

FINANCIAL MANAGEMENT COMMITTEE

*HIS WORSHIP, THE MAYOR
AND COUNCILLORS*

**SUBJECT: CITY OF BURNABY AND THE BURNABY FIREFIGHTERS
ASSOCIATION (LOCAL 323) HEALTH AND WELLNESS INITIATIVE**

RECOMMENDATION:

1. THAT Council authorize staff to extend the Health and Wellness agreement with the Burnaby Firefighters Association (Local 323) and Fortius Institute Inc. for another five year term, as outlined in this report.

REPORT

The Financial Management Committee, at its meeting held on 2019 April 24, received and adopted the attached report seeking Council authorization to extend the Health and Wellness agreement with the Burnaby Firefighters Association (Local 323) and Fortius Institute Inc.

Respectfully submitted,

Mayor M. Hurley
Chair

Councillor S. Dhaliwal
Vice Chair

Copied to:	City Manager Director Public Safety and Community Services Director Finance Fire Chief President – Burnaby Firefighters Association (Local 323)
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Item
Meeting 2019 April 24

COMMITTEE REPORT

TO: CHAIR AND MEMBERS FINANCIAL MANAGEMENT COMMITTEE **DATE:** 2019 Apr 14

FROM: DIRECTOR PUBLIC SAFETY & COMMUNITY SERVICES **FILE:**

SUBJECT: CITY OF BURNABY AND THE BURNABY FIREFIGHTERS ASSOCIATION (LOCAL 323) HEALTH AND WELLNESS INITIATIVE

PURPOSE: To obtain Committee and Council approval to extend the Health and Wellness agreement with the Burnaby Firefighters Association (Local 323) and Fortius Institute Inc.

RECOMMENDATION:

1. **THAT** Financial Management Committee recommend Council authorize staff to extend the Health and Wellness agreement with the Burnaby Firefighters Association (Local 323) and Fortius Institute Inc. for another five year term as outlined in this report.

REPORT

1.0 INTRODUCTION

The Burnaby Fire Department (BFD) has the responsibility of providing the highest level of fire related services in order to protect the lives and property of Burnaby's residents and visitors through fire protection and fire suppression, provision of emergency medical aid, as well as fire prevention and education.

In order to carry out their assigned duties in the extreme environments they face on a daily basis, BFD firefighters must maintain an extremely high level of fitness. As the City of Burnaby, the BFD and the Burnaby Firefighters Association (Local 323) are dedicated to delivering the best possible service to the citizens of Burnaby, a continued partnership is proposed with Fortius Institute Inc. to provide a Health and Wellness Initiative for BFD firefighters designed to maintain fitness, prevent injury and increase positive health outcomes.

2.0 POLICY SECTION

The recommendation contained in this report is aligned with the City of Burnaby's Corporate Strategic Plan by supporting the following goals and sub-goals of the Plan.

Goal

- A Safe Community
 - Emergency Preparedness – Enhance plans, procedures and services so that we are better prepared to respond to emergencies and are able to maintain City services.
 - Emergency Services – Provide responsive emergency services.
- A Healthy Community
 - Healthy Life – Encourage opportunities for healthy living and well-being.
- A Thriving Organization
 - Organizational Culture – Ensure that our core values are reflected in our policies, programs and service delivery.
 - Human Resources – Foster an environment for teamwork, efficiency and excellence to deliver customer service in alignment with our core values.

3.0 THE HEALTH AND WELLNESS INITIATIVE

In 2014 March, the City entered into a joint agreement with the International Association of Fire Fighters (IAFF) Local 323 and Fortius for a health and wellness program for a five year term. The Health and Wellness Initiative (HWI) is based on a well-established set of guidelines and principles developed over several decades by the National Fire Protection Association (NFPA), the International Association of Fire Chiefs and the IAFF, as well as the learnings and feedback from the initial 5 year BFD HWI implemented with Fortius Inc.

The HWI proposed for the BFD Firefighters includes the following components:

- The Program
- Injury Management
- Fitness
- Pre-employment Medicals

3.1 The Program

The program available to each firefighter on an annual basis includes a needs-based medical assessment which may include medical history, laboratory testing, physical examination, age-appropriate screening tests, occupation specific testing and specialist referral where appropriate.

The Program also includes numerous core components each participating firefighter would undergo once per year such as lung function testing (spirometry), maximal aerobic capacity, chest X-ray, mental wellness screening, FireFIT classes as well as having access to the Fortius Performance Centre.

3.2 Injury Management

The proposed partnership is designed to facilitate timely diagnosis and rehabilitation of injuries and firefighters can seek medical assessment and management of injuries with the HWI physician. This includes interdisciplinary rehabilitation of the injury including WorkSafe BC, physiotherapy, Burnaby Municipal Benefits Society (BMBS) and extended health.

3.3 Fitness

Fortius will provide a specially designed, group firefighter only fitness class (FireFIT) to each firefighter three times a year, with the potential to offer additional sessions dependant on sufficient interest and demand.

3.4 Pre-Employment Medicals

Pre-employment medicals for BFD candidates will be provided as requested and at an additional cost payable by the City. Pre-employment medicals will include the various components based on the NFPA recommendations.

4.0 BENEFITS OF PREVIOUS HWI PROGRAM

The City of Burnaby, Burnaby Fire Department, Burnaby Firefighters Association (Local 323) and Fortius Inc. were parties of a previous five year HWI agreement which recently expired on 2019 March 03. A great deal of insight regarding the individual health and fitness of the firefighters was obtained as a result of this previous agreement including:

- Improved fitness, strength, resiliency and quality of life
- Full and rewarding career, decreased risk of early retirement
- Identification of health conditions and initiation of early treatment
- Identifications of health risk factors and initiation of early preventive treatment
- Decreased time off work due to injury (occupational and non-occupational) and reduced overtime costs for replacement shifts
- Potential for a longer healthy life

5.0 COST OF PROGRAM

The cost of the program is \$850.00 per participating firefighter per year. The cost of the program will be shared by the City, BFD and the Burnaby Firefighters Association (Local 323). The term of the Agreement will be for five years commencing 2019 April 01 and any party may terminate the agreement without cause by giving not less than 90 days written notice. Sufficient operating funds are available within the Fire Department budget to cover the City's share of the cost.

To: Chair and Members Financial Management Committee
From: Director Public Safety and Community Services
Re: City of Burnaby and the Burnaby Firefighters
Association (Local 323) Health and Wellness Initiative
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6.0 RECOMMENDATION

It is recommended that the Financial Management Committee recommend Council authorize staff to extend the Health and Wellness agreement with the Burnaby Firefighters Association (Local 323) and Fortius Institute Inc.



Dave Critchley
**DIRECTOR PUBLIC SAFETY &
COMMUNITY SERVICES**

Copied to: City Manager
Director Finance
Fire Chief
President - Burnaby Firefighters Association (Local 323)