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# DEPARTMENT INFORMATION

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LAC STE. ANNE COUNTY FIRE SERVICES

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LAC STE. ANNE COUNTY





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# HISTORY



Fire Services for Lac Ste. Anne County began with the formation of the Fire Services Department in 2003.

This new department brought together a total of nine (9) Fire Districts – Greencourt, Mayerthorpe, Rochfort Bridge, Sangudo, Cherhill, Darwell, Rich Valley, Alberta Beach and Onoway (the latter two joining the Service in 2007).

2008 saw the closing of the Greencourt and Rochfort Bridge District Stations, bringing the total number of Fire Districts to seven (7). Currently, Lac Ste. Anne County and the Town of Mayerthorpe equally share operations and capital for the Mayerthorpe Fire Station in a 50/50 Cost Share Agreement.

## Our Vision

Giving our communities exemplary service, while sharing the responsibility with our citizens to develop a safe environment.

## Our Mission

Dedicated to enhancing and preserving the quality of life, property and the environment through education, leadership, partnerships and effective, timely response to all emergencies.

In 2014, the Volunteer Firefighter became an employee of Lac Ste. Anne County through the Fire Services. This brought about the Paid-on-Call Firefighter, with regular pay and improved human resources through the County for the Members. The year also brought about the change from the term "District" to "Station", updating the Fire Service for the times.

In 2016, the amalgamation of the Onoway and Alberta Beach Fire Stations into the Ste. Anne East Fire Station took place, and the provision of direct services to the urban municipalities within our borders ended, with the exception of one (1) Summer Village.

Responses have grown from the average of 120 – 150 requests for service County-wide to consistently over 600 responses today. If we factored in the urban responses of Station 6 – Mayerthorpe, this number increases by an average of 70 responses per year. Responses are anywhere from a single apparatus to several Fire Stations, dependent on the need.

In the past, our Level of Service was restricted to fire suppression with limited rescue services as compared to today's current Level of Service as outlined below. Prior to the advent of 9-1-1 services in 2002, Fire Departments were typically contacted directly for fire-related incidents only.

Our current Level of Service requires more specialized training, equipment, and Fire Apparatus to enable an effective response, with the safety of the Firefighter as the highest priority, in order to mitigate incidents. This increase in the level of service provided requires more in-depth training measures for the Firefighter and Fire Officers, in line with firefighting standards of today, and in compliance with Occupational Health & Safety legislation. As a result, additional administrative resources and infrastructure management on all fronts was, and continues to be, necessary.



# LEVELS OF SERVICE

## FIRE SERVICES BYLAW #29-2020 STATES THE COUNTY'S LEVEL OF SERVICES AS:

- 3.1 Services may be provided by Lac Ste. Anne County Fire Services for the purposes of:**
- Preventing and extinguishing fires;
  - Preserving life and property and protecting persons and property from injury or destruction by fire;
  - Providing rescue services;
  - Preventing, combating and controlling incidents;
  - Carrying out preventative patrols, pre-fire planning, and assisting with fire investigations and inspections;
  - Entering into agreements with other municipalities or persons for the joint use, control, and management of fire extinguishing apparatus and equipment;
  - Purchasing and operating apparatus and equipment for extinguishing fires or preserving life and property, in accordance with approved budgets.



### INTERPRETATION OF LEVELS OF SERVICE

**3.1 a & b)** We are combating structure fires, vehicle fires, wildland fires, wildland urban interface fires, industrial fires, HazMat fires, Landfill and Transfer Station fires, incendiary fires, and utility fires.

Extinguishing tactics include offensive and defensive strategies for interior and exterior structure firefighting to ensure Firefighter safety, life preservation and protecting persons and property from injury and destruction by those fires.

**3.1 c)** Rescue responses include: ice and water rescue; slope and embankment rescue; farm and industrial implement entrapment; light vehicle extrication and heavy commercial vehicle extrication; remote search and rescue; and the occasional cat in a tree event.

**3.1 d)** Use of the Incident Command System for the Type 4 and Type 5 incidents\* implemented and used to control and mitigate utilizing Tactical Level Command as well as Strategic Level Command. For the Type 3 and higher scale incidents, the County's Emergency Management Plan comes into effect.

\*National Incident Management System – Incident Command System (NIMS-ICS) Type 4 commercial, Type 5 residential incidents or localized events of less than 8 hours in duration. Type 3, 2, 1 (NIMS-ICS) larger scale, longer duration incidents.

**3.1 e)** Public Education programs, and active pre-fire planning, engages ratepayers and area businesses in fire prevention, with Farm FireSmart and FireSmart as examples. As a non-accredited municipality, Fire Services is engaged in inspections and investigations informally only to support the province as, and when, requested.

**3.1 f)** Lac Ste. Anne County has multiple mutual aid agreements in place, both within our borders and outside of the borders with urban and rural municipalities, First Nations, industry and provincially.

### COMPONENTS

Lac Ste. Anne County's Fire Service consists of bricks and mortar that include Infrastructure, Apparatus, Administration, Staffing, Training, Programs and Projects.



# INFRASTRUCTURE

## STE. ANNE EAST STATION

Located at 2317 Twp Rd 545, adjacent to the Town of Onoway and near the multi-parcel subdivision of Valhalla Estates, in electoral Division 5.



This facility was built in 1981 at 8,380sq.ft., sitting on just over three (3) acres, and was purchased in 2015 by the County. It is currently a two-bay Fire Station with administrative offices. While the facility is designed for a total of 2 Apparatus, it currently contains 4 Apparatus, with a capacity for 36 Firefighters, with the current roster at 25. This facility is used and purposed for County administrative needs as well as those of Fire Services.

With room for expansion, the property also contains a Live Fire Training Facility, vehicle extrication site, and houses a 600sq.ft. out-building for various cold storage needs.

## STATION 3 – RICH VALLEY

Located at #16, 56227 Hwy 33, in the Hamlet of Rich Valley, in electoral Division 3.

This facility was built in 2000 at 2,400sq.ft., sitting on a ½ acre lot. It is a three-bay Fire Station with an office and mezzanine, and an attached camp-style trailer as a training and meeting room. 3 Apparatus are housed here, with a capacity for 18 Firefighters.



## STATION 4 – SANGUDO

Located at 5024 – 50 Street, in the Hamlet of Sangudo, in electoral Division 7.

This facility was built in 1981 at 4,034sq.ft., and was part of the dissolution of the Village of Sangudo in 2007. The facility was designed for 3 Apparatus and underwent substantial renovations in 2009/10. It is currently a two-bay and at times houses as many as 4 Apparatus, with a drive-thru bay and office spaces, a meeting room, and a mezzanine. Contains 3 Apparatus, with a capacity for 24 Firefighters.



### **STATION 5 – DARWELL**

Located at 4427 Hwy 633, just outside of the Hamlet of Darwell, in electoral Division 5.

This facility was built in 2009 at 10,944sq.ft., on a quarter-section of land, and is a shared facility with Lac Ste. Anne County Public Works. The Fire Station consists of two drive-thru bays, with offices and a large meeting room and storage rooms. Contains 4 Apparatus, with a capacity for 30 Firefighters.

of Mayerthorpe, and was built in 1993 at 15,000 sq. ft., on 1.7 acres. A portion of the facility is leased to Associated Ambulance for ground ambulance provision. The Fire Station consists of 7 bays, 5 of which are for Fire and 2 are for Ambulance. Contains 2 County Apparatus, 2 Town Apparatus and 1 shared Apparatus, with a capacity for 30 Firefighters.

This Fire Station also has a stand-alone Training Facility that was built in 2015 at 1,400sq.ft. The property includes a Live Fire Training Facility, with room for vehicle extrication and Hazardous Materials training.

### **STATION 6 – MAYERTHORPE**

Located at 4814 – 42 Avenue, in the Town of Mayerthorpe, in electoral Division 6.

This facility is co-owned and operated with the Town



### **STATION 7 – CHERHILL**

Located at #405, 56102 Rge Rd 33, in the Hamlet of Cherhill, in electoral Division 4.

This facility was built in 1989 at 937 sq.ft., on 0.14 acres. The Fire Station consists of one bay, designed for 1 Apparatus and actually contains 2. The facility has the capacity for 12 Firefighters.

This Fire Station also has a camp-style trailer attached with an office, washroom and meeting space at 480 sq.ft.



# COMMUNICATIONS INFRASTRUCTURE

## HISTORY

Pre – 1960, a fire was reported by any resident through the sounding of the Fire Siren that was centrally located in most communities. Pre – 1980, telephones with separate lines and a seven-digit local number were given to the Fire Chiefs in communities that residents would use to report a fire.

The Fire Chief would then dial a local paging number and volunteer Firefighters’ pagers were activated to respond to the Fire Hall. Pre – 1996, an interconnect system was established which rang the same local number and the call was answered by a local hand-held radio that assigned Firefighters carried.

In 2002, 9-1-1 coverage came to Lac Ste. Anne County and two radio towers were connected to Parkland Dispatch Centre, that was established via a VHF/UHF linking system. Five East end Stations were linked to the Ross Haven Tower and four West end Stations linked to the tower located at Rochfort Bridge.

In 2018, the Fire Services radio system was upgraded to a Motorola Moto – Turbo digital platform with three (3) new towers located near Onoway, Glenevis and Mayerthorpe. The system includes an integrated fibre optic connection to the Parkland County Emergency Control Centre that allows for relatively seamless communications throughout the County during an event.



## TODAY

The entire system is digitally-based and has now moved away from analogue radio frequency transmissions, vastly improving communications clarity.





# APPARATUS

In 2003, the County ordered a large compliment of Fire Apparatus that was response ready in 2004 - 2005. The majority of these units remain in service today, and include:

## East Station

1 Engine (2005); 1 Rescue (2005); 1 Tanker (2005); 1 Wildland Unit (2004); 1 Kubota Side-by-Side (2007); 1 SeaDoo (2019); and 1 Air Support Trailer.

## Station 3

1 Engine (2003); 1 Tanker (2005); and 1 Squad (2008).

## Station 4

1 Engine (2014); 1 Tanker (2005); 1 Squad (2004); and 1 Can-Am Side-by-Side (2017).

## Station 5

1 Engine (2005); 1 Tanker (2005); 1 Squad (2004); 1 Zodiac Watercraft; 1 Public Education / Rehabilitation Trailer; and 1 Polaris 6x6 Ranger (2004).

## Station 6

1 Engine (2005); 1 Tanker (2012); and 1 Utility Crew Truck (2016).

## Station 7

1 Tanker (2011); and 1 Wildland Unit (2011).

## Headquarters

CFC Command Truck (2015); and DCFC Command Truck (2015).



Fire Services has developed, and implemented, a Fleet Rotation Plan to ensure that the appropriate units are based where the need is most prevalent. As well, where feasible, selected Fire Fleet Apparatus are retrofitted that allows the Fire Services department to potentially lengthen a unit's lifespan to better serve the need.

The County has a compliment of specialized equipment that is strategically located at various Fire Stations as outlined below:

- 2 x 6000psi Breathing Air Compressors (East Station, Station 6);
- Self-Contained Breathing Apparatus (SCBA) 50 sets throughout all Stations;
- Gear Extractor (Station 6);
- 5 x Jaws of Life (all Stations except for Station 7);
- 2 x Sets of Heavy Vehicle Stabilization (East Station, Station 6);
- Rope Rescue Equipment (East Station, Station 6);
- Water Rescue Equipment (East Station, Station 5);
- Training Props (East Station, Station 6);
- Forcible Entry Props (East Station, Station 6);
- Cold Smoke Generator (Station 6);
- Fire Extinguisher Training Prop (Station 6);
- 2 x Pump Manifolds (Station 6);
- 14 x Multi-Gas Monitors (all Stations); and
- HazMat Decontamination Equipment (all Stations).

Equipment listed as located at Station 6 is provided through the operational agreement with the Town of Mayerthorpe.



# ADMINISTRATION

The Fire Services department is administered and managed by three (3) Full-time roles: the Fire Chief, Deputy Fire Chief and Administrative Assistant, based out of the County Administration Office. Under the purview of this team, we have the administrative requirements of documentation, payroll, policy and guideline development, and operations as defined below:

**County Fire Chief** – oversees all management functions, operations, logistics, planning, public education, and pre-fire planning.

**Deputy County Fire Chief** – oversees training, fleet, facility and equipment maintenance, Fire Guardians, Fire Permitting as well as serving as the Casual Program Coordinator.

**Fire Services Administrative Assistant** – provides support to the Fire Chief and Deputy Fire Chief, payroll processing, billing, public policy and guideline development, data entry, public relations, and record management.

# STAFFING

Current Station compliments are as follows:

**East Station** – compliment of 27. 1 Captain, 4 Lieutenants, Active Firefighters, Recruit Firefighters, and Cadets;

**Station 3** – compliment of 8. 1 Captain, Active Firefighters, and Recruit Firefighters;

**Station 4** – compliment of 8. 1 District Fire Chief, Active Firefighters and Recruit Firefighters;

**Station 5** – compliment of 12. 1 District Fire Chief, 1 Captain, 1 Lieutenant, Active Firefighters, Recruit Firefighters;

**Station 6** – compliment of 20. 1 Town Fire Chief, 1 Captain, 2 Lieutenants, Active Firefighters, and Recruit Firefighters;

**Station 7** – compliment of 5. 1 Captain, 1 Lieutenant, and Active Firefighters;

**Non-Active** – 4. These members participate in Public Education, Fire Prevention, and general support duties at their respective Stations.

*There are more than 20 Females and 50 Males, ranging in age from 56 to 70, with the average age being 41.01. The average years of service of a Lac Ste. Anne County Fire Services member (excluding Recruit Firefighters) is 7.38 years, with the longest serving member at 33 years of service.*

*The compliment is paid-on-call for all responses, and for tasks as assigned at \$25.44/hour. Approved Members are able to sign up for casual program shifts at \$15.44/hr, and Cadets are paid \$15.00/hr for assigned duties and some responses (they're restricted from attending highway and medical responses).*

*Members are expected to input volunteer hours that include training, drill attendance, public relations, and public education events.*



## TRAINING

Lac Ste. Anne County Fire Services trains to the National Fire Protection Association (NFPA) Standards, with certification, and has implemented a training matrix to ensure that Firefighters are both trained AND deemed competent in the following disciplines:

- Leadership for Officers;
- Rescue;
- Driver/Operator;
- Hazardous Materials;
- Medical First Response;
- Incident Command Training (Blue Card, ICS, NFPA 1021);
- Technical (Medical First Response, Rope, Vehicle Extrication, Ice/Water);
- Fire Suppression (Structure, Wildland, Vehicle);
- Rescue (Livestock Rescue, Farm and Industrial Extrication);
- Other technical courses as required (Chainsaw, ATV/UTV); and
- Safety and County required training (WHMIS, Flagging, FOIP, Violence & Harassment, FirePro).

Officers are also involved in extra training that includes:

- Fire Services NFPA Instructor Level I and Level II; and
- Fire Services Investigator NFPA 1033, currently there are 4 certified Investigators.

In addition to certification training and other required training, Firefighters also partake in volunteer training through evening Drills and accredited course attendance. On average, we achieve 40% attendance of all scheduled training across the membership and those volunteer training hours are in excess of 17,000 hours per year.



# PROGRAMS

Lac Ste. Anne County Fire Services runs a multitude of programs including:

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## EMERGENCY RESPONSE PROGRAM

See **Level of Service Interpretation** section for details on this program.

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## CASUAL PROGRAM

The Casual Program was initiated in 2016 to assist with daytime / weekday coverage. In addition to enhanced response readiness, this program provides the following support services:

- **Administrative support through FirePro training and entry, incident response reporting, radio and dispatching system support, station inventories, supply stores;**
- **Training enhancement of Drill plans and Drills, training, training grounds development, fire pre-planning, and rural water supply identification and testing;**
- **Public Education development of the FireSmart program and regular public engagement;**
- **Other support services that include fire permitting, Fire Ban needs, program initiatives for software support systems and train-the-trainer programs, equipment/facility/infrastructure inspections and minor repairs, and light duty maintenance in Stations for SCBA, Gas Monitors, TDG shuttling, shipping and receiving and even minor Station renovations and/or clean-up of same;**
- **Apparatus shuttling between Stations and to and from the County Shop or other repair shops.**



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## PUBLIC EDUCATION

Lac Ste. Anne County Fire Services stewards Public Education and engagement with Fire Prevention initiatives, fire safety education and topics such as Farm FireSmart and other FireSmart programs, home fire safety surveys, fire extinguisher training and use, and Carbon Monoxide and other hazard awareness.

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## FIRE SERVICES CHAPLAINS

The County has two Fire Services Chaplains who provide support systems for our Firefighters and Fire Families, as well as availability on scene for victim support as needed or requested.

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## SPOUSAL/FAMILY SUPPORT

Spousal and Family Support is provided through Homewood Health as part of the insurance provision to our Firefighters under their employment as the assistance plan. As well, additional coordination is provided through our Chaplain program.



## CRITICAL INCIDENT STRESS MANAGEMENT

Critical Incident Stress Management (CISM) provides Firefighters with peer support in times of need, most specifically where there is a potential to affect our Members adversely.

This program is fully supported by a provincial support system that provides trained peers from other areas of the province when the Fire Service as a whole has been potentially affected by a serious incident response or other situation.

Lac Ste. Anne County Fire Services has multiple trained peers whom are deployed to support not only our Members, but as part of the provincial system as well.

## RECRUIT PROGRAM

The Recruit Program is an on-going initiative to continually support the Fire Stations with new Recruits to ensure that we maintain an adequate compliment of Firefighters throughout the Service.



Regular planned advertising is promoted in the Spring and Fall of each year with successes in all Stations, and is done through radio advertising, print, website and social media platforms. Approximately 22 new Members were initiated in 2021 alone through this program.

## CADET PROGRAM

The Cadet Program is an opportunity for young people between the ages of 15 to 17 to enter the Fire Services and begin the education and training cycles to become a full-fledged Firefighter at 18. Each Station has had several Cadets come up through the program and successfully remain Lac Ste. Anne County Firefighters for many years.

## MASTER KEY BOX PROGRAM (KNOX BOX)

A new initiative launched in 2019, the Master Key Box Program is available to business owners and County residents whom purchase a lock box that is only accessible by Fire Services personnel. Select initial response units are outfitted with electronic secured keys to access the lock boxes to gain entry onto property or into buildings as required for emergency purposes. This program reduces the potential for forcible entry damage as required when easy access is denied during an emergency.

## FUNDRAISING ACTIVITIES

Our Members actively participate in many community-based fundraising opportunities which benefit both local charities, associations or residents, as well as provincial and national awareness campaigns and include the following:

- Muscular Dystrophy,
- Firefighters' Burn Camp, and
- M.A.D.D.
- Mayerthorpe Emergency Services Society
- Sangudo Fire Foundation

# EDUCATION MENTORSHIP GROWTH

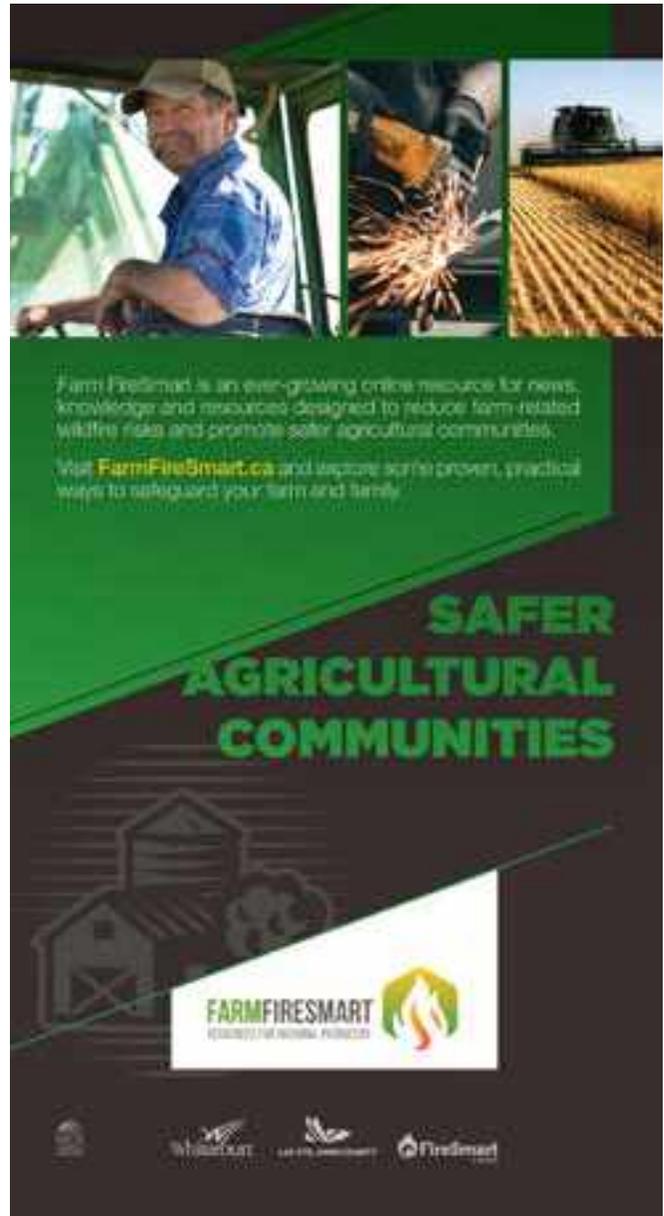


# PROJECTS

Lac Ste Anne County Fire Services has initiated and completed many projects that serve both the Fire Services and the County overall as outlined below:



- Radio System Upgrade;
- Gas Monitor Upgrades and replacement;
- SCBA Upgrade and replacement;
- Breathing Air Compressor installation at East Station;
- Addition of both an Air and Rehabilitation and Education Trailers;
- FireSmart Program advancing to Phase III in 2022;
- Farm FireSmart initiative launched in 2019;
- Website and re-branding of Fire Services to allow for broader reach to the public;
- Firefighter On-Boarding process for 2020 to better improve Recruitment and orientation efficiency;
- Multiple retrofit projects of selected Fire Apparatus;
- Online Fire Permitting;
- Establishment of the Who's Responding program for Firefighter response accountability;
- Establishment of the Fire Services Cloud-based Google Workspace environment;
- Establishment of TWO Training Ground sites at Station 6 and East Station; and
- Multiple Renovations throughout the six Stations.





# GENERAL STATEMENT OF SERVICES



Lac Ste. Anne County Fire Services has six Stations that are not “cookie-cutter” in that responses, training needs and other supports are not the same for each Station.

**East Station and Station 6** are our two busiest Stations with responses to all matters of our Level of Service, and each provide full training facilitation for the bulk of our Members.

These two Stations house the County’s two Live Fire Training grounds that allows for training and facilitation of the entire spectrum of our training matrix in both the East and West ends of the County. More specialized services are provided with support to all other Stations with respect to heavy vehicle rescue response, Hazardous Materials response and other specialized rescue requirements.



Station 3 — Rich Valley



Station 4 — Sangudo



Station 7 — Cherhill

**Station 5** provides water rescue support, both directly and to East Station.

**Stations 3, 4 and 7** provide wildland and search and rescue capabilities throughout the County, providing a higher degree of access to back-country responses with UTV units that are fully equipped for any type of event.

Hwy 43 is a significant transportation corridor in Alberta and along with the many secondary highways within our borders; vehicle extrication, traffic control and support services to other agencies (Police and EMS) are provided by all Stations on these area highways.

Lac Ste. Anne County Fire Services participates in the Alberta Health Services Medical First Response program to a maximum of Advanced First Aid level.

*Fire Services has conducted an internal survey of its Members as a simple needs assessment.*

*With more than half of the total Membership responding, a total of 10 questions were asked and the most compelling overall result was that 94% of the respondents found the experience of being a Lac Ste. Anne County Fire Services professional both enriching and rewarding, and that this gave them a high level of confidence in providing service to ratepayers.*



# BRANDING & ADVERTISING

Through its focus on long-term strategic objectives and an investment in high-impact creative assets, Lac Ste. Anne County Fire Services has incrementally grown its profile, professionalism and brand equity.



- Fire crest redesign in alignment with new County brand;
- Cohesive Fire Services design system including print and digital collateral;
- Branded merchandise design;
- Custom interactive form development;
- Development of digital recruitment campaigns (visit [CountyFire.ca](http://CountyFire.ca) to explore);
- Redesign of the Fire Services section of [LSAC.ca](http://LSAC.ca);
- Acquisition of custom domains including [CountyFire.ca](http://CountyFire.ca) and [FarmFiresmart.ca](http://FarmFiresmart.ca);
- Development of Farm FireSmart website and video assets;
- Posters, banners, banner stands and display materials; and
- Consistent messaging and advertising deployment.





## PROFESSIONAL AFFILIATIONS

Our members maintain numerous professional affiliations, including:

- Alberta Fire Chiefs Association (AFCA);
- Alberta Fire Training Officers Association (AFTOA);
- International Association of Arson Investigators (IAAI);
- Canadian Association of Fire Chiefs (CAFC); and
- Alberta Emergency Management Agency (AEMA).

Membership in these associations allows for professional development and learning opportunities from leading organizations, in both the province and the country, along with networking with peers, access to materials for training and promotional advertising, as well as showcasing Lac Ste. Anne County in participation and leadership.

## ADMINISTRATIVE/RESPONSE SUPPORTS

We leverage different software systems to enhance operations as follows:

**FirePro** provides a centralized database for incident reporting, management, filing, training, payroll and a whole host of other options.

**Who's Responding** helps members log accountability when responding to the Station upon notification of an incident; determining manpower capabilities for any event. This system provides live and up-to-the-minute status of availability of volunteer personnel, and includes the Emergency Management side of County operations.

**Google Workspace** is hosted on the cloud as a central document storage location for all Firefighters to access when and wherever needed to provide human resource information, access to safety documentation, reporting, Standard Operational Guidelines and a multitude of other materials.

As well, Google Workspace provides for the facilitation of video conferencing through Google Hangouts, along with many other aspects that are to be developed.

**FireSmart Home Partners Assessment** through FireSmart Canada is under development.



# FORECASTING THE FUTURE



## SUPPORT AND GROWTH VS REDUCTION

To support a fiscally responsible decision for the sustainability of Fire Service provision, an assessment and review of service requirements based on public input, and supported by County Council, through a Community Risk Assessment and an external review of current operations, will be beneficial to providing clear insight and direction for forward planning.

There are many options for providing realistic service levels within a managed and fiscally responsible environment in accordance with current municipal capability and legislative requirements. However, there are equally as many challenges that come with options that can be presumed.

Over a period of five years, several directives have been considered and implemented by County Council, tasking Administration to achieve the following:

### External comprehensive Fire Services Review inclusive of:

- Immediate Supervisory and Support Staffing Assessment
- Service Level Review
- Establish Fleet Requirements
- Develop Capital Replacement Plan Policy
- Assess Fire Station Requirements across County
- Assess Staffing Requirements
- Develop Program and Service Growth Plan



## POSITIVE PIECES

Our members frequently associate the following benefits to their involvement with Lac Ste. Anne County Fire Services:

- Enduring member pride in the Service;
- Increasing presence in the local communities;
- Maintaining static membership numbers;
- Maintaining competency and training levels across the Service;
- Increasing confidence of the Members;
- Increasing attendance to weekly Drills and certification training;
- Adequate equipment and infrastructure to effectively provide the current Level of Service;
- Increasing cross-Station training; and
- Being part of a closely connected membership that supports each other at all times.

*For the next five years, we feel these positive pieces will provide a foundation for the sustainability of Lac Ste. Anne County Fire Services. County Council and Administration continue a massive team effort, working toward the shared goal of a Fire Service best suited to Lac Ste. Anne County residents and the region. This effort, supported by a robust and sustainable staffing model, will continue to include the primary focus on the "Volunteer" Paid-on-Call Firefighter; ways to increase interest; drawing interested persons to the service; and long-term retention.*

*Lac Ste. Anne County Fire Services remains committed to the provision of a service that is accountable to the level of service set by County Council, and that is scaled to the local economy and tax base as an important fiscal responsibility.*