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NATIONAL FARMERS  
UNION - LOCAL 330

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December 1, 2014

Reeve Jim Gibson  
15 Township Hall Rd.,  
Stonecliffe, Ontario  
K0J 2K0

Dear Reeve Gibson and Council:

The Renfrew County National Farmers Union congratulates you and your council on its recent election in the 2014 municipal election.

Agriculture is the largest, primary industry in this county. Its 1,200 family farms produce over \$70 million in gross farm receipts, which in turn represents \$180 million in economical activity every year.

The Renfrew County National Farmers Union is a grassroots farm organization which works on behalf of all those family farms, regardless of size or commodity.

Our NFU executive is familiar with many of the issues your council may be confronted with, such as the farm tax program, endangered species legislation, clean water act, wildlife damage to crops and livestock and the benefits of supply management. The executive of the Renfrew County National Farmers Union would be happy to address any questions or concerns you may have regarding these issues, or any farming issues, at your convenience.

Also, we meet the first Monday of every month at the Barr Line Community Centre at 7:30 p.m. We always welcome the public to bring their questions or concerns to our meeting, and if this suits, you may do this as well.

We wish your council well over the next four years.

Together we grow,

TONY STRAATHOF

President  
Renfrew County Local 330  
National Farmers Union

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**Ministry of Natural  
Resources and Forestry**

Office of the Minister

Room 6630, Whitney Block  
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**Ministère des Richesses  
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Bureau du ministre

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December 15, 2014

Reeve Jim Gibson  
Townships of Head, Clara and Maria  
15 Township Hall Road  
Stonecliffe ON K0J 2K0

Dear Reeve Gibson:

Congratulations on your election victory.

The Ministry of Natural Resources and Forestry (MNRF) has a variety of responsibilities including: forestry, aggregates, wetlands and Ontario Parks. Today, I am writing to you to talk about one of the mandates of MNRF — ensuring the sustainability of the province's wildlife population.

Ontario has a vast and diverse wildlife population. Seeing animals in the wild is a wonderful experience for many people. However, sometimes there are human-wildlife conflicts. I would like to provide you with information on how to manage these conflicts.

The ministry is committed to working with municipalities and landowners to prevent and reduce the number of human-wildlife conflicts. We do this by, among other things:

- providing information on dealing with specific species, such as coyotes or bears;
- assessing species populations and adjusting hunting numbers as necessary, for example reducing or increasing the number of deer tags issued;
- adjusting hunting seasons or limits; and
- providing advice and information to municipalities and landowners.

There are some best practices that we encourage landowners, including municipalities, to adopt to prevent and reduce conflicts. These include:

- putting out garbage the morning of pickup instead of the night before;
- not feeding wildlife;
- keeping pet food indoors; and
- putting up fencing.

Municipalities play a critical role in preventing and dealing with nuisance animals. In July 2013, our government made changes to the *Fish and Wildlife Conservation Act* to enable municipalities to compensate hunters or trappers for the removal of coyotes and other furbearing mammals (such as raccoons and skunks), without MNRF permission.

Municipalities also have the ability to:

- Pass bylaws that ensure homeowners properly secure their garbage and other wildlife attractants.
- Pass bylaws preventing the feeding of nuisance animals.

My ministry has posted information online to help landowners with nuisance wildlife. Please visit [www.ontario.ca/livingwithwildlife](http://www.ontario.ca/livingwithwildlife). Listed on that page are links for preventing and responding to problems caused by specific wildlife species.

Local ministry staff can be contacted to provide advice, explain regulations and assist in whatever way they can. I encourage you to contact your local office in Pembroke at 613-732-3661.

Public safety remains a priority to the ministry. If a wild animal poses an immediate threat or danger to public safety — call 911.

I look forward to working together on matters of mutual concern.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill Mauro". The signature is written in a cursive, flowing style.

Bill Mauro  
Minister of Natural Resources and Forestry

**Melinda Reith - Head, Clara, Maria**

**From:** "Ted McMeekin" <minister.mah@ontario.ca>  
**Date:** December-16-14 2:22 PM  
**To:** <twpshcm@XPLORNET.COM>  
**Subject:** Congratulations from Minister McMeekin / Félicitations de la part du ministre McMeekin

**Ministry of Municipal Affairs and  
Housing**

**Ministère des Affaires municipales et  
du Logement**



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[www.ontario.ca/MAH](http://www.ontario.ca/MAH)

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 Tél. 416-585-7000  
 Téléc. 416-585-6470  
[www.ontario.ca/AML](http://www.ontario.ca/AML)

December 16, 2014

Mr.  
 Reeve Jim Gibson  
 Townships of Head, Clara and Maria

Stonecliffe ON K0J 2K0

Dear Reeve Gibson and Council:

Please accept my warm congratulations on your success in the recent municipal elections. I want to thank you for your decision to serve the public and I look forward to working with you in the years ahead.

I got my start in municipal politics, first as a member of the City of Hamilton council and then as mayor of the former Township of Flamborough. From this experience, I can truly appreciate the importance of municipal government as it is closest to the people and impacts their lives daily.

My priorities as Minister of Municipal Affairs and Housing are outlined in the mandate letter given to me by the Premier. In reviewing the mandate letter - <https://www.ontario.ca/government/2014-mandate-letter-municipal-affairs-and-housing> - you will see how important and ambitious our work together will be over the next 4 years. My personal commitment is to work with you to strengthen local communities while acknowledging their diverse needs. One of my top priorities is to address the critical issues related to housing and homelessness. I would like to work closely with you and others in the private sector to find new and creative solutions to meet the need for more affordable housing across the province.

The current fiscal environment means the government will have to make tough choices. I'm proud that the government has chosen to commit more resources to housing and homelessness, and to continue our commitment to the upload of municipal costs in accordance with the 2008 Provincial Municipal Fiscal Service Delivery Review (PMFSDR) agreement. As a result of the upload, municipalities will benefit from more than \$1.7 billion in reduced costs in 2015 alone.

It is important to acknowledge that the removal of these costs off the property tax base benefits all local taxpayers including those residing in lower-tier and northern municipalities. We encourage upper and lower tier municipalities and northern District Social Service Administration Boards to engage in

discussions to ensure that the savings resulting from the uploads benefit their shared taxpayers in the most effective way possible.

As a former mayor and councillor, I understand the important role that councils play in building communities. The Ministry has some information on its website, including the recently updated Municipal Councillor's Guide - <http://www.mah.gov.on.ca/Page5030.aspx> - that you may find useful to you and your colleagues. If you have further questions related to the Guide, you may contact one of the Ministry's regional offices listed on the website.

I am committed to building on the positive partnerships we value with municipalities in all parts of this province. My door is always open. Let's work together to keep the lines of communication open.

Once again congratulations and best wishes to you and to council for success over the coming four-year term.

Best regards,

Ted McMeekin  
Minister

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Toutes mes félicitations pour votre succès aux récentes élections municipales. Je vous remercie d'avoir décidé de vous consacrer au service du public et je me réjouis à l'idée de collaborer avec vous durant les années à venir.

J'ai moi-même fait mes débuts en politique municipale, d'abord comme membre du conseil municipal de Hamilton, puis comme maire de l'ancien canton de Flamborough. Grâce à cette expérience, je suis bien conscient de toute l'importance que revêt une administration municipale, car c'est le niveau de gouvernement le plus proche des gens et il a donc une influence sur leur vie quotidienne.

Mes priorités à titre de ministre des Affaires municipales et du Logement sont définies dans la lettre de mandat - <https://www.ontario.ca/fr/gouvernement/lettre-de-mandat-2014-affaires-municipales-et-du-logement> - que m'a remise la première ministre. En lisant cette lettre, vous vous rendrez compte à quel point le travail que nous accomplirons ensemble au cours des quatre prochaines années sera important et ambitieux. Je m'engage personnellement à travailler avec vous afin de renforcer les collectivités locales tout en reconnaissant leurs besoins diversifiés. L'une de mes grandes priorités consiste à m'attaquer aux problèmes cruciaux du logement et des sans-abris. J'ai à cœur de collaborer étroitement avec vous et avec des parties du secteur privé de manière à trouver de nouvelles solutions créatives pour offrir plus de logements abordables dans toute la province.

Compte tenu de la conjoncture économique actuelle, le gouvernement devra faire des choix difficiles. Je suis fier de dire que le gouvernement a décidé de consacrer plus de ressources au logement et aux sans-abris et de donner suite à son engagement à transférer des fonds pour aider à financer une partie des coûts des municipalités qui a été pris dans le cadre de l'Examen provincial-municipal du financement et du mode de prestation des services de 2008. Grâce à ces transferts, les municipalités bénéficieront d'une réduction de plus de 1,7 milliard de dollars de leurs coûts, et ce, en comptant seulement 2015.

Il faut reconnaître que tous les contribuables des municipalités, y compris ceux des municipalités de palier inférieur et des municipalités du Nord, bénéficieront de la réduction des coûts financés par l'assiette de l'impôt foncier. Nous encourageons les municipalités de palier supérieur et de palier inférieur ainsi que les conseils d'administration de district des services sociaux du Nord à participer à des discussions visant à faire bénéficier le plus efficacement possible leurs contribuables des



## Bill 8, Accountability & Transparency Measures Update

12/05/2014

The Standing Committee on General Government passed amendments to Bill 8 this week. The Bill is apparently scheduled for Third Reading on December 8th. We have not been advised as to what schedules may be proclaimed and when.

AMO has reviewed the amended Bill 8 and understands that it will do the following:

- If a municipality does not appoint a municipal ombudsman, the Ontario Ombudsman will become the default municipal ombudsman.
- If a municipality appoints a municipal ombudsman, the Ontario Ombudsman may investigate the same complaint as the municipal ombudsman if the municipal ombudsman has refused to investigate the complaint; the municipal ombudsman has investigated and concluded his or her investigation of the complaint; or the time for bringing the complaint to the municipal ombudsman has expired. In addition, the Ontario Ombudsman will be able to conduct "systemic" investigations on his own motion.
- The Ontario Ombudsman will be able to investigate complaints that are within the jurisdiction of a municipal auditor general, registrar, or a municipal integrity commissioner if the municipal auditor general or integrity commissioner refuses to investigate, has completed and concluded his or her investigation, or the time for bringing a complaint has expired.
- Any party directly affected by an investigation by the Ontario Ombudsman will be able to apply to a court to determine whether the Ontario Ombudsman has jurisdiction to investigate.
- The existing closed meeting investigation regime will be maintained. The Ontario Ombudsman will continue to be the default closed meeting investigator where a municipality has not appointed a closed meeting investigator. The review provision of another closed meeting investigator's decision by the Ontario Ombudsman was deleted. The definition of meeting will fall to the *Municipal Act* review.
- The Patient Ombudsman will be appointed for one five-year term, renewable for one further term of five years.
- Caregivers will be able to make complaints to the Patient Ombudsman. "Caregiver" will be defined in regulation.

### Contact

Pat Vanini  
 Executive Director  
[pvanini@amo.on.ca](mailto:pvanini@amo.on.ca)  
 T 416.971.9856 ext. 316  
 TF 1.877.426.6527  
 F 416.971.6191

AMO will seek input on the regulations to this Bill. Watch for the next update on Bill 8.

#### Advocacy

Economic Development  
 Energy

#### About Us

Accessibility  
 AMOMobile app

#### Related Sites

FONOM  
 Gas Tax at Work

**Melinda Reith - Head, Clara, Maria**

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**From:** "AMO Communications" <communicate@amo.on.ca>  
**Date:** December-05-14 4:28 PM  
**To:** <twpshcm@xplornet.com>  
**Subject:** AMO Policy Update - Bill 8, Accountability and Transparency Measures Update

December 5, 2014

**Bill 8, Accountability and Transparency Measures Update**

The Standing Committee on General Government passed amendments to Bill 8 this week. The Bill is apparently scheduled for Third Reading on December 8<sup>th</sup>. We have not been advised as to what schedules may be proclaimed and when.

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- The Patient Ombudsman will be appointed for one five-year term, renewable for one further term of five years.
- Caregivers will be able to make complaints to the Patient Ombudsman. "Caregiver" will be defined in regulation.

AMO will seek input on the regulations to this Bill. Watch for the next update on Bill 8.

**AMO Contact:** Pat Vanini, Executive Director, [pvanini@amo.on.ca](mailto:pvanini@amo.on.ca), or 416-971-9856 ext. 316.

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**PLEASE NOTE:** AMO Breaking News will be broadcast to the member municipality's council, administrator, and clerk.

10/12/2014



County of  
**Renfrew**  
Ontario . Canada

*Experience Our History, Share Our Future!*

# Council Communiqué

County Council Review

December 2014

## HIGHLIGHTS

Town of Renfrew Reeve Peter Emon formally took the Declaration of Office on December 16, 2014 and as such he assumed the Office of the Warden of the County of Renfrew for a third term.

Following a few brief remarks, Mayor Jennifer Murphy and Mayor Robert Sweet, (mover and seconder respectively) presented Warden Emon the Chain of Office for 2015. The Warden then spoke to some of the challenges ahead for 2014. On the further twinning of Highway 17: *"The predictable twinning program for highway 17 is absolutely essential for the future expansion and diversification of our economy, and our ability to compete with the rest of Canada and Ontario... Advancing our case with both levels of senior-government about the importance of the Trans Canada Highway remains paramount."*

The Warden went on to comment on the importance of Canadian Nuclear Laboratories to Renfrew County. *"Canadian Nuclear Laboratories has long been a vital engine that drives our economy... We expect and our community expects... in fact we challenge the Federal Government to act and ensure it remains the largest science and technology laboratory in Canada."* Warden Emon continued by saying, *"It remains the intention of this council and this community that CNL is located here in the county. Canadian Nuclear Laboratories and the Nuclear industry belong here."*

Warden Emon Then spoke to the challenges surrounding the Endangered Species Act: *"The ESA remains a significant impediment to the development and well-being of rural Ontario and Renfrew County. We will continue to assist our partners as they educate their respective economic sectors, and join them when they speak to the Minister about the negative impact this Act is having on our communities."*

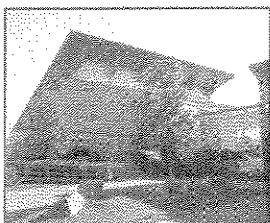
The Warden closed his inaugural address with, *"Together as councilors, staff and community members we will make Renfrew County the best place to live, to work, to invest and to play... To each and every one of you; have a wonderful Christmas and I hope an extremely busy, prosperous and successful 2015... The County of Renfrew... Experience Our History, Share Our Future!"*



*L-R: Mayor Robert Sweet (seconder), Warden Peter Emon, Mayor Jennifer Murphy (mover)*

## COUNCIL INITIATIVES

County Council Adopted By-law NUMBER 1-15 A BY-LAW TO APPOINT THE COUNTY COMMITTEES FOR THE ENSUING YEAR OR UNTIL THEIR SUCCESSORS ARE APPOINTED.



For more information, contact:

9 International Drive

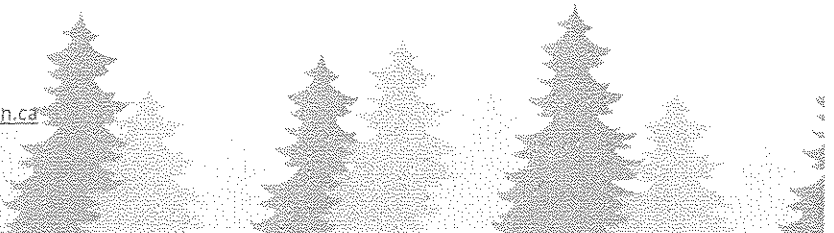
Pembroke, Ontario K8A 6W5

613-735-7288

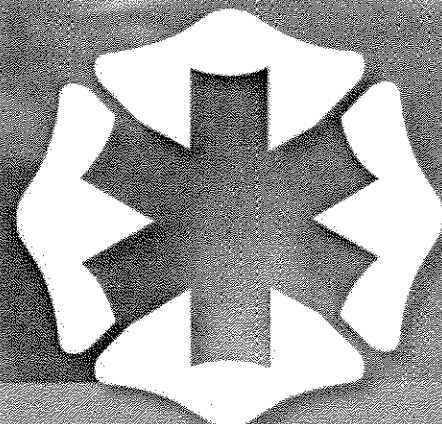
[mbarber@countyofrenfrew.on.ca](mailto:mbarber@countyofrenfrew.on.ca)

or visit our website at:

[www.countyofrenfrew.on.ca](http://www.countyofrenfrew.on.ca)







# VFIS *news*

Bringing important information to emergency service organizations

VOLUME 14 • NUMBER 4

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- 6 Understanding the science of Fire Behavior
- News You Can Use
- 7 Vulnerability Assessment Program
- 8 Drive Safe, the latest VFIS distance learning course

### EMPLOYMENT PRACTICES UPDATE

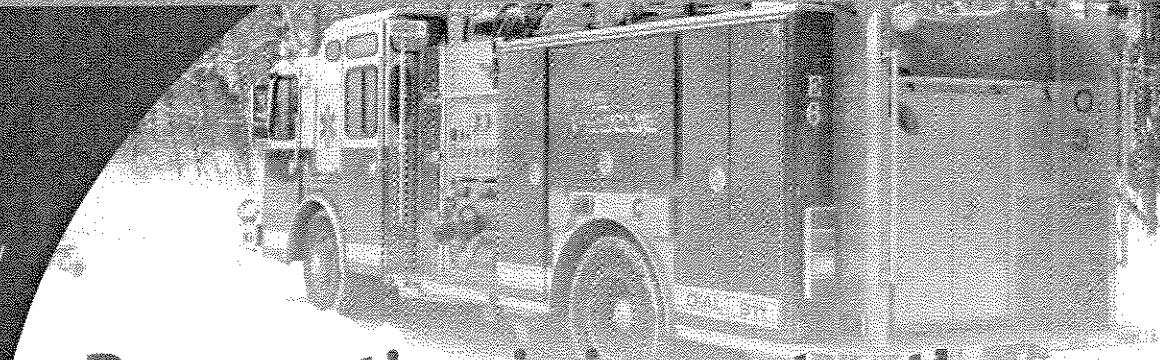
**INSERT** Personnel Law Alert: Lack of supervisory training can lead to liability

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We welcome comments, suggestions and questions from our readers.  
E-mail: [vfisnews@vfis.com](mailto:vfisnews@vfis.com)



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## Preparation is important!

### *Stay safe this winter*

By T. Randy Hess, Director of VFIS Risk Control Services

*Emergency service organizations deal with numerous day-to-day activities. It is often difficult to work on efforts to prepare for an unpredictable but ordinary event such as a change in seasons. In the majority of the country, winter presents emergency response agencies with some significant challenges. Both cold and snow can cause property damage to buildings and other destruction, contribute to vehicle crashes and impede emergency operations. Now is the time to prepare for winter.*

The following are a few tips to help emergency service organizations reduce the risk of losses related to winter weather:

#### Vehicles:

- Review and/or develop winter driving procedures with drivers. The procedures could include responding in snow covered road conditions and responding with snow chains on dry roads.
- Many vehicles have been damaged by snow chains that can come apart due to higher speeds travelling on dry roads. When using snow chains on vehicles, inspect them and fit them on the vehicle late fall or early winter. Tire wear or new tires can alter the outside dimension of the tire causing the chains to either be too loose or too tight. Once they are fit tested, make the appropriate adjustments by marking each set of chains for all vehicles and note which side of the tires they were fitted.
- Check tire pressures in accordance with manufacturers' recommendations while the tires are cold. Air pressures that are reasonable in the summer heat may be under inflated once temperatures start to fall.
- Have a ready supply of anti-slip materials on hand for use around the vehicle to help prevent personnel from slipping and falling on frozen surfaces during on-scene operations.
- Check antifreeze and windshield washer reservoir levels and concentrations to prevent freezing.
- Check the condition and operation of windshield wipers, heaters and defrosters.

*Continued on page 3*

## LESSONS LEARNED

# A View from the Inside Intersection Accidents

*Emergency responders have a strong sense of community — most of whom join their local department or embark on a career in emergency services to help people. This is one of the attributes that makes them special. Many VFIS associates are emergency responders and are proud to support other emergency responders across North America.*

*This column was created to provide readers with a "view from inside emergency service organizations" and help all of us learn from unfortunate incidents that others have had to face. Hopefully this will offer insights into how emergency responders can better protect each other and the community served.*

***Safely negotiating intersections is a major obstacle when responding to an emergency. The costs (fatalities, serious injuries, department reputation, poor morale/suffering among the membership and damage to vehicles) resulting from intersection accidents involving emergency vehicles is significant.***

A Google search for "emergency vehicle intersection accidents" returns 874,000 results. As an example: The ambulance, with lights and sirens was transporting a female patient with a head injury from a vehicle accident. The ambulance entered the intersection on a red light. Intersection traffic was stopped, so the driver moved left of center to pass the stopped traffic in front of him. While failing to substantially reduce speed, the driver moved back to the right lane and struck a vehicle that had entered the intersection from the right on the green light. The end result: the driver of the other vehicle was seriously injured; the passenger in the other vehicle was killed; the ambulance driver was not injured, but the two EMS providers in the patient compartment suffered fractures; the patient being transported suffered only minor injuries.

Unfortunately, this type of accident happens nearly every week. The driver of the other vehicle should have yielded the right of way to the ambulance, but anyone who drives an emergency vehicle can probably relate a story where another driver did not see or hear the emergency vehicle. First responders can't control what other drivers do on the road, but certainly CAN control how they operate an emergency vehicle. Understanding "perception of presence" (other vehicle drivers must perceive the presence of the emergency vehicle visually or audibly before they can react) is key to safe operation of an emergency vehicle.

To keep from becoming a Google search result and help avoid intersection accidents, the following tips are provided for safely navigating intersections:

- Do not rely on warning devices to clear traffic (if other drivers don't see and/or hear the vehicle, they can't react properly).
- Scan the intersection for possible hazards (right turns on red, pedestrians, vehicles traveling fast, etc.) as well as driver options.
- Slow down well before reaching the intersection and "cover the brake."
- Change the siren cadence not less than 200' from the intersection.
- Scan the intersection to assess options (pass on right, left, wait for clearing, etc.).
- Avoid using the opposing lane of traffic if at all possible.
- During emergency response, be prepared to bring the vehicle to a complete stop for any of the following:
  - When directed by a law enforcement officer.
  - Red traffic lights.
  - Stop signs.

- Negative right-of-way intersection.
- When the driver cannot account for traffic in all lanes of traffic in an intersection.
- Establish eye contact with other vehicle drivers; have partner communicate all is clear; reconfirm all visible traffic is stopped.
- Account for traffic one lane at a time treating each lane of traffic as a separate intersection. 🚗

### Intersections



Operation Safe Arrival



***Want more information or assistance in properly handling intersections?***

*VFIS has an intersection training program available as a DVD/CD set at [shop.vfis.com](http://shop.vfis.com) or drivers can complete an intersection safety class through VFIS Distance Learning.*

*Find downloadable Risk Bulletins or intersection safety at [vfis.com](http://vfis.com) that can help develop, enhance or evaluate current procedures.*



continued from front page, Preparation is important! Stay safe this winter

#### Buildings and property:

- Check the heating systems for proper operation. This is particularly important in states where freezing temperatures may not be routine. Two days of unexpected below-freezing temperatures in a building with minimal heat and insulation can freeze and burst pipes and damage pumps in fire apparatus.
- Inspect and clean gutters and downspouts. This can help prevent ice damming, which can damage roofs. Also, check to see where water discharges out of downspouts. Water that runs across sidewalks and parking areas can create an unwanted ice skating rink.
- Inspect trees and other tall or hanging objects near buildings to evaluate any threat of breakage due to the weight of ice or snow. Repair or remove any objects that can create a threat.
- Plan and prepare for snow removal from driveways, parking areas and sidewalks. Understand the weight load capacity of the roofs of the buildings and be prepared to remove heavy accumulations of snow from the roof.

These are just a few tips that can help organizations prepare for winter weather. Take a few moments and look at the operation and facility to see what other steps can be taken to help make this winter a safe one. ❄️

## Mobile Stroke Units: A new way to care for stroke patients

By Dave Bradley, Director of EMS Training Programs

In an effort to better care for the 5,600 stroke patients hospitalized each year in Cuyahoga County, Cleveland Clinic began operating one of the first Mobile Stroke Units in the country in the city of Cleveland on July 18, 2014. The first Mobile Stroke Unit in the United States began operating in Houston earlier in 2014.

The Mobile Stroke Unit is housed at Cleveland Clinic's main campus and is staffed by a paramedic, a critical care nurse, a CT technologist and an EMT. It is integrated into the 911 dispatch system in the city of Cleveland, therefore if the dispatcher believes, after asking a series of questions, that a patient is experiencing stroke-like symptoms, crews from both Cleveland EMS and Cleveland Clinic's Mobile Stroke Unit are dispatched to the scene.

According to the Cleveland Clinic, the goal of the Mobile Stroke Unit is to shorten the time between the onset of stroke-like symptoms and the delivery of "clot-busting" – or thrombolytic – drugs, which must be administered within 4.5 hours of when symptoms began or when the patient was last known to be well. Since July 18, 2014, the Cleveland Clinic Unit has been dispatched approximately 300 times resulting in 100 patient transports.

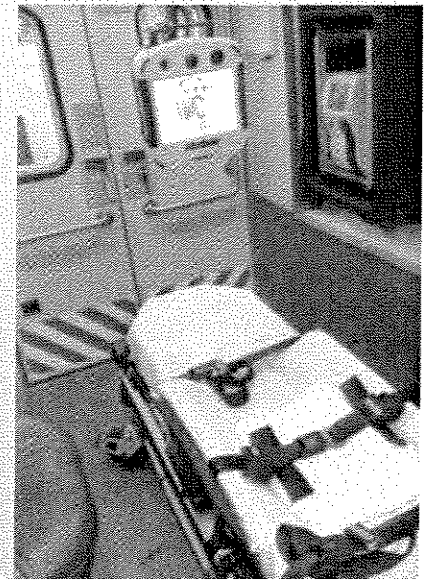
The unit resembles an ambulance on the outside, however, inside it contains highly specialized staff, equipment and medications strictly used for diagnosing and treating strokes.

It is equipped with a portable CT scanner that is capable of imaging the patient's brain to detect the type of stroke they are experiencing. The CT scans are wirelessly transmitted to Cleveland Clinic neuroradiologists who decipher if the patient is experiencing a stroke, and if so, whether the stroke is ischemic (caused by a blood clot) or hemorrhagic (caused by a ruptured blood vessel).

Also onboard the unit is a mobile lab that is capable of testing blood samples of the patient. The stroke neurologists will access the patient's symptoms via telemedicine technology while en route to the hospital.

If it is found that the patient is experiencing an ischemic stroke – which account for about 87 percent of all strokes – the on-board medical team can initiate intravenous (IV) tissue plasminogen activator (tPA) to attempt to break up the clot. The average time for medication administration for a stroke patient treated by the unit is averaging between 25–30 minutes. If the patient has a hemorrhagic stroke, the team can then initiate other treatment options and transport the patient to the most appropriate facility that has neurosurgical resources.

Upon receiving treatment, the patient is transported to the closest primary or comprehensive stroke center, depending on the severity of the stroke. 🚑



Additional information on the Cleveland Clinic Mobile Stroke Unit can be obtained by visiting: [http://my.clevelandclinic.org/services/neurological\\_institute/cerebrovascular\\_center/treatment\\_services/mobile-stroke-unit](http://my.clevelandclinic.org/services/neurological_institute/cerebrovascular_center/treatment_services/mobile-stroke-unit)

## EDUCATION & TRAINING:

# Live-in Programs

By Dr. Bill Jenaway, Ph.D., Vice President VFIS Education, Training & Consulting

*Live-In Programs. Some chiefs love them, some hate them and others don't know what they are. The reality is, if they are properly structured, monitored and managed, they can provide value to the fire department and the community.*

*Live-In Programs are not new. They have existed at least since the 1960s, if not before. How does it work? The program typically involves a situation where a firefighter is provided the opportunity to have a free place to live in exchange for service as a volunteer firefighter or emergency medical responder. In some cases, this has been expanded to others who call the fire station home and provide services for free. But, in most cases the live-ins are college students, combining their education away from home by volunteering their service and saving money.*

The bunkroom or a dormitory-type room is where the first responder lives and "is provided with a bed, adequate storage for personal belongings, access to a desk, computer with Internet access, a quiet work

area, a lounge or day room, laundry equipment, a kitchen and more – similar to a college dorm environment.

There are three critical factors for a modern Live-In Program's success:

- Continuous marketing of the program.
- Rules for live-in personnel to adhere to are established.
- Effective supervision and management of the program.

### *Continuous marketing of the program*

Like any recruitment initiative, marketing is required all of the time. The marketing is best focused through local institutions of higher learning (even a few miles away). Contact is required with the housing coordinator of the institution to formalize and legitimize the live-in system within the institution's guidelines and protocols. Periodic reinforcement, promotion and updating of the program are needed. Additional forms of marketing can be implemented via Internet or print forums, and be sure to promote the benefits of the live-in program. Maybe the benefits include a new dorm room, full kitchen, washer/dryer, a television/wireless Internet, free training at area fire academies, free physicals and life insurance, Class A and Class B uniforms, access to a national credit union and legal counsel and more. Customize the recruiting with specific benefits of the program.

### *Rules for live-in personnel to adhere to are established*

Rules, Standard Operating Guidelines (SOGs), procedures, etc., need to be implemented. Establish entry requirements for the program (training and performance), require a mandatory background check and clarify the necessity for team work. The basic categories of rules to adhere to include;

- Who will be supervising the live-in.
- Duties and responsibilities of the live-in and the commitment of the agency to the individual.
- Requirements for involvement in the program (background check, training, academic performance, compliance with rules and duties within the station and on responses, training, public events, etc.).
- Requirements for response to emergencies.
- Personal asset security.
- Visitation policy of family and friends.
- Consequences and termination.

Consider having a probationary period for the program.

*Continued on next page*



### Fire Service Women of Ontario holds conference

Fire Service Women of Ontario (FSWO) was established three years ago to enlighten, educate and empower women to get involved in fire and then develop into leaders and officers.

The organization's third annual conference in November was held in Hamilton, Ontario. It included two days of hands-on training in firefighter survival, high-angle rope rescue, live fire, auto ex and illicit synthetic labs.

Classroom sessions featured smoke-reading guru Dave Dodson and sessions on size-up, hydrogen cyanide, communication, diversity and health and wellness. More than 100 women from career and volunteer fire departments across Ontario attended.

FSWO ([www.fswoc.ca](http://www.fswoc.ca)) offers mentorship programs for young women and camps so that high-school students can learn more about what it's like to be a firefighter.

As is the case in the United States, about three percent of firefighters in Canada are women. ♻️



### Firefighters and Police Honored by Ontario (CANADA) legislature

Sixteen firefighters and six police officers from across Ontario were honored at the Ontario legislature on Nov. 27 for risking their lives to save others.

Firefighters from Mississauga, Kenora, Elliot Lake and Shebandowan and police officers from Niagara, Toronto and the Ontario Provincial Police (OPP) were awarded medals of bravery at Queen's Park by the Lieutenant Governor and Community Safety Minister.

A firefighter and two OPP officers were honored together for a rescue on Shebandowan Lake, rather than separately – one of the few times in the history of the awards, which have been presented since the mid-1970s, that has happened.

Two Kenora firefighters and acting captain were recognized for saving a woman trapped in a burning house in October 2013.

Two Elliot Lake captains and a firefighter were awarded medals for their efforts to try to find people trapped in the rubble of the collapsed Algo Centre mall in Elliot Lake in June 2012. Other Elliot Lake firefighters also received letters of merit.

Two Mississauga captains, two acting captains and five firefighters were recognized for pulling three trapped and injured colleagues out of a burning warehouse after an explosion.

"What nobody knew, was the building was used for storing pesticides and other dangerous chemicals. In a split second, everything changed following an explosion powerful enough to collapse the building and blow firefighters out of the building.

"Many of the firefighters who were present that day described the scene as a war zone, with intense heat, thick green smoke obscuring visibility and flying debris," the Community Safety Minister said.

The three missing firefighters were trapped under a cinder-block wall but were freed and moved to safety; all attended the ceremony. ♻️

Laura King is the editor of *Fire Fighting in Canada (FFIC)* and *Canadian Firefighter and EMS Quarterly (CFF)* magazines ([www.firefightingincanada.com](http://www.firefightingincanada.com)), Canada's premier fire-service journals. Contact Laura at [lking@annexweb.com](mailto:lking@annexweb.com) and follow her on Twitter at @fireincanada

continued from page 4, *Live-in Programs*

#### Effective management of the program

During the probationary period, assign a mentor to the live-in.

Appoint an officer (or more than one officer) of the organization to monitor the live-ins and be the initial person to provide assistance, solve problems or conflicts and administer discipline that is consistent with the established rules and

the organization's progressive discipline procedure.

#### Key management considerations

As with any major agreement, require live-ins to sign a document and release that is appropriate for their standing in the organization and expectations. Consistent with this should be an

interpretation by an accountant regarding any potential tax implications either to the organization or the live-in. Discuss these issues with the legal and financial counsel of the organization and add them as components to the program. It's important for the occupant to adhere to certain fire station rules and guidelines. ♻️

# Understanding the science of Fire Behavior

Over the course of the last few years, the International Society of Fire Service Instructors (ISFSI) has partnered with the National Institute of Standards and Technology (NIST) through various grants to present ground breaking data in the fire service community. Many have listened, heard, researched and formed opinions about what became known as "Transitional Attack." Many questions, rumors, theories and opinions have been expressed about the concept of Transitional Attack. The ISFSI is proud to have introduced SLICE-RS to the fire community in 2013.

SLICE-RS focuses on scene size up, controlling air flow and introducing water to the fire compartment. The technology used and the science of fire behavior cannot be ignored.

## S: Size Up

A proper size up while conducting a 360 degree view of the structure is the initial primary strategy and will dictate tactical objectives and assist survivability profiles.

## L: Locate the Fire

Identify the location of the fire from the exterior prior to making entry.

## I: Identify & Control Flow Path

Defined as a path in which ventilation travels, starting with an inlet and ending with a discharge. Coordinate and control ventilation.

## C: Cool from a safe location

Introducing water into the atmosphere from either an interior or exterior location greatly improves the environment, sometimes by as much as 600-1,000 degrees. Cooling increases survivability of the firefighter and the victim and exponentially reduces flashover potential.

## E: Extinguish

Extinguish the seat of the fire.

## R: Rescue

The desired timeframe to affect the rescue is after the environment has been improved through cooling, flow path control, coordinated ventilation and fire extinguishment.

## S: Salvage/Overhaul

The ISFSI continues to partner with NIST on fire behavior research. Expanding the studies to include single family residence with attached garages is the next phase.

In addition, the ISFSI will launch a boxed curriculum in hopes that firefighters across North America will embrace the science, change their firefighting tactics, empower firefighters to make educated decisions and save lives! 🌟

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## NEWS YOU CAN USE

### Seymour VFD receives VCOS-VFIS Recruitment and Retention Award

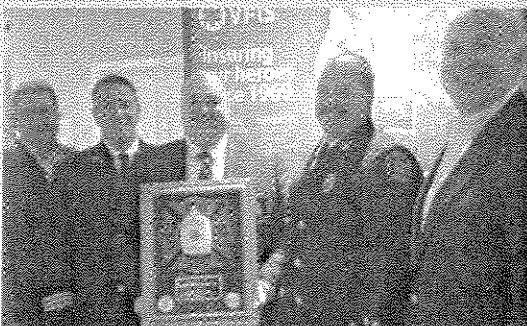
Seymour Volunteer Fire Department of Tennessee was recognized at the 2014 VCOS Symposium in the Sun after being awarded the VCOS-VFIS Retention and Recruitment Award. This award is presented to a department that has experienced positive results to a comprehensive approach in retaining and recruiting members during Aug. 1, 2013 to

July 31, 2014. The nature of the department's recruitment and retention program is evaluated in this process. The award was presented to Executive Director Eric Bernard and President Marcine Goodloe by Dr. Bill Jenaway, Executive Vice President of VFIS Education, Training and Consulting and Chief Tim Wall, VCOS board chair.



*Bill Jenaway, VFIS; Chief Mark Nunn of Seymour Volunteer Fire Department; John Linsinbigler, captain of Seymour Volunteer Fire Department; and Troy Markel, president of VFIS are pictured during the presentation of the award.*

### Rineyville VFD honored with VCOS-VFIS Safe Vehicle Operations Award



The VCOS-VFIS Safe Vehicle Operations Award was presented to the Rineyville Volunteer Fire Department of Kentucky at the 2014 VCOS Symposium in the Sun. The award is presented to a department that has experienced zero vehicle accidents

from Aug. 1, 2013 to July 31, 2014. Vehicle accidents are defined as state reportable accidents with no injuries occurring in the accident. The comprehensive nature of the department's fleet safety policy is evaluated in this process.

*Troy Markel, President VFIS; Assistant Chief Byron Smith, Rineyville Volunteer Fire Department; Chief Shane Crutcher, Rineyville Volunteer Fire Department; Captain Dave Walters, Rineyville Volunteer Fire Department; and Bill Jenaway, VFIS.*

# Vulnerability Assessment Program

By Dr. Bill Jenaway, Ph.D, Vice President VFIS Education, Training & Consulting

*The National Fallen Firefighters Foundation (NFFF), in conjunction with Honeywell and the United States Fire Administration, developed, and is now making available, the Vulnerability Assessment Program (VAP), an online assessment tool that provides fire departments with a systematic process to evaluate risks and ultimately reduce the threat of firefighter injuries and deaths. At the end of the process, departments receive a customized report identifying areas of vulnerability linked to firefighter injuries and deaths. Each report contains suggestions for risk reduction alternatives specific to identified vulnerabilities and, when they exist, provides pertinent industry standards and guidelines to address the identified concerns.*

Fire departments can then use this analysis to develop operational and strategic plans to implement the risk reduction recommendations necessary to minimize preventable line-of-duty injuries and deaths. The VAP has many advantages over traditional fire department evaluations—it is online, private, secure, customizable, easy to use and free. Unlike other fire department evaluations, which may run into tens of thousands of dollars to obtain, the VAP costs a department nothing to begin and complete.

The VAP exercise is composed of three elements.

- Completion of a short profile of the department, capturing basic organization-type and HR attributes.
- The actual assessment that is composed of nearly 400 questions. These questions were derived from an analysis of the root causes that the NFFF has determined are traceable to virtually every firefighter line-of-duty death.
- A fire department and community survey that will reveal more in-depth information about the department than the initial profile. All responses are confidential, although the survey material may be used in the aggregate to learn more about the American fire service. Department names will never be associated with this aggregated material.

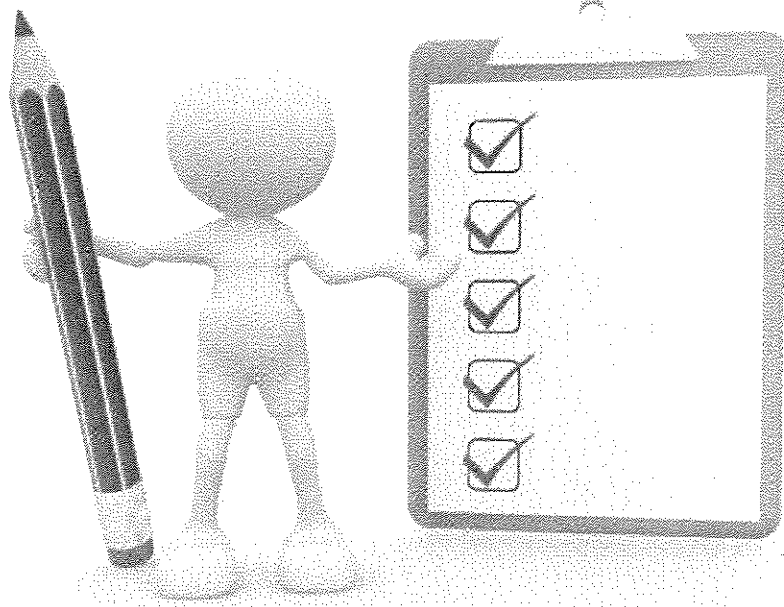
The VAP is not just a casual online survey. The issue of firefighter line-of-duty death prevention does not lend itself to 10 questions or fewer. The VAP is a thorough self-examination of an organization. It

takes time and care to complete. It also takes knowledge about the organization and may not be able to be completed in an hour or two. But, as chief of a department or safety officer, the best resources possible will be available to complete the assessment—colleagues. The VAP was built to be collaborative and sections of the assessment can be assigned to others who will be of assistance.

Don't let the demand of time be an excuse to avoid the VAP. The end result will provide resources to help address gaps in a department's safety program and help answer the question that haunts most fire department leadership—"Am I doing enough to prevent a line-of-duty death?"

Dr. Bill Jenaway of VFIS played a key role in the development of the VAP. For the entirety of its four year development, Jenaway attended meetings and contributed insights from the VFIS point of view. Many fire service organizations with a stake in preventing firefighter injuries and line-of-duty deaths participated in this process. The VAP is a very useful fire service product.

The NFFF suggests that every fire department in the United States go through the VAP exercise to discover gaps in resources and service capabilities. Why should there be a firefighter death because they are unaware of safety practices that could save their lives? Visit the VAP website at [www.firevap.org](http://www.firevap.org) to begin the process today. For more information, email [contactVAP@firehero.org](mailto:contactVAP@firehero.org). 🌐





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## Drive Safe, the latest VFIS distance learning course for emergency service personnel

By Bill Jenaway, Ph.D., Vice President VFIS Education, Training and Consulting

### **Drive Safe is a short, hard-hitting program on personal responsibility and mindful driving.**

It is suggested as mandatory training for all new employees/members and serves as an excellent refresher and awareness course regarding driving safe and the impact of distracted driving.

Not all driving done by emergency service organizations is emergency driving. Non-emergency driving poses risks, especially when distracted. Living in a mobile society it is easy to become distracted while driving.

Motor vehicle-related incidents are consistently the leading cause of work-related fatalities in the United States. Some of the most common types of vehicle accidents involve backing up, turning at an intersection and leaving the roadway.



**AVOID DISTRACTIONS...  
DRIVE SAFE**

There is an 11 minute "Drive Safe" training video that addresses what can be done to drive more safely, how to minimize the likelihood that an accident will occur, how to stay focused and what signs to look for that may interfere with your ability to drive. A related technical document supports the video content.

There is no cost to access this program, which involves six total segments plus an assessment. Follow the segments as posted in the adjacent listing. Upon completion of last segment, complete the assessment.

An electronic certificate will be issued. To be valid, documentation of all directed activities (as provided in this course) should be attached to the certificate in your file.

Get more information about the course at  
[vfis.com/distance-learning](http://vfis.com/distance-learning).