

**Agenda**  
**Salt Spring Island Fire Protection District**  
**Board of Trustees Regular Meeting**

**Meeting will be held as follows:**

**Date: March 16, 2026**

**Time: 7:00 p.m.**

**Location: Ganges Fire Hall**

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

**1. CALL TO ORDER**

We would like to begin this meeting by acknowledging that we live and work in the territory of the Coast Salish First Nations. 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. APPROVAL OF AGENDA**

**3. BOARD MINUTES**

**3.1 Minutes of the Regular Trustee meeting held February 23, 2026 – For Approval**

That the draft minutes of the Regular Trustee meeting held February 23, 2026 be adopted.

**4. PETITIONS AND DELEGATIONS**

**5. 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.

**6. STANDING COMMITTEE REPORTS**

**6.1 Communications & Marketing Committee – None**

**6.2 Finance & Audit Committee - None**

**6.3 Joint Occupational Health & Wellness Safety Committee**

**6.3.1 Minutes of the January 28, 2026 meeting – For Information**

**6.3.2 Minutes of the January 28, 2026 meeting – For Information**

**6.4 Strategic Planning & Policy Development Committee**

**6.4.1 Minutes of the March 3, 2026 meeting – For Information**

**7. CORRESPONDENCE**

**8. REPORTS**

**8.1 Fire Chief’s Report – February 2026 - Pending**

**8.2 Salt Spring Island Fire Fighters’ Association Report – February 2026**

**8.3 CAO Reports**

**8.3.1 Budget Report to January 31, 2025**

**8.3.2 Driftwood Article dated February 25, 2026 Re Fundraising**

**8.3.3 Driftwood Article dated March 4, 2026 Re Fire Hall Completion on Target**

**8.3.4 Driftwood Article dated March 11, 2026 Re Vehicle Fire**

**9. OLD BUSINESS**

**9.1 New Fire Hall Project**

**9.1.1 New Fire Hall Project Update to February 28, 2026**

**9.2 2026 Annual General Meeting & Trustee Election**

**9.2.1 Notice of Call for Nominations for Three Trustees**

**9.2.2 2026 Trustee Election Dates**

**9.2.3 April 13, 2026 AGM**

**9.3 May 21, 2026 Trustee Governance and Strategic Planning Workshop - Draft Agenda**

At the meeting on March 3, 2026, the Strategic Planning and Policy Development Committee recommended the Board of Trustees invite staff representatives and representatives of Islands Trust, CRD Local Community Commission, North Salt Spring Waterworks District, Transition Salt Spring and other appropriate community organizations to a meeting to begin preliminary conversations regarding community needs for improved fire protection as part of strategic planning.

**10. NEW BUSINESS**

**10.1 Purchase of 2009 Spartan Gladiator Ladder Fire Truck – Staff Report**

**11. BYLAWS**

**11.1 Draft Bylaw No. 162 - Reserve Funds Disbursement Bylaw No. 162, 2026**

That Draft Bylaw No. 162 cited as the “Reserve Funds Disbursement Bylaw No. 162, 2026” be read a first time.

That Draft Bylaw No. 162 cited as the “Reserve Funds Disbursement Bylaw No. 162, 2026” be read a second time and adopted.

**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): (c) labour relations or other employee relations; and that staff be invited to remain.

The items of business to be considered in the in-camera meeting are in camera minutes, and a labour-relations matter.

**12.2 Motion to Re-open the Meeting**

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

**12.3 Arise and Report**

**13. NEXT MEETINGS**

A Special Meeting will be held on April 1, 2026 at 7:00 p.m. at the Ganges Fire Hall to receive and approve the 2025 Audited Financial Statements

The 2026 Annual General Meeting will be held on April 13, 2026 at 6:30 p.m. at the Ganges Fire Hall.

The next Regular Meeting will be held on April 20, 2026 at 7:00 p.m. the Ganges Fire Hall.

**14. ADJOURNMENT**

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

**Date:** February 23, 2026

**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  
Ronald Lindstrom, Trustee  
Dennis Lucarelli, Trustee  
Rob Oliver, Trustee  
Robin Williams, Trustee

**Staff Members Present:** Rodney Dieleman, Corporate Administrator and Financial Officer  
Jamie Holmes, Fire Chief  
Hans Hazenboom, New Fire Hall Project Owner’s Representative  
Mysha Dewar-McClelland, Salt Spring Island Fire Fighters’ Association Treasurer  
Sarah Shugar, Recorder

**Others Present:** Gulf Islands Driftwood Reporter (Teams)  
1 member 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 territory of the Coast Salish First Nations.

**2. APPROVAL OF AGENDA**

The following item was presented for inclusion in the agenda:

- 7.1 Email dated February 19, 2026 Re: SSIFPD Support for a coordinated response regarding the Office of the Fire Commissioner’s Exclusion of Improvement Districts under the new Fire Safety Act

**By general consent,** the agenda was adopted as amended.

**3. BOARD MINUTES**

**3.1 Minutes of the Regular Trustee Meeting held January 19, 2026 – For Approval**

The draft minutes of the Regular Trustee meeting held January 19, 2026 were presented.

**2026-011**

**MOVED by Trustee Oliver, SECONDED by Trustee Lucarelli,**

that the draft minutes of the Regular Trustee meeting held January 19, 2026 were adopted.

**CARRIED**

**3.2 Minutes of the Annual General Meeting held April 14, 2025 – For Approval**

The draft minutes of the Annual General meeting held April 14, 2025 were presented.

**2026-012**

**MOVED by Trustee Lucarelli, SECONDED by Trustee Hetherington,**

that the draft minutes of the Annual General Meeting held April 14, 2025 were adopted.

**CARRIED**

**4. PETITIONS & DELEGATIONS - None**

**5. TOWN HALL SESSION**

Chair Cook opened the town hall at 7:03 p.m. and invited members of the public to address the Board of Trustees with questions and comments. There were no speakers during the town hall.

**6. STANDING COMMITTEE REPORTS**

**6.1 Communications & Marketing Committee**

**6.1.1 Minutes of the February 3, 2026 meeting – For Information**

The draft minutes of the Communications and Marketing Committee meeting held on February 3, 2026 were presented.

**By general consent,** the minutes were received for information.

**6.2 Finance & Audit Committee – None**

**6.3 Joint Occupational Health & Wellness Committee**

**6.3.1 Minutes of the January 21, 2026 meeting – For Information**

The draft minutes of the Joint Occupational Health & Wellness Committee meeting held on January 21, 2026 were presented.

**By general consent,** the minutes were received for information.

**6.4 Strategic Planning & Policy Development Committee**

#### 6.4.1 Minutes of the February 3, 2026 meeting – For Information

The draft minutes of the Strategic Planning and Policy Development Committee meeting held on February 3, 2026 were presented.

**By general consent**, the minutes were received for information.

### 7. CORRESPONDENCE

#### 7.1 Email dated February 19, 2026 Re: SSIFPD Support for a coordinated response regarding the Office of the Fire Commissioner’s Exclusion of Improvement Districts under the new Fire Safety Act

The correspondence was received for information.

### 8. REPORTS

#### 8.1 Fire Chief’s Report – January 2026

Chief Holmes presented the Fire Chief’s Report for January 2026. Chief Holmes reported CRD recently adopted CRD Bylaw 4677 – CRD Fire Services, Operational, Fire Prevention and Administrative Bylaw, a new bylaw that addresses operational powers within fire departments including fire inspections and investigations. The delivery of inspection and investigation activities fall within the authority of the CRD throughout the three electoral areas including Salt Spring Island Fire Protection District, Mayne Island Improvement District and Piers Island Improvement District. Chief Holmes recommended that staff and the Strategic Planning and Policy Development Committee review CRD Bylaw 4677. There was a question regarding the number of complaints in the Chief’s Report. Chief Holmes reported there was a neighbourhood issue that the fire department responded to several times in January although typically complaints are related to burning prohibited or green materials or high-risk activities during the summer months.

#### **2026-013**

#### **MOVED by Trustee Hetherington, SECONDED by Trustee Lindstrom,**

That the Board of Trustees request staff to refer CRD Bylaw No. 4677 – CRD Fire Services, Operational, Fire Prevention and Administrative Bylaw to the Strategic Planning and Policy Development Committee for review.

#### **CARRIED**

**By general consent**, the Fire Chief’s Report for January 2026 was received for information.

#### 8.2 Salt Spring Island Fire Fighters’ Association Report – January 2026

Salt Spring Island Fire Fighters’ Association Treasurer Dewar-McClelland presented the Association report for January 2026

**By general consent**, the Salt Spring Island Fire Fighters’ Association report for January 2026 was received for information.

### 8.3 CAO Reports

#### 8.3.1 Budget Report to December 31, 2025

CAO Dieleman presented the budget report to December 31, 2025.

**By general consent**, the budget report to December 31, 2025 was received for information.

#### 8.3.2 Driftwood Article dated January 28, 2026 Re: Trustee Election and Fulford Pond

#### 8.3.3 Driftwood Article dated January 28, 2026 Re: EV Charging Stations

#### 8.3.4 Driftwood Article dated February 4, 2026 Re: Old Fire Hall

#### 8.3.5 Driftwood Editorial dated February 4, 2026 Re: Old Fire Hall

#### 8.3.6 Driftwood Notice dated February 11, 2026 Re: Notice of Call for Nominations

#### 8.3.7 Driftwood Article dated February 11, 2026 Re: Emergency Services

**By general consent**, the Driftwood Articles were received for information.

### 9. OLD BUSINESS

#### 9.1 New Fire Hall Project

##### 9.1.1 New Fire Hall Project Update to January 31, 2026

Owner's Representative H. Hazenboom presented the New Fire Hall Project Update to January 31, 2026. Trustee Williams reported the Communications and Marketing Committee has been planning the new fire hall opening event to be held on May 3, 2026. H. Hazenboom reported the new fire hall opening event could go ahead on May 3, 2026 although he would prefer to see more of the building completed before the open house event. The planned move in date for fire operations is May 1, 2026. There was discussion regarding re-scheduling the new fire hall opening event to Sunday, May 24, 2026. There was also a suggestion to postpone the opening event to July 1<sup>st</sup>/Canada Day celebrations. There was a question regarding whether the siding is on site. H. Hazenboom reported the siding is stored off site. Chair Cook acknowledged Owner's Representative H. Hazenboom and Chief Holmes for their oversight of the project.

**By general consent**, the Communications and Marketing Committee will discuss a new date for the new fire hall opening event and provide a recommendation to the Board of Trustees.

**By general consent**, the New Fire Hall Project Update to January 31, 2026 was received for information.

**9.2 2026 Annual General Meeting & Trustee Election**

**9.2.1 April 13, 2026 AGM – Draft Agenda**

**By general consent**, the April 13, 2026 AGM draft agenda was received for information.

**9.2.2 Notice of Call for Nominations for Election of Three Trustees**

The Notice of Call for Nominations for Election of Three Trustees has been published in the Driftwood and on the Salt Spring Exchange.

**By general consent**, the Notice of Call for Nominations for Election of Three Trustees was received form information.

**10. NEW BUSINESS**

**10.1 2026 Trustee Governance and Strategic Planning Workshop – May 21, 2026**

The draft agenda was received for information.

**11. BYLAWS – None**

**12. IN-CAMERA MEETING - None**

**13. NEXT MEETING**

The next Regular Meeting will be held on March 16, 2026 at the Fire Hall No. 1 Apparatus Bay as the Training Room will be used as a storage area in preparation for moving to the New Fire Hall.

**14. ADJOURNMENT**

**By general consent**, the meeting adjourned at 7:40 p.m.

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Rollie Cook  
Chair, Board of Trustees

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Rodney Dieleman  
Corporate Administrator

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

**Date:** January 28, 2026  
**Time:** 6:00 p.m.  
**Location:** Fire Hall No.1  
105 Lower Ganges Road, Salt Spring Island

**Members Present:** Jamie Holmes, Co-Chair, Fire Chief (Employer Rep)  
Dale Lundy, Co-Chair, Deputy Chief (Employer Rep)  
Nancy Pursell, Co-Chair (Employee Rep Admin 2026)  
Steve Leichter (Employee Rep POC 2025-2027)  
Abe Hohn (Employee Rep POC 2025-2027)  
Ken Akerman (Employee Rep POC 2026)  
Jaden Ursua-Riding (Employee Rep Recruit 2026)

**Regrets:** Grant Gussie (Employee Rep POC 2026-2028)  
Gray Wardle (Employee Alternate POC 2026)  
Lawrence Pollard (Employee Alternate Recruit 2026)  
Doug Ponsford (Employee Alternate Admin 2026)  
Gord Fraser (Employee Rep Alternate 2026)

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

**1. CALL TO ORDER**

Co-Chair Holmes called the meeting to order at 6:36 p.m. The Hall 1 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 the January 21, 2026 minutes (December 2025 make-up meeting)**

The draft minutes of the January 21, 2026 meeting were presented.

**By general consent,** the minutes of the January 21, 2026 meeting were approved.

## 4. OLD BUSINESS

### 4.1 2025 Priorities

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 Pursell) – Completed.
- CISM and Peer Support (Leads: Pursell and Hohn) – move to 2026 Priority List
- OG's and Policies – Health and Safety review (Lead - Member Chief Holmes) – some OG's have been updated.
- Near Miss Reporting (Lead - Member Proudfoot) – K. Akerman has drafted a new form for the website. It will be distributed to the committee members for review. Discussion.
- Survey – Follow up and analysis (Lead – Member Webster)  
J. Webster reported on the results of the survey. – Moved to 2026 Priority List – Completed.

### 4.2 Traffic Break Down

There was discussion on presenting protocols to the membership and updating the OGs. Recruits will be covering traffic control in February. **CLOSED**

### 4.3 New Alarm System at Hall 3 Training

- 4.4 Member Hohn suggested sending out an email to the membership with the updated information regarding the New Alarm System at Hall 3. **CLOSED**

## 5. NEW BUSINESS

### 5.1 2026 Priority List

The 2026 Priority List is as follows:

1. Survey – engagement, analyze, and action items
2. Mental Health Team
  - CISM
  - Peer Support
  - Occupational Awareness
3. Accountability – practice and update OG

Committee members were asked to consider what topics in the priority list interests them and if they would like to take a lead role.

### 5.2 Terms of Reference – Updated 2026 - **CLOSED**

## 6. REVIEW OF INSPECTION REPORTS

### 6.1 Review of Hall Inspections

**First Quarter Hall Inspections:**

Hall 1 – Completed prior to the January 28, 2026 meeting. Two fire extinguishers need to be refreshed (training room and lounge), front admin office window repair, pest control check.

**7. REVIEW OF FIRST AID AND ACCIDENT/INCIDENT INVESTIGATIONS**

**7.1 Review of First Aid and Accident/Incident - None**

**7.2 Appointment of Accident/Incident Investigators**

Members Leichter and Gussie will be the primary investigators in February, and Members Pursell and Akerman will be the alternates. Chief Holmes approved the appointments.

**8. EDUCATION**

A BCMSA OSH 1 on-line course will be offered to the 2026 recruits and membership. Mike Harnett is scheduled to present regarding Fatigue Management on for May 26, 2026. Chris Duquemin – PTSD presentation via Teams Meeting and follow up will be offered at the end of June 2026.

**9. OTHER BUSINESS**

**9.1 Association Safety Talk**

The next Association Safety Talk: New OSH Committee members, 2026 Priority List, OSH course on-line.

**10. NEXT MEETING**

The next meeting will be held on February 25, 2026 at Hall 2 at 6:00 p.m.

**11. ADJOURNMENT**

**By general consent**, the meeting was adjourned at 8:17 p.m.

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Nancy Pursell, Committee Co-Chair

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Jamie Holmes, Fire Chief & Committee Co-Chair

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

**Date:** March 4, 2026 (Rescheduled from February 25, 2026)  
**Time:** 6:00 p.m.  
**Location:** Fire Hall No.2  
 2470 Fulford Ganges Road, Salt Spring Island

**Members Present:** Dale Lundy, Co-Chair, Deputy Chief (Employer Rep)  
 Nancy Pursell, Co-Chair (Employee Rep Admin 2026)  
 Steve Leichter (Employee Rep POC 2025-2027)  
 Abe Hohn (Employee Rep POC 2025-2027)  
 Gord Fraser (Employee Rep Alternate 2026)  
 Jaden Ursua-Riding (Employee Rep Recruit 2026)  
 Lawrence Pollard (Employee Alternate Recruit 2026)

**Regrets:** Jamie Holmes, Co-Chair, Fire Chief (Employer Rep)  
 Ken Akerman (Employee Rep POC 2026)  
 Grant Gussie (Employee Rep POC 2026-2028)  
 Gray Wardle (Employee Alternate POC 2026)  
 Doug Ponsford (Employee Alternate Admin 2026)

**1. CALL TO ORDER**

Co-Chair Pursell called the meeting to order at 6:44 p.m. The Hall 2 Safety Inspection was completed prior to the meeting.

**2. APPROVAL OF AGENDA**

The following items were presented for inclusion in the agenda:

- 5.1 Smoking Area new firehall
- 5.2 MSDS update for new firehall
- 5.3 Draft Elevating Device Variance Application
- 5.4 Draft Respectful Workplace Policy AE-2401-02 with staff report
- 5.5 Draft Communicable Disease Response and Remote Work Policy – AE-2409-01 with staff report
- 5.6 Draft DEI-Policy-Revision-AE-2408-02 with staff report

**By general consent**, the agenda was approved as amended.

**3. MINUTES**

**3.1 Receive and Approve the January 28, 2026 minutes**

The draft minutes of the January 28, 2026 meeting were presented.

**By general consent**, the minutes of the January 28, 2026 meeting were approved.

#### 4. OLD BUSINESS

##### 4.1 2026 Priority List

1. Survey – engagement, analyze, and action items – Lead Pursell
2. Mental Health Team
  - CISM – Lead Pursell
  - Peer Support – Lead Hohn
  - Occupational Awareness – Lead Lundy
3. Accountability – practice and update OG – Lead Leichter

Committee members were asked to consider what topics in the priority list interests them and if they would like to take a lead role. The lead for each priority was discussed. The lead role is to ensure that all committee members who want to participate in the 2026 priority are included in the discussion groups.

##### 4.2 BCMSA OSH 1 on-line course offered to the 2026 recruits and membership

All 2026 recruits have finished the on-line course. POC members were encouraged to participate in the training opportunity, to date 12 members have completed the course. The course will be available on-line for the next month for anyone interested in completing the training. **CLOSED**

#### 5. NEW BUSINESS

- 5.1 **Smoking Area new firehall** – Members have requested a plan of the property. Tabled until next meeting.
- 5.2 **MSDS update for new firehall** – Tabled until next meeting.
- 5.3 **Draft Elevating Device Variance Application** – Tabled until next meeting.
- 5.4 **Draft Respectful Workplace Policy AE-2401-02 with staff report** – It was noted by Member Lundy that a Respectful Workplace Training session will be held for all members on April 7<sup>th</sup>, 2026. Tabled until next meeting.
- 5.5 **Draft Communicable Disease Response and Remote Work Policy – AE-2409-01 with staff report** – Tabled until next meeting.
- 5.6 **Draft DEI-Policy-Revision-AE-2408-02 with staff report** – Tabled until next meeting.

#### 6. REVIEW OF INSPECTION REPORTS

## 6.1 Review of Hall Inspections

### First Quarter Hall Inspections:

Hall 1 – 2 fire extinguishers need to be refreshed (training room and lounge), front admin office window repair, pest control check.

Hall 2 – To be completed prior to the safety meeting. Hall 2 was inspected. In the training building it was noted that a floor grate on the first floor was uneven and presented a tripping hazard. There is a bird's nest on a light fixture in the building.

## 7. REVIEW OF FIRST AID AND ACCIDENT/INCIDENT INVESTIGATIONS

### 7.1 Review of First Aid and Accident/ Incident - None

### 7.2 Appointment of Accident/Incident Investigators

Members Leichter and Hohn will be the primary investigators in March, and Member Pursell will be the alternate. Deputy Chief Lundy approved the appointments.

## 8. EDUCATION

### 8.1 OSH 1 Course for new committee members

Member Ponsford will be completing training on March 12<sup>th</sup>. Members Ursua-Riding and Pollard will review the training schedule and select an upcoming training date for the OSH1 course.

## 9. OTHER BUSINESS

### 9.1 Association Safety Talk

The next Association meeting is scheduled in May. The topic will be selected at the next April meeting.

## 10. NEXT MEETING

The March meeting will be March 25, 2026 at Hall 3, 18:00 hours.

## 11. ADJOURNMENT

**By general consent**, the meeting was adjourned at 7:22 p.m.

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Nancy Pursell, Committee Co-Chair

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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:** March 3, 2026  
SSIFPD Administration Office  
1202-115 Fulford-Ganges Road, Salt Spring Island

**Members Present:** Dennis Lucarelli, Committee Chair  
Rollie Cook, Board of Trustees Chair  
Ron Lindstrom, Trustee  
Keith Ballantyne, Public Member

**Staff Members Present:** Rodney Dieleman, Corporate Administrator and Financial Officer  
Sarah Shugar, Recorder

**Regrets:** Jamie Holmes, Fire Chief

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 territory of the Coast Salish First Nations.

## 2. APPROVAL OF AGENDA

By general consent, the agenda was approved.

## 3. MINUTES

### 3.1 Minutes of the Regular Meeting held February 3, 2026

By general consent, the draft minutes of the Strategic Planning and Policy Development Committee regular meeting held on February 3, 2026 were adopted.

## 4. OLD BUSINESS

### 4.1 Aerial Apparatus Standards

#### 4.1.1 Worksafe BC Variance Application

CAO Dieleman presented the WorkSafeBC variance application regarding the proposed purchase of a truck-mounted aerial elevating device configured as an elevated water-delivery platform. The RHED elevated apparatus, manufactured in Quebec and designed for rural environments, was discussed. Discussion included CSA standards and concerns that current Aerial Apparatus Standards may create interprovincial trade barriers. It was suggested that the Minister of Housing and Municipal Affairs be lobbied to communicate these concerns. An aerial apparatus manufactured in the U.S. could cost approximately \$3 million. It was also noted that there are ongoing challenges related to U.S. manufacturing, including apparatus costs and replacement parts availability. An elevated device would enable the District to provide fire protection to buildings taller than two storeys. This capability could support increased housing density within the Villages of Salt Spring Island. Acquisition of an aerial apparatus was identified as a recommendation in the FUS report. It was suggested that this topic be added to the Strategic Planning Workshop scheduled for May 21, 2026, when staff will be in attendance.

**By general consent**, the Strategic Planning and Policy Development Committee requested that staff forward a letter to the Honourable Christine Boyle, Minister of Housing and Municipal Affairs, in support of the WorkSafeBC variance application for an aerial apparatus designed for rural areas. The letter will communicate that the current Aerial Apparatus Standards represent an example of interprovincial trade barriers. The correspondence will be sent following review of the WorkSafeBC variance application by staff and the Joint Occupational Health and Wellness Committee.

**By general consent**, the Strategic Planning and Policy Development Committee requested staff provide additional detail in the WorkSafeBC variance application to clarify that the proposed apparatus is affordable, maintainable, and appropriate for a rural community, and that the current standards create interprovincial trade barriers.

K. Ballantyne left the meeting at 9:28 a.m. and returned to the meeting at 9:44 a.m.

#### **4.2 Trustee Governance and Strategic Planning Workshop**

A draft Trustee Governance and Strategic Planning Workshop agenda was presented. There was discussion regarding community engagement for improved fire protection.

**MOVED by R. Cook,**

That the Strategic Planning and Policy Development Committee recommend the Board of Trustees invite staff representatives and representatives of Islands Trust, CRD Local Community Commission, North Salt Spring Waterworks District, Transition Salt Spring

and other appropriate community organizations to a meeting to begin preliminary conversations regarding community needs for improved fire protection as part of strategic planning.

**CARRIED**

R. Lindstrom and R. Cook will prepare a concise question for the organizations that would be the basis of the meeting and the meeting will be facilitated.

**4.3 Draft Communicable Disease Response and Remote Work Policy No. AE-2409-01 - Update**

CAO Dieleman reported the draft Communicable Disease Response and Remote Work Policy No. AE-2409-01 has been referred to the Joint Occupational Health and Wellness Safety Committee and GVLRA and the feedback will be provided when available.

**4.4 Draft Diversity, Equity and Inclusion Policy No AE-2408-02 - Update**

CAO Dieleman reported the draft Diversity, Equity and Inclusion Policy No AE-2408-02 has been referred to the Joint Occupational Health and Wellness Safety Committee and GVLRA and the feedback will be provided when available.

**4.5 Draft Respectful Workplace Policy No. AE-2401-01 – Update**

CAO Dieleman reported the draft Respectful Workplace Policy has been referred to the Joint Occupational Health and Wellness Safety Committee and GVLRA and the feedback will be provided when available.

**5. NEW BUSINESS**

**5.1 5-Year Strategic Plan Dashboard**

CAO Dieleman presented a 5-Year Strategic Plan Dashboard that includes an overview of progress, strategic tasks completed, and outstanding strategic tasks in the 2024-2029 Strategic Plan. There was discussion regarding holding a town hall meeting earlier in the year to improve community consultation, prior to the budget process.

**5.2 CRD Bylaw 4677 – CRD Fire Services, Operational, Fire Prevention and Administrative Bylaw and CRD Staff Report – For Review**

At the February 23, 2026 Board meeting, the Board of Trustees requested staff to forward CRD Bylaw 4677 – CRD Fire Services, Operational, Fire Prevention and Administrative Bylaw to the Strategic Planning and Policy Development Committee for review.

**By general consent**, the Strategic Planning and Policy Development Committee agreed CRD Bylaw 4677 – CRD Fire Services, Operational, Fire Prevention and Administrative Bylaw will be reviewed at the next meeting.

**6. NEXT MEETING**

The next meeting is scheduled on April 7, 2026 at 9:00 a.m.

**7. ADJOURNMENT**

**By general consent**, the meeting adjourned at 11:30 a.m.

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Dennis Lucarelli  
Chair, Strategic Planning & Policy Development Committee

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Rodney Dieleman  
Corporate Administrator

DRAFT

## March 2026 Association Report

Dear SSIFPD Trustees,

February is typically a quiet month for the Association because we perform a lot of regular tasks to kick off the year. We also don't have any social events planned for February or March. However, committees were still hard at work preparing for the year ahead.

The Entertainment Committee is building our social calendar for the year to give people lots of advance notice for events. The Scholarship Committee is choosing how to disburse their allocated funds. The Donations Committee has received a few requests already for 2026. The Old Truck Committee is hard at work preparing the Republic for the hall opening parade, Ruckle Park Days, among other things. The Fitness Committee is working on the Wellness space in the new Fire Hall. The Executive Committee is working to modernize communication within the SSIFFA and refine our member handbook with the help of the Bylaw committee.

A lot of the above isn't exciting work but it is critical to the functioning of the SSIFFA as an organization.

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

## Summary Financial Package

For the Period Ending: January 31, 2026  
These Financial Statements are DRAFT, without Audit or Annualized Adjustments

### Summary of the 2026 January Financial Statements

For January 2026, the organization's financial position remains strong with positive operating results and healthy reserve allocations. Key points include:

#### 1. Income

Total income for January 2026 was **\$521,053**, slightly above the prorated monthly budget of \$503,167 and above January 2025 actuals (\$479,337).

Tax revenue continues to be the primary source of income.

#### 2. Expenses

Total operating and administration expenses, including wages and benefits, were **\$463,056**, slightly lower than January 2025 (\$466,357) and above the monthly prorated budget (\$412,750).

Wages and benefits totaled **\$416,132**, consistent with prior year levels, and the variance against budget is due to timing of payroll and statutory contributions.

#### 4. Overall Position

January results reflect prudent fiscal management with positive operating surplus and fully funded capital reserves.

No concerns are noted; monitoring will continue to ensure year-end results remain within the 2026 approved budget.

Salt Spring Island Fire Protection District  
Summary Financial Package

For the Period Ending: January 31, 2026  
These Financial Statements are DRAFT, without Audit or Annualized Adjustments

	2025	2026		
	1 Months Actuals	1 Months Actuals	1 Month Budget	2026 Budget
<b>Total Income</b>	\$ 479,337	\$ 521,053	\$ 503,167	\$ 6,038,000

<b>Total Administration Expenses</b>	\$ 12,360	\$ 11,377	\$ 20,583	\$ 916,333
<b>Total Operating Expenses</b>	\$ 19,958	\$ 16,798	\$ 50,083	\$ 601,000
<b>Total Wages &amp; Benefits</b>	\$ 415,289	\$ 400,876	\$ 318,333	\$ 3,820,000
<b>Extraordinary Expense/ Contingency Reserve</b>	\$ -	\$ -	\$ 5,000	\$ 60,000
<b>Amortization</b>	\$ 18,750	\$ 18,750	\$ 18,750	\$ 225,000
<b>Interest - LTD &amp; Lease (SCBA)</b>	\$ -	\$ -	\$ -	\$ -
<b>Total Expenses</b>	\$ 466,357	\$ 447,801	\$ 412,750	\$ 5,623,000

<b>Surplus Before Capital Expenses</b>	\$ 12,980	\$ 73,252	\$ 90,417	\$ 415,000
<b>Non Cash Expense (Amortization)</b>	\$ 18,750	\$ 18,750	\$ 18,750	\$ 225,000
<b>Total Capital Expenses &amp; Transfers to/from Reserve Funds</b>	\$ -	\$ -	\$ -	\$ 640,000
<b>Principal Payments - LTD &amp; Lease (SCBA)</b>	\$ -	\$ -	\$ -	\$ -
<b>Change in Working Capital, Capital and Reserve Fund Allocations</b>	\$ 31,730	\$ 92,002	\$ 109,167	\$ -

**Executive Summary**

The organization has started the fiscal year in a positive position. Total revenue for January was \$521,053, exceeding the monthly budget by approximately \$17,900. Overall expenditures remain well controlled, with total expenses of \$463,056 tracking within expectations and several categories, including administration and operating costs, currently below budget due primarily to timing.

Wages and benefits, our largest cost driver, are aligned with the approved annual plan and show no emerging concerns. The year-to-date operating surplus before capital expenses is \$57,997.

No capital expenditures or reserve transfers have occurred yet against the 2026 plan. As these projects move forward later in the year, the current surplus is expected to normalize in line with the approved budget.

At this time, the financial position of the organization is stable, with strong revenues, controlled spending, and no identified financial risks. Administration will continue to monitor expenditure timing and report any material variances as the year progresses.

**Income**

Line #		2025	2026		
		1 Months Actuals	1 Months Actuals	1 Month Budget	2026 Budget
2	<b>Income</b>				
3	Interest General	\$ 9,755	\$ 16,046	\$ -	\$ -
4	Interest CWRRF	\$ 3,901	\$ 1,840	\$ -	\$ -
5	Miscellaneous Income	\$ -	\$ -	\$ -	\$ -
8	Tax Revenue	\$ 465,682	\$ 503,167	\$ 503,167	\$ 6,038,000
9	<b>Total Income</b>	<b>\$ 479,337</b>	<b>\$ 521,053</b>	<b>\$ 503,167</b>	<b>\$ 6,038,000</b>

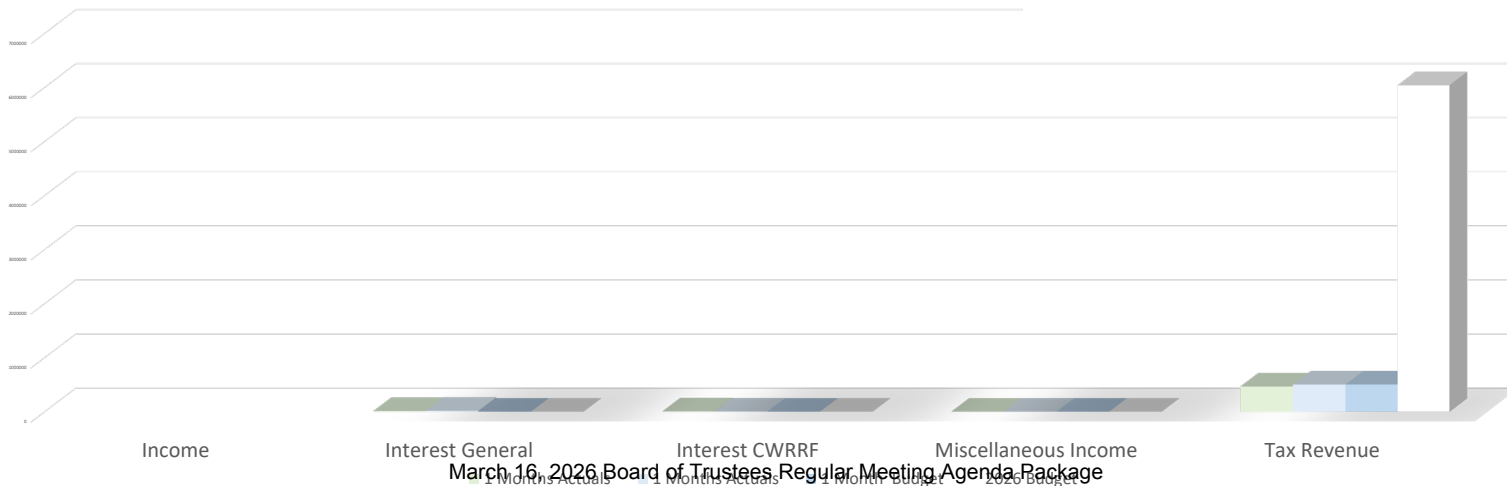
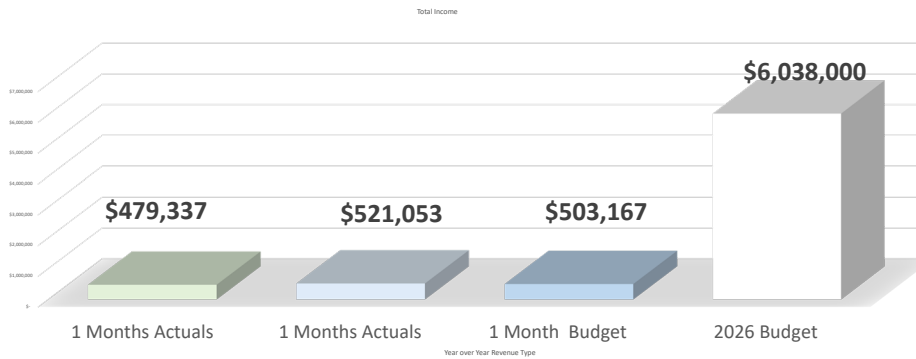
**Executive Summary**

Total income for January 2026 was \$521,053, exceeding the monthly budget of \$503,167 by approximately \$17,900. The positive variance is primarily attributable to higher-than-anticipated interest earnings.

Interest revenue from the General account totaled \$16,046 (compared to \$9,755 in January 2025), while CWRRF interest generated \$1,840.

These amounts were not budgeted for 2026 and reflect continued benefit from current interest rate conditions.

Tax revenue of \$503,167 is fully aligned with the approved budget and remains the primary source of income, consistent with the annual projection of \$6.038M.



**Administration Expenses**

Line #		2025		2026	
		1 Months Actuals	1 Months Actuals	1 Month Budget	2026 Budget
13	Advertising	\$ -	\$ 2,247	\$ 500	\$ 6,000
14	Advertising - Elections, AGM, Board Meetings and Announcements	\$ 3,127	\$ 131	\$ 2,500	\$ 30,000
15	Annual Appreciation Dinner	\$ -	\$ 187	\$ 667	\$ 8,000
16	Audit & Related Fees	\$ -	\$ -	\$ -	\$ 20,000
17	Bank Charges/Credit Card Fees/Telpay Fees/Finance Charges	\$ -	\$ 415	\$ 167	\$ 2,000
18	Communications - Phone	\$ 373	\$ -	\$ 1,667	\$ 20,000
19	Communications & Miscellaneous	\$ 1,346	\$ 1,339	\$ 583	\$ 7,000
20	Community Relations	\$ -	\$ 175	\$ 167	\$ 2,000
21	Conferences	\$ 64	\$ -	\$ 417	\$ 5,000
22	Consulting Fees	\$ -	\$ -	\$ 2,083	\$ 25,000
23	Dues & Subscriptions	\$ -	\$ 35	\$ 417	\$ 5,000
24	Fireworks	\$ -	\$ -	\$ 417	\$ 5,000
25	Freight/Postage	\$ -	\$ -	\$ 417	\$ 5,000
26	Insurance	\$ 157	\$ 4,799	\$ 5,000	\$ 60,000
27	Labour Relations	\$ 4,625	\$ -	\$ 2,000	\$ 24,000
28	Legal	\$ 351	\$ -	\$ 1,333	\$ 16,000
29	Licenses, leases & Rentals	\$ 1,296	\$ 1,329	\$ 750	\$ 9,000
30	Bond Repayment	\$ -	\$ -	\$ -	\$ 650,000
31	Office Supplies & Equipment	\$ 1,022	\$ 720	\$ 1,333	\$ 1,333
32	Professional Development - Excluded Staff	\$ -	\$ -	\$ 167	\$ 16,000
33	<b>Total Administration Expenses</b>	<b>\$ 12,360</b>	<b>\$ 11,377</b>	<b>\$ 20,583</b>	<b>\$ 916,333</b>

<small>% of Total Expenditures</small>	<small>2.7%</small>	<small>2.5%</small>	<small>0.4%</small>	<small>16.3%</small>
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**Executive Summary**

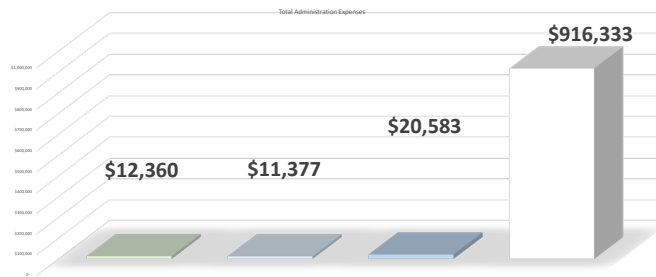
**Administration Expenses**

Total administration expenses for January 2026 were \$11,377, which is below the monthly budget of \$20,583.

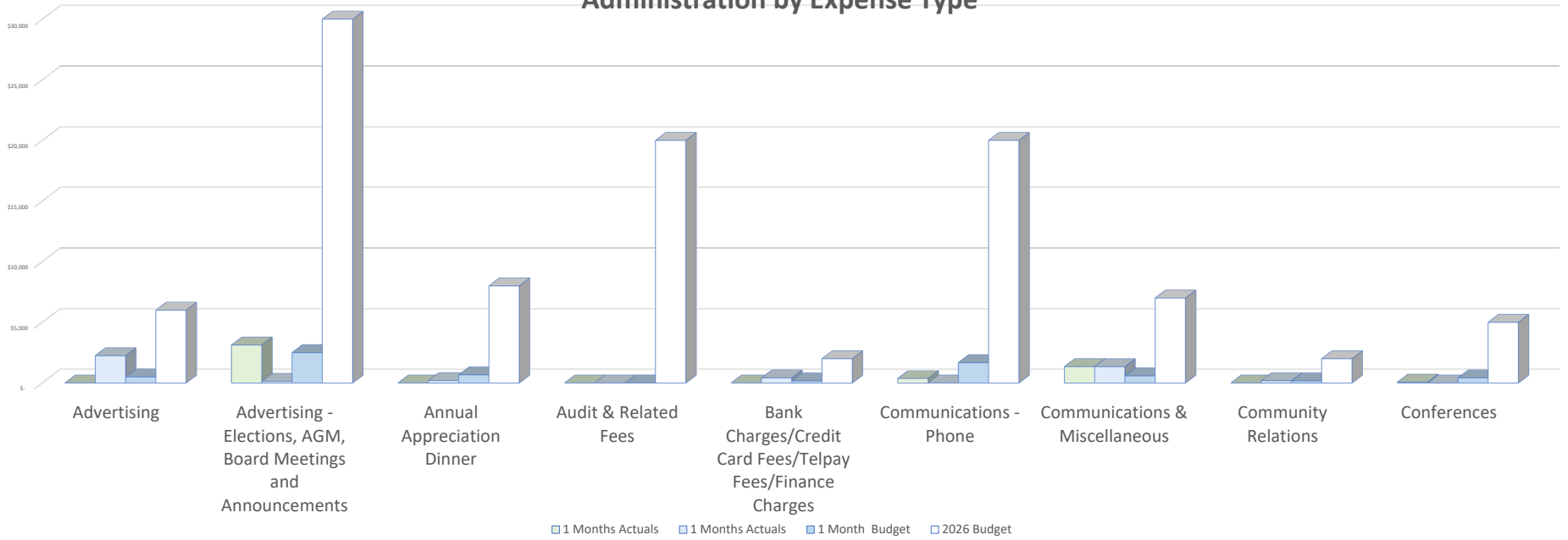
The variance is primarily related to timing, as several budgeted costs such as audit fees, consulting, conferences, and professional development have not yet occurred and are expected later in the year.

Notable items for the month include: Insurance costs of \$4,799, tracking in line with the annual provision.

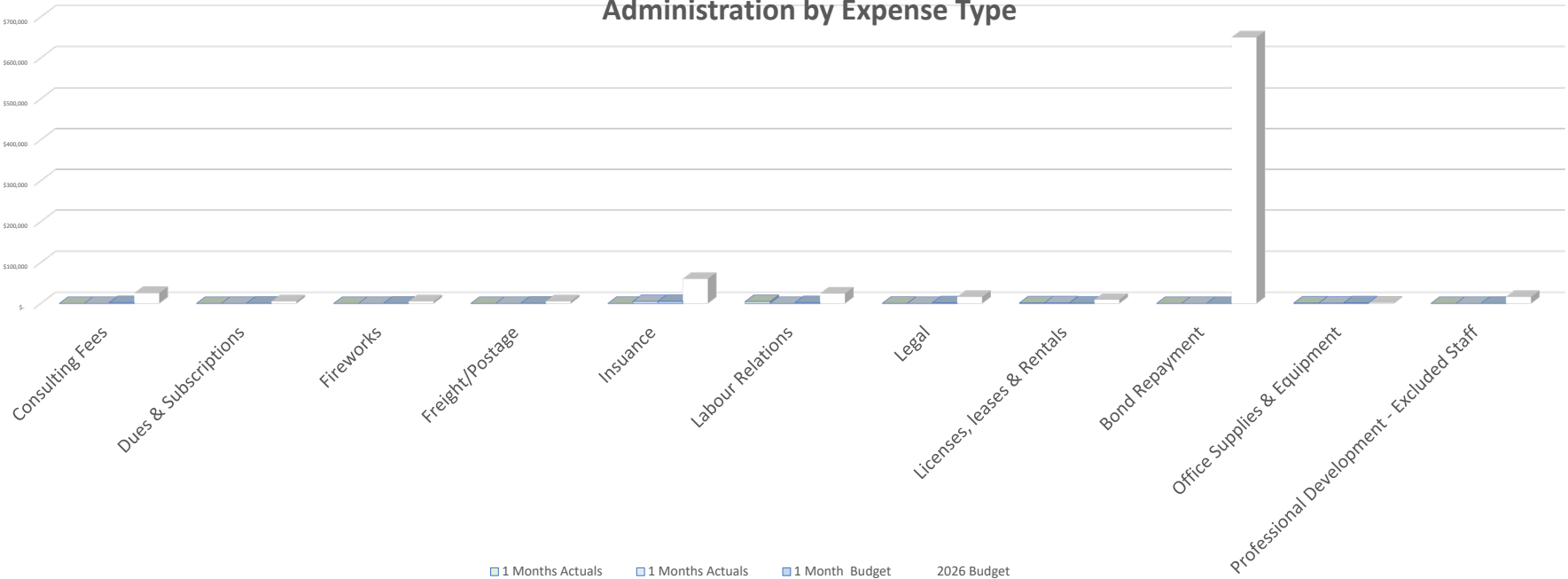
Several categories, including legal, labour relation consulting, and audit-related work, show no expenditures to date and will be incurred as



### Administration by Expense Type



### Administration by Expense Type



Operating Expenses

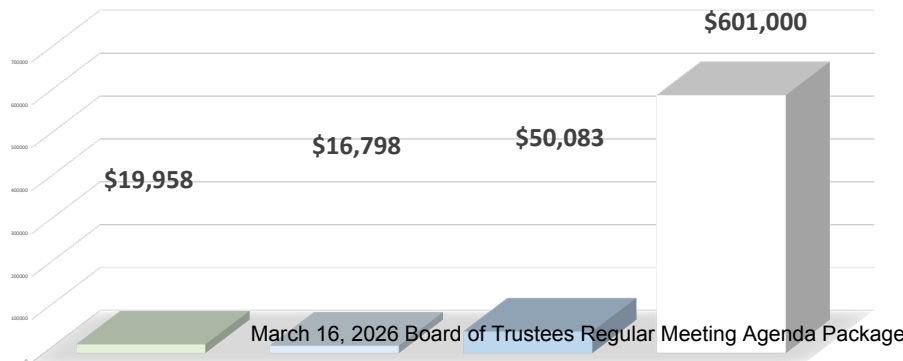
Line #		2025	2026		
		1 Months Actuals	1 Months Actuals	1 Month Budget	2026 Budget
40	Clothing - Career	\$ 688	\$ 210	\$ 1,500	\$ 18,000
41	Clothing - Paid on Call	\$ 4	\$ 878	\$ 1,333	\$ 16,000
42	Clothing - Protective	\$ 1,027	\$ -	\$ 5,083	\$ 61,000
43	Computer, Hardware, Software & S	\$ 703	\$ 1,265	\$ 1,333	\$ 16,000
44	Employee/ POC Recognition	\$ -	\$ -	\$ 833	\$ 10,000
45	Equipment - Repair & Maintenance	\$ 272	\$ 413	\$ 1,000	\$ 12,000
46	Equipment Purchase - Small Tools	\$ -	\$ 413	\$ 917	\$ 11,000
47	Fire Department Record System	\$ -	\$ -	\$ 333	\$ 4,000
48	Fire Prevention & Public Education	\$ -	\$ 36	\$ 1,333	\$ 16,000
49	Fire Station Repair & Maintenance	\$ 2,649	\$ 349	\$ 4,083	\$ 49,000
50	Fire Station Utilities	\$ 6,935	\$ 6,262	\$ 3,417	\$ 41,000
51	First Responder	\$ 1,893	\$ 1,915	\$ 1,333	\$ 16,000
52	Foam	\$ -	\$ -	\$ 333	\$ 4,000
53	Health & Wellness	\$ 350	\$ 126	\$ 917	\$ 11,000
54	Hydrant Install/Repair	\$ -	\$ -	\$ 6,250	\$ 75,000
55	Landscaping	\$ -	\$ -	\$ 667	\$ 8,000
56	Miscellaneous	\$ -	\$ -	\$ 333	\$ 4,000
57	Paid-on-call recruitment & Retentic	\$ -	\$ -	\$ 417	\$ 5,000
58	Radio Equipment Repair & Supplies	\$ -	\$ -	\$ 250	\$ 3,000
59	Self Contained Breathing Apparatus	\$ -	\$ 33	\$ 1,667	\$ 20,000
60	Supplies & Sundries	\$ 574	\$ 767	\$ 917	\$ 11,000
61	Training - Paid-on-call & Career	\$ 3,071	\$ 1,378	\$ 6,667	\$ 80,000
62	Vehicle Operating	\$ 1,791	\$ 2,753	\$ 9,167	\$ 110,000
63	<b>Total Operating Expenses</b>	<b>\$ 19,958</b>	<b>\$ 16,798</b>	<b>\$ 50,083</b>	<b>\$ 601,000</b>
% of Total Expenditures		4.3%	3.8%	0.9%	10.7%

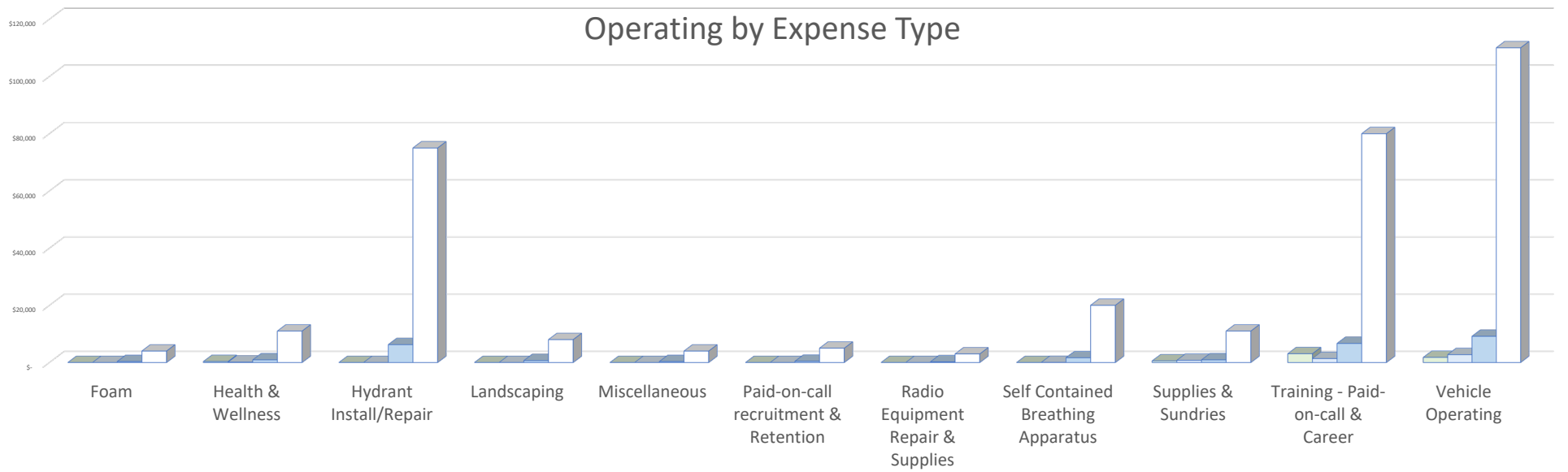
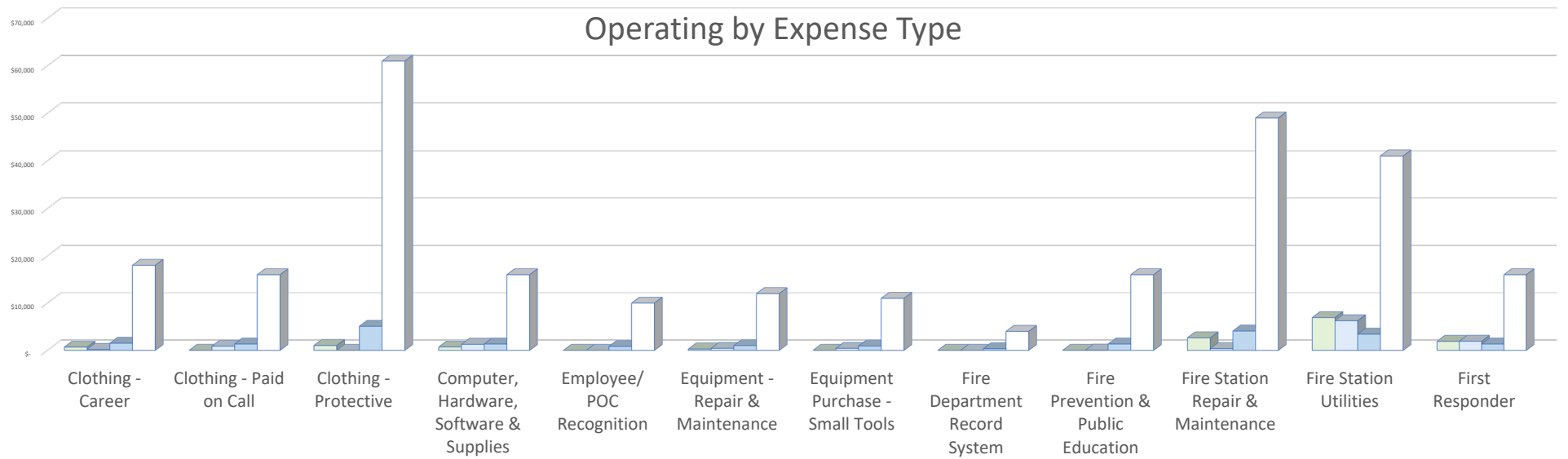
Executive Summary

Operating Expenses

Total operating expenses for January 2026 were \$16,798, which is significantly below the monthly budget of \$50,083. This variance is largely attributable to the timing of planned expenditures, many of which will occur later in the year as training schedules, maintenance programs, and equipment purchases are implemented.

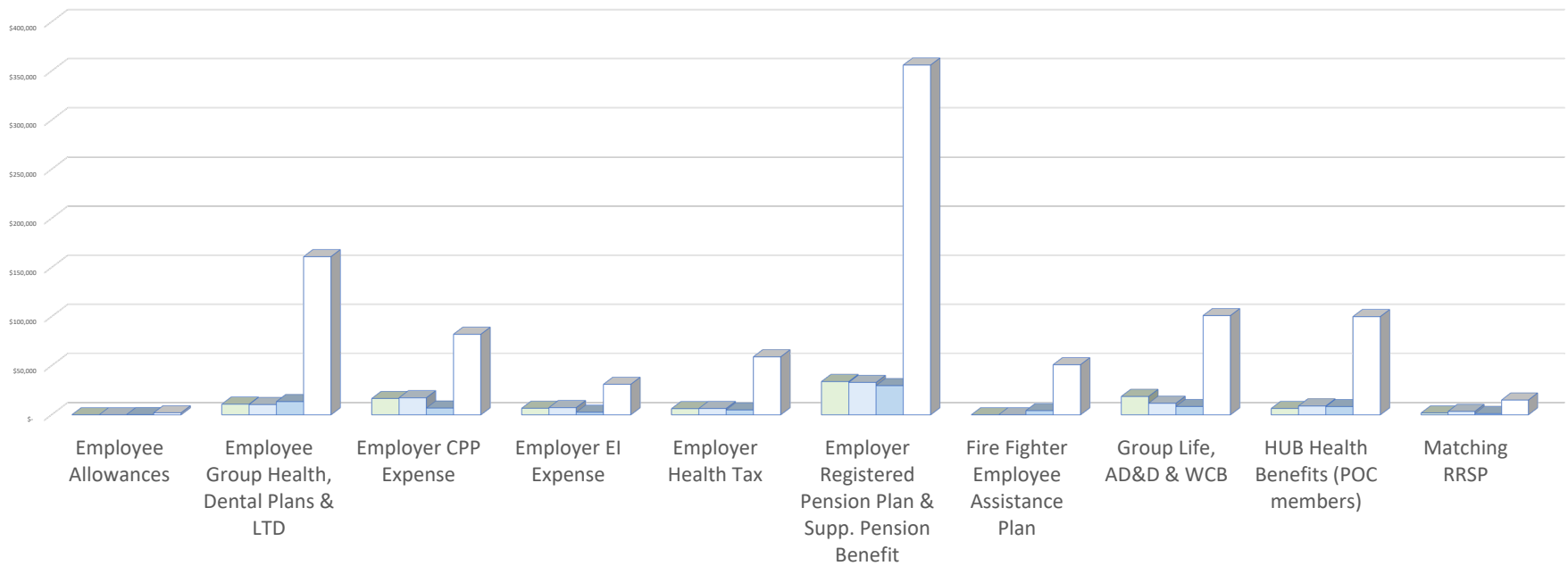
Overall, operating costs are tracking below budget at this early stage, with no concerns identified. Expenditures are anticipated to align more closely with the annual budget of \$601,000 as operational programs advance.







### Wage Expenses by Type



Capital and Reserve Funds

	2025		2026	
	1 Months Actuals		1 Months Actuals	2026 Budget
<b>Capital Account</b>				
GCPR - Water Infrastructure	\$ -	\$ -	\$ -	\$ 50,000
GCPR - Small Capital	\$ -	\$ -	\$ -	\$ 50,000
GCPR - Apparatus	\$ -	\$ -	\$ -	\$ 440,000
GCPR - New Fire Hall	\$ -	\$ -	\$ -	\$ -
GCPR - Unspecified	\$ -	\$ -	\$ -	\$ -
GCPR - Hall 2 and Hall 3 Remediations	\$ -	\$ -	\$ -	\$ 100,000
<b>Total Capital Expenses &amp; Transfers to/from Reserve Funds</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 640,000</b>
<b>Principal Payments - LTD &amp; Lease (SCBA)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Surplus After Capital Expenses &amp; Principal Payments LTD</b>	<b>\$ 12,980</b>	<b>\$ 73,252</b>	<b>-\$ 225,000</b>	<b>\$ -</b>
<b>Non Cash Expense (Amortization)</b>	<b>\$ 18,750</b>	<b>\$ 18,750</b>	<b>\$ 225,000</b>	<b>\$ -</b>
<b>Change in Working Capital (Current Assets - Current Liabilities)</b>	<b>\$ 31,730</b>	<b>\$ 92,002</b>	<b>\$ -</b>	<b>\$ -</b>

Executive Summary

Capital Accounts and Reserve Accounts

As of year-end 2025, total capital account balances, including reserve allocations, amount to **\$2,239,378**.

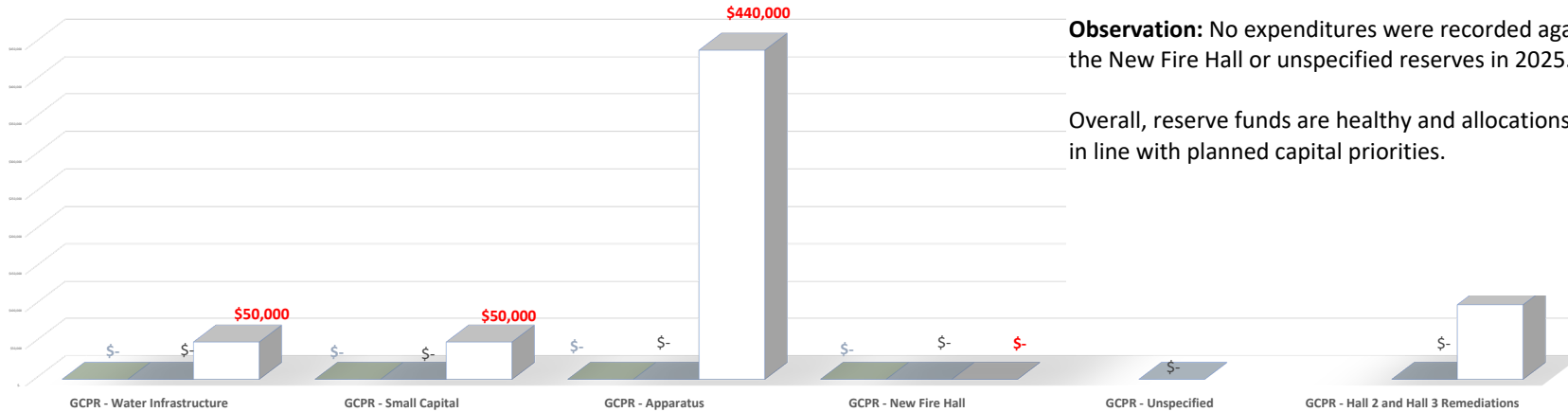
Major Reserves:

Water Infrastructure: \$197,053  
 Small Capital: \$152,074  
 Apparatus: \$1,461,360  
 Hall 2 & 3 Remediations: \$373,691

**Other Reserves:** Health & Wellness: \$12,219; MMP Refund: \$42,981

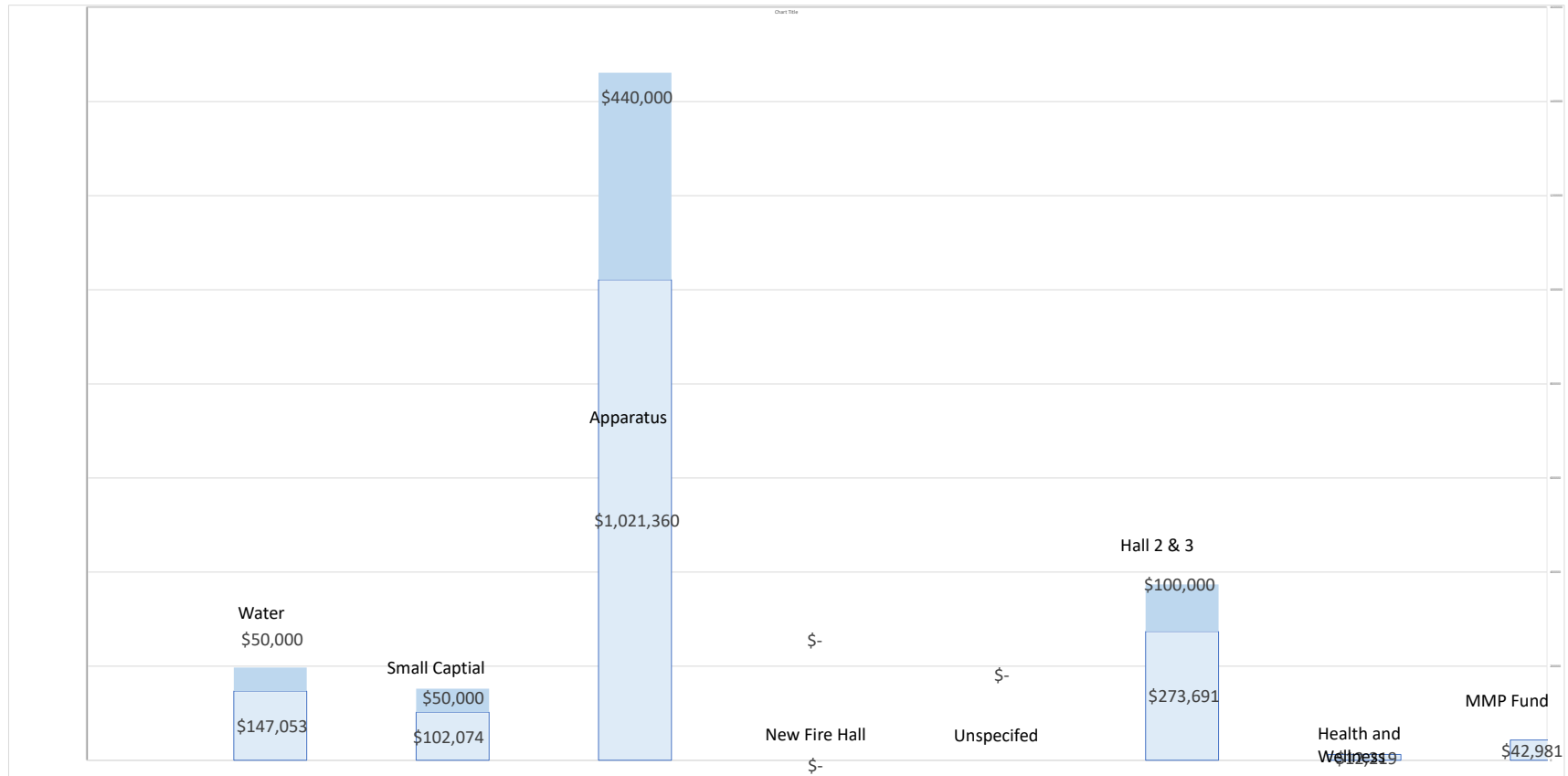
**Observation:** No expenditures were recorded against the New Fire Hall or unspecified reserves in 2025.

Overall, reserve funds are healthy and allocations are in line with planned capital priorities.



Reserve Funds

	2025				
	2025 Closing Balance	2025 Reserve Budget	New Midland Tender	Closing Firehall Costs	2025 Closing Balance
<b>Capital Account</b>					
G CPR - Water Infrastructure	\$ 147,053	\$ 50,000			\$ 197,053
G CPR - Small Capital	\$ 102,074	\$ 50,000			\$ 152,074
G CPR - Apparatus	\$ 1,021,360	\$ 440,000			\$ 1,461,360
G CPR - New Fire Hall	\$ -	\$ -			\$ -
G CPR - Unspecified	\$ -				\$ -
G CPR - Hall 2 and Hall 3 Remediations	\$ 273,691	\$ 100,000			\$ 373,691
OECFR - Health and Wellness	\$ 12,219				\$ 12,219
WBRF - MMP Refund	\$ 42,981				\$ 42,981
<b>Total Capital Expenses &amp; Transfers to/from Reserve Funds</b>	<b>\$ 1,599,378</b>	<b>\$ 640,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,239,378</b>



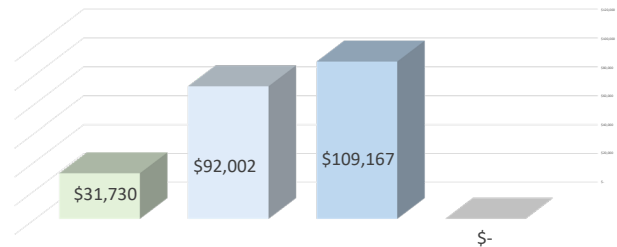
Salt Spring Island Fire Protection District  
Financial Results (unaudited)  
January 31, 2026

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Salt Spring Island Fire Protection District  
Financial Results (unaudited)  
January 31, 2026

Line #	2025 Approved Actuals	2026 Approved Actuals	2026 Prorated Budget	2026 Approved Budget
1	Consolidated	Consolidated	Consolidated	Consolidated
2	<b>Income</b>			
3	Interest General \$ 9,755	\$ 16,046	\$ -	\$ -
4	Interest CWRRF \$ 3,901	\$ 1,840	\$ -	\$ -
5	Miscellaneous Income \$ -	\$ -	\$ -	\$ -
6	Tax Revenue - LTD Interest \$ -	\$ -	\$ -	\$ -
7	Tax Revenue- LTD Retirement \$ -	\$ -	\$ -	\$ -
8	Tax Revenue \$ 465,682	\$ 503,167	\$ 503,167	\$ 6,038,000
9	<b>Total Income \$ 479,337</b>	<b>\$ 521,053</b>	<b>\$ 503,167</b>	<b>\$ 6,038,000</b>
10	<b>Administration Expenses</b>			
11	Advertising \$ -	\$ 2,247	\$ 500	\$ 6,000
14	Advertising - Elections, AGM \$ 3,127	\$ 131	\$ 2,500	\$ 30,000
15	Annual Appreciation Dinner \$ -	\$ 187	\$ 667	\$ 8,000
16	Audit & Related Fees \$ -	\$ -	\$ -	\$ 20,000
17	Bank Charges/Credit Card Fe \$ 373	\$ 415	\$ 167	\$ 2,000
18	Communications - Phone \$ 1,346	\$ -	\$ 1,667	\$ 20,000
19	Communications & Miscellaneous \$ -	\$ 1,339	\$ 583	\$ 7,000
20	Community Relations \$ 64	\$ 175	\$ 167	\$ 2,000
21	Conferences \$ -	\$ -	\$ 417	\$ 5,000
22	Consulting Fees \$ -	\$ -	\$ 2,083	\$ 25,000
23	Dues & Subscriptions \$ -	\$ 35	\$ 417	\$ 5,000
24	Fireworks \$ -	\$ -	\$ 417	\$ 5,000
25	Freight/Postage \$ 157	\$ -	\$ 417	\$ 5,000
26	Insurance \$ 4,625	\$ 4,799	\$ 5,000	\$ 60,000
27	Labour Relations \$ -	\$ -	\$ 2,000	\$ 24,000
28	Legal \$ 351	\$ -	\$ 1,333	\$ 16,000
29	Licenses, leases & Rentals \$ 1,296	\$ 1,329	\$ 750	\$ 9,000
32	Bond Repayment \$ -	\$ -	\$ -	\$ 650,000
33	Office Supplies & Equipment \$ 1,022	\$ 720	\$ 1,333	\$ 16,000
35	Professional Development - \$ -	\$ -	\$ 167	\$ 2,000
36	<b>Total Administration Expens \$ 12,360</b>	<b>\$ 11,377</b>	<b>\$ 20,583</b>	<b>\$ 917,000</b>
37				
38				
39	<b>Amortization \$ 18,750</b>	<b>\$ 18,750</b>	<b>\$ 18,750</b>	<b>\$ 225,000</b>
40				
41	Clothing - Career \$ 688	\$ 210	\$ 1,500	\$ 18,000
42	Clothing - Paid on Call \$ 4	\$ 878	\$ 1,333	\$ 16,000
43	Clothing - Protective \$ 1,027	\$ -	\$ 5,083	\$ 61,000
44	Computer, Hardware, Softw \$ 703	\$ 1,265	\$ 1,333	\$ 16,000
45	Employee/ POC Recognition \$ -	\$ -	\$ 833	\$ 10,000
46	Equipment - Repair & Maint \$ 272	\$ 413	\$ 1,000	\$ 12,000
47	Equipment Purchase - Small Tools \$ -	\$ 413	\$ 917	\$ 11,000
48	Fire Department Record System \$ -	\$ -	\$ 333	\$ 4,000
49	Fire Prevention & Public Education \$ -	\$ 36	\$ 1,333	\$ 16,000
50	Fire Station Repair & Mainte \$ 2,649	\$ 349	\$ 4,083	\$ 49,000
51	Fire Station Utilities \$ 6,935	\$ 6,262	\$ 3,417	\$ 41,000
52	First Responder \$ 1,893	\$ 1,915	\$ 1,333	\$ 16,000
53	Foam \$ -	\$ -	\$ 333	\$ 4,000
54	Health & Wellness \$ 350	\$ 126	\$ 917	\$ 11,000
55	Hydrant Install/Repair \$ -	\$ -	\$ 6,250	\$ 75,000
56	Landscaping \$ -	\$ -	\$ 667	\$ 8,000
57	Miscellaneous \$ -	\$ -	\$ 333	\$ 4,000
58	Paid-on-call recruitment & Retention \$ -	\$ -	\$ 417	\$ 5,000
59	Radio Equipment Repair & Supplies \$ -	\$ -	\$ 250	\$ 3,000
	Self Contained Breathing Apparatus \$ -	\$ 33	\$ 1,667	\$ 20,000
61	Supplies & Sundries \$ 574	\$ 767	\$ 917	\$ 11,000
62	Training - Paid-on-call & Car \$ 3,071	\$ 1,378	\$ 6,667	\$ 80,000
63	Vehicle Operating \$ 1,791	\$ 2,753	\$ 9,167	\$ 110,000
64	<b>Total Operating Expenses \$ 19,958</b>	<b>\$ 16,798</b>	<b>\$ 50,083</b>	<b>\$ 601,000</b>
65				
66	Interest - LTD & Lease (SCBA) \$ -	\$ -	\$ -	\$ -

Line #	2025 Approved Actuals	2026 Approved Actuals	2026 Prorated Budget	2026 Approved Budget
	Consolidated	Consolidated	Consolidated	Consolidated
67	<b>Wage &amp; Related Expenses</b>			
68	Career/Excluded/Casual Staff Wages & Salaries \$ 294,331	\$ 279,491	\$ 214,333	\$ 2,572,000
69	Paid-on-call Members Wages \$ 19,893	\$ 22,882	\$ 24,167	\$ 290,000
70	<b>Total Wages \$ 314,224</b>	<b>\$ 302,372</b>	<b>\$ 238,500</b>	<b>\$ 2,862,000</b>
71	<b>Statutory &amp; Group Benefits</b>			
72	Employee Allowances \$ -	\$ -	\$ 167	\$ 2,000
73	Employee Group Health, Dental Plans & LTD \$ 10,844	\$ 10,428	\$ 13,417	\$ 161,000
74	Employer CPP Expense \$ 16,563	\$ 17,332	\$ 6,833	\$ 82,000
75	Employer EI Expense \$ 6,612	\$ 7,329	\$ 2,583	\$ 31,000
76	Employer Health Tax \$ 6,280	\$ 6,418	\$ 4,917	\$ 59,000
77	Employer Registered Pension Plan & Supp. Pension Benef \$ 33,847	\$ 32,931	\$ 29,667	\$ 356,000
78	Fire Fighter Employee Assistance Plan \$ -	\$ -	\$ 4,250	\$ 51,000
79	Group Life, AD&D & WCB \$ 18,665	\$ 11,687	\$ 8,417	\$ 101,000
80	HUB Health Benefits (POC members) \$ 6,429	\$ 8,971	\$ 8,333	\$ 100,000
81	Matching RRSF \$ 1,825	\$ 3,408	\$ 1,250	\$ 15,000
82	<b>Total Statutory &amp; Group Benefits \$ 101,065</b>	<b>\$ 98,504</b>	<b>\$ 79,833</b>	<b>\$ 958,000</b>
83	<b>Total Wages &amp; Benefits \$ 415,289</b>	<b>\$ 400,876</b>	<b>\$ 318,333</b>	<b>\$ 3,820,000</b>
84				
85	Extraordinary Expense/ Contingency Reserve \$ -	\$ -	\$ 5,000	\$ 60,000
86				
87	<b>Total Expenses \$ 466,357</b>	<b>\$ 447,801</b>	<b>\$ 412,750</b>	<b>\$ 5,623,000</b>
88	<b>Surplus Before Capital Expenses \$ 12,980</b>	<b>\$ 73,252</b>	<b>\$ 90,417</b>	<b>\$ 415,000</b>
89				
90	<b>Capital Account</b>			
93	Budget Capital Expenses Funded by Operating Funds (Water Supply) \$ -	\$ -	\$ -	\$ 50,000
94	Budget Capital Expenses Funded by Reserves (Apparatus) \$ -	\$ -	\$ -	\$ -
95	Budget Capital Expenses Funded by Reserves (Small Capital) \$ -	\$ -	\$ -	\$ 50,000
96	Transfer to General Capital Purposes Reserve Fund (Apparatus) \$ -	\$ -	\$ -	\$ 440,000
97	Transfer to General Capital Purposes Reserve Fund (New Fire Hall Reserve) \$ -	\$ -	\$ -	\$ -
98	Transfer to General Capital Purposes Reserve Fund (Unspecified) \$ -	\$ -	\$ -	\$ -
99	Transfer to General Capital Purposes Reserve Fund (Halls 2 & 3 Remediation) \$ -	\$ -	\$ -	\$ 100,000
105	<b>Total Capital Expenses &amp; Transfers to/from Reserve Fun \$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 640,000</b>
106				
107	Principal Payments - LTD & Lease (SCBA) \$ -	\$ -	\$ -	\$ -
108	SCBA Lease payout \$ -	\$ -	\$ -	\$ -
109	<b>Surplus After Capital Expenses &amp; Principal Payments LTD \$ 12,980</b>	<b>\$ 73,252</b>	<b>\$ 90,417</b>	<b>-\$ 225,000</b>
110	<b>Non Cash Expense (Amortization) \$ 18,750</b>	<b>\$ 18,750</b>	<b>\$ 18,750</b>	<b>\$ 225,000</b>
111	<b>Change in Working Capital (Current Assets - Current Liab \$ 31,730</b>	<b>\$ 92,002</b>	<b>\$ 109,167</b>	<b>\$ -</b>



## HEALING EFFORTS



PHOTO COURTESY SSI FIRE FIGHTERS LOCAL 4677

Salt Spring Island Fire Fighters Local 4677 members, from left, Capt. Patrick Byrne, and firefighters Gord Fraser, Josh Lindstrom and Krystal Capranos collect donations at Country Grocer on Saturday, Feb. 21 for the residents, schools and first responders of Tumbler Ridge, B.C., where eight people were killed by a shooter before they took their own life on Feb. 10. The fundraiser was initiated by the Victoria Firefighters Charitable Association, which invited other fire departments to participate. Salt Spring's effort collected more than \$1,300 for the cause.

## VOLUNTEERISM

# Ambassadors share goodwill, support



This week in our Stepping Up series we meet Grant Fredrickson, who does a lot of volunteering on Salt Spring Island, including with the three-year-old Goodwill Ambassador Program (GAP), part of the island's Mental Wellness Initiative.



PHOTO COURTESY GAP

"The Goodwill Ambassador Program (GAP) is built on one simple belief: strong communities are created through meaningful human connection," the group explains. "We welcome people of all backgrounds, ages and abilities — no prior experience is necessary. What matters most is a genuine willingness to connect, listen and engage with others across our diverse community. Through shared conversations, volunteers help foster inclusion, understanding and mutual support. Whether you have two hours per week or more time to give, your presence can make a real difference. Join us in spreading goodwill, strengthening relationships and building a more connected, compassionate community for everyone."

Grant Fredrickson, a volunteer with the Goodwill Ambassador Program since its inception in 2023.

**Q. I believe in the importance of a healthy community and this program helps connect people from all parts of the island.**

**Q. What roles do you have?**  
A. I walk with a partner in Ganges and help orient new volunteers.

**Q. What past experience have you had that has been helpful?**  
A. I'm a pastor, which involves a lot of connecting with people from all backgrounds.

**Q. What do you like best about volunteering with this program?**  
A. I love meeting people from around the island, as well as visitors. I love the opportunity to occasionally offer help in small ways when needed.

**Q. What is something that has surprised you or you did not expect?**  
A. I didn't realize how little I knew about many of the businesses around town. That's one aspect I've really enjoyed learning about.

**Q. What are a few traits that would be helpful for potential volunteers to have?**  
A. You should have a love for your Salt Spring neighbours and some belief in helping to form healthy community.

**Q. How long have you lived on Salt Spring Island?**  
A. Since the fall of 2017.

**Q. How else might islanders know you?**  
Besides the Ambassador Program with the Mental Wellness Initiative, I also volunteer with the Harvest Food Bank; am a neighbourhood co-leader with the Emergency Services POD program; help host ASK Salt Spring on Friday; coordinate student volunteer teams that help in the community; officiate weddings and funerals, etc.

**Q. In a nutshell, why would you recommend volunteering with the Ambassador Program?**  
A. I believe that the Ambassador Program can significantly help build healthy community on Salt Spring.

If you are interested in learning more about the GAP or how to become a volunteer, contact Vee Egger at [ssiambassadors@gmail.com](mailto:ssiambassadors@gmail.com).

**Q. How long have you been volunteering with the Goodwill Ambassador Program, Grant?**  
A. From the very beginning . . . the first walk out!

**Q. What attracted you to this particular group?**

NORTH SALT SPRING WATERWORKS DISTRICT

# NOTICE

## FLUSHING OF WATERMAINS

FLUSHING OF WATERMAINS WILL BE CARRIED OUT IN THE DISTRICT ON TUESDAYS, WEDNESDAYS, THURSDAYS AND FRIDAYS MARCH 3 - APRIL 30, 2026

Short periods of low pressure and discoloration of water can be expected between these dates. Consumers are warned to be on alert for discoloured water, especially before using washing machines, dishwashers and other appliances.

Please sign up for alerts on our website to receive email or text notification for advance warning of flushing in your area. We will no longer be calling customers with pumps to advise of flushing. If you have a pump, please ensure you have a water pressure switch installed.

[www.northsaltspringwaterworks.ca](http://www.northsaltspringwaterworks.ca)

**IN NO CASE CAN THE DISTRICT ACCEPT RESPONSIBILITY FOR ANY CLAIMS ARISING OUT OF THE FLUSHING OF WATER.**

## SALT SPRING ISLAND FIRE PROTECTION DISTRICT CALL FOR NOMINATIONS FOR ELECTION OF THREE (3) TRUSTEES

NOTICE OF THE NOMINATION AND VOTING PROCESS FOR TRUSTEES IS HEREBY GIVEN TO OWNERS OF LAND WITHIN THE SALT SPRING ISLAND FIRE PROTECTION DISTRICT

**TRUSTEE POSITION**  
Each Trustee position is for a three (3) year term commencing at the end of the Annual General Meeting to be held on Monday, April 13, 2026 and terminating at the end of the Annual General Meeting to be held in the year 2029

**NOMINATION PROCESS**  
Nomination forms may be obtained on the Salt Spring Fire Rescue website [www.saltspringfire.com/](http://www.saltspringfire.com/) or at the Ganges Fire Hall, 105 Lower Ganges Road between 9:00 a.m. Thursday, February 26, 2026 and 4:00 p.m. Thursday, March 12, 2026. Qualified candidates must be nominated by two qualified electors of the Salt Spring Island Fire Protection District. Completed nomination forms must be received by 4:00 p.m. Thursday, March 12, 2026.

**QUALIFICATIONS FOR VOTING AND NOMINATING**  
You are qualified to serve as a Trustee, nominate Trustees, and vote as an Elector if you are:

1. A Canadian Citizen;
2. Eighteen (18) years of age or older by April 11, 2026;
3. A resident of British Columbia for at least six months prior to election day;
4. A registered owner of land located within the boundaries of the Salt Spring Island Fire Protection District, or the authorized agent, or legal representative of a deceased owner of such land;
5. Not otherwise disqualified under section 29 of the Election Act;
6. Have not voted before in the same election; and
7. A corporation or society that owns land within the Salt Spring Island Fire Protection District may appoint, in writing, an individual to cast one vote on its behalf. Where the appointed individual is also an eligible elector within the District, they may also be entitled to cast an additional vote in their personal capacity. Eligible corporations, societies, and appointed individuals are requested to obtain and comply with the written requirements available at the Ganges Fire Hall, or by email request to the Returning Officer [anthonykennedy10@shaw.ca](mailto:anthonykennedy10@shaw.ca)

Dated at Salt Spring Island, B.C. this 11th day of February 2026

**Anthony A. Kennedy, Returning Officer**  
295 Mountain Park Drive  
Salt Spring Island, BC V8K 1G3  
Home phone: 250-537-8815 Cell phone: 1-647-284-2900  
Email: [anthonykennedy10@shaw.ca](mailto:anthonykennedy10@shaw.ca)

FIRE DISTRICT

# Fire hall completion on target; party delayed

### May 1 still start date

BY ROBB MAGLEY  
DRIFTWOOD STAFF

Fire crews plan to be in place and ready to respond to emergencies from Salt Spring Island's new fire hall starting May 1, according to officials — but the party will have to

wait a week or two.

The island's fire district trustees decided to postpone an official opening day celebration for the new hall on Lower Ganges Road, previously set for May 3, because while the building might be ready for firefighters, they might not be ready for the public.

"We could do it on the third," project owner's representative Hans Hazenboom told the board Monday night, Feb. 23. "The chief and I have been talking about it. But I'd like to see the building more 'completed' for an open house."

Hazenboom said with plans for firefighters to move in — and be up and running — by May 1, having a public event two days later "would be a bit of a stretch for the crews there."

Fire Chief Jamie Holmes agreed, confirming the plan for operational readiness and indicating the department could be flexible if necessary.

"We always say in the fire service, we're used to taking a situation and making the best of it," said Holmes. "[But] given more time, I think the result would be better."

Trustees agreed to hold off on the celebration. The district's communications committee plans to meet to pick a new date that works for the relevant island

and regional "dignitaries," as one trustee humorously put it, and would bring that back to the board for approval.

Meanwhile, Hazenboom said, the \$13.7-million project, which will replace the old Fire Hall No. 1 in Ganges, was still on-schedule and within budget — and he was happy to report no safety issues since construction began.

"That's really quite something, because on a large project where you have many people working, there's always the potential for someone to get hurt," said Hazenboom. "So far, we're in good shape — and hopefully we can continue on this project until the finish without anybody getting injured in the project."

Asked about the still-absent siding on the structure, Holmes said despite appearances, the exterior was "progressing along nicely" and that the new cladding had been set aside to avoid risking it getting damaged before installation.

"The trades are chasing themselves through the building," said Holmes. "Outside, they're working on every light socket, every outlet, every hose bib. When they're ready and the siding goes up, it's going to go up very quickly, because what takes time is all the details."



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Salt Spring Island  
115 Fulford-Ganges Road, Unit 1108  
1-888-721-3082

\*Christensen et al. (2024). Evaluating Real-World Benefits of Hearing Aids With Deep Neural Network-Based Noise Reduction: An Ecological Momentary Assessment Study. American journal of audiology, 33(1), 242-253. "A comprehensive hearing assessment is provided to adults ages 19 and older at no cost. The results of this assessment will be communicated verbally to you. Depending on the province you're located in, an administrative fee may apply if a copy of an Audiological Report is requested. Child hearing tests are conducted at select locations for a fee, please contact us for more information. Offers not valid in Quebec. See clinic for details. Offer expires March 31, 2026.

### ISLANDS TRUST

## OCP project loses consultants

### Trustees set to weigh options at March 19 meeting

BY ROBB MAGLEY  
DRIFTWOOD STAFF

The departure of consultants hired to help update Salt Spring's official community plan (OCP) and land use bylaw (LUB) will not mark the end of the project, according to the Islands Trust, although it's up to local trustees to decide what to do next.

During a joint meeting between Salt Spring's Local Trust Committee (LTC) and the Local Community Commission Thursday, Feb. 26, Islands Trust regional planning manager Chris Hutton broke the news that project consultant McElhanney Ltd. have said they

will not be renewing their contract for the fiscal year 2026/2027 — meaning their involvement will conclude within the next few weeks.

"They'll complete their current work contract through to the end of March," said Hutton. "And we have them committed to delivering key [materials] by the end of March."

Those include a technical review summary with GIS analysis, a policy gap analysis, a draft revised "vision and objectives" and a draft OCP framework, excluding mapping, according to an update posted that day on the project's website. Officials also expect a memo outlining short, medium and long-term "LUB alignment opportunities" and summaries of public engagement thus far.

A timeline McElhanney presented in November had indicated a supplemental phase of public engagement running from late January through the end of March, and work slated for April and May had included the review of that feedback and a workshop with the LTC meant to produce a "draft OCP outline."

A statement posted to the Islands Trust website noted an "adaptive approach" was anticipated in the project's work plan.

"So the project does remain active," said Hutton Thursday. "In March, the LTC will receive and review those remaining draft materials and confirm next steps for project management and resourcing."

Hutton said staff would provide an updated timeline for completion of the OCP/LUB project, depending on options trustees prefer, likely by the next LTC meeting on March 19.

## RUG LIQUIDATION



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SAT/SUN/MARCH / 07/08 / 2026

Visit Us at: **Fulford Community Hall**  
2591 Fulford-Ganges Rd, Salt Spring Island, BC

**OPEN TIME: 9:30 am TO 7:00 pm**  
778-872-5864 604-861-4795

Please Note: No appointment and No Reservation on any Rug  
**First Come, First Served!** Every March 6, 2026 Board of Trustees Regular Meeting Agenda Package




**Lady Minto Hospital Auxiliary** is offering three "Back to School" Bursaries

Information & applications at: [lmhas.ca/bursaries](https://lmhas.ca/bursaries)  
Application deadline: April 15, 2026

Applicants must be mature adults who wish to pursue a career in a health-related field

Send completed applications to [lmhas22@outlook.com](mailto:lmhas22@outlook.com) or mail to: LMHAS Scholarship Committee, 328 Lower Ganges Rd, SSI, V8K 2V3

Capital Regional District 

### CRD Building Regulations Bylaw Updates

The Capital Regional District's (CRD) Building Regulations Bylaw has been updated to better support residents, builders, and local communities. The updated bylaw applies to the CRD's three Electoral Areas: Salt Spring Island, the Southern Gulf Islands, and Juan de Fuca and will help make the permitting and inspection process smoother from start to finish.

Whether you're building, renovating, or making changes to your home, the new bylaw aims to create a clearer, more efficient experience for everyone.

Learn more at [www.crd.ca/building](https://www.crd.ca/building)

Page 33 of 45



**Salt Spring Island Fire Protection District (SSIFPD)  
Staff Report**

Date: February 9, 2026  
 Subject: New Fire Hall Project Status Update for February 28, 2026  
 To: Board of Trustees  
 From: Rodney Dieleman, CAO

**Issue: New Fire Hall Project Status Update for February 28, 2026**

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 February 28, 2026, a total of \$10,089,383 has been allocated to design, engineering, and construction. This month’s expenses include related steel/wood and wood framing, roof and wall sheeting and roof truss installation and cement floors poured. Plumbing and electrical work is well underway. 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 February 28, 2026	Actuals to February 28, 2026
Construction Costs	\$ 8,075,200	\$ 12,100,000	\$ 9,034,803
2021 cost escalation estimate	\$ 1,532,900	included	included
Permits	\$ 100,000	included	included
Insurance	\$ 100,000	included	included
Construction Contingency	\$ 1,391,900	\$ 100,000	\$ -
<b>Total Direct Construction Costs:</b>	<b>\$ 11,200,000</b>	<b>\$ 12,200,000</b>	<b>\$ 9,034,803</b>
Architect	\$ 858,000	\$ 948,000	\$ 829,496
Project Manager	\$ 560,000	\$ 202,000	\$ 174,984
Contractor	\$ 672,000	Included	included
Interim Financing	\$ 410,000	Included	included
<b>Total Consulting Ciosts:</b>	<b>\$ 2,500,000</b>	<b>\$ 1,150,000</b>	<b>\$ 1,004,480</b>
<b>Building Amenities:</b>	<b>\$ -</b>	<b>\$ 300,000</b>	<b>\$ -</b>
<b>Total Project Costs</b>	<b>\$ 13,700,000</b>	<b>\$ 13,650,000</b>	<b>\$ 10,039,283</b>
Capital Region Community Works Grant	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
SSIFPD Capital Reserve Funds	\$ 3,000,000	\$ 2,950,000	\$ 1,589,864
25 year Bond Financing	\$ 9,700,000	\$ 9,700,000	\$ 7,449,419
<b>Total Financing:</b>	<b>\$ 13,700,000</b>	<b>\$ 13,650,000</b>	<b>\$ 10,039,283</b>

# Owner's Representative Progress Report

## Construction Progress

The new fire hall project continues to progress on schedule and within budget. Key accomplishments to date include:

### Mechanical Systems

- Installation of plumbing and drainage piping continues.
- Installation of the duct system for heating and ventilation is ongoing.
- Installation of the fire suppression system is in progress.

### Electrical Work

- Rough-in electrical wiring throughout the building continues.

### Cladding

- Installation of trim and soffit insulation is ongoing.

### Interior Finishes

- Insulation and drywall installation are progressing.

### Infrastructure

- BC Hydro conductors and the transformer have been installed.

### Safety and Security

- No safety or security concerns were reported this month. Site safety protocols continue to be diligently followed by contractors and trades.

### Forecast

The following activities are scheduled for the upcoming period:

- Commencement of siding installation.
- Continued plumbing and mechanical rough-ins.
- Ongoing installation of the fire suppression system.
- Completion of electrical rough-in work.
- Completion of the electrical main service installation.
- Continued installation of soffits and siding.
- Continued drywall installation.
- Placement of concrete for slabs and sidewalks.

Project Overview

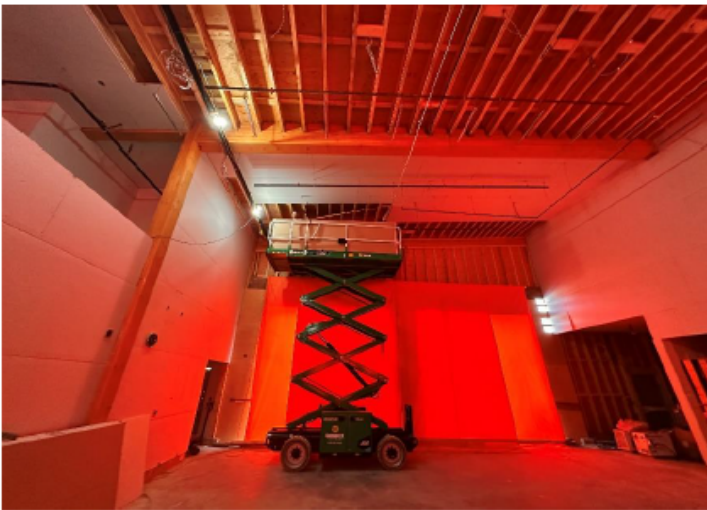
ACTIVITY DESCRIPTION/PICTURES



BC Hydro Transformer Installed



Watermain Connected



Apparatus Bay Drywall



Generator Slab Preparation

Project Overview

ACTIVITY DESCRIPTION/PICTURES



Cistern Tank Slab Preparation



More Drywall Deliveries



Galvanized Steel for Hose Tower



Rear Apron Slab Preparation



# ISLAND LIFE

## VOLUNTEERS

# Radio station involvement proves rewarding

CHIR-FM radio station, which is operated by the Gulf Islands Community Radio Society, hit the airwaves last fall. It's an all-volunteer enterprise that islanders are invited to get involved with.

"We are looking for volunteers who have between one and four hours most weeks," says society treasurer and show host David Crouch. "The roles we are looking for include promotions, social media marketing and a couple of technical ones for people to help with setting up and maintaining the automations (the radio station is quite high-tech). Interested people can get in touch with me at treasurer@gjcrs.ca."

Two CHIR-FM volunteers are profiled in our Stepping Up series this week: Patrick Howlett and Blossom McAllister.



PHOTO COURTESY PATRICK HOWLETT

Volunteer Patrick Howlett at the CHIR-FM studio.

**Q. How long have you been volunteering with the radio station?**

PH: About four months.  
 BM: Since late summer 2025, maybe early September.

**Q. What attracted you to this particular group?**

PH: I think community radio stations like CHIR-FM can play an important role in maintaining a healthy sense of community and I wanted to be a part of that. I've had some experience in media production and thought this could be a good opportunity to both contribute and up my own skill set.

BM: The music culture and that there was a chance that I could learn more about music and immerse myself in a musical place.

**Q. What roles do you have?**

PH: I mostly help out with the weekly scheduling of our programs, making sure the time slots are filled correctly, handling schedule changes and helping to set up new shows.

BM: My role as of now is to organize CDs, vinyl, and anything else that needs to be organized. And sometimes I also help with cash and help people find what they'd like.

**Q. What past experience have you had that has been helpful?**

PH: I've played around with recording software before and I've got a basic understanding of computers. It's not much, but it made it a bit easier for me to learn how the software at CHIR-FM works.

BM: I work with customer service and use a till and I think having experience with people and organizing/cleaning in the workplace has helped me be more productive.

**Q. What do you like best about volunteering with CHIR-FM?**

PH: There's a lot of autonomy and flexibility about when I can get the work done. Once I've got the list of tasks that need to be done it's on me to find the time to do them. It's easy to fit in around the other commitments in my life.

BM: I love learning about music, whether that's listening to some-



PHOTO COURTESY BLOSSOM MCALLISTER

Blossom McAllister, who uses her organizational and customer-service skills as a radio station volunteer.

thing new, finding new details in music that I hadn't seen before, or talking to people who are very knowledgeable.

**Q. What is something that has surprised you or you did not expect?**

PH: How easy it's been to get started. I barely knew anything about radio broadcasting, but David Crouch



showed me the ropes and over time we figured it out.

BM: The thing that surprised me the most wasn't about any of the people, it was how interested I am in the artwork that artists have chosen to put into CDs or vinyl.

**Q. What are a few traits that would be helpful for potential volunteers to have?**

PH: Be adaptable, things can change pretty quick. Also, have fun with it.

BM: I think as long as somebody is interested in music and organization, they could absolutely do what I do.

**Q. How else might islanders know you?**

PH: I facilitate a youth group through The Circle Education Society. We work with some of the students at GISS.

BM: I try to be active in my community and in my workplace, so maybe through that?

**Q. In a nutshell, why would you recommend volunteering with CHIR-FM or the radio society?**

PH: People come with their passion projects — the music they love, the stories they want to tell — and we help them broadcast that across the islands. It's a good thing to have in the community, and it feels good to help make it happen.

BM: I would say that it has been a very positive learning experience for me.

**SALT SPRING ISLAND  
FIRE PROTECTION DISTRICT**

**CALL FOR NOMINATIONS FOR  
ELECTION OF THREE (3) TRUSTEES**

NOTICE OF THE NOMINATION AND VOTING PROCESS FOR TRUSTEES IS  
HEREBY GIVEN TO OWNERS OF LAND WITHIN THE SALT SPRING ISLAND  
FIRE PROTECTION DISTRICT

**TRUSTEE POSITION**

Each Trustee position is for a three (3) year term commencing at the end of the Annual General Meeting to be held on Monday, April 13, 2026 and terminating at the end of the Annual General Meeting to be held in the year 2029

**NOMINATION PROCESS**

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**QUALIFICATIONS FOR VOTING AND NOMINATING**

You are qualified to serve as a Trustee, nominate Trustees, and vote as an Elector if you are:

1. A Canadian Citizen;
2. Eighteen (18) years of age or older by April 11, 2026;
3. A resident of British Columbia for at least six months prior to election day;
4. A registered owner of land located within the boundaries of the Salt Spring Island Fire Protection District, or the authorized agent, or legal representative of a deceased owner of such land;
5. Not otherwise disqualified under section 29 of the Election Act;
6. Have not voted before in the same election; and
7. A corporation or society that owns land within the Salt Spring Island Fire Protection District may appoint, in writing, an individual to cast one vote on its behalf. Where the appointed individual is also an eligible elector within the District, they may also be entitled to cast an additional vote in their personal capacity. Eligible corporations, societies, and appointed individuals are requested to obtain and comply with the written requirements available at the Ganges Fire Hall, or by email request to the Returning Officer [anthonykennedy10@shaw.ca](mailto:anthonykennedy10@shaw.ca)

Dated at Salt Spring Island, B.C. this 11th day of February 2026

**Anthony A. Kennedy, Returning Officer**  
 295 Mountain Park Drive  
 Salt Spring Island, BC V8K 1G3  
 Home phone: 250-537-8815 Cell phone: 1-647-284-2900  
 Email: [anthonykennedy10@shaw.ca](mailto:anthonykennedy10@shaw.ca)

**Lady Minto Hospital  
AUXILIARY  
Society**

Lady Minto Hospital Auxiliary is offering **two Continuing Education Scholarships** to GISS graduates who have completed at least 1 year of a healthcare course of study.

Information & applications at: [lmhas.ca/scholarships](mailto:lmhas.ca/scholarships)

**Application deadline April 15, 2026**

Send completed applications to [lmhas22@outlook.com](mailto:lmhas22@outlook.com)  
 Or mail to: LMHAS Scholarship Committee  
 328 Lower Ganges Rd, SSI, V8K 2V3



**Salt Spring Island Fire Protection District  
Board of Trustees  
2026 Trustee Election Schedule**

**Election Schedule approved by Returning Officer Anthony Kennedy**

Feb. 26, 2026	Nomination Period Opens and Advertise Notice of Nominations in Driftwood and SS Exchange
Mar. 4, 2026	Advertise Notice of Nominations in Driftwood and SS Exchange
Mar. 12, 2026	Nomination Period closes at 4:00 p.m.
Mar. 13, 2026	Staff & Elections Officer to verify candidates' eligibility and determine if election is going ahead
Mar. 25, 2026	Advertise Notice of Election and AGM in the Driftwood and SS Exchange
Mar. 27, 2026	Mail in Ballots available upon request
Apr.1, 2026	Advertise Notice of Election and AGM in Driftwood and SS Exchange
Apr. 8, 2026	Advance Voting Day (Anthony's Team) & Advertise Notice of Notice of Election and AGM in Driftwood and SS Exchange
Apr. 11, 2026	In person Election Voting Day and mail in ballots due
Apr. 13, 2026	AGM and announcement of election results

**Salt Spring Island Fire Protection District  
Trustee Workshop – Orientation, Governance & Strategic Plan Update**

**Date:** May 21, 2026  
**Time:** 9:00 a.m. – 4:00 p.m.  
**Location:** New Fire Hall Meeting Room  
**Objective:** A facilitated Trustee orientation with particular attention to Governance, Board functions and a review of the Strategic Plan

**Agenda:**

9:00 a.m. to 9:05 a.m. Welcome and Introductions - Chair

9:05 a.m. to 10:00 a.m. Governance

10:00 a.m. to 10:15 a.m. Break

10:15 a.m. to 10:45 a.m. Presentation from POC Firefighters Representatives

10:45 a.m. to 11:15 a.m. Presentation from Career Firefighters Representatives

11:15 a.m. to noon General Discussion

12:00 p.m. to 12:30 p.m. Lunch (lunch provided)

12:30 p.m. to 2:30 p.m. Strategic Planning – 5-Year (2024-2029) Strategic Plan Update

2:30 p.m. to 2:45 p.m. Break

2:45 p.m. to 4:00 p.m. General Discussion and Wrap up

**DRAFT**

**SALT SPRING ISLAND FIRE PROTECTION DISTRICT  
STAFF REPORT**

**Date:** March 12, 2026  
**To:** Board of Trustees  
**From:** Rodney Dieleman, CAO  
**Subject:** Purchase of 2009 Spartan Gladiator Ladder Fire Truck

**BACKGROUND**

The District's **2024–2029 Strategic Plan** identifies “Acquire capital assets to improve readiness” as a strategic priority. The **2015 Fire Underwriters Survey (FUS)** report identified the consideration of an aerial apparatus as the **number one priority** for the Salt Spring Island Fire Protection District.

**Excerpt from the 2015 Fire Underwriters Survey (FUS):**

*“Providing an aerial apparatus would result in additional credit being received in the Fire Insurance Grading. Numerous buildings within the Salt Spring Island Fire Protection District would benefit from an aerial apparatus response; however, the road network on the Island may not be suitable for such apparatus. Additionally, facilities do not currently exist to house this equipment. Acquiring an aerial apparatus is a significant consideration, and Fire Insurance Grading alone should not be the sole driver of such a decision. Future development on Salt Spring Island should be aware of the limits of aerial response that may be provided by SSIFR.”*

An aerial device would enable the District to provide fire protection to buildings taller than two storeys. There are currently **approximately 12 buildings on Salt Spring Island exceeding two storeys**, including the **four-storey supported housing building on Drake Road** and the **Braehaven assisted living building**.

The **District of Saanich** conducted a **closed bid auction** for the sale of a **2009 Spartan Gladiator Ladder Fire Truck**, which closed on **March 10, 2026**. The Salt Spring Island Fire Protection District submitted a bid of **\$305,000**, which was accepted.

The Board of Trustees has previously allocated funds within the **capital reserve for apparatus replacement and capital asset acquisition**.

**DISCUSSION / ANALYSIS**

Acquiring an aerial apparatus would enhance the District's ability to respond to fires in **buildings greater than two storeys**, while also supporting rescue operations and firefighter safety.

The ladder truck would support operations by:

- Providing elevated access for fire suppression and rescue operations
- Improving firefighter safety during roof operations and upper-floor rescues
- Enhancing response capability for multi-storey structures
- Supporting **mutual aid responses** where aerial capabilities may be required
- Provide an evaluation period for an aerial device prior to larger investments

Operational considerations include ensuring the apparatus can safely navigate the **Island’s road network** and identifying **appropriate storage within existing facilities** until the new fire hall apparatus bay is completed.

Training will also be required to ensure members are qualified in the **safe operation of the aerial device and associated equipment**.

The purchase represents a **significant value opportunity** for the District. New aerial ladder apparatus typically range from **\$1.8 million to \$2.2 million**, with delivery timelines often exceeding **24–36 months**. The successful bid of **\$305,000** for a well-maintained 2009 aerial ladder truck represents an opportunity to acquire aerial capability at a **substantially reduced capital cost** while the District continues planning for long-term apparatus replacement and future fire hall infrastructure. The apparatus also includes additional equipment such as **Holmatro extrication tools, lift bags, and a hydraulic winch**, which further increases the operational value of the purchase.

### **FINANCIAL IMPLICATIONS**

The District submitted a successful bid of **\$305,000** for the purchase of the ladder truck through the District of Saanich closed bid process. Funding for this purchase would be drawn from the District’s **capital reserve funds previously allocated for apparatus replacement and capital acquisition**. Additional costs associated with placing the apparatus into service may include:

- Mechanical inspection and servicing
- Transportation to Salt Spring Island
- Equipment mounting and configuration adjustments
- Training for firefighters on aerial apparatus operation

Staff will confirm any additional costs prior to the apparatus being placed into operational service.

### **STRATEGIC PLAN ALIGNMENT**

The proposed purchase aligns with the District’s **2024–2029 Strategic Plan**, specifically the priority to **“Acquire capital assets to improve readiness.”** The acquisition also addresses recommendations identified in the **2015 Fire Underwriters Survey**, which noted that an aerial apparatus could improve the District’s **Fire Insurance Grading** and expand firefighting capability for taller structures within the service area.

### **NEXT STEPS**

If Draft Bylaw No. 162 is adopted:

- The bylaw will be **filed with the Inspector of Municipalities**.
- The ladder truck will be **temporarily stored in Victoria** until the **new fire hall apparatus bay is completed**.
- Staff will coordinate inspection, transportation, and operational training prior to placing the apparatus into service.

### **RECOMMENDATION**

That the Board of Trustees: Receive this report for information; and give first and second readings to **Reserve Funds Disbursement Bylaw No. 162, 2026**, authorizing the use of reserve funds in the amount of **\$305,000** for the purchase of a **2009 Spartan Gladiator Ladder Fire Truck**.

## APPARATUS SPECIFICATIONS

<b>2009 Spartan Gladiator Ladder Truck</b>	
<p><b>Engine</b> Cummins ISM – 500 HP 125,000 km 3,400 hours</p> <p><b>Transmission</b> Allison World Series HD 4000 EVS</p> <p><b>Pump</b> Waterous CSU Single Stage 1,750 US GPM (1,500 Imperial GPM) Fire Research Corp. Pressure Governor</p> <p><b>Hydraulic Generator</b> 8,000 watt (8 kW) 200' power reel Light tower – 4 x 500 watt lights</p>	<p><b>Tank</b> Poly tank – 600 Imperial gallons</p> <p><b>Foam System</b> Waterous Advantus Injection (30 gallon capacity)</p> <p><b>Extrication Equipment Included</b> Warn winch Holmatro portable extrication tools (cutter, spreader, ram) High-pressure lift bags Stored air with air reel</p> <p><b>Ladder</b> 75 ft aerial ladder 309 hours Remote operated 1,250 GPM SabreMaster monitor</p>



# SALT SPRING ISLAND FIRE PROTECTION DISTRICT

## BYLAW NO. 162

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A bylaw to authorize the disbursement of monies in the General Capital Purposes Reserve Fund.

WHEREAS there is an unappropriated balance in the General Capital Purposes Reserve Fund of \$1,714,170 as of December 31, 2025 AND WHEREAS it is deemed desirable to expend monies imposed under Bylaw No. 134 - General Capital Purposes Reserve Fund Establishment Bylaw for the purpose of purchasing a 2009 Spartan Gladiator Ladder Fire Truck.

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

1. The maximum sum of \$305,000 is hereby appropriated from the General Capital Purposes Reserve Fund for the purpose of purchasing a 2009 Spartan Gladiator Ladder Fire Truck.
2. The expenditure to be carried out by the monies hereby appropriated will be specified and authorized by resolution of the Trustees.
3. Should any of the above amount remain unexpended after the expenditures hereby authorized have been made, any unexpended balance will be returned to the credit of the said General Capital Purposes Reserve Fund to a maximum of the amount appropriated under Section 1.
4. This bylaw may be cited as the "Reserve Funds Disbursement Bylaw No. 162, 2026".

INTRODUCED and given first reading by the Trustees on the 16<sup>th</sup> day of March, 2026.

RECONSIDERED and finally passed by the Trustees on \_\_\_\_\_.

I hereby certify that this is a true copy of Bylaw No. 162.

\_\_\_\_\_  
Roland Cook, Chair of the Trustees

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Rodney Dieleman, Corporate Administrator for the Trustees