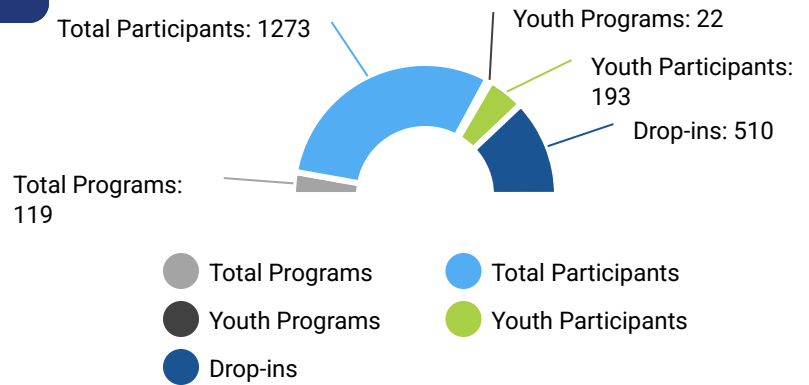


# RECREATION



## Recreational Programming

**Q4 (2025)** This chart provides an overview of all programs conducted in the Q4 2025. Adult recreation programs include volleyball, badminton, pickleball, dance, various fitness. Adult leisure programs include cooking. Thursday night adult basketball drop-in, all ages volleyball drop-in, and family open gym)



## Recreation Events

**Q4 (2025)** This chart highlights our family-friendly events organized directly by the district. The numbers displayed represent **participation levels**. The Santa Work Shop hosted 750 attendees.

### Number of Participants



**Santa Work Shop**

## 2025 (Q2) Summary

Between October 1, 2025 to December 31, 2025, the Recreation Department delivered **119 programs**, serving **1,273 participants** across a range of recreation and leisure activities. Youth programming (11 months up to 15 years old) included **22 programs** with **193 participants**.



A total of 510 drop-in visits were recorded; however, this number includes combined data from Q3 and Q4 due to a reporting error in ACTIVENet.



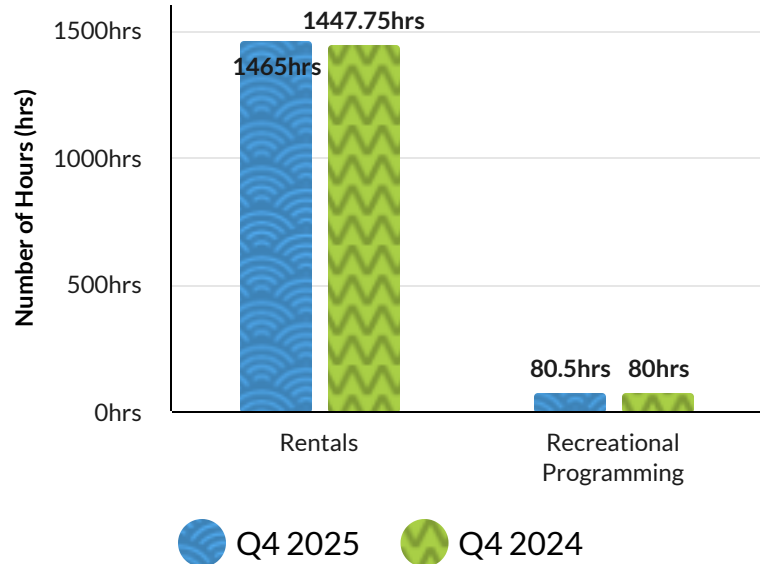
# Arena, Parks & Fields



## Arena

This report summarizes the ice usage at Winfield Arena during the fourth quarter of the **2025/2024** period.

Ice rentals and recreational programming remained consistent with 2024 levels, demonstrating sustained community interest and full capacity utilization.



## Field Rentals

Year	Q4 Field Rentals
2025	140
2024	177

**Q4 (2025)** - Field rentals in the district decreased from **177 to 140**, partially influenced recreational partnership with Lake Country Youth Soccer Association.



## Events

Year	Q3 Events
2025	3
2024	2

**Q4 (2025)** - During the last quarter of the year, district hosted **3 events**; Fall Softball Finals, The SUO & Uvic Tennis Scrimmage along with GESS Valley Soccer Championship.

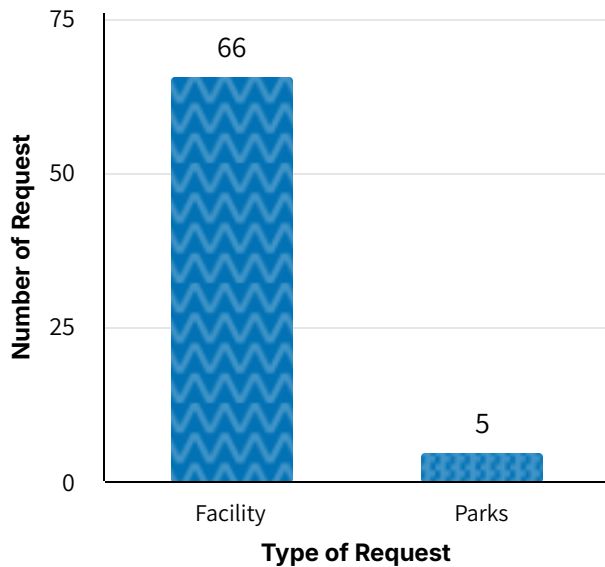


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# Parks & Facilities

## External & Internal Service Requests

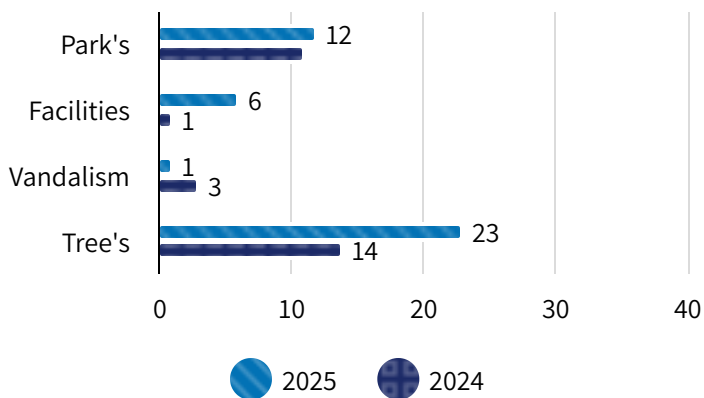


### Internal Service Requests

**Q4 (2025)** A total of **71 internal service requests** were completed. These requests includes building repairs, general maintenance, and other facility-related tasks at District-owned properties / parks.



### External Service Requests



**Q4 (2025)** Total requests were **42 in 2025**, up from **29 in 2024**. The rise in tree and facility-related requests highlights a growing focus on public safety and infrastructure upkeep.



### FAQ

Type of Requests	Definition
Park Requests	Mowing, maintenance, litter, grooming trails
Facility Requests	Building maintenance & repairs.
Vandalism Requests	Removal of park & property defacement.
Tree Requests	Hazardous Tree Assessments & removal



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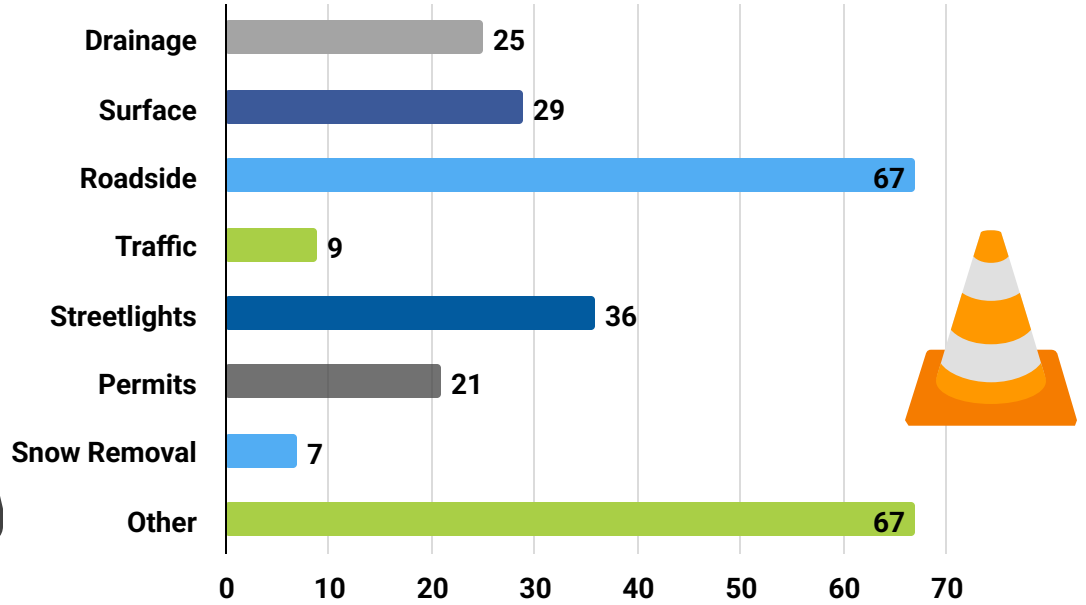
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# Infrastructure & Development Engineering

Q4 - 2025



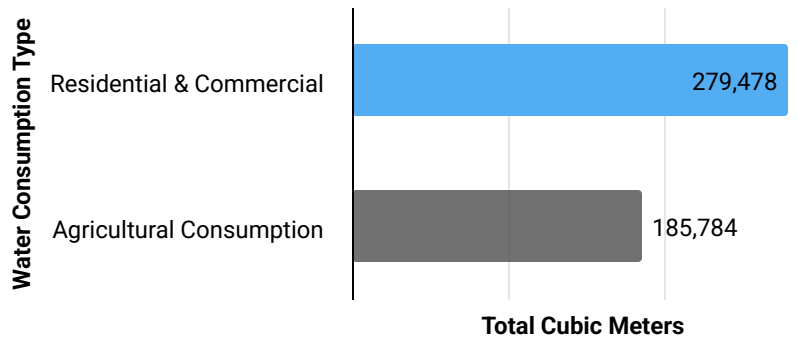
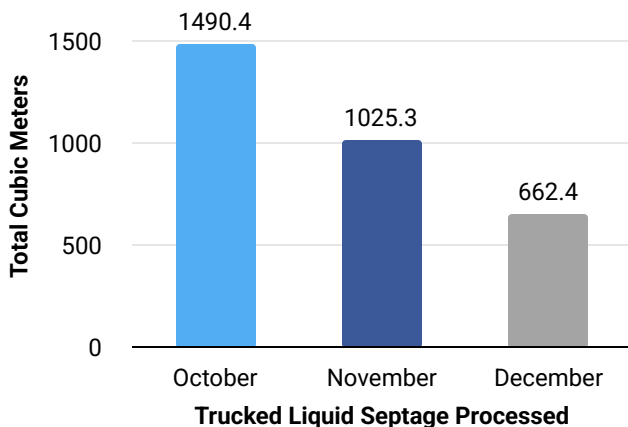
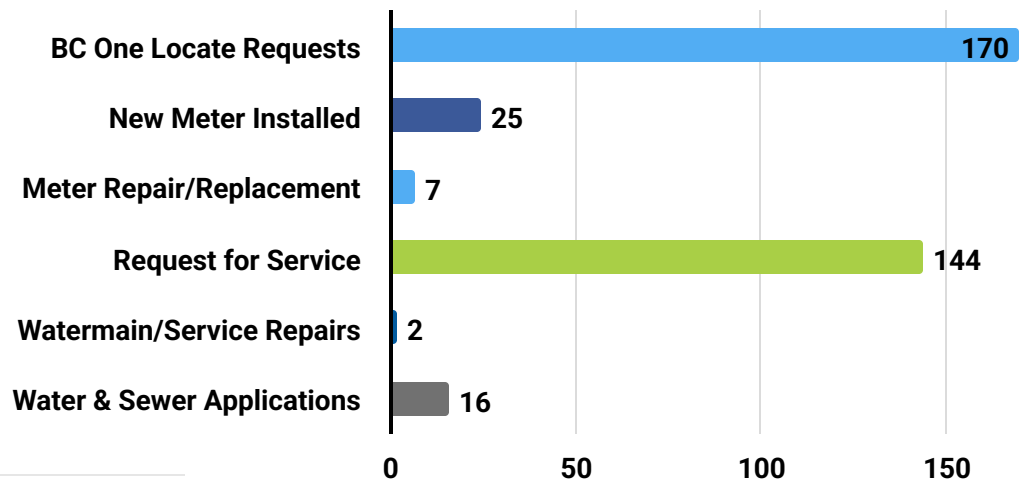
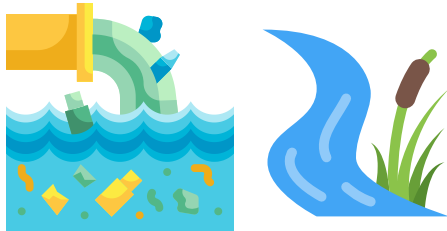
## Public Works



**Surface:** Potholes, cracks/damage, road marking (line painting), grading, dust control, street sweeping.  
**Roadside:** Street signs, barricades/bollards, sidewalks, mowing/vegetation/trees, litter/debris, illegal dumping, vandalism/graffiti, deceased animals, other misc. right-of-way questions or concerns.

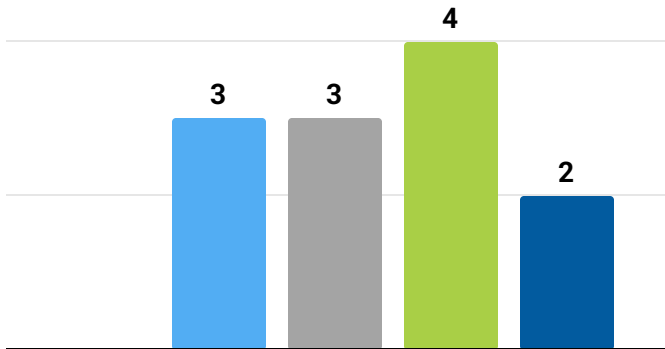


## Water & Sewer Utilities

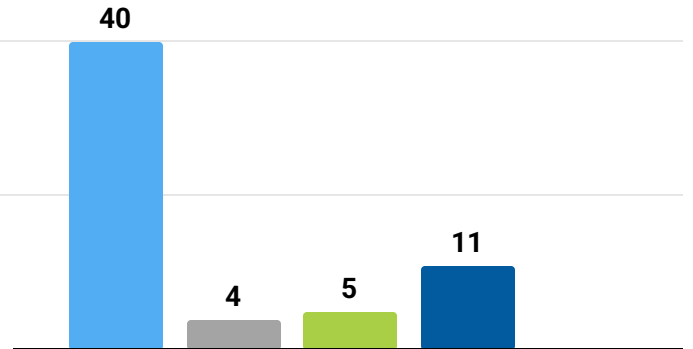
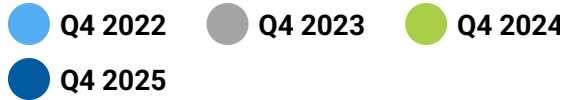




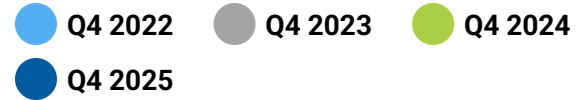
# Development Engineering



Subdivision Applications Received



New Lots Registered



# Capital Program



## Key Capital Projects & Anticipated Completion Date

## Progress - To End of Q4 2025



# Q4 2025 Update

## Human Resources

High retention reduces lost knowledge, hiring expenses, and missed revenue opportunities. The **Employee Retention Rate** and **Employee Turnover Rate** represent different aspects of the ability to nurture and maintain a workforce.

Data includes comparison of Q4 2024 and Q4 2025 for both the Employee Turnover Rate and Employee Retention Rate.



### Employee Retention Rate

	Q4 2024	Q4 2025
Headcount Oct 1 (beginning of quarter)	96	108
Headcount Dec 31 (end of quarter)	95	108
Employee Retention Rate	98.95%	100%

- **Employee Retention** measures workforce stability, not including new hires
- The **Employee Retention Rate** measures the percentage of employees who remain employed over a specific period of time
- A target annual retention rate of **85-90% or higher** is considered good for most industries



### Employee Turnover Rate

	Q4 2024	Q4 2025
Headcount Oct 1 (beginning of quarter)	96	108
Headcount Dec 31 (end of quarter)	95	108
Employee Turnover Rate	1.05%	0%

- **Employee Turnover** measures movement and includes new hires
- The **Employee Turnover Rate** measures the percentage of employees who leave an organization within a specific period of time
- A target annual turnover rate of **10%** is considered normal and desirable

# Occupational Health and Safety

## Q4 Safety By The Numbers

	2025 YTD	2024	2023
<i>Hazard Assessments</i>	673	681	370
<i>Safety Meetings</i>	133	177	180
<i>Inspections</i>	240	169	238
<i>Near Misses &amp; Hazards</i>	13	11	23
<i>Actions Complete</i>	78	171	96
<i>Actions Outstanding</i>	34	2	0
<i>Lost Time Injuries</i>	3	2	1
<i>Medical Aid Injuries</i>	3	3	4
<i>First Aid Injuries</i>	4	7	8
<i>Workplace Violence</i>	5	2	4
<i>WorkSafe BC Inspections</i>	1	6	2

## Health & Safety Training



### Training completed in Q4

- Ariel Work Platform
- Learn at Work Week
  - Communication Essentials
  - Having Difficult Conversations

### Upcoming Training

- Transportation of Dangerous Goods
- Lockout/Tagout (LOTO)
- Fall Protection
- Basic First Aid
- Fit Tests
- Swiftwater

## BCMSA Occupational Safety Excellence Award



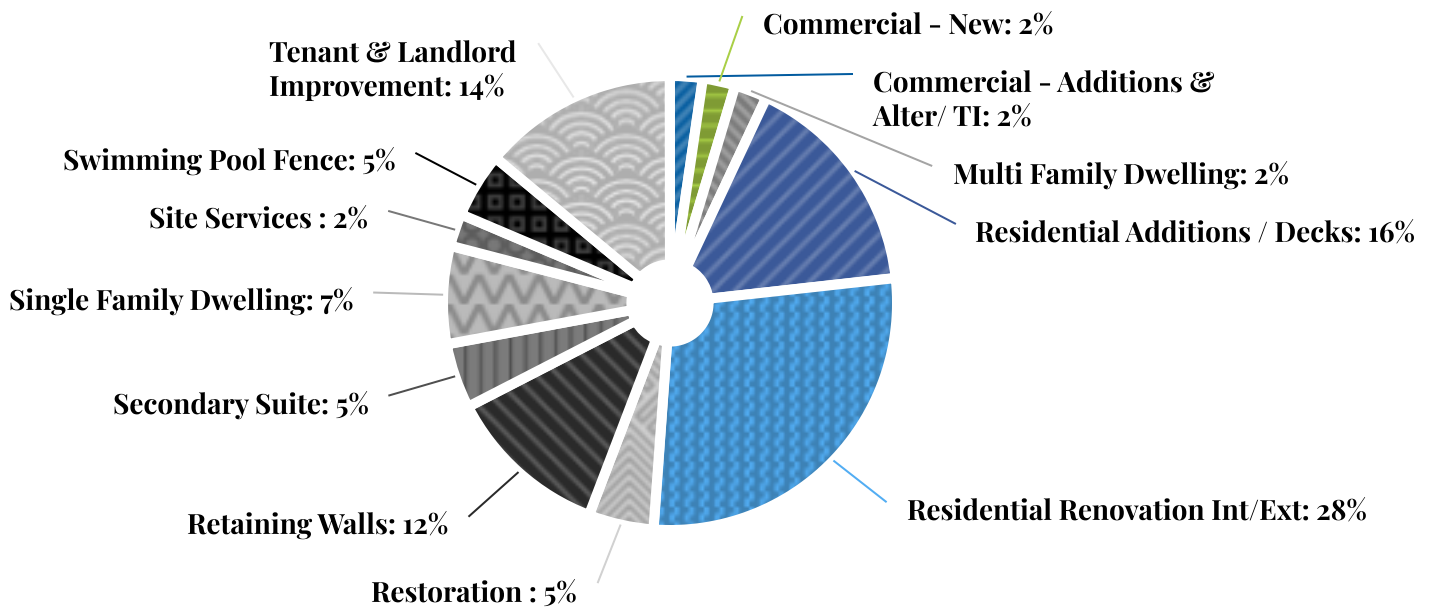
The District of Lake Country was recognized with the Occupational Safety Excellence Award from the BC Municipal Safety Association (BCMSA) for the fifth consecutive year.

This achievement reflects our ongoing commitment to fostering a proactive safety culture, continuously improving our practices, and ensuring the well-being of all employees.

# Building Permits Q4 October to December 2025



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- Commercial - Additions & Alter/ TI
- Commercial - New
- Multi Family Dwelling
- Residential Additions / Decks
- Residential Renovation Int/Ext
- Restoration
- Retaining Walls
- Secondary Suite
- Single Family Dwelling
- Site Services
- Swimming Pool Fence
- Tenant & Landlord Improvement

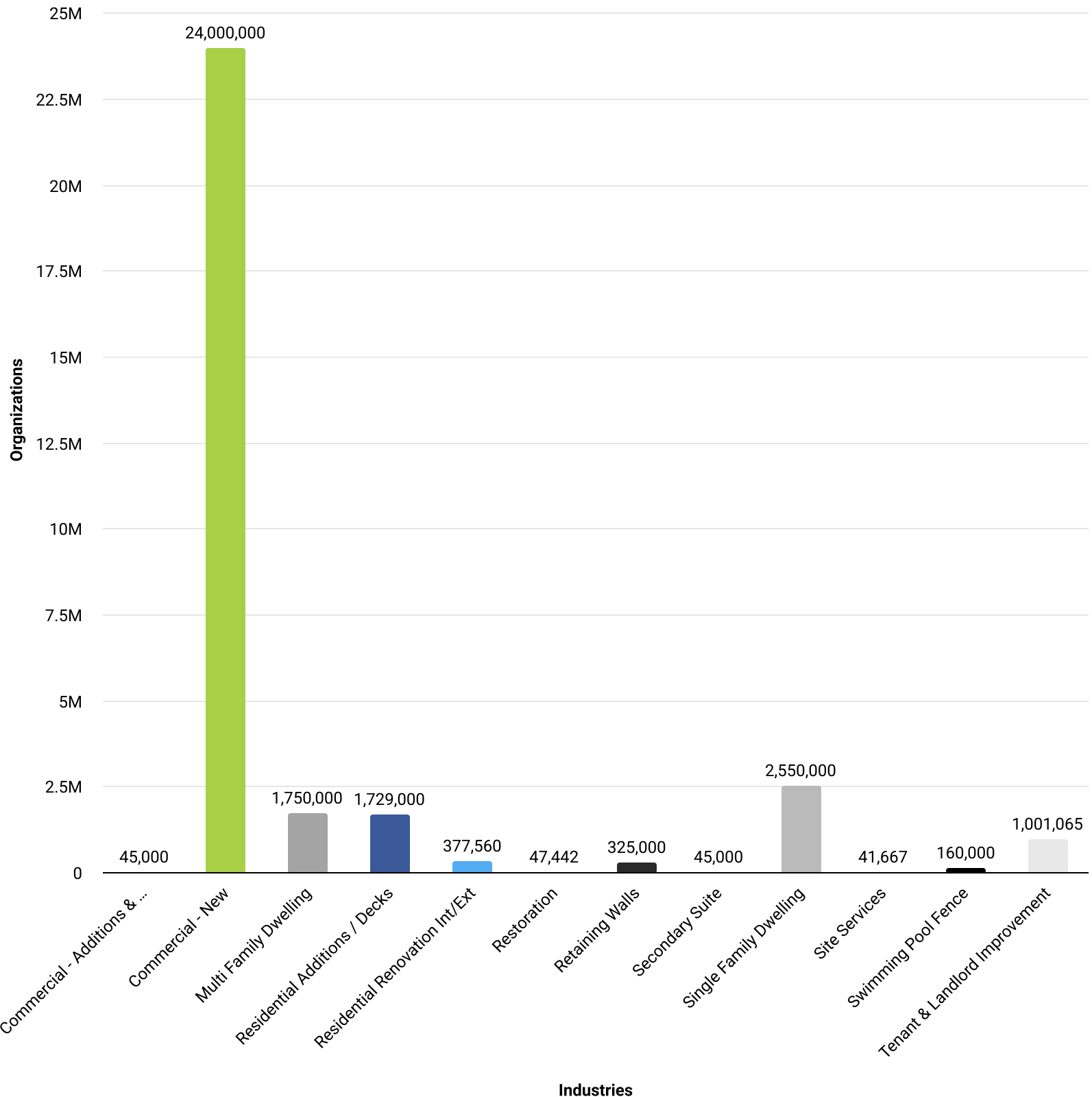
# Building Permits Q4

## October to December 2025







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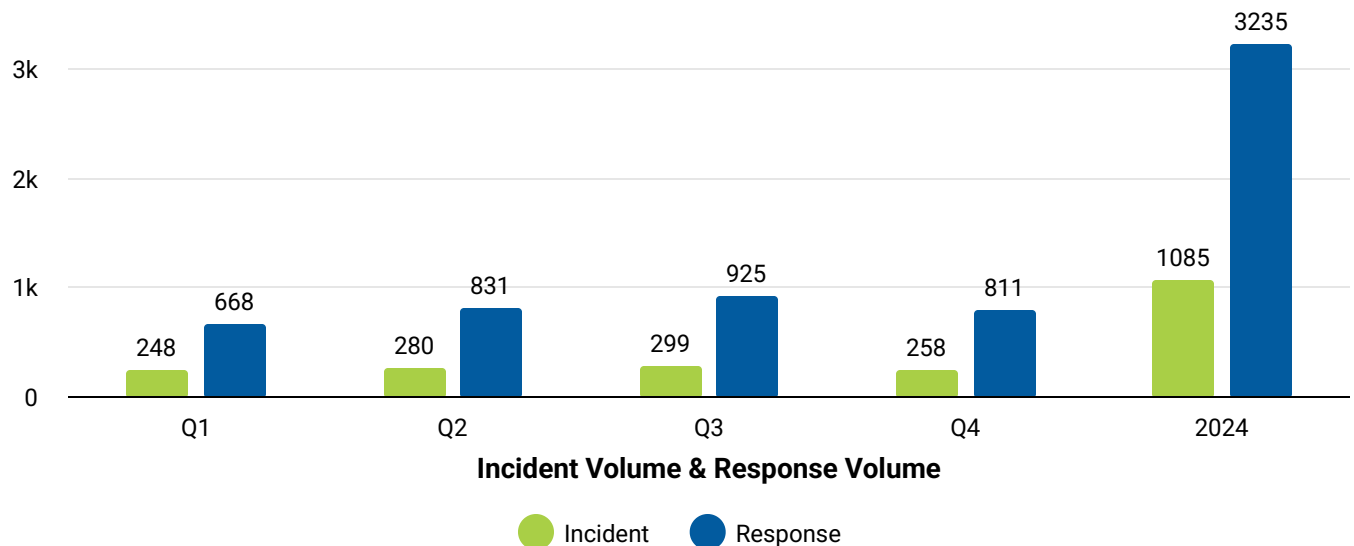
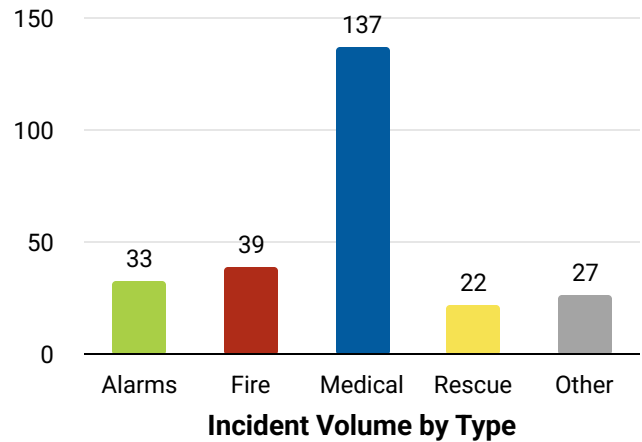
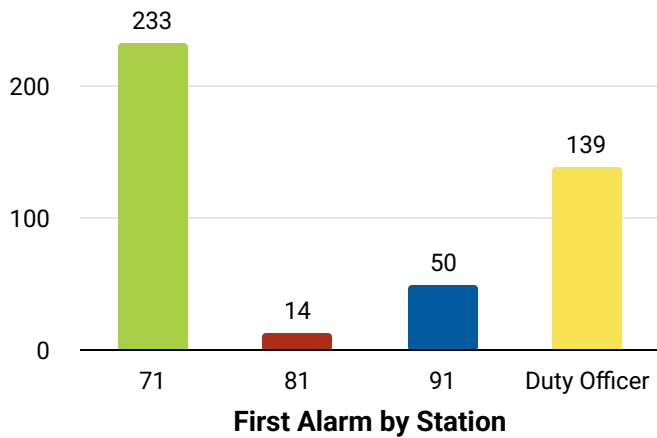
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# Lake Country Fire Department

## Q4 2025 - Emergency Response Summary

<b>Emergency Services for Residents &amp; Businesses</b> <b>24 - 7 - 365</b>  <b>70 Paid-On-Call Firefighters</b> <b>10 Career Staff</b> <b>3 Fire Stations</b>				
	<b>30</b>	<b>0</b>	<b>7</b>	<b>35</b>
	<b>Critical Lifesaving Medical Interventions</b>	<b>Civilian Fire Related Injuries</b>	<b>Fire Investigations</b> Property Saved \$3,902,600 Property Lost \$116,500	<b>Official LCFD Training Events</b>





# Lake Country Fire Department

## Q4 2025 - Fire Prevention Summary

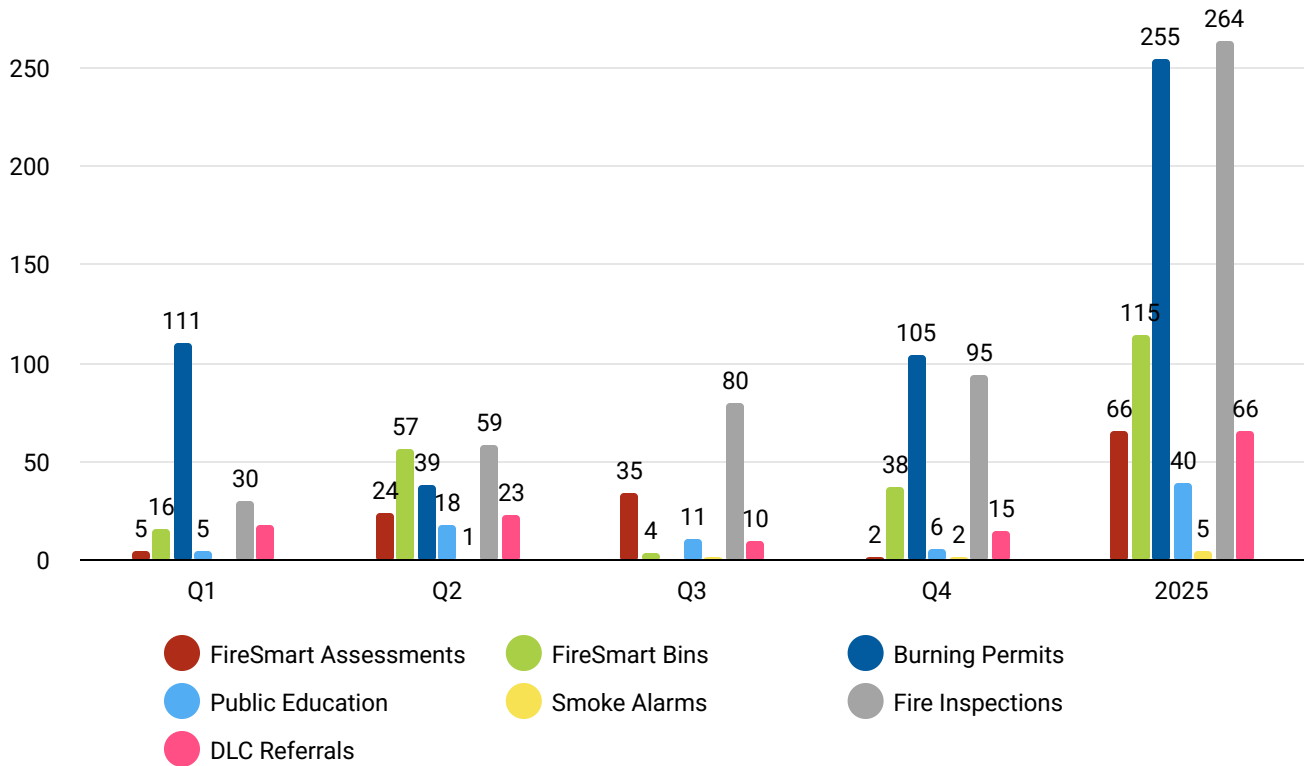


**Lake Country FireSmart Recycling Bin Pilot Program Year 2**

**4 Strategically Located Recycling Bins deployed throughout the Community on District Property to Support Residents**

**Neighborhood Recycling Bins Deployed for Special Projects to Support FireSmart BC Community Champions**

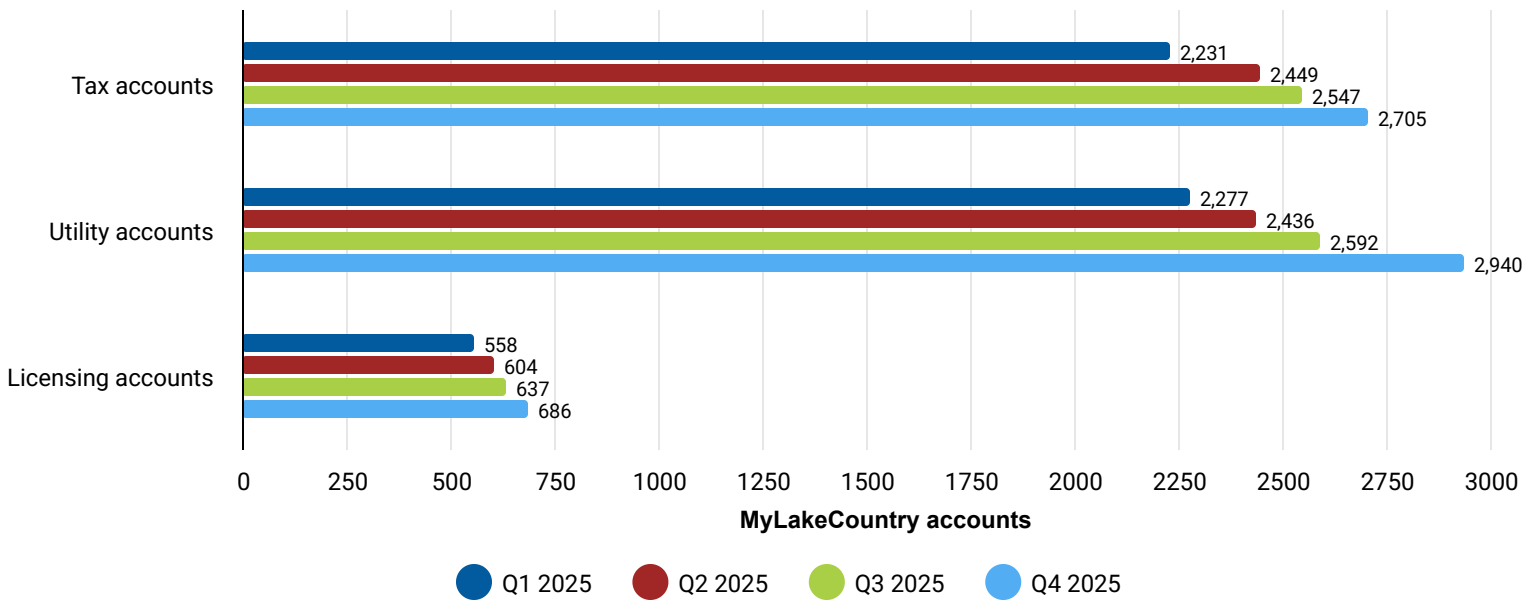
**Total Weight of Recycled Vegetation YTD - 103,510 Kg**  
**Q1 - 19,790 Kg Q2 - 82,720 Kg, Q3 - 4,480 Kg, Q4 - 66,890 Kg**



## Progress In Our Digital Offerings



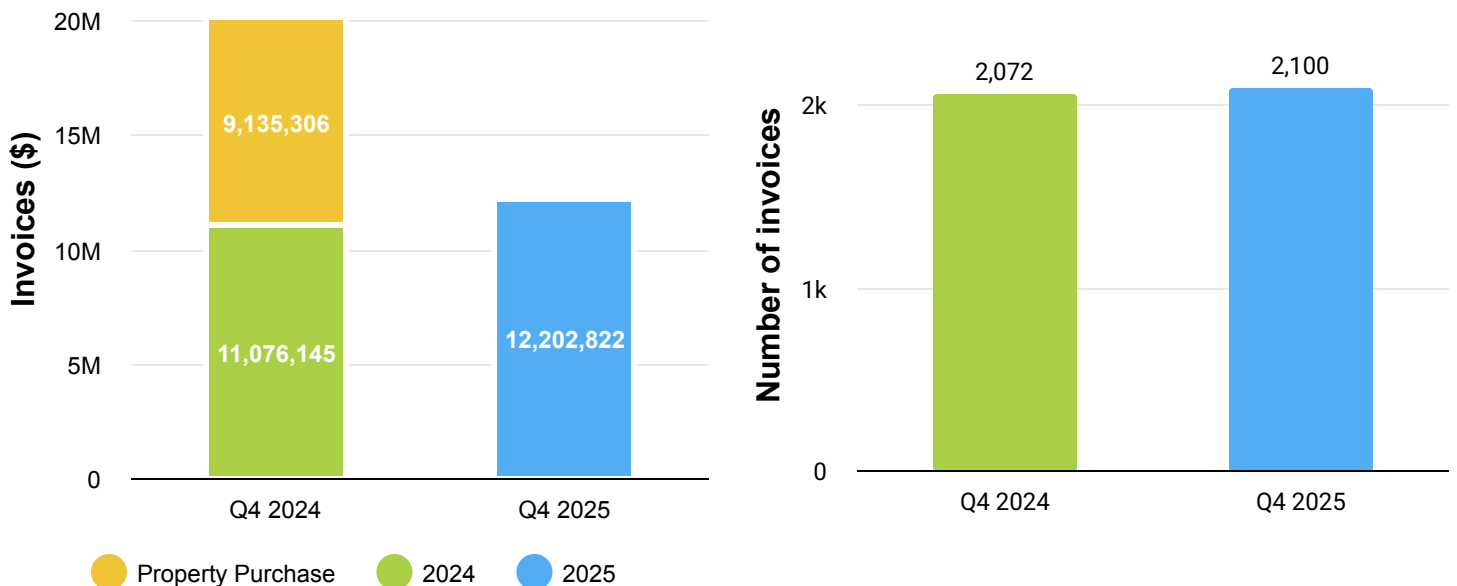
Account creation for MyLakeCountry accounts continue to grow at a steady rate. The ability to access and receive online bills and statements continue to be utilized by the public.



## Accounts Payable



The District processed 2,100 unique invoices in Q4 2025, up slightly from Q4 2024. The dollar variance is due to the 2024 property purchase, offset by timing of infrastructure delivery payments to construction companies related to 2025 capital projects.

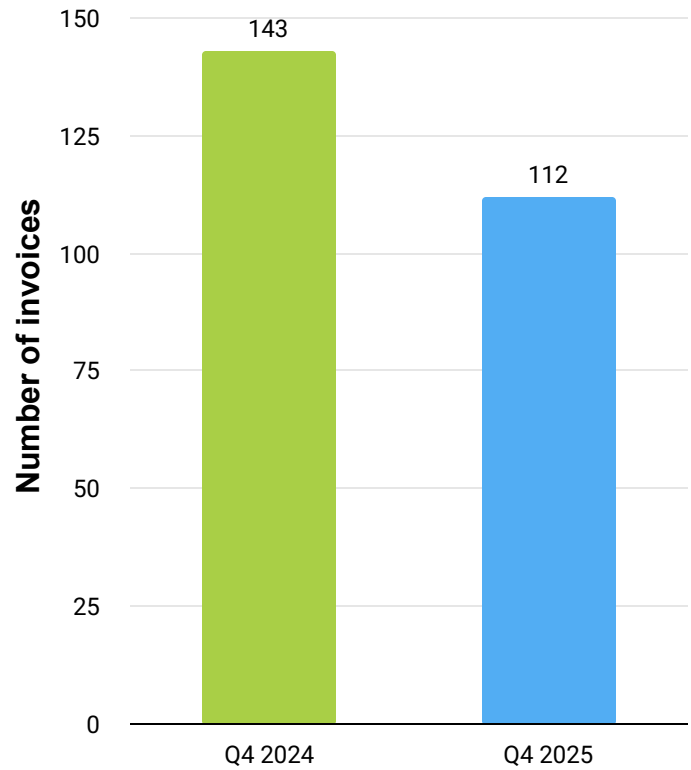
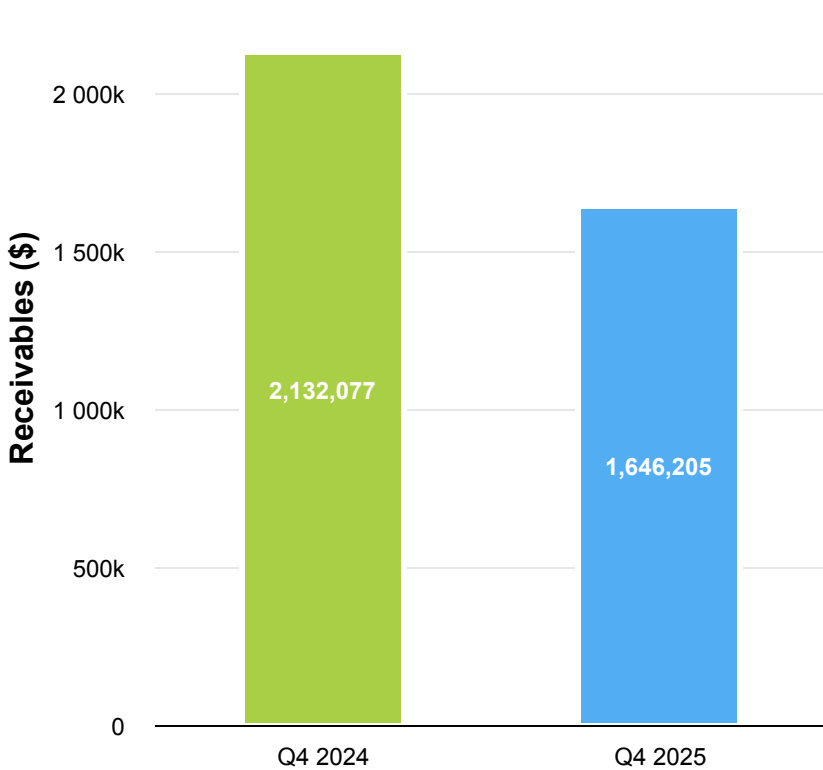


# Finance

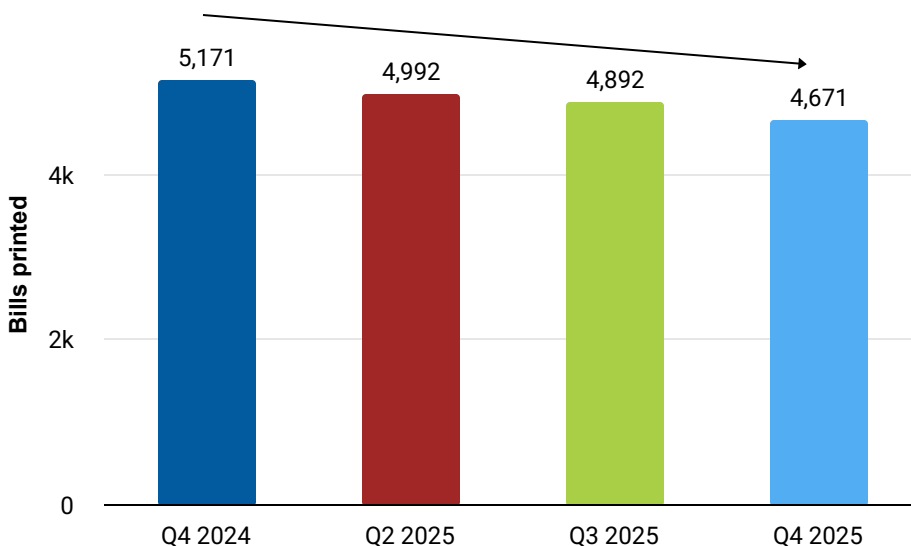
## Accounts Receivable



The District issued 112 invoices in Q4 2025, down from 143 in Q4 2024. Total invoices sent out amounted to 1,646,205 for Q4 2025, compared to 2,132,077 in Q4 2024. The difference is primarily attributable to timing differences related to shared resourcing invoicing with adjacent municipalities.



## Utility Bills



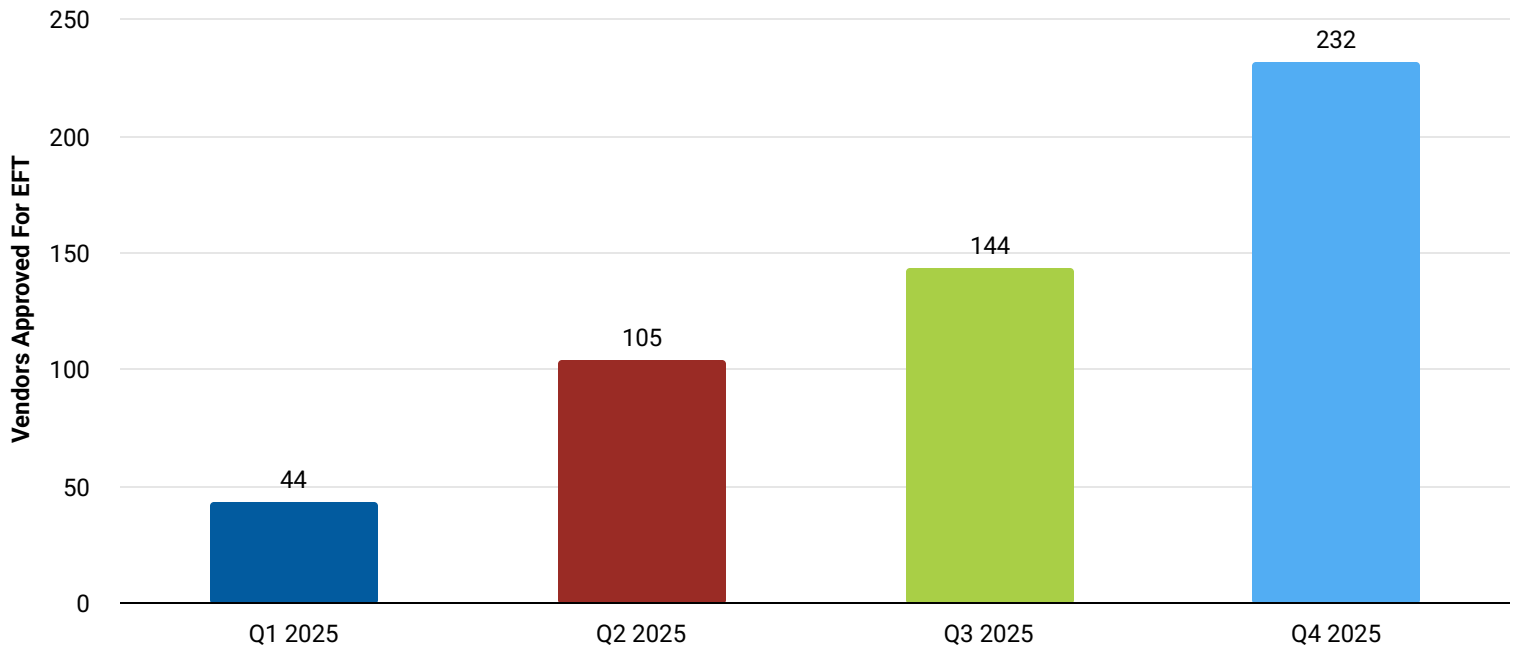
Utility bill printing continues to decline, reflecting the success of the MyLakeCountry platform as more customers opt for electronic billing. This shift underscores the effectiveness of our digital transition, reducing paper use and costs, with the trend expected to persist.

## Vendors Paid via Electronic Fund Transfer (EFT)



In 2025, our department has increased the number of vendors paid via EFT from 44 to 232. The continued acceleration of set-up is to continue with improving internal efficiencies strengthen payment reliability, and to provide more convenient payment methods to our vendors.

Staff undertake extensive outreach to vendors to collect, verify, and securely store banking information, ensuring payment accuracy before initiating vendor payments by EFT.



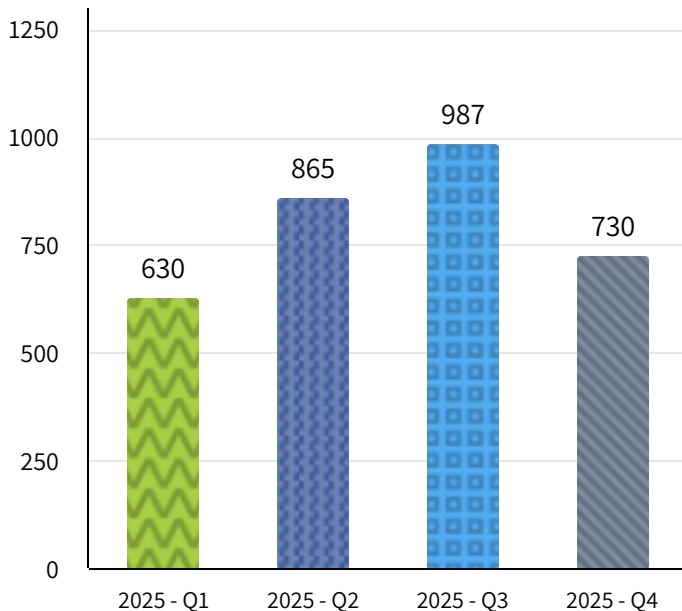


## 2025- Q4 Report

### Lake Country Community Highlights

- Modernization continues as we gain greater autonomy from the Regional model;
- Sgt. Zaheer Khan, the Detachment Operations NCO, retired in October. His replacement has been identified and is in the transfer process;
- Detachment members, including retired and visiting officers participated in the Remembrance Day Ceremonies on November 11;
- Two frontline officers, Cst. Sanguin and Cst. Thompson joined the detachment in December to supplement our GD resources.
- Several RCMP officers and a Municipal Employee participated in the annual, Christmas food and toy drives, supporting local food bank and charitable organizations;
- Cpl. Cheryl Duggan was promoted internally to lead our General Investigation Section. We are seeking an experienced GIS investigator to fill her vacated position and bolster this team;
- On December 25, Lake Country experienced its first Homicide in many years. The investigation is being lead by the E Division Major Crime Section. The investigation is on-going;
- At the end of December 2025, your Detachment FTE numbers were 15.76 out of 21.

### CALLS FOR SERVICE Comparison for Lake Country 2025 - Q1, Q2, Q3 & Q4



### SCHOOL RESOURCE OFFICER (SRO) In this Quarter the School Resource Officer

#### October 2025

- Elementary visits
- GES E-bike safety blitz
- Regional SRO briefing
- Community Sports liaison
- GES Youth traffic safety education
- Community Daycare and Elementary School Visits
- Community business/safety visits
- (DRE) School Traffic support
- Youth/parent support at schools
- Ongoing collaboration with Lake Country Health - Beyond the Bell (youth support)
- Training with Lake Country Fire

#### November 2025

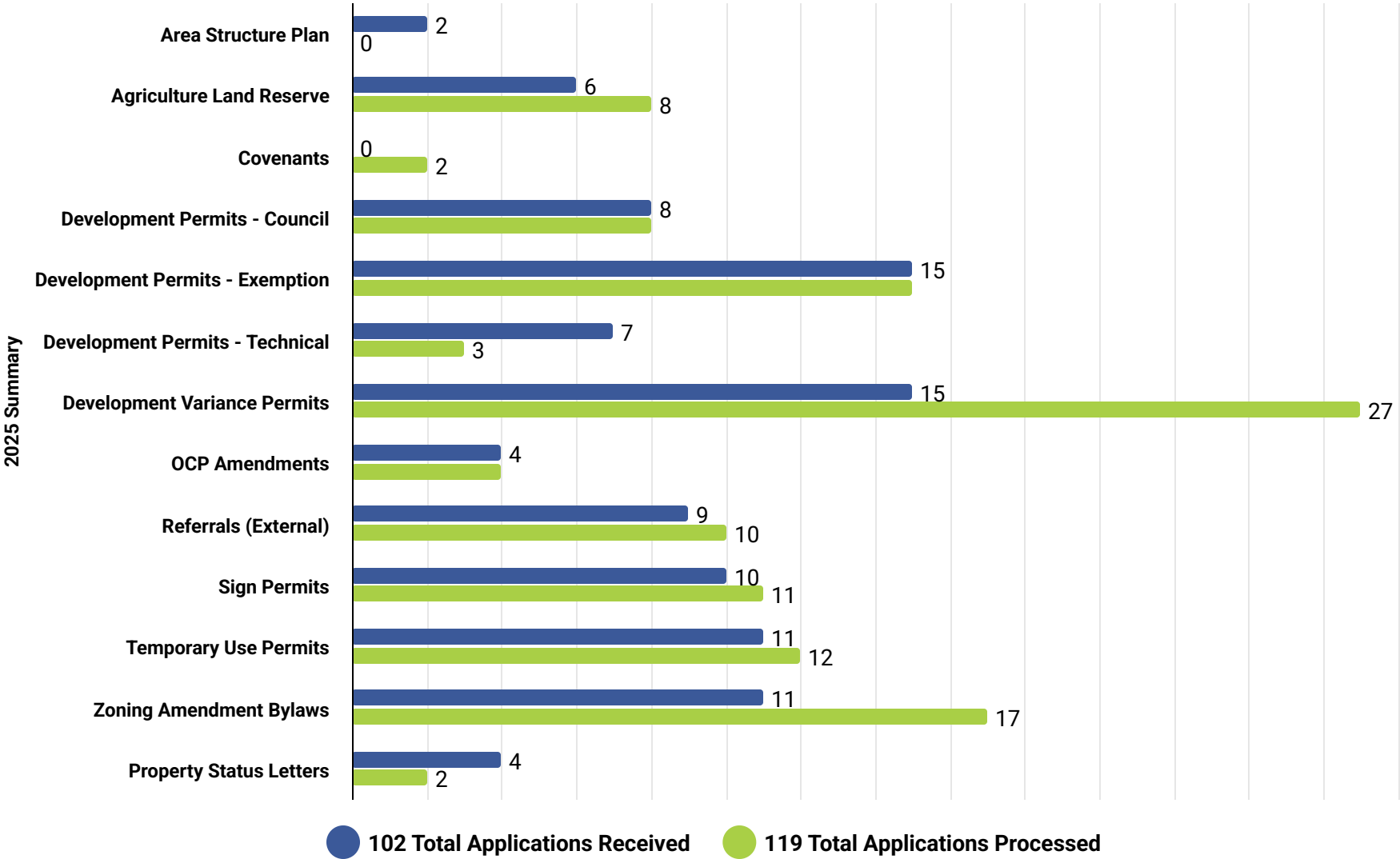
- SRO/SD23 Parent/Youth Support
- Remembrance Day Ceremonies
- Community Business/Crime Prevention visits
- Liaise MCFD
- Community Business / SD23 Safety visits
- Lake Country Health / UBCO Capstone

#### December 2025

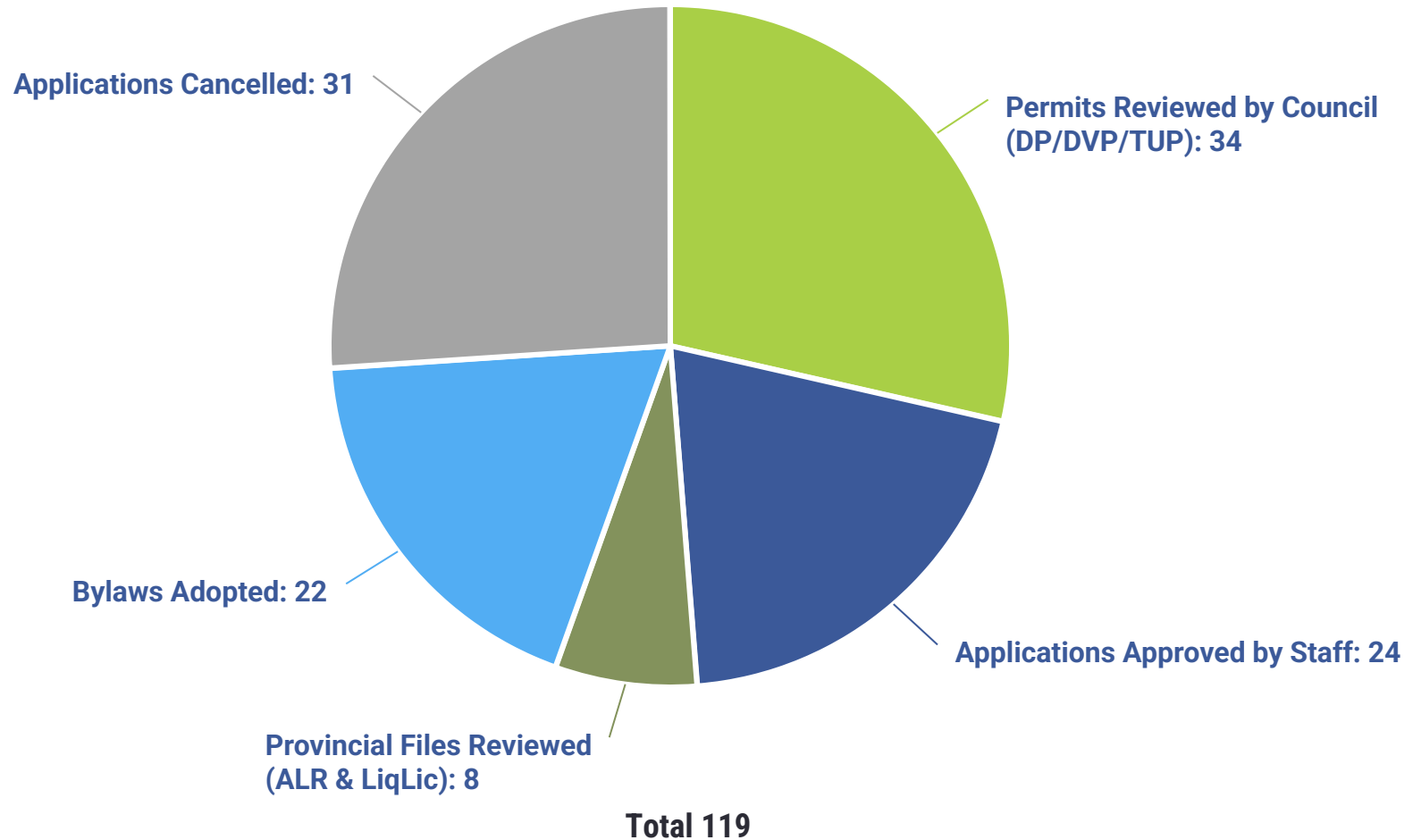
- PGE
- Collaboration Meeting Lake Country Health
- School - Social Media Safety
- Relationship Violence Prevention in -service

# Summary of 2025 Planning Applications

## Planning Applications Received vs Processed



# Summary of 2025 Planning Applications

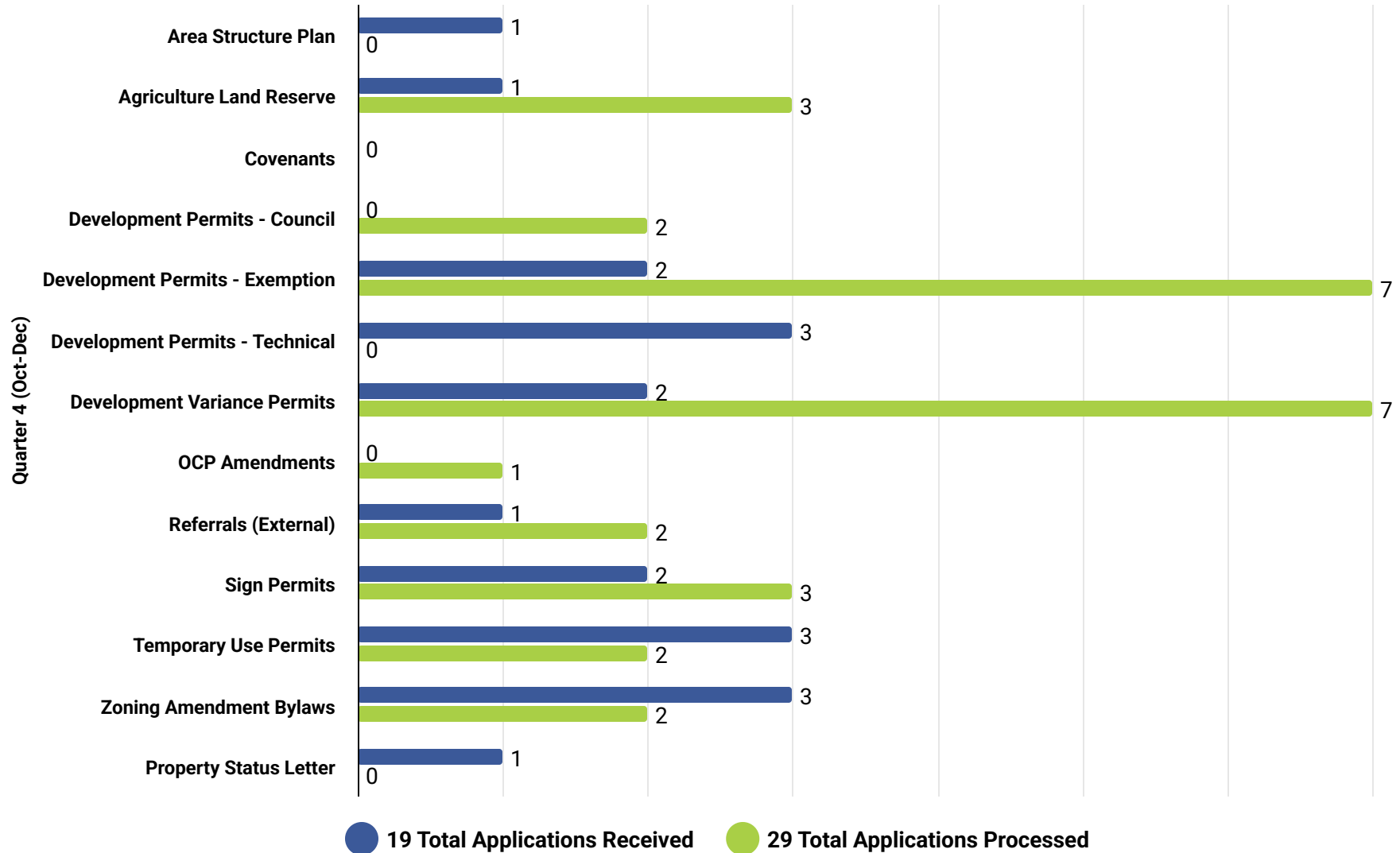


ALR = Agricultural Land Reserve  
DP = Development Permit  
DVP = Development Variance Permit  
LL = Liquor Licence  
OCP = Official Community Plan  
TUP = Temporary Use Permit

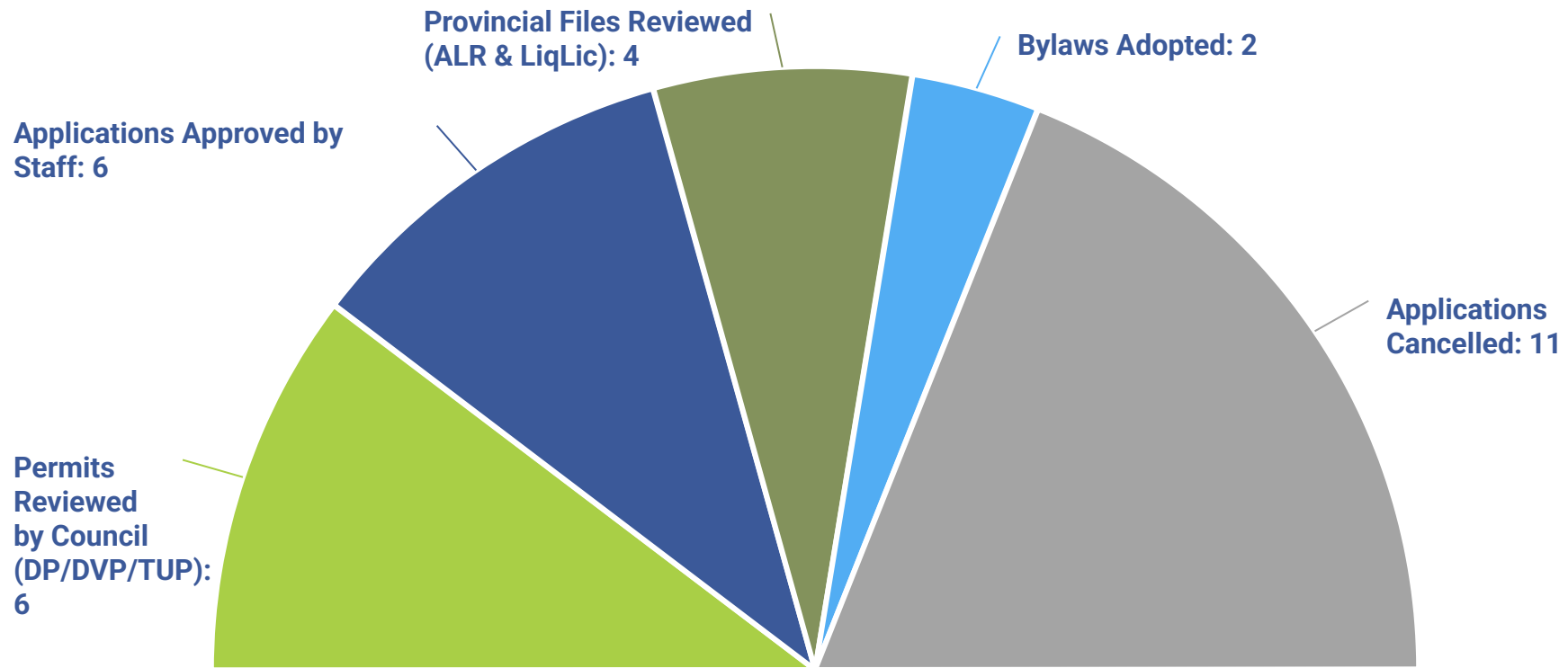


# 2025 Quarter 4 (Oct-Dec) Planning Applications

## Planning Applications Received vs Processed



# 2025 Quarter 4 (Oct - Dec) Planning Applications



**Total: 29**

**ALR = Agricultural Land Reserve**  
**DP = Development Permit**  
**DVP = Development Variance Permit**  
**LL = Liquor Licence**  
**OCP = Official Community Plan**  
**TUP = Temporary Use Permit**