



REGIONAL DISTRICT
of Fraser-Fort George

2026 TO 2027

Corporate Workplan





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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

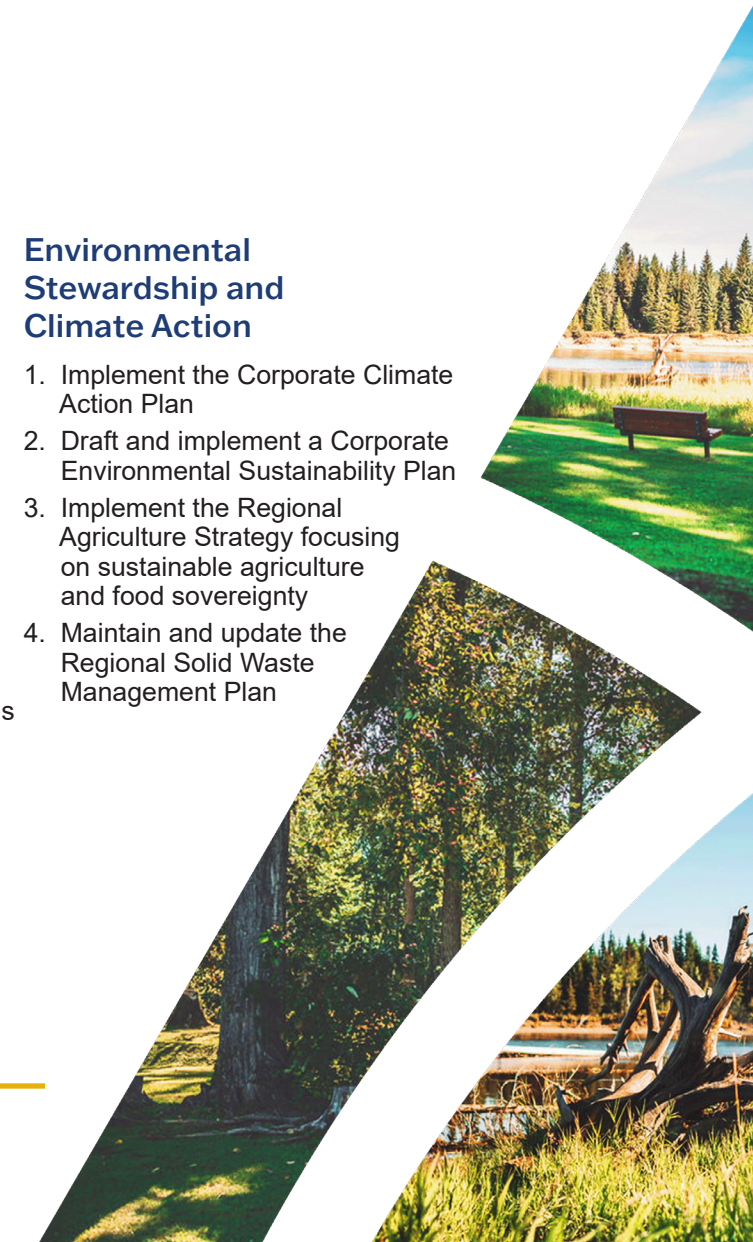
1. Implement a Corporate Asset Management Plan
2. Deliver an environmentally sustainable waste management program
3. Continue to advance community safety and emergency management
4. Advance healthcare in the region

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

2026

2027

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| <p>1. Advance Truth and Reconciliation in all of our work</p> | <ul style="list-style-type: none"> • continue staff Truth and Reconciliation training program • approve Indigenous Relations Framework • continue to develop and empower staff to build a culturally safe and respectful workplace | <ul style="list-style-type: none"> • expand staff education in Truth and Reconciliation • implement Indigenous Relations Framework |
| <p>2. Enhance current government-to-government partnerships and foster new ones</p> | <ul style="list-style-type: none"> • continue work on repatriating 9-1-1 call answer in conjunction with partner regional districts • sign MOU with Simpcw First Nation • co-host NCLGA with Lheidli T'enneh First Nation and City of Prince George | <ul style="list-style-type: none"> • continue work on repatriating 9-1-1 call answer in conjunction with partner regional districts • onboard new Board of Directors to current government-to-government partnerships and assess gaps |
| <p>3. Advocate for regional needs</p> | <ul style="list-style-type: none"> • 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 • create regional partnership structure for advocacy for a regional resource benefit/sharing agreement • make progress towards other key advocacy priorities | <ul style="list-style-type: none"> • onboard new Board of Directors to current advocacy priorities and refresh Board's advocacy focuses for new term • pursue advocacy with regional partners for a regional resource benefit/sharing agreement • maintain advocacy in partnership with Lheidli T'enneh First Nation |
| <p>4. Work with the four orders of government regularly to collectively address regional issues</p> | <ul style="list-style-type: none"> • continue government-to-government meetings and actions under MOU with Lheidli T'enneh First Nation and City of Prince George • work on Joint Advocacy MOU priorities of addiction treatment, enhancement of healthcare, public safety and economic development • enhance relationships with provincial government and ministers | <ul style="list-style-type: none"> • onboard new Board of Directors to intergovernmental relationships and priorities • continue to work on Joint Advocacy MOU priorities • continue government-to-government meetings and renew MOU with Lheidli T'enneh First Nation and City of Prince George • consult with Indigenous governments on Electoral Area H OCP update |

Organizational Strength and Adaptability

Goals

	2026	2027
1. Utilize technology to create operational efficiencies and best practices	<ul style="list-style-type: none"> implement prioritized, budget-supported technology solutions to improve efficiency and consistency update technology related policies including AI as a foundation to effectively use digital tools 	<ul style="list-style-type: none"> digitize accounts payable workflow and records management explore implementing HRIS system and scheduling software to meet staff needs
2. Be a preferred employer	<ul style="list-style-type: none"> work to rebuild relationships and trust following 2025 strike commence justice, equity, diversity and inclusion training engage staff through town halls and other methods continue enhancing and modernizing Regional District facilities including building renovations and improvements 	<ul style="list-style-type: none"> evaluate and build employer brand proposition create longer term strategy to maintain status as a preferred employer identify critical gaps in succession planning and work to address them
3. Create a robust health and safety culture	<ul style="list-style-type: none"> update and adopt new health and safety policies strengthen Joint Health and Safety Committee through revised membership, training and support recruit and onboard Occupational Health and Safety Coordinator rollout health and safety software for the organization 	<ul style="list-style-type: none"> review volunteer fire department Occupational Health and Safety program advance Occupational Health and Safety program with resources in place prepare for future health and safety processes audit to ensure progress
4. Expect and support accountability, forward-thinking and bold leadership from the Board of Directors	<ul style="list-style-type: none"> complete Strategic Priority summary by end of Board of Directors' term implement annual Board of Directors training for new term support Directors' external appointments and advocacy 	<ul style="list-style-type: none"> complete Board of Directors' onboarding process including context setting of strategic priorities and organizational progress support Directors' external appointments and advocacy
5. Consider all financial and economic decisions through a sustainable and long-term lens	<ul style="list-style-type: none"> continue to implement 9-1-1 call answer repatriation strategy facilitate stakeholder engagement on The Exploration Place building ownership and future funding create strategies for long-term financial planning and stability in key services 	<ul style="list-style-type: none"> interim update of solid waste long-term financial plan for 2028 budget start Corporate Asset Management Plan update Regional Hospital District long-term financial plan for 2028 budget continue to implement 9-1-1 call answer repatriation strategy

6. Establish resources and capacity to provide responsive leadership to emerging regional issues
 - pursue hiring as per financial plan and ensure relevant training and employee retention
 - develop priority policies to match organizational growth
 - utilize capacity to respond to emerging issues
- make progress on services in feasibility stages
- reassess current regional issues and priorities with new Board of Directors

Quality Community Services

Goals

	2026	2027
1. Implement a Corporate Asset Management Plan	<ul style="list-style-type: none"> continue to gather asset management data from services provide asset management training for senior staff and elected officials obtain Board of Directors' direction to integrate asset management into long range individual service plans 	<ul style="list-style-type: none"> Board of Directors orientation and training on asset management start Corporate Asset Management Plan formalize asset management planning in 2028 budget
2. Deliver an environmentally sustainable waste management program	<ul style="list-style-type: none"> continue Cell 1 expansion at Foothills Boulevard Regional Landfill for a 2027 opening start Regional Solid Waste Management Planning process 	<ul style="list-style-type: none"> Cell 1 expansion available for use at Foothills Boulevard Regional Landfill utilize asset management work for a new five-year Solid Waste Financial Management Plan
3. Continue to advance community safety and emergency management	<ul style="list-style-type: none"> continue work on 9-1-1 call answer repatriation project use grant funding to hire FireSmart Coordinator consider implementing Community Wildfire Resiliency Plan recommendations progress on CAD implementation project finalize transition to Next Gen 9-1-1 complete the Dore River Erosion Mitigation Project 	<ul style="list-style-type: none"> continue work on 9-1-1 call answer repatriation project complete CAD implementation complete phase two of Collaborative Disaster Risk Reduction and Climate Adaption project and determine next steps integrate EDMA regulations and requirements in emergency management program
4. Advance healthcare in the region	<ul style="list-style-type: none"> 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 commence and co-chair recruitment and retention roundtable with community partners 	<ul style="list-style-type: none"> participate in UHNBC Acute Care Tower steering committee and project advocate with Northern Regional Hospital Districts to change hospital district financial requirements and legislation expand recruitment and retention roundtable work in preparation for the new UHNBC Acute Care Tower

Awareness and Engagement

Goals

2026

2027

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| <p>1. Work towards a better understanding of our communities through information gathering, research and engagement, to inform our decision-making</p> | <ul style="list-style-type: none"> • hold Board on the Road in McBride • engage with Community Consultation Committees and residents for local taxable services • engage with community in rebuilding Nukko Lake Community Hall • facilitate UNBC planning course to gather resident feedback on climate change impacts for Electoral Area H OCP | <ul style="list-style-type: none"> • celebrate, inform and engage with residents around the Regional District's 60th anniversary • engage with Community Consultation Committees and residents for local taxable services |
| <p>2. Communicate clearly to develop an understanding of the Regional District's roles, responsibilities and services</p> | <ul style="list-style-type: none"> • continue to update rdffg.ca content to communicate the Regional District's role, services and projects • present annual updates to member municipalities • enhance engagement process for 2027 budget • host Robson Valley Recreation Centre and Canoe Valley Recreation Centre open houses • facilitate 2026 general local election | <ul style="list-style-type: none"> • celebrate, inform and engage with residents around the Regional District's 60th anniversary • present annual updates to member municipalities • engage communities in Regional Solid Waste Management Planning |
| <p>3. Develop internal and external communications plans to deliver consistent and effective communications</p> | <ul style="list-style-type: none"> • continue to modernize rdffg.ca and intranet • review online and social media policies and plans for services with stand-alone brands and accounts • engage staff through town halls and other methods | <ul style="list-style-type: none"> • engage residents on key topics, plans and services • enhance internal communication practices for staff |
| <p>4. Regularly engage communities using a variety of accessible mediums</p> | <ul style="list-style-type: none"> • respond to needs and meet residents, community groups and interested parties where they are at • use a variety of engagement tools with communities and residents | <ul style="list-style-type: none"> • respond to needs and meet residents, community groups and interested parties where they are at • use engagement tools with communities and residents |
| <p>5. Communicate in a clear and transparent way that is responsive to the needs of our people</p> | <ul style="list-style-type: none"> • source accessibility audit funding • start up Regional District Accessibility Committee • utilize community engagement webpage to obtain feedback and inform residents | <ul style="list-style-type: none"> • conduct accessibility audit and implement guidelines • support work of Regional District Accessibility Committee |

Environmental Stewardship and Climate Action

Goals

	2026	2027
1. Implement the Corporate Climate Action Plan	<ul style="list-style-type: none"> obtain decisions from 155 George Street and The Exploration Place HVAC assessments and consider roadmap to enhance other buildings utilize the EV Fleet Ready plan to make steps towards electrification of the fleet 	<ul style="list-style-type: none"> check in with Board of Directors on Climate Change Action Plan implement recommendations from facility assessments and building enhancements pursue fleet management and potential electrification
2. Draft and implement a Corporate Environmental Sustainability Plan	<ul style="list-style-type: none"> research other plans and define context for Regional District identify potential internal and external leads for the plan 	<ul style="list-style-type: none"> identify key areas of focus for the plan create partnerships with external groups to help start plan
3. Implement the Regional Agriculture Strategy focusing on sustainable agriculture and food sovereignty	<ul style="list-style-type: none"> onboard Agriculture Coordinator position assist Northern Development Initiative Trust with initial work to establish an Agriculture Grant Program create multi-year roadmap to deliver Regional Agriculture Strategy priorities 	<ul style="list-style-type: none"> establish Regional Agricultural Round Table to share information and advance Regional Agriculture Strategy priorities work with Northern Development Initiative Trust to run Agriculture Grant Program intake and distribute funds
4. Maintain and update the Regional Solid Waste Management Plan	<ul style="list-style-type: none"> continue with Foothills Boulevard Regional Landfill Cell 1 construction start Regional Solid Waste Management Planning continue planning for 2027 commissioning of Fortis beneficial use project at Foothills Boulevard Regional Landfill complete Valemount Landfill closure project 	<ul style="list-style-type: none"> complete Cell 1 earthworks and work towards commissioning for Fall 2027 continue Regional Solid Waste Management Planning and public engagement components final commissioning of Fortis beneficial use project at Foothills Boulevard Regional Landfill