1. Call to Order
2. Declaration of Pecuniary Interest
3. Determination of Items Requiring Separate Discussion
4. Consent Agenda

That the following Consent Agenda items be received; and

That staff be authorized to take the actions necessary to give effect to the recommendations in the staff reports; and

That the correspondence be supported or received for information as recommended in the consent agenda.

a. Correspondence from Georgian College – Support for Georgian College from Grey County for the Concept of a Stand Alone Nursing Degree

That the correspondence from Georgian College regarding Grey County’s support for a stand-alone nursing degree at Georgian College be received for information.

b. Correspondence and Resolution from the Municipality of Meaford – Leave of Absence for Mayor

That the correspondence and resolution from the Municipality of Meaford authorizing a leave of absence for a period that may exceed three months for Mayor Barb Clumpus, be received for information.

c. Resolution from the Township of Georgian Bluffs – Security from Trespass and Protecting Food Safety Act

That the County of Grey support the resolution from the Township of Georgian Bluffs regarding the Security from Trespass and Protecting Food Safety Act.

d. Grey County – The Blue Mountains Task Force minutes dated October 24, 2019 and January 9, 2020

That the Grey County – The Blue Mountains Task Force minutes dated October 24, 2019 and January 9, 2020 be adopted as presented.
e. FR-CW-03-20 2019 Housing Write off of Uncollectible Accounts

   That Report FR-CW-03-20 titled 2019 Housing Write Off of Uncollectible Accounts be received; and

   That the recommended write offs in the amount of $50,074 as outlined in the report be approved.

f. FR-CW-06-20 Quarterly Purchasing Report – Quarter 4 of 2019


g. FR-CW-05-20 Ontario Regulation 284-09 2020 Budget


h. PDR-CW-07-20 Aquavil Redline Revision Information Report

   That Report PDR-CW-07-20 be received which provides an overview of proposed redline revisions to draft approved plan of subdivision 42T-2012-03 known as Aquavil (formerly known as Craigleith Village/Terrasen) on lands described as Lots 59, 110, 111 and 112, Part of Lots 86, 87, 88, 89, 113 and 114, Part of Block D (Closed by By-law), Registered Plan 529 in the Town of The Blue Mountains.

5. Items For Direction and Discussion

a. SSR-CW-02-20 Community Safety and Well-Being Plan Update and Agreement

   That Report SSR-CW-02-20 regarding the Community Safety and Well-Being Plan update and agreement be received; and

   That a by-law be brought forward authorizing the execution of the Community Safety and Well-Being Plan agreement between the Corporation of the County of Grey and the Corporation of the County of Bruce and the sixteen participating local municipalities listed in the agreement for Council’s consideration.


   That all written and oral submissions on the Recolour Grey Housekeeping Amendment, known as Official Plan Amendment Number 1, were considered; the effect of which helped to make an informed recommendation and decision; and

   That Addendum to Report PDR-CW-39-19 be received, and that Amendment Number 1 to consider an amendment to the County of Grey Official Plan
proposing changes to the Plan in order to address some discrepancies identified post approval of the Plan, be supported, and a by-law to adopt the County Official Plan Amendment be prepared for consideration by County Council.

c. PDR-CW-06-20 Forest Management By-law

That Report PDR-CW-06-20 be received and that staff be directed to draft a new County Forest Management By-law, including a public process and coordination with the member municipalities.

d. CCR-CW-02-20 Access to Council Portal for Alternates

That Report CCR-CW-02-20 regarding the provision of access to the Council portal by Alternate Council Members be received; and

That access to the Council portal by Alternate Council Members be granted on a per meeting basis.

e. HRR-CW-02-20 Memorandum of Settlement - OPSEU Social Services

That Report HRR-CW-02-20 regarding the Social Services Memorandum of Settlement be received, and the Collective Agreement between the County of Grey and OPSEU Local 266 Social Services be ratified.

6. Closed Meeting Matters

That the Committee of the Whole does now go into closed session pursuant to Section 239(2) of the Municipal Act, 2001 as amended to discuss:

i. A proposed or pending land acquisition or disposition of land by the municipality or local board (Patrol D Depot)

7. Other Business

8. Notice of Motion

9. Adjournment
Jan. 9, 2020

Warden Paul McQueen
County of Grey
595 9th Ave East
Owen Sound, ON  N4K 3E3

Dear Warden McQueen:

I want to express my appreciation for the unwavering support Georgian has received from Grey County to request, in partnership with Colleges Ontario, the provincial government to authorize Ontario colleges to grant a stand-alone nursing degree.

I am particularly grateful to the Grey County delegation for bringing this issue before the Honourable Ross Romano, Minister of Training, Colleges and Universities, at the 2019 Association of Municipalities of Ontario Conference in Ottawa. I understand the county will advocate on this issue at the 2020 Rural Ontario Municipal Association Conference this month and was delighted to hear your delegation request with the minister was granted for Jan. 20. We’ve already provided Kim Wingrove with a briefing note outlining our key messages; should you require anything else in advance of these meetings, please let me know.

Kim also shared an email from Jason D. Ashby at the Registered Nurses Association of Ontario (RNAO); the RNAO is picking up advocacy on its side and aligning its efforts with those already underway by your office. I can’t tell you how much your continued leadership on this issue means to both Georgian and our students. Grey County has helped pave the way to fruitful discussions and certainly broadened the scope of our support.

As you are aware, the nursing labour shortage in Central Ontario is very real. Health-care partners in Simcoe, Grey and Bruce counties provided resource projections and estimated a need to hire 4,302 new nurses over the next decade to accommodate growth and replace retiring nurses. Of that total, Grey Bruce Health Services and South Bruce Grey Health Centre estimated a need for 500 new nurses. It is essential to provide a nursing education model that is student, employer and patient centred – and Georgian is prepared to offer all four years of a nursing degree program right here in Central Ontario.

Working together, we can prepare more people to become skilled Registered Nurses who will stay in the region – creating opportunities for qualified students and ensuring better health care for years to come.
Thank you for continuing to advocate on Georgian's behalf. We appreciate your ongoing support of the college, the Owen Sound Campus and our students. I look forward to connecting with you soon and wish you much success in 2020.

Kind regards,

MaryLynn West-Moynes
President and CEO

c: Brian Davenport, Chair, Board of Governors
January 15, 2020

Heather Morrison
Clerk, Grey County
Heather.Morrison@grey.ca
SENT BY EMAIL

RE: Council Leave of Absence

Dear Ms. Morrison,

At the meeting on January 13, 2020, Council of the Municipality of Meaford passed the following resolution:

Moved by: Councillor Greenfield
Seconded by: Councillor Bell

That Council of the Municipality of Meaford authorize a leave of absence for a period that may exceed three months for Mayor Barb Clumpus.

Carried - Resolution #2020-01-03

If you should have any questions in regards to this resolution, please contact the Clerk, Matt Smith, at 519-538-1060 ext. 1115, msmith@meaford.ca or myself at the contact information below.

Yours sincerely,

[Signature]

Margaret Wilton-Siegel
Deputy Clerk / Manager of Legislative Services
Municipality of Meaford
21 Trowbridge Street West, Meaford
519 538-1060 ext. 1100 | mwiltonsiegel@meaford.ca
January 13, 2020

Honorable Ernie Hardeman  
Minister of Agriculture, Food and Rural Affairs

Via Email: minister.omafra@ontario.ca

RE: Security from Trespass and Protecting Food Safety Act, 2019

At its meeting on January 8, 2020, Council of the Township of Georgian Bluffs passed Resolution Number RES2020-018:

Moved By: Councillor Ryan Thompson  
Seconded By: Deputy Mayor Sue Carleton

Whereas the Minister of Agriculture, Food and Rural Affairs introduced the proposed Security from Trespass and Protecting Food Safety Act, 2019, in the Ontario Legislature, and

Whereas the proposed Bill is intended to better protect farmers, their animals, livestock transporters and the province’s food supply from on-farm trespassers, and would require explicit prior consent to access an animal protection zone on a farm or food processing facility, and

Whereas concerns have been expressed by farmers, farm organizations and others about trespassing and the safety of farm families, employees and farm animals,

Now therefore be it resolved that the Council of the Township of Georgian Bluff supports the passing of the Security from Trespass and Protecting Food Safety Act, 2019, and

That this Resolution be forwarded to the Minister of Agriculture, Food and Rural Affairs, Bruce-Grey-Owen Sound MPP Bill Walker, and Grey County municipalities.

Please feel free to contact me should you have any questions or concerns.
The Corporation of the
Township of Georgian Bluffs

Sincerely,

[Signature]

Brittany Drury
Deputy Clerk
519 376 2729 x. 244
bdrury@georgianbluffs.ca

Cc: Via Email

Hon. Bill Walker, MPP, Bruce-Grey-Owen Sound
Room 251, Queen’s Park
Legislative Building
Toronto ON M7A 1A8
bill.walkerco@pc.ola.org

Grey County Municipalities:

Matt Smith, Clerk, Municipality of Meaford
msmith@meaford.ca

Brian Tocheri, CAO / Clerk, Town of Hanover
btocheri@hanover.ca

Mark Turner, Clerk, Municipality of West Grey
mturner@westgrey.ca

Lindsey Green, Deputy Clerk, Township of Southgate
lgreen@southgate.ca

Corrina Giles, Clerk, Town of the Blue Mountains
cgiles@thebluemountains.ca

Raylene Martell, Clerk, Municipality of Grey Highlands
MartellR@greyhighlands.ca

Patty Sinnamon, CAO / Clerk, Township of Chatsworth
psinnamon@chatsworth.ca
The Corporation of the
Township of Georgian Bluffs

Briana Bloomfield, Clerk, City of Owen Sound
bbloomfield@owensound.ca

Heather Morrison, Clerk, County of Grey
heather.morrison@grey.ca
A. Call to Order

Grey County Warden Selwyn Hicks, Grey County Councillors Paul McQueen and Shirley Keaveney, The Blue Mountains Mayor Alar Soever, Deputy Mayor Odette Bartnicki, and Councillor Rob Sampson

Regrets: Councillor Ian Boddy

Staff Present: Kim Wingrove, Grey County Chief Administrative Officer, Shawn Everitt, The Blue Mountains Chief Administrative Officer; Ruth Prince, The Blue Mountains Director of Finance and IT Services; Kevin Weppler, Grey County Director of Finance and Heather Morrison, Grey County Clerk.

Mayor Alar Soever called the meeting to order at 1:30 p.m.

• Approval of Agenda

Moved by: Odette Bartnicki Seconded by: Shirley Keaveney

THAT the Agenda of October 24, 2019, be approved as circulated, including any items added to the Agenda, Carried.

• Declaration of Pecuniary Interest and general nature thereof

None
Minutes

Moved by: Odette Bartnicki                  Seconded by: Shirley Keaveney

THAT the Grey County – The Blue Mountains Task Force minutes of September 19, 2019 be adopted as circulated, including any revisions to be made, Carried.

B. Agenda Topics

B.1 MTAG Report – Re-Assessment Impacts and Tax Burden Shifts
   1) Re-Assessment Impacts and Tax Burden Shifts, FAF.19.182
   2) MTAG Presentation

The Blue Mountains Director of Finance & IT Services Ruth Prince reviewed staff report FAF.19.182 Re-assessment Impacts and Tax Burden Shifts as it relates to Tax Class and Tax Burden Shifts within The Blue Mountains and surrounding municipalities. Ruth advised the Committee members that The Blue Mountains hired MTAG Paralegal Professional Corporation with respect to the impacts of assessment and tax policy tools. Committee discussed the need for a solution and agreed that Municipal Property Assessment Corporation (MPAC) sets the rules and there is a need to go back to the Province to change the rules. Councillor Rob Sampson suggested that Grey County needs to coordinate together with The Blue Mountains to address the concerns with the assessment collaboratively at the Provincial level to have tax policy/tools in place to offset the tax burden to residents.

B.2 Current Tax Situation – Now and in 4 Years – The Blue Mountains and Neighbouring Communities

Committee discussed the affordability of taxation, the increase in assessment versus the household incomes and the future of affordability for residents over the next four years. Grey County CAO Kim Wingrove questioned what statistics were used to define income as outlined in the staff report with Mayor Soever replying that the 2016 Census data was the indicator used.

B.3 Potential for a Co-ordinated Effort for Tax Deferral or Other Mitigation for People on Fixed Incomes and Seniors (Verbal)

Committee addressed tax deferral and the need to assist residents who are seniors or residents on fixed income. CAO Kim Wingrove advised that the County of Grey’s deferral by-law needs to be updated and this matter should be addressed at the County level, noting a report will be provided to County Council in the near future.

B.4 County Revenues and Expenditures Report – Action Plan

Committee addressed the concerns with The Blue Mountains residents still inquiring about the 26% taxation charge provided to the County of Grey’s budget and the lack of understanding regarding what the 26% of taxation dollars is spent on and what benefits are in turn provided back to The Blue Mountains taxpayers.
Councillor Rob Sampson suggested the County be more engaged with the citizens of The Blue Mountains by perhaps preparing a one page insert to be included in tax bills mailed out to taxpayers which itemize what is covered by the 26% of taxation.

CAO Kim Wingrove suggested that Grey County Staff be present at The Blue Mountains Budget Public Information Centre to answer any questions from the taxpayers as well as preparing an insert to be included in the tax bills that are mailed out. Committee concurred that this would be most helpful to the residents to have an insert in their tax bills and to also include contact names and numbers of County Staff should any resident of The Blue Mountains have inquiries that can be answered directly from County Staff.

B.5 County Service Delivery and Effectiveness (Verbal)

a) Transit Project

CAO Kim Wingrove updated the Committee advising that the transit project is still being worked on and are hoping to have a transit solution in the near future to meet the transportation needs of Grey County residents. Mayor Alar Soever suggested the project should consider transit on weekends which will allow staff and students working weekends at Blue Mountain Village to be given an opportunity to utilize transit during those times.

b) Planning

Mayor Alar Soever questioned the status of the County’s Tree By-law. CAO Kim Wingrove confirmed that staff will be bringing a report forward at the November 14, 2019 County Council meeting.

c) Attainable Housing and Community Improvement Plan

Committee addressed the ongoing need for attainable housing in The Blue Mountains and the need to have the tools within the redevelopment of Grey County’s Community Improvement Plan.

Deputy Mayor Odette Bartnicki advised that she will provide a Notice of Motion at the next Grey County Council meeting regarding prioritization of attainable housing and a request for a staff report to look at the impacts of allowing each municipality to keep its supplementary assessment in the year that it is raised given that it is outside of the levy.

C. New Business

None
D. Notice of Meeting Dates

November meeting date – to be determined

County Clerk Heather Morrison will advise the members of the date for the November meeting.

Moved by: Paul McQueen Seconded by: Selwyn Hicks

THAT this Committee does now adjourn at 3:35 p.m., Carried.
Committee Minutes
Grey County – The Blue Mountains Task Force
January 9, 2020 – 2:45 PM

The Task Force met on the above date at the Grey County Administration Building with the following members in attendance:

Present: Grey County Warden Paul McQueen; Grey County Councillors Aakash Desai and Scott Mackey; The Blue Mountains Mayor Alar Soever, Councillor Rob Sampson

Regrets: Councillors Odette Bartnicki and Shirley Keaveney

Staff Present: Kim Wingrove, Grey County Chief Administrative Officer; Shawn Everitt, Town of the Blue Mountains Chief Administrative Officer; Heather Morrison, Clerk; Tara Warder, Deputy Clerk/ Legislative Coordinator;

Call to Order

Warden McQueen called the meeting to order at 2:45 PM.

Declaration of Pecuniary Interest

There were no declarations of pecuniary interest.

Adoption of Minutes

_TBM01-20_ Moved by: Councillor Sampson Seconded by: Councillor Desai

That the Grey County – The Blue Mountains Task Force minutes dated October 24, 2019 be adopted as presented.

Carried
Items for Direction and Discussion

Schedule of Meetings and Grey County – The Blue Mountains
Task Force Workplan for 2020

Mayor Soever noted that the Task Force has met irregularly due to a lack of agenda items since the beginning of the 2018 term. The Terms of Reference state that the Task Force will meet monthly. It was suggested that the meetings be scheduled in advance. A workplan would be beneficial as well.

Potential workplan items were discussed including a master drainage plan, attainable housing and transportation master plan.

The Town will come back with the tasks it would like to see included in the workplan.

In terms of scheduling meetings, the Task Force discussed options. It was decided that meetings will be scheduled after County Council on the second Thursday of the month for February, April, June, September and November.

Participation of Grey County staff in the Blue Mountains Budget
Public Information Centres and Public Meetings

Mayor Soever spoke to the Town of the Blue Mountains’ budget process. There has been discussion about having County staff make a presentation on the County’s budget or having an information table at the Town’s Public Information Centres to better inform taxpayers of the County’s role in service provision.

Grey County staff have not previously presented at any lower tier budget meeting. Staff further noted that people can attend County Council as a delegation at any time if they have questions or concerns with the budget.

Inquiry was made as to how the County can communicate all the different services it provides in order to improve understanding.

A service summary has been circulated on several occasions. Staff will forward this document to the Task Force members.
SWIFT – Update on Proposed Presentation to be presented at County Council

The Town has questions for SWIFT regarding its financials, timelines for the roll out of its internet project and technical questions. SWIFT does not have the capacity to meet with each lower tier as well as the 15 upper tiers. The Chief Operating Officer of SWIFT provided an update to County Council in October.

Ms. Wingrove noted that SWIFT did provide information surrounding its financials and governance structure, etc. Specific information about additional broadband services won’t be known until the Grey County SWIFT procurement is complete. Ms. Wingrove will send the SWIFT information to the Task Force.

Integration of County Tree By-law with the Blue Mountains’ By-law

Mayor Soever noted that the Town is updating its tree cutting by-law.

It was noted that Planning staff are working on the County’s Forest Management by-law and it is anticipated to come forward in April 2020. The By-law Enforcement Officer from the Niagara Escarpment Commission is involved as well and would like to be part of the public consultation piece.

The Task Force discussed the merits of both municipalities having complimentary by-laws.

Ms. Wingrove noted that the Town and Grey County are planning joint workshops for public education purposes and will help stakeholders understand the purpose of the by-law.

Integration of traffic counts through use of OPP Black Cat traffic counters

There are radar detectors used by the OPP that collect valuable traffic count information. There is an opportunity to work with the police on collecting this data for transportation planning purposes.

Staff noted that the Blue Mountains detachment will clean up the data and is willing to provide it to the Town.
Notice of Motion introduced by Councillor Odette Bartnicki regarding Prioritization of Attainable Housing

Notice was provided by Deputy Mayor Bartnicki at the November 14, 2019 Grey County Committee of the Whole meeting regarding prioritization of attainable housing and using recently found supplementary assessment revenue from the Town to dedicate towards this purpose.

Mayor Soever noted that he will bring an amended motion forward at a later date.

Other Business

There was no other business.

Next Meeting Dates

February 13, 2020 at the Grey County Administration Building.

On motion by Councillors Mackey and Desai, the meeting adjourned at 4:14 PM.

Warden Paul McQueen, Chair
Recommendation

1. That Report FR-CW-03-20 titled 2019 Housing Write Off of Uncollectible Accounts be received; and

2. That the recommended write offs in the amount of $50,074 as outlined in the report be approved.

Executive Summary

Balances owing from former tenants with no repayment activity are written off at year-end for accounting purposes and staff continue to work on collections. Staff recommends that $50,074 in arrears be written off, which is within the budgeted amount of $52,200.

Background and Discussion

Staff in the Housing department review accounts receivable balances monthly and attempt to work with residents when arrears exist in order to minimize the potential for write offs. Most of the Housing accounts receivable balances that staff recommends be written off relate to former housing tenants with charges originating between July 1, 2018 and June 30, 2019 with no repayment activity. Although the amounts are written off for accounting purposes, attempts continue to be made to collect the receivable.

Previous tenants with balances owing are not eligible for subsidized housing with Grey County or other housing providers in the province until such time as payment is made or a repayment schedule is in place.

A total of $50,074 meets the criteria outlined above as compared to the budgeted amount of $52,200. The write off is comprised mostly of rental arrears with small amounts for maintenance charges and utility charges. The majority of the write offs are from Victoria Village
$27,992, newly acquired property to Grey County Housing. This total write-off amount is 1.37% of the budgeted rental revenue of $4,178,160. The following chart provides comparative information for the proposed 2019 write off and the previous five years.

Summary of Housing Accounts Receivable Write Off and Bad Debt Recovery

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount of Write Off</th>
<th>Number of Accounts Written Off</th>
<th>Amount of Bad Debt Recovery</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$50,074</td>
<td>21</td>
<td>$3,263</td>
</tr>
<tr>
<td>2018</td>
<td>$21,471</td>
<td>19</td>
<td>$8,133</td>
</tr>
<tr>
<td>2017</td>
<td>$63,137</td>
<td>38</td>
<td>$2,694</td>
</tr>
<tr>
<td>2016</td>
<td>$40,900</td>
<td>30</td>
<td>$2,829</td>
</tr>
<tr>
<td>2015</td>
<td>$16,225</td>
<td>14</td>
<td>$4,265</td>
</tr>
<tr>
<td>2014</td>
<td>$34,317</td>
<td>32</td>
<td>$1,111</td>
</tr>
</tbody>
</table>

Legal and Legislated Requirements

None

Financial and Resource Implications

The uncollectible amount eligible for write off totals $50,074 as compared to the budgeted amount of $52,200.

Relevant Consultation

☒ Internal – Anne Marie Shaw, Director of Housing

☐ External (list)

Appendices and Attachments

None
Committee Report

To: Warden McQueen and Members of Grey County Council

Committee Date: January 23, 2020

Subject / Report No: FR-CW-06-20 Quarterly Purchasing Report

Title: Quarterly Purchasing Report – Quarter 4 2019

Prepared by: Mike Alguire, Purchasing Manager
Sharon Melville, Buyer

Reviewed by: Kim Wingrove

Lower Tier(s) Affected: None

Status: 

Recommendation

1. That Report FR-CW-06-20 regarding the quarterly purchasing report for Quarter 4 of 2019 be received for information.

Executive Summary

Grey County’s purchasing policy A-FIN-001, as endorsed by County Council on March 4, 2014, gives Directors the authority to award items and services up to $250,000 that have prior budget approval. This policy requires Directors to provide a summary of all purchases between $25,000 and $250,000 on a quarterly basis.

County Council endorsed the County’s new purchasing Policy, By-law 4074-20, which became effective January 9, 2020 and changed the dollar figure at which a quarterly purchasing report is required. Beginning with the Quarter 1 2020 reporting period, quarterly reports will be provided for contracts awarded between $75,000 and $500,000.

Background and Discussion

The attached chart summarizes all purchases made between $25,000 and $250,000 by Departments between October 1, 2019 and December 31, 2019.
Department - Housing

<table>
<thead>
<tr>
<th>Contract</th>
<th>Description</th>
<th># of Bids</th>
<th>Awarded Bid</th>
<th>Approved Amount</th>
<th>Awarded Amount (excl. HST)</th>
</tr>
</thead>
<tbody>
<tr>
<td>RFT-HOU-17-19</td>
<td>Flooring at Kiwanis Apartments in OS</td>
<td>5</td>
<td>CarpetPlus</td>
<td>$50,000</td>
<td>$68,451*</td>
</tr>
</tbody>
</table>

Department - Planning

<table>
<thead>
<tr>
<th>Contract</th>
<th>Description</th>
<th># of Bids</th>
<th>Awarded Bid</th>
<th>Reserve Amount</th>
<th>Awarded Amount (excl. HST)</th>
</tr>
</thead>
<tbody>
<tr>
<td>RFT-PCD-07-19</td>
<td>Harvest of Lily Oak</td>
<td>2</td>
<td>Moggie Valley</td>
<td>$30,000</td>
<td>$85,000 **</td>
</tr>
</tbody>
</table>

Legal and Legislated Requirements

None

Financial and Resource Implications

*The shortfall from RFT-HOU-17-19 will be funded from the money saved from RFT-HOU-16-19 Air Make Up replacement at Kiwanis Apartments. There was a $19,853 surplus in that project.

** This amount is revenue from the harvest of one of the County’s forest tracts.

Relevant Consultation

☒ Internal
☐ External

Appendices and Attachments

None
Recommendation


Executive Summary

Ontario Regulation 284/09 requires that Council receive a report with respect to non-cash items such as expenses related to capital asset amortization, post-employment benefits, and solid waste landfill closure and post-closure costs being excluded from the annual budget.

This report is being brought forward prior to the finalization of the 2020 budget.

Background and Discussion

When public sector accounting board standards changed with the introduction of tangible capital asset accounting and reporting, there was no change requiring that budgets be prepared on the same basis. The County of Grey like most municipalities continues to prepare budgets on the traditional cash-basis.

Ontario Regulation 284/09 allows municipalities to exclude from the annual budget expenses related to capital asset amortization, post-employment benefits, and solid waste landfill closure and post-closure costs. If municipalities do not budget for these expenses, a report is to be submitted to council with respect to the exclusions.

The County of Grey’s 2020 budget for Revenue and Expenditures is being considered by Council on February 7, 2020 and this budget presentation will exclude the following expenses:

1. Amortization of tangible capital assets (a non-cash expense). The budget does include transfers of tax levy funding for capital projects and transfers to reserve for capital asset
renewal. The amount of these transfers is GREATER than the annual estimated amortization of capital assets.

2. Future post-employment benefit expenses. The budget includes the estimated current year’s expense for eligible retired employees.

3. Solid waste landfill closure and post-closure expenses. Landfill sites are not held at the County level.

The actual amortization costs for 2018 as per the audited financial statements was $10,171,642 and in comparison, the estimated amortization for 2019 totals $10,659,000. The total gross capital expenditures proposed in the 2020 budget are estimated at $32,555,300. Included in these gross expenditures is funding being allocated to reserves for future capital spending to assist in providing funding for the lifecycle replacement of the County’s capital assets.

Notwithstanding the financial statement requirements, the County will continue to:

- Manage capital investments and tax levy requirements in order to try and provide sufficient contributions to maintain lifecycle replacement and rehabilitation requirement of its capital assets.
- Budget for the current year cost of post-employment benefits in each year’s operating budget.

The regulation also requires an assessment of the impact on the excluded expenses on the change in the County’s accumulated surplus. This analysis would show if the County’s financial position is deteriorating due to increasing liabilities and underfunded asset renewal requirements.

The term “accumulated surplus” is used in the audited financial statements. The financial statements show the assets of the municipality, net of all liabilities that will be available to provide services to future generations. The accumulated surplus changes on an annual basis based on accounting surplus or deficit for each year. The accounting surplus represents the amount of revenue recorded during the year which is in excess of operating expenses, amortization and interest expense. Any surplus is available for capital including the repayment of debt principal, the purchases of new assets and the rehabilitation of existing assets.

At the end of 2018, the County’s consolidated surplus was reported at $230.5 million, an increase of $15.1 million over 2017 as the result of the investment in capital assets during the year. The $230.5 million was comprised of the following: $189.3 million invested in tangible capital assets (net of debt) and available to service future generations; $48.1 million in funds set aside in reserves; $7.0 million in unfunded liabilities and other items. The $48.1 million in reserves is set aside for the following purposes: $1.9 million in working funds, $3.1 million for insurance, sick leave and WSIB, $11.4 million for current purposes and $31.7 million for future capital requirements. The Transportation Services Department holds 29.7% or $9.4 million of the $31.7 million in reserves for capital purposes; these reserves are held for activities such as unscheduled maintenance and construction, future construction projects, structure and culvert rehabilitation, depots and equipment/vehicle replacement. Funds totaling $4.3 million have been set aside for the future redevelopment of Rockwood Terrace.

Staff utilizes tools such as building condition assessments, bridge and culvert studies, pavement condition evaluation and equipment/vehicle replacement schedules. These tools assist in
prioritizing projects, developing the annual ten year capital forecast and determining the funds that need to be set aside for the future.

**Legal and Legislated Requirements**

As noted in the report, Ontario Regulation 284/09 requires that Council receive a report with respect to non-cash items such as expenses related to capital asset amortization, post-employment benefits and solid waste landfill closure and post-closure costs that are not being included in the annual budget.

**Financial and Resource Implications**

There are no direct financial implications associated with this report. Non-financial asset information will be reported in the 2019 annual audited financial statements. Other financial implications are discussed in the body of this report.

**Relevant Consultation**

☐ Internal – This report is administrative in nature and no consultation was required.

☐ External

**Appendices and Attachments**

None
Committee Report

To: Warden McQueen and Members of Grey County Council

Committee Date: January 23, 2020

Subject / Report No: PDR-CW-07-20

Title: Aquavil Proposed Redline Revision – Former Craigleith Village/Terrasan – 42T-2012-03

Prepared by: Randy Scherzer

Reviewed by: Kim Wingrove

Lower Tier(s) Affected: Town of The Blue Mountains

Status: Recommendation

1. That Report PDR-CW-07-20 be received which provides an overview of proposed redline revisions to draft approved plan of subdivision 42T-2012-03 known as Aquavil (formerly known as Craigleith Village/Terrasan) on lands described as described as Lots 59, 110, 111 and 112, Part of Lots 86, 87, 88, 89, 113 and 114, Part of Block D (Closed by By-law), Registered Plan 529 in the Town of The Blue Mountains.

Executive Summary

Plan of Subdivision File 42T-2012-03 known as Aquavil (formerly known as Craigleith Village/Terrasan) was originally draft approved on May 20, 2014. The draft approved plan was appealed in 2014 but the appeal was later withdrawn by the appellant. The current draft approved plan is a block plan which identifies various blocks which will require future development applications in order to develop within each of the blocks. A total of 25 blocks exist in the current draft approved plan which consists of blocks for single dwellings, townhouses, mix-use residential/commercial, institutional, open space/park, and stormwater management. The County has received an application which proposes revisions to the existing draft approved plan. The Town will be holding a public meeting for the proposed revisions and the associated official plan amendment and zoning by-law amendment. Following the public process, and agency comments, a thorough analysis and staff recommendation will be provided.
Background and Discussion

Plan of Subdivision File 42T-2012-03 known as Aquavil (formerly known as Craiglieth Village/Terrasan) was originally draft approved on May 20, 2014. The draft approved plan was appealed by a neighbouring landowner in 2014 but the appeal was later withdrawn by the appellant and therefore the Ontario Municipal Board (now called the Local Planning Appeal Tribunal) passed a decision confirming the plan had been draft approved. The plan of subdivision is located on lands legally described as Lots 59, 110, 111 and 112, Part of Lots 86, 87, 88, 89, 113 and 114, Part of Block D (Closed by By-law), Registered Plan 529, Town of The Blue Mountains. The subject lands are located on the north side of Highway 26 between Blue Mountain Drive and Long Point Road. Figure 1 below shows the subject lands.

Figure 1 - Subject Lands

The current draft approved plan is a block plan which identifies various blocks which will require future development applications in order to develop within each block. A total of 25 blocks exist in the current draft approved plan which consists of blocks for single dwellings (3 blocks), townhouses (5 blocks), mix-use residential/commercial (2 blocks), institutional (2 blocks), open space/park (10 blocks), and stormwater management (1 block). The site is divided into an east and a west neighbourhood with the dividing line occurring at Brophy’s Lane. In addition to the current draft approved plan of subdivision, previous planning approvals for the subject lands include a Town official
plan amendment and zoning by-law amendment. The current approvals enable development of up to 340 dwelling units and 9,100 square metres of commercial uses between the east and west neighbourhoods.

The County has received an application which proposes revisions to the existing draft approved plan. The Town has also received an official plan amendment application as well as a zoning by-law amendment application. The proposed revisions apply to the west neighbourhood lands (i.e. the lands north of Highway 26 between Blue Mountain Drive and Brophy’s Lane). The proposed revisions and amendments would result in:

- Retention of the provincially significant wetland designations and zones as per the existing planning approvals
- 234 dwelling units comprising of 176 low rise condominium dwellings, 20 semi-detached dwellings, 36 townhouse dwellings and 2 single detached dwellings
- Retention of the single detached dwelling zone on the west side of Brophy’s Lane
- Retention of the seniors building site located on the west side of Brophy’s Lane (potentially up to 130 units/suites)
- Minor refinements to the west boundary Hazard zone reflecting updated engineering and the environment impact study findings that have been submitted with the application packages
- Deletion of the C6 commercial zone in the west
- Provision of a recreation centre for the residents of Aquavil
- Modified Hazard zone provisions at the shoreline, and retention of lands for use of the Aquavil residents

In terms of actual proposed changes to the existing draft approved block plan, the following is a summary of the proposed changes (see Figure 2 – Proposed Revisions to Draft Plan and Figure 3 – Proposed Concept Plan for the West Neighbourhood):

- Reconfiguration of the residential component block arrangements and boundaries
  - Combining and reducing the townhouse blocks from five to one (Block 1)
  - Replacing some of the townhouse block areas with two semi-detached blocks (Blocks 3 and 4)
  - Replacing one of the single detached blocks (Block 5) with a condominium block (Block 5)
  - Replacing one of the townhouse blocks (Block 11) with a condominium block (Block 11)
  - Removing 4 open space/park blocks (Blocks 7 to 10) and replacing with part of proposed Condominium Block 5
- Replacing three public streets with one (proposed Street A) while retaining the Hope Street alignment connection at Highway 26. The proposed street network has been reconfigured which also includes a proposed roundabout as well and a proposed connection to Brophy’s Lane to the north (Block 8)
- Adding a private recreational block (Block 12) which replaces one of the townhouse blocks (Block 12) and part of an existing stormwater management block (part of Block 13)
- Two proposed setback blocks from Highway 26 (Blocks 27 and 30)

Figure 2 – Proposed Revised Plan (West Neighbourhood)
Pre-submission consultation between the proponent, the Town and the County identified the submission requirements for the proposed revised subdivision and proposed official plan and zoning amendments. Copies of all background reports and plans can be found at this link.

**Analysis of Planning Issues**

When rendering a land use planning decision, planning authorities must have regard to matters of Provincial Interest under the *Planning Act*, be consistent with the Provincial Policy Statement (PPS) 2014, and conform to any Provincial Plans or official plans that
govern the subject lands. In this case, the Niagara Escarpment Plan, the County of Grey Official Plan and the Town of The Blue Mountains Official Plan all have jurisdiction over the subject property.

**Provincial Policy and Legislation**

Both the Planning Act and the PPS speak to the efficient use of land within settlement areas, where services are readily available. The plan of subdivision is within a recreational settlement area that is serviced by municipal water and sewer services.

The subject lands are identified as Escarpment Recreation Area in the Niagara Escarpment Plan which contemplates development of this nature. The subject lands are outside of the Niagara Escarpment Development Control Area and therefore a development permit is not required from the Niagara Escarpment Commission (NEC). The proposed redline revisions have been circulated to the NEC for review and comment.

The supply of an adequate range of residential housing types is required in both Provincial documents. The provision of a suitable transportation network, both pedestrian and vehicular, is also noted in the Provincial legislation and policy.

**County Official Plan**

The subject lands are designated as ‘Recreational Resort Area’ and ‘Provincially Significant Wetlands’ within the County Official Plan. Significant Woodlands and Other Wetlands are also identified on parts of the subject lands. Within the Recreational Resort Area designation, the County Plan generally defers to the detailed land use policies and development standards of the municipal official plan or secondary plans.

Section 2.8 of the County Plan provides policies on Significant Woodlands that have been identified on parts of the subject lands. An updated environmental impact study has been submitted with the application and this has been circulated to review agencies.

Section 5.3 of the County Plan provides a similar servicing hierarchy to that found in the PPS, which has been noted above. Elsewhere in section 5 of the Plan are policies which govern roads and transportation.

**Town of The Blue Mountains Official Plan**

Official Plan Amendment 20 (OPA 20) was previously adopted by the Town and approved by the County. OPA 20 was appealed, however minutes of settlement were reached between the various parties and were approved by the Ontario Municipal Board (now called Local Planning Appeal Tribunal). OPA 20 sets out detailed policies for the
development of the subject lands. The Town has received an official plan amendment application which proposes revisions to the specific detailed policies approved under OPA 20 in order to align with the proposed revised concept plan.

A detailed analysis of Provincial, County, and Town policy has not been offered at this stage; however, following the public and agency review processes, a comprehensive planning analysis and final recommendations will be provided.

Legal and Legislated Requirements

The application will be processed in accordance with the Planning Act.

Financial and Resource Implications

There are no anticipated financial, staffing or legal considerations associated with the proposed redline revisions, beyond those normally encountered in processing the application. The County has collected the requisite fee for this application.

Relevant Consultation

☒ Internal – Planning Staff, Transportation Services

☒ External – Town of The Blue Mountains, required agencies under the Planning Act and the public.

Appendices and Attachments

None
Recommendation

1. That Report SSR-CW-02-20 regarding the Community Safety and Well-Being Plan update and agreement be received; and

2. That a by-law be brought forward authorizing the execution of the Community Safety and Well-Being Plan agreement between the Corporation of the County of Grey and the Corporation of the County of Bruce and the sixteen participating local municipalities listed in the agreement for Council’s consideration.

Executive Summary

On January 1, 2019, new legislative amendments to the Police Services Act, 1990 came into force, mandating municipalities to prepare and adopt a community safety and well-being plan by January 1, 2021. In two-tier municipal government locations, it is the local municipalities that have been designated. In recognition of the numerous stakeholders that provide services regionally across Grey and Bruce Counties, there was support for a collaborative process for the local municipalities to work jointly to develop a community safety and well-being plan under the leadership of the two Counties. Through the leadership of a consultant, a Steering Committee and an Advisory Committee have been formed to develop the plan to ensure compliance with the legislated time frame.
Background and Discussion

Council previously received background information on this initiative in CAOR-CW-08-19. The recommendation contained within that report received approval via Committee of the Whole Resolution CW-155-19 on July 11, 2019 followed by County Council endorsement on July 25, 2019, as per Resolution CC56-19, and authorized the development of a collaborative process for a consistent community safety and well-being plan for the member municipalities in Grey and Bruce Counties to then customize, adopt and implement.

Since that time, several key actions have been taken to date, as outlined in the Advisory Committee – Status Updates and Key Messages document.

Of note, the Advisory Committee and Municipal representatives worked to finalize the Terms of Reference as well as the Community Safety and Well-Being Plan (CSWBP) Agreement to provide a governance framework for this initiative. Currently sixteen of the seventeen local municipalities are participating in the collaborative, Meaford having opted out. There are in excess of 50 municipal, organization, agency and community representatives included on the Advisory Committee membership while the Steering Committee is comprised of the representation from Grey County, Bruce County, Public Health, Victims’ Services and Police Services in support of the work of the consultant.

Attached to the report is a copy of a slide deck for municipal representatives and other advisory committee representatives to present information to their home organizations on the nature of the initiative.

Advisory and Steering Committee Meetings have been occurring regularly throughout the fall of 2019 and are planned for the coming year in 2020. Municipalities have adopted bylaws to execute the agreement of the Community Safety and Well-Being Plan and municipal engagement sessions are scheduled from January to April of this year to gather valuable input to identify risk assessment within the individual municipalities. The schedule involves town-hall meetings for direct engagement within each of the 16 municipalities. A comprehensive survey is under development; it is clear that there will be different priorities presented in different communities within the two County region. A literature review has been underway to determine best practices of the municipalities within the province that have been involved in this initiative for some time and have proven results and indicators that are reflecting the cross-sector approach to community safety and wellbeing. As well, through Ontario Municipal Social Services Association, a provincial network of CSWBP leads has been initiated. Finally, to ensure a deep level of engagement at the community level and a clear understanding of the CSWBP initiative, and open, two-way communications, a website is being developed and set to launch in early 2020.
Legal and Legislated Requirements

Under the Police Services Act (effective January 1, 2019), municipalities are required to develop and adopt community safety and well-being plans working in partnership with a multisectoral advisory committee comprised of representation from the police service board and other local service providers in health/mental health, education, community/social services and children/youth services. The municipalities are required to have the plan in effect by January 1, 2021.

The Director of Social Services will serve as leadership, in consultation with the CAO, for Grey County on both the Advisory, and Steering Committees, for which the Terms of Reference are attached.

There are no IT considerations associated with this report although a website is planned to host relevant information and for communication and consultation purposes.

Financial and Resource Implications

A one-time grant supported funding for this initiative in the amount of $55,000 for Grey County and its member municipalities as per Committee of the Whole Resolution CW155-19 and County Council endorsement on July 25, 2019 as per Resolution CC56-19.

Bruce County has provided financial commitment in the amount of $10,000 from unconditional, one-time funding, with further financial contribution of $5,000 from each of its member municipalities. In collaboration with Bruce County this would generate a total project budget of $105,000 that would cover the costs of a part time coordinator, travel, meeting and other associated expenses incurred for the development and launch of the plan by January 1, 2021.

Relevant Consultation

☐ Internal (list)
☒ External

Advisory and Steering Committee of the CSWB network

Appendices and Attachments

Attachment to SSR-CW-02-20 Community Safety and Well-Being Plan Agreement - December 9 2019 v. 3 FINAL
Attachment to SSR-CW-02-20 Community Safety and Well-Being Advisory Committee Terms of Reference

Attachment to SSR-CW-02-20 Community Safety and Well-Being Steering Committee Terms of Reference

Attachment to SSR-CW-02-20 CSWB - Education Presentation - 2019.12.09 FINAL

Attachment to SSR-CW-02-20 Community Safety and Well-Being Advisory Committee Status Update
Addendum to PDR-CW-39-19

To: Warden McQueen and Members of Grey County Council
Committee Date: January 23, 2020
Subject / Report No: Addendum to PDR-CW-39-19
Title: Proposed Housekeeping Amendments – County Official Plan – Final Report
Prepared by: Scott Taylor
Reviewed by: Randy Scherzer
Lower Tier(s) Affected: All Municipalities
Status:

Recommendation

1. That all written and oral submissions on the Recolour Grey Housekeeping Amendment, known as Official Plan Amendment Number 1, were considered; the effect of which helped to make an informed recommendation and decision; and

2. That Addendum to Report PDR-CW-39-19 be received, and that Amendment Number 1 to consider an amendment to the County of Grey Official Plan proposing changes to the Plan in order to address some discrepancies identified post approval of the Plan, be supported, and a by-law to adopt the County Official Plan Amendment be prepared for consideration by County Council.

Executive Summary

The new County Official Plan was approved by the Province on June 6, 2019 and came into effect on June 7, 2019. Since that time, County staff have identified some discrepancies that need to be amended in the approved Plan. These include formally recognizing Official Plan Amendments that were approved by County Council from the date the Official Plan was adopted to when it was approved. There are also a couple of mapping and official plan text errors that have been identified that staff are recommending be fixed. Following public and agency consultation, including a public meeting, staff are now recommending approval of the Housekeeping Amendment, also known as Official Plan Amendment (OPA) # 1.
Background and Discussion

The County’s new Official Plan was approved by the Province on June 6, 2019 and came into full force and effect on June 7, 2019. Since that time staff have begun to implement the new Official Plan and using it daily to provide comments on various applications and development proposals. Throughout the use of the new Official Plan, staff have identified some discrepancies that were missed prior to the Province’s approval. A summary of the proposed discrepancies and changes was included in staff report PDR-CW-39-19, which is linked to in the Attachments section of this report.

Following Council’s endorsement of staff report PDR-CW-39-19, the draft OPA 1 (also linked to in the Attachments section of this report), was circulated to agencies, and posted on our County website for review. Advertisements were placed in local papers and notice was also given directly to anyone who requested notice on any of the previous OPAs being covered by OPA 1.

Public and Agency Comments Received

A public meeting was held on December 10, 2019, and the minutes to that public meeting have been linked to in the Attachments section of this report.

Dave Alexander was the only member of the public to make comments on the Housekeeping Amendment, who raised the following concerns specifically with respect to former OPA 136 (the Hensall Co-op expansion in Southgate):

- Speed limit of 50km/hour is not enforced,
- Pedestrian safety,
- Quantity of truck traffic and queueing on the roads,
- Jake brake signage is not effective or enforced,
- Difficulty getting in contact with the Site Manager at Hensall Co-op to discuss concerns,
- Promised improvements to the Co-op have not been made,
- Noise from the Co-op, especially overnight,
- Impacts on neighbours, including dust and other emissions,
- Potential future uses on the site including retail and a fertilizer plant,
- Timing for the expansion project, and
- Accuracy of mapping.

County staff spoke with Mr. Alexander at the public meeting and followed up with a letter in early January. Many of Mr. Alexander’s comments stem from the current Hensall Co-op, as the expansion has yet to be built. County staff would note that the associated zoning, consent and local official plan amendments have been approved for the Co-op expansion, but that the Site Plan has not yet been approved. Should the
expansion move forward a number of Mr. Alexander’s comments are best addressed at the site plan stage.

Agency comments were received from;

- Historic Saugeen Metis,
- Saugeen Valley Conservation Authority,
- Nottawasaga Valley Conservation Authority, and
- Grey Sauble Conservation Authority.

There were no objections to OPA 1 by any of the circulated agencies.

**Analysis of Planning Issues**

When rendering a land use planning decision, planning authorities must have regard to matters of Provincial interest under the *Planning Act*, be consistent with the Provincial Policy Statement (PPS) 2014, and conform to any Provincial Plans or Municipal Official Plans that govern the subject lands.

A fulsome planning analysis has not been provided for the former OPAs which are being reinstated through OPA 1. Links to the staff reports on those OPAs have been included in the Attachments section of this report, and the reports contain a planning analysis for each amendment. These OPAs were inadvertently left out of Recolour Grey, and the current OPA 1 is simply adding them back into the County Official Plan. As noted in staff report PDR-CW-39-19, there was a slight change to OPA 135 whereby at the proponent’s request, the boundaries of the lands subject to the OPA are being reduced slightly.

The other changes through OPA 1 have been included below, along with a brief staff comment for each one.

1) There is an area southeast of the Settlement Area of Walter’s Falls that was inadvertently designated as Secondary Settlement Area when it should have been designated as Rural.

Staff Comment – This area was inadvertently ‘coloured in’ on the map as a settlement area based on a reduction in the Hazard Lands mapping. When the Hazard Lands shrunk, the map got coloured orange for Secondary Settlement Area instead of white for Rural.

Establishing a new settlement area in this location would not be consistent with the PPS, which first requires a comprehensive review, prior to expanding or creating a new settlement area. Furthermore, this area does not have municipal water or sewer services and is not an area where the County wants to focus our growth at
this time. The surrounding lands are a mixture of Rural and Hazard Lands, therefore re-designating these lands as Rural would be compatible with the existing and surrounding land uses.

2) Designating lands as Space Extensive Commercial/Industrial that have been designated as Rural Employment Lands in the Town of The Blue Mountains Official Plan and scoped to the permitted uses in the Town’s Official Plan.

Staff Comment – These lands are already being used for Space Extensive Commercial/Industrial uses and have been designated similarly in the Town’s Official Plan. Placing this designation on the lands in the County Plan would conform to both the current use of the lands and the Town’s Official Plan. There are no consistency issues with respect to the PPS, or matters of Provincial interest under the Planning Act.

3) Clarifying that lot creation within Settlement Areas is permitted subject to an EIS for new lots proposed within a Linkage identified on Schedule C – Natural Heritage System Cores and Linkages, (Natural Heritage Systems Study). A mapping change is also being made to Schedule C, to remove a small section of Core Area from the Recreational Resort Area settlement area in Town of The Blue Mountains.

Staff Comment – The Core Areas and Linkages on Schedule C generally exclude designated settlement areas, however there are limited instances where a Linkage traverses a small section of a settlement area. Through this amendment, the policy will be made clear that lot creation can be considered in a Linkage in a settlement area, subject to environmental review. County staff would note that these settlement areas have been designated for growth, therefore, where there is appropriate environmental safeguards in place, development can still be considered in these Linkages. This policy change would not impact those Linkages outside of settlement areas. This minor policy adjustment would remain consistent with section 2.1 of the PPS, which provides policies on natural heritage. Similarly, it would provide due protection for environmental features as required by the Planning Act.

The mapping change with respect to Core Areas, is to reflect the fact that the County does not designate Core Areas within Settlement Areas. Staff inadvertently missed seeing the overlap between these two designations in one location in the Town of The Blue Mountains. The areas being removed from the Core Areas are small in nature and will still be identified as Significant Woodlands on Appendix B to the County Plan. An Environmental Impact Study (EIS) will still be triggered prior to development on these lands; however should the Core Area designation remain on the lands then new lot creation would not be considered here, which would be contrary to the settlement area designation.
4) Clarifying Table 8: On-farm Diversified Use Size Criteria as it pertains to on-farm diversified uses being considered on non-farm sized lots in the Rural land use type.

Staff Comment – Table 8 to the County Plan outlines the size requirements for ‘on-farm diversified uses’ in Agricultural, Special Agricultural, and Rural designations. For properties less than 20 hectares in size in the Agricultural and Special Agricultural designations, the Plan restricts non-farm diversified uses to bed and breakfasts and home/rural occupations within the dwelling only. In the Rural designation it is not currently clear what the limitations are meant to be. The new policy would add in wording to note:

“Subject to the size limitation requirements of Table 8 of this Plan and section 5.2.2(16), on-farm diversified uses may be considered on lots less than 20 hectares in size in the Rural land use type.”

This approach would appear consistent with the permissions in section 1 and 2 of the PPS, as well as the Province’s Guidelines on Permitted Uses in Ontario’s Prime Agricultural Areas document. In general, rural areas of the Province have slightly more flexibility than the prime agricultural areas. The amended policy would make it clear that there is slightly greater flexibility on Rural parcels less than 20 hectares in size, than there is in the Agricultural and Special Agricultural designations of a similar size.

5) Clarifying the apparent conflict between section 5.2.2(6) and 5.2.2(7) as it pertains to non-farm sized lot creation.

Staff Comment – As the Plan currently reads, new non-farm sized lot creation is not permitted in Aggregate Resource Areas on Schedule B to the Plan, as stated in section 5.2.2(7). However, section 5.2.2(6) of the Plan appears to consider such lot creation when certain criteria can be met. In order to correct this apparent discrepancy, 5.2.2(6) is being amended to remove this conflict. This change is consistent with how staff have interpreted these policies in both the previous Official Plan, and under Recolour Grey. The change would also be consistent with section 2.5.1 of the PPS which requires the protection of mineral aggregate resources. Section 2 of the Planning Act contains similar protection provisions to the PPS.

Staff are satisfied that the proposed OPA 1 text and mapping changes;

- have regard for matters of Provincial interest under the Planning Act,
- are consistent with the Provincial Policy Statement,
- are not in conflict with the Niagara Escarpment Plan, and
- conform to the overall goals and objectives of the County Official Plan.
Legal and Legislated Requirements

The Housekeeping Amendment (OPA 1) was processed in accordance with the requirements of the Planning Act. These changes to the County Official Plan will be subject to appeal, should any person or public body be concerned with the changes.

Financial and Resource Implications

There are no further financial or resource implications stemming from OPA 1 at this time. Should the amendment be appealed, there may be additional resources needed at that time.

The changes being made through OPA 1 will not require any further updates to municipal official plans, beyond what will already be contemplated to bring the municipal documents in conformity to Recolour Grey.

Relevant Consultation

☐ Internal (County Planning Staff, County Legal Services, Clerks Department)

☐ External (The Public, Local Municipalities, and Agencies as prescribed under the Planning Act)

Appendices and Attachments

Draft Housekeeping Amendment – OPA 1
PDR-CW-39-19 County Housekeeping Amendment Staff Report
Public Meeting Minutes for OPA 1
Recolour Grey County Official Plan
Raco OPA 126 - Staff Report
Skyline Retail OPA 134 – Staff Report
Gibraltar Pit OPA 135 – Staff Report
Hensall Coop OPA 136 - Staff Report
Van Dolder OPA 139 - Staff Report
Orchard Pit OPA 142 – Staff Report
Schaus OPA 144 - Staff Report
Recommendation

1. That Report PDR-CW-06-20 be received and that staff be directed to draft a new County Forest Management By-law, including a public process and coordination with the member municipalities.

Executive Summary

The County’s forest management by-law was approved in 2006, significant legislative changes have occurred since its original draft, in addition a number of inefficiencies have been identified, and as a result, a new draft is being recommended.

Staff will coordinate with any municipal requirements (new or proposed) on both the drafting of the by-law and the consultation for the bylaw. This consultation will be used to garner input on what should be considered in the new forest management by-law as well to educate about the requirements of the by-law. Staff are also seeking direction from Council on any changes that they would like to see made in the new forest management by-law and to confirm the desired intent of the by-law. Following the consultation process, staff will prepare a draft by-law based on Council’s initial input and the comments received through the consultation process and will bring that back for Council’s consideration.

Background and Discussion

The County’s Forest Management By-law applies to the entire County and is intended to regulate the management of forest areas in both public and private ownership. It requires harvesting to be done in a sustainable way that will promote forest health. The process is overseen by the County’s By-law Enforcement Officer for the Forest Management By-law. The trees are marked, and an application is submitted and then our By-law officer verifies that they
meet the standards of the By-law and either approves or denies the application. In addition to forest management there is also a process called the Minor Exemption process. Minor exemptions are requests that are beyond a sustainably managed harvest, when an individual would like to clear cut lands. The Minor Exemption process is akin to that of a Planning Act application, in that an application is made, the proposal is circulated for comment and a recommendation in a staff report is brought forward to the Committee of the Whole. The by-law also contains some exemptions where a permit is not required (e.g. for municipal infrastructure, development where there’s been a building permit issued, etc.).

Currently the day to day administration for the Forest Management By-law is done by the County’s By-law Enforcement Officer / Forest Manager, Lee Thurston, who is contracted through the Grey Sauble Conservation Authority. If any complaints or applications are received, Lee will be the one to follow up on them. Lee performs site visits and administers/enforces the by-law when necessary.

Currently, there are several municipalities that have a forest management, or tree-preservation by-law. The City of Owen Sound has a Shade Tree By-law which essentially regulates trees on City owned properties. The Municipality of Meaford has a Tree Cutting By-law that is applicable to trees within the municipality that are not covered under the County’s Forest Management By-law and without a permit that are part of a tree preservation plan, a public tree, a tree that would negatively affect the ecological integrity of an environmental area, in an area that is subject to an application under the Planning Act and on lands that are controlled or managed by the County or any local board thereof. The Town of the Blue Mountains is currently updating their forest management by-law and has been working closely with the County to determine the best approach to ensure the by-laws are aligned.

Approximately 6 months after the approval of the current Forest Management By-law a change to the Municipal Act occurred which changed the offence/enforcement provisions of the Act in a way that would make the purpose of the By-law easier to achieve if it were rewritten. The knowledge of these changes and inefficiencies were identified based on a review of the By-law by the Director of Legal Services based on a number of recent matters related to the Forest Management By-law.

In addition, staff have noted that there are several items that should be updated or changed to more effectively administer the by-law. As a result, staff are recommending that a new by-law be drafted instead of modifying the existing by-law.

The intent would be to go through a public process including consultation with the member municipalities, agencies, the public and others to determine items such as:

- opportunities to coordinate with the lower tier municipalities (i.e. if municipalities their own by-law making sure the by-laws are aligned)
- does the County want to continue with the existing method of forest management or do we want to reduce/increase the requirements of the by-law?
- Should the County’s by-law focus on forest management for lands outside of settlement areas where a municipal tree cutting by-law exists that regulates tree cutting in settlement areas, or should the County by-law still apply to settlement areas as well?
There are a number of issues that staff hope the new by-law will address, in addition to any feedback we may hear from Council, the public, and member municipalities. Some early items for consideration include:

- looking into an exemption for works that are associated with technical studies being done on site, that may be subject to a general clearance from the By-law Enforcement Officer,
- considering an Environmental Impact Study requirement for some application types including minor exemptions,
- ensuring that the requirements in the by-law are synched with the County’s new Official Plan, Recolour Grey, and
- looking into whether there is any increased protection needed for some woodland features e.g. fence rows.

In addition to these items, there are several administrative items that need updating, including:

- making accessible and updating the forms,
- re-examining fines or requirements to re-plant,
- updating the minor exemption process, and
- including policies that address and align with planning matters.

The above lists should not be considered exhaustive, and staff would welcome input from Council on what the priorities of the by-law should be, including whether the by-law provides further protection, versus where exemptions are warranted.

Staff are also seeking confirmation from Council on what the desired overall intent of the by-law should be. The intent of the current Forest Management By-law is to promote sustainable forest management practices and to prohibit or regulate the destruction or injuring of trees in woodlands. Woodlands are defined as land that is one hectare or more in area with a specified density of trees. As noted previously, the by-law also contains several exemptions under Section 4 of the by-law. Confirmation on the desired intent of the new proposed by-law is being sought as this will assist staff in preparing a new draft by-law for Council’s consideration.

County staff will be working closely with staff from each of the 9 member municipalities, Conservation Authorities, the Niagara Escarpment Commission, the logging industry, agricultural community, the development community as well as the general public to (a) get their input, and (b) coordinate the County’s updated by-law with any municipal tree-cutting by-laws (either existing or proposed) as well as (c) educating/informing on the existing regulatory requirements around forest management and tree cutting. Grey County staff have already started the process to inform these groups through our ‘Call Before You Cut’ campaign that was initiated in 2018 and distributed widely in 2019. The campaign was an educational flyer (digital or hard copy) that highlights the key areas of the existing Forest Management By-law that could affect various groups. In addition to these educational efforts a video series was launched in 2012 highlighting a number of different areas of the County Forests including the Forest Management By-law.

At the time of drafting of the existing by-law (2006) the planning process and forest management by-law were essentially separate processes. Since that time, the portfolio of Forestry and Trails has moved into the Planning Department as a result of the overlying aspects of both areas. There are many processes that overlap, and it is the intent of staff to bring these
together and make sure that there isn’t duplication in the processes. Items including significant
woodlands and natural heritage as well as environmental impact study (EIS) requirements are
recommended as considerations with in the new forest management by-law.

Following direction and confirmation from Council on the desired intent of the new forest
management by-law and following input received through the consultation process, staff would
prepare a draft new forest management by-law and bring that forward for Council’s
consideration.

Legal and Legislated Requirements

The Forest Management by-law will be updated in accordance with the Municipal Act
Requirements. Section 135 of the Act allows upper-tier municipalities to “prohibit or regulate the
destruction or injuring of trees in woodlands”. A “woodland” is defined as an area of one hectare
or more that contains a minimum number of trees; the number varies based on the size of the
trees. Exceptions are provided for “cultivated fruit and nut orchards” and “plantations
established for the purpose of producing Christmas trees”. A woodland may span across
properties owned by different owners.

The County’s Legal Services staff will be involved in drafting and reviewing the document to
ensure that it sufficiently addresses the legislative requirements.

Financial and Resource Implications

At this time there are no expected financial or resource considerations beyond those normally
encountered in drafting and consulting on a new by-law.

Relevant Consultation

☑ Internal: Legal, Planning, Clerks, and Grey County By-law Enforcement Officer

☑ External: The Public, Municipalities, Conservation Authorities, Niagara Escarpment
Commission, Forestry Industry/Loggers, Developers, and Agricultural Community (all to be
consulted on the new by-law)

Appendices and Attachments

*Forest Management By-law*

*Call Before You Cut*
Recommendation

1. That Report CCR-CW-02-20 regarding the provision of access to the Council Portal by Alternate Council Members be received; and

2. That access to the Council Portal by Alternate Council Members be granted on a per meeting basis.

Executive Summary

A Notice of Motion was passed at the December 12, 2019 Committee of the Whole meeting and endorsed by Council at the January 9, 2020 meeting requesting that a staff report be brought back regarding the provision of access to the Council Portal for Alternate Council Members. This report will provide a summary of considerations related to this request.

Background and Discussion

County Council members access their documents for all committees and council via the Council Portal. The portal is designed to provide councillors with all the documents necessary for upcoming meetings including any closed session material. Portal access is currently limited to council members, CAO and Clerks staff only due to the confidentiality of some of the material housed within it. The portal contains several years of meeting material including closed session documents.
All meeting material including reports, by-laws, agreements, correspondence and presentations, other than those to be considered in a closed session, are posted to the County website at www.grey.ca and available for viewing by anyone.

Staff completed an informal survey of what other Counties within the province are doing for Alternate Member meeting materials.

- Wellington County provides only the specific meeting materials to alternates members upon notification they will be in attendance.
- Bruce County provides closed session material at the meeting on paper and collects them following the meeting. All other information is available on their public website.
- Simcoe County provides only the specific meeting materials to alternate members and closed session material is provided on paper on the meeting day or by separate email.

It is staff’s recommendation that access to the Council Portal be granted to Alternate Council Members only for the meetings they attend. If approved, the Alternate Member Policy will be updated to reflect the change in practice.

Legal and Legislated Requirements

*The Municipal Act, 2001* as amended governs all meetings of a municipality.

Financial and Resource Implications

In order to allow Alternate Members access to the Council Portal, approximately one week of IT staff time is required in order to reconfigure the application to allow specific permissions to be set on a per meeting basis.

Relevant Consultation

- Internal IT staff
- External other Counties

Appendices and Attachments

*Alternate Member Policy*
Committee Report

To: Warden McQueen and Members of Grey County Council

Committee Date: January 23, 2020

Subject / Report No: HRR-CW-02-20

Title: Memorandum of Settlement – Social Services

Prepared by: Grant McLevy

Reviewed by: Kim Wingrove

Lower Tier(s) Affected: N/A

Status: Recommendation

Recommendation

1. That Report HRR-CW-02-20 regarding the Social Services Memorandum of Settlement be received, and the Collective Agreement between the County of Grey and OPSEU Local 266 Social Services be ratified.

Executive Summary

The Collective Agreement between the County of Grey and OPSEU Local 266, representing Social Services staff, expired on December 31, 2019.

On November 13, 2019, negotiations were entered into with the OPSEU Local 266 bargaining team and County staff in order to exchange proposals for the renewal of their agreement. The parties met on three separate occasions and concluded with a tentative agreement being signed on December 5, 2019.

The offer to settle includes a 1.62% wage increase on January 1, 2020, and a 1.62% wage increase on January 1, 2021.

Background and Discussion

It is recognized that an effective and equal partnership between the County of Grey and its labour unions is essential in achieving Grey County’s vision to become a high performance municipal government. An integral part of this effort is the involvement of County Council in preparing for and setting a total compensation mandate for collective agreement negotiations, in order to remain competitive in the delivery of effective and efficient services.

In order to achieve the above, management is authorized by County Council to negotiate changes to existing contract language in collective bargaining agreements and/or negotiate new provisions in collective bargaining agreements that support this effort, closely tied to Council’s
mandate. Such negotiations may include, but will not be limited to, the redesign of existing pay grades, employee benefits, and working conditions.

As the majority of County employees’ are governed by some form of Interest Arbitration legislation, and are able to apply for arbitration at any time during collective agreement negotiations, it is prudent for the County to research and develop compensation strategies that are seen as fact based, accountable, affordable, and responsible.

As always, this Cost of Living Adjustment (COLA) percentage increase will be subject to the ability to pay, the County’s ability to negotiate this compensation increase with the unions, and, if necessary, defend this compensation mandate at arbitration.

Accordingly, in the fall of 2019 and after analyzing the COLA indicators for the municipal sector, Council approved a mandate for all employee groups of 1.62%.

During this set of meetings management negotiated language in the agreement aimed at improving our ability to schedule staff, while also improving our job posting and assignment language. These changes will reduce the amount of time and administration it takes to fill temporary and satellite office positions.

Additionally, as a result of the negotiations and the Human Resources Department conducting a comparison survey for current vacation schedules, the vacation entitlements for Social Services have been improved to the following:

Five (5) weeks after fifteen (15) twelve (12) years;

Six (6) weeks after twenty-five (25) Twenty (20) years.

This tentative agreement for the terms of the new Collective Agreement has a duration of two (2) years from January 1, 2020 to December 31, 2021.

Legal and Legislated Requirements

*Labour Relations Act 1995*

Financial and Resource Implications

The tentative agreement provides for an increase in wages of 1.62%, each year over two (2) years, as well as an increase in the vacation schedule as outlined previously in this report. These changes are effective January 1, 2020 and the gross salary costs for the 1.62% COLA increase to wages and benefits is $51,839.

The wage increase has been approved in the 2020 budget. It is aligned with both freely negotiated settlements, as well as arbitrated awards for unionized employees within the past twelve (12) months. These outcomes align with labour relations plans to create and maintain open and honest communications with all employee groups, while maintaining budget parameters in an effort to control costs.

Relevant Consultation

_X_ Internal (CAO, Director of Corporate Services)
Appendices and Attachments

Memorandum of Settlement (OPSEU – Social Services)

- Memorandum of Settlement - signed November 13, 20, and December 5, 2019
Memorandum of Settlement

The County of Grey (Social Services) and OPSEU Local 266

The parties agree, subject to ratification by both parties, to the terms and condition of the Collective Agreement as amended by the following Agreed to Items.

Language which is not changed during negotiations will be carried forward and will form part of the new Collective Agreement. Retroactivity will apply to wages only.

The undersigned unanimously agree to recommend these terms of settlement attached to their respective principals and, in the case of signatories for the Union, to the bargaining unit employees.

Schedule A  Wages

<table>
<thead>
<tr>
<th>Date</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 2020</td>
<td>1.62%</td>
</tr>
<tr>
<td>January 2, 2021</td>
<td>1.62%</td>
</tr>
</tbody>
</table>

Me Too Clause

This bargaining unit will receive anything above 1.62% for a wage increase that is negotiated outside of arbitration for the duration of this collective agreement, including the Non-Union group.

Article 13  Vacations

d) five (5) weeks after fifteen (15) twelve (12) years;

e) six (6) weeks after twenty-five (25) twenty (20) years

Duration

This Collective Agreement shall become effective January 1, 2020 and remain in force until December 31, 2021.

Agreed and Dated in Owen Sound this 5th day of December, 2019

For the Union

[Signature]

For the Employer

[Signature]

Memorandum of Settlement
Agreed to Items

The County of Grey (Social Services) and OPSEU Local 266

(from Day 1 - Nov.13, 2019)

Housekeeping
- Where it says “he/she” in the Collective Agreement replace with “they/their”.

Article 6 Union Representation

6.02 **Negotiating Committee:** The employer agrees to recognize a negotiating committee of three (3) four (4) employees from the bargaining unit plus a representative designated by the union for the purpose of amending or renewing this collective agreement.

The employees on the negotiating committees shall suffer no loss of pay, rights, or benefits for attending any negotiating sessions with the employer up to and including meetings called by a conciliation or mediation officer of the Ministry of Labour. The union and the employer will notify each other of the members of their respective bargaining teams as far in advance of negotiations as possible.

Article 10 Job Competitions

10.01(a) **Posting of Permanent Vacancies and Temporary Vacancies:** Vacancies for any and all permanent and temporary bargaining unit positions that have not been filled internally shall be posted on www.grey.ca for a period of not less than five (5) working days, and communicated by email.

Article 11 Hours of Work and Overtime

11.01 The normal hours of work in each department shall be as set out below:

ADD **Meaford OW Office:** Seven (7) hours per day: 8:30 a.m. to 4:30 p.m.

Article 13 Vacations

13.01 All employees shall be entitled to vacation leave in accordance with the following schedule:

 a) two (2) weeks **advanced at date of hire**

Agreed to Items – OPSEU Social Services
13.04 a) The employer shall make every reasonable effort to schedule vacation leave in accordance with employee requests. Conflicting requests from employees in the same work unit shall be resolved by seniority.

If vacation exceeds management’s ability to provide reasonable staff levels, management may limit or deny such requests. *move 13.04(d) 2nd paragraph here

Only one person of each of the following groups may be off at any one time:

i) EarlyON Facilitator Educator
ii) Children’s Services Team Assistant
iii) OW Eligibility Review Officer
iv) OW Van Driver and OW Transportation Coordinator Scheduler/Driver
v) OW Data Entry/LSS
vi) OW Workshop Facilitator
vii) OW Placement Worker
viii) Training and Policy Worker

Only two people of each of the following groups may be off at any one time:

ix) Children’s Services Home Child Care Workers (See NOTE) and Children’s Services Financial Assessment Worker Child Care Fee Subsidy Worker

NOTE: Valid when staffing complement of three (3) Home Child Care Workers. If staffing level is reduced to two (2) Home Child Care Workers, only one (1) may be off at one time.

Only three people of each of the following groups may be off at any one time:

x) OW Team Assistants

Only five people from the following groups may be off at any one time:

xi) OW Caseworkers

Employer discretion will be used to increase the number if possible.

13.04(b)(c)(d)

b) Approvals for vacation (excluding Christmas/New Years and March Break) must be submitted by March 31st for the following 12 months from May 1st to April 30th. Approvals will be provided no later than April 15th. When submitting requests for vacation, staff will indicate which request is their first choice.

Where possible all employees will be given their first choice for vacation for up to two consecutive weeks. A vacation request is considered to be one half day to ten consecutive days. Once all first choice vacation requests have been addressed, the remaining requests will be considered. After April 15th, vacation will be approved on a first come first served basis.
A request for a calendar week of vacation will take precedence and be granted approval over a request for an individual day.

c) Time off at Christmas/New Years and March Break is limited so that employees shall not take pre-approved time off in consecutive years unless others in the work unit do not request that time. Requests for time off at Christmas/New Years and March Break will be made no later than September 15th. Approvals will be provided no later than September 30th.

Vacation time between Christmas and New Year’s is defined as December 24th to January 2nd.

These requests may not be subject to the staffing level established in 13.04 a). Every attempt will be made to accommodate requests on business needs which will be discussed annually at the Employee Relations Committee Local 906’s Employee Relations Committee (LERC) meeting.

d) Requests shall be made by employees by completing a request on SSC and it will be authorized by their manager who will approve in SSC.

If vacation exceeds management’s ability to provide reasonable staff levels, management may limit or deny such requests. *moved to 13.04 (a)*

Article 14 Leaves of Absence

14.01 **Sick Leave**: Employees shall earn sick leave credits at a rate of one (1) day per month (twelve days per year) to be used as a bridge to the Weekly Indemnity Plan as described in clause 14.07. **14.06.** Sick leave credits are to be used in circumstances where an employee is unable to attend to their duties due to accident or illness.

ADD: a) New employees will qualify for a prorated portion of sick days at that time for the balance of the year.

14.11 **Inclement Weather Absence**: If employees cannot make it to their workplace due to inclement weather, they may work at an alternate workplace with their supervisor’s approval. Supervisors shall not unreasonably withhold such approval. Employees may make up time on a mutually agreeable schedule or use a time credit at the employee’s choice. Otherwise, no payment will be made except where the workplace had been closed as follows:

Owen Sound locations are closed by the CAO and the appointed managers close the Hanover Early Years EarlyON Centre, Durham OW Office, and Markdale OW Office, and Meaford OW Office.
Article 16 Expenses

**Meals:** A meal allowance of $9.00 $11.00 or the corporate rate, whichever is higher, will be paid to any employee who is prevented from taking their usual meal arrangements because of work related responsibilities such as:
- meetings,
- distance from defined workplace (over 16km),
- working hours beyond normal quitting time in excess of two hours.

A meal allowance will not be paid where meal facilities are provided.

Schedule A
Change the following classifications:
- OW Transportation Coordinator **Scheduler/Driver**
- EarlyON Facilitator **Educator**
- Children’s Services Financial Assessment Worker **Child Care Fee Subsidy Worker**

Letters of Understanding
- Compressed Work Week (CWW) RENEW
- Developmental Assignments RENEW
- Flex Time – Article 11.01 RENEW
- Grid Placement RENEW

Agreed and Dated in Owen Sound this 30th day of **November 2019**

For the Union

For the Employer

Agreed to Items – OPSEU Social Services 4 2019-2020 Negotiations
Agreed to Items

The County of Grey (Social Services) and OPSEU Local 266

(from Day 2 - Nov. 20, 2019)

Article 10 Job Competitions

10.01(c) **Posting of Temporary Vacancies:** The parties are agreed that all temporary vacancies in excess of one (1)-month **six (6) weeks**, for which advanced planning can take place, will be posted for competition **an expression of interest** and awarded by seniority from a list of qualified bargaining unit members who have expressed an interest.

**ADD NEW**

10.09 **Satellite Offices:** When a vacancy occurs in a satellite office there shall be an expression of interest posted. If there is no response, the junior member whom is trained as per the training schedule and has a minimum of 6 months experience will be assigned the position. That member then remains until someone with less seniority is hired and trained to fill the vacancy.

Article 16 Expenses

16.03 **Meals:** A meal allowance of $9.00 **$11.00** or the corporate rate, whichever is higher, will be paid to any employee who is prevented from taking their usual meal arrangements because of work related responsibilities such as:

- meetings,
- distance from defined work place (over 16 km),
- working hours beyond normal quitting time in excess of two hours.

A meal allowance will not be paid where meal facilities are provided.
Agreed and Dated in Owen Sound this 5th day of November 2019

For the Union

For the Employer

Agreed to Items – OPSEU Social Services 2 2019-2020 Negotiations
LETTER OF UNDERSTANDING

BETWEEN

THE CORPORATION OF THE COUNTY OF GREY (the Employer)

and

OPSEU on behalf of its Local 266 (Social Services)

regarding the

COMPRESSED WORK WEEK (CWW)

The above parties are agreed that the Count will continue with the compressed work week concept currently in place, with both parties in agreement that flexibility and adaptations is required for business continuity purposes.

The CWW parameters will continue to be routinely updated/revised in the spring of each year at Local Employee Relations Committee, for the coming year.

DATED this 5th day of December, 2019 at Owen Sound

FOR the UNION

FOR the Employer

__________________________

__________________________

__________________________

__________________________
Letter of Understanding

Between

The Corporation of the County of Grey (The Employer)

and

OPSEU on behalf of its Local 266 (Social Services)

Grid Placement

A. Introduction

The Union and the Employer met to discuss ongoing concerns regarding compensation practices as it pertains to members of the bargaining unit posting into positions in higher classifications, lower classifications, or positions being reclassified through the job evaluation process.

The parties also discussed Article 15.03 (employees temporarily assigned to a higher classification) and how the philosophical changes of this letter of understanding may impact this clause.

B. Information Considered by the Parties

1. Article 15.01 states: The employer shall pay the wages set out in Schedule A to each employee according to current payroll frequency dates.
2. Past practice has been to place the incumbent at the rate of pay on the higher classification that would give an increase, regardless of where it is on the grid.
3. In the case of moving to a lower classification, past practice has been to move the employee to the closest dollar on the new classification grid, regardless of their step placement on the higher classification.
4. The collective agreement considers Grades 1 and 2 to be similar and Grades 3 and 4 to be similar in the area of probationary periods. In accordance with Article 8:02, positions in Grade 1 and 2 must serve a 3 month probationary period. Grade 3 and Grade 4 must serve a 6 month probationary period.
5. The collective agreement considers Grades 1 and 2 to be similar and Grades 3 and 4 to be similar in the area of compensation. In accordance with Schedule A, Grades 1 and 2 have a four (4) step grid while Grades 3 and 4 have a five (5) step grid.
6. Past practice has been to move employees in Grades 1 and 2 to the next step...
after serving 3 month probation, while employees in Grades 3 and 4 move to the next step after serving a 6 month probation.
7. Past practice has resulted in inconsistencies with salaries when employees move to positions in higher or lower classifications, and sometimes results in staff with less seniority being placed at a higher step than more senior staff in the position when they have done the position previously.

The Union and the Employer agree to the following:

C. The current practice of compensation for new hires that do not come from within the bargaining unit will continue as follows:

1. Placement on the appropriate grade will start at the Probation (Prob.) rate of pay for the length of the probation period (three months for Grades 1 and 2, and six months for Grades 3 and 4).
2. After successfully completing the probationary period, the employee will move to the next step for that grade (JR-2 for Grades 1 and 2, JR-3 for Grades 3 and 4).
3. The Employee will move to the next step on the grid after successful completion of the one year anniversary in their position, and then will continue to move after each successfully completed anniversary until they reach Job Rate (JR).

D. For employees already hired in the bargaining unit (with either full seniority or secondary rights), the following items will become the new procedures effective June 19, 2014:

1. Staff movement (excluding due to job evaluation) from Grade 1 to 2 (or reverse) or from Grade 3 to 4 (or reverse) will move to the same step on the higher (or lower) grade. For example, a person moving from OW Placement Worker (and they are at JR-2) to OW Caseworker, will be placed at JR-2 on Grade 4. The employee will not serve another probationary period but will continue with the probationary period if they are still within their initial 3 or 6 month period. Salary increases will continue as per item C.3. of this letter of understanding. C.2 will be followed first if the employee has not completed their initial probation. For the purpose of "anniversary date" the anniversary date in the job they are moving from (Grade 3 or 4) will continue to be recognized.
2. Staff, with at least six (6) months of seniority moving from a job in Grade 1 or 2 to a new job in Grade 3 or 4 will move to JR-3 in new grade i.e. Further step
movement will continue as per item C.3. of this letter of understanding, with the date moved to the higher classification being recognized as the new anniversary date.
Where the employee has less than six (6) months seniority, the employee will be placed at the Prob. step until they have reached six months seniority and then they will move to JR-3.
3. Employees moving from grades 3 and 4 to grades 1 and 2 will move to the same step on the lower grade.

E. For reclassification of jobs due to job evaluation, the following items will become the new procedure effective June 19, 2014:

1. When a position in Grade 1 is reclassified to Grade 2, or a position in Grade 3 is reclassified to Grade 4, the employee will be placed at the same step on the higher grade.
2. When a position in Grade 1 or 2 is reclassified to Grade 3 or 4, the employee will be placed on the grid in accordance with item D.2. of this letter of understanding, plus recognition for time worked already performing the new duties that resulted in the higher classification. For example, if an employee in Grade 2 is reclassified to Grade 3, they would normally be placed at JR-3. If it had been found that they had been responsible for and performing all of the new duties for 14 months, they would be placed at JR-2.
3. Reclassifications will not change the employee's anniversary date in the position but will impact placement on the grid only.
4. When a position in any grade is reclassified to a lower grade, the employee will be red-circled, as per the Job Evaluation Terms of Reference
5. Any retroactivity will be in accordance with the Job Evaluation Terms of Reference.

F. For employees temporarily assigned to a higher classification as per Article 15.03, the following items will become the new procedure effective June 19, 2014:

1. The language in Article 15.03 shall apply except where the employee being temporarily assigned to the higher classification has already earned the minimum seniority required to move from probation to the next step (3 months for Grade 1 to 2 and 6 months from their current grade to all higher classifications).
G. Implementation

1. All employees not currently at Job Rate will be reviewed in accordance with the appropriate section of this letter of understanding and will be moved to the appropriate step retroactive to June 19, 2014. There will not be any retroactivity prior to June 19, 2014.

2. Employees who have been temporarily assigned work and received compensation under Article 15.03 as of June 19, 2014 will have their records reviewed. Those employees affected by this amendment will have retroactive increases paid. Employees who have received an adjustment since June 19, 2014 but the date actually performing the work in the higher classification was prior to June 19, 2014 will not receive retroactivity.

DATED this 5th day of December, 2019 at Owen Sound

FOR the UNION

[Signature]

[Signature]

FOR the Employer

[Signature]

[Signature]
Letter of Understanding

between

The Corporation of the County of Grey (The Employer)

and

OPSEU on behalf of its Local 266 (Social Services)

Developmental Assignments

Developmental assignments will be considered for interested employees who have competed for a temporary position, who may not possess all of the qualifications required for the position if they were to be filled on a permanent basis. Filling a developmental assignment in such a manner does not create any obligation to award permanent positions to employees who participated in such assignments nor to promote employees who do not possess all of the qualifications of a permanent position.

It is understood that an employee in any developmental assignment retains the right to return to his or her home position following completion of the assignment and all rights and benefits shall accrue. It is understood that the employee will be subject to a three (3) month trial period while in the temporary position or for the length of the assigned position, if less than three (3) months. If the temporary position becomes full-time and the person filling the temporary assignment is successful in the competition, the said employee will not proceed through another probationary period.

In addition to the selection factors specified in Article 10.05, it is agreed that job performance will be a factor in the selection process of employees who wish to complete for developmental assignments. The decision to fill developmental assignments or hire outside the bargaining unit will be solely a management prerogative and may not be the subject of a grievance. It is also understood by both parties that experience gained in a developmental assignment does not necessarily abrogate the need to obtain the necessary academic qualification for permanent position as they become available.

DATED this 5th day of December, 2019, in the city of Owen Sound, ON

For the Union

For the Employer
Letter of Understanding

between

The Corporation of the County of Grey (The Employer)

and

OPSEU on behalf of its Local 266 (Social Services)

Flex Time – Article 11.01

The above captioned parties agree to the following with regard to Article 11.01 of the Collective Agreement:

The employer will continue the current practice of using flex time, where possible.

These approvals will be compliant with the following principles:

1. Core Hours are required for all staff in order that some of the hours worked are when other agencies and businesses are open as well. Core hours are 9:00am to 4:00p.m. except where required by job function i.e. van program. This means the earliest start in the morning would be 8:00 am. and the latest at night would be 5:00p.m. Exceptions to this may be approved where there are no efficiency concerns or Health & Safety concerns.

2. Employees requesting flex work hours shall provide a schedule to their manager and complete a monthly tracking form showing the completion of the required number of hours. Employees are expected to stick to the schedule provided in order that their manager knows when to expect work to be completed and to schedule supervisory meetings.

3. It is understood and agreed that some positions are not suitable for flexible hours. E.g. Receptionist – we need someone there when the phones are ringing.

4. The term of flex arrangements shall be twelve (12) months, at which time, the arrangement can be made available to other employees.

   All flex arrangements will be made available to employees in descending order of seniority.

5. No flex arrangement shall adversely impact any co-worker, client or supervisor.

6. The employer or the employee may terminate this agreement at any time with thirty (30) days’ notice in writing to the participant/employer.
DATED this 5th day of December, 2019 in the city of Owen Sound.

For the Union

[Signatures]

For the Employer

[Signatures]