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REPORT TO CAPITAL REGIONAL DISTRICT BOARD MEETING OF WEDNESDAY, MARCH 09, 2022

SUBJECT Bylaw No. 4483, to amend Bylaw No. 3343 being “Officers’, General Managers’ and Management Staff’s Bylaw No.1, 2006”

ISSUE SUMMARY

To update Bylaw No. 3343, *Officers’, General Managers’, and Management Staff’s Bylaw No. 1, 2006*, with regards to payments for exempt staff long-term disability benefits and general medical insurance contributions.

BACKGROUND

On February 9, 2022, the CRD Board resolved to change the contribution formula for exempt staff long term disability benefits to align with market. Exempt staff benefits are outlined by CRD Bylaw No. 3343, *Officers’, General Managers’, and Management Staff’s Bylaw No. 1, 2006* (“Bylaw”), and this change requires a bylaw amendment. In addition, this Bylaw requires amendment as the CRD no longer pays premiums for general medical insurance, as these are now covered through the provincial health tax.

ALTERNATIVES

Alternative 1

1. That Bylaw No. 4483, cited as “Officers’, General Managers’ and Management Staff’s Bylaw No. 1, 2006, Amendment Bylaw No. 7, 2022” be introduced and read a first, second, and third time;
2. That Bylaw No. 4483 be adopted.

Alternative 2

That Bylaw No. 4483 be referred back to staff for further information.

IMPLICATIONS

Financial Implications

Alternative 1

The cost of this alternative to the employer is approximately \$154,000 and is included in the 2022 budget.

Alternative 2

There are no financial implications.

Organizational Implications

This amendment aligns exempt staff benefits with the market and many other local governments in the region, and in the manner approved by the CRD Board.

Bylaw No. 3343 is currently out of alignment with the resolution of the Board. The current Bylaw also includes dated references to the contribution of general medical insurance which is no covered through the provincial health tax, which require amendment.

CONCLUSION

CRD Bylaw No. 3343, *Officers’, General Managers’, and Management Staff’s Bylaw No. 1, 2006*, outlines the terms and conditions of employment for CRD exempt staff. This Bylaw requires amendment given recent Board resolution on changes to the contributions of long-term disability benefits consistent with market. Further, the Bylaw requires amendment to dated references to general medical insurance contributions, which are now covered by the provincial health tax.

RECOMMENDATION

1. That Bylaw No. 4483, cited as “Officers’, General Managers’ and Management Staff’s Bylaw No. 1, 2006, Amendment Bylaw No. 7, 2022” be introduced and read a first, second, and third time;
2. That Bylaw No. 4483 be adopted.

Submitted by:	Chris Neilson, MBA, CPHR, Senior Manager Human Resources & Corporate Safety
Concurrence:	Kristen Morley, J.D., General Manager, Corporate Services & Corporate Officer
Concurrence:	Nelson Chan, MBA, FCPA, FCMA, Chief Financial Officer
Concurrence:	Robert Lapham, MCIP, RPP, Chief Administrative Officer

ATTACHMENT(S)

Appendix A: Bylaw No. 4483, “Officers’, General Managers’ and Management Staff’s Bylaw No. 1, 2006, Amendment Bylaw No. 7, 2022”