

Agenda

Salt Spring Island Fire Protection District

Board of Trustees Regular Meeting

Meeting will be held as follows:

Date: July 21, 2025

Time: 7:00 p.m.

Place: Ganges Fire Hall Training Room

105 Lower Ganges Road, Salt Spring Island and Electronic Meeting (Microsoft Teams)

1. CALL TO ORDER

We would like to begin this meeting by humbly acknowledging that we live and work in the unceded territories of the Coast Salish Peoples. This meeting is an official forum for the Salt Spring Island Fire Protection District Board to conduct its business. This is a place of employment and our staff have the right to a safe and respectful workplace.

2. TOWN HALL SESSION

Members of the public can address questions or comments and we request that you direct comments to the Board and not other members of the public, speak to the issues and not individuals and be clear, concise and respectful.

3. APPROVAL OF AGENDA

4. BOARD MINUTES

4.1 Minutes of the Regular Trustee meeting held June 16, 2025 – For Approval

That the draft minutes of the Regular Trustee meeting held June 16, 2025 be adopted.

5. STANDING COMMITTEE REPORTS

5.1 Communications & Marketing Committee

5.1.1 Minutes of the July 8, 2025 meeting – For Information

5.2 Finance & Audit Committee

5.2.1 Minutes of the July 15, 2025 meeting – For Information

5.3 Joint Occupational Health & Wellness Committee

5.3.1 Minutes of the June 25, 2025 meeting – For Information

5.4 Strategic Planning & Policy Development Committee

5.4.1 Minutes of the July 8, 2025 meeting – For Information

6. CORRESPONDENCE

6.1 Email from Kaleden Irrigation District dated June 30, 2025 Re: Mass Email No. 3

7. REPORTS

7.1 Fire Chief's Report – June 2025

7.2 Salt Spring Island Fire Fighters' Association Report – July 2025

7.3 CAO Reports

7.3.1 Budget Report to May 31, 2025

7.3.2 Driftwood dated June 25, 2025 Re: UBCM Funding

7.3.3 Driftwood dated July 2, 2025 Re: New Fire Hall Aerial Photo

7.3.4 Driftwood dated July 16, 2025 Re: Maxwell Shed Fire

8. OLD BUSINESS

8.1 New Fire Hall Project

8.1.1 New Fire Hall Project Status Update to June 30, 2025

8.2 Business Plan for Satellite Halls

8.3 UBCM Canada Community Building Fund for a new elevated device and a new satellite fire hall for the North End – Update

At the July 8, 2025 Committee meeting, the Communications and Marketing Committee recommended that the Board of Trustees authorize Chair Cook to send a letter to MLA Rob Botterell to seek a meeting with Emergency Management and Climate Readiness Minister Kelly Greene and send a letter to Municipal Affairs and Housing Minister Ravi Kahlon to advocate for funding for an aerial apparatus.

9. NEW BUSINESS

9.1 Town Hall Meeting – September 8, 2025 at 6:30 p.m.

That the Board of Trustees direct staff to schedule a Town Hall Meeting on September 8, 2025 at 6:30 p.m. to present the 2026 Draft Budget, a Strategic Plan update, a New Fire Hall Project update.

9.2 2026 Draft Budget

That the Board of Trustees accept the recommendation of the Finance and Audit Committee to present the Draft 2026 Budget for public consultation at the Town Hall meeting.

9.3 Housing and Municipal Affairs Minister Ravi Kahlon visit to Salt Spring Island

At the July 8, 2025 Committee meeting, the Strategic Planning and Policy Development Committee recommended the Board of Trustees request Chair Cook to present a letter to request support for a grant for a ladder truck to Housing and Municipal Affairs Minister Ravi Kahlon.

9.4 Signing Officers on District Bank Accounts

That the Board of Trustees remove former Trustee Wynona Cook as a signor on District Bank Accounts and that Rollie Cook, Jamie Holmes, Rodney Dieleman and Rob Oliver be appointed as signing officers on the District accounts.

10. BYLAWS

10.1 Draft Bylaw No 158 – 2026 Fire Protection Taxation Bylaw

That Draft Bylaw No. 158 cited as the “2026 Fire Protection Taxation Bylaw” be read a first time.

11. DELEGATIONS

12. IN-CAMERA MEETING

12.1 Motion to Close the Meeting

That the Board of Trustees close this meeting to the public subject to Community Charter Section 90 (1): (a) personal information about an identifiable individual who holds or is being considered for a position as an officer, employee or agent of the municipality or another position appointed by the municipality; and that staff be invited to remain.

The items of business to be considered in the in-camera meeting are in camera minutes and Employment Contracts.

12.2 Motion to Re-open the Meeting

That the Board of Trustees re-open this meeting to a public session.

12.2 Arise and Report

13. NEXT MEETING

The next regular meeting is scheduled on August 12, 2025 at 7:00 p.m. at the Ganges Fire Hall Training Room. The following regular meeting is scheduled on September 15, 2025 at 7:00 p.m. at the Ganges Fire Hall Training Room.

That the Board of Trustees direct staff to cancel the Regular Trustee Meeting scheduled on August 12, 2025.

14. ADJOURNMENT

Minutes of the Regular Trustee Meeting of the Salt Spring Island Fire Protection District

Date: June 16, 2025

Location: Training Room, Ganges Fire Hall
105 Lower Ganges Road, Salt Spring Island and Electronic Meeting (Microsoft TEAMS)

Members Present: Rollie Cook, Chair
David Courtney, Trustee
Mary Lynn Hetherington, Trustee
Dennis Lucarelli, Trustee
Robin Williams, Trustee

Regrets: Rob Oliver, Trustee

Staff Members Present: Rodney Dieleman, Corporate Administrator and Financial Officer
Jamie Holmes, Fire Chief
Sarah Shugar, Recorder

Others Present: Gulf Islands Driftwood Reporter (Teams)
Approximately 4 members of the public

These minutes follow the order of the agenda although the sequence may have varied.

1. CALL TO ORDER

Chair Cook called the meeting to order 7:00 p.m. and acknowledged that the meeting is being held in the unceded territories of the Coast Salish Peoples.

2. TOWN HALL

Chair Cook opened the town hall at 7:01 p.m. There were no speakers in the town hall portion of the agenda.

3. APPROVAL OF AGENDA

By general consent, the agenda was adopted.

4. BOARD MINUTES

4.1 Minutes of the Regular Trustee meeting held May 26, 2025 – For Approval

By general consent, the draft minutes of the Regular Trustee meeting held May 26, 2025 were adopted.

5. STANDING COMMITTEE REPORTS

5.1 Communications & Marketing Committee – None

5.2 Finance & Audit Committee

5.2.1 Minutes of the June 10, 2025 meeting – For Information

By general consent, the minutes were received.

5.3 Joint Occupational Health & Wellness Committee

5.3.1 Minutes of the May 28, 2025 meeting – For Information

By general consent, the minutes were received.

5.4 Strategic Planning & Policy Development Committee

5.4.1 Minutes of the June 3, 2025 meeting – For Information

By general consent, the minutes were received.

6. CORRESPONDENCE - None

7. REPORTS

7.1 Fire Chief's Report – May 2025

The Fire Chief Report for May 2025 was presented.

By general consent, the Fire Chief Report was received.

7.2 Salt Spring Island Fire Fighters' Association Report – June 2025

The Association report for June 2025 was presented.

By general consent, the Salt Spring Island Fire Fighters' Association report was received.

7.3 CAO Reports

7.3.1 Budget Report to April 30, 2025

By general consent, the Budget report was received.

7.3.2 Driftwood Article dated June 4 2025 Re Tender Shuttle and Fire Ban

By general consent, the Driftwood article was received.

7.3.3 Driftwood Article dated June 4 2025 Re South End Fire

By general consent, the Driftwood article was received.

8. OLD BUSINESS

8.1 New Fire Hall Project

8.1.1 New Fire Hall Project Status Update to May 31, 2025

The New Fire Hall Project Status Update report was received for information.

9. NEW BUSINESS

9.1 Business Plan for Satellite Halls

At the June 3, 2025 Committee meeting, the Strategic Planning and Policy Development Committee recommended the Board of Trustees direct staff to prepare a business plan to relocate the North End satellite fire hall and renovate the Fulford fire Hall to meet post disaster standards, and that the business plan would include a phased approach and that staff prepare a business plan summary document to be presented at the Town Hall meeting in September 2025.

In discussion the following items were noted:

- There was a question regarding whether staff has capacity to present a business plan summary at the September Town Hall meeting. CAO Dieleman advised the business plan summary document would be a high level.
- There was a suggestion to have a steering committee for planning for the North End satellite fire hall and the Fulford fire Hall.

MOVED by Trustee Lucarelli, SECONDED by Trustee Hetherington,

That the Board of Trustees direct staff to prepare a business plan to relocate the North End satellite fire hall and renovate the Fulford fire Hall to meet post disaster standards, and that the business plan would include a phased approach and that staff prepare a business plan summary document to be presented at the Town Hall meeting in September 2025.

2025-029

MOVED by Trustee Williams, SECONDED by Trustee Lucarelli,

That the motion be tabled.

DEFEATED

Trustee Courtney, Trustee Lucarelli and Chair Cook Opposed

Chair Cook called the question on the motion.

2025-030

MOVED by Trustee Lucarelli, SECONDED by Trustee Hetherington,

That the Board of Trustees direct staff to prepare a business plan to relocate the North End satellite fire hall and renovate the Fulford Fire Hall to meet post disaster standards, and that the business plan would include a phased approach and that staff prepare a business plan summary document to be presented at the Town Hall meeting in September 2025.

CARRIED

9.2 UBCM Funding Opportunity

At the June 10, 2025 Committee meeting, the Strategic Planning and Policy Development Committee recommend the Board of Trustees direct staff to prepare applications for the Union of BC Municipalities (UBCM) Canada Community building Fund for a new ladder truck and a new satellite fire hall for the North End. Housing and Municipal Affairs Minister Ravi Kahlon is planning a visit to Salt Spring Island to meet with various agencies.

In discussion the following items were noted:

- The District would need a ladder truck to provide fire protection to the BC Housing Supported Housing development at 161 Drake Road, a four-story building that was approved by a paramountcy process and did not go through the usual agency referral process.
- There was a suggestion to apply to the Province for 50% matching funds such as was successfully done with the library.
- There was a suggestion to ask if the District is eligible for Federal funding prior to the applications. A Trustee expressed concern that the terms of reference should be developed prior to the applications.
- There was a comment that the BC Housing Supported Housing Development on Drake Road has sprinklers for fire protection and a ladder truck is not required. Chief Holmes reported the building does have a sprinkler system although it is still necessary to have fire protection from the outside of the building. Chief Holmes reported Fire Underwriters Survey (FUS) recommends that the District have an elevated device to provide fire protection to the three-story Assisted Living and Extended Healthcare residential buildings.

2025-031

MOVED by Trustee Williams, SECONDED by Trustee Hetherington,

That the Board of Trustees direct staff to prepare applications for the Union of BC Municipalities (UBCM) Canada Community Building Fund for a new elevated device and a new satellite fire hall for the North End.

CARRIED

Trustee Courtney Opposed

10. BYLAWS - None

11. DELEGATIONS – None

12. IN-CAMERA MEETING

12.1 Motion to Close the Meeting

2025-032

MOVED by Trustee Hetherington, SECONDED by Chair Cook,

That the Board of Trustees close this meeting to the public subject to Community Charter Section 90 (1): (a) personal information about an identifiable individual who holds or is being considered for a position as an officer, employee or agent of the municipality or another position appointed by the municipality; (c) labour relations or other employee relations; and that staff be invited to remain.

CARRIED

The meeting moved in camera at 7:43 p.m. The items of business to be considered in the in-camera meeting are in camera minutes, employment contracts and labour relations.

12.2 Motion to Re-open the Meeting

2025-033

MOVED by Trustee Hetherington, SECONDED by Chair Cook,

That the Board of Trustees re-open this meeting to a public session.

CARRIED

12.3 Arise and Report

The Board of Trustees met in-camera to review two Code of Conduct investigations, including reports prepared by an independent third-party investigator. The investigator concluded that the complaints against six individuals were unfounded. However, one complaint against a Trustee was found to be substantiated and determined to have breached both the Code of Conduct Policy and the Respectful Workplace Policy. The Trustee involved acknowledged the inappropriate use of language and admitted to not adhering to the relevant policies. The Board of Trustees voted to receive the investigator's reports, accepted the Trustee's apology and agreed that no further action was required.

13. NEXT MEETING

The next regular meeting is scheduled on July 21, 2025 at 7:00 p.m. at the Ganges Fire Hall Training Room.

14. ADJOURNMENT

By general consent, the meeting was adjourned 8:35 p.m.

Rollie Cook
Chair, Board of Trustees

Rodney Dieleman
Corporate Administrator

Minutes of the Salt Spring Island Fire Protection District Communications & Marketing Committee

Meeting held: July 8, 2025
Training Room, Ganges Fire Hall
105 Lower Ganges Road, Salt Spring Island

Members Present: Robin Williams, Committee Chair
Jenny McClean, Public Member
Rollie Cook, Board of Trustees Chair and ex-officio member

Staff Member Present: Rodney Dieleman, Corporate Administrator and Financial Officer
Jamie Holmes, Fire Chief
Sarah Shugar, Recorder

Regrets: Mary Lynn Hetherington, Trustee

These minutes follow the order of the agenda although the sequence may have varied.

1. CALL TO ORDER

CAO Dieleman called the meeting to order at 11:00 a.m. and acknowledged that we live and work in the unceded territories of the Coast Salish Peoples.

2. ELECTION OF CHAIR

CAO Dieleman called for nominations for Chair. J. McClean nominated R. Williams and R. Cook seconded the nomination. R. Williams accepted the nomination. CAO Dieleman called a second and third time for nominations and there were no further nominations. R. Williams was elected Chair by acclamation.

3. APPROVAL OF AGENDA

By general consent, the agenda was approved.

4. APPROVAL OF MINUTES

4.1 Minutes of the Meeting held April 3, 2025

By general consent, the draft minutes of the Communications and Marketing Committee meeting held April 3, 2025 were adopted.

5. OLD BUSINESS

5.1 Aerial Apparatus (Ladder Truck)

CAO Dieleman presented a draft letter addressed to MLA Rob Botterell, a draft letter addressed to Housing and Municipal Affairs Minister Ravi Kahlon and a draft letter addressed to Emergency Management and Climate Readiness Minister Kelly Greene regarding funding for a ladder truck. The new BC Housing Supported Housing development at 161 Drake Road is four-storeys and a ladder truck is needed for fire protection. Housing and Municipal Affairs Minister Ravi Kahlon is expected to visit the island in July and will tour sites and meet with local elected officials.

By general consent, the Communications and Marketing Committee agreed staff will amend the letters to include as follows: A request to improve access for the Improvement District to access funding; a request to improve regulations regarding aerial apparatus to allow the District to purchase an aerial apparatus that is not NFPA certified; and request for funding to purchase a ladder truck.

MOVED by J. McClean,

That the Communications and Marketing Committee recommend that the Board of Trustees authorize Chair Cook to send a letter to MLA Rob Botterell to seek a meeting with Emergency Management and Climate Readiness Minister Kelly Greene and send a letter to Municipal Affairs and Housing Minister Ravi Kahlon to advocate for funding for an aerial apparatus.

CARRIED

5.2 New Fire Hall Opening

Chief Holmes reported we will have a better idea of an opening date of the new fire hall once the building envelope is complete. International Firefighter's Day is May 4, 2026 could be a target date for the opening event, and we could plan a soft opening earlier. We will aim to host the 2026 AGM at the new fire hall.

6. NEXT MEETING

The next meeting of the Communications and Marketing Committee will be held on August 5, 2025.

7. ADJOURNMENT

By general consent, the meeting adjourned at 11:55 a.m.

Robin Williams
Chair, Communications and Marketing Committee

Rodney Dieleman
Corporate Administrator

Minutes of the Salt Spring Island Fire Protection District Finance and Audit Committee Meeting

Meeting held: July 15, 2025
SSIFPD Administration Office
1202 - 115 Fulford-Ganges Road, Salt Spring Island

Members Present: Robin Williams, Committee Chair
Rollie Cook, Board of Trustees Chair
Rob Oliver, Trustee
John Wakefield, Public Member

Staff Members Present: Rodney Dieleman, Corporate Administrator and Financial Officer
Jamie Holmes, Fire Chief
Sarah Shugar, Recorder

These minutes follow the order of the agenda although the sequence may have varied.

1. CALL TO ORDER

Chair Williams called the meeting to order at 11:00 a.m. and humbly acknowledged that we live and work in the unceded territories of the Coast Salish Peoples.

2. APPROVAL OF AGENDA

By general consent, the agenda was approved.

3. APPROVAL OF MINUTES

3.1 Minutes of the Regular Meeting held June 10, 2025

By general consent, the minutes of the Regular Meeting held June 10, 2025 were adopted.

4. OLD BUSINESS

4.1 2026 Draft Budget

CAO Dieleman presented two versions of a draft 2026 Budget. In discussion the following items were noted:

- The base budget is a 6.6% increase.
- The base budget plus a flex firefighter position is a 6.9% increase.

- Support was expressed for being conservative due to cost of living, inflation etc. and that the draft budget with a 6.9% increase is a conservative budget.

MOVED by J. Wakefield,

That the Finance and Audit Committee recommend the Board of Trustees accept the recommendation for a Draft 2026 Budget with a 6.9% increase and approve presentation for public consultation at the Town Hall meeting on September 8, 2025.

CARRIED

5. NEW BUSINESS – None

6. NEXT MEETING

The next meeting of the Finance and Audit Committee will be held at the call of the Chair and will likely be in September to consider feedback received at the 2025 Town Hall meeting.

7. ADJOURNMENT

By general consent, the meeting adjourned at 12:30 p.m.

Robin Williams
Chair, Finance and Audit Committee

Rodney Dieleman
Corporate Administrator

Meeting of the Salt Spring Island Fire Protection District Joint Occupational Health and Wellness Safety Committee Regular Meeting

Date: June 25th, 2025
Time: 6:00 p.m.
Location: Fire Hall No. 3
 110 Vesuvius Bay Road, Salt Spring Island

Members Present: Jamie Holmes, Co-Chair, Fire Chief (Employer Rep)
 Nancy Pursell, Co-Chair (Employee Rep POC 2024-2026)
 Abe Hohn (Employee Rep POC 2025 – 2027)
 Steve Leichter (Employee Rep POC 2025 – 2027)
 Grant Gussie (Employee Alternate POC 2025)
 Jason Webster (Recruit Rep 2025)
 Cam Proudfoot (Employee Rep Union 2025)
 Gray Wardle (Employee Alternate POC 2025)

1. CALL TO ORDER

Co-Chair Holmes called the meeting to order at 6:23 p.m. The Hall 3 Safety Inspection was completed prior to the meeting.

2. APPROVAL OF AGENDA

By general consent, the agenda was approved.

3. MINUTES

3.1 Receive and Approve Draft Minutes of the May 28, 2025 meeting

By general consent, the minutes of the May 28, 2025 meeting were approved.

4. OLD BUSINESS

4.1 2023/2024 JOHWS Evaluation Report – no update

4.2 Review of OG 5.06.00 and 5.07.00 Fire and Life Safety / Prevention

Chief Holmes will review the OGs once he has received further information from other departments. This item will be moved into 4.2 OG's and Policies for follow up. **CLOSED**

4.3 2025 Priorities

The 2023 and 2024 Priority Lists were reviewed by committee members. The 2025 Priority List is as follows:

- **Mental Health Night** (BCMSA – BC Frontline Worker Occupational Awareness Training Series to continue prior to Association Meetings) (Lead – Members Wardle and Purssell) - no update
- **CISM and Peer Support** (Lead Members - Purssell and Hohn) Member Purssell reported that there is a Southern Gulf Islands meeting and practice being arranged for team members from the Southern Gulf Islands. Member Hohn reported that the Peer Support members meet and continue to do check-ins.
- **OG's and Policies** – Health and Safety review (Lead - Member Chief Holmes)- No update
- **Near Miss Reporting** (Lead - Member Proudfoot) - No update
- **Survey** – Follow up and analysis (Lead – Member Webster) Member Webster reported he is making progress.

4.4 Traffic Break Down – Member Hohn

Member Hohn reported that the traffic cones have been purchased, and they are looking for a storage area for them. They will be used during the next traffic training night. Work will need to be done on the Traffic *Control* OG to include how to break down the incident scene. Chief Holmes reported that many departments without mutual aid groups are struggling with road shut down with BC Hydro. They are looking for guidance from BC Hydro regarding best practice.

4.5 Light at Hall 2

Member Proudfoot reported looking into the best way to mount the lights at Hall 2. Chief Holmes reported they may be changing to LED lighting, as they weigh less than the current lights.

4.6 New alternate member for the recruit class

Member Webster reported that no one has stepped up for the position. The position will not be filled. **CLOSED**

5. NEW BUSINESS

Member Hohn reported that there is a new alarm system at Hall 3 and crews will need to be trained.

6. REVIEW OF INSPECTION REPORTS

6.1 Review of Hall Inspections

First Quarter Hall Inspections:

Hall 1 – Completed prior to the Jan. 22, 2025 meeting. Issues identified: the emergency light in the training room has a dead battery; a fire extinguisher is requested for the workshop to be located under the fire extinguisher sign by the compressor.

Hall 2 – Completed prior to the Feb. 26, 2025 meeting. Issues identified: electrical outlet outside the engine bay is missing a cover plate, electrical cord on the diesel pump should be replaced (no ground on plug), no hearing protection in the tender bay, Brush 2 bay door the pressure/crush sensor is not operating, consider painting around the pit to mark the edge of the pit, spent flare and fireworks were removed from the back of the hall.

Hall 3 – Completed prior to the March 26, 2025 meeting. Issues identified: The control switch on the Nederman Unit fell off during the testing process. It was repositioned back on the unit. Request that the fire extinguishers be mounted by the exit doors.

Second Quarter Hall Inspections:

Hall 1 – Completed prior to the meeting. Issues identified: The sharps container in the FR room is full and needs to be exchanged.

Hall 2 – Completed prior to the meeting. Issues identified: Second floor A/D corner floor grating is falling failing and creating a tripping hazard. Recommend checking grates and replacing them where needed. Engine 205 is not interfacing with the Nederman exhaust system. The wooden picnic bench is deteriorating, recommend removing or replacing it. General cleanup – A bird's nest was removed from a light fixture in the training container. The rubber mats on the outside walkways of the container were removed, they are deteriorating and were creating tripping hazards. Member Hohn has recommended that going forward, all members participating in the hall inspections wear appropriate PPE.

Hall 3 – Completed prior to the June 25, 2025 meeting. Issues identified: Member Hohn noted that the fueling station does not have signage or a written procedure posted for filling and logging. Recommendation was made that the process be included in the Drivers Training Manual. The fire extinguisher in the vehicle bay is not mounted on the wall. It was noted that the cardboard boxes that had been stored at Hall 3 have been removed.

7. REVIEW OF FIRST AID AND ACCIDENT/INCIDENT INVESTIGATIONS

7.1 Review of First Aid and Accident/Incident

No reports have been received. Member Hohn noted that there had been an unreported incident involving the ladders on Reserve Engine 2. During the discussion it was noted that this has happened in the past. Chief Holmes asked Member Proudfoot to look for replacement springs for the ladder holder to help ensure it will not happen again.

7.2 Appointment of Accident/Incident Investigators

Members Gussie and Leichter will be the primary investigators in July 2025 and Members Pursell and Hohn will be the alternate investigators. Chief Holmes approved the appointments.

8. EDUCATION

8.1 Education

Member Gussie completed the BC Fed Health and Safety Accident Investigation course.

9. OTHER BUSINESS

9.1 Association Safety Talk

Chief Holmes address the membership at the June meeting. Updated OG 2.17 *Arriving in Personal Vehicle* and 2.17.01 *Probationary Firefighter Response* were reviewed. He reported that the wording in OG 1.19.00 *Mentorship Program* has been updated, and the OG will be updated on the website. The Association does not meet again until September.

10. NEXT MEETING

The next meeting will be held on July 23, 2025 at 6:00 p.m. at Hall 1.

11. ADJOURNMENT

By general consent, the meeting adjourned at 6:55 p.m.

Nancy Purssell, Committee Co-Chair

Jamie Holmes, Fire Chief & Committee Co-Chair

Minutes of the Salt Spring Island Fire Protection District Strategic Planning and Policy Development Committee Meeting

Meeting held: July 8, 2025
Training Room, Ganges Fire Hall
105 Lower Ganges Road, Salt Spring Island

Members Present: Dennis Lucarelli, Committee Chair
Rollie Cook, Board of Trustees Chair and Ex officio member
Keith Ballantyne, Public Member

Staff Members Present: Rodney Dieleman, Corporate Administrator and Financial Officer
Jamie Holmes, Fire Chief
Sarah Shugar, Recorder

Regrets: Mary Lynn Hetherington, Trustee

These minutes follow the order of the agenda although the sequence may have varied.

1. CALL TO ORDER

Chair Lucarelli called the meeting to order at 9:00 a.m. and acknowledged that we live and work in the unceded territories of the Coast Salish Peoples.

2. APPROVAL OF AGENDA

By general consent, the agenda was approved.

3. MINUTES

3.1 Minutes of the Regular Meeting held June 3, 2025

By general consent, the draft minutes of the Strategic Planning and Policy Development Committee regular meeting held on June 3, 2025 were adopted.

4. OLD BUSINESS

4.1 Draft Payroll Policy No. AE-2110-01

The Draft Payroll Policy was presented. CAO Dieleman reported payroll accruals and use of time banks is delegated by the IAFF contract and senior management employment contracts.

By general consent, the Strategic Planning and Policy Development Committee asked staff to contact Greater Victoria Labour Relations Association (GVLRA) regarding the draft payroll policy.

4.2 Draft Fire Safety Inspections Policy – No update

5. NEW BUSINESS

Chief Holmes joined the meeting at 9:33 a.m.

5.1 Town Hall Meeting – September 8, 2025

CAO Dieleman suggested the Town Hall meeting be scheduled on Monday, September 8, 2025 and it was noted this date is a week before the regular Board meeting on September 15, 2025. Chief Holmes will present a report on the New Fire Hall project. CAO Dieleman will present a report on the Draft Budget, a Strategic Plan Update and a report on Proposed Satellite Fire Halls.

5.2 Letter to Minister Kahlon Re Ladder Truck Funding

CAO Dieleman presented a draft letter addressed to MLA Rob Botterell, a draft letter addressed to Housing and Municipal Affairs Minister Ravi Kahlon and a draft letter addressed to Emergency Management and Climate Readiness Minister Kelly Greene regarding funding for a ladder truck. The new BC Housing Supported Housing development at 161 Drake Road is four-storeys and a ladder truck is needed for fire protection. Housing and Municipal Affairs Minister Ravi Kahlon is expected to visit Salt Spring Island in July and will tour sites and meet with local elected officials.

The District will be hosting lunch for Minister Kahlon and guests and provide transportation for the tour. In discussion Chief Holmes reported Worksafe BC requires elevated devices to be NFPA certified. Chief Holmes is in contact with elevated truck manufacturers regarding options that would be suitable for our rural needs. Chief Holmes will contact Worksafe BC regarding exemptions to the requirement for elevated device to be NFPA certified.

By general consent, the Strategic Planning and Policy Development Committee agreed staff will amend the letters to include as follows: A request to improve access for the Improvement District to access funding; a request to improve regulations regarding aerial apparatus to allow the District to purchase an aerial apparatus that is not NFPA certified; and request for funding to purchase a ladder truck.

MOVED by R. Cook,

The Strategic Planning and Policy Development Committee recommend the Board of Trustees request Chair Cook to present the letter to request funding for a ladder truck to Housing and Municipal Affairs Minister Ravi Kahlon.

CARRIED

5.3 Proposed Satellite Fire Hall for North End – Timeline and Implementation Plan

CAO Dieleman presented a Proposed Satellite Fire Hall for North End – Timeline and Implementation Plan. There was a suggestion to include a summary that speaks to risks such as earthquake.

6. NEXT MEETING

The next meeting is scheduled on August 5, 2025 at 9:00 a.m.

7. ADJOURNMENT

By general consent, the meeting adjourned at 10:25 a.m.

Dennis Lucarelli
Chair, Strategic Planning & Policy Development Committee

Rodney Dieleman
Corporate Administrator

From: KALEDEN IRRIGATION DISTRICT <kaledenirrigation@gmail.com>

Sent: June 30, 2025 10:50 AM

To: Rodney Dieleman <rdieleman@saltspringfire.com> KALEDEN IRRIGATION DISTRICT <kaledenirrigation@gmail.com>

Subject: Fwd: mass email #3

Hello, Everyone:

Sorry for the delay in getting back to you.

This is my third communication in reference to an inquiry earlier this year regarding interest in pursuing a legal case against the province with respect to unfair infrastructure funding practices for the province's Improvement Districts.

Regrettably, we feel there is not enough support at this time to warrant continued efforts in pursuing a class action lawsuit against the province over its prejudicial treatment of Improvement Districts.

We sent emails to more than 180 IDs province-wide, but to date we have only received responses from around 30.

We've since discovered about the same number bounced back to us due to incorrect addresses, etc., but those unsent emails wouldn't affect the imbalance in inquiries to responses enough to make a difference.

At the outset, we anticipated we would want to see at least 80 per cent participation in such legal action in order for it to be ID - inclusive and cost effective.

Of those who did respond, only a handful were readily willing to participate financially, based on the information we were able to supply.

The majority of those responding were interested in the initiative, but:

- a) wanted more information (which couldn't be provided without retaining legal advice)
- b) couldn't participate due to budgetary restraints
- c) were reluctant to use taxpayers' money to fund legal action.

A couple of respondents disagreed with the use of legal action against the province.

With respect to the above point, we would like to be clear that legal action was not our first choice in attempting to deal with this matter. Our board has been writing our local politicians and provincial authorities for more than a decade. We've taken the issue to all our local candidates in every provincial election over that time frame. We've researched to find out whether similar legislation exists in other parts

of the country. (it doesn't - no other province restricts infrastructure funding to Improvement Districts the way BC does).

Years of lobbying have not been productive. We felt it was time for a more direct approach.

We hope to continue petitioning the province for revision and updating of legislation and policy surrounding this unfair situation.

We continue to be interested in hearing from and responding to other improvement districts who are interested in the same.

Thanks everyone for your time.

Steve Arstad,

Chair, Kaleden Irrigation District



119 PONDEROSA AVE. KALEDEN, BC V0H 1K0

PH & FAX 250-497-5407

email: kaledenirrigation@gmail.com

web: kaledenirrigation.org

Sign up for Voyent Alert to receive water system notifications:

<https://voyent-alert.com/community/>

Salt Spring Island Fire Rescue

Fire Chief's Report

June 2025



Vision

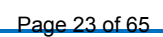
A responsive and sustainable fire-rescue service, effectively meeting community needs and valued by those we serve.

Mission

Always learning, engaging and adapting to be response ready.

Response Report

INCIDENT LEGEND		Jun-25					TOTAL CALLS: 338			
		JAN	FEB	MAR	APR	MAY	JUN	NOV	DEC	
Act/Bylaw	Complaint	5	2	5	4	12	13			41
Aircraft	Emergency									0
Alarm	Alarm	2		4	6	3	8			23
Assistance	Assistance	1	1	4	5	4	11			26
Explosion	Explosion									0
Fire	Brush		1			1	1			3
	Chimney	2		1						3
	Misc		1		1		5			7
	Structure	2	1		2	1	1			7
	Boat					1				1
	Vehicle						1			1
HazMat	HazMat		2			1				3
Hydro	Hydro	1	5	2	1	1	1			11
Medical	Medical	29	28	36	27	23	31			174
MVI	MVI	7	2	2	3	5	2			21
Rescue	Rescue	1	1	1		2				5
Smoke/Smell/Sighting	Brush			2	1	1	2			6
	Structure	2			1	1	2			6
Total Calls for the month:		52	44	57	51	56	78	0	0	338
	2016	46	35	34	46	72	50			283
	2017	63	66	46	39	74	55			343
	2018	47	38	45	41	62	59			292
	2019	59	58	49	64	61	58			349
	2020	62	52	57	53	30	38			292
	2021	43	52	60	46	43	81			325
	2022	33	29	32	53	85	42			274
	2023	55	40	54	46	75	96			366
	2024	60	48	57	56	49	64			334
	2025	52	44	57	51	56	78			338
	2025									
	FIRE	9	10	9	12	10	21	0	0	71
	RESCUE	8	3	3	3	7	2	0	0	26
	MEDICAL	29	28	36	27	23	31	0	0	174
	ASSISTANCE	6	3	9	9	16	24	0	0	67
	TOTAL	52	44	57	51	56	78	0	0	338



Operations

June's call of note was an inhabited RV fire. At 17:07 SSIFR responded to a report of a structure fire on Main St. Twenty-one firefighters spent three hours and 2500 gallons of water extinguishing and overhauling the vehicle. Crews did a great job making sure the fire did not extend into the surrounding interface area. One occupant was treated on scene with minor injuries. The fire was investigated and determined to be accidental involving the propane hot water heating system.

New Firehall #1: The concrete apparatus bays were poured this month, and the wood framing has been started to really show the outline of the new firehall. Floor joists for the second floor are being installed, and the training room had its roof structure built. The hose tower reached its final height with formwork and will be poured soon.

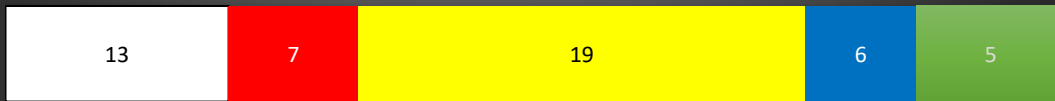


1Photo credit: Terry Curell

Fire Safety Act: We are continuing to work with the CRD on the Fire Safety Act and naming local inspectors and investigators. Good progress is being made, and a recommendation is going to the CRD in July for approval that should meet the needs of the island.

Fire Chiefs Association of BC: I attended the annual workshop and conference in Penticton in June. Many key topics to SSIFR were discussed and I had the opportunity to personally speak with the Office of the Fire Commissioner on behalf of SSIFPD and other fire districts through-out the province on issues that directly affect us.

Salt Spring Island Fire Rescue Roster



■ Career
■ POC Officers
■ POC Firefighters
■ POC FIT
■ Recruit FF

Prevention



Congratulations to Dom Gaudet for receiving the 2025 BC Wildland Firefighter Vanguard Award at the FireSmartBC awards. On top of the work Captain Gaudet puts in for SSIFR he also works for BC Forestry and has worked on deployments all over BC. We're very lucky to have Dom on our team and utilize his knowledge to help keep our crews safe at home and while out on deployments.



Training

78hours of training for the month.

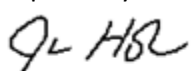
Recruits worked on Ventilation, Water Supply Systems, and Module 2 Written/Practical Exams.

Regular members worked on Pumps & Pumping, Alternate Water Supplies, Auto Extrication.

FIT group worked on Wildland Firefighting Basics, Drones (w/GSAR).

Many members are doing additional driver training, and Pumps & Pumping training looking to be come certified driver/pump operators.

Respectfully submitted,


 Jamie Holmes, Fire Chief



July 2025 Association Report

Dear SSIFPD Trustees,

In June, we unveiled the recipients of our four scholarships – Steve Thomas Memorial Bursary, the Travis Guedes Leadership Award, the Children of SSIFFA Bursary, and a new award for 2025: the Arjuna George Inspire the Future Award. The SSIFFA congratulates all the recipients of these important awards.

We also announced the results of our annual Platoon Challenge, where the three platoons compete in a friendly competition using auto-extraction tools to carry eggs, answering trivia questions, and crowning the best Hose Bowler in the department. Good times were had by all.

Otherwise, summer is typically a quiet time for the association with no meetings in July or August and a reduction in social events due to our busy non-firefighting calendars.

As always, I would like to thank the Trustees for their continued support of the SSIFFA.

Thanks,

David Demner
SSIFFA President

Salt Spring Island Fire Protection District
Financial Results (unaudited)
May 31, 2025

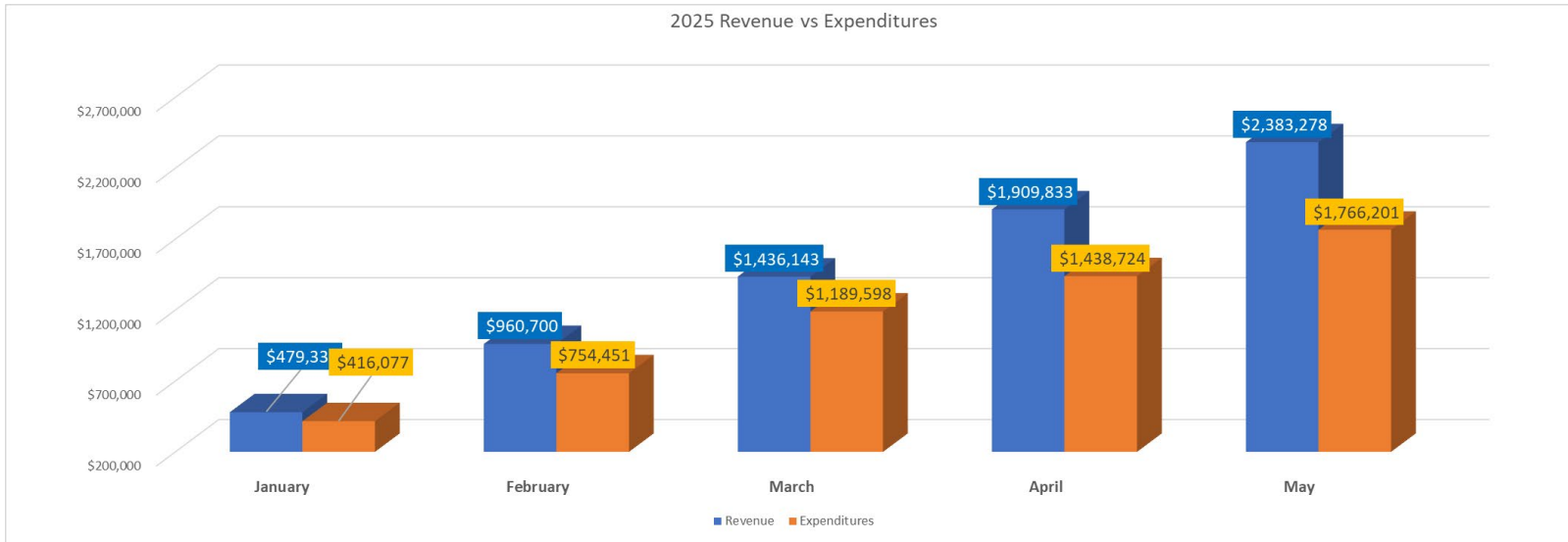
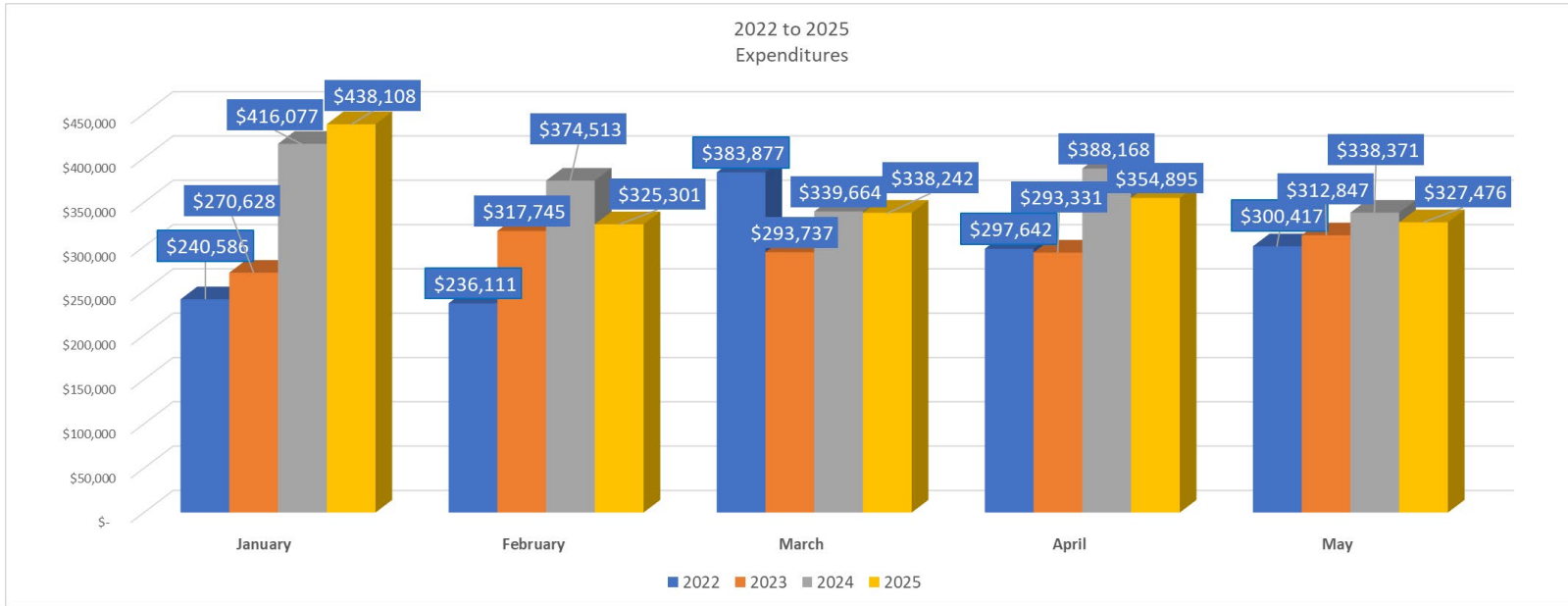
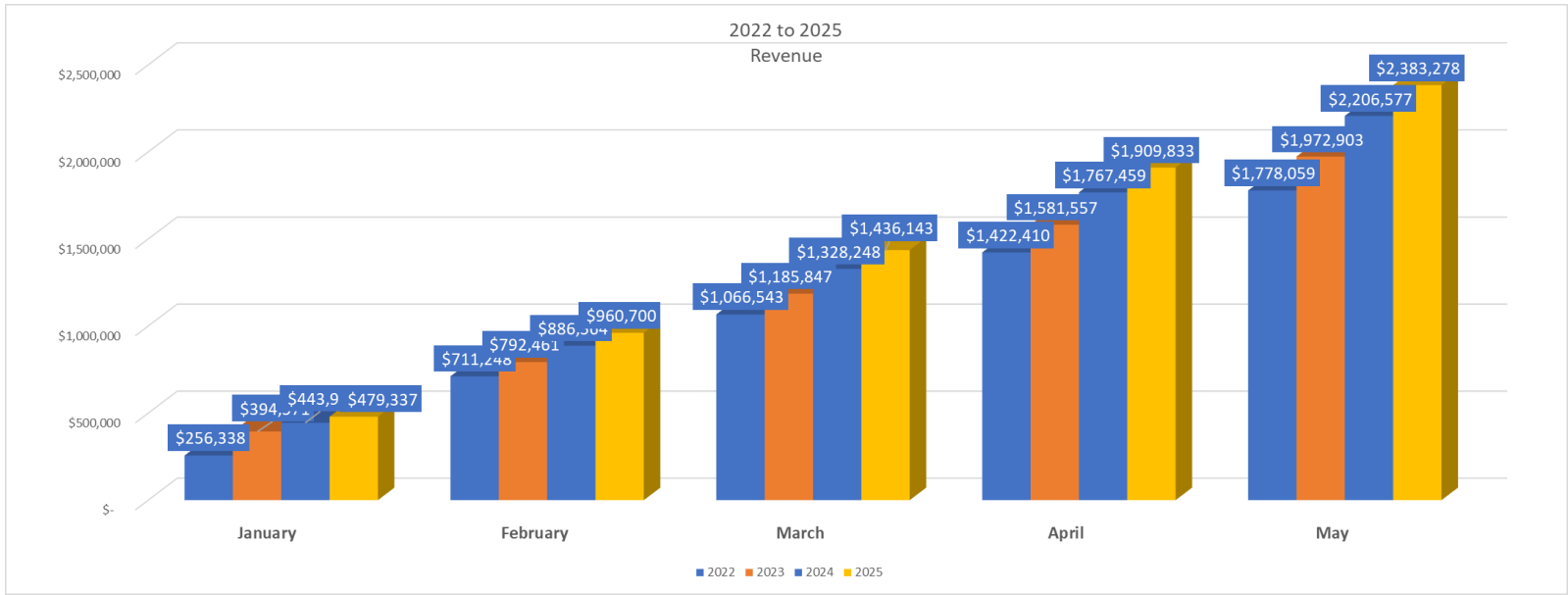
New Line #		2024 Approved Actuals	2025 Approved Actuals	2025 Approved Budget
1		Consolidated	Consolidated	Consolidated
2	Income			
3	Interest General	\$ 32,549	\$ 31,886	\$ 6,750
4	Interest CWRRF	\$ 28,929	\$ 17,641	\$ -
5	Miscellaneous Income	\$ 2,599	\$ 5,341	\$ 55,000
6	Tax Revenue - LTD Interest	\$ -		\$ -
7	Tax Revenue- LTD Retirement	\$ -		\$ -
8	Tax Revenue	\$ 2,142,500	\$ 2,328,410	\$ 5,588,184
9	Total Income	\$ 2,206,577	\$ 2,383,278	\$ 5,649,934
10				
11	Administration Expenses			
12	Administration Trustee Meetings - Transcription			\$ -
13	Advertising	\$ 1,570	\$ 7,593	\$ 3,500
14	Advertising - Elections, AGM, Board Meetings and Announcements	\$ 34,142	\$ 5,496	\$ 30,000
15	Annual Appreciation Dinner	\$ 7,333	\$ 1,258	\$ 8,000
16	Audit & Related Fees	\$ 17,000	\$ 19,560	\$ 15,300
17	Bank Charges/Credit Card Fees/Telpay Fees/Finance Charges	\$ 935	\$ 1,118	\$ 1,750
18	Communications - Phone	\$ 7,471	\$ 6,931	\$ 20,000
19	Communications & Miscellaneous			\$ 7,200
20	Community Relations	\$ 1,687	\$ 2,259	\$ 1,500
21	Conferences	\$ 2,038	\$ 3,493	\$ 5,000
22	Consulting Fees	\$ -	\$ 3,030	\$ 25,500
23	Dues & Subscriptions	\$ 797	\$ 1,471	\$ 5,100
24	Fireworks			\$ 5,000
25	Freight/Postage	\$ 1,382	\$ 1,234	\$ 4,500
26	Insurance	\$ 21,459	\$ 23,124	\$ 54,000
27	Labour Relations	\$ 9,012	\$ 2,488	\$ 24,000
28	Legal	\$ 6,169	\$ 5,505	\$ 15,300
29	Licenses, leases & Rentals	\$ 6,229	\$ 5,185	\$ 18,000
30	New Fire Hall Planning & Public Engagement	\$ -		\$ -
31	New Fire Hall Referendum	\$ -		\$ -
32	Office Supplies & Equipment	\$ 5,326	\$ 5,244	\$ 15,500
33	Professional Development - Excluded Staff			\$ 2,000
34	Technical Support	\$ -		\$ -
35	Total Administration Expenses	\$ 122,552	\$ 94,988	\$ 261,150
36				
37				
38	Amortization	\$ 85,417	\$ 85,417	\$ 225,000
39				
40	Clothing - Career	\$ 2,308	\$ 10,217	\$ 17,000
41	Clothing - Paid on Call	\$ 9,245	\$ 1,065	\$ 15,450
42	Clothing - Protective	\$ 1,047	\$ 1,835	\$ 60,000
43	Computer, Hardware, Software & Supplies	\$ 7,473	\$ 10,105	\$ 15,450
44	Employee/ POC Recognition	\$ 204	\$ 1,898	\$ 10,300
45	Equipment - Repair & Maintenance	\$ 1,327	\$ 611	\$ 11,000
46	Equipment Purchase - Small Tools	\$ 1,883	\$ 702	\$ 11,000
47	Fire Department Record System	\$ -		\$ 4,000
48	Fire Prevention & Public Education	\$ 2,764	\$ 130	\$ 15,500
49	Fire Station Repair & Maintenance	\$ 6,930	\$ 11,539	\$ 69,000
50	Fire Station Utilities	\$ 15,299	\$ 20,706	\$ 39,500
51	First Responder	\$ 7,439	\$ 5,533	\$ 16,000
52	Foam	\$ 3,218		\$ 3,750
53	Health & Wellness	\$ 1,931	\$ 1,373	\$ 5,665
54	Hydrant Install/Repair		\$ 47,768	\$ 9,270
55	Landscaping	\$ 4,170	\$ 1,812	\$ 7,800
56	Miscellaneous			\$ 9,000
57	Paid-on-call recruitment & Retention	\$ 385	\$ 67	\$ 5,000
58	Radio Equipment Repair & Supplies		\$ 28	\$ 2,500
59	Self Contained Breathing Apparatus	\$ 12,714	\$ 22,541	\$ 10,300
60	Supplies & Sundries	\$ 1,898	\$ 3,828	\$ 10,300
61	Training - Paid-on-call & Career	\$ 45,198	\$ 42,008	\$ 77,500
62	Vehicle Operating	\$ 19,915	\$ 29,559	\$ 103,500
63	Total Operating Expenses	\$ 145,348	\$ 211,919	\$ 528,785
+				
65	Interest - LTD & Lease (SCBA)	\$ 12,846	\$ -	\$ -

Salt Spring Island Fire Protection District

Financial Results (unaudited)

May 31, 2025

New Line #		2024 Approved Actuals	2025 Approved Actuals	2025 Approved Budget
1		Consolidated	Consolidated	Consolidated
66				
67	Wage & Related Expenses			
68	Career/Excluded/Casual Staff Wages & Salaries	\$ 1,017,800	\$ 982,175	\$ 2,539,873
69	Paid-on-call Members Wages	\$ 121,296	\$ 107,796	\$ 278,500
70	Total Wages	\$ 1,139,096	\$ 1,089,971	\$ 2,818,373
71	Statutory & Group Benefits			
72	Employee Allowances			\$ 1,750
73	Employee Group Health, Dental Plans & LTD	\$ 68,237	\$ 53,018	\$ 152,530
74	Employer CPP Expense	\$ 55,282	\$ 56,834	\$ 72,775
75	Employer EI Expense	\$ 21,204	\$ 22,337	\$ 28,553
76	Employer Health Tax	\$ 25,065	\$ 24,336	\$ 58,114
77	Employer Registered Pension Plan & Supp. Pension Benefit	\$ 132,339	\$ 122,088	\$ 332,022
78	Fire Fighter Employee Assistance Plan	\$ 1,746	\$ 2,482	\$ 51,000
79	Group Life, AD&D & WCB	\$ 52,598	\$ 47,831	\$ 96,756
80	HUB Health Benefits (POC members)	\$ 26,404	\$ 27,129	\$ 92,000
81	Matching RRSP	\$ 17,035	\$ 13,260	\$ 15,000
82	Total Statutory & Group Benefits	\$ 399,909	\$ 369,315	\$ 900,500
83	Total Wages & Benefits	\$ 1,539,005	\$ 1,459,286	\$ 3,718,873
84				
85	Extraordinary Expense/ Contingency Reserve	\$ -	\$ -	\$ 57,000
86				
87	Total Expenses	\$ 1,905,169	\$ 1,851,611	\$ 4,790,808
88	Surplus Before Capital Expenses	\$ 301,407	\$ 531,667	\$ 859,125
89				
90	Capital Account			
91	Budget Capital Expenses Funded by Operating Fund (SCBA Lease)			\$ -
92	Budget Capital Expenses Funded by Operating Fund (Small Capital)			-\$ 30,000
93	Budget Capital Expenses Funded by Operating Funds (Water Supply)	\$ 50,000		-\$ 50,000
94	Budget Capital Expenses Funded by Reserves (Apparatus)		\$ -	-\$ 50,000
95	Budget Capital Expenses Funded by Reserves (Small Capital)		\$ -	\$ -
96	Transfer to General Capital Purposes Reserve Fund (Apparatus)			\$ -
97	Transfer to General Capital Purposes Reserve Fund (New Fire Hall Reserve)			-\$ 340,000
98	Transfer to General Capital Purposes Reserve Fund (Unspecified)		\$ -	-\$ 564,125
99	Transfer to General Capital Purposes Reserve Fund (Halls 2 & 3 Remediation)			\$ -
100	Transfer to General Capital Purposes Reserve Fund (SCBA)		\$ -	-\$ 50,000
101	Transfer to General Capital Purposes Reserve Fund (Digital Pagers)		\$ -	\$ -
102	Transfer to Operating Fund from General Capital Purposes (Soft Costs New Fire Hall)		\$ -	\$ -
103	Transfer to Operating Fund from General Capital Purposes (2019 Digital Pagers)		\$ -	\$ -
104	Transfer to Operating Fund from Payroll Reserve Fund		\$ -	\$ -
105	Total Capital Expenses & Transfers to/from Reserve Funds	\$ 50,000	\$ -	-\$ 1,084,125
106				
107	Principal Payments - LTD & Lease (SCBA)	-\$ 54,225	-\$ 58,889	\$ -
108				
109	Surplus After Capital Expenses & Principal Payments LTD	\$ 297,182	\$ 472,777	-\$ 225,000
110	Non Cash Expense (Amortization)	\$ 85,417	\$ 85,417	\$ 225,000
111	Change in Working Capital (Current Assets - Current Liabilities)	\$ 382,599	\$ 558,194	\$ 0



Union warns Salt Spring staff might relocate

HOMEPORT

continued from 1

But while islanders may look forward to the new service, a plan to “homeport” both vessels on the Crofton side threatens the jobs of Salt Spring-based workers, according to B.C. Ferry and Marine Workers’ Union president Eric McNeely, who warned that of the 21 regular employee positions currently crewing the Quinsam, 18 are based on Salt Spring — and the remaining three are backfilled by casuals and “mobile regulars” from across the island.

“There will be zero ship-based positions in Vesuvius if both vessels homeport in Crofton,” said McNeely.

Pressed by Salt Spring Island Capital Regional District (CRD) director Gary Holman and in turn by a vote of the CRD’s Electoral Areas Committee, CRD board chair Cliff McNeil-Smith sent a letter to BC Ferries CEO Nicolas Jimenez on behalf of the broader board Tuesday, June 17, urging the ferry company to reconsider — and proposing a “dual homeporting arrangement” supported by the union to preserve those Salt Spring jobs.

BC Ferries has said Salt Spring crew members would have the option to ride to Crofton for their shifts on the first vessel each day, starting their work aboard the second. McNeely pointed out that adding two hours of “unpaid com-

muting” to each workday was an unsustainable change that will push employees to leave the island.

“This plan wasn’t shared widely by BC Ferries,” said LCC member Brian Webster at the commission’s meeting Thursday, June 19. “They have not spoken to a single elected representative on Salt Spring. They don’t recognize there is local government on Salt Spring Island at all.”

Holman said the ferry company quietly announced its plans shortly after BC Ferries abruptly dissolved Salt Spring’s Ferry Advisory Committee — a group that historically would’ve offered local input before such actions were taken. In addition to the CRD Board, Holman said he had been speaking with Islands Trust chair Laura Patrick and MLA Rob Botterell, who both indicated some support. Holman said Botterell told him he’d met with Jimenez and described the conversation as “very polite, but no indication of compromise.”

“And [dual homeporting] is exactly how the Island Class ferries at Gabriola and Nanaimo are,” said Holman. “One is stationed at each terminal.”

In recent years the Vesuvius-Crofton route has seen problems from inconsistent staffing, sometimes leading to sailing delays and cancellations; BC Ferries has said it believes a shift to Crofton homeporting would grow its employee base for the route, drawing from a



PHOTO COURTESY BC FERRIES

The Island K’ulut’a, one of the two newer ferries coming to the Vesuvius-Crofton route by 2027, can be run under hybrid-diesel and all-electric power.

larger pool of potential crew from Vancouver Island.

But the Island Gwawis and Island K’ulut’a can also be operated as all-electric vessels, part of a fleet-wide BC Ferries effort to reduce emissions — and the eventual shift away from fossil fuels would require significant charging infrastructure, possibly explaining the company’s reluctance to upgrade terminals on two islands rather than just one.

“The upgrades at Crofton terminal will allow BC Ferries to consider electrification on Route 6 in the

future,” said BC Ferries senior communications advisor Sheila Reynolds, “provided BC Hydro deems it feasible.”

In a May 29 press release, BC Ferries announced it was working with BC Hydro to install shore-based rapid charging infrastructure for Island Class ferries at the Nanaimo Harbour terminal, “on track” for electrification by summer 2026.

According to the ferry company, the battery energy storage capacity of the Island Class ferries is currently 800 kWh, and can be upgraded

to a maximum of 2,000 kWh — by comparison almost 27 times the capacity of a “long-range” Tesla Model 3.

And while the ferry’s effective all-electric range has not been specifically discussed, in a 2021 interview former BC Ferries president and CEO Mark Collins said early testing showed the fuel-efficient hybrids could sail for about 45 minutes on battery alone — making it unlikely even an upgraded vessel would complete a full day’s sailings without requiring shore-side recharging.

BC Ferries’ cost estimates for a ferry charging station are confidential, Reynolds said, to ensure a fair and competitive bid process, as the company is still in the tendering phase for some of its shoreline electrification projects. A 2021 estimate from BC Ferries planned a high-level budget of \$150 million to add charging infrastructure to nine terminals — a number unlikely to have fallen since.

Meanwhile, LCC members are working to coordinate with the Local Trust Committee on another letter to Jimenez, meant to demonstrate the breadth of local support for dual homeporting and, Webster said, to tell BC Ferries, “We exist, and it’s important for you to connect with us.”

Jimenez will be on Salt Spring Island to participate in ASK Salt Spring on Friday, June 27 from 11 a.m. to 1 p.m. at SIMS.

FIRE PROTECTION

District eyes UBCM funding

SSIFPD to move or improve halls, seeks ladder truck

BY ROBB MAGLEY
DRIFTWOOD STAFF

Salt Spring Island’s fire officials are firming up what had been tentative plans for facilities and equipment, and in doing so hope to convince provincial funders of the improvement district’s role in helping build a safer — and perhaps better-housed — community.

At its meeting Monday, June 16, the Salt Spring Island Fire Protection District (SSIFPD) board asked staff to prepare a business plan for relocating the satellite fire hall at Central, known as Hall 3, and to renovate Hall 2 at Fulford to meet “post-disaster” standards.

Provincial regulations currently mandate fire halls be built to these standards, meant to help facilities remain functional and safe after a major earthquake event. The new Hall 1 currently under construction was subject to these rules, and they would also apply to any satellite stations the SSIFPD builds.

Late last year, fire district trustees began considering the possibilities for relocating Hall 3, as the new primary hall will lie nearly two kilometres north of its current location — and shifting the satellite hall from Central could improve emergency response times for many northern Salt Spring homeowners.

Officials Monday night emphasized that wherever it may eventually land, plans for a relocated Fire Hall No. 3 would not call for full-time staffing that might require additional hiring; that said, an option was put forward to consider including an RV pad for firefighters, CAO Rodney Dieleman said, highlighting that the incoming plan will be flexible, preliminary and necessarily incomplete — lacking

detailed input thus far from both trustees and the public.

“The big thing is we have to agree on the design and specifications, so I get some independent pricing,” said Dieleman. “Otherwise, everybody just speculates on what we’re doing.”

The business plan being drafted would also support a Union of B.C. Municipalities (UBCM) Canada Community-Building Fund grant application SSIFPD plans to pursue. It’s a 50-50 matching arrangement that if successful could offset half the hall relocation cost and possibly a \$2.5-million ladder truck — an apparatus district staff plan to argue is necessary to support affordable housing on Salt Spring.

A BC Housing supportive housing project on Drake Road that took shape in March proved to be taller than Salt Spring’s land use bylaws typically allow, leading to concerns the department could not safely address a fire on its top floor with the island’s existing firefighting equipment — and prompting a renewal of long-simmering debates over whether to officially allow more height for multi-unit buildings, bringing down the per-unit costs of construction on the island.

“The [ladder] truck would reach higher levels, which allows for development of higher building types,” said Dieleman. “And we think there’s infrastructure and climate change grants that might support the new fire hall in the north. It’s worth asking.”

A summary document is expected to be presented at the trustees’ meeting in September.

Meanwhile, as burn bans continue, the district has officially announced there will again be no fireworks display at Ganges Harbour for Canada Day, to help reduce wildfire risk and protect public safety.

Seasonal Service Change

Effective June 25, 2025



- ▶ Reinstatement of route 9 Ruckle Park connecting Fulford Harbour with Beaver Point and Ruckle Provincial Park.
- ▶ Schedule changes to align with BC Ferries including additional Sunday evening connections to and from Fulford Harbour.

For more information about trip planning, schedules and to sign up for customer alerts, please visit bctransit.com/salt-spring-island.

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CRD | BC Transit

PHILANTHROPY

Paramedic on 'Cops' ride

Silent auction needs donations

BY ROBB MAGLEY
DRIFTWOOD STAFF

Salt Spring paramedic Lisa Mitchell will be representing our island's first responders in the 2025 Cops for Cancer Tour de Rock ride — and even as training for the 1,250-kilometre, two-week bike ride is in full swing, Mitchell is reaching out for community help.

Tour de Rock starts Sept. 20 in Port Alice, Mitchell said, but the race to raise funds is already underway. In addition to appeals for direct donations, Mitchell is organizing an all-islanders silent auction for Thursday, July 24, and is hopeful supporters will reach out with items for the event.

"I think I'm the first-ever emergency responder from Salt Spring to volunteer for a Tour," said Mitchell. "I feel like this amazing island will want to aid and support this massive endeavour — help me get to that start line, and across that finish line!"

Mitchell is a ceramic artist and lifelong athlete who sells at the Saturday Market and competes in triathlons, all while serving with BC Ambulance from Station 103 on Park Drive.

The Tour de Rock is Vancouver Island's Cops for Cancer Tour, one of four in B.C. that raise funding

for pediatric cancer research and Camp Goodtimes — a medically supervised recreation experience for children and teens with cancer and their families, located in Maple Ridge.

After stopping in communities all down Vancouver Island, Tour de Rock ends at a finish line celebration in Victoria on Saturday, Oct. 4. Mitchell said throughout the challenging trip, each rider is paired with an honorary member — usually a child who has battled or is currently battling cancer, and who will keep them motivated during those long days in the saddle.

"This is really such a unique and magnificent fundraiser that touches so many lives," said Mitchell. "I am so stoked to be a part of this epic undertaking this year."

Mitchell said businesses with something to donate for the auction should contact her at lisa.mitchell@bcehs.ca or drop it off at the ambulance station. And, she added, the donated item could be "anything and everything."

"Whatever quality items you think might work in a silent auction," said Mitchell. "Gift certificates, actual gifts — there is nothing too small or too big, and 100 per cent will go toward the fundraiser."

To learn more about Mitchell's team, visit support.cancer.ca/site/TR?fr_id=30364.

AWESOME OVERVIEW



PHOTO COURTESY TANGO CHARLIE

Progress on the new Ganges fire hall at 455 Lower Ganges Road is seen from the air in a photo taken by Terry Curell of Tango Charlie Aerial Imaging on the morning of Tuesday, June 24. Salt Spring Fire Board officials say the project remains on track to be completed within its \$13.7-million budget. Project updates are available on the saltspringfire.com website in the New Fire Hall section.

ISLAND HISTORY

More than 200 attend 'Dominion Day' dance in 1960

Items from the
July 7, 1960 issue
of the Driftwood
newspaper

65 years ago

• The most successful Dominion Day Dance in many years was held July 1, in Mahon Hall at Ganges, under the auspices of Salt Spring Island Branch #92, Canadian Legion.

Over 200 attended the traditional event, which included a number

ALOOKBACK

of American and Canadian visitors who had brought pleasure craft into Ganges Harbour over the holiday weekend. Prior to the dance, a private party for members of the Legion and its Ladies Auxiliary and guests was held at the Legion Hall.

Foyer's Trio played for the dance, and Mahon Hall was colourfully decorated with signal flags and lights. The Ladies Auxiliary to the Legion arranged the supper.

In spite of threatening weather, the Saturna Lamb Barbecue fed

1,100 people on July 1, a slight reduction from last year's crowd. The number of boats anchored in the bay was less than last year, but still the sight of the 200 to 300 boats of all descriptions was a beautiful thing to see, as was the women's nail-driving contest, the tug-of-war and the pig-diapering contest.

• A B.C. government cabinet meeting will be held on Salt Spring Island on July 14, the first time in history that a cabinet meeting has been held in the Gulf Islands.

Premier W.A.C. Bennett and the cabinet ministers will arrive at Fulford at 1:45 p.m., thereafter they

will be met by Mr. Des Crofton, president of the Chamber of Commerce and his committee. A cavalcade of cars will be there to escort the visiting dignitaries to Harbour House, where the cabinet meeting will be held.

The chamber has expressed the wish that a big turnout of people be at the Fulford dock to welcome the premier and his cabinet. Anyone desiring to join the cavalcade may do so, but please phone Chuck Horel at Ganges-52, as it is necessary to know approximately the number that will participate.

• Editorial: "With billows of dust from passing cars to choke

a person, Ganges should have some 'sorry for the inconvenience' signs so we can fool the tourists into believing this situation is only temporary. On second thought, it is; come the rainy season, we will have puddles to wade through, and dirty water splashed on unwary pedestrians."

• The Salt Spring Island Fire Department has been advised that they have been accepted as associate members by the National Fire Protection Association, a nonprofit organization devoted to the safeguarding of lives and protection of buildings and homes from uncontrolled fire.

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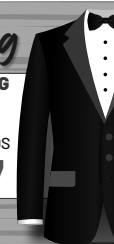
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12 Sweetwater 500 just around the corner



6 Purple loosestrife found in Cusheon Lake

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SPLASH AND DASH: Youth competitive swimmers launch from starting blocks to begin the backstroke leg of a combined relay race Saturday, July 12, during the annual Salt Spring Stingrays Invitational swim meet, held all weekend at the Rainbow Recreation Centre pool. More than 370 swimmers – and their friends and families – packed the island for the always-popular event, according to club president Shelly Johnson, who said the volunteer-run meet attracted B.C. teams from as nearby as the Pender Island Otters and as far-flung as the Dawson Creek Seals.

ISLANDS TRUST

LTC denies Baker Beach decision appeal

Erosion mitigation project halted

BY ROBB MAGLEY
DRIFTWOOD STAFF

Unmoved by an appeal, Salt Spring's land use officials voted to uphold a staff decision that leaves a controversial shoreline erosion mitigation project at Baker Beach without development permits.

That decision came Thursday, July

10, after a consultant team engaged by the proponent property owners came to support the project, speaking before the island's Local Trust Committee (LTC).

In May, through authority delegated to them by the LTC, staff had decided not to grant a permit to the project, sidelining the proposed "nature-based" climate adaptation plan that centred on erosion mitigation using non-uniform rock clusters, revegetation and applica-

tion of engineered sand and gravel "beach nourishment" material at the toe of an eroding slope above Baker Beach.

Alongside an application for a licence of occupation from the Ministry of Water, Land and Resource Stewardship (WLRS) to do work within the Crown land at the shore, the Islands Trust required a permit for the project, since the land lay within a development permit area (DPA) laid out

by Salt Spring's Official Community Plan (OCP).

In the appeal, through extensive documents and their own in-person reporting, the team addressed an itemized list of concerns staff had cited in choosing not to issue a permit for the project and warned the beach itself was in danger from the same erosion processes that threatened the proponents' homes.

BAKER BEACH continued on 2

FIRE

Maxwell shed fire contained

One of nine fire department call-outs on same day

BY ROBB MAGLEY
DRIFTWOOD STAFF

A 911 call warning of a structure fire — and an aircraft report of flames and black smoke rising above Salt Spring — sent firefighters racing up Mount Maxwell Road as part of a busy summer day for island fire crews.

Salt Spring Island Fire Rescue (SSIFR) Chief Jamie Holmes said no one was injured at the fire, which was reported around 6 p.m. July 7 and destroyed a 20-by-20-foot shed. Thanks to quick action by the homeowner and quick response by firefighters, the flames were contained to the structure and did not threaten the surrounding forest.

The fire was first discovered by the property's owner, Holmes said, who arrived home to find a shed burning, called 911 and grabbed a hose to water down the area surrounding the blaze — from a safe distance.

Even as trucks were on their way, fire crews received an update from the Ministry of Forests' Cobble Hill Fire Base — relaying news that an aircraft flying above Mount Maxwell had contacted them to report "visible flames and black smoke."

FIRE continued on 3

Zen Master Wolfgang says:

"When in doubt, vacation."

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July 21, 2025 Board Meeting Regular Meeting Agenda Package Page 32 of 65

Mon-Fri 8:30am-4:30pm

ISLANDS TRUST

Policy Statement clears COW

First reading set for online meeting July 29

BY ROBB MAGLEY
DRIFTWOOD STAFF

Draft language seems to have satisfied both lawyers and elected officials, and the Islands Trust now has a clear path to a midsummer first reading of its newly revised Policy Statement.

That update has been in process — in some form or another — for years, most recently rekindled as a priority for this Trust Council to complete before the end of its own political term. The guiding Policy Statement itself has not seen meaningful revision in three decades, with the current iteration having been described as an attempt to address issues such as the climate crisis, growing housing needs and a commitment to reconciliation with local First Nations.

After a closed session Wednesday, July 9 to receive legal advice — and following a few last-minute tweaks — the Trust's Committee of the Whole (COW) approved forwarding the draft document on to the Executive Committee, after which it will be tabled for first reading at a special electronic meeting of Trust

Council on Tuesday, July 29.

The move brings to a close months of deliberation over language, reshuffling of sections and attempts to improve readability — a workload shared with the Trust Programs Committee — and opens the next chapter in an ambitious process, according to Salt Spring Island trustee and Trust Council chair Laura Patrick.

"It is a big moment ... This is a moment of celebration."

LAURA PATRICK
Islands Trust Council chair

"It is a big moment," said Patrick, who also chaired what may be the final COW meeting on the matter. "This is a moment of celebration; we are moving forward to first reading."

Hoping to avoid a repeat of 2021's public backlash over what many felt was a rushed or insufficiently transparent process, trustees and staff have repeatedly emphasized the word "draft" in communications — and said that despite months of fine-tuning, the Policy Statement at this point remains far from finished. Trust Area Services director Clare Frater on

Wednesday reiterated that the draft was merely ready for further public and First Nations input.

"We're looking forward to bringing it to [Trust Council] for first reading," said Frater, reminding trustees to encourage one another to attend to ensure quorum. "And then to hearing back from all the public and the many other organizations and governments that will be asked to comment."

That comment period is expected to span at least six months, incorporating referrals to Indigenous governing bodies, regional districts, the Islands Trust Conservancy Board and Local Trust Committees, alongside a Trust-wide survey and town halls expected to be held across the Trust Areas.

After that, a timeline approved by Trust Council in June could see later readings of a revised Policy Statement taking place as soon as next spring, with a possibility to refer a proposed bylaw to provincial regulators in April 2026 — and while the process becomes murkier beyond that, Islands Trust staff have suggested the options remains that a new Policy Statement could be adopted by that fall.

For more information about the Policy Statement's amendment process, dubbed "Islands 2050," visit islandstrust.bc.ca/programs/islands-2050.

Resident's hosework helpful: chief

FIRE

continued from 1

"That's one nice thing about being on the flight path to Victoria," said Holmes. "When pilots flying over forested areas see something, they notify Cobble Hill — and then they pass that on to us."

Holmes said since the report was adjacent to a lot of rapidly drying forest near a watershed area, SSIFR moved quickly to get as many firefighters into position as they could.

"You want to get a lot of ants on the hill, so to speak," said Holmes. "Fortunately, the shed was well-spaced from trees and other structures on the property, and the homeowner was trying to get whatever water they could around to make sure it didn't spread."

It was a good tactic, Holmes said, noting that even "misting" the area around a fire with a residential hose can increase humidity and help keep a fire from spreading. And importantly, he added, the homeowner kept a safe distance until firefighters arrived.

"They didn't go running in; they stayed safe and called 911," said Holmes. "If you want to get closer, we'll gladly welcome you to join the department, and we'll put you in the right safety gear."

Crews shuttled water tender trucks up and down the long driveway, he said, then thoroughly sprayed the area before leaving. Holmes said some 4,500 gallons of water were used, and 25 SSIFR members spent about three hours at the site.

The fire up Mount Maxwell Road was just one of the department's nine emergency calls for the day, according to Holmes, ticking off a list from every corner of Salt Spring that included multiple alarm bells, four medical calls and a motor vehicle collision on Stewart Road — activating response from crews across Salt Spring's multiple fire halls.

"Our career firefighters are here for that quick response, but we also really rely on our paid-on-call volunteers dropping everything they're doing and going out," said Holmes. "They all did a lot in one day. But that's a summer Monday for us."

New digs considered for Salt Spring's dog park

Island officials say they won't close Salt Spring's only "official" off-leash dog area despite rising reports of conflicts, instead planning steps to better manage visitors and animals in the short term — and to find a new place for dogs to run in the future.

The dog park at the Rainbow Recreation Centre has recently been the centre of conflicts surrounding fighting and loose dogs, according to staff, disrupting pool patrons coming and going — and alarming families attending the Little Rainbows infant/toddler program run by the Gulf Islands Early Learning Society.

Capital Regional District (CRD) senior manager Dan Ovington told the Local Community Commission (LCC) that complaints in recent months highlight the growing number of users at all facilities at the site, and he recommended exploring alternative locations for the dog park — particularly, he said, as the Rainbow Recreation Centre's master plan does not include one.

"The issue we currently have is with some users coming in with a large number of dogs; there's one person coming with nine," Ovington said. "We did have the dogs go right up over the fence, so I would say it's not an adequate facility, nor would I think it's the appropriate location given the variety of uses."

The dog park opened in 2011 after a \$5,000 donation, Ovington said, envisioned as a place for recreation and social interaction — among both dogs and owners.

"It is a social space," said LCC member Ben Corno. "It's easy to understand how it has a role to play in the community; but it's probably something that should be considered somewhere else."

Ovington said in the meantime, staff will install new signs and continue to work with CRD Bylaw and Animal Control to educate owners on the importance of keeping their dogs under control.

50-unit housing project breezes toward approval

A rezoning application that will permit 50 units of affordable housing on Kings Lane easily topped another hurdle Thursday, July 10, as Salt Spring's Local Trust Committee (LTC) voted to request staff prepare a draft bylaw for the Gulf Islands Seniors Residence Association (GISRA) project.

A public notification process, as well as a referral to First Nations and other relevant agencies, will start almost immediately.

NEWSBRIEFS

diately, according to a staff report, clearing a path for the project to seek provincial funding — perhaps as early as this month.

GISRA's rezoning application also seeks to lift the limit on the number of doctors permitted at the already-built clinic, and to allow partitioning of the property — possibly adding a daycare facility.

"We know every unit is needed," said trustee Laura Patrick, "and we want to make sure the absolute best fit that we can create is there — so I support flexibility, I absolutely support uses such as a daycare, and things that just make living on the island better."

Salt Spring LCC had earlier voted unanimously to provide a grant-in-aid to GISRA to help fund pre-development due diligence; commission member and CRD director Gary Holman said he was prepared to support a Community Works Fund grant of up to \$400,000 to support the extension of the Ganges sewer line to the property, which lies within the sewer district.

Online building permits saving time: inspector

A new digital building permit application system has been live for the CRD electoral areas for a little over a month, according to building inspector Calvin Gray, who said while anyone can still apply in person, the new system makes it easier and helps out CRD staff — ultimately reducing the time it takes to review an application.

Gray, who has been in the position since December, reported on the system to Salt Spring LCC Thursday, July 10, noting that since the electronic system went live June 2, they'd been able to track applications more easily. Gray said they'd issued 62 permits across the three electoral areas since digital submissions began — roughly half of them on Salt Spring.

"Fifteen permits are ready to be issued, but we are waiting for the applicant to pay," he chuckled. "And 75 are on hold, waiting for either Islands Trust or third-party information before we proceed to review."

Another 30 were awaiting some response from the applicant, about a dozen were in mid-review by inspectors, and two had been cancelled.

"In a nutshell, we now have a pretty good understanding of where all the permits are," said Gray, "and how they are in our system. The review time has been reduced substantially. Board Meeting Regular Meeting Agenda Package

Fall Fair FOCUS



Did you know that a SSIFI Membership not only supports the Salt Spring Island Farmers' Institute and the importance of agriculture on our island, but also provides you with FREE admission to the Fall Fair? Be sure to bring your membership card to show at the gates!

2025 Memberships are available for individuals or families until August 31st.

For more information or to purchase memberships online visit our website: www.ssifi.org/membership or stop by to purchase at Foxglove Farm & Garden Supply.

Salt Spring Island Fall Fair Sept 6th & 7th

Salt Spring Island Fire Protection District (SSIFPD) Staff Report

Date: **July 14, 2025**
 Subject: **New Fire Hall Project Status Update for June 30, 2025**
 To: **Board of Trustees**
 From: **Rodney Dieleman, CAO**

Issue: New Fire Hall Project Status Update for June 30, 2025

The Project Steering Committee continues to oversee project development, ensuring consultants adhere to established specifications, budget limitations, and community expectations. Regular updates are provided to the Board of Trustees and shared on the Salt Spring Island Fire Rescue website to maintain transparency. The project remains on track within its approved funding of \$13.7 million.

Project Budget & Expenditures:

As of June 30, 2025, a total of \$5,171,590 has been allocated to design, engineering, and construction. This includes expenses related to final drawings, civil work, foundation preparation, rebar installation, concrete pouring and structural steel/wood and framing. Further details on progress and expenditures can be found in the Owner's Representative Report below.

Salt Spring Island Fire Protection District New Fire Hall at 455 Lower Ganges Road

Description	Project Charter Budget	Budget at June 30	Actuals to June 30, 2025
Construction Costs	\$ 8,075,200	\$ 10,892,800	\$ 4,315,687
2021 cost escalation estimate	\$ 1,532,900	included	included
Permits	\$ 100,000	included	included
Insurance	\$ 100,000	included	included
Construction Contingency	\$ 1,391,900	\$ 282,000	included
	\$ 11,200,000	\$ 11,174,800	\$ 4,315,687
Architect	\$ 858,000	\$ 837,100	\$ 728,224
Project Manager	\$ 560,000	\$ 194,900	\$ 115,005
Contractor	\$ 672,000	Included	included
Interim Financing	\$ 410,000	\$ 643,200	\$ 12,673
	\$ 2,500,000	\$ 1,675,200	\$ 855,902
Project Costs	\$ 13,700,000	\$ 12,850,000	\$ 5,171,590
Capital Region Community Works Grant	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
SSIFPD Capital Reserve Funds	\$ 3,000,000	\$ 2,234,600	\$ 2,094,549
CIBC interim loan	\$ 9,700,000	\$ 9,615,400	\$ 2,077,041
	\$ 13,700,000	\$ 12,850,000	\$ 5,171,590

Owner's Representative Report - Hans Hazenboom

1. Construction Progress

The construction of the new fire hall continues to advance on schedule and within budget. Key accomplishments to date include:

- **Sewer Line Installation:**
 - Completion of the Sewer Line Main, including the installation of a new 3-foot manhole.
 - A 6-inch pipe stub-out has been installed from the manhole, allowing for future connection to Brinkworthy Properties Ltd., in accordance with CRD requirements.
 - With sewer infrastructure in place, installation of the stormwater drainage system may now proceed.
- **Structural Work:**
 - All structural steel and timber framing has been completed.
 - Wood framing is now underway and is making steady progress.
 - Concrete slab has been poured in the following key areas: Apparatus Bay, Operational Spine and Covered exterior apparatus area
 - Preparatory work is underway for the remaining interior concrete slabs.
- **Hose/Training Tower:**
 - Preparations are underway for the third and final concrete wall pour, marking the final lift for the hose tower structure.
- **Building Systems & Finishing:**
 - Coordination continues with communications partners regarding antenna sharing and cable routing within the shared-use areas of the facility.
 - All appliances have been ordered and are being stored off-site until installation is required.
 - Samples of flooring materials are being reviewed for long-term durability and ease of maintenance.
 - Awaiting BC Hydro design drawings to finalize plans for the building's electrical connection.

2. Safety and Security

No safety incidents or security concerns have been reported this month. Site protocols continue to be followed diligently by all contractors and trades.

3. Forecast – Upcoming Activities (Next Few Weeks)

Looking ahead, the following construction milestones and tasks are scheduled:

- Completion of the final concrete pour for the Hose/Training Tower.
- Continued wood framing, including second-floor structure and roof trusses.
- Initial installation of security cameras and site surveillance infrastructure.

Conclusion

The project remains **on schedule and within the approved budget**. With structural framing nearing completion and interior work progressing, the construction team is well-positioned for the next phase of work. Continued coordination with utilities and communications partners will ensure readiness for operational outfitting in the coming months.

Project Overview

ACTIVITY DESCRIPTION/PICTURES



Third and Final Form Height for Tower



Slab Concrete Placing



Slab Concrete Placing

Project Overview

ACTIVITY DESCRIPTION/PICTURES



Concrete Slab Finishing



Cutting Control Joints



Framing of Training Room



Administration Spine

Project Overview

ACTIVITY DESCRIPTION/PICTURES



View Towards Training Room



Airial View



Salt Spring Island Fire Protection District

Proposed Satellite Fire Hall Project Timeline and Implementation Plan



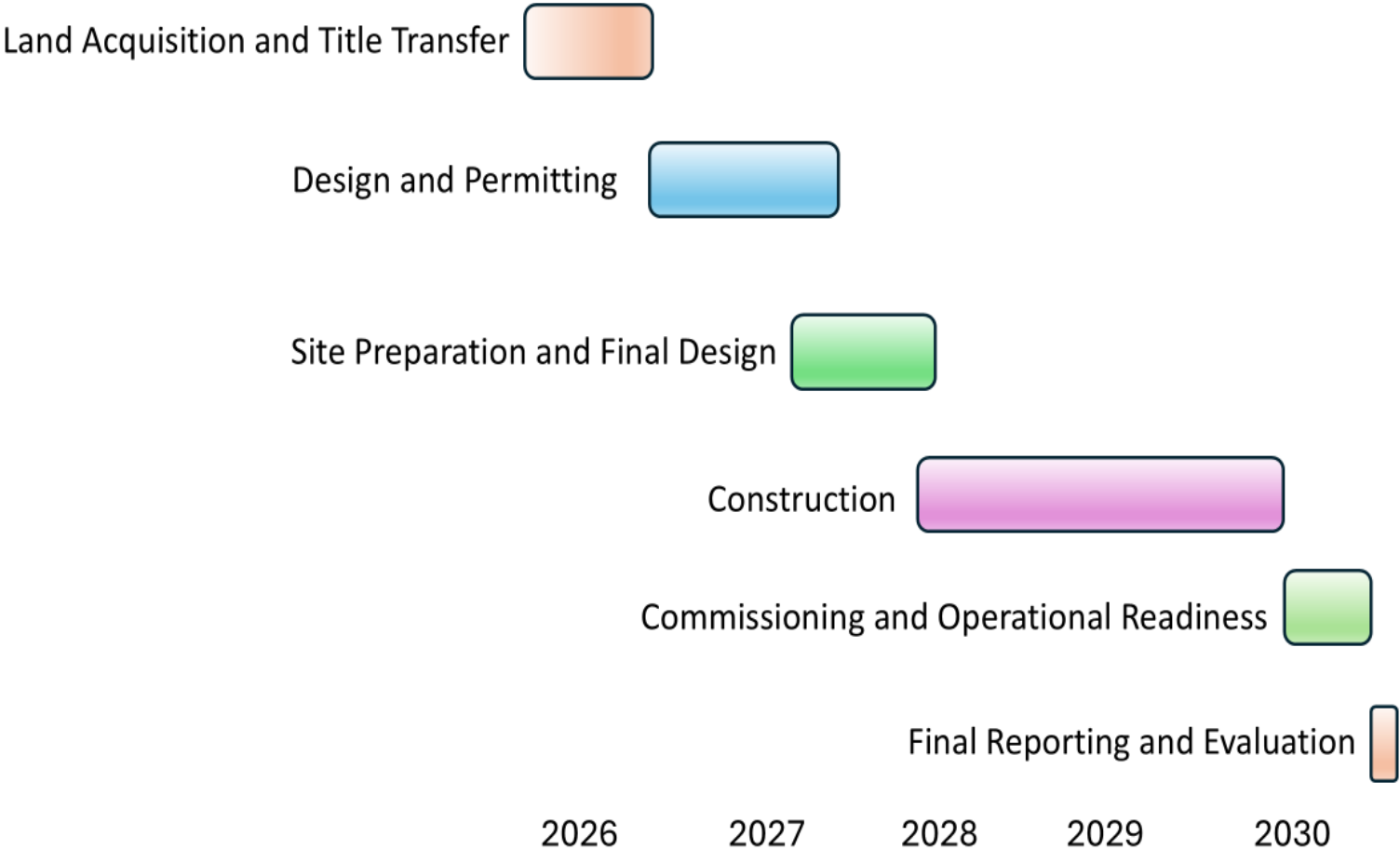
Objective:

Construct and commission a new satellite fire hall in northern Salt Spring Island by the end of 2030.

Overview:

This plan outlines the step-by-step phases and tasks required to acquire land, obtain permits, design, construct, and operate a new satellite fire hall that enhances emergency services in the northern part of Salt Spring Island.

1. Project Timeline Summary



Phase	Milestone	Start	End
Phase 1	Land Acquisition & Title Transfer	Jan 2026	Dec 2026
	• Finalize agreement with land donor		
	• Conduct legal review and due diligence		
	• Apply for and process subdivision with Islands Trust		
	• Secure subdivision approval and register new legal parcel		
	• Obtain legal title to SSIFPD		
Phase 2	• Conduct baseline environmental and site assessments	Jan 2027	Aug 2027
	Design & Approvals		
	• Hire architect and engineering consultants		
	• Complete schematic and conceptual design		
	• Conduct public consultation (if applicable)		
	• Apply for zoning/ALR approvals (as needed)		
Phase 3	• Submit development and building permit applications	Sep 2027	Mar 2028
	Site Prep & Detailed Design		
	• Prepare geotechnical and environmental report		
	• Clear and grade site		
	• Install access road and basic utilities		
	• Complete final architectural and engineering drawings		
	• Finalize Class B cost estimates and construction tender documents		

Phase	Milestone	Start	End
Phase 4	Construction		
	• Tender and award construction contract		
	• Mobilize contractor and begin foundation work		
	• Complete shell construction (walls, roof, doors)	Apr 2028	Dec 2029
	• Install mechanical, electrical, HVAC, septic, and water systems		
Phase 5	• Interior finishing and apparatus bay outfitting		
	• Complete landscaping and parking		
	Commissioning & Operational Readiness		
	• Final inspections and occupancy permit		
	• Move in equipment and furnishings	Jan 2030	Mar 2030
Phase 6	• Train staff and conduct operational testing		
	• Update dispatch and communication systems		
	Final Reporting & Evaluation		
	• Hold community open house and official opening	Apr 2030	Jun 2030

Project Timeline (Synopsis)

2. Step-by-Step Implementation Plan

Phase 1: Land Acquisition & Title Transfer (Jan 2026 – Dec 2026)

- Finalize agreement with land donor
- Conduct legal review and due diligence
- Apply for and process subdivision with Islands Trust
- Secure subdivision approval and register new legal parcel
- Obtain legal title to SSIFPD
- Conduct baseline environmental and site assessments

2026

Phase 2: Design & Permitting (Jan 2027 – Aug 2027)

- Hire architect and engineering consultants
- Complete schematic and conceptual design
- Conduct public consultation (if applicable)
- Apply for zoning/ALR approvals (as needed)
- Submit development and building permit applications

2027

Phase 3: Site Preparation & Final Design (Sep 2027 – Mar 2028)

- Prepare geotechnical and environmental reports
- Clear and grade site
- Install access road and basic utilities
- Complete final architectural and engineering drawings
- Finalize Class B cost estimates and construction tender documents

2028

Phase 4: Construction (Apr 2028 – Dec 2029)

- Tender and award construction contract
- Mobilize contractor and begin foundation work
- Complete shell construction (walls, roof, doors)
- Install mechanical, electrical, HVAC, septic, and water systems
- Interior finishing and apparatus bay outfitting
- Complete landscaping and parking

2029

2030

Phase 5: Commissioning & Operational Readiness (Jan 2030 – Mar 2030)

- Final inspections and occupancy permit
- Move in equipment and furnishings
- Train staff and conduct operational testing
- Update dispatch and communication systems

Phase 6: Final Reporting & Evaluation (Apr 2030 – Jun 2030)

- Hold community open house and official opening

Project Financing

	Estimated Project Costs	Proposed Capital Budget		Proposed Capital Budget
				with Referendum and Borrowing
Opening Balance		\$ 250,000		\$ 250,000
2026	\$ 50,000	\$ 150,000		\$ 100,000
2027	\$ 50,000	\$ 350,000	or	\$ 200,000
2028	\$ 400,000	\$ 400,000		\$ 200,000
2029	\$ 1,800,000	\$ 400,000		\$ 500,000
2030	\$ 200,000	\$ 450,000		
2031		\$ 500,000		
	<u>\$ 2,500,000</u>	<u>\$ 2,500,000</u>	\$ -	<u>\$ 1,250,000</u>
		Hold referendum and Borrow		<u>\$ 1,250,000</u>
				<u>\$ 2,500,000</u>

Salt Spring Island Fire Protection District 2026 Draft Budget

	2026 Proposed Budget	2026 Pro Forma Budget	2026 Pro Forma Budget	2026 Pro Forma Budget
	Operating Fund	Capital Fund	Reserve Funds	Consolidated
Income				
Tax Revenue	\$6,038,000	\$0	\$0	\$6,038,000
Total Income	\$6,038,000	\$0	\$0	\$6,038,000
Administration Expenses				
Advertising	\$6,000	\$0	\$0	\$6,000
Advertising/Election	\$30,000	\$0	\$0	\$30,000
Annual Dinner	\$8,000	\$0	\$0	\$8,000
Audit & Related Fees	\$20,000	\$0	\$0	\$20,000
Bank Charges/Credit Card Fees/Telpay Fees/Finance Charges	\$2,000	\$0	\$0	\$2,000
Communications - Phone	\$20,000	\$0	\$0	\$20,000
Communications & Miscellaneous	\$7,000	\$0	\$0	\$7,000
Community Relations	\$2,000	\$0	\$0	\$2,000
Conferences	\$5,000	\$0	\$0	\$5,000
Consulting Fees	\$25,000	\$0	\$0	\$25,000
Dues & Subscriptions	\$5,000			\$5,000
Fireworks	\$5,000	\$0	\$0	\$5,000
Freight/Postage	\$5,000	\$0	\$0	\$5,000
Insurance	\$60,000	\$0	\$0	\$60,000
Labour Relations	\$24,000	\$0	\$0	\$24,000
Legal	\$16,000	\$0	\$0	\$16,000
Licenses, leases & Rentals	\$9,000	\$0	\$0	\$9,000
Mortgage - New Fire Hall	\$650,000	\$0	\$0	\$650,000
Office Supplies & Equipment	\$16,000	\$0	\$0	\$16,000
Professional Development - Excluded Staff	\$2,000	\$0	\$0	\$2,000
Professional Development - Trustees	\$0			\$0
Technical Support	\$0			\$0
Trustee Remuneration		\$0	\$0	\$0
Total Administration, Overhead Costs and Trustee Expenses	\$917,000	\$0	\$0	\$917,000
Amortization	\$225,000	\$225,000	\$0	\$225,000
Clothing - Career	\$18,000	\$0	\$0	\$18,000
Clothing - Paid on Call	\$16,000	\$0	\$0	\$16,000
Clothing - Protective	\$61,000	\$0	\$0	\$61,000
Computer, Hardware, Software & Supplies	\$16,000	\$0	\$0	\$16,000
Employee/ POC Recognition	\$10,000	\$0	\$0	\$10,000
Equipment - Repair & Maintenance	\$12,000	\$0	\$0	\$12,000
Equipment Purchase - Small Tools	\$11,000	\$0	\$0	\$11,000
Fire Department Record System	\$4,000	\$0	\$0	\$4,000
Fire Prevention & Public Education	\$16,000	\$0	\$0	\$16,000
Fire Station Repair & Maintenance	\$49,000	\$0	\$0	\$49,000
Fire Station Utilities	\$41,000	\$0	\$0	\$41,000
First Responder	\$16,000	\$0	\$0	\$16,000
Foam	\$4,000	\$0	\$0	\$4,000
Health & Wellness	\$6,000	\$0	\$0	\$6,000
Hydrant Install/Repair	\$75,000	\$0	\$0	\$75,000
Landscaping	\$8,000	\$0	\$0	\$8,000
Major Incident	\$5,000	\$0	\$0	\$5,000
Miscellaneous	\$4,000	\$0	\$0	\$4,000
Paid-on-call recruitment & Retention	\$5,000	\$0	\$0	\$5,000
Radio Equipment Repair & Supplies	\$3,000	\$0	\$0	\$3,000
Self Contained Breathing Apparatus	\$20,000	\$0	\$0	\$20,000
Supplies & Sundries	\$11,000	\$0	\$0	\$11,000
Training - Paid-on-call & Career	\$80,000	\$0	\$0	\$80,000
Vehicle Operating	\$110,000	\$0	\$0	\$110,000
Total Operating Expenses	\$601,000	\$0	\$0	\$601,000
Interest - LTD & Lease (SCBA)	\$0	\$0	\$0	\$0

Salt Spring Island Fire Protection District 2026 Draft Budget

	2026 Proposed Budget	2026 Pro Forma Budget	2026 Pro Forma Budget	2026 Pro Forma Budget
	Operating Fund	Capital Fund	Reserve Funds	Consolidated
Wage & Related Expenses				
Administration Wages	\$339,000			\$339,000
Fire Rescue Service Management Wages	\$376,000			\$376,000
Career/Excluded/Casual Staff Wages & Salaries	\$1,857,000	\$0	\$0	\$1,857,000
Paid-on-call Members Wages	\$290,000	\$0	\$0	\$290,000
Total Wages	\$2,862,000	\$0	\$0	\$2,862,000
Statutory & Group Benefits				
Employee Allowances	\$2,000	\$0	\$0	\$2,000
Employee Group Health, Dental Plans & LTD	\$161,000	\$0	\$0	\$161,000
Employer CPP Expense	\$82,000	\$0	\$0	\$82,000
Employer EI Expense	\$31,000	\$0	\$0	\$31,000
Employer Health Tax	\$59,000	\$0	\$0	\$59,000
Employer Registered Pension Plan & Supp. Pension Benefit	\$356,000	\$0	\$0	\$356,000
Fire Fighter Employee Assistance Plan	\$51,000	\$0	\$0	\$51,000
Group Life, AD&D & WCB	\$101,000	\$0	\$0	\$101,000
HUB Health Benefits (POC members)	\$100,000	\$0	\$0	\$100,000
Matching RRSP	\$15,000	\$0	\$0	\$15,000
Total Statutory & Group Benefits	\$958,000	\$0	\$0	\$958,000
Total Wages & Benefits	\$3,105,000	\$0	\$0	\$3,718,873
Extraordinary Expense/ Contingency Reserve	\$60,000	\$0	\$0	\$60,000
Total Expenses	\$5,623,000	\$0	\$0	\$5,623,000
Surplus Before Capital Expenses	\$415,000	\$0	\$0	\$415,000
Capital Account				
Budget Capital Expenses Funded by Operating Fund (SCBA Lease)	\$ -	\$ -	\$ -	\$0
Budget Capital Expenses Funded by Operating Fund (Small Capital)		\$ -	\$ 50,000.00	\$50,000
Budget Capital Expenses Funded by Operating Funds (Water Supply)		\$ -	\$ 50,000.00	\$50,000
Budget Capital Expenses Funded by Operating Funds (Hydrant Maint)		\$ -		\$0
Budget Capital Expenses Funded by Reserves (Apparatus)			\$ 440,000.00	\$440,000
Budget Capital Expenses Funded by Reserves (Small Capital)				\$0
Transfer to General Capital Purposes Reserve Fund (Apparatus)				\$0
Transfer to General Capital Purposes Reserve Fund (New Fire Hall Reserve)		\$ -	\$ -	\$0
Transfer to General Capital Purposes Reserve Fund (Unspecified)		\$ -		\$0
Transfer to General Capital Purposes Reserve Fund (Halls 2 & 3 Remediation)		\$ -	\$ 100,000.00	\$100,000
Transfer to General Capital Purposes Reserve Fund (SCBA)		\$ -	\$ -	\$0
Transfer to General Capital Purposes Reserve Fund (Digital Paggers)		\$ -	\$ -	\$0
Operating Fund from General Capital Purposes (Soft Costs New Fire Hall)		\$ -	\$ -	\$0
Transfer to Operating Fund from General Capital Purposes (2019 Digital Paggers)		\$ -	\$ -	\$0
Total Capital Expenses & Transfers to/from Reserve Funds	\$0	\$0	\$640,000	\$640,000
Principal Payments - LTD & Lease (SCBA)	\$0	\$0	\$0	\$0
Surplus After Capital Expenses & Principal Payments LTD	\$415,000	\$0	-\$640,000	-\$225,000
Non Cash Expense (Amortization)	\$225,000	\$0	\$0	\$225,000
Change in Working Capital (Current Assets - Current Liabilities)	\$640,000	\$0	-\$640,000	\$0

Salt Spring Island Fire Protection District

2026 Draft Budget 6.9%

Administration 2.0%

- Held to less than inflation
- No Office Lease after Q2

Operations 3.9%

- Return \$20,000 moving fund
- Increase Hydrant Maintenance from \$50,000 to \$75,000
- Additional Increase to Vehicle Maintenance

Wages 2.7%

- 5% Union Agreement Estimate, Matching POC increase
- 3% -3.5% Administration and Fire Service Management

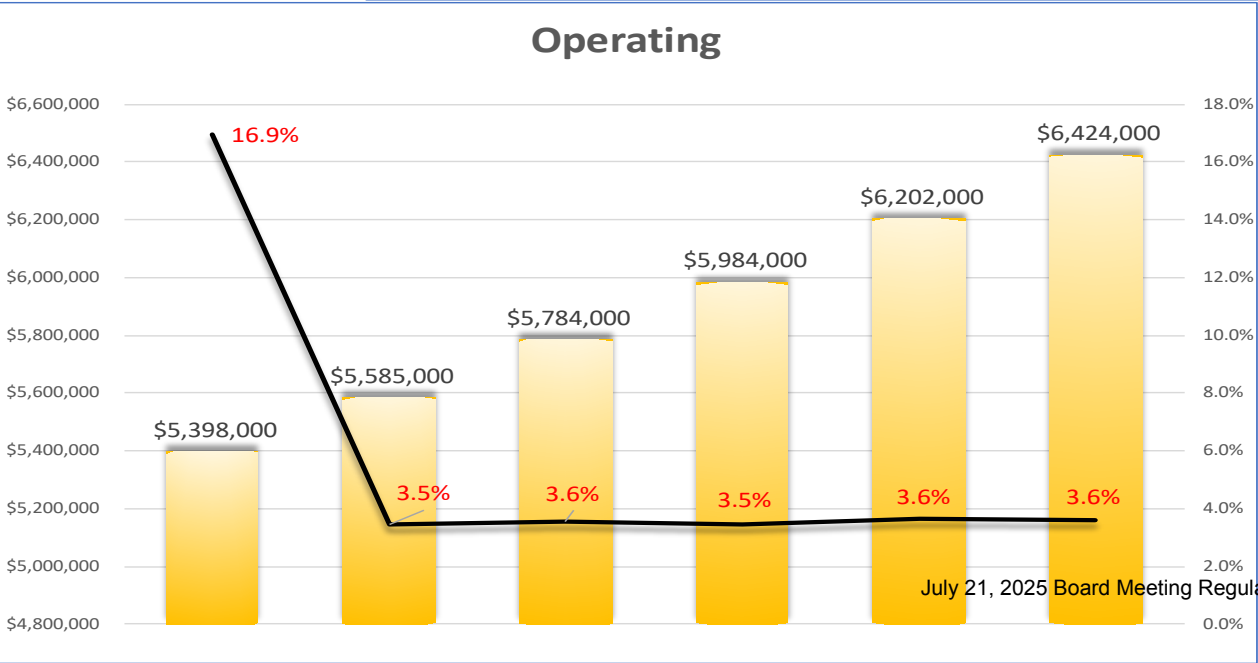
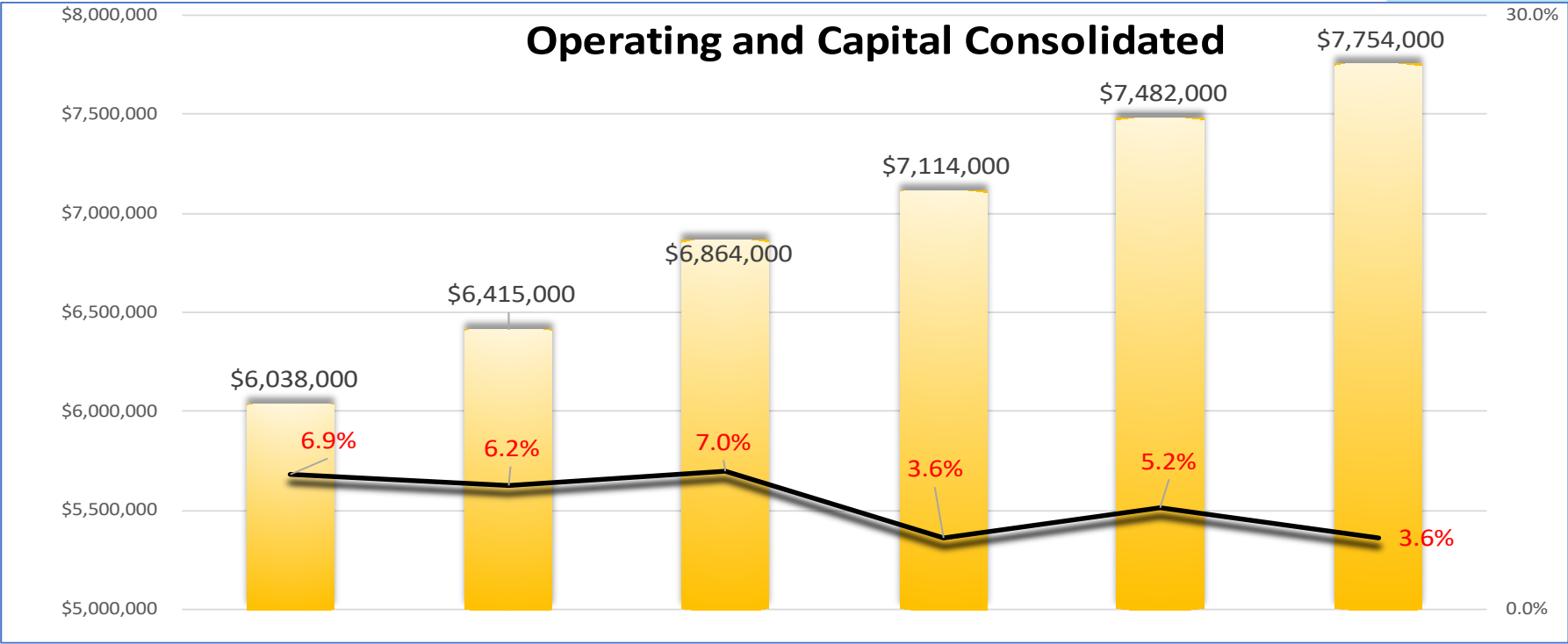
Capital

- \$100,000 increase to apparatus reserve funding
- \$20,000 increase to capital for small equipment
- Discontinued annual reserve for new Fire Hall \$500,000
- Completion of the annual lease for SCBA equipment \$64,125
- \$2,000,000 increase to capital building reserves by 2030 beginning in 2026 with development capital of \$100,000 for the relocation of Fire Hall #3

Mortgage Added new Fire Hall mortgage for \$650,000 per year. (20 years)

2026 Draft Budget 6.9%

Description	2025 Budget	2026 Budget Projection	\$ Change	% Contribution	Real %
Tax Revenue Income:	\$ 4,548,659	\$ 5,398,000	\$ 849,341	15.0%	6.1%
Capital Tax Revenue:	\$ 1,034,125	\$ 640,000	-\$ 394,125	-7.0%	0.7%
Other Income:	\$ 67,150	\$ -	-\$ 67,150	-1.2%	0.0%
Total Income	\$ 5,649,934	\$ 6,038,000	\$ 388,066	6.9%	6.9%
	9.9%	6.9%			
Administration	\$ 261,150	\$ 267,000	\$ 5,850	0.1%	
Operating Expenses	\$ 578,785	\$ 601,000	\$ 22,215	0.4%	
Wages and Labour Burden	\$ 3,718,873	\$ 3,820,000	\$ 101,127	1.8%	
Contingency	\$ 57,000	\$ 60,000	\$ 3,000	0.1%	
New Fire Hall Mortgage	\$ -	\$ 650,000	\$ 650,000	11.5%	
Capital and Reserve Funds	\$ 1,034,125	\$ 640,000	-\$ 394,125	-7.0%	
Total Expenditures:	\$ 5,649,933	\$ 6,038,000	\$ 388,066	6.9%	

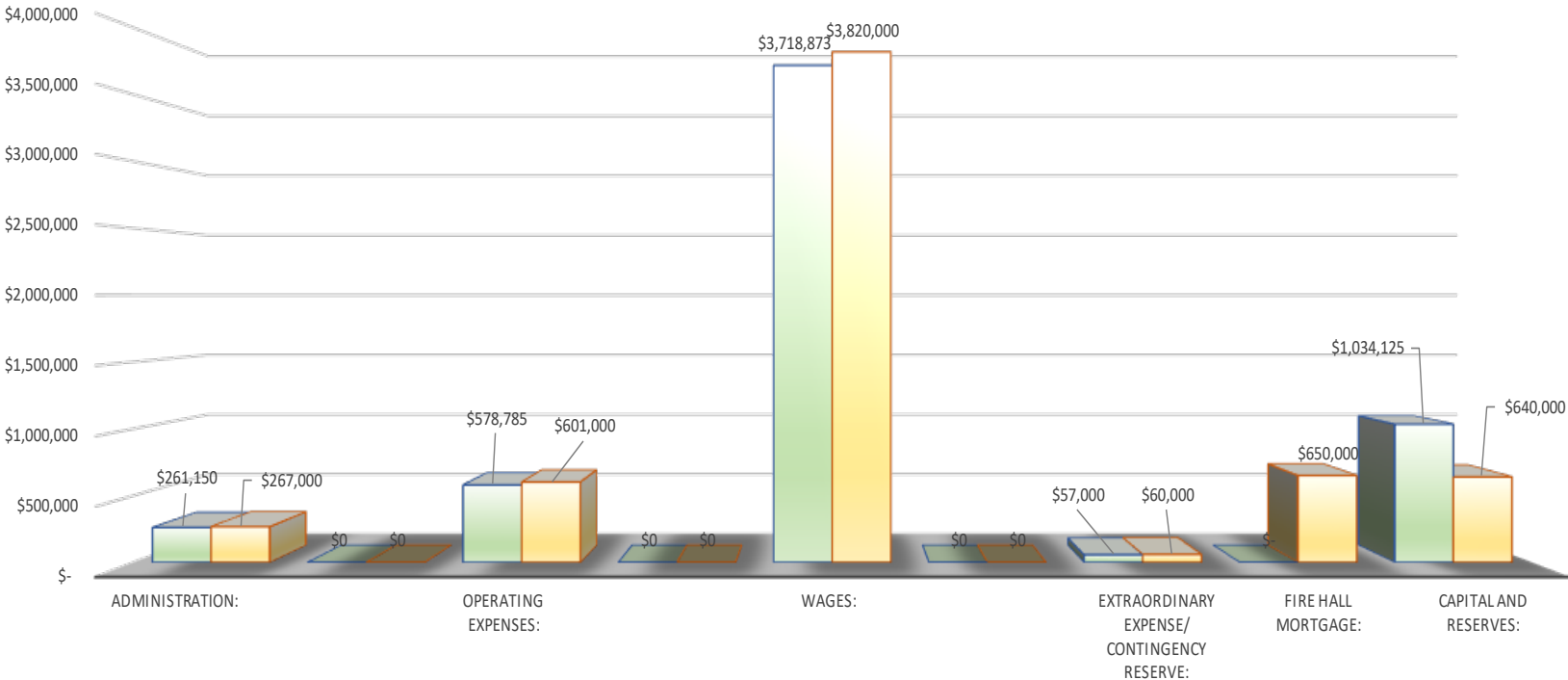


Budget Summary

Description	2025 Budget	2026 Budget Draft	2027 Budget Projection	2028 Budget Projection	2029 Budget Projection	2030 Budget Projection	2031 Budget Projection	2025 vs 2026 Change
Operating Revenue:	\$ 4,615,809	\$ 5,398,000	\$ 5,585,000	\$ 5,784,000	\$ 5,984,000	\$ 6,202,000	\$ 6,424,000	\$ 782,191
Capital Investment Revenue:	\$ 1,034,125	\$ 640,000	\$ 830,000	\$ 1,080,000	\$ 1,130,000	\$ 1,280,000	\$ 1,330,000	-\$ 394,125
Capital Investment Revenue:	\$ 5,649,934	\$ 6,038,000	\$ 6,415,000	\$ 6,864,000	\$ 7,114,000	\$ 7,482,000	\$ 7,754,000	\$ 388,066

Administration:	\$ 261,150	\$ 267,000	\$ 263,000	\$ 268,000	\$ 273,000	\$ 278,000	\$ 283,000	\$ 5,850
Operating Expenses:	\$ 578,785	\$ 601,000	\$ 617,000	\$ 634,000	\$ 652,000	\$ 671,000	\$ 691,000	\$ 22,215
Wages:	\$ 3,718,873	\$ 3,820,000	\$ 3,992,000	\$ 4,166,000	\$ 4,340,000	\$ 4,531,000	\$ 4,725,000	\$ 101,127
Extraordinary Expense/ Contingency Reserve:	\$ 57,000	\$ 60,000	\$ 63,000	\$ 66,000	\$ 69,000	\$ 72,000	\$ 75,000	\$ 3,000
Fire Hall Mortgage:	\$ -	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000
Capital and Reserves:	\$ 1,034,125	\$ 640,000	\$ 830,000	\$ 1,080,000	\$ 1,130,000	\$ 1,280,000	\$ 1,330,000	-\$ 394,125
Total Expenditures:	\$ 5,649,934	\$ 6,038,000	\$ 6,415,000	\$ 6,864,000	\$ 7,114,000	\$ 7,482,000	\$ 7,754,000	\$ 388,065
		\$ 388,066	\$ 377,000	\$ 449,000	\$ 250,000	\$ 368,000	\$ 272,000	
		6.9%	6.2%	7.0%	3.6%	5.2%	3.6%	







Budget Summary



Capital and Reserve Budget Summary

Description		2025 Budget		2026 Reserves			2027 Budget Projection			
Apparatus Capital Reserve Fund:		\$	340,000	\$	440,000		\$	500,000		
Hall 2 and Hall 3 Remediation Capital Reserve Fund:		\$	50,000	\$	100,000		\$	150,000		
Health and Wellness Non-Capital Reserve Fund:										
Fire Hall #1 Building Fund:		\$	564,125							
Payroll Liability Non-capital Reserve Fund:							\$	100,000		
Small Capital (Equipment) Reserve Fund:		\$	30,000	\$	50,000		\$	30,000		
Unspecified Capital:										
Water Service Infrastructure Capital Reserve Fund:		\$	50,000	\$	50,000		\$	50,000		
		\$	1,034,125	\$	640,000		\$	830,000		
Fund Balances	Opening Balance 2024	2024 Bylaw #156	2025 Reserve Funds	Closing 2025 Fund Balance	2026 Budget Additions	Planned Withdrawals	Fund Balance 2026	2027 Budget Additions	Planned Withdrawals	Fund Balance 2027
Apparatus Capital Reserve Fund:	\$479,249		\$ 340,000	\$ 1,134,249	\$ 440,000	-\$ 412,524	\$ 821,725	\$ 500,000		\$ 1,321,725
Hall 2 and Hall 3 Remediation Capital Reserve Fund:	\$148,614		\$ 50,000	\$ 248,614	\$ 100,000		\$ 298,614	\$ 150,000		\$ 448,614
Health and Wellness Non-Capital Reserve Fund:	\$13,212			\$ 13,212	\$ -		\$ 13,212	\$ -		\$ 13,212
Fire Hall #1 Building Fund:	\$1,023,050	-\$ 1,000,000	\$ 564,125	\$ 0	\$ -		\$ 523,050	\$ -		\$ 523,050
Payroll Liability Non-capital Reserve Fund:	\$51,975			\$ 51,975	\$ -		\$ 51,975	\$ 100,000		\$ 151,975
Small Capital (Equipment) Reserve Fund:	\$84,424		\$ 30,000	\$ 144,424	\$ 50,000		\$ 164,424	\$ 30,000		\$ 194,424
Water Service Infrastructure Capital Reserve Fund:	\$298,183		\$ 50,000	\$ 398,183	\$ 50,000		\$ 398,183	\$ 50,000		\$ 448,183
Unspecified Capital Reserve Fund:	\$238,542			\$ 91,080			\$ 238,542			\$ 238,542
	\$ 2,337,248	-\$ 1,000,000	\$ 1,034,125	\$ 2,081,736	\$ 640,000	-\$ 412,524	\$ 2,509,724	\$ 830,000.00	\$ -	\$ 3,339,724

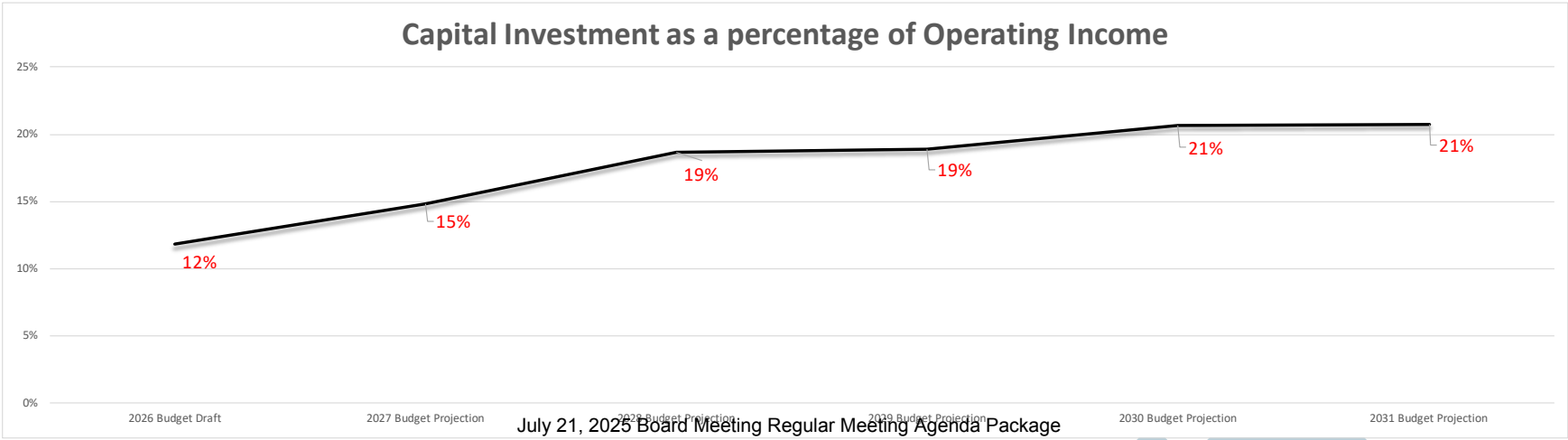
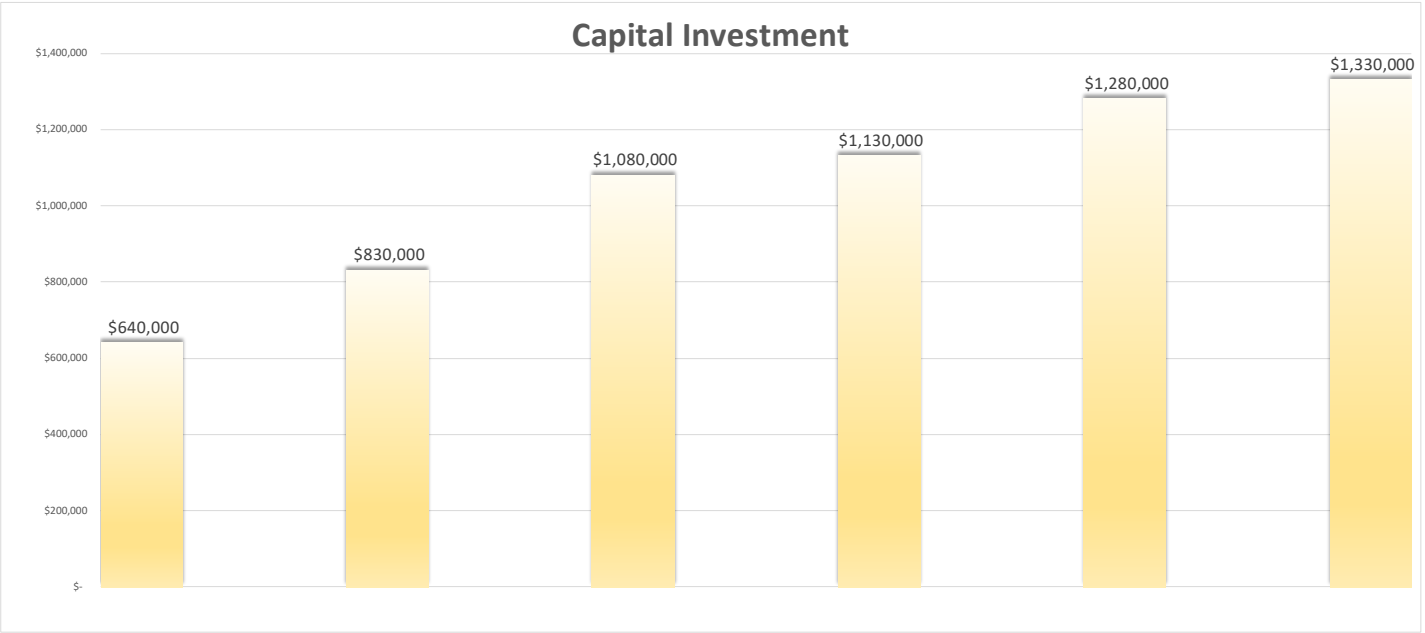
Apparatus Reserve Budget

		Next Replacement Date	Apparatus Capital Reserve Fund Detail	Planned Withdrawals
Engine 3		2028	\$ 36,000	
<p>Engine 3 (2015)</p>  <ul style="list-style-type: none"> 2015 Tropicall 6x4 • 500 gpm Pump • 700 gallon Water Tank • 800 hp Cummins Turbo Diesel engine • Crew Capacity: 8 <p>Equipped with 5 SCBA Units, Attic Ladder, 35 Extension Ladder, 14' Roof Ladder, 1500 ft. of High Volume 2 1/2" and 4" hose, 1700 ft. of 1 1/2" hose, First Responder Jump Bag and G2 Generator/Lighting Plant, HAZMAT Spill Kit, Design Deck Gun, Hydraulic Extrication Tools, Thermal Imaging Camera and Positive Pressure Fan.</p>				
Medic 1		2026	\$ 10,215	-\$ 91,789
<p>Medic 1 (2013)</p>  <ul style="list-style-type: none"> 2013 Chevrolet Silverado, 4x4 • Crew Capacity: 5 • Tow Package • First Responder Jump Bag and G2 • AED • Spinal Immobilization Kit • Traffic Control Equipment 				
Medic 3		2026	\$ 17,024	-\$ 157,909
Medic 2		2026	\$ 17,235	-\$ 162,826
Tender 2		2030	\$ 38,003	
<p>Tender 2 (2013)</p>  <ul style="list-style-type: none"> 2013 Midwest (Freightliner Chassis) • 350 hp 6-cylinder Cummins Diesel engine • 1000 gpm Pump • 3000 gallon Water Tank • Crew capacity: 2 <p>Equipped with SCBA x2, Porta Tank, 250 ft. of High Volume 3" hose, 400 ft. of 1 1/2" hose, Portable Pump.</p>				
Minipumper 1		2032	\$ 30,238	
<p>Brault 2 (2014)</p>  <ul style="list-style-type: none"> 2014 Dodge Ram 6x4 • 300 hp Cummins Turbo Diesel 6 engine • 500 gpm Pump • 200 gallon Water Tank • Crew capacity: 5 <p>Equipped with 5 SCBA x2, Wetland Pumps, Forestry Hose, Spine Board and Bariatric Stretcher, Extrication, Portable Tools.</p>				
Engine 2		2035	\$ 52,867	
<p>Engine 2 (2014)</p>  <ul style="list-style-type: none"> 2014 American LaFrance 4x4 • 1250 gpm Compressed Air Foam System (CAFS) Pump • 600 gallon Water Tank • 400 hp 6-cylinder Cummins Diesel engine • Crew Capacity: 8 <p>Equipped with 5 SCBA Units, Attic Ladder, 35' Extension Ladder, 14' Roof Ladder, 1500 ft. of High Volume 2 1/2", 3" and 4" hose, 1700 ft. of 1 1/2" hose, First Responder Jump Bag and HAZMAT Spill Kit, Generator/Lighting Plant, Design Deck Gun, Hydraulic Extrication Tools, Thermal Imaging Camera and Positive Pressure Fan.</p>				
Tender 3		2037	\$ 62,319	
Chief's Transport		2037	\$ 9,348	
Fire Prevention 1		2038	\$ 14,564	
Minipumper 2		2042	\$ 31,607	
Tender 1		2044	\$ 60,987	
<p>Tender 1 (2011)</p>  <ul style="list-style-type: none"> 2011 Freightliner Tanker • 400 gpm Pump • 1500-gallon water tank • 300 hp 6-cylinder Cummins Diesel engine • Crew capacity: 3 				
Engine 1		2047	\$ 58,626	
			\$ 439,033	-\$ 412,524

5 Year Capital Plan

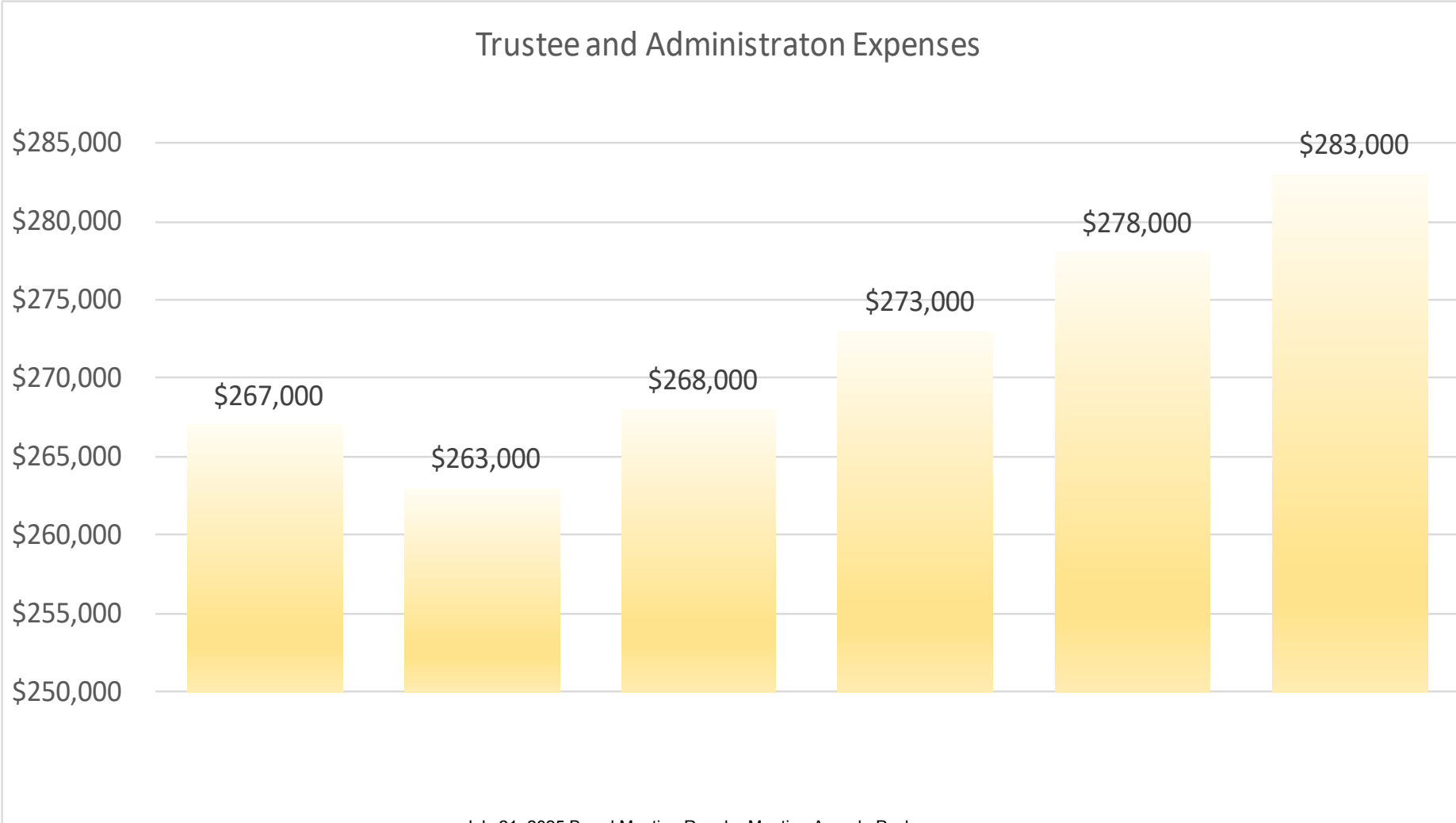
Capital and Reserve Budget Summary

Description			2024 Budget	2025 Budget			2026 Reserves			2027 Budget Projection			2028 Budget Projection			2029 Budget Projection			2030 Budget Projection			2031 Budget Projection			
Apparatus Capital Reserve Fund:			\$ 315,000	\$ 340,000			\$ 440,000			\$ 500,000			\$ 550,000			\$ 600,000			\$ 650,000			\$ 700,000			
Hall 2 and Hall 3 Remediation Capital Reserve Fund:			\$ 50,000	\$ 50,000			\$ 100,000			\$ 150,000			\$ 350,000			\$ 350,000			\$ 450,000			\$ 450,000			
Health and Wellness Non-Capital Reserve Fund:																									
Fire Hall #1 Building Fund:			\$ 500,000	\$ 564,125																					
Payroll Liability Non-capital Reserve Fund:										\$ 100,000			\$ 100,000			\$ 100,000			\$ 100,000			\$ 100,000			
Small Capital (Equipment) Reserve Fund:			\$ 30,000	\$ 30,000			\$ 50,000			\$ 30,000			\$ 30,000			\$ 30,000			\$ 30,000			\$ 30,000			
Unspecified Capital:																									
Water Service Infrastructure Capital Reserve Fund:			\$ 50,000	\$ 50,000			\$ 50,000			\$ 50,000			\$ 50,000			\$ 50,000			\$ 50,000			\$ 50,000			
			\$ 945,000	\$ 1,034,125			\$ 640,000			\$ 830,000			\$ 1,080,000			\$ 1,130,000			\$ 1,280,000			\$ 1,330,000			
	Opening	2024 Bylaw	2024	Opening 2025	2025 Bylaw	2025 Reserve	Closing 2025	2026 Budget	Planned	Fund Balance	2027 Budget	Planned	Fund Balance	2028 Budget	Planned	Fund Balance	2029 Budget	Planned	Fund Balance	2030 Budget	Planned	Fund Balance	2031Budget	Planned	Fund Balance
Fund Balances	Balance 2024	#156	Reserve Funds	Fund Balance	#156	Funds	Fund Balance	Additions	Withdrawals	2026	Additions	Withdrawals	2027	Additions	Withdrawals	2028	Additions	Withdrawals	2029	Additions	Withdrawals	2030	Additions	Withdrawals	2031
Apparatus Capital Reserve Fund:	\$479,249		\$ 315,000	\$ 794,249		\$ 340,000	\$ 1,134,249	\$ 440,000	-\$ 412,524	\$ 821,725	\$ 500,000		\$ 1,321,725	\$ 550,000	-\$ 36,000	\$ 1,835,725	\$ 600,000		\$ 2,435,725	\$ 650,000	-\$ 38,003	\$ 3,047,722	\$ 700,000		\$ 3,747,722
Hall 2 and Hall 3 Remediation Capital Reserve Fund:	\$148,614		\$ 50,000	\$ 198,614		\$ 50,000	\$ 248,614	\$ 100,000		\$ 298,614	\$ 150,000		\$ 448,614	\$ 350,000		\$ 798,614	\$ 350,000		\$ 1,148,614	\$ 450,000		\$ 1,598,614	\$ 450,000		\$ 2,048,614
Health and Wellness Non-Capital Reserve Fund:	\$13,212			\$ 13,212			\$ 13,212	\$ -		\$ 13,212	\$ -		\$ 13,212	\$ -		\$ 13,212	\$ -		\$ 13,212	\$ -		\$ 13,212	\$ -		\$ 13,212
Fire Hall #1 Building Fund:	\$1,023,050	-\$ 1,000,000	\$ 500,000	\$ 523,050	-\$ 1,087,175	\$ 564,125	\$ 0	\$ -		\$ 523,050	\$ -		\$ 523,050	\$ -		\$ 523,050	\$ -		\$ 523,050	\$ -		\$ 523,050	\$ -		\$ 523,050
Payroll Liability Non-capital Reserve Fund:	\$51,975			\$ 51,975			\$ 51,975	\$ -		\$ 51,975	\$ 100,000		\$ 151,975	\$ 100,000		\$ 251,975	\$ 100,000		\$ 351,975	\$ 100,000		\$ 451,975	\$ 100,000		\$ 551,975
Small Capital (Equipment) Reserve Fund:	\$84,424		\$ 30,000	\$ 114,424	\$ -	\$ 30,000	\$ 144,424	\$ 50,000		\$ 164,424	\$ 30,000		\$ 194,424	\$ 30,000		\$ 224,424	\$ 30,000		\$ 254,424	\$ 30,000		\$ 284,424	\$ 30,000		\$ 314,424
Water Service Infrastructure Capital Reserve Fund:	\$298,183		\$ 50,000	\$ 348,183	\$ -	\$ 50,000	\$ 398,183	\$ 50,000		\$ 398,183	\$ 50,000		\$ 448,183	\$ 50,000		\$ 498,183	\$ 50,000		\$ 548,183	\$ 50,000		\$ 598,183	\$ 50,000		\$ 648,183
Unspecified Capital Reserve Fund:	\$238,542			\$ 238,542	-\$ 147,462		\$ 91,080			\$ 238,542			\$ 238,542			\$ 238,542			\$ 238,542			\$ 238,542			\$ 238,542
	\$ 2,337,248	-\$ 1,000,000	\$ 945,000	\$ 2,282,248	-\$ 1,234,637	\$ 1,034,125	\$ 2,081,736	\$ 640,000	-\$ 412,524	\$ 2,509,724	\$ 830,000.00	\$ -	\$ 3,339,724	\$ 1,080,000	-\$ 36,000	\$ 4,383,724	\$ 1,130,000	\$ -	\$ 5,513,724	\$ 1,280,000	-\$ 38,003	\$ 6,755,721	\$ 1,330,000	\$ -	\$ 8,085,721



Trustee and Administrative Expenses

Description	2025 Budget	2026 Budget Draft	2027 Budget Projection	2028 Budget Projection	2029 Budget Projection	2030 Budget Projection	2031 Budget Projection	2025 vs 2026
Advertising	\$ 3,500	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 2,500
Advertising for Trustee Elections	\$ 30,000	\$ 30,000	\$ 31,000	\$ 32,000	\$ 33,000	\$ 34,000	\$ 35,000	\$ -
Annual Dinner for Fire Fighter Recognition	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ -
Audit & Related Fees	\$ 15,300	\$ 20,000	\$ 22,000	\$ 24,000	\$ 26,000	\$ 28,000	\$ 30,000	\$ 4,700
Charges/Credit Card Fees/Telpay Fees/Finance Charges	\$ 1,750	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 250
Communications - Phone	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -
Communications & Miscellaneous	\$ 7,200	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000	-\$ 200
Community Relations	\$ 1,500	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 500
Conferences	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
Consulting Fees	\$ 25,500	\$ 25,000	\$ 26,000	\$ 27,000	\$ 28,000	\$ 29,000	\$ 30,000	-\$ 500
Dues & Subscriptions	\$ 5,100	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	-\$ 100
Fireworks	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
Freight/Postage	\$ 4,500	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 500
Insurance	\$ 54,000	\$ 60,000	\$ 61,000	\$ 62,000	\$ 63,000	\$ 64,000	\$ 65,000	\$ 6,000
Labour Relations	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	\$ -
Legal	\$ 15,300	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 700
Licenses, leases & Rentals	\$ 18,000	\$ 9,000	\$ -	\$ -	\$ -	\$ -	\$ -	-\$ 9,000
New Fire Hall Planning & Public Engagement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office Supplies & Equipment	\$ 15,500	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 500
Professional Development - Excluded Staff	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ -
Total Administration, Trustee and Overhead	\$ 261,150	\$ 267,000	\$ 263,000	\$ 268,000	\$ 273,000	\$ 278,000	\$ 283,000	\$ 5,850
		\$ 5,850	-\$ 4,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	
		2.2%	-1.5%	1.9%	1.9%	1.8%	1.8%	
Mortgage - New Fire Hall	\$ -	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000	\$ 650,000



Operating Expenses

Description	2025 Budget	2026 Budget Projection	2027 Budget Projection	2028 Budget Projection	2029 Budget Projection	2030 Budget Projection	2031 Budget Projection	2025 vs 2026
Clothing - Career	\$ 17,000	\$ 18,000	\$ 19,000	\$ 20,000	\$ 21,000	\$ 22,000	\$ 23,000	\$ 1,000
Clothing - Paid on Call	\$ 15,450	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 550
Clothing - Protective	\$ 60,000	\$ 61,000	\$ 63,000	\$ 65,000	\$ 67,000	\$ 69,000	\$ 71,000	\$ 1,000
Computer, Hardware, Software & Supplies	\$ 15,450	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 550
Employee/ POC Recognition	\$ 10,300	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	-\$ 300
Equipment - Repair & Maintenance	\$ 11,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 1,000
Equipment Purchase - Small Tools	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ -
Fire Department Record System	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
Fire Prevention & Public Education	\$ 15,500	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 500
Fire Station Repair & Maintenance	\$ 69,000	\$ 49,000	\$ 50,000	\$ 52,000	\$ 54,000	\$ 56,000	\$ 58,000	-\$ 20,000
Fire Station Utilities	\$ 39,500	\$ 41,000	\$ 42,000	\$ 43,000	\$ 44,000	\$ 45,000	\$ 46,000	\$ 1,500
First Responder	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ -
Foam	\$ 3,750	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 250
Health & Wellness	\$ 5,665	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 335
Hydrant Install/Repair	\$ 59,270	\$ 75,000	\$ 80,000	\$ 85,000	\$ 90,000	\$ 95,000	\$ 100,000	\$ 15,730
Landscaping	\$ 7,800	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 200
Major Incident	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
Miscellaneous	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
Paid-on-call recruitment & Retention	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
Radio Equipment Repair & Supplies	\$ 2,500	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 4,000	\$ 500
SCBA	\$ 10,300	\$ 20,000	\$ 21,000	\$ 22,000	\$ 23,000	\$ 24,000	\$ 25,000	\$ 9,700
Supplies & Sundries	\$ 10,300	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,000	\$ 700
Training - Paid-on-call & Career	\$ 77,500	\$ 80,000	\$ 82,000	\$ 84,000	\$ 87,000	\$ 90,000	\$ 93,000	\$ 2,500
Vehicle Operating	\$ 103,500	\$ 110,000	\$ 113,000	\$ 116,000	\$ 119,000	\$ 123,000	\$ 127,000	\$ 6,500
Total Operating Expenses	\$ 578,785	\$ 601,000	\$ 617,000	\$ 634,000	\$ 652,000	\$ 671,000	\$ 691,000	\$ 22,215
		\$ 22,215	\$ 16,000	\$ 17,000	\$ 18,000	\$ 19,000	\$ 20,000	
		3.8%	2.7%	2.7%	2.6%	3.4%	3.3%	
Extraordinary Expense/ Contingency Reserve	\$ 57,000	\$ 60,000	\$ 63,000	\$ 66,000	\$ 69,000	\$ 72,000	\$ 75,000	\$ 3,000
		\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	
		5.3%	5.0%	4.8%	4.5%	4.3%	4.2%	

Operating Expenses



Wage & Related Expenses

Description	2025 Budget Projection	2026 Budget Projection	2027 Budget Projection	2028 Budget Projection	2029 Budget Projection	2030 Budget Projection	2031 Budget Projection	2025 vs 2026
Administration Wages	\$ 329,067	\$ 339,000	\$ 349,000	\$ 360,000	\$ 370,000	\$ 380,000	\$ 390,000	\$ 9,933
Fire Rescure Service Management Wages	\$ 358,074	\$ 376,000	\$ 395,000	\$ 415,000	\$ 436,000	\$ 458,000	\$ 481,000	\$ 17,926
Career/Excluded/Casual Staff Wages	\$ 1,853,076	\$ 1,857,000	\$ 1,950,000	\$ 2,049,000	\$ 2,149,000	\$ 2,258,000	\$ 2,371,000	\$ 3,924
Paid-on-call Members Wages	\$ 278,500	\$ 290,000	\$ 305,000	\$ 320,000	\$ 336,000	\$ 352,000	\$ 370,000	\$ 11,500
Total Wages	\$ 2,818,717	\$ 2,862,000	\$ 2,999,000	\$ 3,144,000	\$ 3,291,000	\$ 3,448,000	\$ 3,612,000	\$ 15,424
		\$ 43,283	\$ 137,000	\$ 145,000	\$ 147,000	\$ 157,000	\$ 164,000	
		1.5%	4.8%	4.8%	4.7%	4.8%	4.8%	
Statutory & Group Benefits								
Employee Allowances	\$ 1,750	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$250
Employee Group Health, Dental Plans & LTD	\$ 152,530	\$ 161,000	\$ 165,000	\$ 170,000	\$ 174,000	\$ 179,000	\$ 184,000	\$8,470
Employer CPP Expense	\$ 73,254	\$ 82,000	\$ 82,000	\$ 83,000	\$ 84,000	\$ 84,000	\$ 85,000	\$8,746
Employer EI Expense	\$ 28,553	\$ 31,000	\$ 31,000	\$ 31,000	\$ 31,000	\$ 32,000	\$ 32,000	\$2,447
Employer Health Tax & BC Medical Services Plan	\$ 58,114	\$ 59,000	\$ 61,000	\$ 64,000	\$ 67,000	\$ 71,000	\$ 74,000	\$886
Employer Registered Pension Plan & Supp. Pension Benefit	\$ 332,022	\$ 356,000	\$ 373,000	\$ 392,000	\$ 410,000	\$ 431,000	\$ 451,000	\$23,978
Fire Fighter Employee Assistance Plan	\$ 51,000	\$ 51,000	\$ 51,000	\$ 51,000	\$ 51,000	\$ 51,000	\$ 51,000	\$0
Group Life, AD&D & WCB	\$ 95,933	\$ 101,000	\$ 101,000	\$ 102,000	\$ 103,000	\$ 106,000	\$ 107,000	\$5,067
HUB Health Benefits	\$ 92,000	\$ 100,000	\$ 112,000	\$ 112,000	\$ 112,000	\$ 112,000	\$ 112,000	\$8,000
Matching RRSP	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$0
Total Statutory & Group Benefits	\$ 900,157	\$ 958,000	\$ 993,000	\$ 1,022,000	\$ 1,049,000	\$ 1,083,000	\$ 1,113,000	\$ 57,843
		\$ 57,843	\$ 35,000	\$ 29,000	\$ 27,000	\$ 34,000	\$ 30,000	
		6.4%	3.7%	2.9%	2.6%	3.2%	2.8%	
Total Wages & Benefits	\$ 3,718,873	\$ 3,820,000	\$ 3,992,000	\$ 4,166,000	\$ 4,340,000	\$ 4,531,000	\$ 4,725,000	\$ 73,267
		\$ 101,127	\$ 172,000	\$ 174,000	\$ 174,000	\$ 191,000	\$ 194,000	
		2.7%	4.5%	4.4%	4.2%	4.4%	4.3%	

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Management and Administration Wages

Adminstration and Trustees	2025 Salaries	2025 Labur Burdon	2026 Salaries	2026 Labur Burdon	2027 Salaries	2027 Labur Burdon	2025 vs2026
	3.00%		3.00%		3.00%		
Corporate Administrator	\$ 118,449	\$ 33,037	\$ 122,000	\$ 34,359	\$ 126,000	\$ 35,085	\$ 3,551
Vacant Bookkeeper	\$ 28,039	\$ 14,162	\$ 29,000	\$ 14,619	\$ 30,000	\$ 17,089	\$ 961
Admin Assistant	\$ 54,235	\$ 20,706	\$ 42,000	\$ 17,143	\$ 43,000	\$ 17,613	-\$ 12,235
Admin Assistant	\$ 35,655	\$ 13,178	\$ 52,000	\$ 23,925	\$ 54,000	\$ 24,776	\$ 16,345
Trustee Recorder	\$ 41,134	\$ 15,909	\$ 42,000	\$ 19,143	\$ 43,000	\$ 19,613	\$ 866
Technical	\$ 23,175	\$ 2,883	\$ 24,000	\$ 13,648	\$ 25,000	\$ 13,968	\$ 825
Trustees 1 Chair	\$ 4,620	\$ -	\$ 4,000	\$ -	\$ 4,000	\$ -	-\$ 620
Trustees 2	\$ 3,960	\$ -	\$ 4,000	\$ -	\$ 4,000	\$ -	\$ 40
Trustees 3	\$ 3,960	\$ -	\$ 4,000	\$ -	\$ 4,000	\$ -	\$ 40
Trustees 4	\$ 3,960	\$ -	\$ 4,000	\$ -	\$ 4,000	\$ -	\$ 40
Trustees 5	\$ 3,960	\$ -	\$ 4,000	\$ -	\$ 4,000	\$ -	\$ 40
Trustees 6	\$ 3,960	\$ -	\$ 4,000	\$ -	\$ 4,000	\$ -	\$ 40
Trustees 7	\$ 3,960	\$ -	\$ 4,000	\$ -	\$ 4,000	\$ -	\$ 40
	\$ 329,067	\$ 99,875	\$ 339,000	\$ 122,837	\$ 349,000	\$ 128,144	\$ 9,933
Labour Burden %		30.4%		36.2%		36.7%	

Fire/Rescue Management

	3.50%		5.00%		5.00%		
Fire Chief	\$ 182,105	\$ 56,535	\$ 191,000	\$ 58,429	\$ 201,000	\$ 60,336	\$ 8,895
Deputy Fire Chief	\$ 175,969	\$ 53,963	\$ 185,000	\$ 56,450	\$ 194,000	\$ 58,112	\$ 9,031
	\$ 358,074	\$ 110,498	\$ 376,000	\$ 114,879	\$ 395,000	\$ 118,448	\$ 17,926
Labour Burden %		30.9%		30.6%		30.0%	

Career Fire Fighter Wages

Fire Fighting Career Staff	2025 Salaries	2025 Labur Burdon	2026 Salaries	2026 Labur Burdon	2027 Salaries	2027 Labur Burdon	2025 vs2026
	7.50%		5.00%		5.00%		
Assistant Chief	\$ 175,000	\$ 54,250	\$ 180,000	\$ 55,700	\$ 189,000	\$ 57,536	\$ 55,000
Captain	\$ 159,000	\$ 52,623	\$ 167,000	\$ 53,852	\$ 175,000	\$ 55,202	\$ 8,000
Captain	\$ 159,000	\$ 52,623	\$ 167,000	\$ 49,565	\$ 175,000	\$ 51,228	\$ 8,000
Captain	\$ 159,000	\$ 52,623	\$ 167,000	\$ 51,944	\$ 175,000	\$ 53,606	\$ 8,000
Captain (acting)	\$ 125,000	\$ 41,068	\$ 167,000	\$ 49,565	\$ 175,000	\$ 51,228	\$ 42,000
Fire Fighter First Class	\$ 125,000	\$ 41,068	\$ 131,000	\$ 43,326	\$ 138,000	\$ 44,815	\$ 6,000
Fire Fighter First Class	\$ 125,000	\$ 41,068	\$ 131,000	\$ 43,326	\$ 138,000	\$ 44,815	\$ 6,000
Fire Fighter First Class	\$ 125,000	\$ 41,068	\$ 131,000	\$ 43,326	\$ 138,000	\$ 44,815	\$ 6,000
Fire Fighter First Class	\$ 125,000	\$ 41,068	\$ 131,000	\$ 43,326	\$ 138,000	\$ 44,815	\$ 6,000
Flex First Class	\$ 125,000	\$ 41,068	\$ 129,000	\$ 42,979	\$ 135,000	\$ 44,295	\$ 4,000
Flex First Class	\$ 125,000	\$ 41,068	\$ 129,000	\$ 42,979	\$ 135,000	\$ 44,295	\$ 4,000
	\$ 1,527,000	\$ 499,594	\$ 1,630,000	\$ 519,888	\$ 1,711,000	\$ 536,649	\$ 153,000
Labour Burden %		32.7%		31.9%		31.4%	

e Fighter Supportive Wages

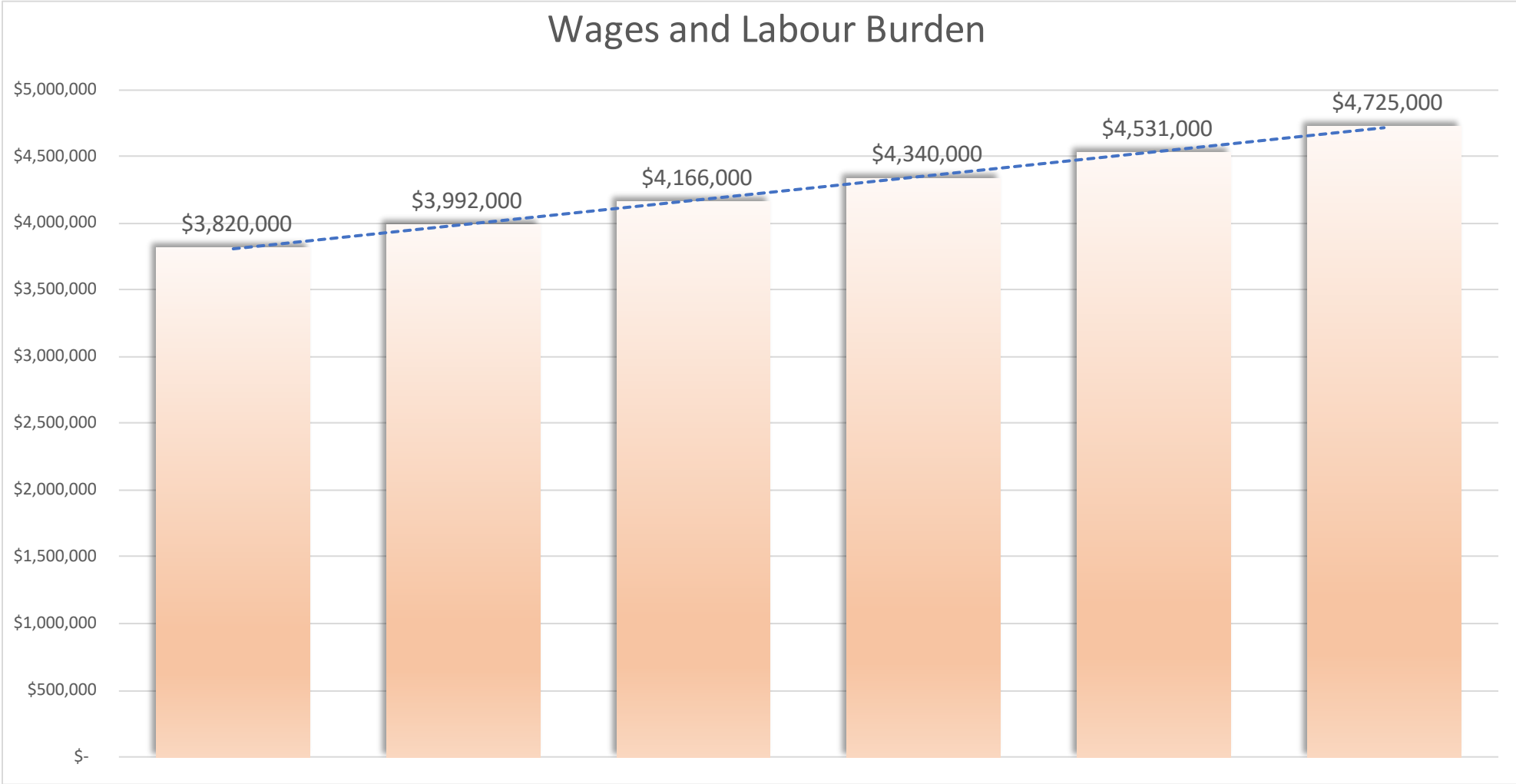
			5.00%		5.00%		
Career Overtime	\$ 161,000	\$ 36,829	\$ 52,000	\$ 10,160	\$ 55,000	\$ 10,746	-\$ 109,000
Relief of Rank	\$ 52,000	\$ 11,794	\$ 45,000	\$ 8,792	\$ 47,000	\$ 9,183	-\$ 7,000
POC Backfill	\$ 75,000	\$ 9,360	\$ 90,000	\$ 10,203	\$ 95,000	\$ 10,455	\$ 15,000
Career Stat Premium	\$ 20,076	\$ 5,070	\$ 21,000	\$ 3,972	\$ 22,000	\$ 3,733	\$ 924
Hour Rate Career	\$ 15,000		\$ 16,000	\$ 3,027	\$ 17,000	\$ 3,216	\$ 1,000
Summer Students	\$ 3,000	\$ 192	\$ 3,000	\$ 239	\$ 3,000	\$ 239	\$ -
	\$ 326,076	\$ 63,244	\$ 227,000	\$ 36,392	\$ 239,000	\$ 37,571	-\$ 99,076
Labour Burden %		19.4%		16.0%		15.7%	

Paid-on-Call Fire Fighter Wages

	7.50%			5.00%			5.00%							
Paid-on-Call Wages														
Instructor	\$	48,500	\$	77,742	\$	40,000	\$	89,484	\$	42,000	\$	99,704	-\$	8,500
Drill/Education	\$	170,000	\$	18,348	\$	190,000	\$	14,729	\$	200,000	\$	13,285	\$	20,000
Call Out/Incident	\$	60,000	\$	3,030	\$	60,000	\$	6,392	\$	63,000	\$	6,722	\$	-
	\$	278,500	\$	99,120	\$	290,000	\$	110,605	\$	305,000	\$	119,711	\$	11,500

\$1.50 to \$2.50 Hourly Increases

Hourly Rates			
2024 Hours		2025 Rate	2026 Rate
1940	\$	26.50	\$ 28.00
7665	\$	26.50	\$ 28.00
2250	\$	37.50	\$ 39.00
980	\$	39.00	\$ 41.00
1750	\$	34.25	\$ 36.00
1430	\$	29.00	\$ 30.00
910	\$	36.25	\$ 38.00



SALT SPRING ISLAND FIRE PROTECTION DISTRICT

BYLAW NO. 158

A Bylaw for levying taxes on the land and improvements within the Salt Spring Island Fire Protection District for fire protection purposes.

The Trustees of the Salt Spring Island Fire Protection District in open meeting assembled, ENACT AS FOLLOWS:

1. The sum of six million, thirty-eight thousand dollars (\$6,038,000.00) is required by the Improvement District for fire protection purposes in the year 2026.
2. A tax at a rate determined to be necessary to raise the aforesaid sum is hereby levied for the year 2026 on all land and improvements as defined in the School Act, within the Improvement District in accordance with section 711 of the Local Government Act.
3. The said taxes shall be due and payable as provided in the Taxation (Rural Area) Act and if delinquent shall bear interest at the rate set out under the Taxation (Rural Area) Act until paid or recovered.
4. This bylaw may be cited as the "Fire Protection Taxation Bylaw 2026".

INTRODUCED and given first reading by the Trustees on the 21st day of July 2025.

RECONSIDERED and finally passed by the Trustees on the ____ day of _____ 2025.

Roland Cook, Chair of the Trustees

Rodney Dieleman, Corporate Administrator for the Trustees

I hereby certify under the seal of the Salt Spring Island Fire Protection District that this a true copy of Bylaw No. 158.

Rodney Dieleman, Corporate Administrator for the Trustees