



Date: 26/02/2020

To: Chair and Directors, Policy Committee

And To: John MacLean, Chief Administrative Officer

From: Alice Johnston, Manager of Corporate Services/Deputy CAO

Date of Meeting: Policy Committee_Mar05_2020

File: 340-50

Short Summary:

Proposed Amendment to CAO Evaluation and Compensation Policy

Voting:

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Memorandum:

The Chair has requested amendments to the way the scoring is completed on the CAO Evaluation Forms to eliminate the fractions and move to a full-number scoring system. The attached policy shows the amendments in red font for the Committee's ease of reference. If the Committee wishes to suggest any further amendments to the Policy, this would be a good time for review and discussion.

Attachments:

CAO Evaluation and Compensation Policy with proposed changes.

Financial Implications:

n/a

Policy Implications:

This item proposes an amendment to the scoring system for the CAO Evaluation and Compensation Policy.

Alignment with Strategic Plan:

- ☐ **Communication:** Facilitate communication strategies throughout the entire Cariboo Regional District that meet the needs of residents, community stakeholders, and other levels of government.
- ☐ **Planning:** Intentionally plan services and activities of the CRD to prepare for future needs of residents and community stakeholders.

- ☐ **Economic Sustainability:** Foster an environment to ensure the economic sustainability of CRD communities and the region.
- ☒ **Governance:** Ensure that CRD governance policy and practices are intentional, transparent, and respectful.

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CAO Comments:

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Options:

- 1) Receipt and endorse policy amendments;
- 2) Receipt and request further amendments;
- 3) Receipt only;
- 4) Defer.

Recommendation:

That the agenda item summary from Alice Johnston, Manager of Corporate Services/Deputy CAO, dated February 26, 2020, regarding proposed amendments to the scoring system of the CAO Evaluation and Compensation Policy, be received. *Further action at the discretion of the Committee.*