



# Town of Tillsonburg 2026 Business Plan

Fire & Rescue Services

November 27, 2025



# 2026 Business Objectives

Project	Community Strategic Plan	Lead Accountability	Project Cost	Anticipated Completion
Grow Fire Communications Partnerships	<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/Assistant Chief Communication	Time and Travel exp. Est. \$2500 - \$5000	Ongoing
Increase Part-Time Hours to enhance Training, Prevention, Inspection, Administrative Requirements and Increase Daytime Response Capability – Third firefighter duty staff position referenced by the Fire Master Plan with total achievement of 4	<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	\$82,000 for 2026	2027
Within Budgetary process introduce Short Term Master Fire Plan Objectives	<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/Deputy Fire Chief	Staff Time	Ongoing

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Continue to Enhance Cancer, PTSD and Mental Health Risk Reduction Initiatives <ul style="list-style-type: none"> <li>- Decontamination Shower (Capital)</li> <li>- Peer Connect emergency service employee support program</li> </ul>	<i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth</i> <i>Staff to consider the growth of emergency services in line with growth of the Municipality</i>	Fire Chief/Deputy Fire Chief	\$25,000	Ongoing & Capital Budget Project
Complete Emergency Management Annual Compliance Requirements	<i>Community Growth: The Town will accommodate and support sustainable growth- Council Priority – Emergency Services Growth</i> <i>Staff to consider the growth of emergency services in line with growth of the Municipality</i>	Fire Chief and alternate Emergency Management coordinators	\$0	Legislated yearly requirement
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</i> <i>Staff to consider the growth of emergency services in line with growth of the Municipality</i>	Fire Chief/Assistant Chief of Communications	TBD Grant applied for, Staff Time	2026 - Goal CRTC Deadline March 2027

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Collective Bargaining: As of December 31, 2025 Current Collective Agreement with Tillsonburg Fire Fighters Association expires	<i>Community Growth – Sustain commitment and working relationship with our Volunteer/Paid on Call fire fighting division</i>	Fire Chief/Human Resources	TBD	Q2 2026
Onboarding of New Deputy Fire Chief	Community Growth – Succession planning and enhancement of department oversight and staff and operational development	Fire Chief	Time	Continual support and development
Asset Management Work – formalize the accuracy of the Fire Equipment inventory	<b>Goal</b> – Tillsonburg residents and businesses will be connected to each other, regional networks, and the world through effective traditional and digital infrastructure <b>Strategic Direction</b> – Develop a robust , long-term asset mgmt. plan to inform evidence-based decisions on the maintenance, rehabilitation and replacements of municipal infrastructure <b>Priority Project – Short Term</b> - Asset Management Plan	Fire Chief/Deputy Fire Chief/Assistant Chief of Communications	Staff time	Continued support of municipal program

# Challenges

- 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

# Challenges

- 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 and development of fireground officers

# 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

## 2026-2029

- 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