

LETTER OF UNDERSTANDING #6

Between: The City of West Kelowna (CWK)

And: The Association of Local Government Employees Union (ALGEU)

Date: March 4, 2025

Subject: Planning Department - Planners – Difficult to Recruit and Retain

The City of West Kelowna is asserting that the positions of Planner II, Planner III and Senior Planner are difficult to recruit and retain with increasing pressure for Planners with National and Provincial programs (e.g. housing crisis, federal housing grants, provincial housing target orders) that have resulted in a draw on the talent pool.

Specific wage adjustments are necessary to assist the City of West Kelowna in filling the positions with qualified candidates.

Relevant criteria/information/analysis is as follows:

- Over ten (10) Planners in the Planning Department have left since 2017
- We currently only have one experienced development Planner to process the City's more complex development applications.
- Rolling vacancies – The City has experienced significant staff turnover over the last eight (8) years, whereby the City has not been successful in maintaining a full complement of planning staff
- Cannot compete with larger municipalities for opportunities and pay, wages are lower than the average municipalities wage
- Need to consider retention impacts to provide good service to the development community and/or meet Council's expectations
- Need to consider impacts to loss of corporate knowledge in our retention program

The City of West Kelowna is proposing an increase for the following positions effective the date of this agreement.

- Planner II - \$2.00/hr
- Planner III - \$2.00/hr
- Senior Planner - \$2.00/hr

ALGEU is asserting that, in addition to the hard to recruit and retain positions identified by CWK, the remaining planning positions in the department, specifically Planner I and Planning Technician, must also receive an adjustment to maintain equity within the department. The ALGEU is proposing an increase for the following positions effective the date of this agreement:

- Planner I - \$1.00/hr
- Planning Technician - \$1.00/hr

For greater clarity, the rates for these positions will be as follows:

	Effective date of signing this LOU	January 1, 2026	January 1, 2027
Planning Technician	\$39.95	\$41.32	\$42.73
Planner I	\$42.15	\$43.59	\$45.08
Planner II	\$45.45	\$46.97	\$48.55
Planner III	\$50.49	\$52.18	\$53.94
Senior Planner	\$53.77	\$55.58	\$57.46

By signing this Letter of Understanding the City and ALGEU agree that the Planner II, Planner III and Senior Planner positions have been designated as difficult to recruit and retain. This Letter of Understanding runs concurrently with the term of the collective agreement.

IN WITNESS WHEREOF the parties hereto, by their authorized representatives, have affixed their signatures hereto on this 4th day of March 2025.

Signed on behalf of:

CITY OF WEST KELOWNA

THE ASSOCIATION OF LOCAL GOVERNMENT EMPLOYEES UNION


 Ron Bowles
 Chief Administrative Officer


 Kyle Arsenault
 ALGEU President


 Trevor Seibel
 Deputy Chief Administrative Officer


 Manuel Rego
 ALGEU Vice President