



Date: 22/04/2024

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_Apr30_2024

File: 0340-50

Short Summary:

CAO Evaluation Policy Amendment

Voting:

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Memorandum:

The existing Chief Administrative Officer Evaluation Policy is no longer in alignment with the CAO's contract and has also been criticized in recent years by Board members who found it difficult to accurately complete. Staff, in consultation with the Board Chair, have developed the attached draft CAO Evaluation Policy for the Committee's consideration of a more modernized approach.

Attachments:

- 1) Existing CAO Evaluation Policy
- 2) Recommended CAO Evaluation Policy

Financial Implications:

The proposed CAO Evaluation Policy is no longer tied to the CAO compensation package.

Policy Implications:

This item proposes a significant 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 .

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CAO Comments:

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Options:

- 1) Endorse recommendation;
- 2) Request amendments to draft policy;
- 3) Defer.

Recommendation:

That the revised CAO Evaluation Policy, as attached, be recommended to the CRD Board for adoption.