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Emergency Services Department Committee Fire Department Demographics.

Ref. No. EMS-2001-07

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Dear Council,

At our inaugural meeting of the Emergency Services Committee in February and at the first meeting with all members in March, we discussed the aging population of the Municipality Firefighters.

Both departments are starting to suffer from an aging workforce. This in itself is not unusual. It is well documented in both provincial and federal statistics on workforces in general. The demographic curve for workers of any kind, is slowly, but steadily moving to the right (older). This is due to the baby boomer curve passing through the life cycle.

As we can all understand, the aging of the firefighters places a direct burden on the ability to protect our citizenry and as importantly, the lives of our firefighters themselves.

As it stands right now, the Kincardine Fire Department is not in an immediate threat position, but we will have to watch this over the next five years. We will have to action Fire Chief, John Wall to develop a strategy to deal with this, in the mid term (2 to 3 years).

However, the Tiverton & District Fire Department finds itself in a somewhat different position. It is faced with a distinct problem having a large spike in the curve towards the right. This will have an impact very shortly and we have to address this in a timely manner, if we are to provide the proper protection. We believe that within the next year or so, we will have to start into a recruitment campaign, for younger Firefighters. Fire Chief Carmen Gazel has been actioned to start looking into this.

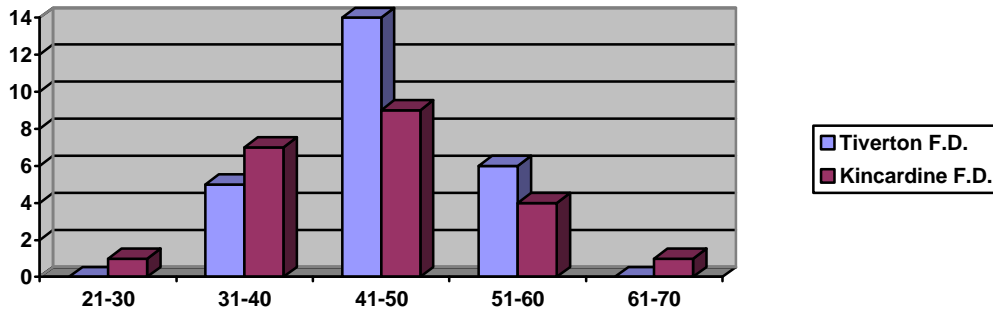
We, as Council, have to understand that professional Firefighters are not made overnight, so we have to start now, so that we can develop younger people in this crucial role.

The next page shows quite dramatically the spiking effect within our Tiverton Firefighting force.

Emergency Services Department Committee Fire Department Demographics.

Departmental Firefighter Age Profile:

	21-30	31-40	41-50	51-60	61-70
Tiverton	0	5	14	6	0
Kincardine	1	7	9	4	1



Summary:

The purpose of this letter is to make Council aware that the Tiverton Fire Chief and the Emergency Services Committee will be addressing a recruitment strategy for the Tiverton & District Fire Department. We would like all of Council to be aware of this, so that when the item comes up for discussion you are all aware of the impact of this pressing item.

Yours Faithfully,

Sandy
Councillor Sandy Donald.