



## COUNCIL REPORT

To: Mayor and Council

Date: August 23, 2022

From: Paul Gipps, CAO

Subject: **Employee Line of Duty Death Policy**

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### RECOMMENDATION

**THAT** Council adopt the “Employee Line of Duty Death Policy” dated August 23, 2022.

### BACKGROUND

The City of West Kelowna places the highest priority on the safety and health of its employees.

An employee (*full time union, exempt, part time and paid-on-call firefighters*) who loses their life “in the line of duty” is a tragic circumstance and the attached proposed policy will guide staff to ensure that ALL city employees killed at work are appropriately honored.

### FINANCIAL IMPLICATIONS

In the event of a Line of Duty Death (LODD), the Finance Department will take measures to ensure that reasonable expenses related to the LODD funeral service are funded.

An operational reserve account could be considered as the “City of West Kelowna Line of Duty Death Reserve”. It will initially be funded with \$50,000. The reserve balance should be maintained at a minimum at that level on an ongoing basis.

### REVIEWED BY

Michelle Reid, Human Resources Director

Warren Everton, Chief Financial Officer

Shelley Schnitzler, Legislative Services Manager/Corporate Officer

**APPROVED FOR THE AGENDA BY**

Paul Gipps, CAO

Powerpoint: Yes  No

Attachments: DRAFT Employee Line of Duty Death Policy