



Date: 25/11/2020

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: eSCRIBE Meeting Date

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Short Summary:

Review of CAO Evaluation and Compensation Policy

Voting:

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Memorandum:

After the CAO Evaluation process that occurred in 2020, the CRD Board Chair requested that the CAO Evaluation and Compensation Policy be amended to include a performance incentive between the existing \$1,000 and \$2,500 incentives. The attached policy offers a new incentive between the two current amounts and provides clarity for average ratings that inevitably include decimals (e.g. averaging 16 numerical ratings almost always results in a fractional final number).

Attachments:

Existing policy with amendments shown as track changes.

Financial Implications:

Minimal.

Policy Implications:

This item suggests an amendment to existing 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) Endorse recommendation;
- 2) Receipt and further action at the discretion of the Committee;
- 3) Deferral;
- 4) Referral;
- 5) Receipt only.

Recommendation:

That the agenda item summary from Alice Johnston, Manager of Corporate Services/Deputy CAO, dated November 25, 2020, regarding amendments to the CAO Evaluation and Compensation Policy, be received. Further, that the amendments be approved as presented.