



The Corporation of the Township of Huron-Kinloss

Staff Report

Report Title: Proposed Update to Firefighter Complement

Date: Apr. 30, 2025

Report Number: FIR-2025-07

Department: Fire and Emergency services

File Number: C11 FIR 25

Prepared By: Jeff Bradley, Fire Chief

Attachments: None

Recommendation:

THAT the Township of Huron-Kinloss Committee of the Whole hereby receives for information Report FIR-2025-07 prepared by Jeff Bradley, Fire Chief, AND FURTHER authorizes the appropriate by-law coming forward.

Background:

As our community continues to grow and the operational demands on our fire service steadily increase, we are proactively assessing how best to position ourselves for long-term success. With rising emergency call volumes, expanding training requirements, and increasingly complex service expectations, our current firefighter complement must evolve to meet these challenges effectively.

Discussion/Analysis/Overview:

Staff are proposing a forward-looking plan to gradually increase the complement of firefighters assigned to each station—from 26 to a potential maximum of 30 personnel. This is not an immediate hiring initiative, nor does it represent a firm commitment to reaching this number within the current fiscal year. Rather, it is a strategic framework that allows us to respond to future needs with greater agility and preparedness.

Several of the current firefighters are eligible for retirement in the near term, and staff recognize the importance of maintaining a strong and well-prepared workforce to ensure consistent service delivery. By establishing this higher staffing ceiling now, we can take advantage of favorable recruitment opportunities when they arise, without being delayed by structural limitations or administrative constraints. With recent recruitment efforts, Station #15-0 now has sufficient interest to increase the membership to **29 firefighters**. This increase supports improved operational capacity, response coverage, and succession planning.

This proposal reflects the commitment to safeguarding public safety, ensuring timely emergency response, and supporting the well-being of personnel. Staff respectfully request

support in adopting this flexible staffing approach, which will help ensure the continued resilience and excellence of our fire service.

Recommendation to Council:

Staff recommends that Council approve the proposed changes to structure within the Fire Departments. Furthermore, staff seeks Council's direction to proceed with the necessary amendments to [By-law 2020-120](#), Being a By-law to Establish and Regulate the Fire Department for the Township of Huron-Kinloss, to reflect these changes accordingly.

Financial Impacts:

The proposed structure changes will result in incremental costs related to training and equipment. These costs will be incorporated into future operating budgets as outlined below:

Estimated Cost Breakdown (Annual):

- Training for new personnel
- Personal protective equipment (PPE)

Projected Timeline:

- 2025: Maximize existing training and equipment budget.
- 2026 and onward: Ongoing operational funding to support sustained firefighter complement and equipment lifecycle replacement

These costs are necessary to ensure compliance with safety standards and to maintain the operational readiness and effectiveness of the Fire Department.

Performance Measurement:

Metrics included within the body of the report.

Strategic Area:

- ☐ Embrace a thriving rural lifestyle ☒ Enhance Municipal Service Delivery
☐ Prepare for Inclusive Growth ☐ Ensure Financial Stability

Strategic Goal: Support employee recruitment and retention

Respectfully Submitted By:

Jeff Bradley, Fire Chief

Report Approved By:

Jodi MacArthur, Chief Administrative Officer