

**Date:** 26/10/2023

**To:** Chair and Directors, Cariboo Regional District Board

**And To:** Murray Daly, Chief Administrative Officer

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

**Date of Meeting:** Cariboo Regional District Board\_Nov09\_2023

**File:** 7200-04

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## **Short Summary:**

Remuneration for VFD Chiefs

## **Voting:**

Corporate Vote - Unweighted

## **Memorandum:**

Director de Vries has submitted the following request:

### **Statement:**

Fire Chief remuneration policy should consider the number of halls the fire department consists of.

### **Background:**

For many years the chief's remuneration was set at \$5000 in their contract. It is my understanding that currently only the chiefs receive a contract. In the past also deputies and training officers signed a contract.

As the chiefs receive a contract, there should be some form of standardization where the remuneration is a part of it. To my opinion it can not be that chiefs' remunerations are negotiated during budget meetings.

During the budget meetings I have learned that the chief remuneration has changed to \$12,500 for all chiefs. Some chiefs have chosen to re-divert part of their remuneration into other items of their budget and to my opinion that is their right and a good thing.

A fire chief who has more than one hall to manage has to spend more time and effort and should be remunerated as such. My proposal is to use a formula to determine the remuneration based on additional halls with the minimum of 10 members responding. My proposal is to add 0.5 of the remuneration for each additional hall.

### **To clarify:**

A chief managing a department with 2 halls (one with 15 responding member and the second with 10 responding members) would receive 1.5 times the \$12,500. A chief managing a department with 3 halls (one with 15 responding members and the second and third with 10 responding members each) would receive 2.0 times the \$12,500.

This request is hereby brought forward for consideration of the Board.

### **Attachments:**

None

### **Financial Implications:**

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### **Policy Implications:**

Potential for development of a new policy.

### **Alignment with Strategic Plan:**

- ☐ **Infrastructure and Asset Management:** To establish a systematic, predictable approach to managing the regional district's assets and infrastructure that builds on current asset management data and condition assessments.
- ☐ **Enhanced Communications and Engagement:** To build trust and credibility of the regional district by enhancing our communications and engagement with citizens, stakeholders, and volunteers.
- ☐ **Effective and Responsive Land Use Planning and Development:** To ensure our land use planning and development is responsive to future growth and housing needs, anticipates risks and hazards associated with climate change and provides efficient and consistent processes for landowners and developers.
- ☐ **Relationships with First Nations:** To foster a healthy and inclusive region by building and strengthening our relationships with First Nations and embracing the principles of reconciliation.

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### **CAO Comments:**

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### **Options:**

1. Receipt
2. Receipt and other action at the discretion of the Board.

### **Recommendation:**

That the agenda item summary from Alice Johnston, Manager of Corporate Services / Deputy CAO dated October 26, 2023, regarding a request from Director de Vries to address the Fire Chiefs Remuneration, be received. *Further action at the discretion of the Board.*