



**SPECIAL MEETING OF COUNCIL  
Thursday, April 13, 2023 @ 1:00 PM  
Ucluelet Community Centre,  
500 Matterson Drive, Ucluelet**

**AGENDA**

	Page
1. CALL TO ORDER	
1.1. ACKNOWLEDGEMENT OF THE YUULU?I?ATH Council would like to acknowledge the Yuulu?i?ath, on whose traditional territories the District of Ucluelet operates.	
1.2. NOTICE OF VIDEO RECORDING Audience members and delegates are advised that this proceeding is being video recorded and broadcast on YouTube on Zoom which may store data on foreign servers.	
2. LATE ITEMS	
3. APPROVAL OF AGENDA	
4. REPORTS	
4.1. 2023 - 2027 Draft Five-Year Financial Plan (Verbal Report) <i>Donna Monteith, Chief Financial Officer</i> <a href="#">Budget Public Input</a>	3 - 26
5. ADJOURNMENT	



**From:** [Ukeedave Smith](#)  
**To:** [Info Ucluelet](#); [Marilyn McEwen \(Ucluelet Mayor\)](#); [Shawn Anderson \(Ucluelet Council\)](#); [Jennifer Hoar \(Ucluelet Council\)](#); [Ian Kennington \(Ucluelet Council\)](#); [Mark Maftai \(Ucluelet Council\)](#)  
**Date:** February 6, 2023 4:55:49 PM  
**Attachments:** [DistrictEmployeeCost.xlsx](#)

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**[External]**

Dear Mayor and Council,

My name is David Smith, I live at 1390 Helen rd. and I was born and raised in this town that we call home. I have some concerns about the upcoming budget. I have been looking over the data from the SOFI's on the District web page and have formulated a little spreadsheet to illustrate some of my concerns. My data spans the years from 2018 to 2021, since the SOFI's only go back to 2018 on the web page, the 2022 SOFI is not out and the 2023 budget request includes remuneration, but does not segregate it. I get that wages always go up just as prices of goods and services rise as well and I understand that we are a growing town, so I have broken down the District staff costs to a per capita basis and compared it with the Canadian rate of inflation for that year.

As you can see, over this three year span, District staff cost per capita increased 24.96% while the overall rate of inflation was 6.18%. I find this a little alarming that these cost would rise at a rate of more than FOUR TIMES the rate of inflation. Now, in the proposed budget, there are plans to hire more staff and vehicles for them! I hope you are as concerned as I am about these rising costs, as we are the ones that are paying for all of it? I know that my property tax bill has increased quite substantially over the same time frame and I do have concerns about being able to afford to live in my home town in the future.

With the country heading into a recession and interest rates higher than they have been for a long time, I think that any surplus money that the District has should be used to pay down existing debt and/or repair or replace aging infrastructure. Paying off debt now, at these high interest rates, would definitely save us a lot of money in the future.

Thank you for your attention to this matter and for all the time and effort you put into our community,  
David Smith.

**Rising costs of District of Ucluelet Employees:**

Year	Employee remuneration for District	Increase from previous year	Population of Ucluelet*	Cost per capita of employees	Increase from previous year	Canadian inflation rate for year
2018	\$ 1,685,569.01		1857	\$ 907.68		2.27%
2019	\$ 1,960,154.34	16.3%	1927	\$ 1,017.21	12.1%	1.95%
2020	\$ 2,171,093.37	10.8%	1997	\$ 1,087.18	6.9%	0.72%
2021	\$ 2,343,413.20	7.9%	2066	\$ 1,134.28	4.3%	3.40%
	Increase in remuneration from 2018-2021:		<b>39.03%</b>			
	Increase in population from 2018-2021:		<b>11.25%</b>			
	Increase in cost per capita from 2018-2021:		<b>24.96%</b>			
	Increase in cost of living from 2018-2021		<b>6.18%</b>			

\*Population of Ucluelet was 1717 in 2016 and 2066 in 2021, so the population increased an average of 70 people per year over that timespan.

**From:** [Ukeedave Smith](#)  
**To:** [Info Ucluelet](#); [Jennifer Hoar \(Ucluelet Council\)](#); [Marilyn McEwen \(Ucluelet Mayor\)](#); [Shawn Anderson \(Ucluelet Council\)](#); [Ian Kennington \(Ucluelet Council\)](#); [Mark Maftai \(Ucluelet Council\)](#)  
**Date:** February 7, 2023 2:11:40 PM  
**Attachments:** [CommunityComparison.xlsx](#)

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**[External]**

Dear Mayor and Council,

I am including a little bit more information to add to my previous email. I have included the total expenses of four Vancouver Island communities for 2021 with their populations and per capita costs for said expenses. This is obviously not the full picture of each town, but hopefully it adds a little perspective on how much things are costing us here in Ucluelet.

Thanks again,  
David Smith  
1390 Helen rd.

### Expenditures and Remuneration in Four Vancouver Island Communities in 2021

Community	2021 Population	Total Expenditures	Employee Remuneration	Expenditures Per Capita	Employee Cost Per Capita
Port McNeill	2356	\$ 4,575,651.00	\$ 1,035,184.00	\$ 1,942.13	\$ 439.38
Port Hardy	4232	\$ 9,469,189.00	\$ 2,129,120.63	\$ 2,237.52	\$ 503.10
Port Alberni	18259	\$ 38,521,066.00	\$ 13,778,884.51	\$ 2,109.70	\$ 754.64
Ucluelet	2066	\$ 7,464,927.00	\$ 2,343,413.20	\$ 3,613.23	\$ <b>1,134.28</b>

**From:** [Community Input Mailbox](#)  
**To:** [Lailah McCallum](#)  
**Date:** March 10, 2023 1:52:20 PM

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Can you please file this in the budget feedback file?

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**From:** Ukeedave Smith <ukeedave@hotmail.com>  
**Sent:** Thursday, February 16, 2023 6:59 PM  
**To:** Community Input Mailbox <communityinput@ucluelet.ca>  
**Subject:** Questions about proposed planning department budget

**[External]**

Hi,

My name is David Smith and I live at 1390 Helen rd. In Ucluelet. I would like to know a little bit more about three proposed items for the Planning Department in this year's budget.

They are: 1)2024 Biodiversity Network Mapping (\$50K, half of which is paid by a grant)  
2)2024 OCP Development Permit Area Mapping/Guidelines (\$25K)  
3)2026 Archeological Overview Mapping(\$25K)

I would like to know several things about these items as \$75,000 is still a fairly sizable amount of money:

1. Are these items required? For instance, we already know where the most likely areas of archeological importance are and it is illegal to disturb or destroy them, so why spend \$25K to put them on a map?
2. What is the benefit of these items to the taxpayer?
3. Why are they all \$25K expense to the District? To whom is the money being paid to? Would the Planning Department not be able to map these items if necessary?
4. What are the implications to building and costs of building once these items are completed? Would someone with a building permit in affected areas be required to hire an archeologist or biologist when building, excavating, etc.?  
That would add a major expense to any such development.

My main concern is that the District will be paying money unnecessarily to add more layers of red tape to building and development in the town. As affordable housing is a common topic in general planning and district discussions, I think we need to take a closer look at proposals we, as a community, approve that make building here more costly and time consuming.

Thank you for your consideration on this matter,  
David Smith.  
1390 Helen rd.  
Sent from [Mail](#) for Windows



# COMMENT FORM

## 2023 Budget

Please use the space below to share your thoughts and ideas. Need time to think it over? Feel free to drop this sheet off at the District Office **by Monday, March 27, 2023**. Or email your comments to [communityinput@ucluelet.ca](mailto:communityinput@ucluelet.ca). **Thank you!**

Pleased to see that the 2023 commitment is to complete outstanding projects, rather than add new ones.  
" Tugwell Field Building has been on the books for many years!  
" Likewise the Alder St Kayak Launch is long-overdue!

10% Tax Increase is rather large - Exceeding Inflation is tough to take.

Personal information you provide on this comment form is collected by the District in accordance with the Community Charter and under sections 26(c) and 26(e) of the Freedom of Information and Protection of Privacy Act for the purpose of consulting with the public on the financial plan (budget) and will be used assist Council members in decision making. Please note that your comments will form part of the District's public record and may be included in a public agenda or minutes and posted on our website. Questions about the collection of your personal information may be referred to the Manager of Corporate Services, 200 Main Street, Ucluelet, BC, 250-726-7744, [jrotenberg@ucluelet.ca](mailto:jrotenberg@ucluelet.ca).



# COMMENT FORM

## 2023 Budget

Please use the space below to share your thoughts and ideas. Need time to think it over? Feel free to drop this sheet off at the District Office **by Monday, March 27, 2023**. Or email your comments to [communityinput@ucluelet.ca](mailto:communityinput@ucluelet.ca). Thank you!

- o For District trucks, instead of the huge outlay of costs why not lease then get a new fleet again in 5 years. Most municipalities do this and its easier to budget.
- o Parking and general upkeep and storage has been taken about many times, where is this in the budget
- o Submarine replacement line is Ucluth government going to pay for that?
- o Regardless of the calculations for the proposed tax increase. While I understand the urgency for the 3% for the water treatment and I support that increase, the increase can be more palatable if you lease and not purchase, Ucluth government should be on the hook for the replacement submarine line, no deputy fire chief needed in a community of 1600.

Personal information you provide on this comment form is collected by the District in accordance with the Community Charter and under sections 26(c) and 26(e) of the Freedom of Information and Protection of Privacy Act for the purpose of consulting with the public on the financial plan (budget) and will be used assist Council members in decision making. Please note that your comments will form part of the District's public record and may be included in a public agenda or minutes and posted on our website. Questions about the collection of your personal information may be referred to the Manager of Corporate Services, 200 Main Street, Ucluelet, BC, 250-726-7744, [jrotenberg@ucluelet.ca](mailto:jrotenberg@ucluelet.ca).



↳ When projects are budgeted they need to be carefully thoughtout and planned so the quote is secure and we don't push it off for other years and the cost goes up.

**From:** [Community Input Mailbox](#)  
**To:** [Lailah McCallum](#)  
**Date:** March 9, 2023 10:20:48 AM

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Lailah,

Can you please put this letter in the budget feedback file?

Thanks,

Joey

-----Original Message-----

From: Nancy Lobaugh [REDACTED]  
Sent: Tuesday, February 28, 2023 4:21 PM  
To: Community Input Mailbox <communityinput@ucluelet.ca>  
Subject: Suggestion for information for budget open house

[External]

Hi..

As of next week, I'll be a property owner at 790 Rainforest Dr.

A couple of thoughts from having watched the last two budget reports:

1) for next week's open house - it might be useful to take the slide on page 57 and break it out a bit more. I envision an additional pie chart showing where that 24% of income from taxes goes - not sure if that would be better than the list you provide on pages 55-56, but could be worth thinking about. And maybe an asterisk for fixed, non-negotiable costs.

2) About that \$13M loan that might be needed due to inflation.. Can the 3rd reservoir be pushed off a few years or is it a prerequisite of the grant that it be done at the same time as the other two items? Lot16 & Lot13 and Minato are some years away from completion, and Signature Circle is also some time away, and those look to be the upcoming projects with the largest potential to impact summer water usage...

hope to see you at the open house..

cheers

Nancy Lobaugh

[REDACTED]

**From:** [Courtney Johnson](#)  
**To:** [Community Input Mailbox](#)  
**Date:** March 14, 2023 1:37:59 PM

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[External]

To whom it may concern at The District Ucluelet regarding budget suggestions,

My name is Courtney Johnson and I run the local Glee program the Parks + Recreation. The sound and lighting situation in the Main Hall at the Ucluelet Community Centre is in desperate need of attention.

I'm asking that you consider the following for our budget for 2023:

- Proper repairs for the lighting system, including bulbs for the burnt out lights.
- Proper repairs for the sound system, including the speakers and ports that are no longer working.
- 6-8 microphones(including wireless and condenser mics)stands, and cords.
- 8-10 headset(other other portable microphones) and receiver.

The Community Main hall is also a music hall and proper equipment is needed to ensure artists are heard and seen properly. It is a disappointing thing when performers work hard on a production but no one in the audience can hear them.

Thank you very much for your consideration on this matter,

Courtney Johnson  
Ucluelet Glee Program Director



**From:** [Evan Hauser](#)  
**To:** [Community Input Mailbox](#)  
**Date:** March 15, 2023 3:03:32 PM

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**[External]**

Hello Ucluelet Council,

We are residents, property owners, and business owners in the municipality of Ucluelet. We have been living here for close to 10 years and during this time we have seen a lot of change, development, and infrastructure improvements take place.

More recently, we have seen that the District of Ucluelet has taken a strong step to improve emergency management and services through the hiring of a full-time paid fire chief. We believe that the hiring of the fire chief was an excellent first step in providing the community members, property owners and businesses in Ucluelet with a professional level of service. As well, we live in a region that has the constant threat of a large natural disaster and having a dedicated person, the fire chief, to the preparation and management of the Emergency Support System (ESS) the town is ready to respond in the event of a large-scale emergency.

We have reviewed the proposed budget that was submitted to the council by the current fire chief and it seems that the proposed plan is well formulated and articulated to state the need for a full-time paid deputy chief/training officer. Currently, I am aware that the fire department in Ucluelet does not have a training officer but it does have a majority of the crew who are not fully certified as firefighters. We would imagine that the training needs of the firefighters are well beyond the scope of the fire chief, as we are sure his time is consumed with ESS duties, residential and commercial fire inspections, fire pre-plans and responding to emergency calls (day and night). Likely there are things that we are missing that the fire chief does on a daily basis but to say the least, our fire chief is stretched thin and there is an obvious need to hire a second person on a full-time basis to support all of the above-mentioned areas and the training needs of our volunteer firefighters.

We would also like to state that the current volunteers of the Ucluelet Fire Rescue department are also stretched to their limits. We think that our town does not appreciate the number of hours that our volunteer firefighters put into their training and call responding during all hours of the day and night. These volunteers take time away from their jobs and families to respond to the needs of our community, whether it be a structure fire, motor vehicle incident or a medical emergency. We think that the District of Ucluelet owes it to these volunteers and the community as a whole to show them that their council is here to support the work they do and a good step would be to approve the proposed budget, which includes the hiring of a deputy fire chief/training officer. We would think that if there is any question as to whether this is a required staffing need, then the morale and volunteerism of the firefighters may be put in jeopardy, which could result in our town not having any firefighters left. The Covid-19 pandemic has hopefully shown us that we need to support our emergency services workers as best we can and by approving the budget proposed, you as the elected council of Ucluelet will be showing the firefighters that their volunteer hours are valued and respected. We should not take advantage of our volunteers and assume that they are solely responsible for all of the many tasks that a fire department is required to do. We would like to think that the current council is able to support this obvious need in our community and eventually there will come a time that some paid firefighter positions will be required. This is a normal progression for a town that is growing at the pace which we are. Simply take a look at our neighbours in Tofino,

who currently have three full-time paid positions. Tofino's fire department's firefighters are all fully certified as this is due to the dedicated staff that they have. We think that if our house was on fire, with our family trapped inside the building, we would want to have a fully certified firefighter come to our rescue. This is not a gold standard, this is a bare minimum request and through the hiring of a deputy chief/training officer, the District of Ucluelet will be one step closer to providing the community with the standard of emergency services that any town in BC would expect to have.

Thank you for your time and consideration on this matter. We trust you will take the correct action to best support our community and our volunteer firefighters.

Kinds regards,

Evan Hauser and Laurie Filgiano  
812 Rainforest Dr  
Ucluelet, BC

**From:** [Lisbeth Edwards](#)  
**To:** [Community Input Mailbox](#)  
**Date:** March 16, 2023 9:11:43 PM

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**[External]**  
DO NOT RAISE OUR TAXES!!!!

To

Mayor and Council

22 March 2023

Concerning Five-Year Financial Plan 2023 – 2027 – Community Input

Concerning:

Schedule 'P' Business Licences – 2022

The new business license fee schedule unduly penalizes Bed & Breakfast, Guesthouses and Vacation rentals, putting them at a competitive disadvantage comparatively.

The fee schedule suggests, that a B&B should pay \$450 for the first room and \$125 for each additional room, to a max of \$700 for a 3 bedroom B&B.

In return, a Hotel, Motel or Hostel is charged \$125 initially and \$11.80 for each additional unit.

That means, for \$700 in business license fees, large scale short term accommodation providers could license 50 Rooms for the same cost a B&B can only operate 3. The financial burden to these types of business imposed by high (and 2% annually rising) license fees is disproportioned – You can make a lot more money with 50 rooms than you can with 3 to put it bluntly.

The logic behind the rate increase, specifically for B&B, Guest Houses or Vacation Rentals allegedly is additional bylaw enforcement – I would argue, that it is the number of guest per STR business, that is encumbering bylaw resources and not the type of business. Furthermore, a strong argument must be made for the fact, that unlike any other form of STR, B&B's are the ones least prone to bylaw infringements by their guest, as the owner/operator legally must reside on property, which cannot be said for any other STR (except Guest Houses).

Solution:

Rather than disproportionately increasing business license fees for select and targeted STR businesses, favouring larger operations, I would suggest paying additional resources needed from the MRDT we collect from our guest.

The BC government identifies uses of MRDT funds as follows:

- Effective tourism marketing, programs and projects;
- Effective local-level stakeholder support, and inter-community collaboration;

Raising business license fees for small scale SRT's, who are bringing visitors and customers to this town that prefer to stay in more private settings opposed to campgrounds hotels or motels, is unjustified. As a legal business owner and operator in Ucluelet, I continue to feel being the target of an agenda, which singles-out small scale accommodation providers, despite overwhelming communal opposition to recent B&B zoning amendments.

The MRDT clearly states 'effective local-level stakeholder support', 'project' and 'programs' as the main prerogatives – Surely penalizing my and many other businesses with unbalanced and biased increase in business license fees, compared to other large scale accommodation providers should not be one of them. Visitors to this area appreciate the diverse range of accommodations options in this town. It seems to me that all actions and bylaws put forward thus far are working reduce this diverse offering in favour of large scale tourist accommodations.

Behind each private business there is a family.

I ask mayor and council to not encumber the small business owners with this disproportionate rise in business license fees, to use part of the MRDT to meet bylaw staffing requirements and to equalize any remaining cost equally among the CAPACITY/NUMBER OF SLEEPING ARRANGEMENTS each accommodation business provides.

Sincerely,

Jens Heyduck

Dear Ucluelet Council,

We are writing to support the proposal in the 2023 budget to hire a deputy chief for the fire department, who will be responsible for training. The core services provided by the fire department are fire protection, fire training, fire inspections, emergency program, and emergency support services. These critical responsibilities (many of which go unnoticed until they are desperately needed) are primarily provided by volunteers. As Ucluelet grows, the burden on the fire department and the fire chief to provide these services also grows. To ensure that Ucluelet continues to receive vital emergency services, the department must continually recruit, train, and retain volunteers. A deputy chief will help fill this crucial role.

Well-trained fire fighters protect lives and property. The importance of this service should be obvious, but it is objectively demonstrated in insurance policy rates. Most fire property insurance ratings take into consideration distance from a fire hydrant, and distance from a fire hall. To be recognized, a fire hall must meet minimum standards. According to one [independent study](#), recognized fire halls were required to have a minimum of 15 available firefighters and apparatus that is less than 20 years old. The Insurance Bureau of Canada requires a minimum of 15 active volunteer firefighters per hall, with 21 preferred. Communities with fire services that do not meet these requirements are considered “unprotected” and subject to higher costs for insurance. Thus, maintaining a robust volunteer force within the fire department has a direct financial effect on the community. Considering that the current size of the department is close to 15, maintaining and recruiting volunteer members should be a high priority.

The number of volunteer fire fighters also affects life and safety outcomes in the event of a fire. A [comprehensive study](#) conducted by the U.S. National Institute of Standards and Technology demonstrated that the size of a firefighting crew is directly correlated to the ability to protect lives and property in residential fires. The study, which was the first to quantify the effect of crew sizes on life saving and firefighting operations for residential fires, found that four-person firefighting crews were 30 percent faster than two-person crews and 25 percent faster than three-person crews in completing 22 essential firefighting and rescue tasks. In other words, having more firefighters respond improves life and safety outcomes. Volunteer firefighters juggle jobs, family responsibilities, in addition to their duties as a firefighter. Without a professional fire department, ensuring that calls have four members available to respond is a game of numbers. The more volunteers, the more likely a call will have a least four members available to respond. A recent [W5 investigation](#) emphasized that delayed response times and lack of support for smaller volunteer fire departments can put lives at risk, as it did in one community where two people died in a fire in Kawartha Lakes in part due to a lack of support and training within the local volunteer fire department. In other words, there is a direct correlation between the number of volunteer firefighters in a department and the life and safety outcomes in an emergency. Despite the importance of volunteer firefighters, the numbers are dwindling. Last year, a new census by the Canadian Association of Fire Chiefs highlighted a national trend of [fire fighter shortages](#), especially in smaller, rural communities. The census found a 20% decrease in the number of volunteer firefighters. This makes sense, as the economy tightens, people juggle more responsibilities and stress. Finding time and energy to fulfill the substantial time commitments of a volunteer fire department is challenging. In summary, recruitment and retention of volunteers must be a priority, especially within a small community where the pool of potential volunteers is already small. A deputy chief will help fill this crucial role.

Training is imperative to a successful emergency response as well as creating a safe working environment for firefighters. To efficiently respond to and resolve emergency situations, fire fighters must have the necessary tools (equipment and policies) as well as training and practice to use those tools correctly. The range of skills is wide—covering structure fires, motor vehicle incidents, and medical emergencies. Many new recruits lack training in any of these areas, and we need them to be trained quickly in order to rely on their capabilities. Additionally, firefighters rely on each other’s skills to be safe during emergency response scenarios. Without good training, safety is compromised for firefighters as well as the public.

To ensure competence within the fire department, a training officer must develop, support, and evaluate the skills of volunteers, especially new recruits. Theoretical training must be supported by a robust practical training regime. Once independent skills are learned, they must be regularly incorporated into more complex practices that resemble real world situations. This means that the training officer must regularly (1) train new volunteers (2) practice skills with more experienced volunteers and (3) create practice scenarios that allow both groups of volunteers to work together in circumstances they are likely to encounter on calls. These responsibilities take time and attention, but they also deliver tangible results. For example, Tofino currently has a full-time paid training officer. As a result, their new recruits finished NFPA 1001 certification in one year. In Ucluelet, it takes at least two years to achieve the same level of training. In other words, prioritizing training develops competence more quickly.

Training is also important for retention. First, volunteer officers are already stretched to their limits and burnout is a very real risk. Responsibility for training is currently shared among officers, all of whom have full time jobs and families in addition to their volunteer duties. The Chief’s days are filled with juggling multiple responsibilities that have a long-term impact on community safety, such as fire inspections, equipment procurement, administration, and leadership. Training is too important to be an afterthought, but that is how it is currently staffed. The number of hours that the volunteer firefighters put into practice, being on call, and responding to calls 24 hours a day is often overlooked. Last year, the department fielded over 180 calls, which is almost one every other day. Each call requires an officer, of which were only 3 for most of last year. Too many hours leads to burnout. Lightening the burden on officers will improve retention. Second, robust training fosters good morale, which also improves retention. It is discouraging for new fire fighters to dedicate time and effort to attending practices and still feel unprepared and incompetent. It is also frustrating for experienced firefighters to watch new recruits flounder, especially considering that safety for the entire team depends on competence of the entire team. Bridging the gap requires a commitment to training, which is a role that the deputy chief can fill.

For these reasons, we hope that you will support the budget request for a deputy chief in the fire department who will be responsible for training.

Sincerely,

Jamie Pleune & David Morgan  
1236 Peninsula Rd.  
Ucluelet, BC

**Lailah Peligren**

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**From:** Adam Howe [REDACTED]  
**Sent:** March 26, 2023 11:03 AM  
**To:** Community Input Mailbox  
**Subject:** 2023 budget

**[External]**

Dear Ucluelet Councillors,

I am writing to request your consideration in adding a paid Deputy Chief position in the Ucluelet Volunteer Fire Department for the 2023 budget. This position is critical to the effective management and safety of the community, and we believe it will greatly benefit the Fire Department.

Currently, there is no one in the Fire Department who would be interested in this position and possesses the necessary leadership skills to take on this role. As such, we are seeking to recruit a candidate from outside the department who has the expertise to lead and manage a team of volunteers.

In this case, creating a Deputy Chief position from outside the department could have several benefits:

1. **Access to Experienced Leaders:** By hiring from outside the department, the District of Ucluelet would have access to experienced leaders who have a track record of successfully managing emergency services departments. This could help improve overall operations and efficiency of the department.
2. **Fresh Perspectives:** Bringing in a Deputy Chief from outside the department could also bring fresh perspectives and ideas to our department, which could help improve emergency services and community relations.
3. **Improved Recruitment and Retention:** Having an experienced leader in place could help improve recruitment and retention of volunteer firefighters, as they may be more likely to stay with the department if they feel that it is well-managed and supported.
4. **Access to Training and Development:** Finally, hiring a Deputy Chief from outside the department could provide access to additional training and development resources, which could help improve the skills and capabilities of the volunteer firefighters in the District of Ucluelet.

The Deputy Chief will have significant responsibilities, including training volunteers, commercial fire inspections, and liaising with the community. This position will ensure that the Fire Department is properly staffed and equipped to handle emergency situations, and will help to ensure the safety of Ucluelet and its residents.

While it may be more difficult to justify the cost of creating a Deputy Chief position in a volunteer department, there are still some potential benefits to consider:

1. **Enhanced Volunteer Training and Development:** A Deputy Chief could help coordinate and oversee the training and development of volunteer firefighters, ensuring that they are properly trained and equipped to handle emergency situations.
2. **Volunteer Management:** The Deputy Chief could also be responsible for managing volunteer schedules and ensuring that there are enough volunteers available to respond to emergency calls. This could help improve overall response times and increase safety for residents.
3. **Administrative Support:** A Deputy Chief could provide administrative support to the Chief and other officers, which could help improve overall efficiency and effectiveness of the department.
4. **Fire Inspections:** Improved safety and compliance in the Ucluelet District, as a dedicated Deputy Chief responsible for fire inspections would ensure regular inspections, identify potential fire hazards, and ensure compliance with fire safety regulations.
5. **Community Relations:** Finally, a Deputy Chief could help improve community relations by serving as an additional point of contact for residents and business owners to voice concerns or ask questions. This could help foster a sense of trust and collaboration between the department and the community it serves.

When considering the cost of creating a Deputy Chief position in a volunteer department, it may be helpful to evaluate the potential return on investment. Improved training, volunteer management, administrative support, fire inspections and community relations could all help increase the effectiveness and efficiency of the department, which could ultimately lead to improved safety and well-being for the residents and businesses in the District of Ucluelet.

Ultimately, the decision to create a Deputy Chief position should be based on a thorough analysis of the department's needs, resources, and capabilities. If it is determined that a Deputy Chief would be beneficial to the department and the community it serves, then the position should be created and the necessary resources allocated to support it.

We believe that investing in a paid Deputy Chief position will have a positive impact on the community and the Fire Department, and we urge you to consider this proposal in the upcoming budget.

Thank you for your time and consideration.

**Lailah Peligren**

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**From:** Ailsa Terry [REDACTED]  
**Sent:** March 26, 2023 11:52 PM  
**To:** Community Input Mailbox  
**Subject:** 2023 Budget - Ucluelet Fire and Rescue

[External]

To the Ucluelet District Council,

I am writing in regards to the 2023 Budget and the need for a paid Deputy Chief for Ucluelet Fire and Rescue Service.

As a new firefighter recruit for 2023, it has quickly become apparent to me that Ucluelet requires an additional paid deputy chief. The current training for volunteer firefighter recruits is dependant on volunteer Officers. These officers put tremendous effort into training the new recruits, but it results in them being unable to participate in experienced training practices on Tuesday nights with other experienced fire fighters. Ucluelet deserves all of its volunteer firefighters to be trained to maximum capacity, but the lack of one specific training officer does not enable this. A paid deputy officer would fulfil the role of the training officer and therefore both recruits and senior officers would be able to train efficiently and to the advantage of the district of Ucluelet.

As a citizen of Ucluelet, it is clear to see that the town is continuously growing both in terms of residents and tourists. There is clearly a lot of new developments being built and as follows, an increasing number of fire inspections and call out volume. With this additional work volume, there is an essential need for another paid position for the fire department. Seeing as Ucluelet was recently voted the second best small town in BC, the fact that additional funding for a paid deputy fire chief is being questioned, personally shocks me. Ucluelet is getting busier and busier and the pressures and demands placed on Ucluelet Fire and Rescue are ever increasing. Volunteer fire fighters dedicate their time away from families, take time off paid work, and take time out of their lives to protect the citizens and visitors to our beautiful community. A paid deputy chief role would greatly assist Chief Geddes in the running of the Fire Department.

It is for these reasons that I greatly support funding for a paid Deputy Chief position for the Ucluelet Fire and Rescue Service.

Kind regards,

Ailsa Terry

861 Barkley Place  
Ucluelet  
[REDACTED]

**Lailah Peligren**

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**From:** Damien Kenyon [REDACTED]  
**Sent:** March 26, 2023 9:12 PM  
**To:** Community Input Mailbox  
**Subject:** 2023 Budget input

**[External]**

Dear Ucluelet Council,

As a new recruit volunteer firefighter, I am writing to support the proposal in the 2023 budget to hire a deputy chief for the fire department, who will primarily be responsible for training programmes and assisting with the day-to-day duties of the fire hall.

The core services provided by the Volunteer fire department are fire protection, fire training, fire inspections, emergency program, and emergency support services. The range of skills is wide, covering structure fires, motor vehicle incidents, and medical emergencies. To ensure that Ucluelet continues to receive vital emergency services, the department must continually recruit, train, and retain volunteers. A deputy chief will help fill this crucial role, providing continuous training and development programmes, for firefighters and new recruits. The more specific training and skill drill scenarios provided will enable volunteer firefighters to efficiently respond to and resolve emergency situations, fire fighters must have the necessary tools and equipment as well as training and practice to use those tools correctly. Finding time and energy to fulfill the substantial time commitments of a volunteer fire department is challenging, many new recruits lack training and the department needs us to be trained quickly in order to rely on our capabilities.

Theoretical training must be supported by a robust practical training regime. Once independent skills are learned, they must be regularly incorporated into more complex practices that resemble real world situations. Additionally, firefighters rely on each other's skills to be safe during emergency response scenarios. Without good training, safety is compromised for firefighters as well as the public. This means that the training officer must regularly (1) train new volunteers (2) practice skills with more experienced volunteers and (3) create practice scenarios that allow both groups of volunteers to work together in circumstances they are likely to encounter on calls. These responsibilities take time and attention, but they also deliver tangible results. For example, Tofino currently has a full-time paid training officer. As a result, their new recruits finished NFPA 1001 certification in one year. In Ucluelet, it takes at least two years to achieve the same level of training. In other words, prioritizing training develops competence more quickly. For these reasons, we hope that you will support the budget request for a deputy chief in the fire department who will be responsible for training.

Damien Lee Kenyon (recruit Firefighter)

**Damien Kenyon**, Operations Manager  
Island West Development Corp,  
Ucluelet Campground



[www.uclueletcampground.com](http://www.uclueletcampground.com)

**Lailah Peligren**

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**From:** Ukeedave Smith [REDACTED]  
**Sent:** March 27, 2023 6:16 PM  
**To:** Community Input Mailbox  
**Subject:** Upcoming Budget

**[External]**

After speaking with the CAO regarding hiring a full time deputy fire chief, I can understand the reasoning for wanting to hire additional staff, but I would disagree that is a necessity, rather that it would be a luxury to be able to fill such a position in our small town. I would prefer to prioritize things like water quality, repairs to aging infrastructure (like aging and leaking water pipes) and fixing up some of our more treacherous roads and sidewalks over adding more staff. The desire to fill the position was brought about by the demands of the Office of the Fire Commissioner to meet the higher level of fire protection requested by previous Mayor and Council. I would not try to diminish the importance of our Fire Department, past or present, as they have always answered the call and met the needs of this community when most needed, but I would ask if this higher level of service is worth the cost? Has our level of fire protection been lacking in the past? Some communities still operate on a volunteer only basis because that is all they can afford. I know that this will be a tough decision and I hope that you make the right choice for our community.

David Smith  
1390 Helen Rd.

**From:** [Fortune Cove Cabins](#)  
**To:** [Community Input Mailbox](#); [Rick Geddes](#); [Donna Monteith](#)  
**Subject:** Letter of support Deputy Fire Chief position 2023 budget  
**Date:** March 27, 2023 10:54:08 PM

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**[External]**

Dear Mayor & Council,

I am writing to recommend and provide support for the full time paid Deputy Chief / training officer position in the 2023 budget process.

As you are aware, we reside in a rapidly growing tourist based resort municipality in Ucluelet. Surrounding jurisdictions already support public safety initiatives with at least three distinct positions, Fire Chief, Deputy Chief and Emergency preparedness manager for a similar sized community.

The Deputy Chief position is required in order to free up time for the chief officer to cover off the other liabilities that are present in a rapidly growing community.

In this day and age you can no longer rely on a volunteer based work force to carry out the numerous liability, technical and time consuming duties required to maintain and support a healthy volunteer fire service.

The decision of the previous council to support a second paid position within the fire service was the right decision then and it remains the right decision today!

Please do not delay the funding of this position.

Yours truly

Mark Fortune  
Deputy Chief (volunteer)  
Ucluelet Fire Rescue  
210 Minato Road  
Ucluelet