Regional District of Central Kootenay

SPECIAL BOARD MEETING

Open Meeting Agenda

**Date:** Friday, January 19, 2024

**Time:** 9:00 am

**Location:** Hybrid Model - In-person and Remote

Directors will have the opportunity to participate in the meeting electronically. Proceedings are open to the public.

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Pages

**1. WEBEX REMOTE MEETING INFO**

To promote openness, transparency and provide accessibility to the public we provide the ability to attend all RDCK meetings in-person or remote (hybrid model).

**Meeting Time:**

9:00 a.m. PST

10:00 a.m. MST

**Join by Video:**

https://nelsonho.webex.com/nelsonho/j.php?MTID=md29d89aa4786b302bdecb1bdc48af83d

**Join by Phone:**

+1-604-449-3026 Canada Toll (Vancouver)

**Meeting Number (access code):** 2774 226 5209
**Meeting Password:** S5iMH3qqbj4 (75464377 from phones)

**In-Person Location:**
202 Lakeside Drive - Boardroom
Nelson, BC

**2. CALL TO ORDER & WELCOME**

**2.1 TRADITIONAL LANDS ACKNOWLEDGEMENT STATEMENT**

We acknowledge and respect the indigenous peoples within whose traditional lands we are meeting today.

### 2.2 ADOPTION OF THE AGENDA

**RECOMMENDATION:**
(ALL VOTE)

The agenda for the January 19, 2024 Special Open Board meeting be adopted as circulated with the addition of the addendum.

## 3. NEW BUSINESS

The materials for the Special Board meeting will be received in the addenda package.

### 3.1 RDCK BUDGETING 101

### 3.2 2023 SUMMARY

### 3.3 2024 ASSESSMENTS

### 3.4 2024 OUTLOOK

### 3.5 GENERAL ADMINISTRATION

### 3.6 RURAL ADMINISTRATION

### 3.7 GEOSPATIAL INFORMATION TECHNOLOGY (GIS)

### 3.8 BUILDING INSPECTION

### 3.9 PLANNING

### 3.10 STAFFING

**3.10.1 For Information: Community Services - Regional Park Staff** 4 - 40

The Board Report dated January 3, 2024 from Craig Stanley, Regional Manager Operations and Asset Management, seeking Board approval to hire additional regional parks staff, has been received for information.

**3.10.2 For Information: Development and Community Sustainability - Emergency Program Coordinator** 41 - 49

The Board Report dated January 4, 2024 from Dan Séguin, Manager of Community Sustainability, seeking Board approval to hire an additional Emergency Program Coordinator - Nelson, has been received for information.

## 4. PUBLIC TIME

The Chair will call for questions from the public and members of the media at 11:45 a.m.

## 5. ADJOURNMENT

**RECOMMENDATION:**
(ALL VOTE)

That the meeting adjourn at ___ p.m.

# Board Report

| | |
|---|---|
| **Date of Report:** | January 3, 2024 |
| **Date & Type of Meeting:** | January 19, 2024 Regular Board Meeting |
| **Author:** | Craig Stanley, Regional Manager Operations and Asset Management |
| **Subject:** | REGIONAL PARKS STAFFING |
| **File:** | 01-0510-20 |
| **Electoral Area/Municipality** | All RDCK Rural Electoral Areas and Municipalities |

## SECTION 1: EXECUTIVE SUMMARY

The purpose of this report is to inform the RDCK Board that additional staffing is required for Regional Park operations to effectively plan and complete new capital and preventative maintenance projects, monitor contractor/employee performance, usage and respond to unplanned work (vandalism). Increasing our Parks maintenance workers will allow our Regional Parks Manager and Regional Parks Operations Supervisor to do their higher level work.

## SECTION 2: BACKGROUND/ANALYSIS

**RDCK Regional Parks and Trails Staffing Considerations**

RDCK regional parks are not conventional municipal parks when you consider standards of service, configuration, purpose, scope, and that the scale of the parks and their distribution across the region is challenging to manage. RDCK regional parks are more like recreation sites than municipal parks, but they still offer all of the same benefits:

- Opportunities for recreation and wellness
- Tourism
- Ecology/conservation
- Value to the taxpayers

**Standards of Maintenance**

A common approach to municipal parks maintenance, a high-level triage or prioritization of service delivery in parks follows linearly: safety, functionality, appearance

| | |
|---|---|
| Level 1 | Safety first: Safety first or the park or amenity is closed until remedied like bear in the area, danger tree, fecal coliform in swimming area, skate park damage, weeds, unsanitary washroom, dangerous dog, high water… |
| Level 2 | Functionality: It works properly or the park or amenity is closed until remedied like a playground is swing broken, trail rutted or uneven, grass is too wet, weeds, washroom is damaged, parking lot is full of snow |

Level 3 Appearance: We do not close parks or amenities for the following reasons

- Washroom paint is peeling
- Weeds
- Overgrown demonstration garden
- Grass is brown
- No flowers or ornamentals

Safety and functionality are objectively determined and are the minimum level of service. Our current staffing contingent is sufficient to keep our parks safe. Functionality issues are prioritized and remedied according to resources. Assessment and awareness of safety and functionality issues are depending on staff's availability, and in some cases, the general public raises these issues through various communications media.

Some examples of delayed response to operational issues include:

- Bigelow Bay replacement washroom is only partially complete
- Collecting data from usage counters which is required information for project and operational planning
- Engaging with stakeholders in a timely fashion to plan or work on projects – an example is Crawford Creek trail development
- Being able to work effectively with volunteer groups like the Salmo ATV Club to plan roles and responsibilities
- Installation/replacement of signage such as entry signs for Crescent Valley Beach and McDonalds Landing
- Responding to vandalism in a timely manner such as the removal of park boundary and information signs at Krestova Regional Park
- Monitoring and inspecting work of contractors and lessees to ensure that standards are being maintained like at Pass Creek or Sunshine Bay

Experiences are subjective, meaning everyone goes to a park for their own reason and their experiences are personal. Parks operators attempt to maintain the spaces to consider the all of the park uses and experiences, but cannot meet the needs of everyone. Appearance/aesthetics, the lowest priority. Luckily, most if not all of our parks have natural attributes. RDCK Parks is currently not staffed adequately to build and properly maintain common parks amenities like ornamental gardens or high quality sports fields, although we do own some of these.

Parks use is typically free of charge. Except for certain special events and parks bookings, and camping at Pass Creek and Glacier Creek regional Parks, and where they exist, sports field rentals at Pass Creek, Bonnington and Sunshine Bay, most parks use does not generate significant revenue. This is typical for municipal parks where the annual revenue recovery can be as little as 1% of expenses. However, this not a reason to lose site of the fact that consistent service levels are required to ensure there is regional parity.

The service budgets, recommended by Commissions and approved by the Board, do not consider regional standards or service, partly because none have been designed, but also because the parks vary in size, configuration, amenities and features, and funding, and because the park(s) in their electoral area is their priority. Parks improvement projects do not follow a concise plan year over year; they are ad hoc and according to funding and felt needs. Allocating staff to perform these duties creates annual variances. With

fixed resources, increasing the service level or scope/scale though developing new parks or amenities is detrimental to the current level of efficiency/effectiveness.

To support regional parks staff, contractors are also required to perform some of the work. The sophistication and the reliability of these contractors varies, but they support the operation by delivering various services within their niche. A list of contractors and their scope(s) are shown in Attachment A.

Current and expected new gaps in RDCK Regional Parks are shown below:

- In the past winter use of parks would see a sharp decline but today this is no longer the case. Regional Parks staff is now needing to support and respond to public demands for these types of activities:
    - Ice skating at Cottonwood, Bonnington and Morning Mountain Regional Parks
    - Snow shoeing, hiking and cross country skiing at all parks with trails.
- There are two major shifts happening in 2024. The contract for the Nelson Salmo and Areas E, F, G – for maintenance and janitorial services for 11 regional parks and the Pass Creek Exhibition Society lease of the Pass Creek Exhibition area in Pass Creek Regional Park are ending in 2024. This is expected to increase the number of contractors/employees to supervise and for our regional staff to develop and maintain amenities.
- All of our regional trails and parks require more frequent inspections for safety.
- General grounds work at each park is not being regularly up kept due to lack of resources, parks needs specific employees to help do this directed work. This will increase our supervision requirements.
- As staffing is limited the Regional Parks Manager and Supervisor are being drawn into maintenance work and is not allowing the Regional Parks Manager and Supervisor the time to complete permits/applications/grants/research requests/land questions.
- Horticultural work is required to keep parks aesthetically pleasing
- Invasive species control is required on a full time basis
- Danger tree assessment and management is based on a reactive model which could lead to increased liability for the RDCK
- Invasive species scale and scope has not been defined – understood to be significant
- New park development and new park projects require Regional Parks Managers and Operation Supervisor time to plan development and maintenance staff time to add amenities
- Lack of facilities to run parks out of (maintenance building – we run out of 4 storage places)
- The addition of recent new parks like Crawford Creek, Crescent Valley, Krestova and expansion of Cottonwood Lake and Waterloo Eddy plus potential future acquisitions

Also to note, the Regional Parks operation does not have a home base or central location for equipment storage, supplies, or staff gathering place. This adds to the logistical challenges; not having fleet (currently use Kootenay Carshare) or fleet maintenance means that the RDCK has limited equipment, utilizes rental vehicles which incur a high transportation cost.

In 2023, the RDCK initiated the development of a Parks and Trails Strategy, and hired RC+PERC consultants to deliver a report, with recommendations in mid to late 2024. The scope of that project includes analyzing RDCK parks operations, current and proposed future, comparing to other regional parks operations in the province and making recommendations for the most sustainable model.

## SECTION 3: DETAILED ANALYSIS

### 3.1 Financial Considerations – Cost and Resource Allocations:

| | | | |
|---|---|---|---|
| **Included in Financial Plan:** | ☐ Yes ☒ No | **Financial Plan Amendment:** | ☐ Yes ☒ No |
| **Debt Bylaw Required**: | ☐ Yes ☒ No | **Public/Gov't Approvals Required:** | ☐ Yes ☒ No |

The current staffing model is shown in attachment A. The parks operations overhead includes two full-time (FTE) staff, the manager and the supervisor who work year round. The seasonal parks operations team includes a total of 0.76 FTE for the entire year – spread across the various parks services.

The bulk of the seasonal work performed by parks is carried out within a small window. A lot of the work done during the parks busiest months is project-based – asset improvement and construction. The window could be expanded to allow for the improvement work to be done during the shoulder spring and fall instead of during the busy tourist season.

Staff options for consideration in 2024:

- Option 1 – $100,000 of new funding for a new maintenance and grounds personnel and $25,000 for work expenses.
- Option 2 – $62,000 of new funding to increase one existing seasonal employee to full-time, permanent, and $12,500 for work expenses. This is an increase of .62 FTE.
- Option 3 - $84,000 of new funding to increase both current .38 FTE seasonal employees to 0.8 FTE and $12,500 for work expenses. This is an increase of 0.84 FTE.
- Option 4 - $25,000 of new funding to increase both current .38 FTE to .50 FTEs and $7,800 for work expenses.

Future needs for staffing, as could be recommended by the Parks and Trails Strategy, will be discussed when that report is presented.

The costs presented would be costed to RDCK Regional Parks Services as per the Community Services Fee allocation model.

### 3.2 Legislative Considerations (Applicable Policies and/or Bylaws):

Parks operations mitigate risks given that use of the natural environment is inherently risky. Ensuring our owned spaced are hazard free and safe to use is the primary focus.

### 3.3 Environmental Considerations

RDCK Parks is a major partner in the delivery of RDCK Climate Action. Everything parks does, is in advocacy for climate action and conservation. The management of the natural environment also aligns with the triage for service – safety, functionality, and aesthetics. Xeriscaping demonstration gardens allow long-term evaluation of low-water use ornamental and natural plantings. Invasive species management through qualified parks personnel provides efficiency via real-time monitoring and controlling.

### 3.4 Social Considerations:

Parks are in high demand and provide immeasurable social benefit.

### 3.5 Economic Considerations:

Eco-tourism is a major component in the local economy. Residents depend on their local parks, but also leverage the Regional opportunities. The natural environment and the parks in the Region drive tourism.

### 3.6 Communication Considerations:

Staff will continue to communicate parks development and operational initiatives. The Parks and Trails Strategy will include Community Engagement and Communications.

### 3.7 Staffing/Departmental Workplace Considerations:

Staff will continue to work with RC+PERC to develop and facilitate the parks and trails strategy.

### 3.8 Board Strategic Plan/Priorities Considerations:

The delivery of Regional Park services is a core service for the RDCK.

Managing our assets in a sustainable manner.

## SECTION 4: OPTIONS & PROS / CONS

Option 1: Preferred - Increase staffing by 1 FTE –New full time maintenance & grounds staff position +$125K/year

- Pro: RDCK able to deliver a more consistent level of service regionally. This will provide the most opportunity to increase work capacity and coverage for staff leaves and response to operational incidents.
- Con: Highest cost

Option 2: Next Best - Increase staffing by .62 FTE – Increase one 0.38 seasonal staff to full time +$74.5K/year

- Pro: RDCK able to deliver a more consistent level of service regionally. This will increase work capacity and coverage for staff leaves and response to operational incidents outside of the present seasonal schedule.
- Con: Third highest cost. Work capacity will not increase during the busiest summer months.

Option 3: Increase staffing by .84 FTE - Increase two 0.38 seasonal staff to 0.8 FTE each +$96.5K/year

- Pro: RDCK able to deliver a more consistent level of service regionally. This will increase work capacity and coverage for staff leaves and response to operational incidents outside of the present seasonal schedule.
- Con: Second highest cost. Work capacity will not increase during the busiest summer months. This option has a higher risk of staff turnover over options 1 and 2 as neither position is full time.

Option 4: Increase staffing by .24 FTE - Increase two 0.38 seasonal staff to 0.5 FTE each +$32.8K/year

- Pro: RDCK able to deliver a more consistent level of service regionally. This will increase work capacity.
- Con: The least impact on costs. Work capacity will not increase during the busiest summer months. This option has a higher risk of staff turnover over options 1 and 2 as neither position is full time.

Option 5: Do not increase staffing

- Pro: No change to current work capacity.
- Con: Level of service for all RDCK parks and trails will diminish as more parks are acquired/developed/improved or the status quo changes.

## SECTION 5: RECOMMENDATIONS

Receive for information. Staff will bring the report back with a recommendation of Option 1 at the February Special Board meeting on February 16, 2024.

Respectfully submitted,
Craig Stanley – Regional Manager – Operations and Asset Management

## CONCURRENCE

| | |
|---|---|
| General Manager of Community Services – Joe Chirico | Approved |
| General Manager Finance, IT and Economic Development – Yev Malloff | Approved |
| Chief Administrative Officer – Stuart Horn | Approved |

Attachment A - Regional Parks Staffing Model
Attachment B – Background Information to Inform Staffing Report

| Employees | Regional or Specific Park | Type of work or contract | Number of hours (or approximate) | FTE |
|---|---|---|---|---|
| Full Time Employee | Regional | Regional Parks and Trails Manager | 1820 | 1.0 |
| Full Time Employee | Regional | Parks and Trails Operations Supervisor | 1820 | 1.0 |
| Full Time Employee | Regional | Parks and Community Services Planner (not operations staff) | 1820 | 1.0 |
| | | | | |
| **Seasonal Employees** | | | | |
| Seasonal Employee | Regional | Parks Projects Worker | 800 | 0.38 |
| Seasonal Employee | Regional | Parks Projects Worker | 800 | 0.38 |
| | | | Total Part Time Seasonal | **0.76** |
| | | | | |
| **Contractors /Employees For Specific Regional Parks Services** | | | | |
| Temporary Seasonal Employee | Park Specific | Horticultural/Invasives/xeriscape | 700 | 0.33 |
| Temporary Seasonal Employee | Park Specific - Galena Trail | Trail Lead | 450-550 | 0.25 |
| Temporary Seasonal Employee | Park Specific - Ainsworth | Janitorial - grounds | 175 | 0.10 |
| Contractor | NSEFG Park and Trail Specific | Large contract up 2024 - Janitorial/Grounds/fields/grass) | 12 months - year round | |
| Contractor | Sunshine Bay | Maintenace and Grounds (fields/grass) | 6 months - (washrooms 12 months) | |
| Contractor | Winlaw Park | Janitorial and Grounds (grass) | 5 months | |
| Contractor | Lardeau Park | Janitorial and Grounds | 12 months - year round | |
| Contractor | Glacier Campground | Campground Host | 5 months | |
| Contractor | Pass Creek Park/Campground | Campground Host and Grounds (fields/grass) | 6 months | |
| Contractor | Crescent Valley Beach | Janitorial and Grounds | 12 months - year round | |
| Contractor | Crawford Creek | Regional Park with management plan in development | Year round | To Be Decided |
| Contractor | Creston Valley | Regional Park planning in progress | | |
| | | | | |

# Regional Parks & Trails

## Background Information to inform Staffing Report

V1, JANUARY 2024

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## Regional Parks & Trails System

The Community Services Department operates 26 Regional Parks within the RDCK. The regional parks function has been in place since 1969. Of the 26 Regional Parks 16 are designated as Waterfront Access Parks, 5 are designated as Multiple Purpose Parks, 2 are designated as Waterfront Access/Multiple Purpose Parks, and 3 are designated as Regional Trails. There are 7 Regional Park Service Areas and 9 Regional Park Commissions.

The following is a brief overview of the parks and trails system information found in this document

**Regional Park System Size/Location**

- 24 Regional Parks & 3 Regional Trails
- 580 hectares of Regional Parkland
- About 100 km of developed Regional Trails
- Located in 8 Electoral Areas and 4 Municipalities
- There are 7 Park Services guided by 9 Park Commissions/Committees

**System History**

- 50 years of acquiring parkland (1971-2021)
- The first acquired park was Pass Creek Regional Park in 1971. The last park acquired was Krestova Regional Park in 2023.
- Over the last 10 years (2012-2022):
    - Acquired 152 hectares (376 acres) of private land at Cottonwood Lake Regional Park, Crawford Creek Regional Park, Crescent Valley Beach Regional Park (donation), Krestova Regional Park, Taghum Beach Regional Park and Waterloo Eddy Regional Park
    - Added 7 new Regional Parks totalling 162 hectares (400 acres) including Balfour Beach Regional Park, Crawford Creek Regional Park, Crescent Valley Beach Regional Park, Krestova Regional Park, Lardeau Regional Park, McDonalds Landing Regional Park, Morning Mountain Regional Park, Waterloo Eddy Regional Park.

**System Lands & Properties**

- Numerous property types, tenures and land agreements
- 68 fee simple properties owned by RDCK, 14 Provincial Crown Tenures, 4 Agreement with BCTFA

**Municipal Context**

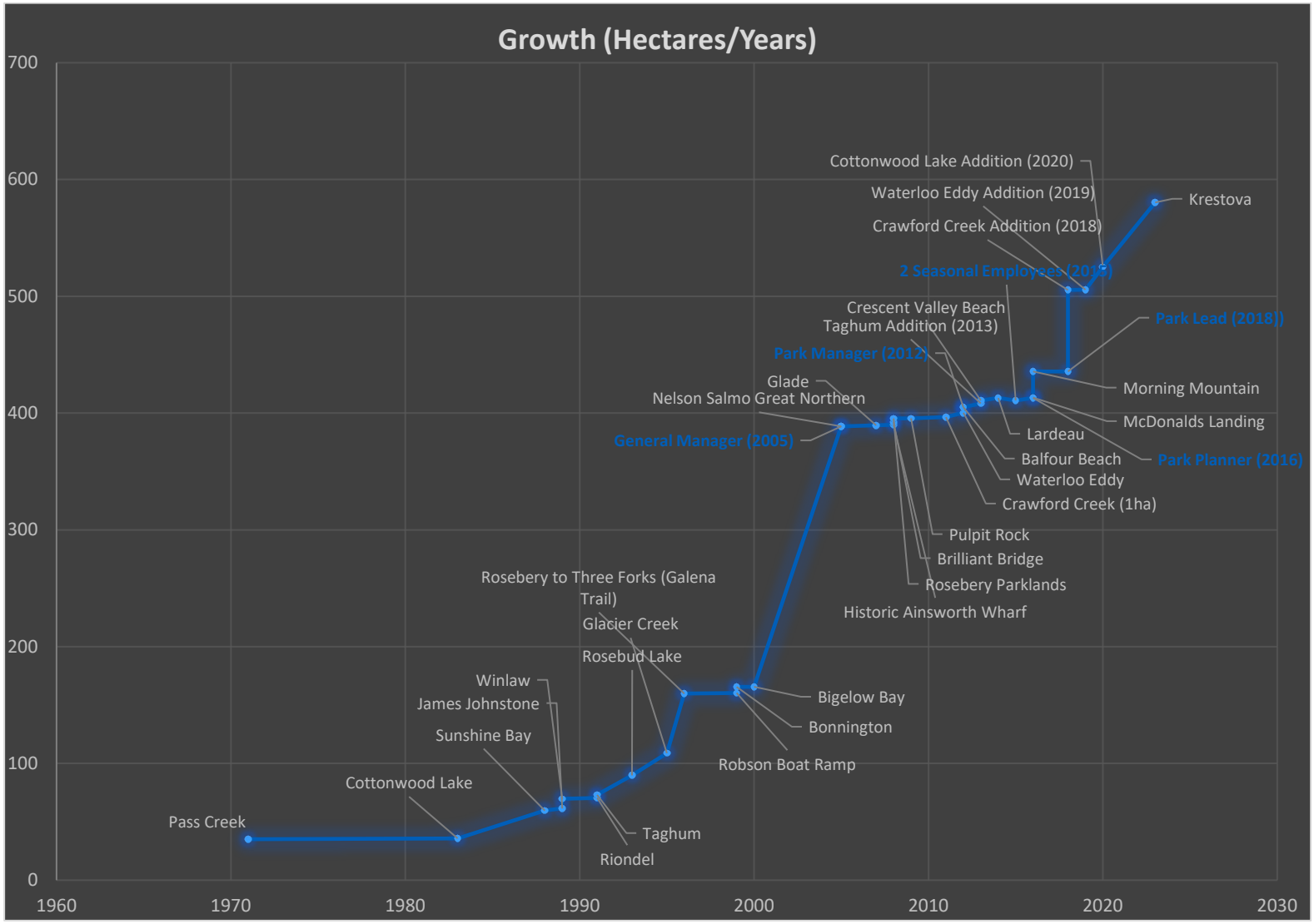
- There are about 75 parks operated and maintained by Municipalities.
- About 173 hectares (427 acres) of Municipal Parks.
- There are 13 Regional Parks and 3 Regional Trails located within a 10 minute drive time of Municipalities.

## SEQUENCE OF EVENTS

## a) Acquisition of Regional Parks

| PARK NAME | ABBREV. | YEAR ESTABLISHED | AREA (HA) |
|---|---|---|---|
| 1. Balfour Beach Regional Park | BBRP | 2012 | 4.7 |
| 2. Bigelow Bay Regional Park | BIGP | 2000 | 0.07 |
| 3. Bonnington Regional Park | BRP | 1999 | 5.2 |
| 4. Brilliant Bridge Regional Park | BRIP | 2008 | 2.4 |
| 5. Cottonwood Lake Regional Park | CLRP | 1983 | 20.4 |
| 6. Crawford Creek Regional Park | CCRP | 2018 | 70.7 |
| 7. Crescent Valley Beach Regional Park | CVB | 2013 | 2.5 |
| 8. Glacier Creek Regional Park | GCRP | 1995 | 19 |
| 9. Glade Regional Park | GLAP | 2007 | 0.9 |
| 10. Historic Ainsworth Wharf Regional Park | HAWP | 2008 | 0.4 |
| 11. James Johnstone Regional Park | JAMP | 1989 | 1.8 |
| 12. Krestova Regional Park | KRP | 2023 | 55.0 |
| 13. Lardeau Regional Park | LARP | 2014 | 2.1 |
| 14. McDonalds Landing Regional Park | MDL | 2016 | 0.3 |
| 15. Morning Mountain Regional Park | MMRP | 2016 | 22.4 |
| 16. Nelson Salmo Great Northern Trail* | GNT | 2005 | 223 |
| 17. Pass Creek Regional Park | PCRP | 1971 | 35.1 |
| 18. Pulpit Rock Access Regional Trail | PULT | 2009 | 0.09 |
| 19. Riondel Regional Park | RIOP | 1991 | 0.9 |
| 20. Robson Boat Ramp Regional Park | ROBP | 1999 | 0.6 |
| 21. Rosebery Parklands Regional Park | RPRP | 2008 | 3.1 |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail)* | GAT | 1996 | 51 |
| 23. Rosebud Lake Regional Park | RLRP | 1993 | 16.7 |
| 24. Sunshine Bay Regional Park | SUBP | 1988 | 23.8 |
| 25. Taghum Beach Regional Park | TAGP | 1991 | 5.9 |
| 26. Waterloo Eddy Regional Park | WERP | 2012 | 4.1 |
| 27. Winlaw Regional and Nature Park | WINP | 1989 | 8.2 |
| SYSTEM TOTAL | | | 580.4 ha |

## b) Acquisition of Regional Parks Timeline



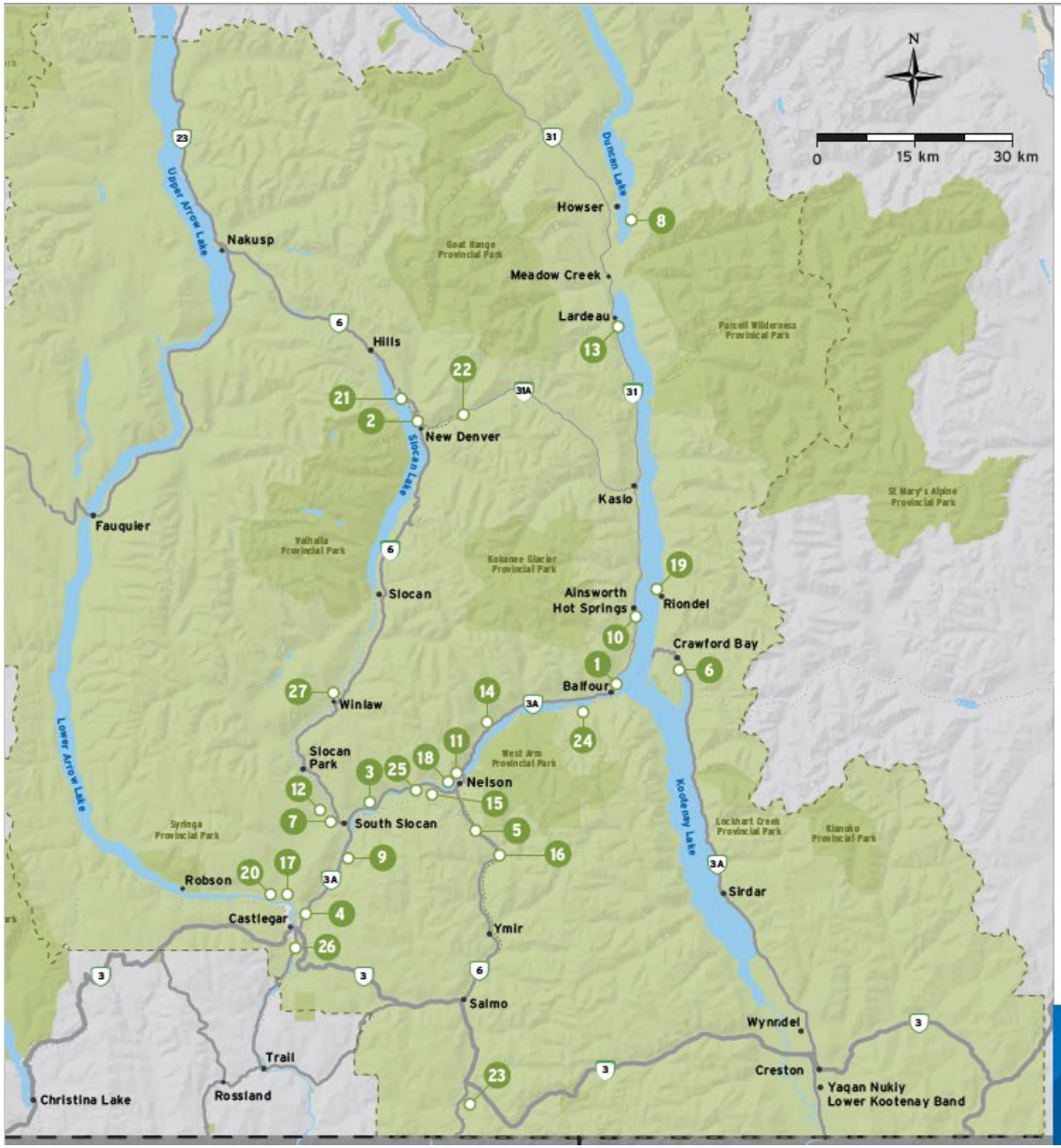
# SYSTEM SIZE AND SERVICE DELIVERY METHOD

Crescent Valley Beach Regional Park

## c) Official Park Names, Host Electoral Areas/Municipalities, Service Participants and Areas

| PARK NAME | TYPE | HOST AREA | SUBREGION | AREA (HA) |
|---|---|---|---|---|
| 1. Balfour Beach Regional Park | Park | Area E | Nelson, Salmo, Area E, Area F, Area G | 4.7 |
| 2. Bigelow Bay Regional Park | Park | New Denver | Slocan, Silverton, New Denver, Area H | 0.07 |
| 3. Bonnington Regional Park | Park | Area F | Nelson, Salmo, Area E, Area F, Area G | 5.2 |
| 4. Brilliant Bridge Regional Park | Park | Area J, Area I, Castlegar | Castlegar, Area I, Area J | 2.4 |
| 5. Cottonwood Lake Regional Park | Park | Area E | Nelson, Salmo, Area E, Area F, Area G | 20.4 |
| 6. Crawford Creek Regional Park | Park | Area A | Area A | 70.7 |
| 7. Crescent Valley Beach Regional Park | Park | Area H | Slocan, Silverton, New Denver, Area H | 2.5 |
| 8. Glacier Creek Regional Park | Park | Area D | Kaslo, Area D | 19 |
| 9. Glade Regional Park | Park | Area I | Castlegar, Area I, Area J | 0.9 |
| 10. Historic Ainsworth Wharf Regional Park | Park | Area D | Kaslo, Area D | 0.4 |
| 11. James Johnstone Regional Park | Park | Area F | Nelson, Salmo, Area E, Area F, Area G | 1.8 |
| 12. Krestova Regional Park | Park | Area H | Area H | 55.0 |
| 13. Lardeau Regional Park | Park | Area D | Kaslo, Area D | 2.1 |
| 14. McDonalds Landing Regional Park | Park | Area F | Nelson, Salmo, Area E, Area F, Area G | 0.3 |
| 15. Morning Mountain Regional Park | Park | Area E | Nelson, Salmo, Area E, Area F, Area G | 22.4 |
| 16. Nelson Salmo Great Northern Trail* | Trail | Area E, Area G<br>Area F, Nelson | Nelson, Salmo, Area E, Area F, Area G | 223 |
| 17. Pass Creek Regional Park | Park | Area J | Castlegar, Area I, Area J | 35.1 |
| 18. Pulpit Rock Access Regional Trail | Trail | Area F | Nelson, Salmo, Area E, Area F, Area G | 0.09 |
| 19. Riondel Regional Park | Park | Area A | Area A | 0.9 |
| 20. Robson Boat Ramp Regional Park | Park | Area J | Castlegar, Area I, Area J | 0.6 |
| 21. Rosebery Parklands Regional Park | Park | Area H | Slocan, Silverton, New Denver, Area H | 3.1 |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail)* | Trail | Area H | Slocan, Silverton, New Denver, Area H | 51 |
| 23. Rosebud Lake Regional Park | Park | Area G | Nelson, Salmo, Area E, Area F, Area G | 16.7 |
| 24. Sunshine Bay Regional Park | Park | Area E | Nelson, Salmo, Area E, Area F, Area G | 23.8 |
| 25. Taghum Beach Regional Park | Park | Area E | Nelson, Salmo, Area E, Area F, Area G | 5.9 |
| 26. Waterloo Eddy Regional Park | Park | Area H | Slocan, Silverton, New Denver, Area H | 4.1 |
| 27. Winlaw Regional and Nature Park | Park | Area H | Slocan, Silverton, New Denver, Area H | 8.2 |
| SYSTEMS TOTAL: 26 Regional Park & Regional Trails | 3 Trails<br>24 Parks | 8 Electoral Areas<br>1 Municipality | 5 Subregions | 580.4 ha |

## d) Regional Parks & Trails Map




# Regional Parks & Trails

*Yours to explore and enjoy.*

1. Balfour Beach Regional Park
2. Bigelow Bay Regional Park
3. Bonnington Regional Park
4. Brilliant Bridge Regional Park
5. Cottonwood Lake Regional Park
6. Crawford Creek Regional Park
7. Crescent Valley Beach Regional Park
8. Glacier Creek Regional Park
9. Glade Regional Park
10. Historic Ainsworth Wharf Regional Park
11. James Johnstone Regional Park
12. Krestova Regional Park
13. Lardeau Regional Park
14. McDonalds Landing Regional Park
15. Morning Mountain Regional Park
16. Nelson Salmo Great Northern Trail
17. Pass Creek Regional Park
18. Pulpit Rock Access Regional Park
19. Riondel Regional Park
20. Robson Boat Ramp Regional Park
21. Rosebery Parklands Regional Park
22. Rosebery to Three Forks Regional Trail
23. Rosebud Lake Regional Park
24. Sunshine Bay Regional Park
25. Taghum Beach Regional Park
26. Waterloo Eddy Regional Park
27. Winlaw Regional and Nature Park

### Primary Park Type

- Multiple Purpose Park (6)
- Waterfront Access Park (16)
- Regional Trails (3)
- Waterfront Access & Multiple Purpose Park (2)

### Did you know?

- We manage over 580 hectares (1435 acres) of parkland for the public to enjoy.
- Common amenities include beaches, bike parks, picnic areas, sports fields, swimming areas, trestles, fire pits, ball diamonds and boat launches.
- Camping is available at Glacier Creek Regional Park and Pass Creek Regional Park.

REGIONAL DISTRICT CENTRAL KOOTENAY

rdck.ca/parks
Phone: 250.352.1574
Email: parks@rdck.bc.ca

## e) Regional Park Size By Electoral Area

| PARK | AREA A | AREA B | AREA C | AREA D | AREA E | AREA F | AREA G | AREA H | AREA I | AREA J | AREA K | CASTLEGAR | CRESTON | KASLO | NAKUSP | NELSON | NEW DENVER | SALMO | SILVERTON | SLOCAN |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | | | | | 4.7 | | | | | | | | | | | | | | | |
| 2. Bigelow Bay Regional Park | | | | | | | | | | | | | | | | | 0.07 | | | |
| 3. Bonnington Regional Park | | | | | | 5.2 | | | | | | | | | | | | | | |
| 4. Brilliant Bridge Regional Park | | | | | | | | | 0.46 | 1.8 | | 0.14 | | | | | | | | |
| 5. Cottonwood Lake Regional Park | | | | | 20.4 | | | | | | | | | | | | | | | |
| 6. Crawford Creek Regional Park | 70.7 | | | | | | | | | | | | | | | | | | | |
| 7. Crescent Valley Beach Regional Park | | | | | | | | 2.5 | | | | | | | | | | | | |
| 8. Glacier Creek Regional Park | | | | 19 | | | | | | | | | | | | | | | | |
| 9. Glade Regional Park | | | | | | | | | 0.9 | | | | | | | | | | | |
| 10. Historic Ainsworth Wharf Regional Park | | | | 0.4 | | | | | | | | | | | | | | | | |
| 11. James Johnstone Regional Park | | | | | | 1.8 | | | | | | | | | | | | | | |
| 12. Krestova Regional Park | | | | | | | | 55.0 | | | | | | | | | | | | |
| 13. Lardeau Regional Park | | | | 2.1 | | | | | | | | | | | | | | | | |
| 14. McDonalds Landing Regional Park | | | | | | 0.3 | | | | | | | | | | | | | | |
| 15. Morning Mountain Regional Park | | | | | 22.4 | | | | | | | | | | | | | | | |
| 16. Nelson Salmo Great Northern Trail | | | | | 40 | | 168 | | | | | | | | | 15 | | | | |
| 17. Pass Creek Regional Park | | | | | | | | | | 35.1 | | | | | | | | | | |
| 18. Pulpit Rock Access Regional Trail | | | | | | 0.09 | | | | | | | | | | | | | | |
| 19. Riondel Regional Park | 0.9 | | | | | | | | | | | | | | | | | | | |
| 20. Robson Boat Ramp Regional Park | | | | | | | | | | 0.6 | | | | | | | | | | |
| 21. Rosebery Parklands Regional Park | | | | | | | | 3.1 | | | | | | | | | | | | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | | | | | | | | 47.0 | | | | | | | | | 4.0 | | | |
| 23. Rosebud Lake Regional Park | | | | | | | 16.7 | | | | | | | | | | | | | |
| 24. Sunshine Bay Regional Park | | | | | 23.8 | | | | | | | | | | | | | | | |
| 25. Taghum Beach Regional Park | | | | | 5.9 | | | | | | | | | | | | | | | |
| 26. Waterloo Eddy Regional Park | | | | | | | | | | 4.1 | | | | | | | | | | |
| 27. Winlaw Regional and Nature Park | | | | | | | | 8.2 | | | | | | | | | | | | |
| **TOTAL (ha)** | **71.6** | | | **21.5** | **117** | **7.4** | **185** | **115.8** | **1.36** | **41.6** | | **0.14** | | | | **15** | **4.07** | | | |
| **Park (ha) per 1000 EA population** | **31.9** | | | **14.7** | **30.0** | **1.8** | **112** | **22.9** | **0.5** | **11.8** | | **n/a** | | | | **n/a** | **n/a** | | | |
| **SYSTEM TOTAL (ha)** | **580.5** | | | | | | | | | | | | | | | | | | | |

# FUN THINGS TO SEE & DO

Balfour Beach Regional Park

## a) Park Amenity Listing

| PARK | BOARDWALK(S) | BALL DIAMOND | BEACH | BIKE PARK or AREA | BOAT LAUNCH | BOAT DOCK | FOOTBRIDGE/ TRESTLE | CAMPGROUND | EQUESTIRIAN FACILITIES | FIRE PITS | HAND LAUNCH | HERITAGE FEATRURE | LAKE , CREEK or RIVER | PARKING | PICNIC SHELTER | PLAYGROUND | TOILET (PIT) | NATURAL AREAS | TRAILS | TRAILS (ACCESSIBLE) | SKATEPARK | SPORTS FIELD | SPORTS COURTS | FISHING PLATFORM | SWIM PLATFORM | SWIM AREA (DEFINED) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | | | ■ | | | | | | | | | | ■ | | | | | ■ | ■ | | | | | | | |
| 2. Bigelow Bay Regional Park | | | ■ | | | | | | | | ■ | | ■ | ■ | | | ■ | ■ | ■ | | | | | | ■ | |
| 3. Bonnington Regional Park | | ■ | | ■ | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | ■ | | | ■ | ■ | | | |
| 4. Brilliant Bridge Regional Park | | | | | | | ■ | | | | | ■ | ■ | | | | | | ■ | | | | | | | |
| 5. Cottonwood Lake Regional Park | | | ■ | | | | | | | ■ | ■ | | ■ | ■ | ■ | | ■ | ■ | ■ | ■ | | | | ■ | | |
| 6. Crawford Creek Regional Park | | | ■ | | | | | | | | ■ | | ■ | ■ | | | | ■ | ■ | | | | | | | |
| 7. Crescent Valley Beach Regional Park | | | ■ | | | | | | | | | | ■ | ■ | ■ | | ■ | ■ | ■ | ■ | | | | | | |
| 8. Glacier Creek Regional Park | | | ■ | | ■ | | | ■ | | ■ | ■ | | ■ | ■ | ■ | | ■ | ■ | ■ | | | | | | ■ | |
| 9. Glade Regional Park | | | | | ■ | ■ | | | | | ■ | | ■ | ■ | | | | | | | | | | | | |
| 10. Historic Ainsworth Wharf Regional Park | | | | | | | | | | | ■ | ■ | ■ | ■ | | | | | | | | | | ■ | | |
| 11. James Johnstone Regional Park | | | | | | | | | | ■ | | | ■ | | | | ■ | ■ | ■ | | | | | | | |
| 12. Krestova Regional Park | | | | | | | | | | | | | | | | | | ■ | ■ | | | | | | | |
| 13. Lardeau Regional Park | | | ■ | | ■ | | | | | | ■ | | ■ | ■ | | | | ■ | | | | | | | | |
| 14. McDonalds Landing Regional Park | | | ■ | | | ■ | | | | | ■ | | ■ | | ■ | | | | | | | | | | | |
| 15. Morning Mountain Regional Park | | | | ■ | | | | | | | | | | ■ | ■ | | ■ | ■ | ■ | | | | | | | |
| 16. Nelson Salmo Great Northern Trail | | | | | | | ■ | | | | | | | ■ | | | | ■ | ■ | ■ | ■ | | | | | |
| 17. Pass Creek Regional Park | | ■ | | | | | | ■ | ■ | ■ | | | ■ | ■ | ■ | ■ | ■ | ■ | ■ | ■ | | ■ | | | | |
| 18. Pulpit Rock Access Regional Trail | | | | | | | | | | | | | | ■ | | | | ■ | ■ | | | | | | | |
| 19. Riondel Regional Park | | ■ | | | | | | | | | | | | | | | | | | | | ■ | | | | |
| 20. Robson Boat Ramp Regional Park | | | | | ■ | ■ | | | | | | | ■ | | | | | | | | | | | | | |
| 21. Rosebery Parklands Regional Park | | | ■ | | | | | | | | ■ | | ■ | ■ | | | ■ | ■ | ■ | | | | | | | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | | | | | | | ■ | | | | | ■ | ■ | ■ | | | ■ | ■ | ■ | ■ | | | | | | |
| 23. Rosebud Lake Regional Park | | | | | | | | | | | | | ■ | ■ | | | | ■ | ■ | | | | | | | |
| 24. Sunshine Bay Regional Park | | ■ | ■ | ■ | ■ | ■ | | | ■ | ■ | ■ | | ■ | ■ | ■ | ■ | ■ | ■ | ■ | | | ■ | ■ | ■ | | |
| 25. Taghum Beach Regional Park | | | ■ | | | | | | | ■ | ■ | | ■ | ■ | | | ■ | ■ | ■ | ■ | | | | | | ■ |
| 26. Waterloo Eddy Regional Park | | | | | ■ | | | | | | ■ | | ■ | ■ | | | | ■ | | | | | | | | |
| 27. Winlaw Regional and Nature Park | ■ | | ■ | | | | | | | | ■ | | | ■ | ■ | | ■ | ■ | ■ | ■ | | | | | | |
| SYSTEM TOTAL | 1 | 4 | 12 | 3 | 6 | 4 | 3 | 2 | 2 | 6 | 13 | 3 | 20 | 20 | 9 | 3 | 13 | 21 | 20 | 7 | 1 | 4 | 2 | 3 | 2 | 1 |

## b) Park Activity Listing

| PARK | ATV or DIRT BIKING | BEACH ACTIVITIES | BIIKING (GRAVEL TRAIL) | BIKING (MOUNTAIN) | BIRD WATCHING | CAMPING | CANOE, KAYAK or SUP | CROSS COUNTRY SKIING | DOG WALKING | FISHING | HORSEBACK RIDING | ICE SKATING | INTERPRETIVE INFO | MOTORIZED BOATING | NATURE APPRECIATION | PICKNICKING | SKATEBOARDING | SPORT COURT ACTIVITIES | SPORT FIELD ACTIVTIES | SNOWSHOE/ FATBIKING | SOFTBALL or BASEBALL | SWIMMING | WALKING/ RUNNING |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | | | ■ | ■ | | | | | | ■ | ■ |
| 2. Bigelow Bay Regional Park | | ■ | | | ■ | | ■ | | | ■ | | | | | ■ | ■ | | | | | | ■ | |
| 3. Bonnington Regional Park | | | | ■ | ■ | | | | ■ | | | ■ | | | ■ | ■ | | ■ | ■ | | ■ | | ■ |
| 4. Brilliant Bridge Regional Park | | | ■ | | ■ | | | | ■ | | | | ■ | | ■ | | | | | | | | ■ |
| 5. Cottonwood Lake Regional Park | | ■ | ■ | | ■ | | ■ | ■ | ■ | ■ | | ■ | | ■ | ■ | ■ | | | | | | ■ | ■ |
| 6. Crawford Creek Regional Park | | ■ | | ■ | ■ | | ■ | ■ | ■ | ■ | | | | | ■ | ■ | | | | | | ■ | ■ |
| 7. Crescent Valley Beach Regional Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | ■ | | ■ | ■ | | | | | | | |
| 8. Glacier Creek Regional Park | | ■ | | | ■ | ■ | ■ | | ■ | ■ | | | | ■ | ■ | ■ | | | | | | ■ | ■ |
| 9. Glade Regional Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | | ■ | ■ | ■ | | | | | | ■ | ■ |
| 10. Historic Ainsworth Wharf Regional Park | | | | | ■ | | ■ | | | ■ | | | | | ■ | ■ | | | | | | | |
| 11. James Johnstone Regional Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | | | ■ | ■ | | | | | | ■ | ■ |
| 12. Krestova Regional Park | | | | ■ | ■ | | | ■ | ■ | | ■ | | | | ■ | ■ | | | | | | | ■ |
| 13. Lardeau Regional Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | | ■ | ■ | ■ | | | | | | ■ | ■ |
| 14. McDonalds Landing Regional Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | | | ■ | ■ | | | | | | ■ | ■ |
| 15. Morning Mountain Regional Park | | | | ■ | ■ | | | | ■ | | | ■ | | | ■ | ■ | | | | ■ | | | ■ |
| 16. Nelson Salmo Great Northern Trail | ■ | | ■ | | ■ | | | ■ | ■ | | | | | | ■ | ■ | ■ | | | | | | ■ |
| 17. Pass Creek Regional Park | | ■ | | | ■ | ■ | | | ■ | ■ | | | | | ■ | ■ | | | ■ | | ■ | ■ | ■ |
| 18. Pulpit Rock Access Regional Trail | | | | | ■ | | | | ■ | | | | | | ■ | | | | | | | | ■ |
| 19. Riondel Regional Park | | | | | ■ | | | | | | | | | | ■ | ■ | | | ■ | | | | ■ |
| 20. Robson Boat Ramp Regional Park | | | | | | | | | | ■ | | | | ■ | ■ | | | | | | | | |
| 21. Rosebery Parklands Regional Park | | ■ | ■ | ■ | ■ | | ■ | | ■ | ■ | | | | | ■ | ■ | | | | | | ■ | ■ |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | | | ■ | ■ | ■ | | | ■ | ■ | | | | | | ■ | ■ | | | | ■ | | | ■ |
| 23. Rosebud Lake Regional Park | | | | | ■ | | ■ | | ■ | ■ | ■ | | | | ■ | ■ | | | | | | | |
| 24. Sunshine Bay Regional Park | | ■ | | ■ | ■ | | ■ | | ■ | ■ | ■ | | | ■ | ■ | ■ | | ■ | ■ | | ■ | ■ | ■ |
| 25. Taghum Beach Regional Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | | | ■ | ■ | | | | | | ■ | ■ |
| 26. Waterloo Eddy Regional Park | | | | | ■ | | ■ | | ■ | ■ | | | | | ■ | ■ | | | | | | ■ | ■ |
| 27. Winlaw Regional and Nature Park | | ■ | | | ■ | | ■ | | ■ | ■ | | | ■ | | ■ | ■ | | | | | | ■ | ■ |
| SYSTEM TOTAL | 1 | 15 | 5 | 7 | 26 | 2 | 17 | 5 | 23 | 29 | 3 | 3 | 3 | 6 | 27 | 24 | 1 | 2 | 4 | 2 | 3 | 15 | 22 |

## OWNERSHIP AND TENURE TYPES

Crawford Creek Regional Park

## a) Park Areas (ha) and Ownership/Tenure Type

| PARK | TOTAL AREA (HA) | RDCK FEE SIMPLE | RDCK EASEMENT/ SRW | CROWN LICENCE./ LEASE | BCTFA (MOTI) | PARKLAND DEDICATION (LAND) | OTHER AGREEMENT |
|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | 4.7 | | | 4.7 | | | |
| 2. Bigelow Bay Regional Park | 0.07 | | | 0.07 | | | |
| 3. Bonnington Regional Park | 5.2 | 5.2 | | | | | |
| 4. Brilliant Bridge Regional Park | 2.4 | 0.4 | 1 | 1 | | | |
| 5. Cottonwood Lake Regional Park | 20.4 | 20.4 | | | | | |
| 6. Crawford Creek Regional Park | 70.7 | 70.6 | 0.1 | | | | |
| 7. Crescent Valley Beach Regional Park | 2.5 | 2.5 | | | | | |
| 8. Glacier Creek Regional Park | 19 | | | 19 | | | |
| 9. Glade Regional Park | 0.9 | | | | | | 0.9 |
| 10. Historic Ainsworth Wharf Regional Park | 0.4 | 0.1 | | 0.3 | | | |
| 11. James Johnstone Regional Park | 1.8 | 1.8 | n/a | | | | |
| 12. Krestova Regional Park | 55.0 | 55.0 | | | | | |
| 13. Lardeau Regional Park | 2.1 | | | 2.1 | | | |
| 14. McDonalds Landing Regional Park | 0.3 | | | 0.02 | 0.28 | | |
| 15. Morning Mountain Regional Park | 22.4 | 0.7 | | 21.7 | | | |
| 16. Nelson Salmo Great Northern Trail | 223 | | | | 223 | | |
| 17. Pass Creek Regional Park | 35.1 | 35.1 | | | | | |
| 18. Pulpit Rock Access Regional Trail | 0.09 | 0.09 | | | | | |
| 19. Riondel Regional Park | 0.9 | 0.9 | | | | | |
| 20. Robson Boat Ramp Regional Park | 0.6 | | | 0.6 | | | |
| 21. Rosebery Parklands Regional Park | 4.1 | 3.1 | 1 | | | | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | 51 | | 0.5 | 50.5 | | | |
| 23. Rosebud Lake Regional Park | 16.7 | 16.7 | | | | | |
| 24. Sunshine Bay Regional Park | 23.6 | 19.9 | | 0.2 | 3.5 | | |
| 25. Taghum Beach Regional Park | 6.4 | 3.4 | | 1.9 | | | 1.1 |
| 26. Waterloo Eddy Regional Park | 4.1 | 0.2 | 0.01 | 3.8 | | 0.1 | |
| 26. Winlaw Regional and Nature Park | 8.2 | 8.2 | | | | | |
| TOTAL AREA | 581.66 | 244.29 | 2.61 | 105.89 | 226.78 | 0.1 | 2.0 |
| % OF SYSTEM | - | 42% | 0.5% | 18% | 39% | - | 0.3% |

## b) Property Details and Origins

| PARK | ACQUISITION DATE | ORIGIN | RDCK OWNED | RDCK EASEMENT | PROVINCIAL CROWN | BCTFA (MOTI) | OTHER AGREEMENT |
|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | 2012 | Crown UREP | | | 1 | | |
| 2. Bigelow Bay Regional Park | 2000 | Crown | | | 1 | | |
| 3. Bonnington Regional Park | 1999 | Crown to BID (1994) | 1 | | | | |
| 4. Brilliant Bridge Regional Park | 2008 | CCUB | 1 | 1 | 1 | | |
| 5. Cottonwood Lake Regional Park | 1983 | Provincial Park | 2 | | | | |
| 6. Crawford Creek Regional Park | 2018 | Private | 28 | 1 | | | |
| 7. Crescent Valley Beach Regional Park | 2013 | Private | 1 | | | | |
| 8. Glacier Creek Regional Park | 1995 | Forest Service Rec. Area | | | 1 | | |
| 9. Glade Regional Park | 2007 | Columbia Power | | | | | 1 |
| 10. Historic Ainsworth Wharf Regional Park | 2008 | Federal Wharf, Crown | 1 | | 1 | | |
| 11. James Johnstone Regional Park | 1989 | Provincial Park | 2 | 1 | | | |
| 12. Krestova Regional Park | 2023 | Private | 2 | | | | |
| 13. Lardeau Regional Park | 2014 | Crown | | | 1 | | |
| 14. McDonalds Landing Regional Park | 2016 | Federal Wharf, Crown | | | 1 | 1 | |
| 15. Morning Mountain Regional Park | 2016 | Private, Crown | 1 | | 1 | | |
| 16. Nelson Salmo Great Northern Trail | 2005 | BNSF Railway | | | | 2* | |
| 17. Pass Creek Regional Park | 1971 | Crown | 18 | | | | |
| 18. Pulpit Rock Access Regional Trail | 2009 | Private | 1 | | | | |
| 19. Riondel Regional Park | Unknown | Unknown | 1 | | | | |
| 20. Robson Boat Ramp Regional Park | 1999 | Crown | | | 1 | | |
| 21. Rosebery Parklands Regional Park | 2008 | Society | 1 | 3 | | | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | 1996 | N&S Railway, Crown | | 2 | 1 | | |
| 23. Rosebud Lake Regional Park | 1993 | Private, Crown | 3 | | | | |
| 24. Sunshine Bay Regional Park | Unknown | Crown, MOTI | 3 | | 1 | 1 | |
| 25. Taghum Beach Regional Park | 1991 | Crown, Teck | 1 | | 1 | | 1 |
| 26. Waterloo Eddy Regional Park | 2012 | Crown, Private | 1 | 1 | 1 | | |
| 27. Winlaw Regional and Nature Park | 1989 | Crown UREP (1971) | 1 | | | | |
| SYSTEM TOTAL | 1971-2023 | Various Origins | 69 | 9 | 13 | 4 | 2 |

Notes:

- 50 years of acquiring parkland (1971-2021)
- First acquisition: Pass Creek Regional Park acquired in 1971.
- Last acquisition: Krestova Regional Park in 2023.
- *NSGNT consist of 28 fee simple parcels owned by the Province (BCTFA/MOTI)

# LAND AND ASSET VALUES

Cottonwood Lake Regional Park

## a) Property Assessment of RDCK Fee Simple Land Value

| PARK | ASSESSED VALUE RDCK OWNED LAND | ASSESSED VALUE OTHER LAND |
|---|---|---|
| 1. Balfour Beach Regional Park | | Unknown |
| 2. Bigelow Bay Regional Park | | Unknown |
| 3. Bonnington Regional Park | $495,000 | |
| 4. Brilliant Bridge Regional Park | $20,500 | |
| 5. Cottonwood Lake Regional Park | $1,082,000 | |
| 6. Crawford Creek Regional Park | $3,797,000 | |
| 7. Crescent Valley Beach Regional Park | $583,000 | |
| 8. Glacier Creek Regional Park | | Unknown |
| 9. Glade Regional Park | | Unknown |
| 10. Historic Ainsworth Wharf Regional Park | $409,000 | |
| 11. James Johnstone Regional Park | $1,905,000 | |
| 12. Krestova Regional Park | $870,000 | |
| 13. Lardeau Regional Park | | Unknown |
| 14. McDonalds Landing Regional Park | | Unknown |
| 15. Morning Mountain Regional Park | $183,000 | |
| 16. Nelson Salmo Great Northern Trail | | $5,590,300 |
| 17. Pass Creek Regional Park | $3,567,000 | |
| 18. Pulpit Rock Access Regional Trail | $84,700 | |
| 19. Riondel Regional Park | $225,000 | |
| 20. Robson Boat Ramp Regional Park | | $131,000 |
| 21. Rosebery Parklands Regional Park | $1,415,000 | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | | $1,636,200 |
| 23. Rosebud Lake Regional Park | $388,000 | $501,000 |
| 24. Sunshine Bay Regional Park | $3,979,000 | $1,837,000 |
| 25. Taghum Beach Regional Park | $627,000 | $1,323,000 |
| 26. Waterloo Eddy Regional Park | $265,000 | Unknown |
| 27. Winlaw Regional and Nature Park | $349,000 | |
| TOTAL | $20,244,800 | $11,018,500 |
| SYSTEM TOTAL | $31,263,300* | |

Notes:

- It is estimated that 15% of parkland area has an unknown valuation.
- Land valuation is based on 2023 BCAA Assessed Value and does not include improvements.

## b) Facility Assessment – Improvement Costs

| PARK | IMPROVEMENT COST |
|---|---|
| 1. Balfour Beach Regional Park | Not Available |
| 2. Bigelow Bay Regional Park | Not Available |
| 3. Bonnington Regional Park | $368,610 |
| 4. Brilliant Bridge Regional Park | $491,950 |
| 5. Cottonwood Lake Regional Park | Not Available |
| 6. Crawford Creek Regional Park | Not Available |
| 7. Crescent Valley Beach Regional Park | Not Available |
| 8. Glacier Creek Regional Park | Not Available |
| 9. Glade Regional Park | Not Available |
| 10. Historic Ainsworth Wharf Regional Park | $2,441,640 |
| 11. James Johnstone Regional Park | Not Available |
| 12. Krestova Regional Park | Not Available |
| 13. Lardeau Regional Park | Not Available |
| 14. McDonalds Landing Regional Park | $250,850 |
| 15. Morning Mountain Regional Park | $175,975 |
| 16. Nelson Salmo Great Northern Trail | Not Available |
| 17. Pass Creek Regional Park | $907,580 |
| 18. Pulpit Rock Access Regional Trail | Not Available |
| 19. Riondel Regional Park | Not Available |
| 20. Robson Boat Ramp Regional Park | $290,800 |
| 21. Rosebery Parklands Regional Park | Not Available |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | Not Available |
| 23. Rosebud Lake Regional Park | Not Available |
| 24. Sunshine Bay Regional Park | Not Available |
| 25. rTaghum Beach Regional Park | $104,450 |
| 26. Waterloo Eddy Regional Park | Not Available |
| 27. Winlaw Regional and Nature Park | $814,700 |
| TOTAL | $5,846,555 |

Notes:

- Facility Condition Assessments completed in 2023 for 9 Regional Parks.

## c) Existing Park Conditions – Rapid Condition Assessment

| PARK | LOCATION & ACCESS | ACCESSIBILITY/ INCLUSIVITY | NATURALNESS | LOW IMPACT DESIGN | SUPPLY & CONDITION OF AMMENITIES | DESIGN & AMBIENCE | PARK CAPACTTY | QUALITY AND SUPPLY OF TRAILS | CONSISTENT, BRANDED SIGNAGE | NATURALIZING SITES |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | | | | | | | | | | |
| 2. Bigelow Bay Regional Park | | | | | | | | | | |
| 3. Bonnington Regional Park | | | | | | | | | | |
| 4. Brilliant Bridge Regional Park | | | | | | | | | | |
| 5. Cottonwood Lake Regional Park | | | | | | | | | | |
| 6. Crawford Creek Regional Park | | | | | | | | | | |
| 7. Crescent Valley Beach Regional Park | | | | | | | | | | |
| 8. Glacier Creek Regional Park | | | | | | | | | | |
| 9. Glade Regional Park | | | | | | | | | | |
| 10. Historic Ainsworth Wharf Regional Park | | | | | | | | | | |
| 11. James Johnstone Regional Park | | | | | | | | | | |
| 12. Krestova Regional Park | | | | | | | | | | |
| 13. Lardeau Regional Park | | | | | | | | | | |
| 14. McDonalds Landing Regional Park | | | | | | | | | | |
| 15. Morning Mountain Regional Park | | | | | | | | | | |
| 16. Nelson Salmo Great Northern Trail | | | | | | | | | | |
| 17. Pass Creek Regional Park | | | | | | | | | | |
| 18. Pulpit Rock Access Regional Trail | | | | | | | | | | |
| 19. Riondel Regional Park | | | | | | | | | | |
| 20. Robson Boat Ramp Regional Park | | | | | | | | | | |
| 21. Rosebery Parklands Regional Park | | | | | | | | | | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | | | | | | | | | | |
| 23. Rosebud Lake Regional Park | | | | | | | | | | |
| 24. Sunshine Bay Regional Park | | | | | | | | | | |
| 25. Taghum Beach Regional Park | | | | | | | | | | |
| 26. Waterloo Eddy Regional Park | | | | | | | | | | |
| 27. Winlaw Regional and Nature Park | | | | | | | | | | |
| BELOW | 13 | 20 | 6 | 7 | 14 | 13 | 12 | 14 | 27 | 18 |
| MEETING | 11 | 5 | 14 | 14 | 11 | 11 | 11 | 10 | 0 | 9 |
| EXCEEDING | 3 | 2 | 7 | 6 | 2 | 3 | 4 | 3 | 0 | 0 |

# 6. Governance & Funding

## a) Regional Parks Commissions

| PARK | Glacier Creek Regional Park Commission | Kaslo and Area Regional Facilities and Parks Commission | Nelson, Salmo, Electoral Areas E, F and G Regional Parks Commission | Sunshine Bay Regional Park Commission | Creston Valley Shared Services Committee | Rosebery Parklands and Trails Commission | Winlaw Regional and Nature Park Commission | Castlegar & District Community Complex Recreation | Slocan Valley South Regional Parks Commission | No Commission |
|---|---|---|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | | | | | | | | | | |
| 2. Bigelow Bay Regional Park | | | | | | | | | | |
| 3. Bonnington Regional Park | | | | | | | | | | |
| 4. Brilliant Bridge Regional Park | | | | | | | | | | |
| 5. Cottonwood Lake Regional Park | | | | | | | | | | |
| 6. Crawford Creek Regional Park | | | | | | | | | | |
| 7. Crescent Valley Beach Regional Park | | | | | | | | | | |
| 8. Glacier Creek Regional Park | | | | | | | | | | |
| 9. Glade Regional Park | | | | | | | | | | |
| 10. Historic Ainsworth Wharf Regional Park | | | | | | | | | | |
| 11. James Johnstone Regional Park | | | | | | | | | | |
| 12. Krestova Regional Park | | | | | | | | | | |
| 13. Lardeau Regional Park | | ? | | | | | | | | |
| 14. McDonalds Landing Regional Park | | | | | | | | | | |
| 15. Morning Mountain Regional Park | | | | | | | | | | |
| 16. Nelson Salmo Great Northern Trail | | | | | | | | | | |
| 17. Pass Creek Regional Park | | | | | | | | | | |
| 18. Pulpit Rock Access Regional Trail | | | | | | | | | | |
| 19. Riondel Regional Park | | | | | | | | | | |
| 20. Robson Boat Ramp Regional Park | | | | | | | | | | |
| 21. Rosebery Parklands Regional Park | | | | | | | | | | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | | | | | | | | | | |
| 23. Rosebud Lake Regional Park | | | | | | | | | | |
| 24. Sunshine Bay Regional Park | | | | | | | | | | |
| 25. Taghum Beach Regional Park | | | | | | | | | | |
| 26. Waterloo Eddy Regional Park | | | | | | | | | | |
| 27. Winlaw Regional and Nature Park | | | | | | | | | | |
| # PARKS BY COMMISSION | 1 | 1 | 10 | 1 | 0 | 2 | 1 | 5 | 1 | 6 |
| # OF COMMISSIONS | 9 | | | | | | | | | |
| # OF COMMISSION MEMBERS (Individuals) | 12 | 9 | 5 | 8 | 4 | 13 | 11 | 5 | 7 | n/a |
| TOTAL # OF COMMISSION MEMBERS | 74 | | | | | | | | | |

## b) Funding – 2022 budget breakdown including the amount spent per person on parks

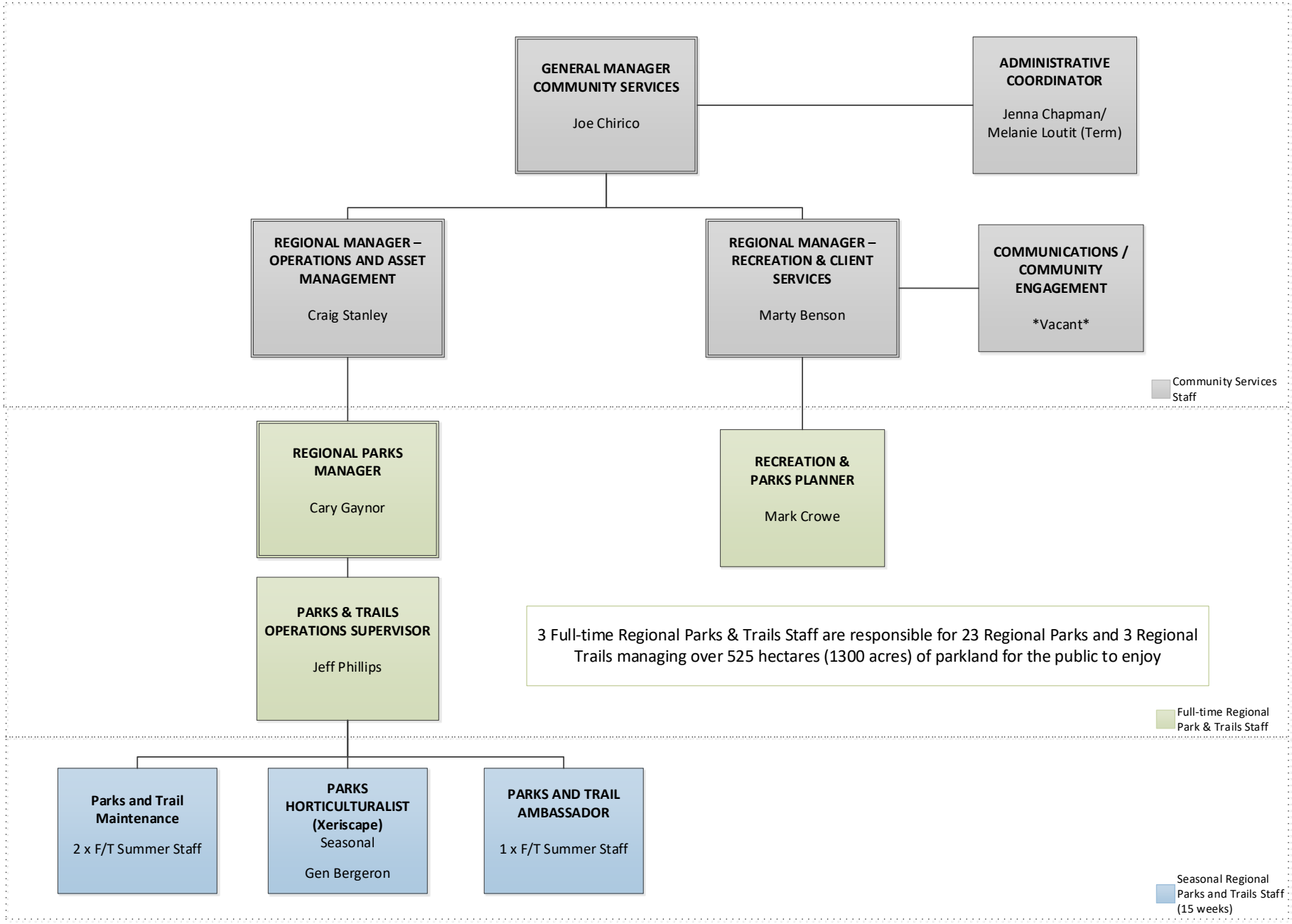
| PARK | PARKS OPERATING BUDGET* | PARKS CAPITAL BUDGET | EXTERNAL REVENUES (SPONSORSHIP & GRANTS) |
|---|---|---|---|
| 1. Balfour Beach Regional Park | $33,583.01 | $25,000.00 | |
| 2. Bigelow Bay Regional Park | $25,188.01 | $5,000.00 | |
| 3. Bonnington Regional Park | $44,889.01 | $12,000.00 | |
| 4. Brilliant Bridge Regional Park | $24,483.01 | $15,000.00 | |
| 5. Cottonwood Lake Regional Park | $67,422.01 | $525,000.00 | $525,000.00 |
| 6. Crawford Creek Regional Park | $141,187.01 | $111,477.00 | $97,000.00 |
| 7. Crescent Valley Beach Regional Park | $43,393.01 | $17,900.00 | $10,000.00 |
| 8. Glacier Creek Regional Park | $58,083.01 | $32,000.00 | $32,000.00 |
| 9. Glade Regional Park | $19,133.01 | $100,000.00 | $10,000.00 |
| 10. Historic Ainsworth Wharf Regional Park | $26,833.01 | $16,043.00 | $14,043.00 |
| 11. James Johnstone Regional Park | $27,798.01 | | |
| 12. Lardeau Regional Park | $28,083.01 | $28,000.00 | $6,565.00 |
| 13. Krestova Regional Park | Not Applicable | Not Applicable | |
| 14. McDonalds Landing Regional Park | $23,083.01 | $30,000.00 | |
| 15. Morning Mountain Regional Park | $46,783.01 | $10,000.00 | |
| 16. Nelson Salmo Great Northern Trail | $120,083.01 | $151,000.00 | $112,000.00 |
| 17. Pass Creek Regional Park | $85,158.01 | $120,000.00 | |
| 18. Pulpit Rock Access Regional Trail | $20,403.01 | | |
| 19. Riondel Regional Park | $23,583.01 | $8,850.00 | |
| 20. Robson Boat Ramp Regional Park | $19,148.01 | | |
| 21. Rosebery Parklands Regional Park | $24,033.01 | $18,750.00 | $1,000.00 |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | $65,083.01 | $325,000.00 | $315,000.00 |
| 23. Rosebud Lake Regional Park | $24,733.01 | $6,000.00 | |
| 24. Sunshine Bay Regional Park | $45,161.01 | $100,000.00 | $65,000.00 |
| 25. Taghum Beach Regional Park | $39,083.01 | $40,000.00 | |
| 26. Waterloo Eddy Regional Park | $29,083.01 | | |
| 27. Winlaw Regional and Nature Park | $24,406.01 | $4,000.00 | |
| TOTAL | $1,129,898.26 | $1,701,020.00 | $1,187,608.00 |
| SYSTEMS TOTAL (BUDGET EXPENSES-EXTERNAL REVENUES) | $1,643,310.26 | | |
| AMOUNT SPENT PER PERSON ON PARKS | $26.29 | | |

*Parks Operating Budget includes salaries and administrative costs

# 7. Existing Operating Model

Brilliant Bridge Regional Park

## a) Regional Parks & Trails Staffing



## b) Regional Parks & Trails Roles

## c) Full time Regional Parks & Trails Staffing Roles & Services

| Operations & Maintenance | | | | Planning and Design | | | | | Land and Tenures | | Community Engagement | | | Budgeting, Funding and Asset Management | | | Development and Capital Projects | | Promotions and Mapping | | | Visitor Experiences and Opportunities | | | | Volunteer Support and Community Partnerships | | | Land Use and Activity Management | | Governance | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Contract Management | Park Operations & Maintenance | Trail Construction | Campground Operations | Engineering and Design Services | Park Standards & Park Inventory | Strategic/Systems Planning | Technical Services | Management Plans | Land Acquisition | Tenures, Permits and Approvals | Community Development | Communications and Public Relations | First Nations Relationships | Asset Management | Budgeting | Grants and Other Revenues | Development Projects (Small) | Development Project (Large) | Website and Social Media | Mapping | Park Signage | Recreation and Nature Based Programming | Visitor Services | Visitor Safety | Special Events and Park Use Permits | Interagency Relations | Stakeholder Services | Volunteer Coordination | Natural Resource Management | Patrols and User Compliance (Regulations) | Commission/Committee Coordination | Commission/Committee Liaison | Policy Development |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

11 Core Service Functions & 34 Services

11 out of 35 Services can be maintained by existing staff **(Light Blue)**

23 out of 35 Services struggle with adequate services levels not achievable by existing staff **(Light Grey)**

## d) Full time Regional Parks & Trails Staffing Roles & Services

| STAFFING ROLES & SERVICES | ASSET MANAGEMENT | CAPITAL PROJECTS (SMALL) | CAPITAL PROJECTS (LARGE) | COMMUNICATIONS | COMMUNITY DEVELOPMENT | CONTRACT MANAGEMENT (Operations) | ENGINEERING/ DESIGN SERVICES | FIRST NATIONS RELATIONSHIPS | COMMISSION/COMMITTEE LIASON | COMMISSION/COMMITTEE MEETINGS | INTERAGENCY COMMUNITCATIONS | LAND ACQUISTION & APPROVALS | PARK OPERATIONS & MAINTENANCE | PARK INTERPRETATION | POLICY DEVELOPMENT | RESEARCH | SAFETY MANAGEMENT | STAKEHOLDER SERVICES | STRATEGIC PLANNING | SYSTEMS PLANNING | TECHNICAL SERVICES | TRAIL CONSTRUCTION | MANAGEMENT PLANS | NATURAL RESOURCE MANAGEMENT | PATROLS | USER COMPLIANCE ( REGULATIONS) | PROGRAMMING | SPECIAL & COMMUNIYT EVENTS PERMITS | VISITOR EXPERIENCE | VISITOR SERVICES | VOLUNTEER COORDINATION |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1. Regional Parks & Trails Manager | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2. Regional Parks & Trails Planner | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3. Regional Parks & Trails Supervisor | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

**Blue –** Services can be achieved with existing staff

**Grey** – Service cannot be achieved adequately with additional staff

**White** – Service not directly applicable to role

## e) Drivetime (return trip time from Nelson) per visit for Parks Staff

| PARK | 0-20 Minute | 21-40 Minute | 41-60 Minute | 61-80 Minute | 81-120 Minute | 121 -140 Minute | 141-160 Minute | >161 Minutes |
|---|---|---|---|---|---|---|---|---|
| 1. Balfour Beach Regional Park | | | | | | | | |
| 2. Bigelow Bay Regional Park | | | | | | | | |
| 3. Bonnington Regional Park | | | | | | | | |
| 4. Brilliant Bridge Regional Park | | | | | | | | |
| 5. Cottonwood Lake Regional Park | | | | | | | | |
| 6. Crawford Creek Regional Park | | | | | | | | |
| 7. Crescent Valley Beach Regional Park | | | | | | | | |
| 8. Glacier Creek Regional Park | | | | | | | | |
| 9. Glade Regional Park | | | | | | | | |
| 10. Historic Ainsworth Wharf Regional Park | | | | | | | | |
| 11. James Johnstone Regional Park | | | | | | | | |
| 12. Krestova Regional Park | | | | | | | | |
| 13. Lardeau Regional Park | | | | | | | | |
| 14. McDonalds Landing Regional Park | | | | | | | | |
| 15. Morning Mountain Regional Park | | | | | | | | |
| 16. Nelson Salmo Great Northern Trail | | | | | | | | |
| 17. Pass Creek Regional Park | | | | | | | | |
| 18. Pulpit Rock Access Regional Trail | | | | | | | | |
| 19. Riondel Regional Park | | | | | | | | |
| 20. Robson Boat Ramp Regional Park | | | | | | | | |
| 21. Rosebery Parklands Regional Park | | | | | | | | |
| 22. Rosebery to Three Forks Regional Trail (Galena Trail) | | | | | | | | |
| 23. Rosebud Lake Regional Park | | | | | | | | |
| 24. Sunshine Bay Regional Park | | | | | | | | |
| 25. Taghum Beach Regional Park | | | | | | | | |
| 26. Waterloo Eddy Regional Park | | | | | | | | |
| 27. Winlaw Regional and Nature Park | | | | | | | | |
| **TOTAL PARKS** | **7** | **3** | **2** | **3** | **5** | **0** | **2** | **5** |
| **Vast distance to parks mean that parks staff spend considerable time travelling for basic service calls, maintenance and operational activities.** | **Up to 10% of workday driving per visit** | | **Up to 20% of workday driving per visit** | | **Up to 30% of workday driving per visit** | | **More than 35% of workday driving per visit** | |

# Board Report

| | |
|---|---|
| **Date of Report:** | January 4, 2024 |
| **Date & Type of Meeting:** | January 19, 2024 – Special Board Meeting |
| **Author:** | Dan Séguin, Manager of Community Sustainability |
| **Subject:** | Staffing Request for new Emergency Program Coordinator – Nelson |
| **File:** | N/A |
| **Electoral Area/Municipality:** | All RDCK Rural Electoral Areas and Municipalities |

## SECTION 1: EXECUTIVE SUMMARY

The purpose of this report is to request Board approval to hire an additional Emergency Program Coordinator at the Nelson office to address several immediate and ongoing needs:

- To adequately prepare for, respond to, and recover from the increasing frequency, intensity, and uncertainty of hazards such as floods, wildfires, drought, and extreme heat in the RDCK;
- To have the capacity to plan for, operationalize, and implement the Emergency and Disaster Management Act (in force since November 8, 2023);
- To address Emergency Operations Center (EOC) senior-level staffing challenges during emergencies;
- To continue providing service excellence of the Emergency Program, regardless of new workloads brought on by legislative changes.

**Staff Recommendation**: That the Board approve the hiring of a second full-time, permanent Emergency Program Coordinator based in Nelson at an annual amount not to exceed $103,625.00 in salary and benefits. This will be prorated in 2024 to $77,718.78, based on the expected April 1 hiring date; AND FURTHER, that staff complete their 2024 budget to include additional overhead and other costs that may be required to fund the position, and present these as a financial report on A101 Emergency Program during the 2024 budget approvals.

## SECTION 2: BACKGROUND/ANALYSIS

**BACKGROUND**

Of importance to the RDCK, there is a confluence brought on by our changing climate and hazard landscape, new provincial emergency management legislation, and seasonal Emergency Operations Center (EOC) staffing challenges that could impact our capacity to deliver excellence of the Emergency Management Program.

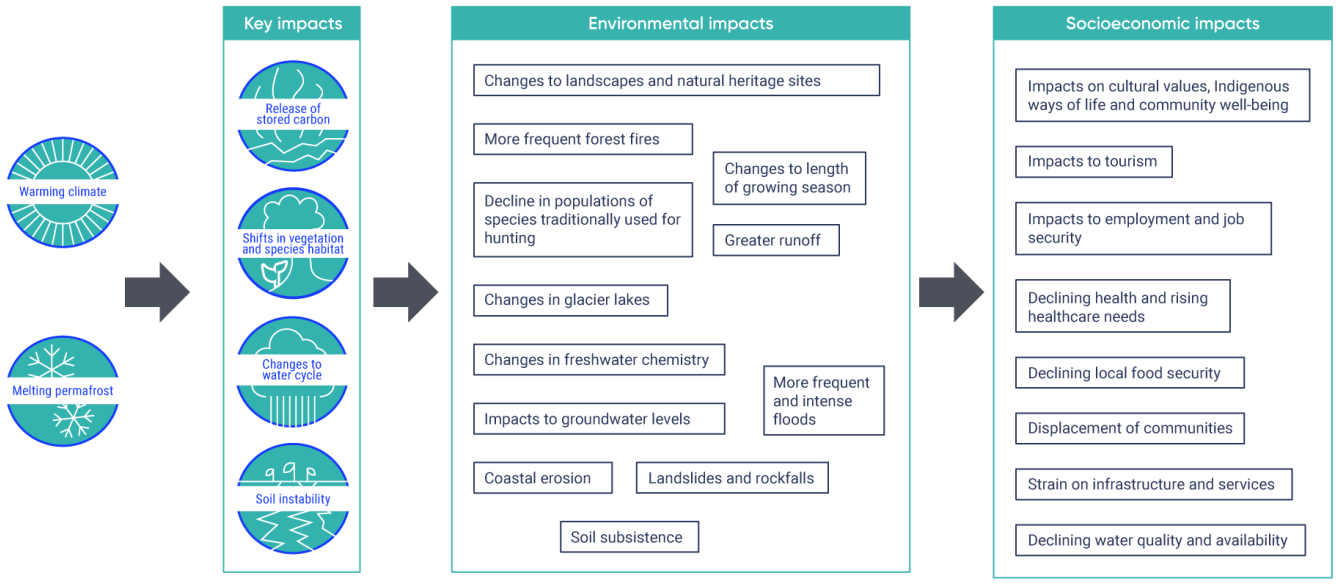
**Our Changing Climate**

The RDCK, like the rest of British Columbia and Canada, is experiencing a change in its climate (Canada in a Changing Climate: Synthesis Report, 2023). The trend illustrates an increasing frequency, intensity, and uncertainty of hazards such as floods, wildfires, drought, and extreme heat, which is expected to continue for the foreseeable future. In turn, these impacts have cascading and compounding effects in areas such as housing, employment and job security, tourism, infrastructure, food security, and water quality and availability (see Figure 1).

Warming trends will drive several climate changes for B.C. and the RDCK, including:

- **Warmer temperatures:** Expected in all seasons, leading to more extreme heat events and longer growing seasons;
- **Annual precipitation:** Changes in seasonal precipitation—including longer summer droughts—will pose a threat to current patterns of water accumulation (e.g., decreased snowpack, glacier mass loss) and discharge, and will lead to water scarcity issues in the summer, challenging regional ecosystems, agriculture and forestry industries, and communities (B.C. Ministry of Environment, 2016);
- **Extreme precipitation** events becoming more frequent and intense (Zhang et al., 2019), and increased frequency of atmospheric river events (Curry et al., 2019; Vadeboncoeur, 2016; Pinna Sustainability, 2014). These events will exacerbate the impacts associated with changes to seasonal precipitation: for example, by contributing to faster runoff, thus increasing the risk of flooding, landslides, and sediment and pollutant loading in drinking-water reservoirs and aquatic ecosystems;
- **Changes in streamflow,** including the timing of spring freshet, timing and duration of summer-autumn low flow, and higher water temperatures during low-flow periods (Bonsal et al., 2019), leading to increased flood risks and changes to aquatic ecosystems; and
- **Increased wildfire risk** resulting from changing precipitation and temperature, along with changes to wind patterns (Bush and Lemmen, 2019) and shifts in ranges of pests such as the Mountain Pine Beetle (*Dendroctonus ponderosae*), leading to ecosystem changes and impacts on infrastructure and health.

Figure 1 - The effects of climate change and its cascading impacts throughout society and the environment.




Note: This figure provides examples of the cascading environmental and socioeconomic impacts associated with a warming climate and melting permafrost, and is not intended to be comprehensive.

*Source: Ecosystem Services; Chapter 5 in Canada in a Changing Climate: National Issues Report Figure 5.9 in NIR-5; IRR)*

**New Provincial Emergency Management Legislation**

The new Emergency and Disaster Management Act (EDMA) – in force since November 8, 2023 – replaces the outgoing Emergency Program Act (EPA). The new act expands the responsibilities of local governments such as the RDCK to reflect the realities of British Columbia, including climate change, an evolving hazard landscape, the authority of Indigenous Governing Bodies (IGB), and the need for resilient recovery. The EDMA shifts from focusing on emergency response to instead include provisions that address all four phases of emergency management: mitigation, preparation, response, and recovery.

The new statute reflects several key policy shifts (BC's Modernized Emergency Management Legislation: Regulations for Local Authorities, 2023) that have been informed by best practices in emergency management, partner engagement, and co-development with First Nations.

Under the existing regulations, local authorities must:

- Prepare local emergency plans that reflect potential emergencies and disasters that may affect any or all
- of an area within their jurisdiction;
- Include an assessment of the relative risk that a given type of emergency will occur, along with its
- potential impact on people and property; and
- Establish priorities for restoring essential services provided by the local authority.

Some of the key changes for local authorities in the new legislation that may be further detailed through regulations include:

- Clear requirements for risk assessments, emergency management plans, disaster risk reduction measures, and business continuity plans;
- A framework for multijurisdictional emergency management organizations (MJEMOs);
- Requirements to consult and cooperate with Indigenous governing bodies;
- Reporting within 120 days to the Province anytime a local State of Local Emergency is declared, with
- rationale if consultation did not occur with Indigenous governing bodies ;
- Authorize a qualified person to provide a service or give assistance during a declared State of Emergency
- or declared recovery period;
- Monetary penalties for non-compliance by local authorities;
- Defined 'renewable' 90-day recovery period with access to recovery powers, and;
- Recognition of Volunteer organizations and what role local authorities may play in managing these.

**Emergency Program Staff Capacity**

Currently, the RDCK has two Emergency Program Coordinators, one in Nelson and one in Creston, who share various local and regional functions. EPCs play a pivotal role in coordinating and overseeing the local Emergency Management Program within the RDCK, in collaboration with our First Nation, municipal and regional partners. The primary responsibilities of this position are to lead emergency preparedness, response, and recovery by liaising with outside agencies, external contractors, volunteer organizations, and RDCK staff to ensure implementation and improvement of emergency plans and training.

Prior to the climate-driven changes to the hazard landscape, and before the new legislation, the current workload for both EPCs positions was already stretched to capacity given their current responsibilities and tasks. This capacity challenge is compounded during seasonal Emergency Operations Center (EOC) activations during which the EPC takes a key role across all phases of the event.

The EOC supports and coordinates the overall emergency response activities within our jurisdiction as well as offers varying levels of support to our municipal partners. Our EOC is: 1) a facility away from the incident site and is typically activated at the request of an incident commander or a jurisdiction's senior official when an emergency has been identified, and 2) is temporarily staffed using the Incident Command System by RDCK employees.

During hazard seasons, like freshet and wildfires, it is within their job descriptions that emergency program staff, will assume the key leadership roles within the EOC, which may include: Director, Deputy Director, various Section Chief roles, and ESS Branch Director. In any typical year, Staff may be in one of the critical EOC roles anywhere from 20 to +120 days (as we saw in the Okanagan/Shuswap this year). When the EOC is activated, the RDCK Emergency Program Coordinators are always in a leadership role working overtime (paid for by the Province) and for many days in a row.

Given that an operational period (i.e. shift) in the EOC is 12 hours and that an EOC can be staffed 24/7 depending on the situation, the capacity to staff the leadership positions on a consistent basis has been challenging as emergency events are more frequent and longer lasting. Chronic work stress among EOC leadership can be associated with feelings of burnout, reduced job satisfaction, fatigue, impaired physical health, higher percentages of job turnover, and significant posttraumatic stress symptomatology.

**ANALYSIS**

In response to our changing climate, new emergency management legislation, and emergency program staff capacity, the following analysis outlines the business case and contributing factors in support of this request for an additional Emergency Program Coordinator position located in Nelson:

1. **Our Changing Climate**:
    a. **Increased Workload for Emergency Response and Preparedness**: The rising frequency and intensity of hazards such as floods, wildfires, and extreme heat suggest a higher likelihood of emergency situations. Additional staff could be essential to enhance the capacity for emergency response and preparedness, ensuring the safety and well-being of the community.
    b. **Adaptation and Resilience Planning**: Addressing the cascading effects of climate change on housing, employment, tourism, infrastructure, food security, and water quality requires comprehensive adaptation and resilience planning. Hiring additional staff with expertise in climate science, urban planning, and community development can help formulate and implement strategies to mitigate these impacts.
    c. **Environmental Monitoring and Assessment**: With the changing precipitation patterns, streamflow alterations, and increased wildfire risks, having a dedicated team for environmental monitoring and assessment is crucial. Additional staff can contribute to ongoing data collection, analysis, and the development of strategies to manage water scarcity, flooding, drought, wildfire, and other environmental challenges.
    d. **Community Engagement and Education**: A proactive approach to climate change involves engaging the community and raising awareness about the potential risks and adaptation measures. Hiring staff for community outreach, education, and engagement can foster a sense of preparedness and encourage resilient practices among residents.
    e. **Interagency Collaboration**: Climate change impacts are multifaceted and often require collaboration among various agencies and stakeholders. Additional staff can facilitate coordination and communication between different departments, levels of government, and

community organizations, ensuring a holistic and effective response to climate-related challenges.

f. **Research and Innovation**: Given the dynamic nature of climate change, ongoing research and innovation are essential. Hiring staff with research backgrounds can contribute to understanding local vulnerabilities, exploring innovative solutions, and staying updated on the latest developments in climate science.

**2. New Provincial Emergency Management Legislation**

a. **Compliance and Documentation**: The new Emergency and Disaster Management Act introduces clear and detailed requirements for risk assessments, emergency management plans, disaster risk reduction measures, and business continuity plans. Hiring additional staff with expertise in emergency management, risk assessment, and documentation can help ensure compliance with the new regulations and the thorough preparation of required documentation.

b. **Multijurisdictional Emergency Management Organizations (MJEMOs):** The introduction of a framework for MJEMOs indicates a need for enhanced coordination and collaboration across jurisdictions. Additional staff can facilitate the establishment and functioning of these organizations, ensuring effective communication, resource sharing, and a coordinated response in the event of emergencies.

c. **Consultation and Cooperation with Indigenous Governing Bodies**: The new legislation mandates local authorities to consult and cooperate with Indigenous Governing Bodies. Employing staff with experience in Indigenous relations, cultural competency, and community engagement can facilitate meaningful collaboration, leading to more inclusive and effective emergency management strategies.

d. **Reporting and Communication Requirements**: The requirement to report within 120 days to the Province anytime a local State of Local Emergency is declared, along with providing rationale if consultation did not occur with Indigenous Governing Bodies, necessitates a streamlined and efficient reporting process. Additional staff can ensure timely and accurate reporting, reducing the administrative burden on existing personnel, in particular, during a significant hazard season with multiple EOC activations.

e. **Qualified Personnel and Assistance during Emergencies**: The authorization of qualified personnel to provide services or assistance during a declared State of Local Emergency or Recovery period suggests a need for a pool of trained individuals. Hiring additional staff with relevant skills can enhance the capacity to utilize qualified personnel promptly and efficiently in emergency situations.

f. **Monetary Penalties for Non-Compliance**: The introduction of monetary penalties for non-compliance by local authorities emphasizes the importance of adherence to the regulations. Employing staff dedicated to compliance monitoring and organizational/stakeholder support can help avoid penalties, ensuring that the RDCK meets its obligations under the new legislation.

g. **Recovery Period Management**: The defined 'renewable' 90-day recovery period with access to recovery powers highlights the importance of effective recovery planning and management. Additional staff can contribute to the development and implementation of recovery plans, ensuring a smooth transition from emergency response to long-term recovery efforts.

h. **RDCK Governance, Legislation, and Bylaw Updates**: To adapt to the new Provincial legislation, the RDCK will need to make a series of changes to its Bylaws (No. 2758, 2021), RDCK Emergency Management Framework, and Emergency Program Executive Committee Terms of Reference. This will create additional workload that isn’t currently accounted for in staff workplans.

3. **Emergency Program Staff Capacity**
    a. **Increased Workload and Frequency of Emergency Events**: The existing workload for the two EPCs is already stretched to capacity, and the frequency and duration of emergency events are on the rise. Hiring additional staff will help distribute the workload, ensuring that the Emergency Management Program can effectively respond to and manage emergencies without overburdening current personnel.
    b. **Expanded Roles and Responsibilities**: The new Emergency and Disaster Management Act introduces expanded roles and responsibilities for local authorities, including the need for comprehensive risk assessments, emergency management plans, and engagement with Indigenous governing bodies. Additional staff can support the EPCs in fulfilling these new requirements, allowing for more thorough planning and effective response across all phases of emergency management.
    c. **Enhanced EOC Leadership and Operational Support**: With Emergency Operations Center (EOC) activations requiring key leadership roles, including Director, Deputy Director, various Section Chief roles, and ESS Branch Director, having additional staff can ensure that these positions are adequately filled. This is crucial for maintaining effective coordination during emergency events, preventing burnout, and supporting the overall success of the Emergency Management Program
    d. **Reducing Overtime and Improving Well-being**: The potential for longer and more frequent activation of the EOC, and the need for leadership roles during extended periods, can lead to significant overtime for the current EPCs. Hiring additional staff can help distribute the workload, reducing the reliance on overtime and alleviating the associated stress and burnout risks. This, in turn, can improve the overall well-being and job satisfaction of the emergency management team.
    e. **Addressing Chronic Work Stress**: Chronic work stress among EOC leadership, as mentioned, can have various negative consequences, including burnout, decreased job satisfaction, and impaired physical health. Adding more staff allows for better work-life balance, improved stress management, and a more resilient and sustainable emergency management team.
    f. **Ensuring Continuity of Operations**: Having a larger team provides redundancy and ensures continuity of operations, especially during extended emergency events. This mitigates the risk of key personnel burnout, turnover, or other challenges that could disrupt the seamless functioning of the Emergency Management Program.

Therefore, given the current and growing demands related to the RDCK's emergency management program, the Staff recommends the hiring of an additional full-time, permanent Emergency Program Coordinator (EPC) in the Nelson office. The annual impact on the A101 Emergency Program budget for hiring an EPC, will be $103,624.19 (salary and benefits, after CPI increase), plus additional overhead expenses. If the Board approves the new position, Staff will build its 2024 budget accordingly, for approval by the Board.

In summary, Staff recommend that the Board approve an additional EPC for the Nelson office to:

- Adequately prepare for, respond to, and recover from the increasing frequency, intensity, and uncertainty of hazards such as floods, wildfires, drought, and extreme heat in the RDCK;
- Have the capacity to plan for, operationalize, and ongoingly implement the Emergency and Disaster Management Act (in force since November 8, 2023);
- Address Emergency Operations Center (EOC) senior-level staffing challenges during emergencies;

- Continue providing service excellence of the Emergency Program, regardless of new workloads brought on by legislative changes.

## SECTION 3: DETAILED ANALYSIS

### 3.1 Financial Considerations – Cost and Resource Allocations:

| | | | | | |
|---|---|---|---|---|---|
| **Included in Financial Plan:** | ☐Yes | ☒ No | **Financial Plan Amendment:** | ☒Yes | ☐ No |
| **Debt Bylaw Required**: | ☐Yes | ☒ No | **Public/Gov't Approvals Required:** | ☐Yes | ☒ No |

If approved the cost to A101 Emergency Management service will be annual salary that does not to exceed $103,625.00 in salary and benefits. This will be prorated in 2024 to $77,718.78, based on the expected April 1 hiring. At the budget 2024 review, other related overhead costs will be outlined.

The new hire may require an increase in requisitions to all RDCK jurisdictions, including municipalities participating in the RDCK Emergency Service, pending finalization and Board approval of the 2024 budget.

### 3.2 Legislative Considerations (Applicable Policies and/or Bylaws):

The new Emergency and Disaster Management Act (EDMA) replaces the outgoing Emergency Program Act (EPA), which was the applicable provincial legislation that defined and required the establishment of the RDCK Emergency Program.

RDCK Bylaw No. 2210, 2011 established the RDCK Emergency Management Framework, and was superseded by Bylaw No. 2758, 2021. Further bylaw revisions will be required for the Emergency Program and potentially for other functions as well which will be the responsibility for this position. This will be defined as part of the ongoing work to incorporate the requirements of EDMA.

### 3.3 Environmental Considerations

The expanded work of the Emergency Program will be to anticipate the potential impacts of climate change on our residents throughout the RDCK as we perform our hazard analyses.

### 3.4 Social Considerations:

Preparing our residents and building community resilience to handle the increasing frequency and magnitude of hazards will both protect the social fabric of the Regional District during emergencies and will help communities recover with more resilience, and more quickly, following an emergency.

### 3.5 Economic Considerations:

The Emergency Program is a direct support to limiting loss during an emergency through preparedness, response, and recovery.

Staffing cost for an additional Emergency Program Coordinator.

EDMA funding is a rapidly evolving situation. For example, in December 2023, EMCR announced funding to assist with engagement with Indigenous Governing bodies. This type of funding may become available for internal Staffing needs, but that remains to be seen. Furthermore, Staff time is needed to apply for and manage the funding, and to identify and hire suitable contractors (when needed).

### 3.6 Communication Considerations:

- Internal:
    - Finance
    - Human resources
    - IT

- External
    - Emergency Management stakeholders: Indigenous governing Bodies, municipalities, neighboring Regional Districts, EMCR, contractors, etc.
    - Local communities and partners

### 3.7 Staffing/Departmental Workplan Considerations:

The operations of the Emergency Program is the responsibility of the Community Sustainability Manager. The overall sustainability of the service is the responsibility of the General Manager of Development and Community Sustainability.

If approved Staff will immediately engage Human Resources to commence the recruitment process. This process may be greatly streamlined given that, in December 2023, we solicited applications for a vacant EPC position in Nelson and retained the received resumes.

Departmental workplans will be adjusted to sustainably align with the additional capacity that a new EPC position brings.

### 3.8 Board Strategic Plan/Priorities Considerations:

- To Excel in Governance and Service Delivery

## SECTION 4: OPTIONS & PROS / CONS

**Option 1:** That the Board approve the hiring of a full-time, permanent Emergency Program Coordinator based in Nelson at an amount not to exceed $103,624.19 in salary and benefits for the 2024 year; AND FURTHER, that staff complete their 2024 budget to include additional overhead and other costs that may be required to fund the position, and present these as a financial report on A101 Emergency Program during the 2024 budget approvals.

Pros

- Adequately prepare for, respond to, and recover from the increasing frequency, intensity, and uncertainty of hazards such as floods, wildfires, drought, and extreme heat in the RDCK;
- Have the capacity to plan for, operationalize, and ongoingly implement the Emergency and Disaster Management Act (in force since November 8, 2023);
- Address Emergency Operations Center (EOC) senior-level staffing challenges during emergencies;
- Continue providing service excellence of the Emergency Program, regardless of new workloads brought on by legislative changes.
- Minimize EM Staff feelings of burnout, decreased job satisfaction, fatigue, impaired physical health, potential turnover, and posttraumatic stress symptomatology.

Cons

- This will have an extra cost to the Community Sustainability department's A101 budget.

- This might require an increase in requisitions and a consequential increase in taxation.

**Option 2:** That the RDCK Board does not approve the creation of the new position for a third Emergency Program Coordinator.

Pros
- Short term, temporary cost avoidance.

Cons
- The RDCK will struggle to be compliant with its new requirements under the Emergency and Disaster Management Act.
- The RDCK will not be as prepared to manage the needs of our residents who we can expect to be exposed to increasingly frequent and significant climate-related emergencies.
- The RDCK will struggle to adequately staff EOC leadership positions with qualified personnel.
- EM Staff may experience increasing more burnout, fatigue, impaired physical health, potential turnover, posttraumatic stress symptomatology, and decreased job satisfaction.

## SECTION 5: RECOMMENDATIONS

This report is for information at this time. Staff will bring the report back to the February Special Board Meeting on February 16th for the Board to consider Option 1.

Respectfully submitted,
Dan Séguin, Manager of Community Sustainability

## CONCURRENCE

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|---|---|
| GM Development and Community Sustainability – Sangita Sudan | Approved |
| GM Finance, IT and Economic Development / CFO – Yev Malloff | Approved |
| Chief Administrative Officer – Stuart Horn | Approved |