

From: ["van Dyk, Donny"](#)

To: ["Direct to Mayor and Council - DL"](#)

Date: 4/15/2026 1:44:34 PM

Subject: CONFIDENTIAL - Vancouver Fire Rescue Services leadership update (April 15, 2026)

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CONFIDENTIAL

Dear Mayor and Council,

I am writing to share, in confidence, that Fire Chief Karen Fry, General Manager of Vancouver Fire Rescue Services (VFRS), will be retiring from the City. Her final day will be July 31, 2026.

Since joining the City in 2021 as Fire Chief, Karen has provided steady, values-driven leadership during a period of significant challenge and change. As the first woman to lead VFRS, she has helped shape a more inclusive, supportive and forward-looking department. Her focus on firefighter health, safety and well-being has left a lasting impact, including making VFRS the first fire department in North America to commit to transitioning to PFAS-free turnout gear.

Karen has led VFRS through complex moments, including the COVID-19 pandemic, always with a clear focus on supporting her teams and the community. She has also strengthened the department's capacity, and advanced important work in fire risk reduction and innovative approaches to training.

Karen has asked me to share her sincere gratitude to the Mayor and Council for your support over the course of her tenure.

I would like to personally thank Chief Fry for her leadership and her many contributions to the City and to the people of Vancouver. She has made an incredible difference, and I wish her all the best as she enjoys her retirement.

I ask that you please keep this information confidential until all City staff have been informed, later this afternoon.

Thanks, DvD

Donny van Dyk (he/him)

City Manager

City of Vancouver



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətaʔ (Tsleil-Waututh) Nations.