



2025 Corporate Work Plan



Council Priorities	Achievements of This Council Term October 2022 to December 2024	Comment
Completed Activities		
City Government & Infrastructure Priorities		
<p>Grow the City by creating and sharing a long-term vision roadmap with targets (including population targets) and milestones that reflect the integration of capital planning, asset management, infrastructure planning, Official Community Plan renewal processes, and associated financial commitments.</p>	Complete the Civic Core Plan concepts.	The Civic Core Plan Engagement Process is complete; Council received a summary of public feedback and options for next steps. Q2 2024 consultant retained. In December 2024 a report to Council identifying 3 concept plans and next steps was presented.
	Fire Training Centre - Initial Assessment Study.	Report presented to Council on November 20, 2023.
	Complete Housing Needs Study.	Presented to Council on March 14, 2022.
	Facilitate next steps, as directed by Council, in relation to the proposed Malaspina Daycare Project.	Malaspina Daycare opened in July 2023.
	Open the Canfor Leisure Pool, complete demolition of Fours Seasons Leisure Pool and Fire Hall #1.	Canfor Leisure Pool opened in November 2022. Four Seasons Leisure Pool demolition completed in October 2022. Fire Hall demolition completed in May 2023.
	In partnership with the Prince George Native Friendship, complete the Tsulh' Cho Daycare.	Tsulh' Cho Daycare opened in fall 2023.
	Work with Lheidli T'enneh First Nation for land sale, rezoning, subdivision and development of Daycare in the Park at Lheidli T'enneh Park.	Daycare construction began in July 2023.
<p>Focus on meaningful communication & relationship development to advance shared priorities. Build and maintain the relationships necessary to ensure coordinated advocacy, responsive service delivery, and the acquisition of external funding to meet the diverse needs of all residents.</p>	Work with Tourism PG to bring conferences, sports and events to the City.	An additional 30 conferences (and counting!) have been secured over 2024-2028. Administration is currently working with Tourism PG on Conference and Sport Hosting marketing packages. 13 conferences were held in 2024 and 27 have been secured from 2025-2028. The City hosted 16 major sporting events in 2024, including the World Para Biathlon Championships and Paralympic World Cup. 13 major sporting events have been secured for 2025, including the National Junior Short Track Speed Skating Championship, the Special Olympics BC Summer Games, and the BC Summer Swim Association Provincial Championships. Administration continues to work closely with Tourism PG to continue submitting bids and supporting groups in bringing large events to Prince George.
	Develop a communications policy and related administrative procedures and toolkits.	Complete.
	Initiate Move Up Prince George advertising campaign to attract people to the City.	2024 activity complete.
	Establish a Consultation Plan for the OCP review 2023.	Complete.
<p>Continue to improve processes and practices to support effective and efficient service delivery.</p>	Fulfill legislated Asset Retirement Obligations reporting.	New legislated requirements met for the 2023 Financial Statements. The City's auditor provided a clean opinion on the City's financial statements so the project was a complete success.
	Implement goals and actions identified in the City's Internal Communications Strategy.	The internal communications committee has been established and an internal newsletter is now operating. The committee is now reviewing the intranet. This task is complete but the work remains ongoing.
	Undertake Council Code of Conduct Policy Review.	Code of Conduct Bylaw 9439, 2023 was adopted by Council at the December 18, 2023 regular Council meeting.
	Implement the Privacy Management Program that was updated and approved in Q1 2023 in response to changes to the Freedom of Information and Protection of Privacy Act.	Implementation has been ongoing with most items now in effect. Monitoring for gaps and further policy consideration will be ongoing.
	Lead a comprehensive review of the City's grant processes and provide recommendations for Council consideration.	A phased approach to implementing improvements to the grant review is underway, with initial enhancements implemented for the fall 2024 myPG grant intake. The current phase of the review process was completed in Q4 2024. An update to the Delegation of Authority for Grant Applications Bylaw No. 9471 approved by Council July 22, 2024 and identifies when a report to Council is necessary.

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<p>(continued) Continue to improve processes and practices to support effective and efficient service delivery.</p>	<p>Lead a Digital Transformation Strategy to maximize use of existing technologies.</p>	<p>A digital assets inventory has been completed by the Continuous Improvement Division. Further work on the digital asset inventory may be explored to keep the inventory current. Links to the Citywork PLL work being done in Planning and Development for responsiveness and service timelines in work plan item below. 2024 and 2025: Review digital assets inventory and prioritize aligning technology to improve infrastructure planning and capital program and project management, through automation efficiencies and integration of project management activities, collaboration, financial management, records management and reporting.</p>
	<p>FOCC Contract Renewal and Expansion.</p>	<p>Work ongoing ahead of contract end date.</p>
	<p>Implement advanced technology for recreation bookings and scheduling.</p>	<p>Improvements to the system have taken place which provide greater flexibility and make the process more streamlined.</p>
	<p>Undertake a Council orientation with newly-elected Council members.</p>	<p>Completed in 2022.</p>
	<p>Develop an internal communication strategy to guide internal communications and improve service delivery.</p>	<p>Completed in September 2022.</p>
	<p>Launch Module Two of the Indigenous Awareness Training Program.</p>	<p>Launched.</p>
	<p>Step Code Implementation (Step 1).</p>	<p>Presented to Council on March 14, 2022.</p>
	<p>Develop and implement a privacy management program.</p>	<p>Launched in May 2023.</p>
<p>Develop and enhance a strategy that results in a robust capital planning process.</p>	<p>Establish Capital Planning Management Office (CPMO-Lite)</p>	<p>Established in summer of 2022.</p>
	<p>Create and finalize plans to replace the CN Centre roof, and Kopar condenser</p>	<p>The CN Center, though appearing new, is 30 years old and needs some component replacements. There are several projects that were approved in the 2019 CEP. Roof replacement at the CN Center in 2022 was one of the projects. The Kopar Memorial Arena, at 67 years old, also requires significant renewal to maintain its service. The City has invested on projects like the roof replacement, exterior upgrades, and condenser at this location.</p>
<p>Support the ongoing implementation of continuous improvement processes to advance efficiency and effective service delivery.</p>	<p>Continue to implement advanced technology for recreation bookings and scheduling for City recreation facilities and PG Conference and Civic Centre.</p>	<p>Online booking for customers for small bookings at the PG Conference and Civic Center is complete. Administration is currently working on booking tools for the arenas and CN Centre suites.</p>
	<p>Plan a public consultation process related to Stormwater funding options.</p>	<p>Public engagement complete and results presented to Council in Sept 2024.</p>
Economic Diversity		
<p>Market Prince George as a place to invest, live, and visit.</p>	<p>Develop a plan to create a vibrant Canada Games Plaza for all residents.</p>	<p>Good progress made on this initiative. Administration is working with Tourism PG on additional events throughout 2025. In 2024 Canada Games Plaza hosted numerous events including: Foodie Fridays, Community Art Days, Touch a Truck, Kris Yip Memorial Fondo, Labour Day Classic, Festival of Trees Outdoor Market, and Council's Thank You PG event. The City signed a License to Occupy with Tourism Prince George to set up and run a Container Market and an artificial ice rink.</p>
<p>Support regional economic development.</p>	<p>Support Community Futures in their application for funding to establish a regional economic development strategy to promote economic opportunities and collaborations for the region.</p>	<p>Preliminary discussions occurred. Grant application from Community Futures was unsuccessful. Regional economic development roundtables hosted by Community Futures are being done to support regional collaboration in an ongoing manner in the absence of strategy.</p>
	<p>Host the 2022 World Women's Curling Championship.</p>	<p>Successfully hosted with 13 teams competing and approximately 34,000 total attendance.</p>
	<p>Provide a successful 2022 BC Summer Games in Prince George utilizing City facilities and services.</p>	<p>Successfully hosted with over 3000 visitors.</p>

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Completed Activities		
Social Health & Well-being		
Maximize the quality of life for all residents.	Open the Tsulh Cho (Dagg Road) and Kool Cats Family Care Childcare Centres (Malaspina Avenue).	Facilities are now in operation.
	Complete the UBCM funded Community Access to Recreation and Transportation (CART) project and amend Leisure Access Pass (LAP) processes to reflect learning and enhance accessibility.	The Community Access to Recreation and Transportation project was completed in October of 2023. Enhancements (removing barriers to access recreation) implemented to the LAP program have been completed in cooperation with Aquatics staff. Final reporting was submitted to UBCM in early 2024.
	Complete the City of Prince George Accessibility Plan.	The 3 legislated requirements were in progress as of the Sept 1, 2023 deadline. The City's Accessibility Plan has since been prepared and approved.
	Complete internal review of Downtown Strategy recommendations (focused on place-making and marketing).	Internal review of a draft strategy is complete and the strategy was presented to Council in January 2024. An implementation team has been established and the strategy is being actioned in partnership with Downtown PG, Tourism PG, Chamber, City, and other relevant community organizations.
	Annual Capital Sidewalk Improvement Program.	Activity complete for previous years.
	Review and implement recommendation from the Community Recreation, Social Health and Well-being Service Delivery Plan.	The plan offers recommendations to enhance and expand the community recreation service model, making it more responsive, innovative, and equitable. The City of Prince George partners with third-party, often non-profit or volunteer-run organizations to deliver recreation and social health programs, with the goal of improving collaboration and support through this planning process.
	Complete Plaza Parkade elevator modernization.	The Plaza Elevator Modernization project was completed Q1 2023.
Ensure a safe, health, and clean community for all.	Build capacity in emergency management through a dedicated training program to ensure the City is able to support new Provincial legislation.	New Provincial Emergency and Disaster Management Act legislation was introduced in fall 2023. The City's Emergency Program staff are evaluating future needs to ensure compliance with this legislation. The City continues to build staff training capacity to be prepared to respond.
	Complete works related to the reduction of wildfire hazards on public lands.	Planned works have been completed for the areas in Malaspina, Broddy and Pidherny.
	Implement CCTV Registry Program Agreement between the City and the RCMP	Agreement in place.
	RCMP Strategic Needs Assessment	2022 departmental review complete.
Environmental Stewardship & Climate Action		
Implement local government actions that advance environmental protection, including climate change mitigation.	Review the Fleet Capital Plan to consider alternative fuel sources and green technology for light & heavy fleet.	A review has been undertaken. This task is on-going and reviewed as aging units are replaced through the capital expenditure plan. Feasibility of "greener options" is assessed in collaboration with each user group.
	Better manage waste created in the PG Conference and Civic Centre by investigating and implementing additional ways to divert waste from the landfill.	Staff at the PG Conference and Civic center have undertaken additional plastics recycling and waste measurements for food waste. Additional connections with local agencies have been made to ensure surplus food is donated.
	Continue to support actions of the Transit Future Plan to help reduce carbon emissions through increasing ridership	2024 activities complete.

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In-progress Activities			
City Government & Infrastructure Priorities			
Build a strong foundation for growth.	Launch a process to modernize downtown parking.	Q3 2024 to Q4 2025	Residential parking permits and pay parking were implemented in the Hospital Zone in the fall of 2024. A consultant has been retained to support the larger scope of work in the downtown over 2025. Council reporting on this portion is anticipated in Q2 of 2025.
	Fire Training Centre - Phase II.		We are utilizing external consultant to assist with land identification and phase the training site project into manageable portions.
	Mechanical/Building Envelope Upgrade at PG Aquatic Centre.	Q1 2025	Construction tender released in Q1, 2025. Tender Q2, 2025. Construction starts Q3, 2025.
	Continue to advance the Organizational Capital Project Management framework by implementing priorities from the roadmap refined by the 2-year check in recommendations, and aligning staffing resources to capital program needs and requirements.	Q1-4 2025	<ul style="list-style-type: none"> Continue prioritizing core organizational requirements for capital projects (Financial reporting and standards of procedure, asset records, contract management, records management and FOIPPA). 2025 Capital plan to Council. Review & consider Capital program prioritization. Fill 2 vacant CPMO-Lite positions. RFP for the review Portfolio & Project Management software replacement with IT Services, Finance and Capital Project users to further advance efficiencies between existing software systems and related city functions.
	Undertake accessibility improvements: City Hall, Two Rivers Gallery, Plaza Parkade.	Q3 2025	Seasonal work required to complete project is expected to be done in Q3, 2025.
	Facilitate CN Centre building envelope upgrade - Finish Design.	Q3 2025	Design completed by Q3, 2024. Subject to Council approval, tender in Q1, 2026.
	Establish scope and budget for PG Playhouse rehabilitation.	Q3 2026	Design to be completed in Q3, 2026 and entered into Capital. Subject to Council approval, tender for construction in Q1, 2027.
	Consider options and budget to upgrade the Little Prince Train storage shed.	Q3 - 2024	An annual budget increase request was received from Exploration Place. Administration is working on a report with the goal of presentation at the Committee of the Whole in Q2 2025 to discuss this project.
	Implement recommendations outlined in the Asset Management Strategy and Capital Project Management Roadmap to prioritize infrastructure projects.	Q1 2023 to Q2 2025	<p>A Stormwater Drainage Asset Management Plan is complete which will help inform the next set of 10 year maintenance programs and capital priorities. Planning and Development is reviewing storm water risk data and incorporating into the City's asset management software tools to help prioritize asset renewal. A draft Civic Facilities & Parking Lot Asset Management Plan has been developed and is in the finalization stages. Expected to be complete by no later than Q2 2025.</p> <p>Review and consider prioritization framework for Capital portfolio in 2025 or 2026 Capital plan year.</p>
	Finalize renewal of Lakeland Agreement and new Bylaw.	Q1 2023 to Q4 2024	Financial modeling has been created. Negotiations with Lakeland continue. Project is shifting responsibility from Dev Planning to Civic Operations.

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In-progress Activities			
City Government & Infrastructure Priorities			
<p>(continued) Build a strong foundation for growth.</p>	<p>Continue to pursue infrastructure grant funding opportunities to offset capital expenditure budgets that prioritize infrastructure reinvestment needs and consider life cycle costing benefits.</p>	<p>2024 to 2025</p>	<p>The City regularly pursues a number of funding streams to offset capital expenditure budgets including a review in 2025 of how to coordinate pursuing grant funding most effectively that warrant the resources.</p> <p>In 2024 the following grants were sought after and approved with works underway:</p> <ul style="list-style-type: none"> • Work underway took place in 2023 for the refrigeration portion for the Kin Center Refrigeration, Heat Recovery & Dehumidification Upgrade project. This project received funding approval for nearly \$3.3M in 2022 through the Clean BC Communities Fund grant under the Investing in Canada Infrastructure Program. • Pidherny Recreation Master Plan \$165,000 from Rural Economic Diversification and Infrastructure Program (REDIP): Forest Impact Transition Category. Approved 2023 with work underway, plan to be complete Jan/Feb 2025. • Wildfire fuel treatment \$200,000 from Community Resiliency Investment Program 2023 application with work underway. • Tire Stewardship BC grant funds \$28,691 toward the Kin 3 flooring replacement project were approved in 2023 as well as funds through the Local Government Climate Action Program (LGCAP), with project work underway in 2024. • Heat recovery feasibility grant for \$250,000 towards Kin Centre Refrigeration Upgrades project has been received by BC Hydro CleanBC and Kin 1 Add Dehumidification Energy Study \$11,812.50 from Fortis BC that leads into capital incentives from Fortis BC into 2024+Q7. • Two new daycares at Malaspina and Prince George Native Friendship Centre at Dagg Road funded through ChildCareBC New Spaces Fund of up to \$7.5M in 2021 were completed in 2023. <p>The Elksentre Arena Refrigeration Room Upgrade / Heat Recovery \$2,376,000 grant under the Green and Inclusive Community Buildings (GICB) program was sought after in 2023 and not approved for grant funding in 2024. This capital project #3424 Elksentre Refrigeration Upgrades \$2,150,000 was approved by Council January 23 2024 and will continue regardless of not achieving grant with the removal of the heat recovery portion.</p> <p>Additional gas tax streams were applied to various projects in 2024 and in 2025 Capital Plan.</p>
	<p>Develop an inventory of City-owned lands to inform strategic decisions on the disposition and acquisition of lands.</p>	<p>Q3-4 2025</p>	<p>Staff are working on GIS updates which will help enable future phases of this project. Work is planned for the last half of 2025.</p>
	<p>Develop Tactical Asset Management Plans for Stormwater and Civic facilities.</p>	<p>Q1 2023 to Q1 2025</p>	<p>The Stormwater Drainage Asset Management Plan is complete. The Civic Facilities & Parking Asset Management Plan is 80% complete with the goal of completion by Q1 2025.</p>
	<p>Continue with the 2024 steps of the OCP renewal process.</p>	<p>Q1-4 2024</p>	<p>Complete. Consultation summary of "What we heard" was presented to Council.</p>
	<p>Continue implementation of the Integrated Stormwater Management Plan.</p>	<p>Q1 2023 to Q4 2025</p>	<p>The Integrated Stormwater Management Plan Action List has been used to inform the 2025 - 2029 proposed capital plan. Public engagement on Stormwater funding options has been completed and results provided to Council in Sept 2024. Council directed staff to further investigate option #4, a stormwater utility based on a sampling of residential hard surface area. Staff plan to provide Council with what the utility fund will look like and how it will impact residents.</p>

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In-progress Activities			
City Government & Infrastructure Priorities			
<p>(continued) Build a strong foundation for growth.</p>	<p>Continue Project Management planning, implementation, and completion of current Civic Facilities projects: Kin Centre Refrigeration, Heat Recovery and Dehumidification; Elksenter Chiller replacement; Old Fire Hall demolition; Civic Centre Floor refurbishment; Complete Canfor Leisure Pool seasonal deficiencies; Complete FSLP Demolition re: seasonal deficiencies; Civic Facilities roof replacements; Public Yards Buildings Renewal; Aquatic Centre Parking lot.</p>	<p>Q2 2023 to Q4 2025</p>	<ul style="list-style-type: none"> For the Kin Centre Refrigeration, Heat Recovery and Dehumidification Project grant funding was received. The refrigeration portion of this project was completed Q4, 2023. Heat recovery and Dehumidification system to be complete Q4, 2024. The Old Fire Hall demolition has been completed, and the new stairs are complete. Supplier delays will force a carry over for lighting into Q1 2025. Parking lot has opened for use, Q4, 2024. For the Civic Centre Floor refurbishment, was completed in Q3, 2024. Equipment purchase planned for Q1 2025. Canfor Leisure Pool seasonal deficiencies are ongoing, anticipated completion Q3 2025 The Public Yards Buildings Renewal Project has been placed on hold; however, partial scope (parks trailer replacement) is planned to occur in 2024/finalizing in 2025. The Aquatic Centre Parking Lot Project has been cancelled with the goal of becoming part of the Parking Lot Replacement program in a future year to occur under Parking Lot Renewal program #3331 following completion of the Aquatic Centre Building Envelope/Mechanical Upgrade Project #3108. Former Four Seasons Leisure Pool site - parking lot improvements and RV parking are complete. Lighting and landscaping anticipated to be complete Q3 2025. The scope of work planned for the Civic Facilities Roof Replacement Project is complete for 2023. Further replacement projects will be identified.
	<p>Advance Downtown Strategy Implementation.</p>	<p>Q4 2025</p>	<p>Council has directed Administration to return an update to Council in six (6) months regarding the Downtown Strategy Implementation Team.</p>
	<p>Civic Core Plan.</p>	<p>Q2 2025</p>	<p>On December 16, 2024, three conceptual site designs were presented to Council. Council voted to move forward with concept plan two and directed staff to proceed with technical studies and site planning. Next steps include technical studies and site planning, public engagement, and a detailed plan presentation.</p>
<p>Engage the community in exploring expectations, needs and priorities.</p>	<p>Develop a strategy to implement the United Nations Declaration on the Rights of Indigenous Peoples. Maintain and strengthen the City's relationships with the Lheidli T'enneh First Nation and urban Indigenous service providers.</p>	<p>Q2 2025 to Q1 2026</p>	<p>Senior Advisor, Intergovernmental Relations role has been filled and is focused on advancing intergovernmental files. Work ongoing.</p>
	<p>Identify, develop, resource and implement a range of two way engagement methods to connect with the community and host two significant engagement events in 2025.</p>	<p>Q2 to Q4 2025</p>	<p>Confirmation on this direction was received by staff at the October 21, 2024 Council meeting through a report from Communications. Staff are preparing to execute a spring 2025 event.</p>
	<p>Return to Council with comments on the findings of the bear awareness committee.</p>	<p>Q3 2025</p>	<p>A Bear Awareness committee was struck in the spring of 2024. This Committee was dissolved by Council at their November 4, 2024, Regular Council Meeting as the Committee has fulfilled its mandate through the submission of their Final Report to Council including recommendations to reduce human-bear conflict and promote human and bear safety. Staff are reviewing the recommendations and aim to provide comments in April of 2025.</p>
	<p>Track City's Key Performance Indicators as they relate to the Levels of Service Framework.</p>	<p>Q1 2023 to Q2 2025</p>	<p>Asset Management will be working with Parks in Q1 of 2025 to establish Cityworks processes for capturing levels of service data required to create dashboards that will support tracking. Dashboard creation planned for Q2 2025.</p>
	<p>Continue to enhance the City's Records Management Program.</p>	<p>Q1 2024 to Q4 2025</p>	<p>This is collaborative work between all departments and IT to reduce file storage on network drives with a scheduled notice for records removal. This is ongoing work that will continue to create efficiencies in operation. Evaluating potential new cloud based electronic document management system. If implemented, work would continue through 2025.</p>

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In-progress Activities			
City Government & Infrastructure Priorities			
Deliver services effectively and efficiently.	Continue to implement multi-year protective services' staffing and resource plan to ensure policing and fire/rescue resources meet the needs of a growing City. 2024 recommendations include 6 new police services personnel, and 5 new Fire/Rescue personnel.	2022 to 2027	2024 budget enhancement requests were considered at the December 2023 Finance and Audit Committee meeting and presented to Council for consideration as part of 2024 budget discussions. 6 new police services personnel, and 5 new Fire/Rescue personnel were approved. Completion status will be reassessed as future phases of the resource plan are advanced. In 2025, approved budget enhancement requests included 6 new police service personnel, and 5 new Fire/Rescue personnel.
	Update the preventative maintenance program for all Civic facilities, with a goal of reducing service call response times.	Q1-4 2025	Staff are updating equipment inventory, program requirements, and assessing program resource needs.
	Continue to implement staff scheduling program (Schedule Force) to include all Civil Facilities & Events Department staff.	Q2 2025	Mostly complete. Once facilities Maintenance and Custodial Staff are added the project will be complete.
	Implement the new grant program.	Q2-3 2025	Work to implement a refreshed grant program is ongoing. In February of 2025 Council voted in favor of supporting limited duration operating grant funding allocations in the amount of \$131,576.
	Continue to improve Planning & Development responsiveness and service timelines.	2025	A review of internal processes has occurred, and implementation of new software is in-progress.
	Migration of majority of City's records from current EDRMS eDocs to Sharepoint. Includes implementation of records retention policy.	Q1 2025 to Q1 2026	Expected result is increased functionality for records management retention policies, increased efficiency in document control and records development, increased speed in FIPPA searches and increased functionality in the records management system.
	Supporting excellence in project management through the Project Management Series staff development program.	Q2 2025 to Q4 2026	Will be identifying a collection of skill sets and targeted development opportunities to address the diverse levels of knowledge and abilities needed for effective Project Management. With the roll-out of this series, individuals will have access to relevant competency training they need to sharpen and enhance effectiveness.
	Foster and enhance a Continuous Improvement (CI) culture in the organization	Q4 2024 to Q2 2026	Some progress made by meeting workgroups and measuring successes for employee driven initiatives that have been implemented. Increase employee awareness of CI starting with the delivery of short White Belt sessions at the divisional level. Grow awareness with Yellow belt offerings late in 2025. Encourage and foster employee driven initiatives by celebrating and communicating CI successes. Measure and communicate results. Cement culture of CI by identifying and addressing business process inefficiencies across City divisions by working cross - functionally with departments.
	Improve Safety Program efficiency and effectiveness with implementation of replacement Safety Management Software (SMS)	Q1-4 2025	New SMS system has an enhanced user interface, improved functionality and data-mining capability. Integrated modules system automates the updating and completion of related work connected a task. Mobile and off-line capability allows for ability to work from and access program information in the field by all levels of staff. Expanded adoption due ease of use will lead to central repository for all safety materials which integrate with all other modules and processes in the system. Roll-out and building of the system will progress over 2025. Expansion and further development will be ongoing.

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(continued) Deliver services effectively and efficiently.	Streamline employee on-boarding process.	Q3 2024 to Q1 2025	Project goals are to integrate and streamline new employee sign up process, collect required documentation, and adopt use of an on-line process that minimizes the requirement to return physical paperwork to Human Resources Division. Online forms developed and posted to a new secure portal that will be activated for successful job applicants where they provide requisite information to be set up in payroll system and Safety Management (SMS)/Learning Management System (LMS). New employee orientation process accessed through LMS and may also be accessed on-line. Workflow is automatically directed to the individual that actions the next phase of the work without relying on a central coordinator, making process more efficient and effective.
Advance reconciliation through collaborative action on shared priorities.	Engage the Lheidli T'enneh First Nation in the development of shared initiatives, including advocacy, aimed at meeting the needs of both governments and the communities they serve.	Ongoing	A joint government to government meeting took place in the fall of 2024 that brought together elected leaders from the RDFFG, LTFN and City to discuss common interests and build a plan for future collaboration. C2C meetings occurred roughly monthly where the Chief, Chair and Mayor as well as Sr Staff connected to build relationships. Both governments attended the 2024 UBCM and a joint delegation to Victoria in the spring to advocate together on common interests. A winter staff-to-staff meeting was held in March 2025.
	Work with LTFN to establish urban reservation land(s) as required by the ATR process.	Q2 2024 to Q2 2025	A draft service agreement is being reviewed by the City and LTFN.
Economic Diversity and Growth			
Promote Prince George as a place for business to thrive.	Bid for the 2028 or 2030 Special Olympics Canada Games.	Q2 2025	A comprehensive bid package for the 2030 Special Olympics Summer Games was developed and submitted. We expect to learn the winning bid in Q2, 2025.
	Explore incentives and supports designed to attract and retain professionals, businesses and entrepreneurs to Prince George.	2026	A refresh of the five-year economic development strategy is planned to target investment in key sectors like energy, manufacturing, and transportation, aimed at attracting and retaining professionals, businesses, and entrepreneurs in Prince George.
	Host the 2025 Special Olympics BC Summer Games.	Q3 2025	The 2025 Special Olympics BC Summer Games will be held in the City of Prince George, marking the third time the community has hosted Provincial Games for B.C. and Yukon athletes with intellectual disabilities. The 2025 SOBC Summer Games will feature approximately 1,100 athletes supported by approximately 300 volunteer coaches and mission staff from their home communities. These will be Special Olympics BC's first Provincial Summer Games since 2017, because the pandemic forced the cancellation of the 2021 SOBC Summer Games.
Build a strong, diverse and resilient economy. Create a new five-year economic development strategy to target investment in and support for key economic sectors including energy, manufacturing, transportation and warehousing. Pursue, in collaboration with partner organizations, an agreement with the provincial government on the sharing of benefits from industrial investment in central British Columbia.	Pursue, in collaboration with partner organizations, an agreement with the provincial government on the sharing of benefits from industrial investment in central British Columbia.	2025 to 2027	Preliminary conversation with local government partners has begun to explore the regional argument for some form of support in recognition that Prince George serves as a hub for regional services and therefore incurs additional pressures.
	Location of Mr. PG.	Ongoing	Staff have received directions to engage in additional community consultation, as well as an analysis of the financial costs associated with the various proposed options for the future location of Mr. PG. No timeline for when this project will be advanced has been determined.
	Pursue new industries.	Q1 2023 to Q4 2030	The City's Economic Development office is working to encourage new industries with a strategic focus on construction, manufacturing, clean energy, professional services and transportation and warehousing.

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Social Health & Well-being			
Ensure safety, and the perception of safety, in the community.	Implement, manage, and report on activities associated with the 2021/22 and 2022/23 Strengthening Communities' grants.	2025	Final reporting for 2021/2022 has been submitted, and the City has received payment from UBCM. For the 2022/2023 Strengthening Communities funding, an extension on two components of the grant have been approved to October 2025. Administrative Services is implementing and managing the final components and will complete the final reporting by the end of 2025.
	Review access to public washrooms	Q3 2025	Council has directed Administration to prepare a report that updates the costing of recommendations from the 2019 Downtown Public Washroom Access staff report, in particular, enhancing access to washrooms located in selected downtown service provider locations by providing funding to enable dedicated monitoring services. Further, the report is to highlight what public washroom facilities are currently available in the downtown and where possible compares public washroom availability with our comparable municipalities.
	Engage the RCMP and provincial government in understanding the City's community safety priorities. Explore the use of Community Protection Officers, RCMP Auxiliaries, and other approaches to optimize the impact of City resources.	2025 to 2026	We are advised that the Province is amending the Police Act to create a new class of safety officer for municipalities to handle detention guard duties, addressing the lack of independent oversight for current detention guards. The amendments may also introduce additional safety officer categories with specific roles and qualifications. Staff are monitoring these changes for potential challenges and opportunities.
	Document, communicate and implement the City's homelessness and public safety strategies to support advocacy efforts and enhance service delivery.	Ongoing	The City entered a Memorandum of Understanding with the Province - HEART & HEARTH during the summer of 2023 to help clarify roles and align goals.
	Advocate to the Province for an ESS Service Agreement to support regional wildfire evacuation.	Q1 2023 to Q4 2025	Advocacy continues on this topic. Although an ESS Service Agreement is not yet secured, we've worked closely with the Regional office and Ministry to secure support for a pilot project to pre-set Reception Centre trailers at Exhibition Park for the 2024 Wildfire Season. This includes approximately \$60,000 for trailer rental and services, ensuring readiness from May 1 to October 1 for regional wildfire evacuations. Prince George was also represented on the Premier's Task Force on Emergencies and Wildfires, where community concerns were addressed. Additionally, Prince George's emergency program is one of three piloting a Hotel Booking Portal for ESS teams during large-scale evacuations. The reception centre trailers will be in place again for 2025.
	Facilitate the City's role in advancing the 1st Avenue health and housing project.	2025 to 2025	The first 50 supported modular housing units are complete. BC Housing has announced funding for phase II to permit completion of architectural design and identification of a construction manager for the next phase of this project.
	Continue to implement actions in the Transit Future Plan.	Ongoing	System improvements in schedule and route efficiency have been made. Work continues on this file.
	Continue annual upgrades of municipal street lights (Street Light Replacement Program).	Ongoing	Post tops replaced to LED (180), Davit lights replaced to LED (115) as of December 2024.

Council Priorities	2025 Corporate Work Plan Activities	Quarter	Comment
In-progress Activities			
Social Health & Well-being			
Create a complete community that welcomes people of all backgrounds and abilities.	Work to transition entrenched encampments to more appropriate forms of housing and mitigate related impacts.	Q2 2025	This activity is part of the larger transition expected at the Lower Patricia Boulevard encampment over 2025.
	Develop a comprehensive plan for the East Queensway neighborhood that repurposes the area for community use, creates a trail connection to the riverfront, and achieves other community goals.	2026	Work on a comprehensive plan is forecasted to begin in earnest in 2026. Over 2025 the parking modernization study and addressing the entrenched nature of the Lower Patricia Boulevard Encampment are steps that will support this future work.
	Redevelopment of the Lheidli T'enneh Memorial Park Playground.	Q3 2025	In April 2024 the City of Prince George began phase one of the LTMP Playground Renewal Project, working with Canadian Recreation Solutions to design a playground that is representative of the unique geography and diverse culture of Prince George. Council voted to fund the roughly \$3 million project in February of 2025. Administration has also been directed to explore potential funding opportunities through the private sector, and the provincial and federal governments.
	Support the review / establishment of a Citizen Recognition Program	2025	A select committee has been established with membership appointed in March of 2025. The Select Committee on the Citizen Recognition Program is tasked with advising Council and City Staff on the development of a framework and plan for an annual citizen recognition program. The committee is intended to produce recommendations before the end of 2025.
	Advocate for Prince George to host a secure psychiatric care facility.	2025	This topic is intended to form part of the City's advocacy strategy over 2025. An NCLGA resolution and targeted engagement with provincial decision makers is expected.
	Arts Strategy.	2025	Focus on the end goal of creating a comprehensive Arts and Culture Policy for the City of Prince George.
	Continue to implement action plans for age inclusion and accessibility of Parks facilities and trails.	Ongoing	Administration continues to implement the action plan items for age inclusion and accessibility within the city parks, trails and sidewalk networks. As of year end 2024, Roads Division had been able to complete 845 meters of New Sidewalk, 2314 meters of Rehabilitated Concrete Sidewalk, and 3244 meters of Rehabilitated Asphalt Sidewalk. Installation of (8) security gates separating River Road from the Heritage River Trail to restrict access during flooding events or other emergencies. Trail improvements include 45m trail to access the sand volleyball court at Carrie Jane Gray, 15m bridge deck along Heritage River Trail, 90m of trail at Freeman Park, 180m of grading work along Heritage River Trail, 170m of paved trail at Ginters Field. As well accessibility improvements ranging from 25m paved trail from Ron Brent Park to the nearby senior housing facility, ramp access improvements at the new bridge along the Heritage River Trail, and 145m paved trail to new washroom at Carrie Jane Gray Park.
	Continue to improve accessibility and connectivity of pedestrian networks through implementation of 2024 sidewalk renewal and new sidewalk capital programs.	Ongoing	Work under these two programs is complete for 2024, and work will continue on these programs as funding is made available. As of the end of 2024, Roads Division had been able to complete 845 meters of new sidewalk, 2314 meters of rehabilitated concrete sidewalk, and 3244 meters of rehabilitated asphalt sidewalk. New crosswalk & signage was installed at 1st Ave./Zimmaro, North Neckako/Slate, Ospika/Massey and finalized construction drawings for works to be completed in 2025. The 2024 Sidewalk, Walkway, and Paved Trail Condition Assessment was completed by end of 2024 to help plan future renewal projects.

Council Priorities	2025 Corporate Work Plan Activities	Quarter	Comment
In-progress Activities			
Environmental Stewardship & Climate Action			
<p>Protect the community from the impacts of a changing climate.</p>	Purchase and operationalize the second Structural Protection Unit trailer.	Q2 2025	This asset is expected to be purchased in 2025.
	Assess the City's capacity and resources required to update and action the Climate Action Plan. Bolster the resiliency of City infrastructure, facilities, and neighborhoods in the face of climate change.	Ongoing	Our 2020 Climate Change Mitigation Plan replaces an earlier 2007 Energy and Greenhouse Gas (GHG) Management Plan. The 2020 plan has GHG emission inventories and short, medium, and long-term reduction targets leading to 2050 plus actions that can be taken to achieve them. These targets - outlined in the 2020 Climate Change Mitigation Plan - are set for 2025, 2030, 2040, and 2050. The ultimate goal is to reduce emissions by 80 per cent by 2050 from 2017 levels. Work is now being explored to check in and make any needed updates to continue this plans progression.
	Recycling program(s).	2025 to 2026	During the summer of 2024, several resolutions focused on recycling and cleanup were made based on staff reports and feedback from the 2024 Public Safety Town Hall. These include encouraging businesses to screen garbage, recycling, and storage areas, establishing cardboard and pallet recycling programs with frequent pickups downtown, reducing tire buildup on properties, and exploring an event to support the removal of derelict vehicles. Staff are reviewing these recommendations.
<p>Preserve the community's natural areas.</p>	Manage existing green assets in Prince George, including the community's tree canopies and parks.	2025	Fuel management prescriptions were prepared for four locations to manage green spaces for wildfire risk, two of which are now under provincial government control (including Pidherny work in 2023). Fuel management at Parkridge Creek Park (9.71 ha) was completed in 2023, and Broddy Road (17 ha) was finished in 2024. A new Fuel Management Prescription is being developed for high-risk areas west of UNBC, as identified in the 2018 CWPP. Since the 2018 CWPP is outdated, a new Community Wildfire Resiliency Plan (CWRP) is expected to be completed in 2025. The CWRP will guide future fuel management activities and other wildfire protection measures, with public consultation included to address community concerns. It will be prepared by qualified Registered Professional Foresters (RPF).
	Promote the use of active transportation and public transit modes to reduce the impact of vehicles on the local environment.	Q3 2025	As part of an 85-million-dollar investment from the BC government to improve the efficiency of transportation networks in nine communities leading to more direct connections to schools, employment and recreation, engineering work to determine the feasibility of a new pathway between the Cameron Street Bridge and Northwood Road intersection is being investigated.



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