



Regional District of Central Kootenay  
SPECIAL BOARD MEETING  
Open Meeting Agenda

**Date:** Friday, February 16, 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.

---

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:**

Nelson Office - Boardroom  
202 Lakeside Drive, 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 February 16, 2024 Special (Budget) Board meeting be adopted as circulated with the addition of the addendum.

## 2.3 ADOPTION OF THE MINUTES

4 - 10

**RECOMMENDATION:**

(ALL VOTE)

The minutes from the January 19, 2024 Special (Budget) Board meeting be adopted as circulated.

## 3. NEW BUSINESS

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

### 3.1 Public Budget Information Session Schedule

### 3.2 West Transit Services

### 3.3 A101: Emergency Consolidated Services

### 3.4 911 Emergency Communication Service

### 3.5 Core Services Refresher

### 3.6 2024 Overall Financial Plan Refresher

### 3.7 RDCK Staffing Requests

#### 3.7.1 Staffing Request: Development and Community Sustainability - Emergency Program Coordinator - Nelson

11 - 23

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.

**RECOMMENDATION:**

(ALL VOTE WGT)

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, plus approximately \$7,000 for position-related expenses (IT, education and training, PPE, phone, etc.), this will be prorated in 2024 based on the expected April 1 hiring date to \$77,718.78 salary and benefits, and approximately \$5,250 for position-related expenses; AND FURTHER, that staff include related expenses to fund the position in the 2024 A101 Emergency Program budget.

**3.7.2 Staffing Request: Community Services - Regional Park Staff**

24 - 60

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.

**RECOMMENDATION:**

(ALL VOTE WGT)

That the Board approve the hiring of one full-time, permanent Regional Parks Maintenance worker at an annual amount not to exceed \$100,000 in salary and benefits, plus approximately \$25,000 for position-related expenses (IT, training, PPE, phone, equipment etc.), this will be prorated in 2024 based on the expected April 29, 2024 hiring date to \$66,000 for salary and benefits, and approximately \$20,000 for position-related expenses; AND FURTHER, that staff include related expenses to fund the position in the 2024 A104 Community Services Regional Parks budget and to be costed to services as per the Community Services Fee.

**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.



**Regional District of Central Kootenay  
SPECIAL (BUDGET) BOARD MEETING  
Open Meeting Minutes**

The **first** Special (Budget) meeting of the Board of the Regional District of Central Kootenay in 2024 was held on Friday, January 19, 2024 at 9:00 a.m. through a hybrid meeting model.

**ELECTED OFFICIALS**

**PRESENT**

Chair A. Watson	Electoral Area D	In-Person
Director G. Jackman	Electoral Area A	In-Person
Director R. Tierney	Electoral Area B	In-Person
Director K. Vandenberghe	Electoral Area C	In-Person
Director C. Graham	Electoral Area E	
Director T. Newell	Electoral Area F	
Director H. Cunningham	Electoral Area G	In-Person
Director W. Popoff	Electoral Area H	In-Person
Director A. Davidoff	Electoral Area I	
Director H. Hanegraaf	Electoral Area J	
Director T. Weatherhead	Electoral Area K	In-Person
Director B. Bogle	City of Castlegar	In-Person
Director A. DeBoon	Town of Creston	In-Person
Director S. Hewat	Village of Kaslo	In-Person
Director A. McLauren-Caux	Village of Nakusp	In-Person
Director K. Page	City of Nelson	In-Person
Director D. Lockwood	Village of Salmo	In-Person
Director L. Main	Village of Silverton	In-Person
Director J. Lunn	Village of Slocan	In-Person

**ELECTED OFFICIALS**

**ABSENT**

Director M. McFaddin	City of Castlegar
Director L. Casley	Village of New Denver

**STAFF PRESENT**

S. Horn	Chief Administrative Officer
A. Lund	Deputy Corporate Officer
Y. Malloff	Chief Financial Officer/General Manager of Finance, Information Technology and Economic Development
J. Chirico	General Manager of Community Services
S. Sudan	General Manager of Development & Community Sustainability Services
U. Wolf	General Manager of Environmental Services
D. Séguin	Manager of Community Sustainability
N. Wight	Planning Manager
H. Smith	Finance Manager
C. Gainham	Building Manager
C. Gaynor	Regional Parks Manager
C. Stanley	Regional Manager Operations & Asset Management
T. Davison	Regional Manager Recreation & Client Services
M. Friesen	Financial Analyst
D. Zol	Financial Analyst



**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**

Moved and seconded,

And Resolved:

48/24

That Item 3.11 Portion of Electoral Area E Procter/Harrop/Balfour/Queens Bay Recreation Commission No. 10 be included in the agenda.

**Carried  
2/3 vote**

Moved and seconded,

And Resolved:

49/24

The agenda for the January 19, 2024 Special Open Board meeting be adopted with the inclusion of Item 3.11 Portion of Electoral Area E Procter/Harrop/Balfour/Queens Bay Recreation Commission No. 10 and the addition of the addendum before circulation.

**Carried**

**3. NEW BUSINESS**

CFO Malloff indicated to the Board that the financial plan is a "preliminary draft" and discussed the following:

- that many year-end allocations and adjustments need to be incorporated into the draft financial plan that may have a significant effect on items, such as prior year surplus carried forward;
- more information becomes available on a daily basis;
- many services will have additional reviews of the budget at the committee/commission level over the coming weeks;

- reviews are in progress regarding funding levels for shared and contribution services with various municipalities and other partners; and
- the final General Administrative and IT fees remain to be calculated.

CFO Malloff indicated the public budget information sessions will be held between February and mid March and the draft budget will be ready for adoption by March 21, 2024.

### **3.1 RDCK BUDGETING 101**

CFO Malloff provided an overview of the RDCK services.

**DIRECTOR PRESENT** Director Lunn joined the meeting at 9:16 a.m.

### **3.2 2023 SUMMARY**

CFO Malloff provided a 2023 overview and discussed the following:

- the spending on wages, benefits, services and most other operating expenses trending significantly under budget for 2023;
- the user fees and other sales of services revenue items (eg: building permits) are significantly under budget for 2023;
- the capital project expenditures are under budget, largely offset by reduced borrowing and transfer from reserves to fund projects;
- it is too early to provide a solid overall financial picture of 2023; and
- the prior year surpluses are being carried forward to reduce taxation in future years.

### **3.3 2024 ASSESSMENTS**

CFO Malloff discussed the following regarding the 2024 Assessments:

- how the annual property taxes are calculated;
- market & non-market changes to assessment values;
- converted assessment values;
- residential (converted) assessment changes from 2023 to 2024;
- annual assessment change (1 year vs. 8 year average);
- provided an example of the tax effect of assessment changes;
- tax area types and examples of services; and
- provided an example of a requisitions and assessed value for 2024.

### **3.4 2024 OUTLOOK**

CFO Malloff provided a 2024 outlook and discussed the following:

- Consumer Price Index (CPI) increases on staff salaries and Director's stipends of 6.2% - the 2024 CPI increase is a catch-up from prior years;
- inflation and supply chain constraints will continue to have a cost impact across many services and projects/initiatives;
- interest rate increases are continuing to put pressure on both short term and long term borrowing costs with a partial offset from increased investment income; and
- the projected overall tax increase of approximately 11% for 2024.

CFO Malloff indicated there was a correction to the presentation and the “potential for the 11% year over year increase to drop to less than 10% by the March board budget meeting, largely driven by year end investment income allocations” was not going to occur.

**RECESSED/  
RECONVENED** The meeting recessed at 10:35 a.m. for a break and reconvened at 10:45 a.m.

**DIRECTOR ABSENT** Director Davidoff left the meeting at 10:45 a.m.

2024 Outlook discussed continued.

- staff recruitment continues to be a challenge;
- HR initiatives;
- the continued work on the implementation of the Asset Management Program;
- the hybrid work model for staff has worked well and has reduced the need for building expansion or a new location; and
- the focus on implementing, and tying initiatives, workplans and goals to the strategic plan approved by the Board in December 2023.

CFO Malloff addressed the calculation for the 2024 salaried staff wages and Director's stipend increases as per the "RDCK Terms and Conditions of Employment" and the "Chair, Directors and Alternate Directors Remuneration Bylaw No. 2710, 2021". He provided a graph that indicated the cumulative change for CPI and wages from 2017 to 2023.

**DIRECTOR PRESENT** Director Davidoff rejoined the meeting at 11:01 a.m.

CFO Malloff discussed the 2024 requisition change in the current draft financial plan vs. the prediction from the 2023 financial plan.

### **3.5 GENERAL ADMINISTRATION**

CFO Malloff provided an overview of the core service budget summary.

CFO Malloff discussed the following regarding the General Administration Service S100:

- the service includes Corporate Administration, Finance, Information Technology, Human Resources, Chief Administrative Officer and municipal directors;
- 6.2 % CPI increase in staff wages and Director's stipend increases;
- mileage rates set by Canada Revenue Agency increased to \$0.70/km on January 1, 2024;
- catch-up on post-pandemic training opportunities for staff continue;
- requisition is basically flat for 2024; and
- year over year increase is 9%.

CFO Malloff provided an overview of the services included in General Administrative Service S100.

CFO Malloff and CAO Horn answered the Board's questions.

**ORDER OF AGENDA CHANGED** The Order of Business was changed to address public time, with Item 4 Public Time considered at this time.

### **4. PUBLIC TIME**

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

No questions from the public or media.

**ORDER OF AGENDA RESUMED** Item 3.5 General Administration discussion continued.

**RECESSED/ RECONVENED** The meeting recessed at 12:00 p.m. for lunch and reconvened by 12:35 p.m.

### **3.6 RURAL ADMINISTRATION**

CFO Malloff provided an overview of the Rural Administration Service S101 and discussed the following:

- the service houses rural directors expenses, fire services overhead and bylaw services;
- 6.2% CPI increase in staff salaries and rural director stipends;
- UBCM fire training grant supports staff wages, equipment and other training costs;
- 5% total increase in requisition for 2024;
- monies spent on unsightly property remediation in 2023 has been submitted to the province for recovery through property taxation for the property owners; and
- includes for the fire services command unit to be funded from reserves.

CFO Malloff and CAO Horn answered the Board's questions.

### **3.7 GEOSPATIAL INFORMATION TECHNOLOGY (GIS)**

CFO Malloff provided an overview of Geospatial Information Systems (GIS) Services S102 and discussed the following:

- projected \$79K surplus carried forward from 2023;
- 6.2% CPI increase for GIS staff;
- GIS strategic assessment to review processes, software and technology to support future initiatives including asset management;
- 2024 requisition is reduced by 20K from the projection from the 2023 financial plan due to increased funding from other services for projects; and
- includes funds for the replacement of the real time kinematics unit and field computer funded from reserves.

Sangita Sudan answered the Board's questions.

### **3.8 BUILDING INSPECTION**

CFO Malloff provided an overview of Building Inspection Services S103 and discussed the following:

- 6.2% CPI increase in salaries for Building staff;
- need fully staffed department to ensure better turn around on permit issuance and improved customer service;
- permit fees are down substantially (over \$300K) from 2023 - full staffing is required to service existing active permits;
- construction costs will be assessed using Marshall Swift Estimator which should drive an increase in permit revenue compared to previous methods; and
- to be included in the 2024 financial plan a phased digitization of historic building permits, replacement of building vehicles, CloudPermit implementation, replacement of laptops and funds for the mobile Starlink hardware.

Chris Gainham answered the Board's questions.

Moved and seconded,  
And Resolved:

50/24

That the Board approve \$200,000 to be included as a transfer from reserve in the draft 2024 Financial Plan for S103 Building Inspection, and that requisitions be reduced in the draft plan by the same amount.

**Carried**

### **3.9 PLANNING**

CFO Malloff provided an overview of Planning Service S104 and discussed the following:

- majority of the costs are staffing;

- 6.2% CPI increase in salaries for Planning staff;
- 19K reduction in requisition for 2024 compared to the estimate in the 2023 financial plan; and
- some opportunities exist for grants and other funding for planning projects from new provincial housing program.

Nelson Wight answered the Board's questions.

### **3.10 STAFFING**

#### **3.10.1 For Information: Community Services - Regional Park Staff**

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.

Joe Chirico, General Manager of Community Services, provided the Board with details for the staffing request and answered the Board's questions.

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

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.

Dan Sequin, Manager of Community Sustainability, provided the Board with details for the staffing request and answered the Board's questions.

**DIRECTOR ABSENT** Director Newell left the meeting at 2:27 p.m.

### **3.11 PORTION OF ELECTORAL AREA E PROCTER/HARROP/BALFOUR/QUEENS BAY RECREATION COMMISSION NO. 10**

**DIRECTOR PRESENT** Director Newell rejoined the meeting at 2:30 p.m.

Director Graham provided an overview of the Recreation Commission No. 10 service.

Director Page discussed the delivery of recreation services for Nelson, Areas E and F, the process taken for discontinuing the Recreation Commission No. 10 service for a year. Director Page requested more discussion regarding the service and how to move forward. He requested to restore the budget for 2024 and renew the commission member's terms until there are more details provided in April 2024.

Moved and seconded,  
And Resolved:

51/24

That the Board refer any discussions regarding Portion of Electoral Area E Procter/Harrop/Balfour/Queens Bay Recreation Commission No. 10 until the Electoral Area E Director is able to hold a public meeting in February 2024.

**Carried**

### **5. ADJOURNMENT**

Moved and seconded,  
And Resolved:

52/24

That the meeting adjourn at 3:05 p.m.

**Carried**

---

Aimee Watson, RDCK Board Chair

---

Angela Lund, Deputy Corporate Officer



# Board Report

**Date of Report:** January 29, 2024  
**Date & Type of Meeting:** February 16, 2024 – Regular 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, plus approximately \$7,000 for position-related expenses (IT, training, PPE, phone, etc.). This will be prorated in 2024 based on the expected April 1 hiring date to \$77,718.78 salary and benefits, and approximately \$5,250 for position-related expenses; AND FURTHER, that staff include related expenses to fund the position in the 2024 A101 Emergency Program budget.

## 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.

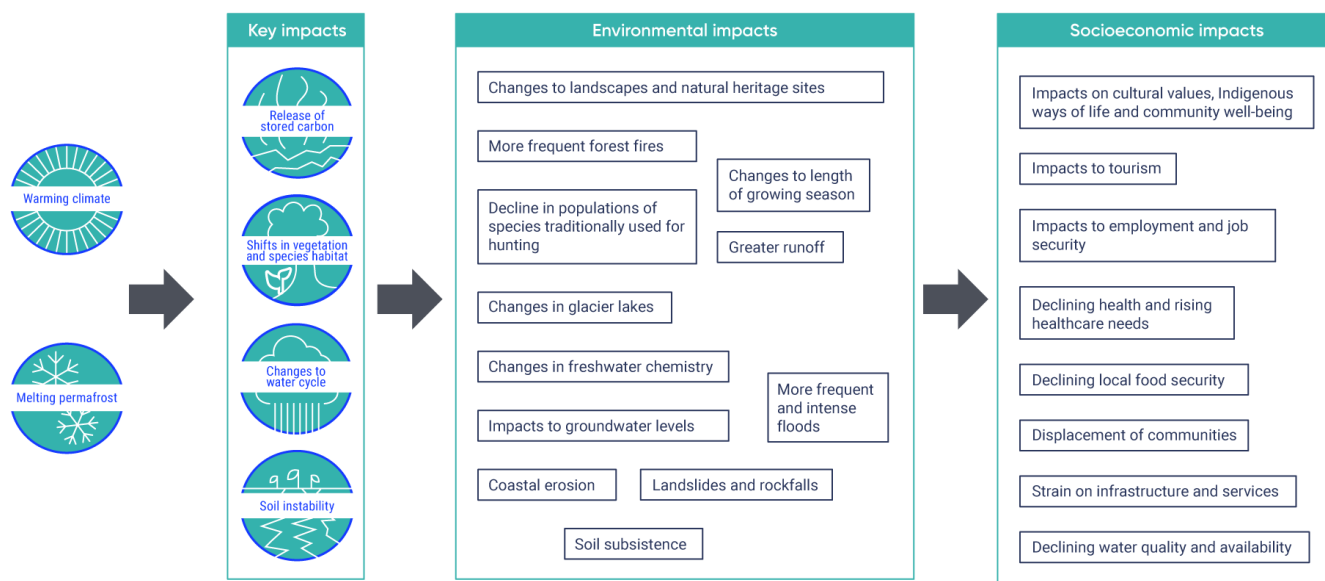
### Our Changing Climate

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 (SEE ATTACHMENT A). 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, plus approximately \$7,000 for position-related expenses (IT, education and training, PPE, phone, etc.). This will be prorated in 2024 based on the expected April 1 hiring date to \$77,718.78 salary and benefits, and approximately \$5,250 for position-related expenses. If approved, all related expenses to fund this position will be included in the 2024 A101 Emergency Program budget.

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 second full-time, permanent Emergency Program Coordinator based in Nelson.

#### 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 ongoing implementation of 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 second Emergency Program Coordinator in Nelson.

Pros

- Short term, temporary cost avoidance.

Cons

- 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 be compliant with its new requirements under the Emergency and Disaster Management Act.
- 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

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, plus approximately \$7,000 for position-related expenses (IT, education and training, PPE, phone, etc.). This will be prorated in 2024 based on the expected April 1 hiring date to \$77,718.78 salary and benefits, and approximately \$5,250 for position-related expenses; AND FURTHER, that staff include related expenses to fund the position in the 2024 A101 Emergency Program budget.

Respectfully submitted,  
Dan Séguin, Manager of Community Sustainability

## CONCURRENCE

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

ATTACHMENT A: EM-Task-Function-Distribution\_ATTACHMENT



## EM Task & Function Distribution

	Manager Comm Sus	EPC 1 Nelson	EPC 2 Nelson	EPC Creston	EM Admin
<b>PREPAREDNESS</b>					
Coordinates emergency preparedness committees (i.e.: BCAS, Health Authority; School District; Utility Companies, Industry, Transportation Agencies, first responding agencies etc.). Prepares agendas, chairs meetings, and makes recommendations regarding risk management, mitigation, preparedness, response and recovery.		X	X	X	
Scheduling various meetings, including Emergency Preparedness Committee meetings and Emergency Executive Committee meetings and minute/note-taking					X
Manages the emergency program by acting as the regional contact on behalf of the emergency program for all outside stakeholders, including provincial agencies, utilities, municipal leaders, and elected officials;	X				
Acts as single point of contact for the community/jurisdiction emergency program to discuss emergency preparedness, response, and recovery.		X	X	X	
Coordinates the Emergency Support Services (ESS) program within the RDCK.				X	
Establishes and maintains updated local resource and contact lists in case of emergency and keeps local stakeholders engaged.		X	X	X	
Anticipates potential emergency situations by monitoring current conditions and participating in hazard awareness information sessions provided by related provincial bodies (e.g. EMCR, FLNRO).		X	X	X	
Collaborates with Emergency Program staff to develop, maintain and regularly review emergency plans to ensure compliance and preparedness.		X	X	X	
Works with Emergency Program staff to identify jurisdiction's training needs, and promote and encourage local participation on EMCR-funded training courses.				X	
Develops, organizes and facilitates training and exercises for RDCK EOC staff including tracking and records management.		X	X		
Maintaining emergency management education and training for EOC staff requirements					X
Develops and coordinates training and exercises for staff, ESS volunteers and the community to ensure emergency preparedness.		X	X	X	
Participates in training to maintain and develop their own EOC skills and abilities.	X	X	X	X	X



	Manager Comm Sus	EPC 1 Nelson	EPC 2 Nelson	EPC Creston	EM Admin
Organizing emergency management related courses and training, including meals and venue					X
Corresponding with EMBC regarding training, courses and EOC related matters					X
Maintaining and populating the Emergency Management and Wildfire Mitigation media channels					X
Ensuring continual improvement of EOC documentation and facility supplies					X
Assisting with the Emergency Management asset management upkeep					X
Working closely with GIS/Mapping department to maintain emergency applications and process					X
<b>RESPONSE</b>					
During emergency situations, may act as a Field Assessor, an EOC Municipal Liaison, or in a suitable position within the Regional EOC.	X	X	X	X	
Participate in the Emergency Operations Centre (EOC) during emergency activations taking on various senior roles, including: Director, Deputy Director, Section Chief, etc.  During EOC activations <ul style="list-style-type: none"> <li>Ensures the EOC is able to receive, manage, store and disseminate information;</li> <li>ensures provincial financial guidelines are followed to ensure reimbursement of costs;</li> <li>maintains communications with Manager of Community Sustainability; and</li> <li>maintains communications with internal partners and external stakeholders.</li> </ul>	X	X	X		
Participate in the Emergency Operations Centre (EOC) during emergency activations taking on various senior roles, including: ESS Section Chief and others				X	
Participate in the Emergency Operations Centre (EOC) during emergency activations taking on various roles.					X
Collaborates with affected local authorities during Regional EOC activations to ensure effective communications and support is provided to the community.				X	
Collaborates with regional Red Cross Coordinator to ensure provision of effective Emergency Social Services program.				X	
Maintains contact with EMCR Lifeline Volunteers (ESS, SAR, Emergency Radio Communications, PEP Air, Road Rescue).				X	
Supports RDCK Communications Coordinator during public forums and meetings to ensure residents informed of emergency status, recovery efforts and on-going emergency management initiatives.		X	X	X	
<b>RECOVERY</b>					

	Manager Comm Sus	EPC 1 Nelson	EPC 2 Nelson	EPC Creston	EM Admin
After an emergency, participates in community recovery as needed and tracks the progress of recovery issues.				X	
Participates in after-incident reviews and actively incorporates lessons learned from past emergency events to ensure plans and procedures are current and adequate to meet future such emergency events.				X	
Processes and submits reports and information to Emergency Program staff and the Provincial Regional EOC as required.		X	X	X	
Following EOC Activations: <ul style="list-style-type: none"> <li>• leads recovery plan implementation;</li> <li>• completes and distributes the EOC After Action Report;</li> <li>• organizes public forums and/or meetings to keep residents informed as to the status of recovery efforts and on-going emergency management initiatives; and</li> <li>• applies financial and administrative requirements of the RDCK and EMCR.</li> </ul>		X	X		
<b>ONGOING</b>					
Provide technical expertise to strengthen climate change risk identification and disaster risk management to inform operations and community development	X				
Leads and works with a multi-disciplinary team of managers seeking to reduce risks of climate change and moving towards a low carbon economy	X				
Ensures compliance of the Emergency Program to meet provincially legislated requirements	X	X	X	X	
Supports risk informed regional risk management plans related to preparedness and mitigation from natural disasters such as: floods, landslides, avalanches wind storms, hailstorms and drought.	X				
Prepares and or participates in the identification, preparation and assessment of studies, research papers, guidelines, monitoring reports, dashboards etc. related to climate change risk.	X				
Develops and manages program budgets and presents to Board as required	X				
Provide input to the Emergency Program budget.		X	X	X	
Assisting with the Emergency management annual budget, as well as maintaining an in-depth knowledge of emergency management budgets and purchasing policies					X
Coordinate and facilitate ESS meetings				X	
Act as single point of contact for ESS-related stakeholder communications				X	
Lead and supervise ESS volunteers (80+)				X	
Develop and manage ESS budget	X			X	

	Manager Comm Sus	EPC 1 Nelson	EPC 2 Nelson	EPC Creston	EM Admin
Coordinates and manages grant applications and ensures appropriate management of any grant funding received	X				
Manage grants, as required: Participates in grant applications for emergency preparedness, response and recovery initiatives. Includes identifying, applying for, managing and reporting.		X	X	X	
Participates in the management of Emergency Program purchasing and tracking of equipment, materials and supplies for local emergency programs.		X	X	X	
Participates in the management of Emergency Program records of all applicable emergency-related programs, training, activities and related statistics.		X	X	X	
General correspondence with Emergency Program Coordinators, municipalities, ESS teams, etc.					X
Responding to enquiries from RDCK staff and volunteers, external agencies and the public on general Emergency Management issues					X
Coordinating and maintaining the Emergency Alert Notification System					X
Assisting with the coordination of FireSmart Home Partners Program					X
Performing the role of an Emergency Program Coordinator, when required					X
Coordinates public awareness campaigns including preparation and delivery of presentations on programs as required;	X	X	X		
Builds strong capacity through the Emergency Program Coordinators to support the EOC activations and may be required to act as EOC Director; and	X				
Other duties as assigned.		X	X	X	
<b>EDMA (TBD based on Local Authority Regulations)</b>					
Risk assessment (contracting, management, review, etc.)s		X	X	X	
Emergency management plans (develop, review, etc)		X	X	X	
Business continuity plans (guide and support)		X	X	X	
Collaboration, coordination, and consultation – including Indigenous Governing Bodies (MOU, meetings, info sharing, etc.)		X	X	X	
Develop and participate in multijurisdictional (MOU, meetings, info sharing, etc.)organization(s)		X	X	X	



# Board Report

**Date of Report:** 01,03, 2024  
**Date & Type of Meeting:** 01, 18, 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 spaces 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 - That the Board approve the hiring of one full-time, permanent Regional Parks Maintenance worker at an annual amount not to exceed \$100,000 in salary and benefits, plus approximately \$25,000 for position-related expenses (IT, training, PPE, phone, equipment etc.). This will be prorated in 2024 based on the expected April 29, 2024 hiring date to \$66,000 for salary and benefits, and approximately \$20,000 for position-related expenses;

AND FURTHER,

that staff include related expenses to fund the position in the 2024 A104 Community Services Regional Parks budget and to be costed to services as per the Community Services Fees.

- 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 - That the Board approve one seasonal Regional Parks Maintenance worker be made full-time, permanent Regional Parks Maintenance worker at an annual amount not to increase salary and benefits more than \$62,000, plus approximately \$12,500 for position-related expenses (IT, training, PPE, phone, equipment etc.). This will be prorated in 2024 based on the expected April 29, 2024 hiring date to \$18,000 for salary and benefits, and approximately \$12,000 for position-related expenses;

AND FURTHER,

that staff include related expenses to fund the position in the 2024 A104 Community Services Regional Parks budget and to be costed to services as per the Community Services Fees.



- 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

- 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 .38 FTE

- 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

That the Board approve the hiring of one full-time, permanent Regional Parks Maintenance worker at an annual amount not to exceed \$100,000 in salary and benefits, plus approximately \$25,000 for position-related expenses (IT, training, PPE, phone, equipment etc.). This will be prorated in 2024 based on the expected April 29, 2024 hiring date to \$66,000 for salary and benefits, and approximately \$20,000 for position-related expenses;

AND FURTHER, that staff include related expenses to fund the position in the 2024 A104 Community Services Regional Parks budget and to be costed to services as per the Community Services Fee.

Respectfully submitted,

Craig Stanley – Regional Manager – Operations and Asset Management

## CONCURRENCE

General Manager of Community Services – Joe Chirico

Approved

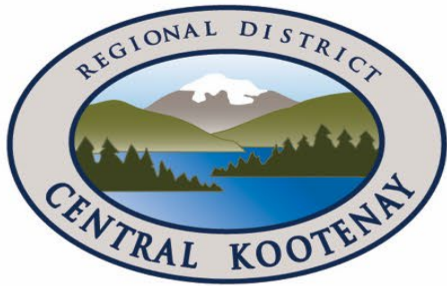
Chief Administrative Officer – Stuart Horn

Approved

Attachment A - Regional Parks Staffing Model

Attachment B – Background Information to Inform Staffing Report

<b>Employees</b>	<b>Regional or Specific Park</b>	<b>Type of work or contract</b>	<b>Number of hours (or approximate)</b>	<b>FTE</b>
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
<b>Seasonal Employees</b>				
Seasonal Employee	Regional	Parks Projects Worker	800	0.38
Seasonal Employee	Regional	Parks Projects Worker	800	0.38
			Total Part Time Seasonal	<b>0.76</b>
<b>Contractors /Employees For Specific Regional Parks Services</b>				
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

## TABLE OF CONTENTS

Introduction.....	Error! Bookmark not defined.
<b>Regional Parks &amp; Trails System</b> .....	4
<b>1. Timeline &amp; Chronology</b> .....	5
a) Acquisition of Regional Parks.....	6
b) Acquisition of Regional Parks Timeline.....	7
<b>1. Official Regional Parks and Trails Details</b> .....	8
c) Official Park Names, Host Electoral Areas/Municipalities, Service Participants and Areas.....	9
d) Regional Parks & Trails Map .....	10
e) Regional Park Size By Electoral Area.....	11
<b>4. Park Amenity and Activity</b> .....	12
a) Park Amenity Listing.....	13
b) Park Activity Listing .....	14
<b>5. Ownership and Tenures</b> .....	15
a) Park Areas (ha) and Ownership/Tenure Type.....	16
b) Property Details and Origins .....	17
<b>Asset Management</b> .....	18
a) Property Assessment of RDCK Fee Simple Land Value .....	19
b) Facility Assessment – Improvement Costs.....	20
c) Existing Park Conditions – Rapid Condition Assessment .....	21
<b>6. Governance &amp; Funding</b> .....	22
a) Regional Parks Commissions.....	23
b) Funding – 2022 budget breakdown including the amount spent per person on parks .....	24
<b>7. Existing Operating Model</b> .....	25
a) Regional Parks & Trails Staffing.....	26
b) Regional Parks & Trails Roles .....	27

- c) Full time Regional Parks & Trails Staffing Roles & Services ..... 28
- d) Full time Regional Parks & Trails Staffing Roles & Services ..... 29
- e) Drivetime (return trip time from Nelson) per visit for Parks Staff..... 30

## 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.



# 1. Timeline & Chronology

# SEQUENCE OF EVENTS



## THE PATRICK LUMBER COMPANY

As you explore Crescent Valley Beach Regional Park you will notice many interesting remains from the Patrick Lumber Company mill. This steam-powered sawmill was built in 1917 by the Patrick family from British Columbia. Imagine the roar, rattle, and smell of 100 years working at this location over 100 years ago. It's built like most grist mills.



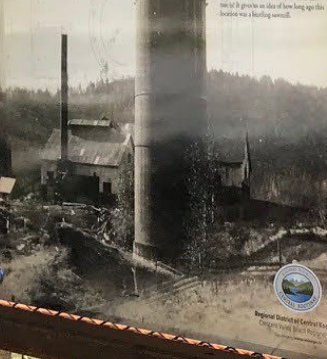
Look at the size of these handsome blades! The Patrick sawmill could produce over 100,000 feet of lumber a day from local pine, spruce, and cedar.

### STEAM POWER!

Steam engines powered the mill. The boiler was a large iron tank that heated water to create steam. The steam turned a large flywheel that drove the saw blades and other machinery. The large steam engine is located in the mill's engine house.

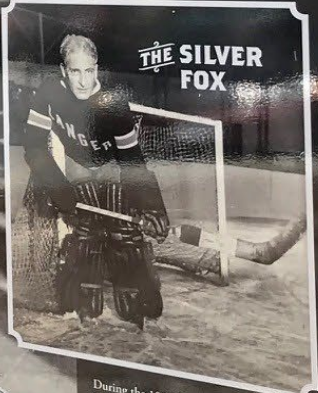
### SAWDUST BURNER

All the shavings, chips, and mill ends were burned in this large iron burner. The burner was a large cylindrical tank that heated the sawdust. The burner was a large iron tank that heated the sawdust. The burner was a large iron tank that heated the sawdust.



## 1915 STANLEY CUP CHAMPIONS

Frank Patrick was both a player and the coach of the Vancouver Millionaires, who won the Stanley Cup in 1915. This was the first and only time the Vancouver team has won the cup to this day.



## "THE BRAINS OF MODERN HOCKEY"

Frank and Lester were both revolutionary players. They were the first defencemen to rush with the puck, play offensively, and even score! In all, Frank is credited with 22 innovations that remain in the NHL rulebook to this day. It's no wonder he was called "the brains of modern hockey."

Here are just a few of them:

- the blue line
- the penalty shot
- numbers on jerseys
- the forward pass
- the playoff system
- credit for assists

During the 1928 Stanley Cup finals the New York Rangers' goalie took a puck to the eye. Coach Lester Patrick said "Boys, don't let an old man down" as he suited up to finish the game in net himself. The Rangers went on to win the game 2-1 overtime and Lester Patrick became the oldest man to play in the Stanley Cup Finals at age 44.

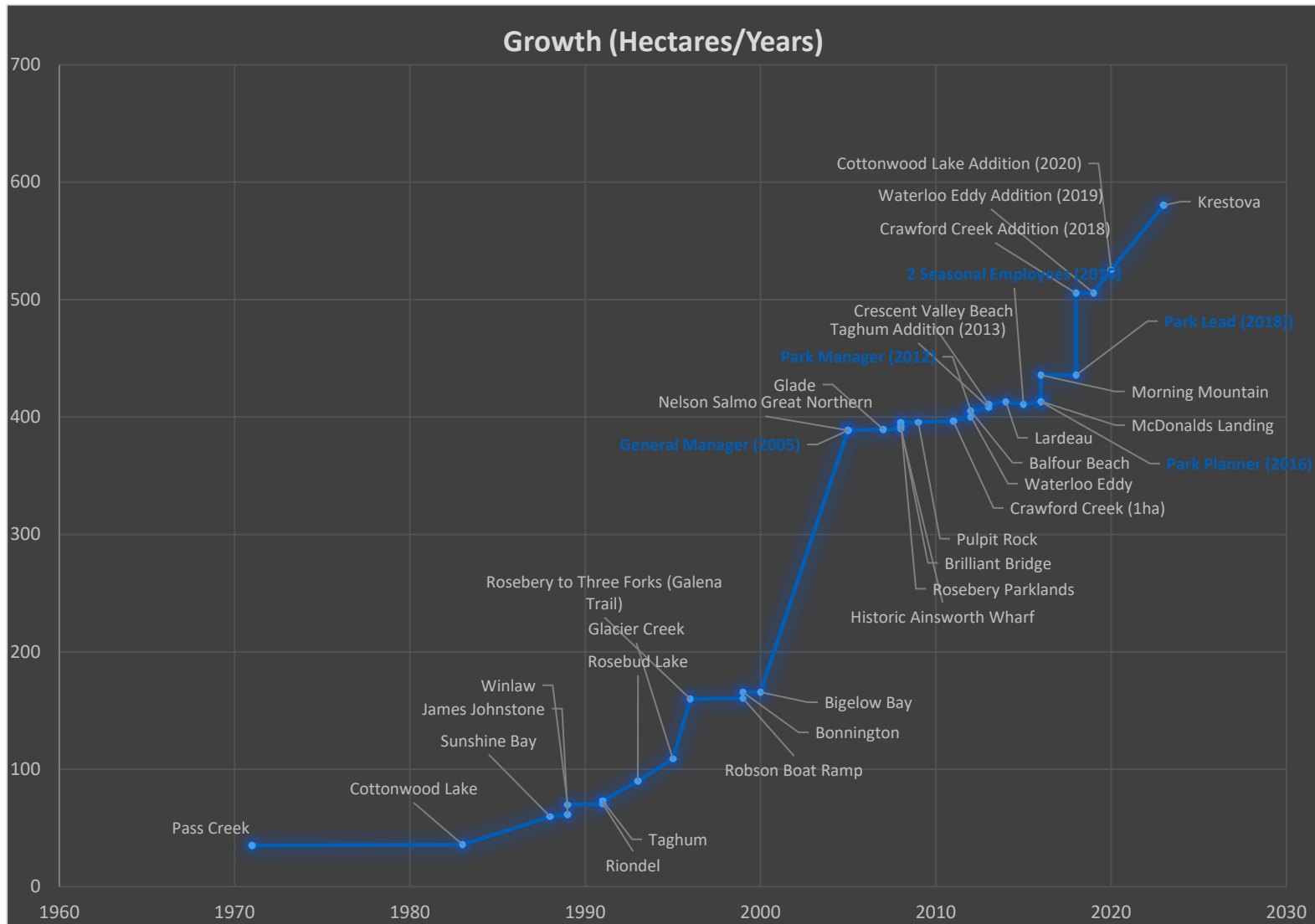


a) Acquisition of Regional Parks

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
<b>SYSTEM TOTAL</b>			<b>580.4 ha</b>



b) Acquisition of Regional Parks Timeline





## 1. Official Regional Parks and Trails Details

# SYSTEM SIZE AND SERVICE DELIVERY METHOD

---

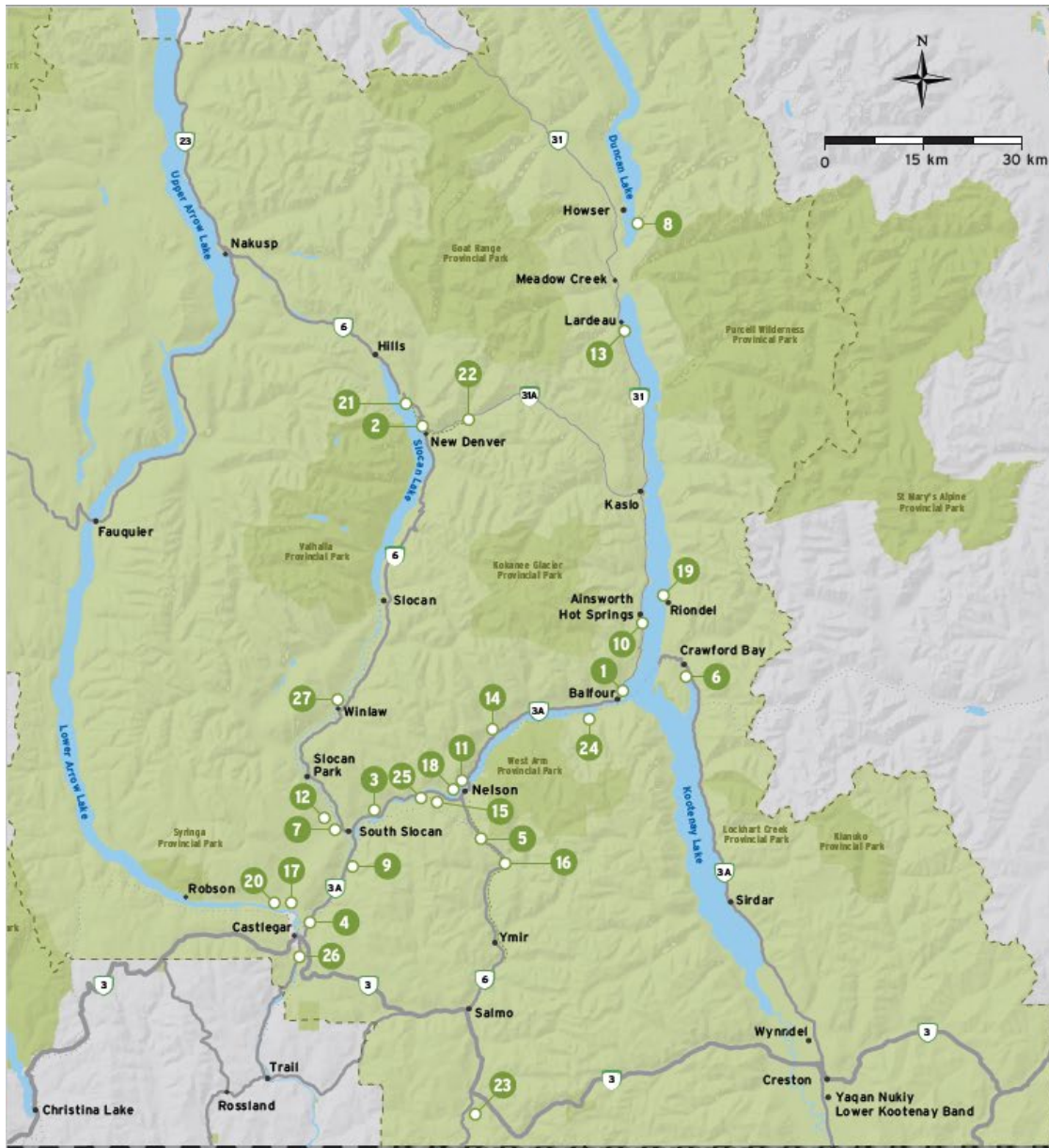




c) Official Park Names, Host Electoral Areas/Municipalities, Service Participants and Areas

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



[rdck.ca/parks](http://rdck.ca/parks)  
 Phone: 250.352.1574  
 Email: [parks@rdck.bc.ca](mailto: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												
<b>TOTAL (ha)</b>	<b>71.6</b>			<b>21.5</b>	<b>117</b>	<b>7.4</b>	<b>185</b>	<b>115.8</b>	<b>1.36</b>	<b>41.6</b>		<b>0.14</b>				<b>15</b>	<b>4.07</b>			
<b>Park (ha) per 1000 EA population</b>	<b>31.9</b>			<b>14.7</b>	<b>30.0</b>	<b>1.8</b>	<b>112</b>	<b>22.9</b>	<b>0.5</b>	<b>11.8</b>		<b>n/a</b>				<b>n/a</b>	<b>n/a</b>			
<b>SYSTEM TOTAL (ha)</b>	<b>580.5</b>																			



4. Park Amenity and Activity

**FUN THINGS TO SEE & DO**

---



a) Park Amenity Listing

PARK	BOARDWALK(S)	BALL DIAMOND	BEACH	BIKE PARK or AREA	BOAT LAUNCH	BOAT DOCK	FOOTBRIDGE/ TRESTLE	CAMPGROUND	EQUESTRIAN FACILITIES	FIRE PITS	HAND LAUNCH	HERITAGE FEATURE	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																										
<b>SYSTEM TOTAL</b>	<b>1</b>	<b>4</b>	<b>12</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>13</b>	<b>3</b>	<b>20</b>	<b>20</b>	<b>9</b>	<b>3</b>	<b>13</b>	<b>21</b>	<b>20</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>1</b>

b) Park Activity Listing

PARK	ATV or DIRT BIKING	BEACH ACTIVITIES	BIKING (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 ACTIVITIES	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																							
<b>SYSTEM TOTAL</b>	<b>1</b>	<b>15</b>	<b>5</b>	<b>7</b>	<b>26</b>	<b>2</b>	<b>17</b>	<b>5</b>	<b>23</b>	<b>29</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>27</b>	<b>24</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>15</b>	<b>22</b>



## 5. Ownership and Tenures

### OWNERSHIP AND TENURE TYPES

---





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				
<b>SYSTEM TOTAL</b>	<b>1971-2023</b>	<b>Various Origins</b>	<b>69</b>	<b>9</b>	<b>13</b>	<b>4</b>	<b>2</b>

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

---





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
<b>TOTAL</b>	<b>\$5,846,555</b>

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 CAPACITY	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 Commission	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	
<b>TOTAL</b>	<b>\$1,129,898.26</b>	<b>\$1,701,020.00</b>	<b>\$1,187,608.00</b>
<b>SYSTEMS TOTAL (BUDGET EXPENSES-EXTERNAL REVENUES)</b>	<b>\$1,643,310.26</b>		
<b>AMOUNT SPENT PER PERSON ON PARKS</b>	<b>\$26.29</b>		

\*Parks Operating Budget includes salaries and administrative costs

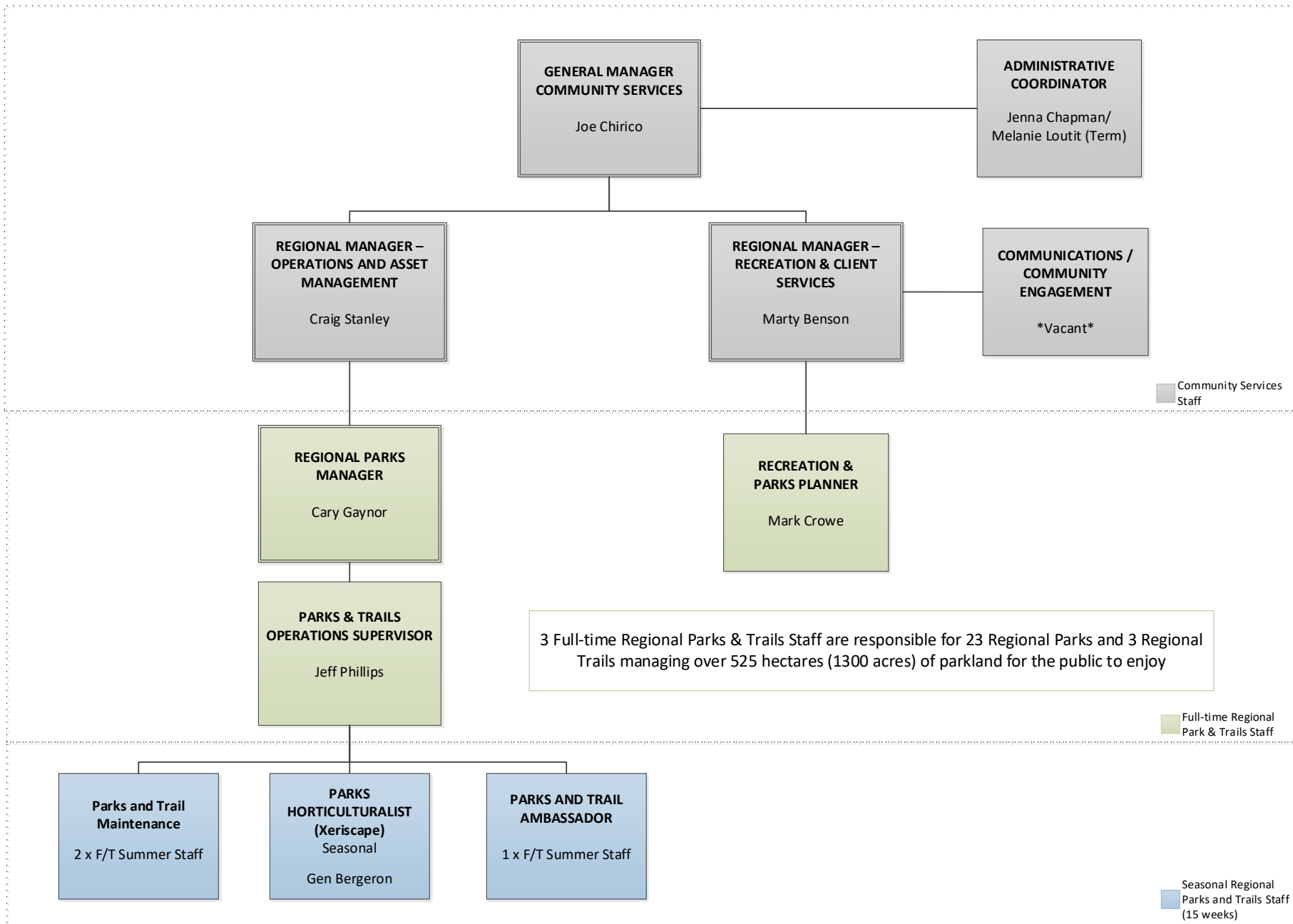


7. Existing Operating Model





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 COMMUNICATIONS	LAND ACQUISITION & 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	Blue	Blue	Blue	Grey	Grey	Blue	Grey	Grey	Blue	Blue	Blue	Blue	Blue	Grey	Grey	Blue	Grey	Grey	Blue	Blue	White	White	Grey	Grey	Grey	Grey	Blue	Grey	Grey	Grey	Grey	
2. Regional Parks & Trails Planner	White	White	White	Grey	Grey	White	White	White	White	White	Blue	White	Blue	Blue	Blue	Blue	White	Grey	Blue	Blue	Grey	White	Grey	White	White	White	White	White	White	White	White	White
3. Regional Parks & Trails Supervisor	White	Blue	White	Grey	Grey	Blue	White	White	White	White	Blue	White	Blue	Blue	Blue	Blue	Grey	White	White	Blue	Grey	White	Grey	Grey	Grey	White	White	White	Grey	Grey	Grey	Grey

**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								
<b>TOTAL PARKS</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>5</b>
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	