will help build a more sustainable fire service to meet the growing needs and circumstances of the community
- Increasing smoke and CO alarm programs to reduce false alarms and demand on fire suppression resources
- Increasing pre-incident planning increases emergency response effectiveness, safety and improves Fire Underwriter Insurance grading for residents and businesses

Future Departmental Directions: 3 year outlook

2026-2028

- Implementation of Master Fire Plan Objectives
- Grow Fire Communications Partnerships
- Fire Communication to New Town Hall Building?
- Conceptual Design for Fire Hall Addition/Renovation
- Conduct Fire Underwriter Survey
- Officer Development & Succession Planning
- Annual Emergency Management Requirements
- Construction of Fire Hall Addition/Renovation