



Fire Chiefs' Association of BC

CAREER DIRECTOR ANNUAL REPORT May 2019

Deputy Director Fire Chief Karen Fry and I determined the primary goal for our term was the revitalization of the FCABC's Career Chiefs' group. We focused on developing strong agenda items that brought value to attendees at our fall and spring meetings.

At the fall meeting in Kamloops, March 18 and 19, 2018 Mike Mirarchi presented a one-day highly interactive and entertaining program specifically designed for leaders in fire service, an extensive array of employee relations scenarios was covered, Situation-specific advice was provided on:

- Effective employee relations practices that minimize department and personal liability.
- Scripted responses to use in sensitive employee relations situations.
- How to avoid hearing "You should have anticipated this" after an avoidable legal claim.
- And overall great tools for the Chief officer in day to day operations.

Chiefs gained skills and increased confidence in handling employee relations situations that, while difficult and uncomfortable, must be addressed carefully to prevent legal problems.

On November 19, 2018 the IAFF Career Chiefs held a partial day meeting related directly to Chiefs managing IAFF contracts and focus was on preparation for Bargaining, cannabis legalization, Mental Health, Fit-for-duty. We had Kamloops CAO speak on Educating Mayor and council, and how to promote your Fire Dept.

April 12, 2018 we held our Spring Career Chiefs meeting in Victoria, where we gave tribute the tragedy recognizing Jersey day for the Humboldt Broncos and all the attending Chiefs wore Hockey Jerseys. The group was also engaged with a panel of speakers including Sandra Carter of Valkyrie Law Grp. Tony Kirschner, Davies Park Executive Search, Vancouver FC Darrel Reid, and Deborah Sergent CAO Campbell River on the increasing difficulties of recruitment and retention of career Chief officers, it is prudent for us to discuss the issues of wage compression, and the legal interest of the Career Chiefs, the employer, and challenges of succession planning.

- Session #2 was given by Blaine Wiggins, Manager of FR Programs with BCEHS.
- Session #3 was given by Chief Tim Armstrong and A/Chief Monty Armstrong. The Two Chiefs gave an update on what legal experts and labour relations specialists presented at the Labour Relations Seminar Hosted by the Greater Vancouver Fire Chiefs Association. January 31, 2018.
- Session #4 Chief Don Beer presented an overview of what fire departments should have in place prior to responding to a dust environment facility.



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March 6-7 2019 Victoria.

After two years in the making we held the first FCABC and BCPFFA leadership summit in Victoria. Over 350 delegates attended the event, and from our initial feedback it was a huge success. The BC Fire Leadership Summit was an opportunity for members of the FCABC and the BCPFFA to gain a greater understanding of our respective challenges, with a focus on successful labour relations. Attendees gained knowledge about how to foster and enhance cooperative and collaborative working relationships between both associations and local labour management teams.



Respectfully submitted,

Fire Chief Larry Watkinson
FCABC Career Director