



2023-2026 Strategic Plan Staff Update – April 20, 2023

1. ASSET AND INFRASTRUCTURE MANAGEMENT:

GOAL:

To effectively plan for and manage the PRRDs assets and infrastructure to ensure they provide the desired levels of service to our residents, now, and in the future.

STRATEGIES:

- 1.1 Undertake condition assessments for all PRRD Owned Assets.
- 1.2 Determine Service Expectations for all Assets.
- 1.3 Identify Funding and Investment Strategies.

Strategy 1.1 Undertake Condition Assessments for all PRRD Owned Assets	Department	Timeline
Actions		
✓ North Peace Fall Fair – RFP in progress	CS	Q2
✓ Solid Waste Sites – Lifespan Analysis of Assets	ES	Q3
✓ Osborn Property – Church	CS	Q3
✓ Area B Water Stations – Lifespan Analysis of Assets	ES	Q3
✓ Asset Management Team (Exempt Staff – Monthly Meetings)	FN	June - ongoing



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Strategy 1.2 Determine Service Expectations for all Assets	Department	Timeline
Actions		
✓ Engage consultant to present to Staff – “Framework for Setting Service Level Expectations”	FN	Q3
✓ Lifecycle Framework	FN	Q3
✓ Risk Framework	FN	Q3

Strategy 1.3 Identify Funding and Investment Strategies	Department	Timeline
Actions		
✓ Halfway Graham	CS	Q2
✓ Cache Creek	CS	Q2
✓ North Peace Fall Fair Feasibility Study	CS	Q3/Q4 - 2024
✓ Golata Creek Facility Feasibility Study	CS	Q2 - 2024
✓ Kelly Lake	CS	ongoing



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Strategy 1.4 Implement Asset Management Software Program	Department	Timeline
Actions		
✓ Investigate Software	FN	Q3
✓ Procure Software	FN	Q4
✓ Implement Software	FN	Q4



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2. HUMAN RESOURCE MANAGEMENT:

GOAL:

To enhance our human resource management practices and programs to ensure our employees are motivated, engaged, and supported in the work they do.

STRATEGIES:

- 2.1 Establish a corporate employee development program.
- 2.2 Review and update performance review process.
- 2.3 Develop an employee retention and recruitment strategy.

Strategy 2.1 Establish a Corporate Employee Development Program	Department	Timeline
Actions		
✓ Hire an HR Manager	ADM	Q2/Q3
✓ Develop Policies and Procedures re: training and development	ADM/HR	Q4

Strategy 2.2 Review and Update Performance Review Process	Department	Timeline
Actions		
✓ Exempt Staff Review Process	ADM/HR	Q4
✓ Union Staff Review Process	ADM/HR	Q4
✓ 360 Review Process	ADM/HR	Q4



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Strategy 2.3 Develop an Employee Retention and Recruitment Strategy	Department	Timeline
Actions		
✓ Survey	ADM/HR	Q2/Q3
✓ Firefighter Honourarium Policy	COMM	Q2
✓ Review Health and Wellness Program	ADM/HR	Q4
✓ Establish annual Volunteer Fire Fighter Engagement Survey	CS	Q3
✓ Develop a Department Feedback Opportunity	ADM/HR	Q4
✓ Development and Implement a Fire Fighter Recruitment Plan for Moberly Lake and Charlie Lake	CS	ongoing
✓ Complete the Examination of the Fire Training Centre	CS	ongoing



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3. COLLABORATION AND COOPERATION WITH FIRST NATIONS

GOAL:
To further our relationships with the First Nations governments and pursue opportunities for partnerships and governance participation.

STRATEGIES:

- 3.1 Advance the development of individual MOUs.
- 3.2 Share PRRD strategic goals with First Nations to identify opportunities for cooperation and collaboration.
- 3.3 Investigate governance participation models under *Local Government Act*.

Strategy 3.1 Advance the Development of Individual MOUs	Department	Timeline
Actions		
✓ Doig River FN Draft MOU	ADM	Q2
✓ Saulneau FN MOU Renewal	ADM	2024
✓ West Moberly FN MOU Renewal	ADM	2024
✓ C2C Meetings – Board Resolution to reach out to FN Communities in PRRD to request C2C Meetings	ADM	ongoing



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Strategy 3.2 Share PRRD Strategic Plan with First Nations to Identify Opportunities for Cooperation and Collaboration	Department	Timeline
Actions		
✓ Report to Board	ADM	Q2
✓ Enhance Emergency Management Plan with FN Communities	CS	Q2 - ongoing
✓ Seek to Understand the level of consultation and Engagement with FN Communities re: Planning Matters	DS	Q2/Q3



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Strategy 3.3 Investigate Governance Participation Models Under the <i>Local Government Act</i>	Department	Timeline
Actions		
✓ Meeting with Brent Meuller, Director Governance Relations, Ministry of Municipal Affairs <ul style="list-style-type: none">• Provincial Structure in place	CAO	Q2
✓ Investigate Models – City of Westbank, Alberni-Clayoquot Regional District, Metro Vancouver Regional District & d Strathcona Regional District	CAO	Q2
✓ Identify Potential Participants through Ministry of Indigenous Relations and Reconciliation (MIRR)	CAO	Q2
✓ Educational Campaign – Election (C2C)	ADM	2024
✓ Committee/Commission Participation Opportunities	ALL DEPTS	Ongoing
✓ Update Procedure Bylaw	ADM	2024



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4. INTER-PROVINCIAL COLLABORATION

GOAL:

To explore and realize opportunities and advantages through cooperation and collaboration with neighbouring local governments in Alberta.

STRATEGIES:

- 4.1 Coordinate the re-establishment of Inter-Provincial meetings.
- 4.2 Establish follow-up and accountability framework for inter-provincial outcomes.

Strategy 4.1 Coordinate the re-establishment of Inter-Provincial meetings.	Department	Timeline
Actions		
✓ Neighbouring Alberta Governments – Topics to Engage – Rural Government Initiatives	ADM	Q2
✓ Coordinate Date – Report to Board May or June <ul style="list-style-type: none"> • Doodle Poll for additional Directors availability • Open House Meet and Greet (information sharing) <ul style="list-style-type: none"> ▪ In combination with an event i.e. Fall Fair Parade 	ADM/EA	Q3
✓ Establish Meeting Structure – Collaboration with Alberta Partners	Participants	ongoing

Strategy 4.2 Establish follow-up and accountability framework for inter-provincial outcomes	Department	Timeline
Actions		
✓ To be determined at this time		



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5. EMERGENCY MANAGEMENT

GOAL:

To ensure the PRRD’s interests are articulated and considered in response to proposed amendments to the *Emergency Program Act* and *Fire Services Act*.

STRATEGIES:

- 5.1 Engage in *Emergency Program Act* and *Fire Services Act* amendment processes.
- 5.2 Explore Opportunities for New or Enhanced Mutual Aid Agreements.

Strategy 5.1 Engage in <i>Emergency Program Act</i> and <i>Fire Services Act</i> amendment processes.	Department	Timeline
Actions		
✓ Spring Readiness – In Person Meeting	CS	Q1
✓ EMCR & First Nation Meeting (Victoria) – EAF (Expense Authorization Form) Re: ESS	CAO	Q1
✓ Participant in Engagement Opportunities	CS	ongoing
✓ Develop an Implementation Plan to Address the new <i>Act</i> and Regulations	CS	Q2
✓ Investigate Funding Opportunities	CS	Q2



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Strategy 5.2 Explore opportunities for new or enhanced mutual aid agreements.	Department	Timeline
Actions		
✓ Establish Service Agreements with Municipal ESS Teams	CS	ongoing
✓ Investigate Interest in Regional Fire Mutual Aid Agreement	CS	Q4
✓ Investigate Opportunities Regionalization and Collaboration of Emergency Programs	CS	Q2



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6. ADVOCACY

GOAL:

To represent and advance the interests of the region with other levels of government and agencies responsible for providing governance and services in our region.

STRATEGIES:

- 6.1 Emergency Program Act/ Fire Services Act Amendments
- 6.2 Agriculture/Food Security
- 6.3 Senior’s Housing
- 6.4 Blueberry River FN
- 6.5 Homelessness/Mental Health and Addictions/Crime
- 6.6 Aggregate Security

Strategy 6.1 <i>Emergency Program Act/ Fire Services Act Amendments</i>	Ministry	Timeline
Recognition and consideration of financial and operational impacts to regional districts resulting from proposed changes to Emergency and Fire Services legislation.	Ministry of Emergency Management and Climate Readiness NCLGA UBCM	
Actions		
✓ TBD		



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Strategy 6.2 Agriculture/Food Security	Ministry	Timeline
Importance of investment and support for local growers and producers to ensure sustainable food supply for the region.	Ministry of Agriculture and Food	
Actions		
✓ TBD		

Strategy 6.3 Seniors Housing	Ministry	Timeline
Advancement of the Regional Housing Needs Assessment and the need for investment in seniors housing facilities to ensure senior are able to age in their communities.	Northern Health Ministry of Housing Community Partners and Agencies Developers	
Actions		
✓ TBD		



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Strategy 6.4 Blueberry River FN	Ministry	Timeline
Awareness of the economic impacts of resource permit suspensions and encouraging and supporting the completion of a final agreement for a regulatory framework that will address the findings in Yahey v British Columbia.	Province of BC Blueberry River First Nation	
Actions		
✓ Meeting in Victoria with Ministry of Indigenous Relations and Reconciliation	Directors	Q1

Strategy 6.5 Homelessness/Mental Health and Addictions/Crime	Ministry	Timeline
Continued awareness of the impacts of mental health and addictions on communities and the need for appropriate supports and services for those suffering from mental health and addictions.	Ministry of Mental Health and Addictions NCLGA UBCM	
Actions		
✓ Meeting in Victoria – Rural Crime	Directors	Q1



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Strategy 6.6 Aggregate Security	Ministry	Timeline
Importance of securing and enhancing aggregate supply to support construction activity and long-term maintenance of roads in the region.	Agricultural Land Commission Ministry of Energy, Mines and Low Carbon Innovation	
Actions		
✓ TBD		