

SUNSHINE COAST REGIONAL DISTRICT STAFF REPORT

TO: Finance Committee (Round 1 Budget) – November 25 and 26, 2024

AUTHOR: Ian Hall, General Manager, Planning and Development

SUBJECT: **SUNSHINE COAST REGIONAL DISTRICT (SCRD) VOLUNTEER FIRE DEPARTMENTS [210, 212, 216, 218] – FIREFIGHTER COMPENSATION ACTION PLAN PROJECT RESULTS**

RECOMMENDATION(S)

THAT the report titled Sunshine Coast Regional District (SCRD) Volunteer Fire Departments [210, 212, 216, 218] – Firefighter Compensation Action Plan Project Results be received for information.

BACKGROUND

The Finance Committee made the following recommendation on October 28, 2024 (excerpted):

Recommendation No. 12

The Finance Committee recommended that Budget Proposals for Board Directed and / or Business Continuity projects, as follows, be brought forward to Finance Committee 2025 Round 1 Budget:

- Firefighter Compensation Action Plan (Gibsons and District Fire Protection);
- Firefighter Compensation Action Plan (Roberts Creek Fire Protection);
- Firefighter Compensation Action Plan (Halfmoon Bay Fire Protection);
- Firefighter Compensation Action Plan (Egmont Fire Protection);

This report provides the results of the Action Plan project.

A placeholder budget proposal is included for each of the four SCRd Fire Departments. A 2025 Round 2 Budget Proposal will be forthcoming.

DISCUSSION

The Firefighter Compensation Action Plan process has generated a series of recommendations, captured in the report from the consultant, Tim Pley and Associates Ltd., titled “Sunshine Coast Regional District Fire Department Compensation Review” (TPA) (Attachment A).

A project team comprised of representatives from all SCRd Fire Departments, Finance, Human Resources and Communications was convened to deliver this project. The project team met in person at key milestones to provide input and test ideas.

The project consultant met with members of all fire departments in person.

Five project information bulletins were distributed to all fire department members on behalf of the project team.

Timeline for Next Steps

Staff will provide budget proposals as part of the 2025 Round 2 Budget deliberations.

Communication Strategy

Project communications outlined in section above.

Communications, including proactive engagement, with firefighters will form part of any next steps on this topic.

CONCLUSION

This report provides the results of the Firefighter Compensation Action Plan project. Staff will provide budget proposals as part of the 2025 Round 2 Budget deliberations.

ATTACHMENT

Attachment A: Sunshine Coast Regional District Fire Department Compensation Review - Consultant Report dated November 15, 2024

Reviewed by:			
CAO / CFO	X – T. Perreault	Legislative	
Finance		Manager	
GM/SM	X – I. Hall	Human Resources	X – G. Parker