



City of Richmond

Report to Council

To: Richmond City Council
From: Mayor Malcolm D. Brodie
Chair, General Purposes Committee
Date: October 4th, 2006
File: 06-2045-01
Re: **FIRE HALL ALTERATIONS**

The General Purposes Committee, at its meeting held on Monday, October 2nd, 2006, considered the attached report, and recommends as follows:

Committee Recommendation

- (1) That the report (dated September 29th, 2006, from Fire Chief Jim Hancock) regarding fire hall alterations, be received for information.*
- (2) That staff report to the Community Safety Committee within six months on the progress of the alteration plan.*

Mayor Malcolm D. Brodie, Chair
General Purposes Committee

Attach.

VARIANCE

Please note that staff recommended the following:

That the report (dated September 29th, 2006, from Fire Chief Jim Hancock) regarding fire hall alterations, be received for information.

Staff Report

Origin

This report is provided in response to Council's September 25, 2006, request "That staff report to the October 2, 2006, General Purposes Committee meeting with an updated plan on the physical changes to the fire hall facilities."

On September 27, 2006, a tour of Richmond's fire halls was conducted with facility management to determine the status of the existing fire hall facilities, discuss alterations in progress that were based on the "Paish" report, and develop a mutually agreeable plan with the IAFF 1286 Union that implements the recommendations from the Vince Ready report.

The information provided relates to fire hall facility alterations designed to provide equal mixed gender facilities and privacy for all fire fighters.

Analysis

The Facility Inspection Team identified and reviewed the extent for alterations, developed cost estimates, and mutually agreeable timeframes (see attached for details). The review team worked on the following terms of reference:

- Facilities should be provided equitably to all genders;
- Fire fighters are entitled to their privacy in washroom, shower, change, and dorm areas;
- Expenditure of funds should be reasonable and where possible materials re-used in future facilities such is the case for Bridgeport and No. 1 fire halls; and
- Timing of projects should be responsive to needs and where possible maximize existing construction projects such is the case for Shellmont and Steveston fire halls.

The Inspection team was comprised of both male and female staff from Fire-Rescue Management, Facilities Management, and IAFF 1286 Union representatives to provide a balanced perspective on the proposed facility changes. The alterations outlined in the attachment have the concurrence of all members of the review team.

Overall, it was determined that many of the simpler solutions including door signage and occupancy had been completed. Funding of \$150,000 approved by Council from 2005 surplus funds to resolve the outstanding signage issues will result in those being completed within 4-6 weeks.

Permanent solutions have been implemented for the new Sea Island and Hamilton fire halls nearing completion, and have also been included within the scope of work for the replacement Bridgeport fire hall and the seismic upgrades of Steveston and Shellmont. This work is expected to be completed in 2007 subject to approval of the capital plan.

Two projects totalling \$90,000 for Fire hall No. 1 City Centre and \$30,000 for Fire hall No. 3 Bridgeport have been submitted to Facility Management for consideration for the 2007 Minor Building Capital program. Costs are summarized in the following table:

Fire hall	Costs Incurred	Additional Costs	Totals
F1 – City Centre	\$ 30,190	\$ 98,000	\$128,190
F2 – Steveston	\$ 811	\$ 45,000*	\$45,811
F3 – Bridgeport	\$0	\$ 80,000*	\$80,000
F4 – Sea Island	\$ 45,000	\$0	\$45,000
F5 – Hamilton	\$ 45,000	\$0	\$45,000
F6 – Shellmont	\$ 46,353	\$ 45,000*	\$91,353
F7 – Crestwood	\$0	\$ 17,800	\$17,800
Totals	\$167,354	\$285,800	\$453,154

**Estimates based on Actual costs for Sea Island and Hamilton*

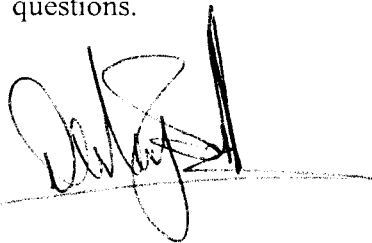
Financial Implications

A total of \$167,354 has been spent on fire hall upgrades for privacy and gender purposes since 2001. The projected additional cost to complete the required work is \$285,800 of which \$30,800 is funded from 2006 sources and the remaining \$255,000 included in the proposed 2007 capital plan.

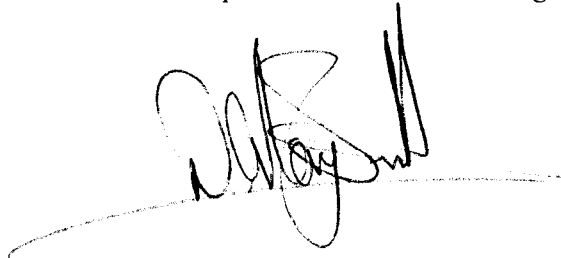
Conclusion

Staff are confident that the mutually agreed solutions and timeframes supported by the Inspection team meet the recommendations identified within the Vince Ready report.

Staff will be available at the October 2, 2006, General Purposes Committee meeting to answer any questions.



Sandra Pearson
Manager, Richmond Fire-Rescue
(2750)



David Naysmith P.Eng
Manager, Facility Planning & Construction
(3312)

FIRE HALL 1 – City Centre

Completed Alterations		Alterations in Progress	Proposed Alteration Plan Based on Ready Report			
Items	Cost	Comments	Alterations	Cost Estimate Funding Source	Funding Source	Start Date
Installed female shower in 2001.	\$30,000 est.	A 2007 minor capital budget request in the amount of \$60-\$90,000 has been submitted.	<p>Short-Term Actions</p> <p>1. Development of mutually agreeable plan and schedule.</p>	\$8,000	2006 RFR Council funding	Within 90 days
Install door signage and locks	\$190,000	Alterations include changes to provide for: equal access to mixed gender facilities and availability of privacy for all fire fighters.	<p>Long-Term Actions</p> <p>1. Construction. Phase 1 to include alterations to women's washroom, shower and change facilities. Phase 2 to include alterations to dorm facilities.</p>	\$90,000	2007 FM Building Improvements	To be determined at plan development stage (See 1. above) by mutual agreement.

Ready Report:

40. The showering facilities at No. 1 Hall are a perfect example of the discrepancy between the physical space available to men and women at the RFRD for their personal needs. Presently the men have a relatively spacious showering facility with natural light and toilets in the same facility in a locker room format. By contrast, the women have a shower that can only accommodate one at a time. The room is small and cramped and does not have a toilet within the same facility. To access a toilet, women must go down the hall and around the corner to a separate facility.

41. The problem with the discrepancy in space will only grow more acute as more women join the RFRD and take up employment at No. 1 Hall. Therefore, until adequate gender neutral facilities with equal access can be constructed, the Employer must install sliding signs on the shower facilities that can be moved to indicate the facility is presently being used by men or women, as required. Additionally, the Employer must install a sliding sign to indicate whether the facility is vacant or occupied. As a result, in practice, a male or female fire fighter requiring a shower could choose to use either facility assuming either was vacant. If either a male or female fire fighter entered one of the facilities, they would flip the sign to indicate their gender and to indicate that the facility is occupied. If a man entered the communal shower / toilet facility, other men could then enter. Similarly, if a woman entered that facility, the occupied sign would indicate that while other women could enter and also use the facility, men would need to access the other shower facility.

42. The lack of privacy for changing and sleeping heights the probability of sexualized encounters between men and women. The Employer must therefore provide for a gender-neutral changing facility at No. 1 Hall. As well, alterations must be made to the sleeping quarters to allow some relative degree of privacy. For example, privacy for both sleeping and changing could be achieved through the use of the sort of curtains separating beds in hospital wards. I will leave it to the Employer to determine the exact manner in which it will provide privacy for sleeping and changing with the proviso that the Union must agree that whatever changes undertaken are adequate to meet the privacy goal, or the matter may come back before me.

FIRE HALL 2 – Steveston

Completed Alterations		Alterations in Progress		Proposed Alteration Plan Based on Ready Report		
Items	Cost	Comments	Alterations	Cost Estimate	Funding Source	Start Date
1 Install new door c/w lock.	\$811.00	Seismic upgrades at this hall begin late 2006 with drawings being developed and construction planned for early 2007. The plan will provide equal mixed gender facilities and privacy for all fire fighters.	Short-Term Actions 1. Development of a mutually agreeable plan and schedule.	nil	Included in scope of work in current capital project	Within 90 days
			Long-Term Actions 1. Construction.			

Ready Report:

"43. It is my understanding that the bathroom and showering facilities at No. 2 Hall provide a reasonable degree of equal access. Similarly, No. 2 Hall has two lockable change areas. What No. 2 Hall lacks, and what the Employer must provide, is privacy for sleeping. Again, I will leave it to the Employer to determine the exact manner in which it will achieve a reasonable degree of privacy for sleeping, with the Union to agree, or the matter will come back before me."

FIRE HALL 3 - Bridgeport

Completed Alterations		Alterations in Progress	Proposed Alteration Plan Based on Ready Report			
Items	Cost	Comments	Alterations	Cost Estimate Funding Source	Funding Source	Start Date
		<p>Replacement of Bridgeport Fire Hall is in progress with land acquisition underway.</p> <p>Facility design would mirror the standard mixed gender facility and fire fighter privacy designed in the Sea Island and Hamilton fire halls.</p>	<p style="text-align: center;"><small>Short-Term Actions</small></p> <p>1. Development of a locker prototype drawing and development of a mutually agreeable plan to redesign the dorm and an installation schedule.</p> <p>2. Supply and Installation</p>	\$5000	2006 FM capital pre-design for FH#3 replacement (40930)	Within 90 days
			<p style="text-align: center;"><small>Long-Term Actions</small></p> <p>1. Mirror Standard mixed gender facility in Sea Island and Hamilton Fire hall</p>	\$30,000	2007 FM Building minor capital	To be determined at plan development stage (See 3. above) by mutual agreement
				\$45,000	2007 major capital	

Ready Report:

"44. I understand that the bathroom facilities at No. 3 Hall provide relatively equal access for men and women. There is only one shower and it should therefore have the male / female occupiers / vacant signs installed. There are no private change facilities or privacy in the sleeping arrangements at No. 3 Hall. The Employer must therefore make alterations to the hall to provide privacy in this regard, in the manner set out above."

FIRE HALL 4 – Sea Island

Completed Alterations		Alterations in Progress		Proposed Alteration Plan Based on Ready Report		
Items	Cost	Comments	Alterations	Cost Estimate Funding Source	Funding Source	Start Date
Constructed to include privacy for individuals and equity for genders.	\$45,000.00	New fire hall expected to open November 2006.	None	N/A	N/A	N/A

Ready Report:

38. It is my understanding that Fire Halls Nos. 4 and 5 have been rebuilt with new facilities that provide gender-neutral bathroom, showering, changing and sleeping facilities for men and women. I will not therefore make any recommendation for change to these Halls at this time. Instead, I will await the opening of these Halls and seek submissions from the parties as to the adequacy of the new facilities upon completion."

FIRE HALL 5 - Hamilton

Completed Alterations		Alterations in Progress		Proposed Alteration Plan Based on Ready Report		
Items	Cost	Comments	Alterations	Cost Estimate Funding Source	Funding Source	Start Date
Constructed to include privacy for individuals and equity for genders.	\$45,000.00	New fire hall expected to open November 2006.	None	N/A	N/A	N/A

Ready Report:

38. *It is my understanding that Fire Halls Nos. 4 and 5 have been rebuilt with new facilities that provide gender-neutral bathroom, showering, changing and sleeping facilities for men and women. I will not therefore make any recommendation for change to these Halls at this time. Instead, I will await the opening of these Halls and seek submissions from the parties as to the adequacy of the new facilities upon completion.*

FIRE HALL 6 - Shellmont

Completed Alterations		Alterations in Progress	Proposed Alteration Plan Based on Ready Report				
Items	Cost		Comments	Alterations	Cost Estimate Funding Source	Funding Source	Start Date
Washroom/shower upgrade to provide gender privacy.	\$46,353.00	Seismic upgrades at this hall begin late 2006 with drawings being developed and construction planned for early 2007. The plan will provide equal mixed gender facilities and privacy for all fire fighters.	<small>Short-Term Actions</small>	1. Development of a mutually agreeable plan and schedule.	nil	Included in scope of work in current capital project	Within 90 days
			<small>Long-Term Actions</small>	1. Construction.	\$45,000	Included in scope of work in 2006 --7 Seismic Upgrade	During 2007, to be determined at plan development stage (See 1. above).

Ready Report:

"45. No. 6 Hall has recently renovated bathroom and shower facilities providing an adequate level of equal access for men and women. However, as with No. 3 Hall, there is inadequate privacy for changing and sleeping and alterations to provide same must be made, in the manner set out above."

FIRE HALL 7 - Crestwood

Completed Alterations		Alterations in Progress	Proposed Alteration Plan Based on Ready Report			
Items	Cost	Comments	Alterations	Cost Estimate Funding Source	Funding Source	Start Date
		None.	<p align="center"><small>Short-Term Actions</small></p> <ol style="list-style-type: none"> 1. Install 4 privacy curtains c/w tracks. 2. Development of a plan and schedule to convert 3 remaining dorm stations with lockers. 3. Install 2nd floor washroom privacy door and partition. 	\$1,000.00	2006 FR Council funding	Within 90 days
				\$3,000.00	2006 FR Council funding	Within 90 days
				\$1,800.00	2006 FR Council funding	Within 90 days
			<p align="center"><small>Long-Term Actions</small></p> <ol style="list-style-type: none"> 1. Construction of dorm stations and lockers. 	\$12,000.00	2006 FR Council funding	To be determined at plan development stage (See 2. above).

Ready Report:

"46. I understand that the bathrooms downstairs at No. 7 Hall are adequate for access for both men and women. While there are locks for the shower and bathroom facilities upstairs at the hall, the Employer must also install the flip signs to indicate whether the facilities are in use by men or women and whether they are vacant or occupied. I understand that there is a degree of private space in the manner in which the sleeping arrangements are set up at No. 7 Hall, although there is no dedicated change area. The Employer must therefore make alterations to provide dedicated changing area and improve on the privacy for sleeping. For example, this might be done through the installation of curtains around the beds so that privacy for both changing and sleeping could be achieved in the same room. While the Employer may determine the exact arrangements, the matter may come back before me if the Union is dissatisfied."