



REPORT N° PRO2020-005

Date	26/02/2020
Submitted by	Mario Villeneuve
Subject	Hiring of 9 volunteer firefighters
File N°	N/A

1) **NATURE/GOAL :**

For Municipal Council to accept the nomination of 9 new volunteer firefighters for the fire department.

2) **DIRECTIVE/PREVIOUS POLICY :**

N/A

3) **DEPARTMENT'S RECOMMENDATION :**

BE IT RESOLVED THAT Municipal Council hereby accepts the hiring of Jean-Robert Cousineau, Jean-Yves Gaudreau, Jérémy O'Grady Martel, Jacob Chénier Lamadeleine, Eric Leclair, Nicolas Lanthier, Jonathan Mitchell, Sébastien Bercier and Maxime Leblanc, as volunteer firefighters, effective March 2, 2020; and

BE IT FURTHER RESOLVED THAT the said firefighters be subject to a mandatory probation period of one year once all of their mandatory training is completed; and

BE IT FINALLY RESOLVED THAT the said firefighters' salary be established at the probationary wage as established in the collective agreement.

QU'IL SOIT RÉSOLU QUE le conseil municipal accepte l'embauche de Jean-Robert Cousineau, Jean-Yves Gaudreau, Jérémy O'Grady Martel, Jacob Chénier Lamadeleine, Eric Leclair, Nicolas Lanthier, Jonathan Mitchell, Sébastien Bercier et Maxime Leblanc, à titre de pompier volontaire, effectif le 2 mars, 2020; et

QU'IL SOIT ÉGALEMENT RÉSOLU QUE ces pompiers soient en probation obligatoire pour une période d'un an suite à la complétion de la formation requise; et

QU'IL SOIT FINALEMENT RÉSOLU QUE le salaire de ces pompiers soit établi au salaire probatoire établi dans la convention collective.

4) **BACKGROUND :**

N/A

5) **DISCUSSION :**

As a result of our recruitment program, we have received several applications for candidacy. Given that four (4) of the candidates, Jean-

Robert Cousineau, Nicolas Lanthier, Jonathan Mitchell and Sébastien Bercier have already completed the required recruit training and that they have successfully obtained several recognized accreditations in the fire service, the executive committee of the fire services has agreed to allow them to join our team after an orientation session. These candidates have been exempted from the regional recruitment program as they have already successfully completed basic firefighter training which meets the National Fire Protection Association Firefighter level 1 and level 2 (NFPA 1001).

The other recruits, Jean-Yves Gaudreau, Jérémy O'Grady Martel, Jacob Chénier Lamadeleine, Eric Leclair and Maxime Leblanc will have to complete the NFPA 1001 Firefighter Level 1 and the NFPA 1072 Hazmat Core and Operations courses and a First Responder (FR) course before they can start responding to calls and participate in regular training sessions. These recruits will then have 2 years to complete their NFPA 1001 Firefighter Level II course.

6) **CONSULTATION:**

N/A

7) **RECOMMENDATIONS OR COMMENTS FROM COMMITTEE/ OTHER DEPARTMENTS :**

N/A

8) **FINANCIAL IMPACT (expenses/material/etc.):**

The positions are within the staffing limits established by Council and are filling vacancies within the fire department.

9) **LEGAL IMPLICATIONS :**

N/A

10) **RISK MANAGEMENT :**

N/A

11) **STRATEGIC IMPLICATIONS :**

N/A

12) **SUPPORTING DOCUMENTS:**

None