

**TOWN OF CANTON**  
**FIRE/EMS RECRUITING/RETENTION**  
**COMMITTEE MINUTES**

October 14, 2008

**Present:** Shirley Krompegal, Gerry Holland, Bill Volovski, Richard Hutchings, Richard Barlow. **Absent:** Jason Wiefrich, Harold Freytag, and Dick Ohanesian. **Guests:** Tim Wall, James DiPace, Jim Juhl.

Meeting called to order at 1905. Minutes accepted from 7/17/08 meeting.

After welcoming our guests James Dipace, the Chief of The Avon Fire Department stated that, "issues are the same all over the state, and we all need volly's". A lot depends what the "department" wants and what the town will pay for. It is important to take the burden off the volunteers and let them concentrate on fire fighting and EMS.

**Suggestions:**

- ? Pay administrative, clerical people which can be part time help.
- ? Start Citizens Fire Academy so that towns people can get involved in department. These people do not fight fires but they give the department the skills that they are willing to share.

Farmington has full time Fire and EMS Coordinator that works on policies, schedules and other duties supervised by the Chief.

In the town of Avon the Chiefs, Captains get vehicle stipends and pay per calls as well as a Tax Abatement. The qualifying department members also get pay per call and the tax abatement along with all training and travel being paid for. The cost of the bulk of these incentives is around 100,000.00.

Timothy Wall, the volunteer Chief for the Wallingford North Farms District, and some one who is very involved with state and nation wide recruitment and retention planning, brought many ideas to us from his travels. He feels that the department has to develop a "Strategic Plan" for the department to start with and then build on it. We should begin with developing a "Mission Statement" and look to people in management of corporations that would be willing to lend us their knowledge.

He also felt that the Citizens Fire Academy is a good idea, and that having people that would work to do non emergency duties on a part time/per diem basis, being treated as a member of the department

would help get the public involved and also may insight interest in them to get further involved.

There was also the idea of “platoons” from different stations giving 4-8 hours of duty time per month, (fire side), that could train together due to the fact that they work at night and cannot necessarily attend regular Monday night training.

Another idea was to offer local business owners something to let workers leave work to go on calls. An example of this would be to cross train public works people so that they can drive fire apparatus and operate the pumps.

Dick Barlow suggested adding something to the Selectman’s Newsletter when it comes out to alert the public of different activities in the department or to advertise the need for volunteers. We or Sylvia Cancellia would have to contact Bob Skinner.

Bill Volovski will be working on a progress report to the department to be reviewed via email in the near future.

All members should work on ideas to present to the Selectman in the near future and the committee will be sharing these ideas before the next meeting

Next meeting is Tuesday November 11, 2008.

Respectfully submitted,

Linda Scarchuk