



Date: 16/07/2024

To: Chair and Directors, Policy Committee

And To: Murray Daly, Chief Administrative Officer

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

Date of Meeting: Policy Committee_Jul23_2024

File: 0340-50

Short Summary:

Request for further detail on CAO Evaluation Policy Amendment Request

Voting:

-

Memorandum:

At its last meeting, the Policy Committee resolved as follows:

That the CAO Evaluation Policy be amended to reflect that the CAO will set annual goals and report back on them to the Board, which will assist in the CAO evaluation, and that the amended policy be brought back to the Policy Committee for review.

Staff require additional information so that an accurate reflection of the Committee's request may be drafted in the policy. For example, is the Committee requesting professional development goals for the CAO, or leaning more towards measurable organizational goals that tie into the Board's Strategic Plan? What unique benchmarks will be used in comparison to the Strategic Plan?

Attachments:

- 1) Draft CAO Evaluation Policy as attached at the last Policy Committee meeting, with generic wording that requires member input and additional detail.

Financial Implications:

n/a

Policy Implications:

This item requests an amendment to existing 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.

Click here to enter text.

CAO Comments:

Click here to enter text.

Options:

See below

Recommendation:

That the Committee provide specific targets and goal-setting standards to be included in the CAO Evaluation Policy.