



**REGIONAL DISTRICT**  
of Fraser-Fort George

**2025 TO 2026**

# **Corporate Workplan**

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# REGIONAL DISTRICT of Fraser-Fort George

2025 TO 2026

## Corporate Workplan

To provide a roadmap of how the Regional District of Fraser-Fort George intends to make tangible progress to meet the goals under each strategic priority pillar over the next two years.

### OUR Strategic Priorities

#### Indigenous and Intergovernmental Partnerships

1. Advance Truth and Reconciliation in all of our work
2. Enhance current government -to-government partnerships and foster new ones
3. Advocate for regional needs
4. Work with the four orders of government regularly to collectively address regional issues

#### Organizational Strength and Adaptability

1. Utilize technology to create operational efficiencies and best practices
2. Be a preferred employer
3. Create a robust health and safety culture
4. Expect and support accountability, forward-thinking and bold leadership from the Board of Directors
5. Consider all financial and economic decisions through a sustainable and long-term lens
6. Establish resources and capacity to provide responsive leadership to emerging regional issues

#### Quality Community Services

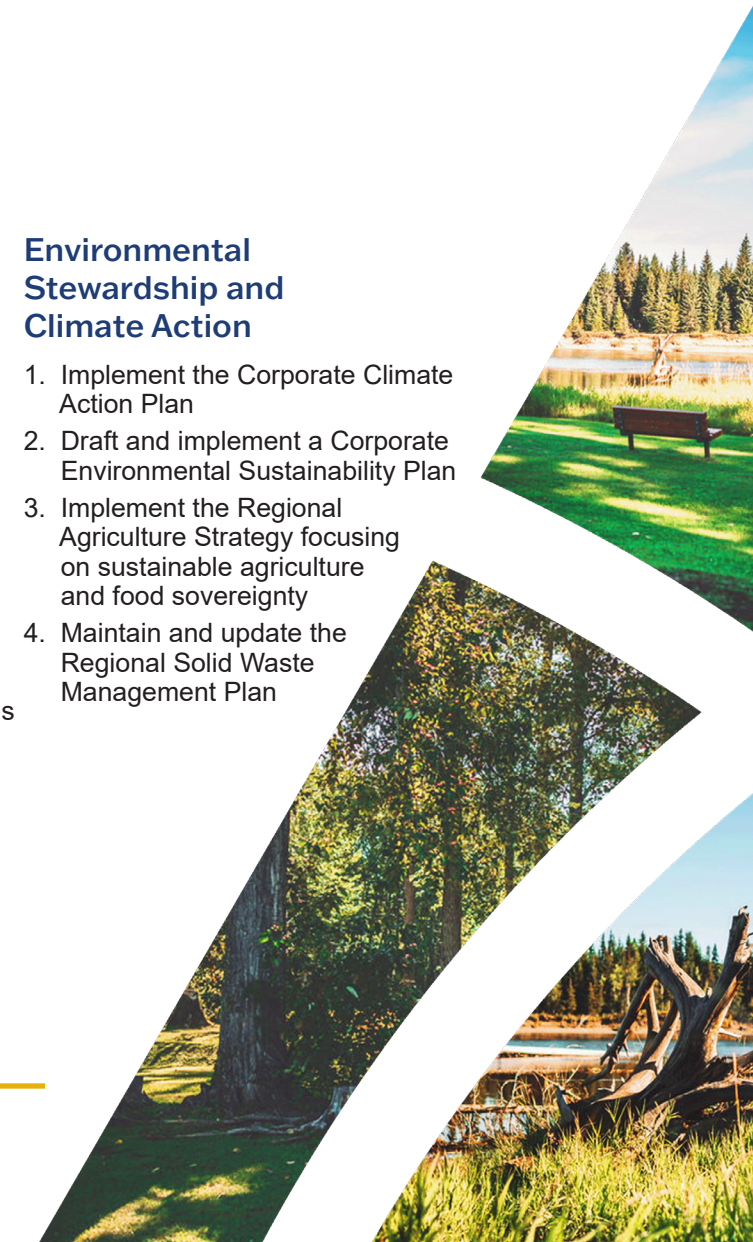
1. Implement a Corporate Asset Management Plan
2. Deliver an environmentally sustainable waste management program
3. Continue to advance community safety and emergency management
4. Advance healthcare in the region

#### Awareness and Engagement

1. Work towards a better understanding of our communities through information gathering, research and engagement, to inform our decision-making
2. Communicate clearly to develop an understanding of the Regional District's roles, responsibilities and services
3. Develop internal and external communications plans to deliver consistent and effective communications
4. Regularly engage communities using a variety of accessible mediums
5. Communicate in a clear and transparent way that is responsive to the needs of our people

#### Environmental Stewardship and Climate Action

1. Implement the Corporate Climate Action Plan
2. Draft and implement a Corporate Environmental Sustainability Plan
3. Implement the Regional Agriculture Strategy focusing on sustainable agriculture and food sovereignty
4. Maintain and update the Regional Solid Waste Management Plan



# Indigenous and Intergovernmental Partnerships

## GOALS

1. Advance Truth and Reconciliation in all of our work

## 2025

- hire Intergovernmental Coordinator
- develop Indigenous Relations Framework
- all staff complete 4 Seasons of Reconciliation Training

## 2026

- continue staff reconciliation training program
- implement Indigenous Relations Framework
- develop and empower leadership to build a culturally safe and respectful workplace

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2. Enhance current government-to-government partnerships and foster new ones

- finalize MOU with Simpcw First Nation
- establish emergency response MOUs with Indigenous governments
- appoint representative on Prince George Public Library Board

- repatriate 9-1-1 call answer in conjunction with partner regional districts
- develop Intergovernmental workplan

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3. Advocate for regional needs

- advocate with Northern Regional Hospital Districts to change hospital district financial requirements and legislation
- enhance advocacy partnership with Lheidli T'enneh First Nation at UBCM

- continue advocacy with Northern Regional Hospital Districts to change hospital district financial requirements and legislation
- continue advocacy in partnership with Lheidli T'enneh First Nation
- advocate with regional partners for a regional resource benefit/sharing agreement

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4. Work with the four orders of government regularly to collectively address regional issues

- continue G2G meetings and actions under MOU with Lheidli T'enneh First Nation and City of Prince George
- work on Joint Advocacy MOU priorities (addiction treatment, enhancement of healthcare, public safety and economic development)
- work with Indigenous governments on Electoral Area A OCP update
- build relationships with new provincial government and ministers

- continue G2G meetings and actions under MOU with Lheidli T'enneh First Nation and City of Prince George
- work on Joint Advocacy MOU priorities (addiction treatment, enhancement of healthcare, public safety and economic development)
- work with Indigenous governments on Electoral Area H OCP update
- enhance relationships with new provincial government and ministers

# Organizational Strength and Adaptability

## GOALS

	2025	2026
1. Utilize technology to create operational efficiencies and best practices	<ul style="list-style-type: none"><li>• continue software development and implement workflow management/operations software</li><li>• enhance communication and service to Board of Directors, staff and residents</li><li>• prioritize savings, operating efficiencies and serving residents</li></ul>	<ul style="list-style-type: none"><li>• continue to determine technology solutions for other processes and departments</li><li>• explore implementing HRIS system and EOC software</li><li>• digitize accounts payable and records management</li></ul>
2. Be a preferred employer	<ul style="list-style-type: none"><li>• negotiate collective agreement with CUPE Local No. 1699</li><li>• invest in learning, development and organizational performance management program</li><li>• engage staff through town halls and a new Intranet</li></ul>	<ul style="list-style-type: none"><li>• implement justice, equity, diversity and inclusion training</li><li>• evaluate and build employer brand proposition</li><li>• engage staff through town halls and other methods</li></ul>
3. Create a robust health and safety culture	<ul style="list-style-type: none"><li>• hire Occupational Health and Safety Coordinator</li><li>• update and adopt new health and safety policies</li><li>• implement organization-wide health and safety program</li></ul>	<ul style="list-style-type: none"><li>• update and adopt new health and safety policies</li><li>• train and support Joint Health and Safety Committee</li><li>• review volunteer fire department OH&amp;S Program</li></ul>
4. Expect and support accountability, forward-thinking and bold leadership from the Board of Directors	<ul style="list-style-type: none"><li>• create annual Board of Directors training</li><li>• support directors' external appointments and advocacy (UBCM and other associations)</li></ul>	<ul style="list-style-type: none"><li>• complete Strategic Priority summary by end of Board of Director's term</li><li>• implement annual Board of Directors training for new term</li><li>• support directors' external appointments and advocacy</li></ul>
5. Consider all financial and economic decisions through a sustainable and long-term lens	<ul style="list-style-type: none"><li>• update Regional Hospital District long-term financial plan</li><li>• implement 9-1-1 call answer repatriation strategy</li><li>• focus on asset management planning</li></ul>	<ul style="list-style-type: none"><li>• update solid waste long-term financial plan</li><li>• implement 9-1-1 call answer repatriation strategy</li><li>• start Corporate Asset Management Plan</li></ul>
6. Establish resources and capacity to provide responsive leadership to emerging regional issues	<ul style="list-style-type: none"><li>• utilize new hires to stabilize operational needs and respond to emerging issues</li><li>• hire Intergovernmental and Procurement Coordinators</li><li>• complete an internal policy and procedure inventory</li></ul>	<ul style="list-style-type: none"><li>• continue hiring as per financial plan and ensure relevant training and employee retention</li><li>• create and implement Intergovernmental workplan</li><li>• develop priority policies to match organizational growth</li></ul>

# Quality Community Services

## GOALS

1. Implement a Corporate Asset Management Plan

## 2025

- continue gathering asset management information and inventories
- commence Solid Waste Asset Management Plan
- implement Water and Sewer Asset Management Plan

## 2026

- start Corporate Asset Management Plan
- formalize asset management planning in 2027 budget
- obtain Board of Directors' direction to integrate asset management into long range individual service plans

2. Deliver an environmentally sustainable waste management program

- begin earthworks on Foothills Boulevard Regional Landfill Cell 2
- begin consultant work on solid waste asset management

- continue earthworks on Foothills Boulevard Regional Landfill Cell 2 for 2027 opening
- use asset management work for a new 5 year Solid Waste Financial Management Plan

3. Continue to advance community safety and emergency management

- implement 9-1-1 call answer strategy and NG9-1-1
- complete Community Wildfire Resiliency Plans
- progress on new CAD implementation
- continue regional hazard study work
- add team member to Emergency Management

- go live with 9-1-1 call answer
- consider implementing Community Wildfire Resiliency Plans
- complete CAD Implementation
- complete hazard study work and determine next steps

4. Advance healthcare in the region

- actively participate in UHNBC Acute Care Tower steering committee and project
- advocate with Northern Regional Hospital Districts for cost sharing relief and Hospital District Act revision

- actively participate in UHNBC Acute Care Tower steering committee and project
- continue advocacy with Northern Regional Hospital Districts to change Hospital District financial requirements and legislation

# Awareness and Engagement

## GOALS

1. Work towards a better understanding of our communities through information gathering, research and engagement, to inform our decision-making

## 2025

- enhance relationships with member municipalities and Indigenous governments
- hold Board on the Road in Mackenzie
- engage with Community Consultation Committees and residents for local taxable services

## 2026

- annual presentations to member municipalities
- hold Board on the Road in McBride
- engage with Community Consultation Committees and residents for local taxable services

2. Communicate clearly to develop an understanding of the Regional District's roles, responsibilities and services

- ensure rdffg.ca is up to date and responsive to community, operational and regulatory service changes
- continue to promote Board and Committee meetings and promote public engagement

- continue to update rdffg.ca content to communicate the Regional District's role, services and projects

3. Develop internal and external communications plans to deliver consistent and effective communications

- hire Communications Coordinator
- roll out new branding and communications materials
- develop internal communications plan and revise external communications plan
- launch new intranet

- continue to modernize rdffg.ca and intranet
- online and social media policy and planning for service areas with stand alone brands and accounts

4. Regularly engage communities using a variety of accessible mediums

- continue to respond to needs and meet residents, community groups and interested parties where they are at
- use engagement tools including open house meetings to access communities and residents

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- use engagement tools including open house meetings to access communities and residents

5. Communicate in a clear and transparent way that is responsive to the needs of our people

- adopt of new communication guidelines for accessible and clear communications
- use a variety of communication methods to reach residents

- conduct accessibility audit and implement guidelines

# Environmental Stewardship and Climate Action

## GOALS

1. Implement the Corporate Climate Action Plan

### 2025

- review 155 George Street HVAC assessment and obtain Board of Directors' direction
- pursue energy assessments/audits of top emission sources (The Exploration Place, 155 George Street and recreation centres)

### 2026

- implement 155 George Street HVAC assessment and look at enhancements to other buildings
- consider alternative fuel use and/or electrification of fleet

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2. Draft and implement a Corporate Environmental Sustainability Plan

- research local government partner solutions

- identify internal and external leads for the plan
- create partnerships with external groups to help deliver the plan

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3. Implement the Regional Agriculture Strategy focusing on sustainable agriculture and food sovereignty

- hire an Agriculture Coordinator
- establish priorities and timeline for Regional Agriculture Strategy and Northern Development Initiative Trust priorities

- establish and administer an Agriculture Grant Program
- advance Regional Agriculture Strategy priorities

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4. Maintain and update the Regional Solid Waste Management Plan

- continue with Foothills Boulevard Regional Landfill Cell 2 construction
- start the Valemount landfill closure project
- construct landfill gas utilization infrastructure to tie into Fortis infrastructure at Foothills Boulevard Regional Landfill

- continue with Foothills Boulevard Regional Landfill Cell 2 construction
- start to renew Regional Solid Waste Management Plan
- commission beneficial use project with Fortis at Foothills Boulevard Regional Landfill