



IN CAMERA

REPORT

Report Date: November 13, 2020
Contact: Andrew Naklicki
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Meeting Date: November 19, 2020

TO: Vancouver City Council

FROM: Andrew Naklicki, Chief Human Resources Officer

SUBJECT: Executive Search - Fire Chief / General Manager of Fire and Rescue Services

IN CAMERA RATIONALE

This report is recommended for consideration by Council on the In Camera agenda as it relates to Section 165.2(1) of the *Vancouver Charter*: (a) personal information about an identifiable individual who holds or is being considered for a position as an officer, employee or agent of the city or another position appointed by the city.

RECOMMENDATION

THAT Council confirm the appointment of Ms. Karen Fry as Fire Chief / General Manager of Fire and Rescue Services.

REPORT SUMMARY

This report provides Council with a brief description of the impetus and rationale for Ms. Fry's appointment as Fire Chief.

COUNCIL AUTHORITY/PREVIOUS DECISIONS

Under section 309 of the Vancouver Charter, the Fire Chief is formally appointed by decision of Council.

CITY MANAGER'S/GENERAL MANAGER'S COMMENTS

The City Manager RECOMMENDS approval of the foregoing.

REPORT

Commencing on the resignation of the Fire Chief, Mr. Darrell Reid, in July 2020, the City has undertaken an extensive Canadian search to recruit his replacement.

The search committee was chaired by Deputy City Manager Paul Mochrie and included the City Manager, the Chief Human Resources officer and (7) other Corporate Leadership Team representatives and directors, with senior members of the HR team providing assistance. The selection process allowed for broad input by key stakeholders including the City Leadership Team, the VFRS management team and the President of Vancouver Firefighters' Union Local 18.

The leading candidate in the competition is Ms. Karen Fry and the search committee recommends the appointment of Ms. Fry as Fire Chief. Subject to Council's approval, she will commence the role in January, 2021.

The search committee is extremely pleased to be able to put forward a candidate who brings broad leadership skills and a record of demonstrated accomplishment in senior roles in the fire service, including her current appointment as Fire Chief for the City of Nanaimo. She has been enthusiastically received by all of those participating in the process.

If her appointment is approved by Council, Ms. Fry would be the City of Vancouver's first female Fire Chief (excluding Acting Chief Kiran Marohn).

A copy of Ms. Fry's resume has been attached for City Council's further information.

Implications/Related Issues/Risk**Financial**

Ms. Fry's remuneration will align with the current annual salary and benefits associated with other General Manager's positions at Pay band 16. This is a position already fully funded in the operating budget of Fire and Rescue Services.

CONCLUSION

Council is requested to approve the appointment of Ms. Fry as Fire Chief.

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