



DECISION ITEM: Approval of RODS 2026/2027 salary grid
BOARD/COMMITTEE: Finance Committee
MEETING DATE: February 18, 2026
AGENDA ITEM:
SPONSOR: RODS Finance

RECOMMENDATION: That the RODS Finance Committee recommend that the RODS Board of Directors approve the RODS 2026/2027 staff salary grid.

SUMMARY OF KEY ISSUES & BACKGROUND: Beginning with the new three-year IRCC contracts commencing April 1, 2025, IRCC now requires an annual motion from the Board of Directors indicating their approval of the organizational salary grid prior to commencement of that specific pending fiscal year.

ALTERNATIVES: None

ADVANCED CONSULTATION: The Chair of the Finance Committee was made aware of this requirement and the possible timing of it being brought before the Board.

COMMUNICATION STRATEGY: Board motion to be shared with IRCC

REQUIRED APPROVALS: The RODS Board of Directors prior to March 31, 2026

STRATEGIC ALIGNMENT: Complies with an IRCC requirement.

TIMEFRAME/CONSEQUENCES OF DEFERRING DECISION: IRCC may deem us as non-compliant and unauthorized use of IRCC funds.