



Date: 08/05/2019

AGENDA ITEM SUMMARY

To: Chair and Directors, Policy Committee

And To: John MacLean, Chief Administrative Officer

From: Stephanie Masun, Manager of Protective Services

Date of Meeting: Policy Committee_May23_2019

File: 540-30

Short Summary:

Rescindment of Policy No. 2016-06B-16 - P1.6 Volunteer Chief, Deputy Chief and Training Officer Recruitment and Retention Bonus

Voting:

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Memorandum:

At the January 12, 2018 Board meeting the following was resolved:

That the agenda item summary from John MacLean, Chief Administrative Officer, dated January 4, 2018, regarding the removal of the required training in the fire chief and officer contracts and Policy No. 2016-06B-16, be received. Further, that the fire chief and officer contracts and Policy No. 2016-06B-16 be updated to reflect this change.

The purpose of the policy was to ensure a minimum level of administrative training for Chiefs and Officers which included a monetary compensation to do so at the end of their three year term. Very low success rates of completion occurred. The above resolution removed the training requirement but as the term was still valid, the \$3,000 bonus was left in and members were paid as agreed, whether they completed the training or not, as long as they completed the term.

As that term has now expired and new appointments have occurred and staff are taking more administrative duties back, this policy is no longer needed. This will free up the \$3,000 bonus per Officer and Chief for each department, to go back into the operational budget to be used as needed.

Attachments:

Policy No. 2016-06B-16

Financial Implications:

None

Policy Implications:

Rescindment of Policy

Alignment with Strategic Plan:

- ☐ Ensuring Sufficient and Sustainable Funding
- ☐ Building on our Relationships
- ☒ Providing Cost Effective High Quality Services
- ☐ Focusing on Being Well Governed

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CAO Comments:

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Options:

1. Endorse recommendation;
2. Receipt and other action.

Recommendation:

That the agenda item summary from Stephanie Masun, Manager of Protective Services, dated May 8, 2019, regarding removal of Policy No. 2016-06B-16, be received. Further, that Policy No. 2016-06B-16 Volunteer Chief, Deputy Chief and Training Officer Recruitment and Retention Bonus be rescinded in its entirety.