



Canada's Tournament Capital



KAMLOOPS CITY COUNCIL

Action Plan

Progress Report on Council's Strategic Plan
January 2026



STRATEGIC PRIORITY

Safety & Security

The City of Kamloops takes action to ensure all residents feel safe and secure in our community.

SAFETY

Promote the Community Services switchboard line at 250-828-3409 as a one-stop shop for residents and business owners to call for non-emergency community safety issues.

- Council has approved clearer service level expectations for work conducted within Community Services, providing a defined framework for reporting and tracking.
- Efforts are underway to amend the current records management system to enhance tracking and provide more detailed data on Council-approved service levels.

Approve Kamloops Fire Rescue 10-year Master Plan.

- All engagement sessions with partners, industry, and Tkemlúps te Secwépemc are complete and feedback has been incorporated into a final draft of the Community Risk Assessment/Standards of Cover, which is in finalization.
- With the above and other supporting documents complete, the 10-year plan is in draft and nearing the review stage.

Further expand collaboration of safety services between RCMP, CSOs, and KFR to maximize impact and resources.

- Joint enforcement strategies for collaborative information sharing among KFR, CSOs, RCMP, City Building Officials, and related interest holders are being advanced.

Lobby Provincial Government for Peace Officer status for Community Services Officers.

- The first two groups of Community Safety Officers (CSOs) have officially affirmed or sworn an oath in accordance with the local municipal bylaw, formally designating them and other positions as Municipal Peace Officers.
- Further progress is contingent on action by the provincial government to make the necessary amendments to the Police Act for establishing a provincially recognized peace officer program.

Promote crime prevention programs to residents and businesses.

- The Guns and Gangs prevention and intervention program continues to demonstrate positive outcomes.
- Participation in numerous community events has expanded outreach to both residents and visitors within the City.

HOUSING

Lobby the Province for increased health and wraparound services in shelters and social housing sites.

- City continues to work with BC Housing and Interior Health to discuss opportunities for implementing health services in all shelter and temporary housing sites.
- City staff participate in Interior Health Shelter Providers monthly roundtable, this table provides an opportunity for shelter providers to share their challenges and work with Interior Health staff to identify solutions.
- City staff continue to meet monthly with the local Interior Health staff leadership team and biweekly with the BC Housing regional team.
- Kamloops is one of 10 communities participating in the Alignment Project with BC Housing. The Alignment Project is a coordinated local-provincial-federal initiative designed to strengthen how British Columbia responds to homelessness. It brings together the federal Reaching Home strategy and the provincial Belonging in BC strategy into a unified Coordinated Access System, helping communities create clearer, more consistent pathways for individuals experiencing homelessness to access housing and supports. The project focuses on aligning roles, responsibilities, tools, and data systems so people can navigate services more easily.



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- City staff are working closely with BC Housing and community partners to establish local governance structures that support implementation of the Alignment Project. As part of this effort, a newly formed Homelessness Response Leadership Table launched in July 2025. This leadership group provides strategic oversight and fosters collaboration among key agencies.
- To further strengthen coordination, two additional working tables have been established:
 - Systems Improvement Table – focused on identifying operational and system-level challenges and advancing solutions that streamline processes across agencies.
 - HEART Outreach Table – supporting frontline outreach coordination, improving communication, and addressing operational challenges for those sheltering outdoors.

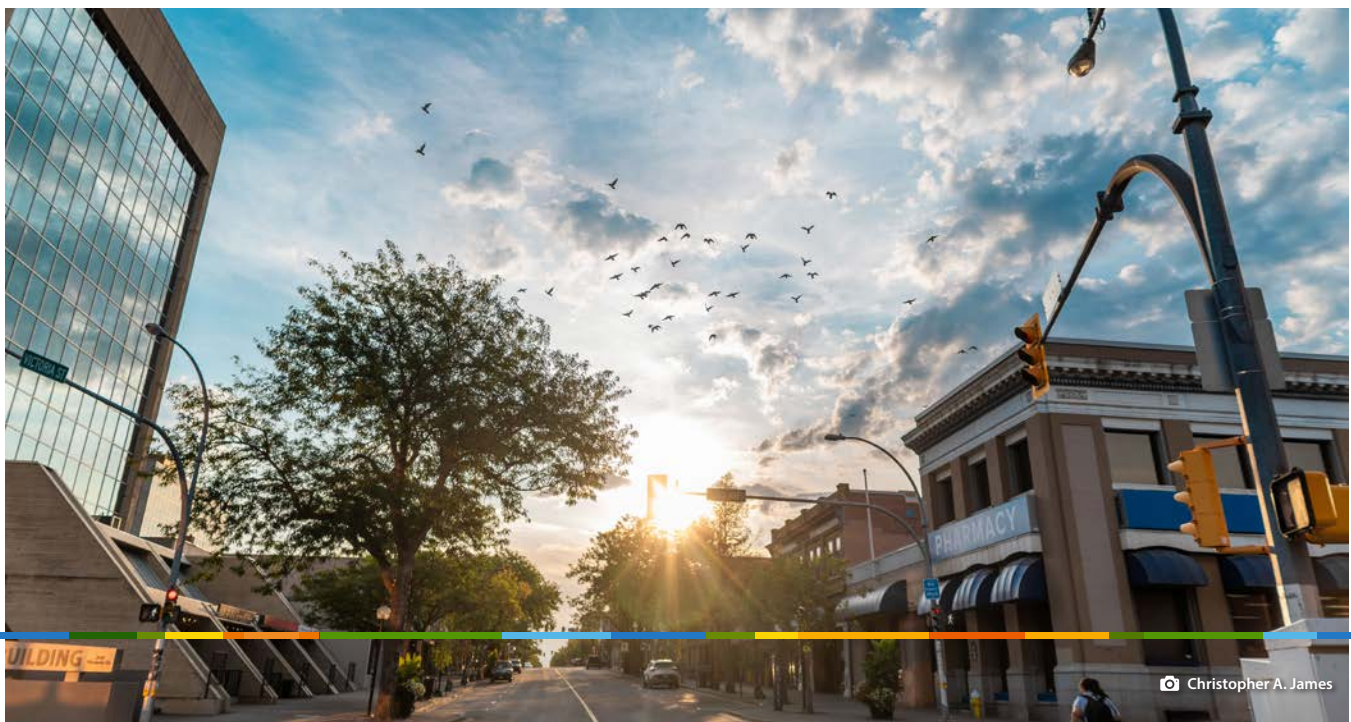
Explore opportunities for additional shelter space.

- In May 2025, City staff participated in an Open House with BC Housing and other interest holders to share information on projects within the Columbia Precinct lands, which includes shelter, complex care housing, affordable seniors housing and attainable housing.
- City Staff worked with BC Housing to develop an Extreme Weather Response Plan for Winter 2025/26. This included temporary winter shelters at the Yacht Club, West End Shelter, and Stuart Wood. Additionally, 35 beds were approved under the Extreme Weather Response program and were activated when temperatures met identified thresholds.

- The Gathering Place, an outdoor day space for the unhoused population, operated in 2025 from early May until the end of September. This site provided services to many individuals that are unable or are unwilling to access services through shelter.
- Staff continue to work with BC Housing to identify, secure, and integrate shelter facilities into community.

Work with BC Housing to establish more supportive housing for unhoused individuals.

- Site work commenced at the Mission Flats supportive housing project in April 2025, with anticipated occupancy in 2026.
- Construction for Fortune Drive–Genesis Place Phase 2 started in the summer 2025. This site will provide an additional 48 units of supportive housing.
- Staff worked with Council to identify an alternative site for the provincial Homeless Encampment Action Response Temporary Housing program; in late September 2025 the location was announced at 1449 McGill Road. BC Housing, in partnership with Canadian Mental Health Association Kamloops (CMHA Kamloops), will build up to 55 units of temporary housing. Temporary housing provides a step between a shelter and a permanent home. Staff offer supports and services that help residents work towards housing stability and individual wellness goals. It is anticipated that construction and occupancy of the units will take place in 2026.
- Staff continue to work closely with BC Housing to advance current supportive housing initiatives and identify new project opportunities.





Work with BC Housing and Interior Health to improve access to treatment facilities and supportive recovery housing for unhoused individuals struggling with substance use disorder.

- Staff and Council have continued to advocate to the Province for a sobering and assessment centre. A Council advocacy letter regarding the Sobering and Assessment Centre was sent to the Minister of Health in May 2025 in follow up to an advocacy letter sent in late 2024. This followed the submission of an updated business case for a sobering and assessment centre in Kamloops, which was endorsed by more than a dozen social agencies and community partner organizations.
- BC Housing acquired three properties at Fortune Drive and Leigh Road for a 54-unit supportive housing project. Council and community partners have sent advocacy letters and continue to advocate to the Ministry of Housing and Municipal Affairs for this site to be recovery oriented.

Work with Interior Health and BC Housing to establish a purpose-built complex care housing facility in Kamloops.

- The Province announced Kamloops as one of the 12 locations in BC for a purpose-built complex care facility in April 2024. In March 2025, the Province announced the purpose-built complex care facility will be built in the Columbia Precinct lands, adjacent to the hospital and other complementary health services.
- In addition to the purpose-built facility, Interior Health previously opened complex care homes within community.

SOCIAL SUPPORTS

Work with BC Housing and Ministry of Housing to increase the supply of affordable rental housing.

- June 2024, BC Housing announced two Community Housing Fund projects in Kamloops totaling more than 80 units of subsidized affordable housing. The City and BC Housing also continue to work with BC Builds program to advance attainable rental housing in community, including approx. 190 units in the Columbia Precinct lands and the first Kamloops Community Land Trust project to be located at 377 Tranquille Road.
- BC Housing opened a call for proposals for the Community Housing Fund in late May 2025, applications were due July 31, 2025.

Support non-profit operators in their applications to provincial and federal housing fund programs.

- City staff met with non-profit operators to discuss potential projects considered for applications to BC Housing's Community Housing Fund and other funding opportunities.
- Staff continue to support projects by providing letters of support to their applications.

Update the Affordable Housing Reserve Fund Council Policy EDS-19 to better support the preservation, conversion, or development of non-market housing units.

- The Affordable Housing Reserve Fund Council policy is being reviewed in conjunction with the DCC bylaw review that is being undertaken in 2026.

Amend policy to prioritize building permits for child care providers.

- Complete. New Building Bylaw adopted and in effect April 1, 2025.

Open an employee child care facility.

- Complete. The Lorne Street Child Care Centre opened and welcomed children to its program on April 1, 2025. There are 32 spaces available to City staff and community members.
- Staff worked with the new operator to release a lottery to City staff for available spaces and then launched a public release to fill the remaining spaces.

EMERGENCY PREPAREDNESS AND RESPONSE

Promote Voyent Alert to residents to encourage registration.

- Registration for the Voyent alert system has been actively promoted before and during the wildfire season, utilizing both individual outreach and related preparedness and response messaging.
- A critical test alert was successfully issued in May as part of Emergency Preparedness Week, and a Voyent! booth was featured at Emergency Services Day on May 10 to further promote registration.
- In total, over 42,000 notifications were sent in 2025 using the Voyent Alert! Emergency Notification System.
- Registered users increased from 28,488 in December 2024 to 29,379 in December 2025. A quieter than usual wildfire season resulted in less registrations over the summer months than have been seen in prior years.
- User engagement through the app remains high at 84.7%, with other contact methods being text (9.7%), voice call (3.3%), and email (2.2%).

Incorporate FireSmart principles into project design and subdivision requirements.

- The Municipal Insurance Association of BC has initiated the creation of a template Wildfire Development Permit for use by municipalities. City of Kamloops staff have participated in early engagement opportunities.
- A draft update of a City of Kamloops wildland interface covenant is on hold pending the outcome of this work.

Establish a summer student program to increase FireSmart education.

- Complete. The City successfully hired a summer Junior FireSmart Coordinator, through BCAA and FireSmart BC grant funding, which ended in November 2025.
- Summer student completed Wildfire Mitigation Specialist training and first aid training. She conducted home assessments, worked on educational materials for youth, built an educational diorama for youth, and created presentations. She was a great addition to the team.



Update and maintain the City's Emergency Plan in alignment with new provincial emergency management legislation.

- Maintenance activities continue and a grant application has been submitted to support the Hazard, Risk, and Vulnerability Analysis (HRVA). The Emergency Plan is scheduled for a comprehensive revision, pending completion of the updated HRVA.

Incorporate the results of the City's grant-funded Extreme Heat mapping project into the City's heat alert response protocol.

- Heat response protocol was activated five times in the 2025 summer season.
- The City installed public misting stations at the North Shore Transit Exchange and at McArthur Island Park near the skateboard park and soccer fields 5 and 6. These stations are part of the City's extreme heat response plan and are designed to provide cooling relief during hot weather. Water bottle refill stations are also located at McArthur Island Park.
- The Emergency Management team will be reviewing the Heat Response protocol over the next few months to revise and pre-plan for the 2026 season.

BUILT ENVIRONMENT

Incorporate Crime Prevention Through Environmental Design (CPTED) principles into development application requirements.

- Complete. A CPTED review is in the development permit guidelines and is implemented on an ongoing basis in application reviews.



City of Kamloops



STRATEGIC PRIORITY

Governance & Service Excellence

The City of Kamloops has strong, accountable governance and makes fact-based decisions.

ASSET MANAGEMENT

Complete asset management plans for categories identified through the gap analysis.

- Asset management plans have been completed for fleet, signals, facilities, water mains, and retaining walls.
- This initiative will be a multi-year effort. Plans will be completed on a priority basis.
- At this time, the goal is to complete all outstanding plans by December 2028.

Complete the Facilities Master Plan.

- Facilities Master Plan was completed at the end of 2024.
- Recommendations from the plan will be implemented throughout the next 10 years with more planning to confirm additional details when needed.

Tie Kamloops Fire Rescue asset management into Corporate Asset Management Plan.

- Initial draft of the KFR asset management plan completed and sent to Civic Operations.
- Civic Operations and Corporate Services continue to provide input and incorporation into the Corporate Asset Management Plan.

TRUTH AND RECONCILIATION

Provide education, resources and training to all staff on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) actions.

- KAIROS Blanket Exercise and the Relationship Between Indigenous and Non-Indigenous Peoples within Secwépemcúl'ecw courses were attended by staff throughout the year.
- Training continues to be provided for staff each year in various formats. This training includes a City-hosted Conference in partnership with TteS to discuss reconciliation and inclusion; the mandatory Indigenous Awareness course; Kamloops Residential School tours; new experiential cultural learning opportunities; lendable resources, and others.

Complete the Equity, Diversity, and Inclusion strategic plan.

- The City of Kamloops has successfully developed its EDI Strategic Plan, establishing a framework to address and transform systemic issues. This plan aligns with the City's Building Blocks and Council's Strategic Priorities, focusing on:
 - Improving Accessibility
 - Building Employee Capacity through Training and Engagement
 - Increasing workforce diversity to mirror the community's diversity
 - Fostering a welcoming and inclusive corporate culture with a diversity lens
- The creation of the EDI strategy marks the first phase. The subsequent phase involves embedding inclusion into the organizational culture through a variety of programs, education, and opportunities for inclusion.

Complete appropriate archaeology requirements on all City projects performed in-house or via contract.

- All City projects continue to be in compliance with provincial Heritage Conservation Act.
- The Infrastructure Delivery Division has dialed in the archaeology need into all projects. Getting in front of this has helped streamline the approvals and field services through a highly integrated team of professionals. The City continues to work with interest holders and professionals to comply with heritage conservation.



- Winter 2025/2026 will see the City archaeologists working with our Geographic Information System (GIS) team to integrate negative results data in addition to registered archaeological sites into our GIS ARCH layer to make it simpler for operational supervisors to assess when archaeological support and/or reporting may be needed on emergent and planned maintenance works. The benefit to this approach will mean that the City avoids escalating non-compliance enforcement actions by the province resulting from site incursions during operational or emergent works.
- The City also continues to engage with the province on Heritage Conservation Act amendments and to advocate for local government supports for the proposed updates.

Explore an Indigenous procurement policy development.

- Staff continue to explore a procurement policy that takes into consideration Indigenous economic reconciliation, social equity, and the financial policies and laws that govern the City's procurement processes.
- The City continues to engage with local interest holders, to help facilitate Indigenous business showcases, and in August, presented a timeline to present a draft policy.

Develop a framework for engaging with Indigenous peoples on City projects.

- The engagement framework has been presented to City and Tkemlúps te Secwépemc leadership, and a final report has been prepared for the funder.
- Specific training is required before implementation of the framework can occur.

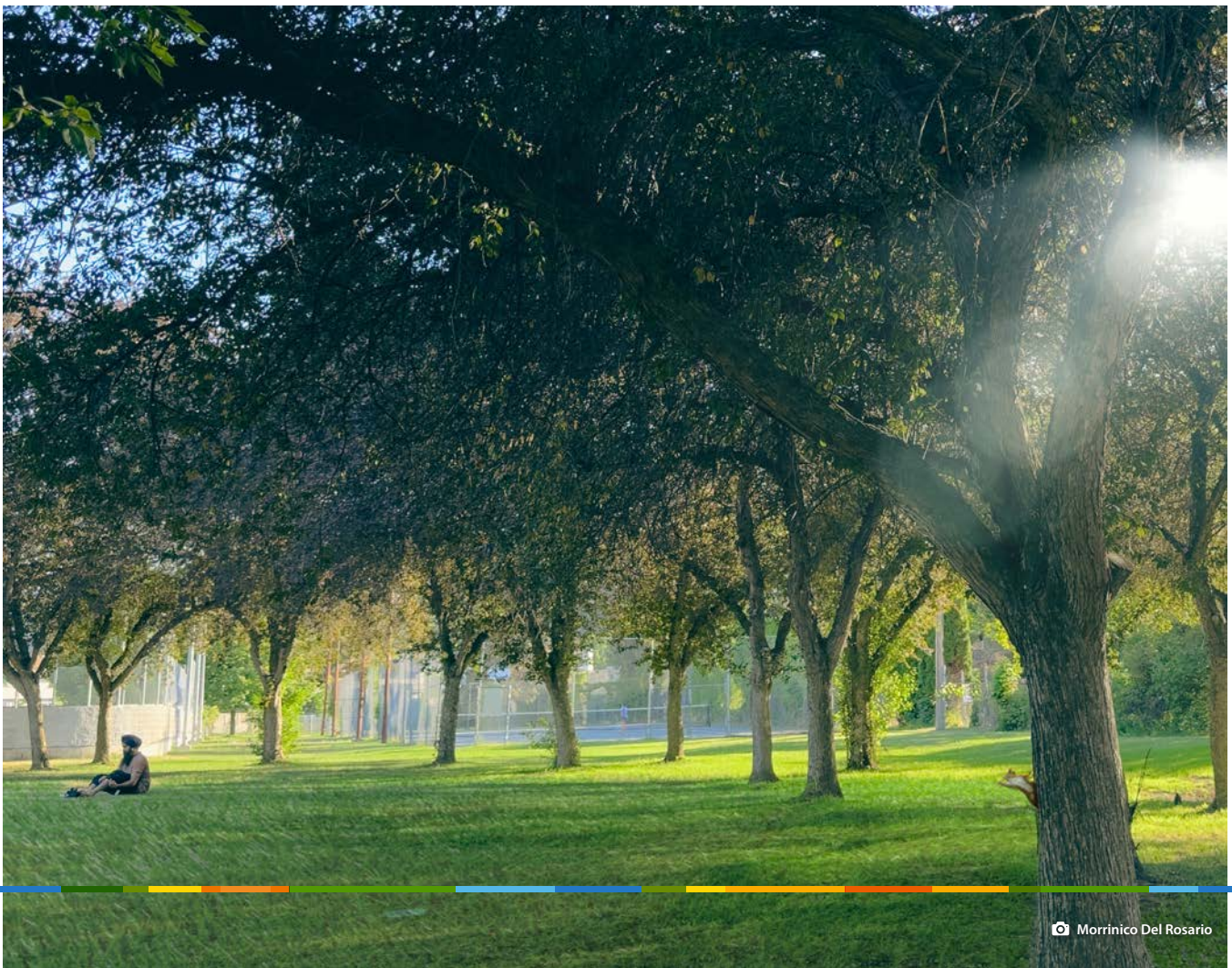
COMMUNITY ENGAGEMENT

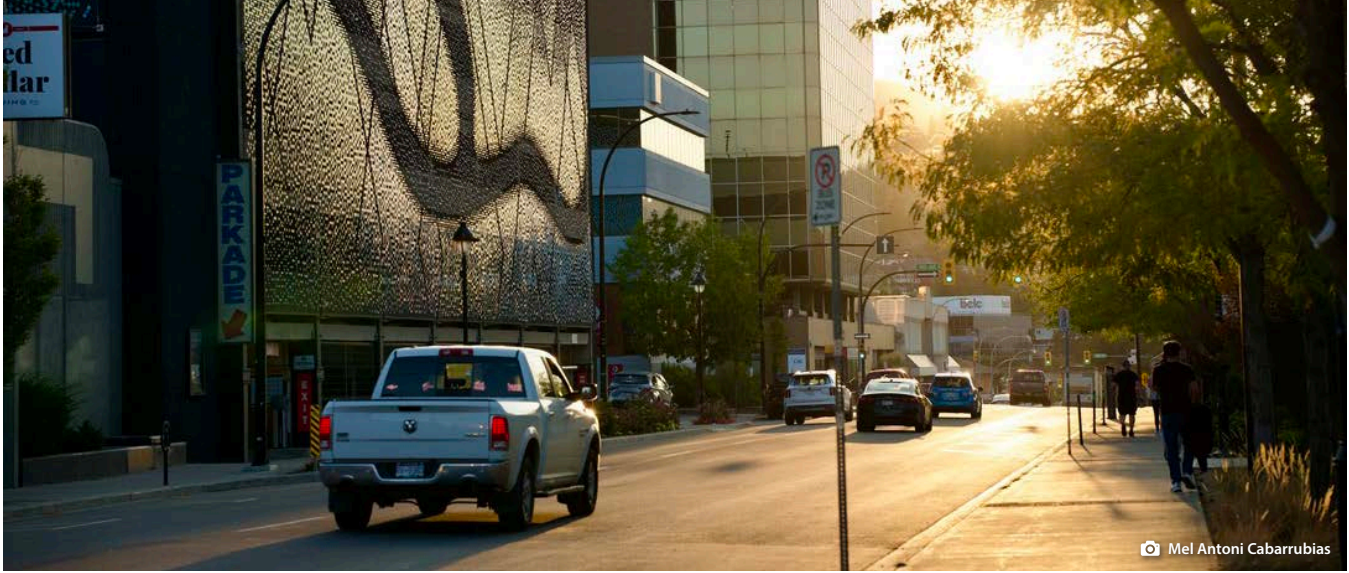
Support Neighbourhood Associations in hosting community meetings and presentations on City topics.

- Staff continue to support neighbourhood associations with various events and meetings, both logistically and financially through the neighbourhood matching grant, as well as supporting presentations to Council as they arise. Examples of this include:
 - the annual Valleyview block party
 - music events in McDonald Park
 - Westsyde Days
 - the Pleasant Street Cemetery's 150th anniversary event
 - the Juniper garage sale event
- Staff also support ongoing communications with Council regarding community requests and concerns. Staff worked with the Westsyde Community Development Society to bring forward a community-initiated project request to assess the feasibility of a skateboard park at Westsyde Centennial Park.

Continue annual Neighbourhood Association forums featuring presentations and discussions on topics as determined by Neighbourhood Association members.

- The 2025 annual Neighbourhood Association Forum event was successfully hosted on Thursday, March 6, with approximately 82 people in attendance. The event featured presentations from City staff on the following topics: Bear-resistant cart program, sustainability initiatives, FireSmart initiatives, Build Kamloops update, and upcoming public engagement opportunities. The 2026 Forum will occur in spring 2026.





FISCAL RESPONSIBILITY

Review the current dog licensing program.

- Training for staff responsible for processing dog licenses has been completed, ensuring consistent data entry and establishing multiple payment options for dog licenses.
- Reminder notices to dog owners in Kamloops were issued at the end of 2025. The effectiveness of the updated process will be evaluated based on the error rate observed once the process is underway.

Review parking ticket process to identify opportunities for increased revenue.

- A working group convened to discuss proposed rate and fine increases. The draft bylaw for changes to ticketing is currently under review.
- Staff have issued a request for proposals for new pay parking infrastructure and management.
- Draft parking changes including rates, fines, and, pay parking areas was presented to Committee of the Whole for feedback and the policy and Bylaw will return to Council in Q1 of 2026.

Review operating structure of Community Services Officer program to identify gaps.

- Training materials have been updated to include content on job-related stress and other relevant courses.
- Recruitment took place in 2025 for the newly identified CSO Level 1 positions.

- Continued monitoring of response times and evaluation of potential records management systems to enhance communication and reporting.
- Council adopted new service levels for the CSO program to provide better expectations for the public and align work with risks.

Review safety program for new ideas.

- The Safety Division continues to track our corporate goals and initiatives, through monthly safety correspondence with the management teams as well as weekly communication with Corporate Leadership Team.
- In 2025, we focused on creating a standardized meeting agenda template, reviewing our supplementary safety programs and training. The Safety Division has been working with each Department to improve the overall training compliance as well as review and update Safe Work Procedures.
- The Safety Division conducts an annual review of corporate goals and initiatives. This includes assessing individual Safety Programs (such as Confined Space, First Aid, and Working Alone) to ensure compliance with legislation and that they meet the organization's needs.

Implement an electronic application program for Building Permits.

- The City successfully launched its new ePermit program in December 2025.
- ePermit currently offers 21 permit application types, with real-time status updates and notifications.



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SERVICE EXCELLENCE

Evaluate the feasibility of a centralized 311 system for public inquiries.

- The IT Division is investigating AI and automation technologies that could help assist with a 311 call system.

Establish corporate prioritization framework for increasing physical and digital transaction options.

- Planning has begun which will include identifying how intake and prioritization will be done for increasing physical and digital transaction options. Some proof of concept developments have been completed.

Provide training and resources to front-line staff at City facilities to create one-stop payment locations for all City collection types.

- Select front line staff at the Tournament Capital Centre have been trained in taking tax payments. There are five drop box locations throughout the City to allow for payments. The City Hall location has seen a reduction in the number of individuals coming in to pay in-person.
- Corporate Services is working with Communications to develop instructional videos to allow individuals and organizations to access invoicing and paying bills through the MyCity portal. This is planned to become public facing within Q1 of 2026. This action is expected to increase online 24-7 access to various City accounts and direct people away from in-person attendance, reducing the additional software requirements.

GOVERNANCE

Update software systems to take advantage of new technologies.

- Several enterprise systems have been upgraded or replaced to take advantage of modern platforms. Replacements include enterprise systems for procurement, HR, and payroll.
- Upgrades to core systems such as Tempest, GIS and CityWorks continue as new versions are introduced.
- Modernization of permit submission, review, and approval system is complete with additional phases underway.





Mary Putnam

RECREATION AND CULTURE

STRATEGIC PRIORITY

Livability & Sustainability

The City of Kamloops fosters a high quality of life for an inclusive, diverse, and sustainable community.

Establish a Build Kamloops Select Committee and implement recommendations.

- The City was granted borrowing approval in March 2025 following a favourable outcome of a legal challenge of the Alternative Approval Process.
- **Kamloops Centre for the Arts:** Council approved the validated cost and financing strategy, and a groundbreaking ceremony was held on November 26, 2025, following a ground blessing by a T̓kemplúps te Secwépemc elder. Site works have started, removing asphalt and relocating utilities. Indigenous engagement is underway, and deep excavations will begin in February 2026.
- **Arena Multiplex:** The Integrated Project Delivery team has been assembled and training has been completed. The first Big Room session was held November 18 and 19, 2025, with validation-design starting in January 2026.
- **Curling and Racquet Sports Complex:** Staff have been meeting with third parties to discuss potential partnerships. Engagement with local veterans and heritage groups are underway in preparation of a January location announcement. The project was announced on January 23, 2026, revealing the location and timeline for the facility.

- **McArthur Island Mini-Rink:** A grand opening/ribbon cutting event was held on October 9, 2025, in conjunction with a free public skate. The facility is now open.

Create development opportunities for diverse sports and athletes.

- Expansion of sport programs for all ages and abilities is progressing in collaboration with community partners.
- Additional sport offerings have been introduced and community partnerships continue to broaden program reach.

Develop a strategy to implement the Recreation Master Plan for facilities not included in Build Kamloops.

- Coordination efforts with the Build Kamloops Program are actively underway to ensure alignment of objectives and deliverables.
- Initial meetings have been conducted to establish communication channels and clarify key areas of collaboration. Interest holder feedback is being gathered to inform alignment strategies.
- Construction of the Riverside Park Outdoor Skating facility was complete by the end of 2025 and opened to the public on January 7, 2026, offering free, accessible ice skating for four months each year.

Develop a facility utilization report for Council to help determine facility and programming needs.

- Staff have initiated a project with the IT Division's Business Analyst team to support the implementation of Power BI dashboards connecting to the Xplor Recreation data lake. Once created, these dashboards would regularly report on the facility booking statistics. There are three areas of development:
 - Facility usage rates and capacity report through combining data from several modules like event bookings, facility bookings, programs and attendance.
 - Hourly usage report so we can understand trends by facility type. For example, a calendar or heat map so we can see where the greatest volume of ice or field bookings are.
 - Attendance reports for unstructured recreation activity.

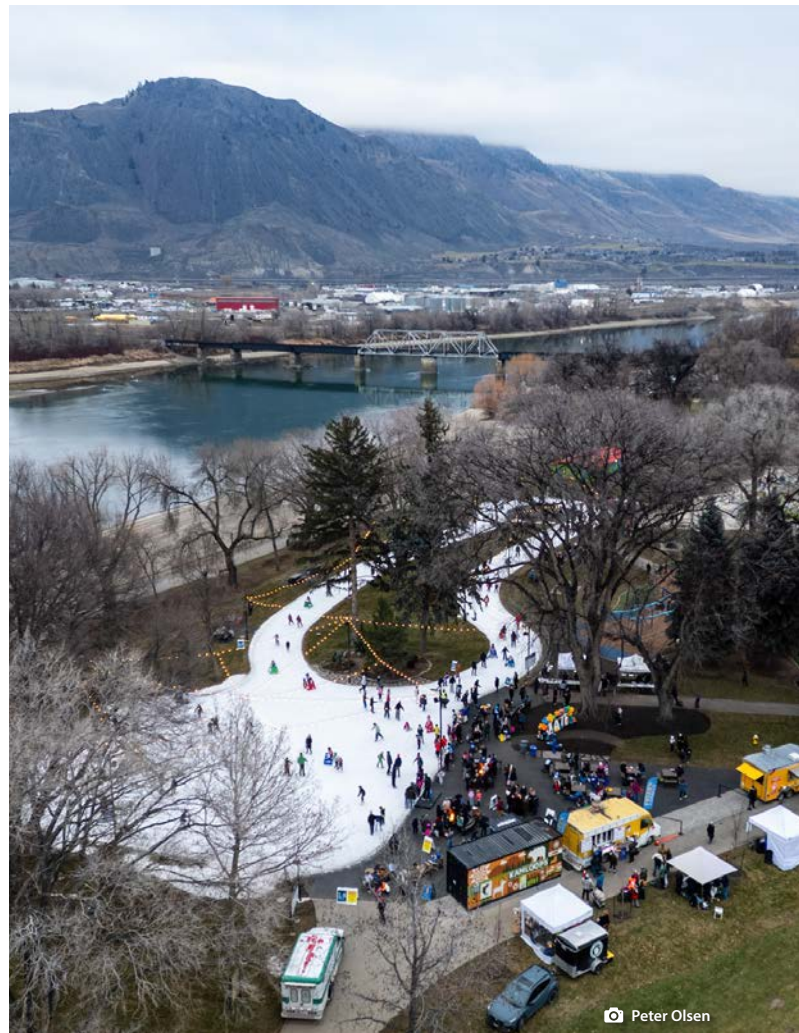
HEALTHY COMMUNITY

Update and implement the Parks Master Plan.

- The final review is in progress, with a focused assessment on how this plan aligns with and supports the other initiatives currently in place.

Share positive news and success stories through City communication channels.

- City Stories are being published consistently and actively promoted across social media channels.
- In 2025, Facebook reach increased by 97% compared to 2024, while Instagram impressions rose by 141%. This growth demonstrates effective engagement with residents through valuable content, including positive stories, educational materials, and news.





INCLUSIVITY

Evaluate job descriptions and training requirements to reduce barriers within the City's hiring practices.

- Updating job descriptions, job qualifications and evaluating training of staff is an ongoing process in Human Resources. Each year, a corporate training plan is developed including equity, diversity and inclusion (EDI) topics. Job qualifications are always evaluated to ensure they are bonafide requirements and with a view to reduce barriers to filling positions.

Incorporate Equity, Diversity, and Inclusion principals into the design of City projects and facilities.

- The incorporation of Equity, Diversity, and Inclusion principals into the design of City projects and facilities is operationalized, and staff will continue to aim to meet these targets on all future projects and facilities.

Develop department-based strategies to advance Equity, Diversity, and Inclusion Plan and targets/objectives.

- Staff successfully completed 25% of the work in 2023 and another 25% in 2024. As this is a long-term project, we are on track to complete it by 2026. An EDI Committee was created with representation from all Departments. Departments are encouraged to participate in EDI programs, including the Listening and Sharing Circles which reflect the diverse lived experiences of various staff members (see more information below).

Communicate the City's progress on the implementation of the Equity, Diversity, and Inclusion Plan.

- Ongoing updates are provided on the progress and implementation of the Equity, Diversity, and Inclusion Plan, ensuring transparency and continuous improvement.
- EDI Committee members meet once a month to discuss the EDI strategy. These meetings help plan training sessions, lead Listening and Sharing Circles, and provide input on EDI events and initiatives.
- The City co-hosted Rethinking Community: Diverse Community Voices Conference with T̓kemplúps te Secwépemc. To make the event accessible and provide opportunities for people who cannot afford tickets, we opened volunteer opportunities and had 12 volunteers supporting the conference. SD73 brought 21 students from Grades 9–12, along with 3 staff members, to attend Dr. James Makokis' keynote presentation, an excellent opportunity for students to participate free of charge. The event attracted around 185 attendees, including representatives from other municipalities, Council members, businesses, non-profit organizations, and engagement from Indigenous communities.
- So far, we have hosted three training sessions as part of our Accessibility Plan with People in Motion. These sessions helped staff better understand the experiences of people with disabilities and the organizations that support them. Staff also learned how to provide customer service with empathy.
- We are currently in the process of creating a resource-sharing group as part of the Coalition of Inclusive Municipalities. We held our first virtual

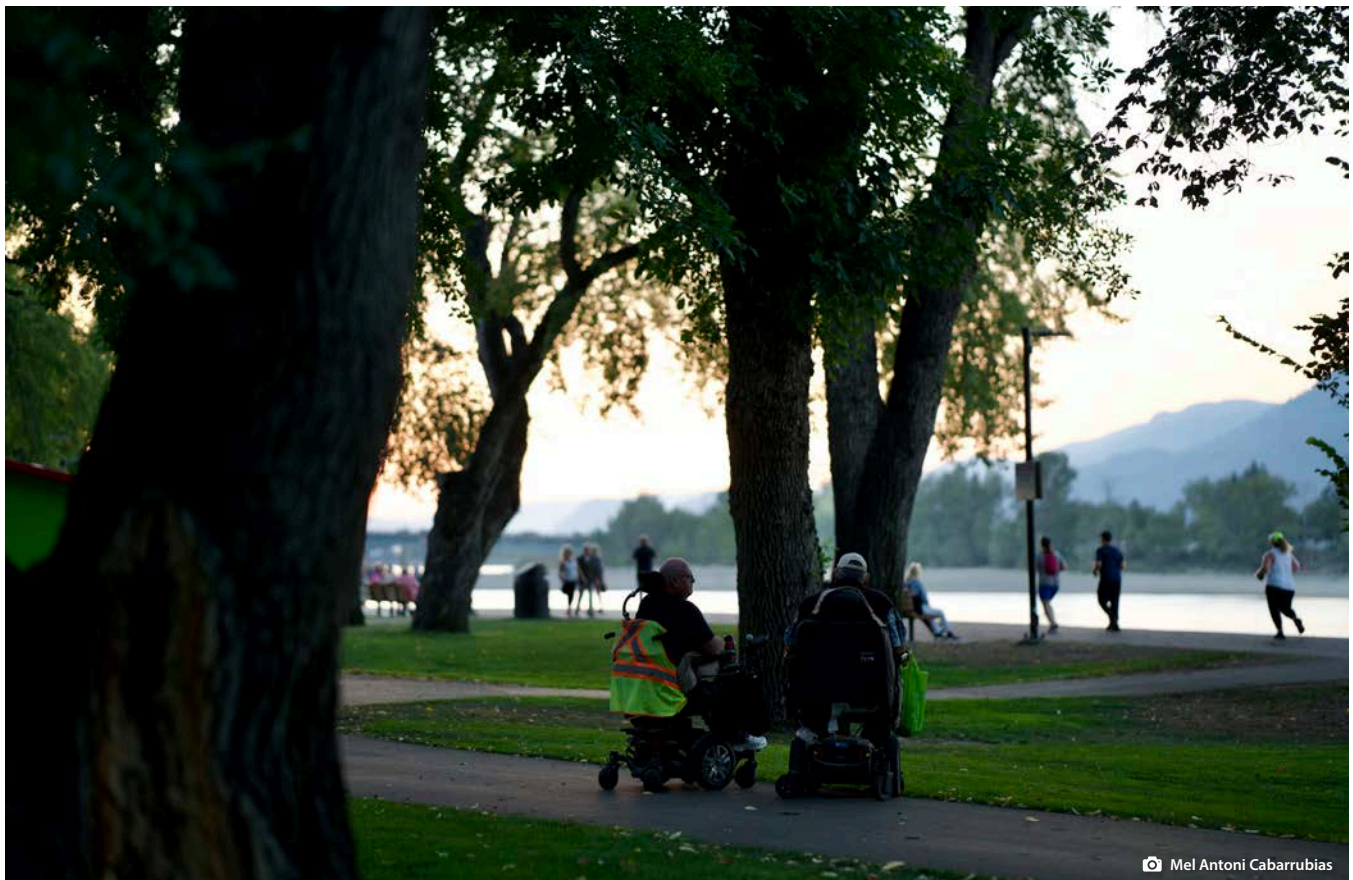
meeting in September, with participation from the City of Williams Lake, City of Vancouver, City of Victoria, and City of Prince George. We plan to host quarterly meetings with other municipalities and create a Teams channel to share resources.

- HR Advisor–Equity, Diversity, and Inclusion hosted a SheLeads workshop at Kamloops Immigrant Services with 15 participants, focusing on networking and supporting immigrants in securing their first job in Canada.
- As part of our continued commitment to Equity, Diversity, and Inclusion, we introduced EDI Listening and Sharing Sessions. These sessions create a safe space for staff to share their experiences and insights on workplace culture, inclusion, and belonging. We have hosted seven sessions so far, covering the following topics:
 - Belonging and Inclusion: Exploring experiences of inclusion and exclusion in the workplace
 - Microaggressions and Everyday Racism: Awareness, impact, and accountability
 - Beyond the Rainbow: Building meaningful inclusion and allyship forLGBTQ2S+ staff
 - Women on the Move: Lived experiences across borders and careers

- Leading Through an Inclusive Lens: Listening, Learning, and Leading Better
- Breaking the Silence – Understanding Substance Use Disorder and Challenging Stigma
- The Weight We Carry: Mental Health, Bias, and the Power of Being Heard

Develop department-based strategies to advance the Accessibility Plan and targets/objectives.

- Staff continue to support and develop department-based strategies to advance the Accessibility Plan and targets/objectives. Highlights from 2025 include:
 - continued work on GIS mapping projects to better map public trails, pathways, and bathrooms from an accessibility lens
 - accessibility considerations within the Build Kamloops initiative
 - increased staff awareness and training opportunities through the EDI committee
 - the use and promotion of accessibility mats in City and community events
 - ongoing work with the Rick Hansen foundation around building design and improvements



CLIMATE ACTION

Incorporate greenhouse gas reduction principles in alignment with Community Climate Action Plan (CCAP) targets on all facility upgrade projects.

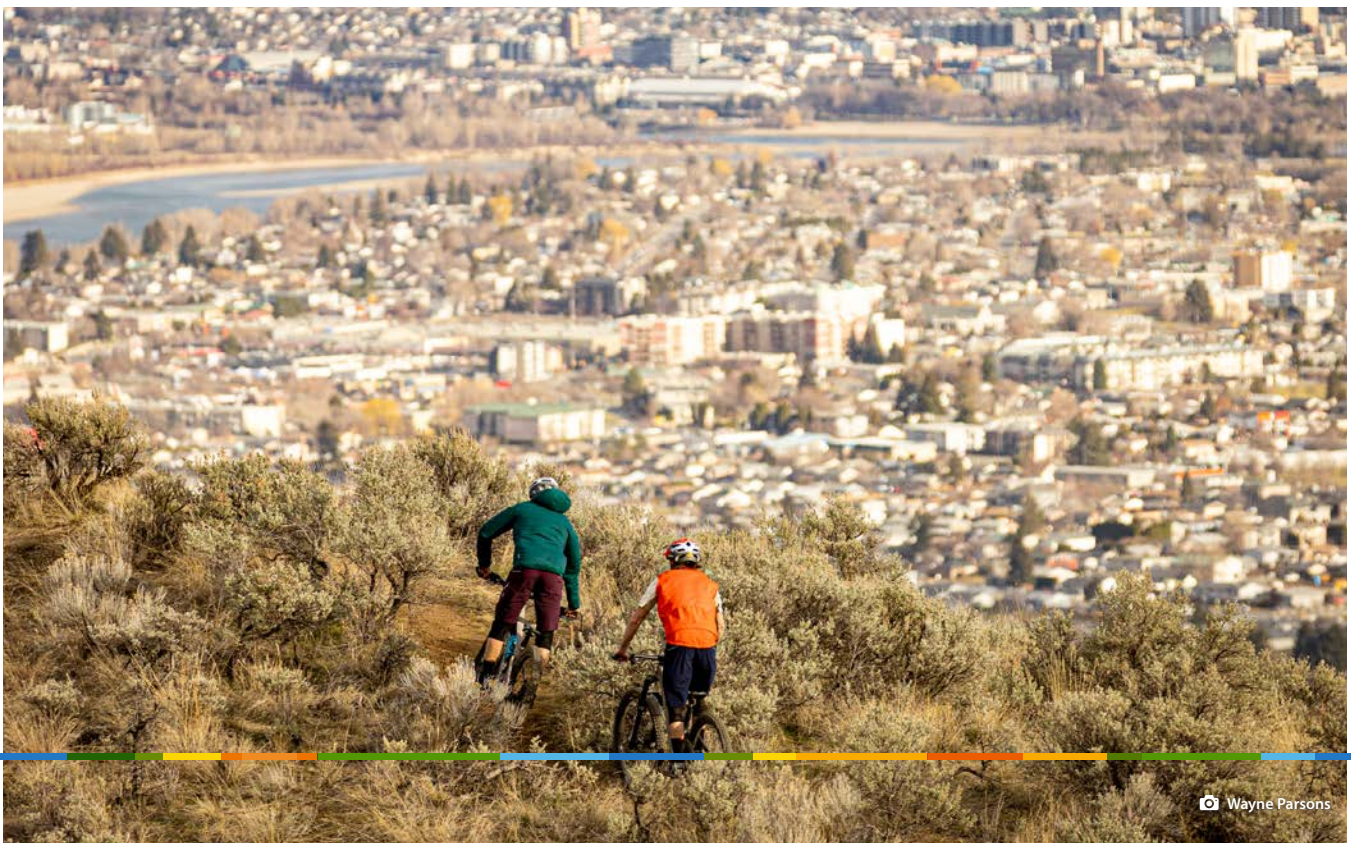
- Four civic facilities are currently in the implementation phase of building automation system recommissioning as part of the Continuous Optimization Program, with support from BC Hydro funding.
- Planning is underway for facility lighting upgrades at Valleyview Arena, Brocklehurst Recreation Centre, and McArthur Island Sport and Event Centre (common areas only), including ongoing assessment of eligibility for BC Hydro incentive funding.
- Sustainability measures are being integrated into the design and planning for the Kamloops Centre for the Arts project. These measures include the use of air-cooled chillers, dedicated air handling for each major facility zone to reduce unnecessary heating and cooling, installation of a heat recovery ventilation system, and the selection of high-performance materials for doors, walls, and windows to minimize heat loss and gain.
- Optimization of the heat recovery system at the McArthur Island Sport and Event Centre was completed in March 2025, supported by the Climate Action Fund reserve; staff are monitoring impacts and energy savings.

Establish corporate climate governance policies.

- The Sustainable Purchasing Policy FIN-5-5 is now fully integrated into all procurement decisions for goods and services for the City of Kamloops. This integration encompasses the development of performance specifications and selection criteria that facilitate the evaluation of financial, environmental, and social sustainability components, in alignment with the City's strategic priorities.

Provide waste diversion education opportunities and resources for residents and developers.

- The City signed extended agreement with Thompson-Nicola Regional District for household hazardous waste facility. Facility saw more use than anticipated in 2024.



MOBILITY

Update Active Transportation Plan and seek funding to support implementation

- The updated Active Transportation Plan was adopted by Council in October 2025.
- The newly adopted plan is being implemented with new upcoming projects and development application reviews.

Create safe bike storage for employees.

- The Climate and Sustainability team is conducting periodic check-ins with department representatives to address any concerns regarding employee bike parking. A new bike parking shelter has been installed at the North Shore Community Policing Office, and efforts are in progress to enhance employee bike parking at Civic Operations.

Promote the benefits of active, low-carbon transportation choices.

- Five of ten local stratas have completed participation in the pilot incentive program supporting Kamloops multi-unit residential buildings in developing EVReady Plans and Electrical Planning Reports. This initiative is designed to facilitate future building efficiency improvements and EV charger installations.
- The spring GoByBike Week campaign concluded successfully, with 346 riders collectively logging nearly 25,000 km of bike trips.
- The fall GoByBike Week campaign concluded successfully, with 256 riders collectively logging nearly 9,152 km of bike trips.
- The 2025 Kamloops Bike Valet Service season ended achieving a 7% increase in the number of bikes parked over 2024, while reducing operating costs by 40%, primarily from co-delivering the service with Tourism Kamloops. Bike Valet Survey feedback indicates strong overall satisfaction with the Kamloops Bike Valet program, with respondents consistently expressing appreciation for the service. The City received a \$20,000 bike valet grant from the BC Cycling Coalition to help offset operating costs.
- An agreement has been finalized with Bird Canada to operate a short-term rental service for e-kick scooters and e-bikes in designated city areas. The target launch date remains set for spring 2026.

Implement the strategies identified in the Downtown Transportation Choices study.

- The Transportation Division has updated the Transportation Demand Management plan with short, medium, and long term initiatives.
- Staff are currently developing transportation choices for City employees, Civic Operations fleets, and safety, and reviewing introducing an e-bike at DES.

Advocate to BC Transit for increased service and routes.

- Council authorized a Memorandum of Understanding with BC Transit to expand transit service and budgeting for 28,500 additional hours of conventional transit service and 2,500 additional hours of custom transit service, effective January 2027.

Promote ProPASS program

- Switched over to UMO System, reducing barriers for employers to provide passes to staff.
- Advocate to BC Transit for express transit service to key locations during peak times.
- Pending provincial budget approval, the Valleyview transit exchange is scheduled to be built in 2027.
- It's identified in the Transit Future Action Plan (TFAP), first express route will be between Valleyview to TRU via Downtown.

Implement bus shelter program to increase bus shelter coverage throughout the city.

- 32 shelters installed as of January 2025, plus 20 advertising company supplied, and 8 city owned shelters. Total 60
- And additional 14 shelters were installed in 2025, and 17 more are planned for 2026.

Evaluate opportunities to provide free transit service in Kamloops.

- The City continues to support alternative transportation choices for large community events by providing free transit.



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STRATEGIC PRIORITY

Economic Health

The City of Kamloops cultivates a positive business environment to support a vibrant and resilient economy.

BUSINESS DEVELOPMENT

Simplify the City's business license requirement for events.

- We have improved the internal communication process through monthly meetings and are collaboratively tracking data. One special event license required for Main Event Coordinator that other vendors can operate under unless separate inspections and permits required (i.e. Interior Health permits). Process has been streamlined further and compiled into one website.
- The business licensing portion of this request is updated and completed. The event hosting website requires revisions to move to a "6 step process" for event organizers to better align with evolving industry standards.
- The Events and Communications teams will be working on updating the process and website revisions starting in December so that we can release to the public in 2026.

Create pre-approved building plans for garden and carriage suites.

- Province completed catalogue of plans for use by the public. The Building Section has reviewed the plans and determined what additional detail would be required to make successful Building Permit application.
- Staff will review the level of use by public of Provincial plans and plans completed by other municipalities to help inform viability for creating Kamloops-specific plans.

ECONOMIC STRENGTH

Implement the Southwest Sector Industrial Land Strategy.

- The Development Cost Charges (DCC) water project was completed in 2025. Ongoing construction of a major DCC Sanitary Sewer project to support development of new industrial lands to be completed in 2026
- Exploring options for funding the Copperhead Drive Interchange improvement project that is on Ministry of Transportation and Transit Right-of-Way. Project will facilitate not only industrial growth in the area but other proposed developments including the Build Kamloops Arena Multiplex Project.

Consult with Tkemlúps te Secwépemc on the potential need for sewer service to available industrial-zoned land on reserve.

- Discussed future planning and development as part of the renegotiation of the Sanitary Sewer Service Agreement with Tkemlúps. This will now be an ongoing conversation as there are many land use plans and all infrastructure needs, from sewer to fire services, will need to be considered.
- Working on a process for the ongoing conversation, and where the trigger point is between the two communities for the conversation when new projects are approved.

Update the Housing Needs Assessment.

- Council received the final Housing Needs Report on December 10, 2024, following engagement with community and CHBA-CI earlier that year.



PARTNERSHIPS

Increase engagement with key community partners in the development of significant community projects.

- Indigenous and External Relations Division staff meet frequently with external partner organizations regarding community projects as they arise, including Tourism Kamloops, NSBIA, KCBIA, Tkemlúps te Secwépemc, and the Kamloops and District Chamber of Commerce. This includes engagement around event planning, capital projects, service agreement reviews, working group scheduling, and Build Kamloops initiatives.
 - Staff continue to work on a consistent, equitable process for community-initiated project requests.
 - Monthly meetings to implement processes to advance public realm funding have occurred.
 - Staff collaborated to plan and execute the Diverse Community Voices conference on October 29 and 30, 2025.
 - City staff worked closely with BC Housing and community partners to establish a newly formed Homelessness Response Leadership Table launched in July 2025. This leadership group provides strategic oversight, fosters collaboration among key agencies and is aimed at planning, implementing, reporting, and aligning funding and efforts to prevent and reduce homelessness. The table includes representatives from the housing and homelessness serving sector, health sector, enforcement agencies, and relevant public sector partners.
- To further strengthen homelessness responses coordination, two additional working tables have been established:
 - **Systems Improvement Table** – focused on identifying operational and system-level challenges and advancing solutions that streamline processes across agencies.
 - **Homelessness Encampment Action Response Team (HEART) Outreach Table** – supporting frontline outreach coordination, improving communication, and addressing operational challenges for those sheltering outdoors.
 - The Community Services and Social, Housing and Community Development Divisions partnered to launch the Kamloops Interagency Supports Table. Based on the Situation Table model, this is a collaborative, multi-agency initiative designed to provide rapid, coordinated support to individuals and families experiencing acutely elevated risk—situations where harm is likely without timely intervention. There are currently 23 participating agencies and 65 trained professionals seated at the table.
 - Explore procurement opportunities partnering with other public sector entities (TteS, TNRD, etc.)
 - The City is working with a consultant to develop a Social Procurement Framework. This will assist with highlighting opportunities to partner with other public sector agencies.
 - A draft Social Procurement policy has been developed, pending additional reviews, and an internal working group has been formed in support of this program.





GROWTH MANAGEMENT

Update KAMPLAN: Kamloops' Official Community Plan.

- The update is complete following a public hearing and bylaw adoption on December 9, 2025.
- This update included engagement throughout 2025 with public, key interest holders, and internal departments.

Review and update the City's truck route network.

- Internal and external engagement has been completed.
- A report will be presented to Council in Q1 of 2026.

Create Development Permit Area Guidelines for Environmentally Sensitive Areas.

- The recently-adopted KAMPLAN 2025 includes reference to the Environmentally Sensitive Areas Development Permit Area (DPA) and also includes wildlife corridor mapping, however a DPA was not formally included in the bylaw.
- Further engagement would be required to better understand the impact of this DPA before considering its implementation.

Review and update the Sahali Town Centre Plan.

- Planning for Sahali Centre and other neighbourhood centres was included in the Official Community Plan update 2025. The OCP update addresses topics such as density, land use, and regulations for office use throughout the City including along Notre Dame Drive and Southgate area.

Explore the development of a Heritage Conservation Development Permit Area.

- Under Bill 44, Housing Statutes (Residential Development) Act (2023), local governments cannot create new heritage conservation areas or enter into heritage revitalization agreements to limit residential density permitted under the Bill (small scale multi-unit housing). The initiative also undermines priority of encouraging more housing. Further community engagement is necessary to make this initiative successful.

Support the implementation of the Official Community Plan, the Downtown Plan, and the City's actions that support heritage conservation.

- Updated heritage policies are included in the 2025 Official Community Plan (OCP) policies on heritage are implemented on an ongoing basis through development approvals process.



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