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**REQUEST FOR OFM REVIEW
PROFESSIONAL MISCONDUCT ALLEGATIONS
FIRE CHIEF JORDAN GENRICK-
TOWNSHIP OF BRUDENELL LYNDOKH AND RAGLAN (BLR)**

- Refs: 1. *The Fire Protection and Prevention Act, 1997*
2. *The Occupational Health and Safety Act, RSO 1990.*
3. Annex A- Alcohol Violation 1
4. Annex B- Alcohol Violation 2
5. Annex C- Alcohol Violation 3
6. Annex D- Abuse of Authority/ Wilful Endangerment
7. Annex E- Witness List

In accordance with the *Fire Protection and Prevention Act, 1997* the Ontario Fire Marshal (OFM) may monitor and review the fire protection services provided by municipalities to ensure that municipalities have met their responsibilities under the *Act* and, if the Fire Marshal is of the opinion that, as a result of a municipality failing to comply with its responsibilities under subsection (1), a serious threat to public safety exists in the municipality, he or she may make recommendations to the council of the municipality with respect to possible measures the municipality may take to remedy or reduce the threat to public safety.

Further, the *Act* indicates a duty to report in that “the assistants to the Fire Marshal shall report to the Fire Marshal all fires and other matters related to fire protection services as may be specified by the Fire Marshal. 1997, c. 4, s. 11 (2).” It is for this reason this document has been sent to you to formally request the involvement of the OFM in matters dealing with public safety related to the fire service in the Township of Brudenell, Lyndoch and Raglan (BLR).

Over the past two years, BLR residents have informally discussed concerns regarding the current Fire Chief. What has been enclosed does not represent the totality of those discussions, but merely represents those allegations that are supported by witnesses who have indicated a willingness to come forward. As you can imagine, the pressure to restrict “official” reporting of matters in small towns is often immense. I commend the individuals who have overcome that pressure and given statements. Should a

decision to conduct an investigation be made an unredacted copy of Annex E will be immediately provided to the designated investigative authority.

There are five (5) allegations that are being brought to your attention at this time in relation to the professional conduct of the BLR Fire Chief, Jordan Genrick:

- Alcohol Violation 1.- allowed the conveying of alcohol in Fire Department vehicles, allowed the consumption of alcohol while in the care and control of Fire Department vehicles and further allowed subordinates to consume alcohol while at a sanctioned training event. After the consumption of alcohol did allow the vehicles to be driven back to the fire hall;
- Alcohol Violation 2.- while in care and control of a Fire Department vehicle consumed alcohol with a member of the public during the conduct of his enforcement duties, then continued to operate his fire department vehicle;
- Alcohol Violation 3. - while in care and control of Fire Department vehicle was observed by a member of the public, on more than one occasion, of consuming alcohol then continuing to operate his fire department vehicle:
- Professional Misconduct- Abuse of authority- used his authority as Fire Chief to engage in a concerted and coordinated effort to retaliate against a member of the public, for personal reasons, by allowing the emergency deployment of the BLRFD to a camp fire in an effort to ensure the highest possible cost recovery penalty be administered;
- Wilful Endangerment of personnel under his command- allowed an emergency response of his department to take place, despite having direct knowledge that it was unwarranted, thus wilfully risking the life safety of his personnel.

These allegations, presented in detail in the following attachments, appear to meet the criteria as serious threats to public safety as outlined in the *Act*. The allegations also appear to violate the safety protocols set forth for the protection of his personnel in the Occupation Health and Safety Act 27 (2)(c) and 28(2)(b).

In relation to allegations 1-3, the standard of practice for municipalities in Ontario regarding alcohol and drugs is that it is never permissible for employees to attend to their job duties and responsibilities having consumed alcohol, which might adversely affect performance on the job. This is a serious concern in the case of emergency personnel, but especially so in terms of commanders.

The standard of practice for emergency vehicle operation is straightforward as well with drivers of fire apparatus being classified as commercial drivers and having an allowable blood alcohol content of zero. Notwithstanding the allegation of personal misuse of his own vehicle, the allegation that a supervisor allowed subordinates to operate these vehicles with any amount of alcohol in their systems is troubling and indicative of serious leadership shortcomings, if proven founded.

Given the inherent supervisory status of a Fire Chief the OHSA clearly states that “if a supervisor observes or otherwise obtains knowledge of a worker’s impairment that could give rise to a hazard in the

workplace the supervisor is required to communicate this to any worker that may be in danger and to take every precaution reasonable in the circumstances for the protection of the worker(s).” Should this allegation be proven founded, then the Fire Chief would have failed, despite having knowledge of potential impairment of himself and his subordinates, to take any reasonable precaution to deal with the hazard.

Allegations 4 and 5, if proven founded, indicate serious divergences from the accepted and expected ethical and professional standards of the fire service. The misconduct detailed in these allegations can adversely affect the credibility and public perception of the fire service in BLR and the profession at large. However, it is the last allegation that I find most concerning as it alleges a conscious and deliberate compromise of his firefighter’s safety and welfare.

Respectfully submitted for your review,

//Original Signed By//

Michael J. McCloskey, CD
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Distribution List

Action

OFM Representative Tawnya Roberts (less Annex E)

Information

Ontario Ministry of Labour- Ottawa Field Office (less Annex E)

MJM/mm

ALCOHOL- ALLEGATION 1-
BLRFD TRAINING EVENT-
EXTRICATION TRAINING EVENT

1. The Brudenell Lyndoch and Raglan Fire Department (BLRFD) has had a long-standing relationship with [REDACTED] for the conduct of [REDACTED] training.
2. According to INDIVIDUAL 1, in 2017 the BLRFD conducted [REDACTED] training in the [REDACTED] which they accessed via a secondary gate unlocked by [REDACTED] staff for more convenient access to the area.
3. In the course of his duties, an employee [REDACTED] went to secure the gate for the evening, believing all fire department vehicles had left for the night. Upon [REDACTED] arrival INDIVIDUAL 1 stated that [REDACTED] saw fire department vehicles still on the scene with Fire Chief Genrick and other firefighters in and about the vehicles consuming alcohol.
4. INDIVIDUAL 1 stated that there is no alcohol [REDACTED] nor was any ever provided to the fire department at any time.
5. INDIVIDUAL 1 and INDIVIDUAL 2 discussed the matter in the following days. According to INDIVIDUAL 1, INDIVIDUAL 2, who was a member of the BLRFD at the time, was disappointed in his peers.
6. INDIVIDUAL 1 stated that initially [REDACTED] did not want to pursue the matter as [REDACTED] assumed it was a singular occurrence. It was only after the employee became aware of similar occurrences that [REDACTED] recognized what seemed to be a dangerous pattern of behaviour and came forward.
7. [REDACTED].

ALCOHOL VIOLATION 2.-
INTERACTION WITH PUBLIC-
CONSUMPTION OF ALCOHOL ON DUTY

1. In June 2018, the fire chief arrived at a property in Brudenell Lyndoch and Raglan Township and entered into a discussion with the property owner, INDIVIDUAL 3.
2. He spoke to INDIVIDUAL 3 on an enforcement matter, then accepted an offer of alcohol from the INDIVIDUAL 3.
3. According to the INDIVIDUAL 3, the fire chief, in front of other members of the public consumed alcohol before departing in his municipal vehicle, presumably to continue with his duties.
4. The INDIVIDUAL 3 has indicated willingness to speak to an investigator.

ALCOHOL VIOLATION 3.-
INTERACTION WITH PUBLIC-
CONSUMPTION OF ALCOHOL ON DUTY

1. A local resident, identified as INDIVIDUAL 4, stated that he had been present on more than one occasion ("two or three times") where the BLR Fire Chief (FC) had consumed alcohol and then proceeded to operate his municipal vehicle.
2. According to INDIVIDUAL 4, the BLR FC would stop in while they were repairing vehicles in the garage of another property owner.
3. On the occasions he witnessed, the BLR FC would arrive driving his Fire Chief vehicle. He would engage with the people in the garage, accept and consume the offered alcohol, then depart once again in his designated municipal vehicle.
4. INDIVIDUAL 4 has indicated a willingness to speak to an investigator.

ALLEGATIONS 4 AND 5
ABUSE OF AUTHORITY- WILFUL ENDANGERMENT
FIRE CALL 16 AUGUST 2019 18:18 HRS-
SCHUTT ROAD AND PALMER ROAD, BLR TOWNSHIP

1. On 16 August 2019, the BLRFD was called to respond to a fire call at Schutt Road and Palmer Road in Brudenell Lyndoch and Raglan township.
2. The fire was a cooking fire set in violation of a posted level 2 fire ban as ordered by the BLRFD Fire Chief on 29 July 2019.
3. It was reported by the property owner, INDIVIDUAL 7 that at approximately 1800 hrs, the Fire Chief drove past in his personal vehicle, observed the lit cooking fire, slowed and made eye contact with the property owner. INDIVIDUAL 8, INDIVIDUAL 9, INDIVIDUAL 10, INDIVIDUAL 11, INDIVIDUAL 12 were identified as witnesses.
4. Although it was his duty to immediately enforce the fire ban that he himself had put in place and within authorities granted to him both by the Municipal by-law and by the *Fire Act*, the Fire Chief did not stop his vehicle. Instead, he allowed the violation to continue unabated.
5. At 18:18:23 hrs BLRFD received the following page from Renfrew County dispatch: "BLR FIRE DEPARTMENT-PALMER RAPIDS STATION- BONFIRE AT SCHUTT ROAD AND PALMER ROAD BRUDENELL LYNDOKH AND RAGLAN TOWNSHIP.
6. The Fire Chief, despite his direct knowledge that the fire at the location was a cooking fire, did not use his radio to call off an emergency response nor did he attend to the illegal cooking fire personally thus reducing the risk of emergency response for his personnel, despite being only a short drive away.
7. According to INDIVIDUAL 7 the first BLRFD vehicle to arrive on scene was the Quadeville fire truck 9655, driven by FF (and former BLRFD FC and current Municipal Council member) John Rutledge.
8. BLRFD SOPs indicate that the first vehicle on scene is to, at the earliest opportunity, reduce or call off emergency response of vehicles to a scene. This is to reduce the risk of accidental injury to fire department personnel, the general public and to spare wear and tear on municipal assets. Mr Rutledge did not call into dispatch for the universal page "no further assistance required." which would have been the standard procedure after assessing the fire as a cooking fire.
9. INDIVIDUAL 7 reported that Mr Rutledge did not complete the BLRFD SOP for "size- up" (the investigation of not only the visible fire but the surrounding areas as well for hazards) Instead, he remained seated in his vehicle. Despite the inherent danger the fire presented during the fire ban he did not make any effort to immediately extinguish the fire himself, nor did he immediately enforce the fire ban by verbally demanding that the property owner immediately put out the fire.
10. INDIVIDUAL 7 was informed of the violation by Rutledge. INDIVIDUAL 7 then asked if he should extinguish the fire himself but was told by Mr Rutledge that they would "have to wait for the Chief" while the fire continued to burn.
11. BLRFD vehicles 9654, 9665 and 9653 then arrived on the scene.
12. Despite the presence of the entire BLRFD, the Fire Chief did not attend the scene at any point.

13. INDIVIDUAL 7 then extinguished the fire using his own garden hose.
14. According to INDIVIDUAL 7, a member of the BLRFD, INDIVIDUAL 13, stated that he felt the response from the entire BLRFD to the scene was not for emergency purposes, but rather a premeditated attempt to inflict the maximum cost recovery penalty from the property owner.
15. According to another source, a member of the BLRFD, INDIVIDUAL 14, did not respond to any of the pages during that period as he felt that “this was not what being a volunteer firefighter was supposed to be about.”
16. According to another source, another member of the BLRFD, INDIVIDUAL 15, stated that the Fire Chief had made clear to them that they were waiting for the opportunity to charge INDIVIDUAL 7 and that it was important that they “do it right to nail him.”
17. INDIVIDUAL 7 stated that it was his belief that this desire to inflict maximum punishment via the fire department was due to a previous threat made to him by the Fire Chief on a personal matter.
18. INDIVIDUAL 7 stated that he was in possession of text messages to that effect and that he would be willing to share with an investigator.
19. INDIVIDUAL 7 received an order to pay for cost recovery for \$1666.75 from the BLRFD FC post marked 20 September 2019. The date on the order and letter was 5 September 2019. INDIVIDUAL 7 noted that the letter had not been put in the mail until 15 days had passed, which coincidentally is the appeal window to the Fire Safety Commission.
20. INDIVIDUAL 7 has filed an appeal with the Fire Safety Commission requesting modification of the order to pay.
21. According to documents produced by INDIVIDUAL 7, the BLR FC has attempted to challenge the validity of the appeal and the jurisdiction of the Fire Safety Commission
22. INDIVIDUAL 7 has indicated his willingness to speak to an investigator.

ANNEX E to

WITNESS LIST

	Name	Status	
INDIVIDUAL 1			
INDIVIDUAL 2			
INDIVIDUAL 3			
INDIVIDUAL 4			
INDIVIDUAL 5			
INDIVIDUAL 6			
INDIVIDUAL 7			
INDIVIDUAL 8			
INDIVIDUAL 9			
INDIVIDUAL 10			
INDIVIDUAL 11			
INDIVIDUAL 12			
INDIVIDUAL 13			
INDIVIDUAL 14			
INDIVIDUAL 15			