

The Corporation of the
Municipality of Neebing

AGENDA for Regular Council meeting: December 18, 2024 at 6:00 p.m.

At the Municipal Office or join from your computer or mobile device:

[Click here to join the meeting](#)

or call-in (audio only): **1-647-794-5609**, Conference ID **978 256 080**

1. Preliminary Matters

- (a) Call to Order
- (b) Attendance
- (c) Town Hall Segment
- (d) Accept/Amend the Agenda for this Meeting
- (e) Request/Receive Declarations of Pecuniary Interests under the Municipal Conflict of Interest Act (if any)

2. Hear Deputations from Audience Members

- 2.1 Neebing Fire Rescue Association will address Council regarding Presentation of Appreciation to Chaschuk Enterprises 1
- 2.2 Courtney Strutt and Sarah Siska from Thunder Bay + Area Food Strategy will address Council regarding Annual Update 2-18

3. Consent Agenda: Minutes, Reports and Correspondence

- 3.1 Minutes of the Open Session portion of the Regular Meeting of Council held on December 4, 2024 (Recommendation to approve the minutes for both the open session (Item 3.1) and the Closed Session (Item 7.1), with any error corrections, as required.) 19-23
- 3.2 Voucher Report for the previous month (Recommendation to approve the vouchers.) 24-29
- 3.3 Report from Clerk-Treasurer Regarding Administrative Activity (Recommendation to receive the report for information) 30-32
- 3.4 Report from Working Roads Foreman Regarding Departmental Activity (Recommendation to receive the report for information) 33-35
- 3.5 Report from Fire Chief Regarding Departmental Activity (Recommendation to receive the report for information) 36-38
- 3.6 Correspondence from Lakehead Region Conservation Authority, received December 2, 2024, Regarding Notice of Approval of 2025 Budget (Recommendation to receive the correspondence for information.) 39-43
- 3.7 Correspondence from Office of the Solicitor General, received November 29, 2024, Regarding Funding for OPP Billing (Recommendation to receive the correspondence for information.) 44-45
- 3.8 Correspondence from BDO, received December 13, 2024, Regarding New BDO Partnership with MNP (Recommendation to receive the correspondence for information.) 46-47
- 3.9 Correspondence from Diversity Thunder Bay, received December 13, 2024, Regarding United Nations International Day for the Elimination of Racial Discrimination (Recommendation to receive the correspondence for information.) 48
- 3.10 Report from Deputy Clerk-Treasurer Regarding Accessibility Plan and Policy (Recommendation to approve the plan and policy in the by-law at 5.2.) 49

4. Reports and Correspondence Requiring Direction

4.1	Report from Clerk-Treasurer Regarding Recommendations from Committee of the Whole (Recommendation to approve the recommendations from the Committee.)	-
4.2	Report from Deputy Clerk-Treasurer Regarding Capital Plan (Recommendation to approve the capital plan appended to the report.)	50-61
4.3	Report from Clerk-Treasurer Regarding Lease Offer and Temporary Land Use Permit for Fire Halls 4 and 7 (Recommendation to validate the temporary land use permits.)	62-87
4.4	Report from Deputy Clerk-Treasurer Regarding Annual Insurance Renewal (Recommendation to approve the insurance renewal proposal.)	88
4.5	Report from Deputy Clerk-Treasurer Regarding Annual Volunteer Fire Fighter Insurance (VFIS) Renewal (Recommendation to approve the insurance renewal proposal.)	89-91
4.6	Report from Deputy Clerk-Treasurer Regarding Outdoor Rink Updates (Recommendation to provide direction.)	92-95
4.7	Correspondence from Ministry of Municipal Affairs and Housing, received December 12, 2024, Regarding Municipal Code of Conduct (Recommendation to provide direction.)	96-104
4.8	Correspondence from Emergency Management Ontario, received December 9, 2024, Regarding Proposed Amendments to MOrder (Recommendation to provide direction.)	105-107
4.9	Correspondence from Ivy Charging Network, received December 9, 2024, Regarding Home Charging Program Proposal (Recommendation to provide direction.)	108-111
4.10	Correspondence from Heart of the Continent, received December 9, 2024, Regarding Annual Dues (Recommendation to provide direction.)	112-117

5. By-laws for Passage

(Recommendation in each case is to pass the by-law)

5.1	By-law 2024-055 to regulate parking on municipal property	118-122
5.2	By-law 2024-057 to adopt a multi-year accessibility plan and policy	123-166

6. New Business - Announcements

Members of Council and Senior Administration have the opportunity to advise others of events or share other information.

7. Closed Session

There are no reports for closed session.

8. Confirmation By-law

8.1	By-law 2024-058, to confirm the proceedings of the meeting (Recommendation to pass the by-law)	167
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9. Adjourn the Meeting

From: Neebing Fire/Rescue Association <nfraevents@gmail.com>
Sent: Wednesday, November 6, 2024 11:35 AM
To: Erika Kromm
Subject: Plaque presentation on Dec 4th.

Hi Erika

Is it possible to have our annual presentation to Chaschuk's at the first council meeting in December?
I still have to contact Colin and the winners but thought I would get the date firmed up.

Clara

--

Clara Butikofer
NFRA Treasurer
807-620-2922
4766 Hwy 61
Neebing, ON P7L 0B5

Re: Thunder Bay + Area Food Strategy 2024 Update Letter

Dear Municipality of Neebing Council,

Thank you for your ongoing partnership with the Thunder Bay + Area Food Strategy (TBAFS) to support a vibrant local food system. We look forward to continuing to work together to support a socially just, ecologically sustainable, and economically resilient food system that benefits communities across our region.

The TBAFS serves as a connector and catalyst for community food system resilience. By uniting local food producers, service organizations, policymakers, and residents, we help advance community-led actions that build food system sustainability, strengthen regional economies, and support food-related emergency management. Established through the endorsement of Thunder Bay, Conmee, Gillies, Neebing, O'Connor, Oliver Paipoonge, and Shuniah Municipal Councils in 2014, the TBAFS has been supporting sustainable food systems change through collaborative, regional action ever since.

In 2024, TBAFS made substantial strides in supporting food system resilience and community well-being, thanks to the support from the City of Thunder Bay and surrounding Rural Municipalities. We are grateful for this annual seed funding, which has allowed us to expand many of our established initiatives to further deepen their reach and impact. This letter serves as an update of our main activities in 2024.

Highlights from 2024:

- Expanded the [Emergency Food Plan](#) (EFP), including promoting this work on regional and national scales, establishing our region and the TBAFS as leaders in community food system resilience.
- Continued to maintain and develop the Food Access Coalition (FAC), working with over 40 organizations to address systemic food insecurity and drive policy change and collective action.
- Continued promoting the [2023 Thunder Bay + Area Community Food Systems Report Card](#) locally and regionally as a comprehensive tool for food systems planning and community action.
- Maintained our regional food directory TbayInSeason.ca that profiles over 90 local producers, processors, retailers, and eateries.
- Published monthly columns in [the Walleye Magazine](#) on topics across our pillars, an open-access article on the development of the EFP, and an article on the development of the Report Card (in progress)
- Supported Indigenous Food Sovereignty through partnerships with the [Understanding our Food Systems](#) project and advocating for policy changes on serving wild game and traditional foods in food access settings.
- Leading local research efforts as part of our ongoing three-year research project with four regional partners to [increase food security in Northern Ontario through local production and supply chains](#).

We're proud of the progress we've made toward a more equitable, resilient, and sustainable regional food system, with the vital seed funding provided by our municipal partners. Throughout 2025, we plan to continue growing and developing these initiatives to expand public awareness of food systems issues and visibility of regional food and food producers as an important part of regional economic development, as well as strengthening local food system networks to support this work.

Also in 2025 we will continue to steward, grow and strengthen the Emergency Food Plan as an important tool for regional resilience and community safety, with a particular focus on deepening our partnerships with rural municipalities and townships in this work.

Focus for 2024-2025: Incorporation and Strategic Transition

Throughout 2024, our key focus has been on formalizing our structure as a registered nonprofit, ensuring we can more effectively serve regional partners like your Council. This includes refining our organizational vision, name, and scope to better represent our diverse regional partners, including your council and constituents. We look forward to sitting down with your Council to discuss your priorities, representations, and how we can most effectively support your food system goals.

We would welcome the opportunity to provide a deputation to share more about these initiatives and discuss how TBAFS can support your food system goals. With the continued commitment of \$1,000 from the Municipality of Neebing, we can sustain a Coordinator who will lead these efforts and keep the network strong.

Thank you for considering this support as we continue advancing a robust, sustainable food system for all.

Sincerely,

Sarah Siska, TBAFS Coordinator

Courtney Strutt, EFP Coordinator

and Current Executive Committee Members:

Sheena Campbell	Wiisinadaa Let's Eat Nutrition Support Worker, Thunder Bay Indigenous Friendship Centre
Mary DeBakker	Kitchen Manager, Roots Community Food Centre
Sierra Garofalo	Director of Food Security, Lakehead University Student Union
Chloe Langlois	Economic and Business Advisor, Ontario Ministry of Agriculture, Food, and Agribusiness
Charles Levkoe	Canada Research Chair in Equitable and Sustainable Food Systems
Kim McGibbon	Public Health Nutritionist, Thunder Bay District Health Unit
Gwen O'Reilly	Executive Director, Northwestern Ontario Women's Centre
Ashley Priem	Co-Executive Director, EcoSuperior Environmental Programs
Carly Torkkeli	Councilor, Municipality of O'Connor

EMERGENCY FOOD PLAN

FOR THUNDER BAY

PURPOSE

Coordinates a civil society response addressing **food access challenges and associated impacts** on health and wellbeing **during emergency** events at a local level, utilizing modified Incident Management System (IMS) principles.

SCOPE

Address **medium or high-level impacts** from **emergencies** that impact a community's ability to bring food in, distribute it fairly, and/or ensure safe preparation and consumption for larger subsets of the population, with a **particular focus on those impacted by chronic food insecurity**.

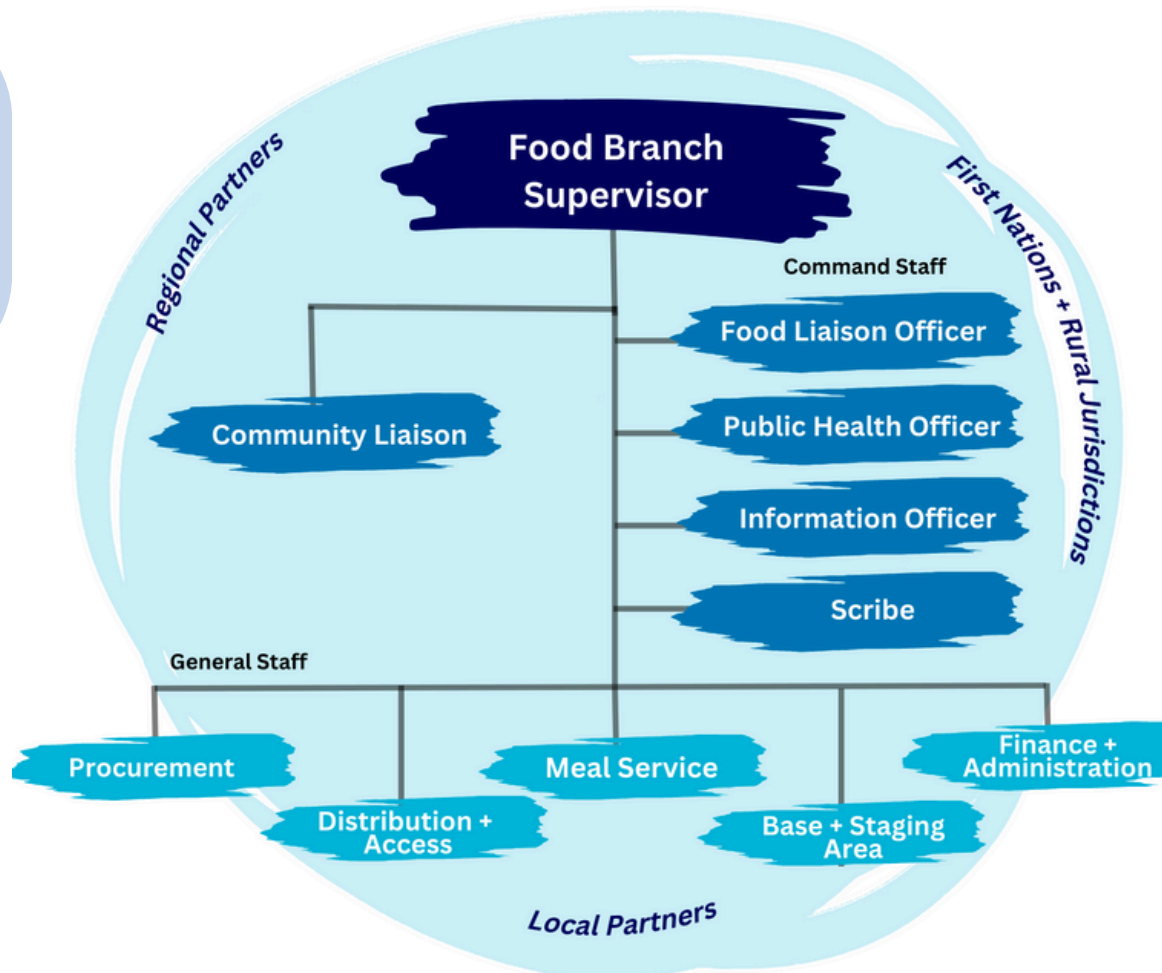
CURRENT SCALE

City of Thunder Bay, with recognition of the interconnectedness with Fort William First Nation and the six surrounding municipalities and townships.

KEY STAKEHOLDERS

- **Primary Partner** organizations, those that activate and steward the plan
- **Food Access Coalition** member organizations
- **EFP Coordinator**, through the Thunder Bay + Area Food Strategy
- **Municipal Emergency Control Group** representative(s) from local jurisdictions
- Local **food producers & businesses**
- Designated Food Response Facilities

EFP RESPONSE STRUCTURE



www.tbfoodstrategy.com/emergencyfood/

WHAT A RESPONSE PROVIDES

- **One collaborative table** for a coordinated, whole-of-society approach to localized emergency food response
- Access to **barrier-free food** for all who need it during emergencies (Ex. Hampers, meals, last-mile delivery of food, coordinated use of resources)
- Social equity in food access through an ethic of **dignified food access**
- Support the **return of regular chronic food insecurity programs** as quickly as possible



TBAFS Survey for Municipal and Township Councils

This survey is designed to help us better understand the needs, strengths, and opportunities within your community's food systems. Your input will guide our actions and help shape strategies and initiatives that support healthier, more resilient, and equitable food systems across our region.

Please submit one response per council to Sarah Siska at coordinator@tbfoodstrategy.com or return a printed copy during our presentation. Thank you for sharing your insights and helping us shape a stronger, healthier, and more sustainable food system for everyone!

Contact Information (*Optional – providing a main point of contact helps us follow up with relevant updates and resources*)

Name:

Email:

Position:

Phone:

1. **How would you describe your community's food system?** *Choose the closest option and add comments to elaborate below as needed. Examples are included to help guide your response.*
 - a. **Strong and well-supported** *(Residents reliably access healthy food, local farmers and businesses are well-supported, and food-related infrastructure (processing and waste management, etc.) is effective.)*
 - b. **Stable, but with room for improvement** *(Most residents can access healthy food, but affordability or availability varies; farmers and food businesses get some support, but infrastructure or policies could improve.)*
 - c. **Facing challenges that need attention** *(Many residents face barriers to accessing fresh, nutritious food, and local farmers and businesses struggle due to limited support, resources, or infrastructure.)*
 - d. **Unsure** *(There's insufficient data or discussions about the food system, and food-related issues are not widely monitored or addressed.)*

Comments:

2. **What are the top 2-3 challenges facing your community's food system?** *(Select up to three and add comments to elaborate if needed.)*
- a. **Food Access** *(e.g., availability of healthy and affordable food)*
 - b. **Local Food Production** *(e.g., challenges faced by farmers, availability of resources)*
 - c. **Emergency Preparedness** *(e.g., planning for food shortages or climate-related events)*
 - d. **Land Use Policies** *(e.g., zoning regulations affecting agriculture or food-related businesses)*
 - e. **Economic Development** *(e.g., job creation or economic opportunities related to food systems)*
 - f. **Processing and Waste Management Infrastructure/Capacity** *(e.g., food processing facilities, composting systems, etc.)*
 - g. **Distribution and Aggregation Infrastructure/Capacity** *(e.g., transportation, storage, food hubs, retail or co-op, etc.)*
 - h. **Other (please specify):**

Comments:

3. **What are the top 2-3 strengths or opportunities in your community's food system?** *(Select up to three and add comments to elaborate if needed)*
- a. **Food Access** *(e.g., strong community programs improving food security)*
 - b. **Local Food Production** *(e.g., successful farms, community gardens, or markets)*
 - c. **Emergency Preparedness** *(e.g., established food distribution networks that can be used during crises)*
 - d. **Land Use Policies** *(e.g., supportive zoning policies for agriculture or food businesses)*
 - e. **Economic Development** *(e.g., opportunities for new businesses or job growth)*
 - f. **Processing and Waste Management Infrastructure/Capacity** *(e.g., effective food processing and/or composting systems)*
 - g. **Distribution and Aggregation Infrastructure/Capacity** *(e.g., effective transportation networks, food hubs, etc.)*
 - h. **Other (please specify)**

Comments:

4. **Are there any upcoming changes in your community that might impact the food system?** (E.g., land use planning, policy changes, economic development initiatives, etc.)
 - Yes (please specify):
 - No

5. **How can we better represent diverse groups in your community and strengthen our connection with your residents and stakeholders?** (E.g., low-income families, Indigenous communities, farmers and agri-food organizations, business owners, newcomers, etc.)

6. **What supports or resources would most benefit your community's food system?** (Select all that apply)
 - Policy development or guidance
 - Grant writing or funding opportunities
 - Educational workshops or training
 - Data or research specific to your community
 - Networking with other municipalities or organizations
 - Emergency food preparedness support and connection
 - Other (please specify):

7. **Are there food system projects or initiatives that you'd like to partner with us on? If so, please share your ideas.**
 - Yes (please specify):
 - No

8. **Our organization is currently called *Thunder Bay + Area Food Strategy*, but we are exploring a name change to better reflect our mission, scope, and commitment to represent all communities in the region. Please select up to 3 preferred names from the list below:**
 - Thunder Bay + Area Food Strategy / Stratégie Alimentaire de Thunder Bay et Région
 - Northwest Food Network / Réseau Alimentaire du Nord-Ouest
 - Northwestern Ontario Food Systems Network / Réseau des systèmes alimentaire du nord-ouest de l'Ontario
 - Northwest Foodshed Network / Réseau du Bassin Alimentaire du Nord-Ouest
 - No Opinion

Comments:

9. **How would you like us to stay connected with your municipality?** *(Select all that apply)*

- Regular email updates
- Invitations to workshops or events
- One-on-one meetings or check-ins
- Annual reports on regional food systems work
- Other (please specify):

10. **In the case of an emergency affecting the food system, who would be the two most appropriate contacts for your community?** *(I.e., CEMC)*

- **Name:**
- **Position:**
- **Email:**
- **Cellphone:**

- **Name:**
- **Position:**
- **Email:**
- **Cellphone:**

11. **Is there anything else you'd like to share about your community's food system or how we can support you?**



ANNUAL UPDATE

Sarah Siska | *TBAFS Coordinator*
Courtney Strutt | *EFP Coordinator*



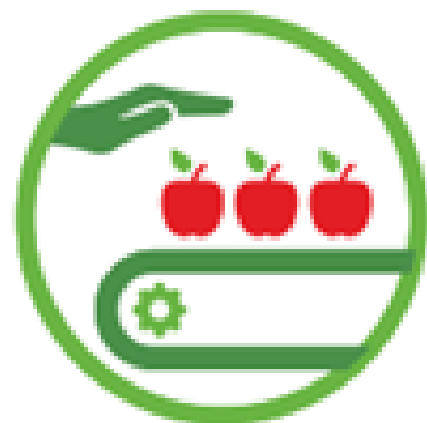
Thunder Bay + Area Food Strategy



Food Access



Forest & Freshwater Foods



Food Infrastructure



Food Procurement



Food Production



School Food Environments



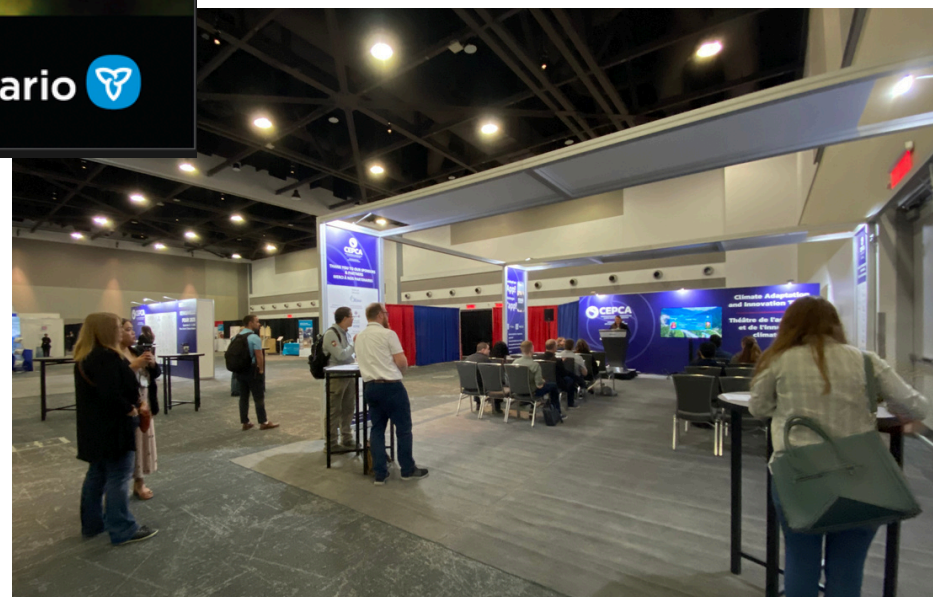
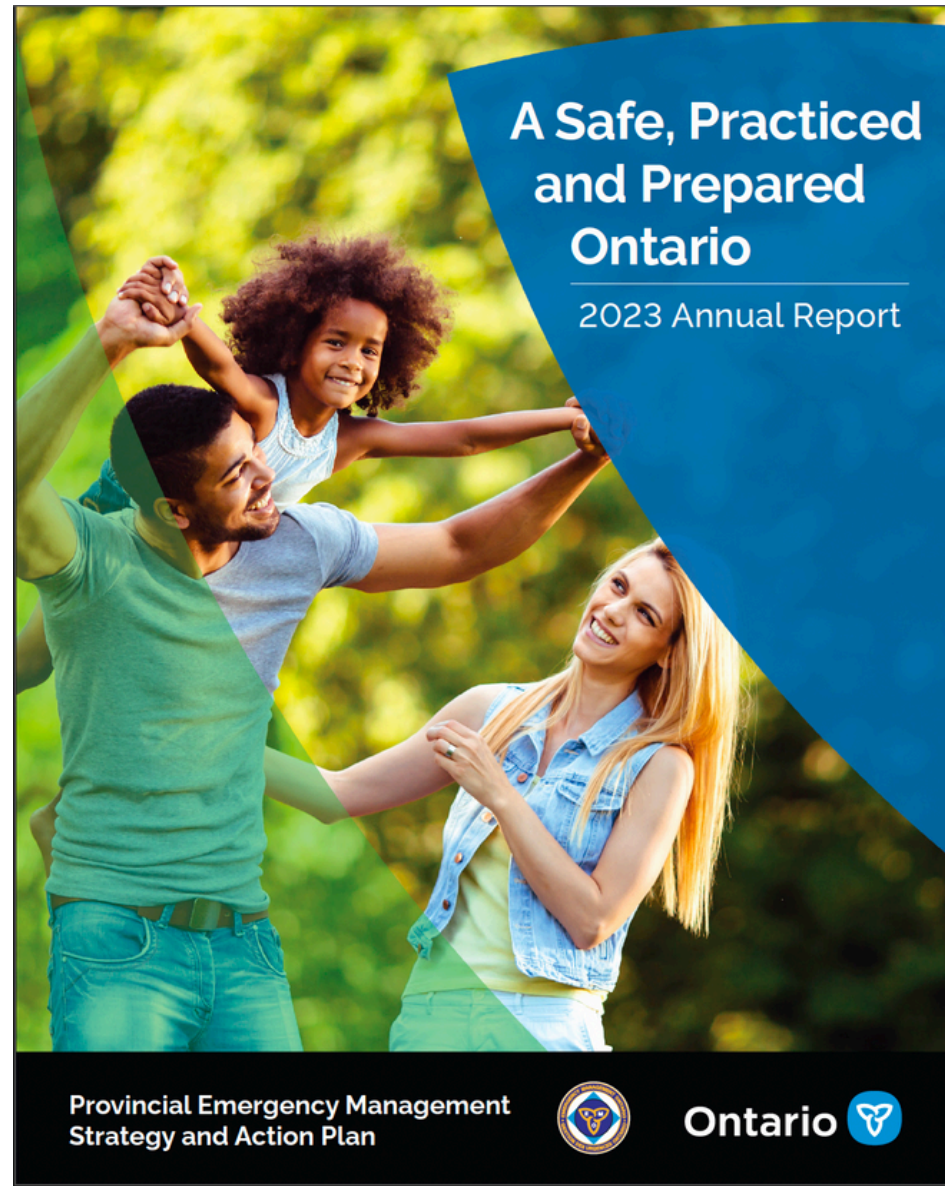
Urban Agriculture

*The Thunder Bay + Area Food Strategy (TBAFS) is committed to creating a **healthy, equitable, and sustainable** food system that contributes to the **economic, ecological, and social well-being and health** of the City of Thunder Bay and area.*

Rural Municipalities + Townships



2024 Highlights



[Home](#) > [Rural and north](#)

Ontario's local food report, 2023 edition

Local food success at the City of Thunder Bay

In a world where most institutions purchase almost all their food through multi-national distributors, the City of Thunder Bay began prioritizing buying local food from area farmers several years ago. By making this change, they have set a new standard for local vendor support and are helping increase the production of locally grown food to help boost their community's economy.

One of the main champions in this initiative is [Pioneer Ridge](#), the city's 150-bed long-term care home. As a result of the [Thunder Bay + Area Food Strategy](#), and under the leadership of former manager of supply management for the city, Dan Munshaw, and food services manager at the Pioneer Ridge long-term care centre, Chris Borutski, this long-term care home has significantly increased local food offerings on their senior's menu. In 2022, it was estimated that Pioneer Ridge incorporated 27.5% of locally grown food into their menu, which equated to roughly \$258,383 in local food vendor support.

WILD GAME
Policy & Action

OCTOBER 17, 9 AM - 12 PM, 401 N CUMBERLAND ST
RSVP by **September 29th** via [Google Form](#)

Join us to explore current advocacy efforts around provincial wild game legislation and collaborate on regional strategies to improve access to traditional foods.

Featuring a keynote presentation by Feed Ontario

Tea, coffee, and light snacks will be provided.
For more information, contact Sarah Siska at coordinator@tbfoodstrategy.com



JAFSCD Journal of Agriculture, Food Systems, and Community Development
ISSN: 2152-0801 online
<https://foodsystemsjournal.org>

Creating a municipal-level emergency food plan: Lessons from Thunder Bay, Ontario

Charles Z. Levkoe ^{a*}
Lakehead University

Courtney Strutt ^b
Thunder Bay + Area Food Strategy

Submitted April 20, 2024 / Revised June 17 and July 23, 2024 / Accepted July 23, 2024 / Published online September 26, 2024

Citation: Levkoe, C. Z., & Strutt, C. (2024). Creating a municipal-level emergency food plan: Lessons from Thunder Bay, Ontario. *Journal of Agriculture, Food Systems, and Community Development*. Advance online publication. <https://doi.org/10.5307/jafscd.2024.134.016>

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Abstract
Emergency food planning is an emerging field of study and practice evolving from lessons learned about the need to be prepared to respond to increased food insecurity in the face of emergency events. In this era of climate change, geo-political conflicts, and growing inequality, disruptions to the global food system are occurring more frequently. Many of these disruptions have the potential to impact food access on a large scale, a reality that communities need to be ready for through preparation to mitigate impacts. Like other municipalities around the world, the city of Thunder Bay in Northwestern Ontario, Canada, and its surrounding areas were caught unprepared by the impacts of

the COVID-19 pandemic on food insecurity. Prior to the pandemic, there was no coordinated body to address a sudden increase in food insecurity, particularly among already vulnerable populations. In late 2020, Thunder Bay + Area Food Strategy (TBAFS), the regional food policy council, led the coordination of emergency food response and researched the early emergency food response that occurred during the COVID-19 pandemic. Findings from this research identified the need for a collaborative Emergency Food Plan that brought together the municipality and a range of civil society organizations, institutions, and agencies. Acting on this research, the TBAFS coordinated the development of an Emergency Food Plan for the region, leveraging a group of primary partners who make up key components of civil society's food access infrastructure. This article provides an overview of this process in the context of existing

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^b Courtney Strutt, Emergency Food Plan Coordinator, Thunder Bay + Area Food Strategy, Thunder Bay, Ontario, Canada; foodaccess@tbfoodstrategy.com

Authors Note
At the time of this writing, Courtney Strutt was employed by the Thunder Bay + Area Food Strategy as the Emergency Food Plan Coordinator and Charles Levkoe served as the volunteer chair of the Thunder Bay + Area Food Strategy.

Community Food System Report Card



15.9% of households in the 10 provinces, **almost 1 in 6**, were food-insecure in 2021.

DEMAND FOR FOOD BANKS HAS GROWN



SINCE 2019

1 in 7

foodbank users are currently unemployed.

33%

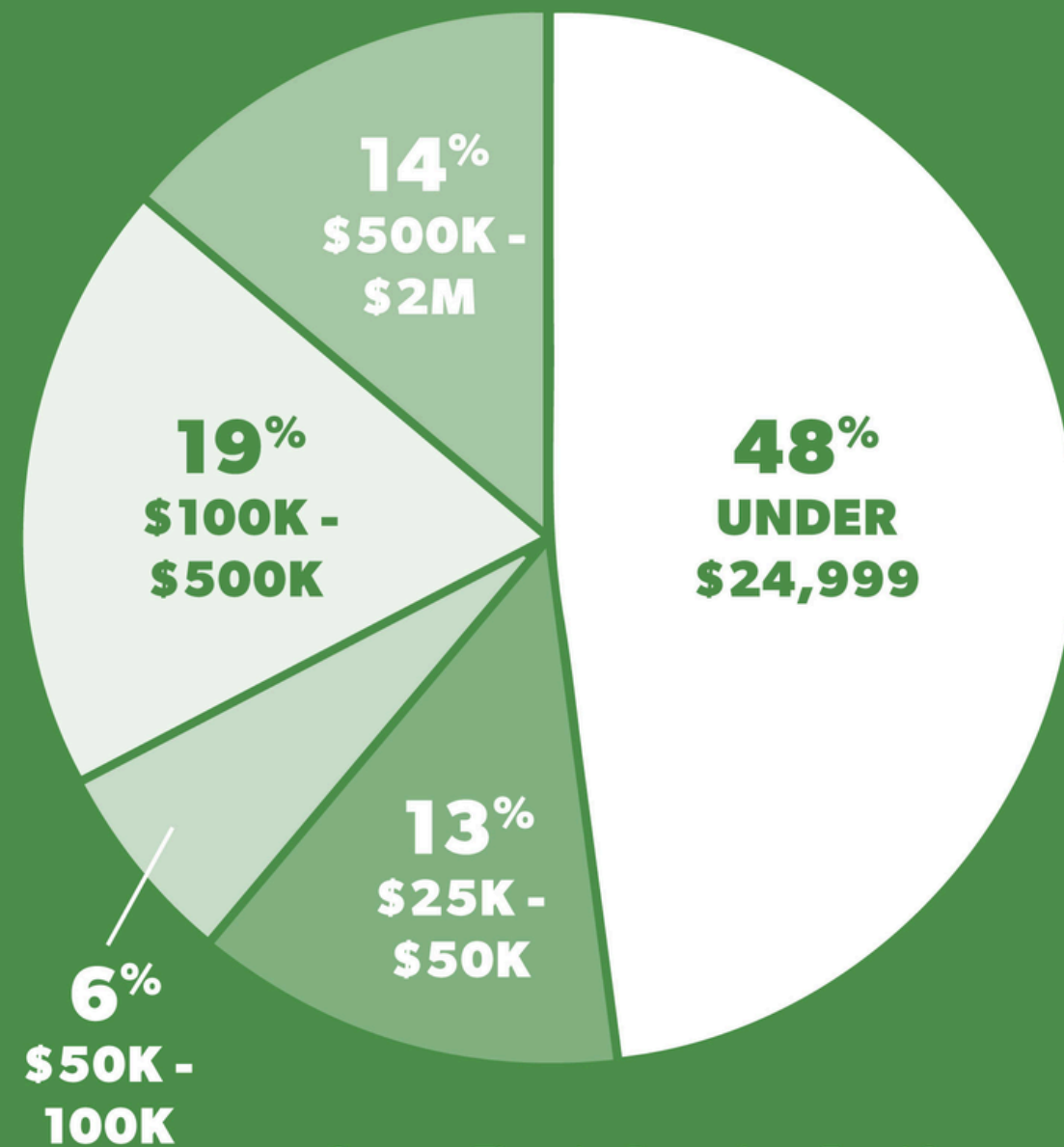
are children.

49%

rely on social assistance or disability supports.

Source: Thunder Bay + Area Food Strategy.

REVENUE DISTRIBUTION THUNDER BAY FARMS



Source: Thunder Bay + Area Food Strategy



5 farmers' markets
(no change from 2011)



4 CSA operations
(+400% from 2011)



28 retail stores selling local food
(+350% from 2011)

Source: Thunder Bay + Area Food Strategy

TBayInSeason & Regional Procurement

2.2-13



**Seasonal, local
food products
AVAILABLE HERE**

tbayInSeason.ca

HOME > SUCCESS

'Bridging the gap' to make local food more accessible

Producers and procurement specialists, local grocers and restaurants discussed how to get local food onto store shelves and into homes on Wednesday.



[Lucas Punkari](#)

Nov 16, 2024 8:00 AM



2 / 2 Sarah Siska, left, who is the coordinator for the Thunder Bay and Area Food Strategy, speaks during the Bridging the Gap event. | Lucas Punkari, TBnewswatch.com

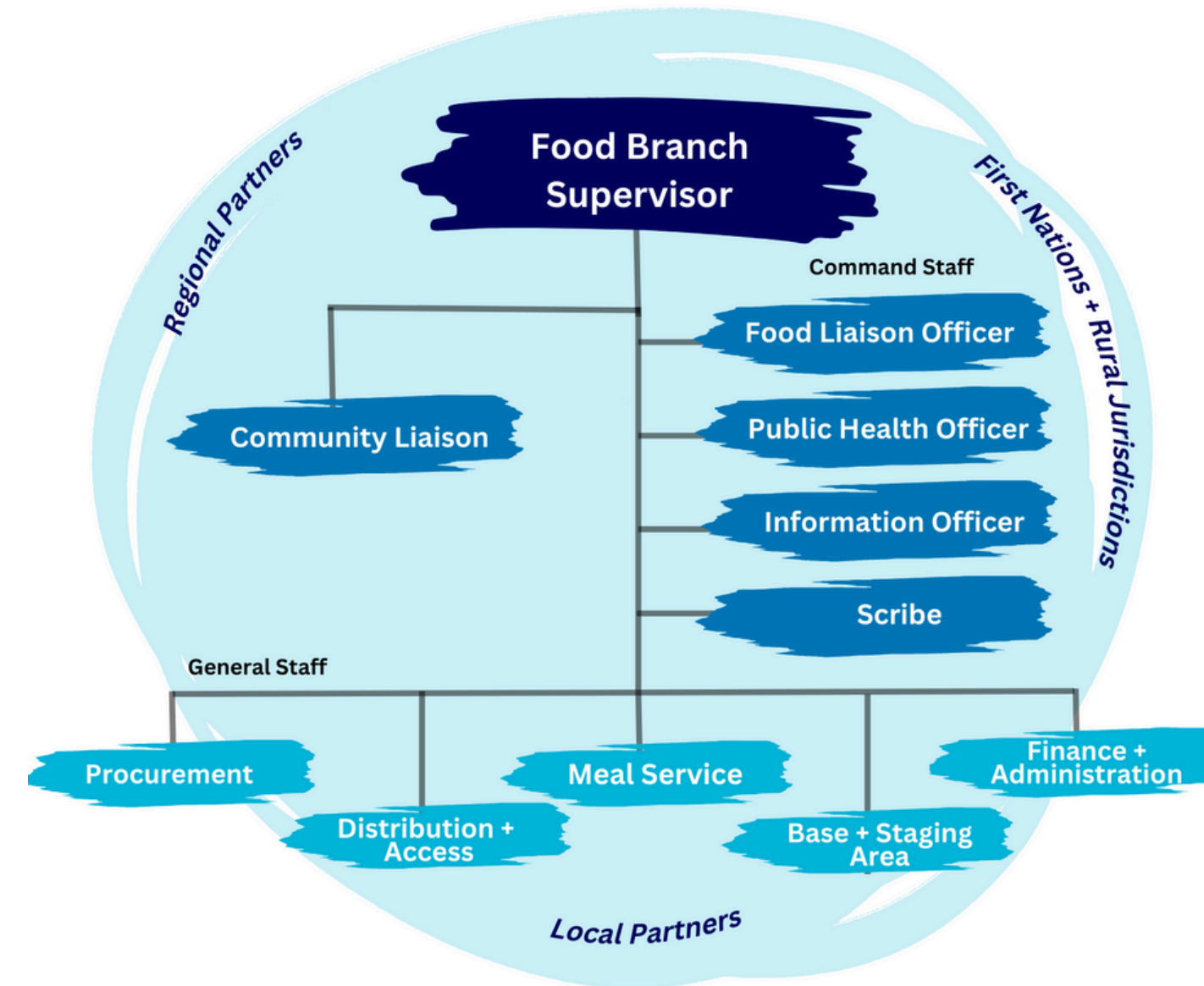
Emergency Food Plan

PURPOSE

Coordinates a civil society response addressing **food access challenges and associated impacts** on health and wellbeing during **local-level emergency events**, utilizing modified Incident Management System (IMS) principles.

SCOPE

Address **medium or high-level impacts from emergencies** that impact a community's ability in bring food in, distribute it fairly, and/or ensure safe preparation and consumption for larger subsets of the population, with a **particular focus on those impacted by chronic food insecurity**.



NORTHWESTERN ONTARIO WOMEN'S CENTRE
EMPOWERING WOMEN BY PROVIDING A SAFE AND SUPPORTIVE ENVIRONMENT TO EXPLORE THEIR NEEDS



Emergency Food Plan



An emergency food response can provide one collaborative table for a coordinated approach to barrier-free food access during emergencies.



Partnership with rural municipalities can look like...

- Request support from an activated EFP response
- Send a representative(s) to the Food Access Coalition
- Participate in the annual EFP tabletop exercise
- Invite the EFP Coordinator to participate in your annual tabletop exercise
- Request support to build emergency food planning in your community emergency plans



Upcoming in 2025



- Incorporation & Rebranding complete
- Strategic Planning
- Emergency Food Plan
 - Completing the local Food Access Infrastructure Inventory
 - Conducting updated Hazard Identification & Risk Assessment
 - Establishing the Emergency Food Fund
- Education & awareness campaigns across a host of food system issues
- Ongoing network building across EFP and TBAFS as whole





THANK YOU!



-  coordinator@tbfoodstrategy.com
-  foodaccess@tbfoodstrategy.com
-  www.tbfoodstrategy.com
-  www.tbayinseason.ca
-  www.foodsystemreportcard.ca

**THE CORPORATION OF THE MUNICIPALITY OF NEEBING
MINUTES OF THE REGULAR MEETING OF COUNCIL**

Held in person at the Municipal Office and using Teams Web Conference System
On Wednesday, December 4, 2024

PRESENT: Mayor Mark Thibert
Crooks Councillor Brian Wright
Pearson Councillor Gary Gardner
Councillor at Large Gordon Cuthbertson
Scoble Councillor Brian Kurikka
Blake Councillor Katherine Hill
Pardee Councillor Curtis Coulson

STAFF: Erika Kromm, Clerk-Treasurer

1. PRELIMINARY MATTERS:

(a) Call to Order: Mayor Thibert called the meeting to order at 6:00 pm and provided a land acknowledgement.

(b) Attendance: Attendance was recorded.

(c) Town Hall Segment:

No one attended the Town Hall session.

(d) Accept/Amend the Agenda:

Res. No. 2024-12-315

Moved by: Councillor Cuthbertson

Seconded by: Councillor Hill

BE IT RESOLVED THAT the agenda for this regular meeting of Council be amended by:

- Adding Item 4.7, correspondence relating to the Military Service Recognition Book; and
- Removing Item 5.3, a by-law to regulate parking.

CARRIED ✓

(e) Declarations of Pecuniary Interest:

There were no declarations of pecuniary interest.

2. HEAR DEPUTATIONS FROM AUDIENCE MEMBERS

There were no deputations for this meeting.

3. CONSENT AGENDA: MINUTES, REPORTS AND CORRESPONDENCE

3.1 Minutes of the Open Session portion of the Regular Meeting of Council held on November 20, 2024
Recommendation to approve the minutes for both the open session (Item 3.1) and the Closed Session (Item 7.1), with any error corrections, as required.)

3.2 Minutes of the meeting of the Thunder Bay District Social Services Administration Board held on October 17, 2024
(Recommendation to receive the minutes)

3.3 Report from Clerk-Treasurer Regarding Administrative Activity
(Recommendation to receive the report for information)

3.4 Correspondence from MMAH, received November 28, Regarding Additional Residential Units
(Recommendation to receive the correspondence for information.)

3.5 Correspondence from MNR, received November 26, Regarding Bill 228, Resource Management and Safety Act, 2024
(Recommendation to receive the correspondence for information.)

3.6 Correspondence from Superior Country, received November 29, Regarding Annual Report 2023-2024
(Recommendation to receive the correspondence for information.)

Res. No. 2024-12-316

Moved by: Councillor Coulson

Seconded by: Councillor Kurikka

BE IT RESOLVED THAT Council approve the recommendations from Administration with respect to all of the items on the consent agenda portion of this evening's meeting, being Items 3.1 through 3.6.

CARRIED ✓

Administration was directed to bring forward a letter and resolution relating to the Thunder Bay District Social Services Administration Board budget increase.

4. REPORTS AND CORRESPONDENCE RECEIVED REQUIRING DIRECTION:

4.1 Report from Clerk-Treasurer Regarding OLT E-File Registration

Members present reviewed the report.

Res. No. 2024-12-317

Moved by: Councillor Coulson

Seconded by: Councillor Gardner

BE IT RESOLVED THAT Council approves the Ontario Land Tribunal Decision Notice Template and authorizes Administration to register for e-filing with the Ontario Land Tribunal.

CARRIED ✓

4.2 Report from Clerk-Treasurer Regarding Request from Resident

Members present discussed the request. There was concern related to the potential liability associated with selling the sauna stove.

Res. No. 2024-12-318

Moved by: Councillor Cuthbertson

Seconded by: Councillor Coulson

BE IT RESOLVED THAT Council denies the request to purchase the sauna stove located on the municipal property located at 840 Cloud Lake Road.

CARRIED ✓

4.3 Report from Clerk-Treasurer Regarding Ontario's Integrated Energy Resource Plan

Members present discussed the report. Administration was directed to bring forward a resolution for consideration at a future meeting.

4.4 Report from Deputy Clerk-Treasurer Regarding Investment Policy Statement

Members present reviewed the report.

Res. No. 2024-12-319

Moved by: Councillor Hill

Seconded by: Councillor Wright

BE IT RESOLVED THAT Council approves the Investment Policy Statement appended to the report.

CARRIED ✓

4.5 Report from Deputy Clerk-Treasurer Regarding Equipment Insurance Rider

Members present discussed the report. Administration was directed to bring forward additional information at the next meeting.

4.6 Correspondence from City of Toronto, received November 18, 2024, Regarding Bill 212, Reducing Gridlock, Saving You Time Act, 2024

Members present reviewed the report. No resolution was passed

4.7 Correspondence from Royal Canadian Legion, received December 2, 2024, Regarding Military Service Recognition Book

Members present discussed the Report.

Res. No. 2024-12-320

Moved by: Councillor Hill

Seconded by: Councillor Wright

BE IT RESOLVED THAT Council authorizes Administration to renew the advertisement in the Military Service Recognition Book with a business card sized colour ad.

CARRIED ✓

5. **BY-LAWS**

5.1 By-law 2024-053 authorize annual pre-spending

Res. No. 2024-12-321

Moved by: Councillor Coulson

Seconded by: Councillor Gardner

BE IT RESOLVED THAT By-law 2024-053 to authorize annual pre-spending, be passed.

CARRIED ✓

5.2 By-law 2024-054 to execute agreement with NOHFC

Res. No. 2024-12-322

Moved by: Councillor Hill

Seconded by: Councillor Gardner

BE IT RESOLVED THAT By-law 2024-053 to execute an agreement with NOHFC, be passed.

CARRIED ✓

6. **NEW BUSINESS - ANNOUNCEMENTS**

Councillor Hill advised that the Breakfast with Santa tickets were sold out and that the NFRA Cookie sale is scheduled for December 14th

Councillor Wright inquired whether Neebing had heard anything back of the City of Thunder Bay regarding a request for quotation for police services. Nothing had be received.

Councillor Cuthbertson suggested that the Municipality post information on how to contact Bell regarding fibre hook-up for internet services.

7. **CLOSED SESSION**

7.1 Report from Deputy Clerk-Treasurer Regarding Funding from NOHFC

This report was provided for information in relation to Item 5.2.

8. CONFIRMATION BY-LAW

8.1 By-law 2024-056, to confirm the proceedings of the meeting.

Res. No. 2024-12-323

Moved by: Councillor Coulson

Seconded by: Councillor Gardner

BE IT RESOLVED THAT By-law 2024-0526, to confirm the proceedings of this evening's meeting, be passed as presented.

CARRIED ✓

9. ADJOURN THE MEETING:

There being no further business to attend to, Mayor Thibert adjourned the meeting at 7:14 p.m.

REGULAR MEETING OF COUNCIL

Mark Thibert
MAYOR

Erika Kromm
CLERK-TREASURER

VOUCHER REPORT

FOR THE MONTH OF NOVEMBER 2024

	<u>Amount</u>
Liabilities	
HST, Source Deductions, Liabilities	\$ 49,823.83
Expense Accounts	
General Government	36,310.51
Protection to Persons and Property	11,269.53
Policing	1,152.30
Transportation Services	64,240.70
Environmental Services	4,601.73
Health Services	94,810.00
Cemetery	
School Boards - Education Levy	
Social and Family Services	38,150.00
Building Services	2,274.52
Recreation and Cultural Services	2,522.38
Economic Development	35.62
Capital Projects - Admin	
Capital Projects-Fire Department	
Capital Projects - Public Works	
Capital Projects - Parks	101,673.10
Total disbursements in month	<u><u>\$406,864.22</u></u>

<u>Cheque Runs</u>	
11/1/2024	\$ 32,184.80
11/5/2024	71,837.83
11/19/2024	142,043.13
11/21/2024	109,781.11
	<u><u>\$355,846.87</u></u>
<u>Direct Deposits - Payroll</u>	
PR-1841	\$ 21,220.90
PR-1843	22,238.92
PR-1844	7,557.53
	0.00
	<u><u>\$51,017.35</u></u>
Total disbursements in month	<u><u>\$406,864.22</u></u>

**Municipality of Neebing
Voucher Report - November 2024**

3.2-2

Chq #	Date	lum	Vendor Name / Description	GL Acct #	Trans Detail	Amount
18285	11/1/2024		CANADIAN UNION OF PUBLIC EMPLOYEES - LOCAL #87			\$708.81
			PR1834 - Payroll from 9/21/24 to 10/04/24	01-00-204600	Source Deductions	
			PR1836 - Payroll from 9/21/24 to 10/04/24	01-00-204600	Source Deductions	
			PR1839 - Payroll from 10/05/24 to 10/18/24	01-00-204600	Source Deductions	
18286	11/1/2024		MINISTER OF FINANCE (EHT)			\$1,482.46
			PR1834 - Payroll from 9/21/24 to 10/04/24	01-00-204700	Source Deductions	
			PR1836 - Payroll from 9/21/24 to 10/04/24	01-00-204700	Source Deductions	
			PR1839 - Payroll from 10/05/24 to 10/18/24	01-00-204700	Source Deductions	
			PR1840 - Payroll from 10/01/24 to 10/31/24	01-00-204700	Source Deductions	
18287	11/1/2024		ONTARIO MUNICIPAL EMPLOYEES RETIREMENT SYSTEM			\$10,121.94
			PR1834 - Payroll from 9/21/24 to 10/04/24	01-00-204500	Source Deductions	
			PR1836 - Payroll from 9/21/24 to 10/04/24	01-00-204500	Source Deductions	
			PR1839 - Payroll from 10/05/24 to 10/18/24	01-00-204500	Source Deductions	
18288	11/1/2024		RECEIVER GENERAL			\$17,705.40
			PR1834 - Payroll from 9/21/24 to 10/04/24	01-00-204300	Source Deductions	
			PR1834 - Payroll from 9/21/24 to 10/04/24	01-00-204400	Source Deductions	
			PR1834 - Payroll from 9/21/24 to 10/04/24	01-00-204200	Source Deductions	
			PR1836 - Payroll from 9/21/24 to 10/04/24	01-00-204400	Source Deductions	
			PR1836 - Payroll from 9/21/24 to 10/04/24	01-00-204300	Source Deductions	
			PR1836 - Payroll from 9/21/24 to 10/04/24	01-00-204200	Source Deductions	
			PR1839 - Payroll from 10/05/24 to 10/18/24	01-00-204200	Source Deductions	
			PR1839 - Payroll from 10/05/24 to 10/18/24	01-00-204400	Source Deductions	
			PR1839 - Payroll from 10/05/24 to 10/18/24	01-00-204300	Source Deductions	
			PR1840 - Payroll from 10/01/24 to 10/31/24	01-00-204300	Source Deductions	
			PR1840 - Payroll from 10/01/24 to 10/31/24	01-00-204200	Source Deductions	
18289	11/1/2024		WORKER'S SAFETY & INSURANCE BOARD			\$2,166.19
			1028945615 - CREDIT BALANCE ON ACCOUNT	01-03-501260	Fire / Protection PP	
			OCT 2024 - ADD FIRE - OCT 2024 ADDITIONAL FIRE PREMIUM	01-03-501260	Fire / Protection PP	
			PR1834 - Payroll from 9/21/24 to 10/04/24	01-00-204750	Source Deductions	
			PR1836 - Payroll from 9/21/24 to 10/04/24	01-00-204750	Source Deductions	
			PR1839 - Payroll from 10/05/24 to 10/18/24	01-00-204750	Source Deductions	
			PR1840 - Payroll from 10/01/24 to 10/31/24	01-00-204750	Source Deductions	
18323	11/5/2024		A. J. STONE COMPANY LTD			\$1,632.47
			186896 - PPE - FIRE BOOTS / HELMETS	01-03-502175	Fire / Protection PP	
18324	11/5/2024		BIN THERE DUMP THAT THUNDER BAY			\$169.50
			21178 - ELECTRONICS BIN RENTAL - SAND HILL LANDFILL	01-08-504250	Environmental	
18325	11/5/2024		CANOE PROCUREMENT GROUP OF CANADA			\$7,159.62
			PF-0575-00879 - DYED 776.20L / DIESEL 1439.60L	01-05-503325	Public Works	
			PF-0579-00885 - DIESEL 945.30L / DYED 1401.10L	01-05-503325	Public Works	
18326	11/5/2024		CRC COMMUNICATIONS LIMITED			\$352.37
			1164761 - REPEATER RENTAL - SYSTEM LIC FEES	01-05-503415	Public Works	
18327	11/5/2024		MEAGHAN FORNERI			\$280.00
			OCT-30-2024 - 1ST AID - STANDARD 1ST AID/CPR - CANNADAY/JASPERS	01-01-501550	General Government	

**Municipality of Neebing
Voucher Report - November 2024**

3.2-3

Chq #	Date	lum	Vendor Name / Description	GL Acct #	Trans Detail	Amount
18328	11/5/2024		GFL ENVIRONMENTAL SERVICES INC.			\$2,418.79
			LQ02505721 - OLIVER LAKE PARKETTE SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505728 - CLOUD LAKE LAUNCH SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505736 - OFFICE SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505738 - CEMETERY SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505740 - ALF OLSEN PARK SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505741 - FIRE HALL 2 SANITARY SERVICES	01-03-502125	Fire / Protection PP	
			LQ02505742 - BLAKE HALL SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505744 - MARG ST LAUNCH SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505745 - LITTLE PIGEON BAY LAUNCH SANITARY SERVICES	01-15-507410	Recreation	
			LQ02505748 - CLOUD LAKE LAUNCH SANITARY SERVICES	01-15-507410	Recreation	
			LQ0505749 - OLIVER LAKE PARKETTE SANITARY SERVICES	01-15-507410	Recreation	
18329	11/5/2024		LOCAL AUTHORITY SERVICES LTD.			\$5,288.47
			MGBP7678 - 11R22.5 XDS2 TRUCK TIRES X 6	01-05-503320	Public Works	
18330	11/5/2024		McKITRICKS BARRISTERS & SOLICITORS			\$1,559.40
			1-11628-TO SEP 30-24 - FILE 1-11628 - BY-LAWS	01-01-501520	General Government	
18331	11/5/2024		MICROAGE COMPUTER CENTRE			\$1,174.07
			IN-303739-01 - ADOBE FOR FC DESKTOP	01-03-502157	Fire / Protection PP	
			IN-303744-01 - SAMSUNG MONITOR - DCT DESKTOP	01-01-501518	General Government	
18332	11/5/2024		MINISTER OF FINANCE (CACC)			\$80.00
			#3 - JUL-SEP-2024 - FIRE CALL TAKING / ALERTING SERVICES	01-03-502156	Fire / Protection PP	
18333	11/5/2024		MORGAN FUELS INC.			\$90.40
			430734 - SAND HILL PROPANE TANK RENTAL - ANNUAL	01-08-504200	Environmental	
			430733 - SCOBLE PROPANE TANK RENTAL - ANNUAL	01-08-504200	Environmental	
18334	11/5/2024		NOVA-PRO INDUSTRIAL SUPPLY LTD.			\$151.87
			593119 - BATTERIES/LENS CLEANER/SIGN BRACKET	01-05-503440	Public Works	
18335	11/5/2024		TONY PACIFICO			\$1,152.30
			24-01 - TIME/MILEAGE - 2024-082 / 2024-101	01-07-502200	Policing	
			24-02 - TIME/MILEAGE - 2024-004/2024-003/2024-111	01-07-502200	Policing	
18336	11/5/2024		POTESTIO LAW			\$5,181.05
			8872 - FILE #5439	01-01-501520	General Government	
			8873 - FILE #5732	01-01-501520	General Government	
			8877 - FILE #4916	01-01-501520	General Government	
18337	11/5/2024		THUNDER BAY DISTRICT HEALTH UNIT			\$4,840.00
			NOV-2024 LEVY - NOV 2024 THUNDER BAY DISTRICT HEALTH LEVY	01-10-505200	Health Services	
18338	11/5/2024		THUNDER BAY DISTRICT SOCIAL SERVICES ADMIN. BOARD			\$38,150.00
			SI103952 - 2024 LEVY	01-12-506400	Social / Family Services	
			SI103952 - 2024 LEVY	01-12-506100	Social / Family Services	

**Municipality of Neebing
Voucher Report - November 2024**

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Chq #	Date	lum	Vendor Name / Description	GL Acct #	Trans Detail	Amount
18339	11/5/2024		TRANS CANADA SAFETY			\$2,157.52
			58725 - SEMI-ANNUAL AIR COMPRESSOR SERVICE	01-03-502130	Fire / Protection PP	
18340	11/19/2024		A. J. STONE COMPANY LTD			\$4,207.69
			185634 - EV CAR FIRE BLANKET	01-03-502165	Fire / Protection PP	
18341	11/19/2024		ALS CANADA LTD.			\$117.52
			3311546636 - MUNICIPAL OFFICE WATER TESTING	01-01-501430	General Government	
			3311546635 - BLAKE HALL WATER SAMPLES	01-15-507220	Recreation	
18342	11/19/2024		SASHA BALYK			\$67.80
			CRC REIMBURSE - CRC REIMBURSEMENT	01-01-501270	General Government	
18343	11/19/2024		BELL CANADA			\$106.70
			9642098-NOV2024 - GARAGE TELEPHONE	01-05-503410	Public Works	
18344	11/19/2024		BRUNO'S CONTRACTING			\$914.56
			627589 - PERMA PATCH COLD MIX - STURGEON BAY RD	01-05-503340	Public Works	
18345	11/19/2024		CANOE PROCUREMENT GROUP OF CANADA			\$4,733.31
			PF-0590-00897 - DYED 1000.60L / DIESEL 2000.40L	01-05-503325	Public Works	
18346	11/19/2024		CITY OF THUNDER BAY			\$89,970.00
			1820157278 - EMERGENCY MEDICAL SERVICES 3RD QTR 2024	01-10-505300	Health Services	
18347	11/19/2024		COMPASS MINERALS CANADA CORP			\$7,179.76
			1394375 - COARSE WINTER SALT - 49,900 KG	01-05-503341	Public Works	
18348	11/19/2024		KEN EASTMAN			\$647.51
			2024 BOOT & CLOTHING ALLOWANCE - 2024 BOOT & CLOTHING ALLOWANCE	01-05-501270	Public Works	
18349	11/19/2024		FORT GARRY INDUSTRIES LTD			\$185.32
			F2218507 - 6-15-6-17-6-13 - MIRROR/HOSE/SHIELD	01-05-503320	Public Works	
18350	11/19/2024		GFL ENVIRONMENTAL SERVICES INC.			\$219.89
			LQ02522928 - CLOUD LAKE BOAT LAUNCH SANITARY SERVICES	01-15-507410	Recreation	
18351	11/19/2024		INTERCITY INDUSTRIAL SUPPLY LIMITED			\$132.23
			1153895 - TWO WHEEL HAND TRUCK (DOLLY)	01-08-504202	Environmental	
18352	11/19/2024		JML ENGINEERING LTD			\$3,652.27
			2022098-17 - BLAKE HALL RINK IMPROVEMENTS	01-51-517220	Capital Projects - REC	
			2022099-17 - ALF OLSEN RINK IMPROVEMENTS	01-51-517225	Capital Projects - REC	
18353	11/19/2024		KEN MICHON			\$439.70
			CHQ-REQ-NOV13-2024 - REIMBURSE PAYMENT MADE IN ERROR	01-00-103100	Asset	
18354	11/19/2024		MICROAGE COMPUTER CENTRE			\$931.25
			8040 - ONLINE BACKUP	01-01-501518	General Government	
			8094 - HOSTED EXCHANGE EMAIL	01-01-501518	General Government	
			8164 - EMAIL EXCHANGE/365 SUBSCRIPTION FEES	01-01-501518	General Government	
18355	11/19/2024		MOFFATT SUPPLY AND SPECIALTIES			\$5,327.55
			06-625968 - PLOW ITEMS: BLADES-SHOES-NUTS-BOLTS-WASHERS	01-05-503320	Public Works	
18356	11/19/2024		MORGAN FUELS INC.			\$1,083.38
			429918 - MUNICIPAL OFFICE PROPANE - 1239.0L	01-03-502115	Fire / Protection PP	
			429918 - MUNICIPAL OFFICE PROPANE - 1239.0L	01-01-501410	General Government	

**Municipality of Neebing
Voucher Report - November 2024**

3.2-5

Chq #	Date	lum	Vendor Name / Description	GL Acct #	Trans Detail	Amount
18357	11/19/2024		MUNICIPALITY OF OLIVER PAIPOONGE			\$50.85
			2024-00754 - NFPA 1035 PIO TRAINING - KELLAR	01-03-502145	Fire / Protection PP	
18358	11/19/2024		NOVA-PRO INDUSTRIAL SUPPLY LTD.			\$807.39
			593119-01 - SIGN POST BRACKET	01-05-503355	Public Works	
			593628 - MID SOLE ICE CLEATS	01-05-501522	Public Works	
18359	11/19/2024		OVER-ALL ELECTRIC			\$1,072.37
			2843 - REPAIR TO OLEKSUK/HWY 61 STREETLIGHT	01-05-503347	Public Works	
18360	11/19/2024		TBAY TEL			\$766.71
			56600-NOV2024 - LANDFILLS/MAYOR/CBO/PWORKS/CLERK/TREASURER/FIRE CHIEF/HALL 2&3/NEDAC/CEMC	01-16-502455	Building Expense	
			56600-NOV2024 - LANDFILLS/MAYOR/CBO/PWORKS/CLERK/TREASURER/FIRE CHIEF/HALL 2&3/NEDAC/CEMC	01-02-501530	Council Expense	
			56600-NOV2024 - LANDFILLS/MAYOR/CBO/PWORKS/CLERK/TREASURER/FIRE CHIEF/HALL 2&3/NEDAC/CEMC	01-17-501530	Economic Development	
			56600-NOV2024 - LANDFILLS/MAYOR/CBO/PWORKS/CLERK/TREASURER/FIRE CHIEF/HALL 2&3/NEDAC/CEMC	01-08-504201	Environmental	
			56600-NOV2024 - LANDFILLS/MAYOR/CBO/PWORKS/CLERK/TREASURER/FIRE CHIEF/HALL 2&3/NEDAC/CEMC	01-03-502155	Fire / Protection PP	
			56600-NOV2024 - LANDFILLS/MAYOR/CBO/PWORKS/CLERK/TREASURER/FIRE CHIEF/HALL 2&3/NEDAC/CEMC	01-01-501530	General Government	
			56600-NOV2024 - LANDFILLS/MAYOR/CBO/PWORKS/CLERK/TREASURER/FIRE CHIEF/HALL 2&3/NEDAC/CEMC	01-05-503410	Public Works	
18361	11/19/2024		TELUS HEALTH (CANADA) LTD.			\$709.15
			2225193 - EMPLOYEE ASSISTANCE PROGRAM	01-02-501270	Council Expense	
			2225193 - EMPLOYEE ASSISTANCE PROGRAM	01-08-501270	Environmental	
			2225193 - EMPLOYEE ASSISTANCE PROGRAM	01-03-501270	Fire / Protection PP	
			2225193 - EMPLOYEE ASSISTANCE PROGRAM	01-01-501270	General Government	
			2225193 - EMPLOYEE ASSISTANCE PROGRAM	01-05-501270	Public Works	
18362	11/19/2024		THUNDER BAY LETTER SHOP SERVICES			\$168.18
			14777 - NEEBING NEWS MAILOUT PREPARATION	01-01-501571	General Government	
18363	11/19/2024		THUNDER BAY TRUCK CENTRE INC.			\$87.33
			I416749 - 6-23 - RUBBER CAB MOUNT-NUTS & BOLTS	01-05-503320	Public Works	
18364	11/19/2024		XEROX CANADA LTD.			\$162.57
			P63146223 - XEROX COPIER CHARGES	01-03-502157	Fire / Protection PP	
			P63146223 - XEROX COPIER CHARGES	01-01-501440	General Government	
18365	11/21/2024		MARK SHRUIFF			\$529.88
			Oct2024 - Airfare to attend Training	01-03-502145	Fire / Protection PP	
18366	11/21/2024		PDR CONTRACTING THUNDER BAY LTD.			\$109,251.23
			P32023-006 - Blake Hall and Alf Olsen Rinks	01-51-517220	Capital Projects - REC	
MANULIFE	11/19/2024		MANULIFE FINANCIAL			\$3,350.02
			NOV 2024 - NOVEMBER 2024 EMPLOYEE BENEFITS	01-01-501250	General Government	
			OCT 2024 - OCTOBER 2024 EMPLOYEE BENEFITS	01-01-501250	General Government	
			SEP 2024 - SEPTEMBER 2024 EMPLOYEE BENEFITS	01-01-501250	General Government	

**Municipality of Neebing
Voucher Report - November 2024**

3.2-6

Chq #	Date	lum	Vendor Name / Description	GL Acct #	Trans Detail	Amount
			NOV 2024 - NOVEMBER 2024 EMPLOYEE BENEFITS	01-05-501250	Public Works	
			OCT 2024 - OCTOBER 2024 EMPLOYEE BENEFITS	01-05-501250	Public Works	
			SEP 2024 - SEPTEMBER 2024 EMPLOYEE BENEFITS	01-05-501250	Public Works	
SUNLIFE	11/19/2024		SUNLIFE ASSURANCE COMPANY OF CANADA			\$14,952.12
			SEP 2024 - SEPTEMBER 2024 EMPLOYEE BENEFITS	01-01-501250	General Government	
			NOV 2024 - NOVEMBER 2024 EMPLOYEE BENEFITS	01-01-501250	General Government	
			OCT 2024 - OCTOBER 2024 EMPLOYEE BENEFITS	01-01-501250	General Government	
			OCT 2024 - OCTOBER 2024 EMPLOYEE BENEFITS	01-05-501250	Public Works	
			NOV 2024 - NOVEMBER 2024 EMPLOYEE BENEFITS	01-05-501250	Public Works	
			SEP 2024 - SEPTEMBER 2024 EMPLOYEE BENEFITS	01-05-501250	Public Works	
						\$355,846.87

**The Corporation of the Municipality of Neebing
Administrative Report**

Date: December 13, 2024 (For Meeting on December 18, 2024)

To: Mayor and Council

Subject: Administrative Activity Report

Submitted by: Erika Kromm, Clerk-Treasurer

This report updates Council since the last activity report was prepared (November 29, 2024).

General:

1. Meetings, etc.: The list of meetings, events, office closures, etc. is appended.
2. Neebing News: Copies of the December Neebing News were available at the Municipal Office, both landfill sites, AJ's Trading Post, Slate River Dairy, South Neebing Variety and Gas Bar, Thunder Bay Co-op Farm Supplies, Thunder Oak Cheese Farm, and Green Acres Variety. The next deadline for submission to the Neebing News is January 6th.
3. Landfill Site Work: A pre-submission meeting has been scheduled with MECP on January 6, 2025 to review the preliminary application for the Scoble Landfill expansion.
4. Municipal Properties: Marketing is continuing for the final surplus municipal property.
5. Office Renovations: The custom counter is on order. We are waiting for one more part to complete the end the new office cubicles.
6. New OPP Police Services Board: Work is ongoing to establish the board and complete the appointments to have a full complement of members. There is a joint meeting with the area boards and the Ontario Association of Chiefs of Police on December 11, 2024.
7. Fire Hall Leases: The Ministry is completing their review of the request for Crown disposition relating to the Fire Hall 4 and 7 properties. Administration has received the temporary land use permits and they are attached to this agenda for Council's review.
8. West Oliver Lake: The Ministry of Natural Resources is continuing their review of the Crown disposition application. There have been no further updates.
9. Rink Improvements: A report appears as item 4.6 in this meeting

10. Asset Management: A revised draft capital plan appears as item 4.2 in this meeting.
11. Strategic Plan Update: The staff and public meetings were completed in November. A comment period will remain open until mid-December. The objectives will be sorted by category and the next Strategic Planning Meeting is scheduled for January 22nd 2025.

Planning:

12. Zoning By-law Amendment: No new applications have been received.
13. Severance Applications: No new applications have been received. Administration anticipates that a severance application will be submitted next week. Administration recommends scheduling a meeting a meeting at 5:30 on January 15, 2025 to review this application.
14. Official Plan: MMAH is working on the final edits to the Official Plan. No information has been provided on the estimated completion date.

ATTACHMENTS: List of upcoming meetings, events and training courses involving members of Council.

ATTACHMENT: Upcoming Meetings/Events

Date/Time	Meeting	Attendees/Comments
December 16, 2024 @ 5:30 pm at the Municipal Office	Neebing Economic Development Committee	Councillors Hill and Kurikka, Ms. Kromm
December 18, 2024 @ 5:30 pm at the Municipal Office	Special Council meeting – Planning Matters	Open to the public (excepting Closed portion, if any)
December 18, 2024 @ 6:00 pm at the Municipal Office	Regular Council meeting	Open to the public (excepting Closed portion, if any)
December 21, 2024 to January 1, 2025 – Municipal Office Closed for Holiday Season		
January 14, 2025 @ 5:30 pm at the Municipal Office	Neebing Waste Management Committee	Councillors Gardner and Kurikka, Ms. Kromm
January 15, 2025 @ 6:00 pm at the Municipal Office	Regular Council meeting	Open to the public (excepting Closed portion, if any)
January 16, 2025 @ 5:30 pm at the Detachment Office	Lakehead OPP Detachment Board Meeting	Councillor Wright and Ms. Kromm
January 21, 2025 @ 5:30 pm Virtually	Lakehead Rural Municipal Coalition	Mayor Thibert and Ms. Kromm (alt. Brian Wright)
January 22, 2025 @ 6:00 pm at the Municipal Office	Special Council meeting – Strategic Planning	Open to the public (excepting Closed portion, if any)
January 29, 2025 @ 6:00 pm at the Municipal Office	Special Council meeting – 2025 Budget	Open to the public (excepting Closed portion, if any)
February 5, 2025 @ 6:00 pm at the Municipal Office	Regular Council meeting	Open to the public (excepting Closed portion, if any)
February 11, 2025 @ 9:15 am at the Municipal Office	Joint Health & Safety Committee	Councillor Wright and Ms. Kromm
February 19, 2025 @ 6:00 pm at the Municipal Office	Regular Council meeting	Open to the public (excepting Closed portion, if any)

Known “regular” committee meetings:

Asset Management Meets as required

NEDAC: Meets as required

Recreation Committee: second Monday of each month (7:00 p.m.; Blake Hall)

Cemetery Board: last Monday of mid-quarter months (5:00 p.m.; Municipal Office)

Waste Management Committee: second Monday of each month (5:30 p.m.; Municipal Office)

Lakehead Rural Municipal Coalition: Third Tuesday of every second month (5:30 p.m.; Oliver Paipooonge Municipal Office.)

**The Corporation of the Municipality of Neebing
Administrative Report**

Date: December 13, 2024 (for December 18, 2024)
To: Mayor and Council
Subject: Roads Report – November 2024
Submitted by: Barry Livingston, Working Roads Foreman

RECOMMENDATION:

This Report is prepared for Council's information.

Equipment Maintenance:

- Routine maintenance is ongoing.
- Unit 6-15 had some hydraulic hoses changes and a new sander cross chain installed.
- New winter tread tires were installed on units 6-13, 6-17, and 6-15.
- New fenders were installed on Unit 6-13.

Road Maintenance

- Some grading of roads in areas of need before winter season.
- Patching of holes on chipseal roads wad done.
- Winter sand was hauled from Jarvis Pit to yard.
- Salt was hauled from town to mix with winter sand.
- Gravel was hauled to Mannisto and Wamsley Roads.
- Several trees were removed from roads after strong winds.
- Some roadside ditch brushing was done.
- Beaver dam removal was done where required.
- Plowing was required on one occasion in November.
- Some touch up sanding of roads was required.

Landfill Sites

- Landfill sites were cleaned up.

Parks & Building Maintenance

- There were no burials in at the cemetery in November.

Roads Complaints

There were no formal complaints relating to roads in the month of September.

The following is a summary of the requests for service that were received during the month of September.

- 2024-117 – November 14, 2024: Beavers returned to Belanger Road. Dam was removed.
- 2024-118 – November 14, 2024: Old Border Road is washboard and trees down on road. Road graded and trees removed from road.
- 2024-119 – November 27, 2024: Sturgeon Bay Road is icy. Road was sanded.
- 2024-120 – November 29, 2024: Lankinen Road is icy. Road was sanded.

ATTACHMENT: List of Vehicles and Equipment

ATTACHMENT: List of Vehicles and Equipment

ID	YEAR	MAKE / MODEL
TRAILERS		
PEQ 134	2017	Steamer Unit 2013, Storage Trailer
PV16	2019	30T Pintle Hitch Trailer
	2003	Tarnal Utility Trailer and Homewagon
	2018	Haulin Trailer
PUBLIC WORKS FLEET		
6-98	1998	1998 Western Star
6-13	2013	Kenworth T800 c/w sander/box/plow
6-15	2015	Peterbilt 367 Plow Truck
PW-2	2017	Ford F250 Pick-up
6-17	2017	International
PW-1	2020	Ford F250 Pick-up
6-23	2023	Peterbilt 367 Plow Truck
PW-18	2018	Ford F150
PUBLIC WORKS EQUIPMENT		
PEQ126	2002	CAT 140 Grader
PEQ136	2021	John Deere Grader
PEQ128	2015	Rubber Tire CAT Backhoe
PEQ121	2015	Broom Attachment for Backhoe
PEQ133	2016	250 Gallon Tar Kettle
PEQ 124	2021	Lawn Mower
PEQ119	2007	John Deer Brusher and Boom
PEQ125	2009	Hyundai Tracked Excavator
SCREEN	2003	Screeener/Conveyor
CAT950	2004	CAT 950 Loader
TO BE SURPLUSED		
Exmark	2023	Lawn Mower
PW-4	2006	Ford F150

**The Corporation of the Municipality of Neebing
Administrative Report**

Date: 01 December 2024 (for Council meeting on 18 December, 2024)
To: Mayor and Council
Subject: November Monthly Report
Submitted by: Mark Shruiff, Fire Chief

DEPARTMENT MAINTENANCE

Vehicle Maintenance:

- **NES Fleet:** Rescue 151 continues to have modifications completed to meet the needs of the department. Recently a small secondhand fridge was installed for bottled water to be carried on board. Modifications will continue as needs arise as the department determines the best set-up for the vehicle.

Pumper 101 had a handful of issues arise over the month of November which saw it enter the shop for repairs. Multiple repairs were made, most important of which was an overhaul of the rear brake system, which was in extremely poor condition, a rear differential seal replacement, and repairs to the speedometer system, which was showing incorrect speeds.

Any other minor defects were done in-house by NES members. Department Administration is currently working on an updated vehicle checklist for each apparatus style within the department to better catch any defects which may occur.

Hall Maintenance:

- **Hall 5:** Through agreements with Municipal Administration, NES was able to secure funding and manpower to have Hall 5's interior painted. This follows the repairs made to remove asbestos from the building. The addition of the interior paint gave a much-needed facelift to the hall, as NES moves forward to complete hall upgrades over the next few years.

Hall 5 was chosen for this upgrade due to the repairs already completed, and the ease of access to the walls themselves. Hall 1 was the initial candidate, however with the equipment stored in Hall 1, it would have been much more difficult for preparation.

CALLS

November saw a total of 12 emergency calls, 6 fire related (1 Mutual Aid), 5 medical, and 1 fire/medical.

1. 2 November – 0922 – Medical
2. 7 November – 1101 – Fire/Medical
3. 8 November – 1852 – Fire
4. 10 November – 2026 – Fire
5. 11 November – 0950 – Fire
6. 11 November – 0959 – Fire
7. 13 November – 0943 – Medical
8. 13 November – 1535 – Medical
9. 22 November – 1353 – Medical
10. 25 November – 0905 – Medical
11. 30 November – 1425 – Fire (Mutual Aid to South Gillies)
12. 30 November – 1734 – Fire

Notes:

Call on November 8 marked Neebing's first wildfire call of 2024. This fire was located in the area of Kivela Rd and Highway 595. Units responded to investigate and found a visible fire on the hillside approximately 2 km off the road. MNR was contacted, and were aware of the fire, and had been monitoring it for 2 days. High winds were the likely cause of spreading it down the western slope. Due to location and time of day, NES would not mount suppression activities. With the drought throughout the summer, NES commends the residents of Neebing on being FireSmart and assisting in keeping the threat of wildfire to a minimum. This fire, THU026, was deemed to be caused by lighting.

November 11 saw high winds in excess of 80km/h hit the eastern areas of the Municipality causing tree and hydro line damage. Two calls arrived simultaneously for trees on lines causing fire. NES personnel dispatched to both scenes.

November 30 – Both calls were for Motor Vehicle Collisions (MVC), first was Highway 608 near Rose Valley Road in South Gillies, and the second on Highway 597. Both accidents were caused by extreme ice on highways. Official complaint reports were submitted to MTO by OPP on scene. Luckily no injuries were sustained in either accident.

TRAINING AND EDUCATION

In house training continues at regular intervals. Training during the month of November included:

1. Interior Search and Rescue / MAYDAY training
2. Turnout Gear Annual Inspections
3. Environmental illnesses (cold) and helmet removals
4. Scene lighting and equipment checks

Two members completed recertification for First Responder and Medical Responder Instructor with Superior North EMS November 15-17 allowing continued training of NES members in house.

ADMINISTRATION

In-house reports continue in earnest. NES administration began a process to review roster numbers and member activity. During the month of December, letters are being dispatched to members without activity exceeding 3 months to determine eligibility of membership. Recommendations will be forthcoming regarding the removal of inactive members, to open the roster for new recruits to join the ranks.

Work continues on updates to policy and procedure to ensure the best service to residents.



130 Conservation Road, PO Box 10427
Thunder Bay, ON P7B 6T8
Phone: (807) 344-5857 | Fax: (807) 345-9156

December 2, 2024

To: Member Municipalities of the LRCA

Re: Notice of Board Approval
Lakehead Region Conservation Authority 2024 Budget

As outlined in O. Reg. 402/22: Budget and Apportionment, Conservation Authorities are required to follow a prescriptive budgetary process. The process provides for a provincially consistent approach for open and transparent drafting and approval of Conservation Authority budgets. As part of the process, Conservation Authorities are required to provide notice throughout the Authority's budget process. Accordingly, notice was provided on August 29, 2024 regarding the draft budget; and on October 30, 2024 advising of the date to approve the final budget. This notice is to advise that on November 27, 2024 the Board of Directors approved the final 2025 budget. Levy notices will be sent out early 2025 to each Member Municipality via regular mail.

A summary of the budget, including each Member Municipalities apportionment for 2025 is attached, and is available on the LRCA website: <https://lakeheadca.com/governance/budget>. There has been no change to the levy between the draft and final budgets; however, the total budget has increased due to successful funding applications. Overall, the levy-all (i.e., levy applicable to mandatory programs that each municipality is provided) has increased 3.08% when compared to 2024; however, each municipalities increase varies, as it is calculated using the applicable Current Value Assessment and varies between 2.91% to 4.78%. The City of Thunder Bay has sole-benefitting levy for programs that are only provided to them; therefore, taking into consideration their levy-all and sole-benefitting levies, the City's total levy increase compared to 2024 is 3.38%.

If you have any questions, concerns or comments related to the Budget, please contact the undersigned.

Yours truly,

Tammy Cook
Chief Administrative Officer

Attachments: LRCA, 2025 Final Budget Summary Table
LRCA, 2025 Final Budget Summary

Lakehead Region Conservation Authority 2025 Budget Version 2.0										
Program	Annual Cost									
	Source of Funding									
	Levy-All	Sole-Benefiting Levy City of Thunder Bay	Provincial Funding	Federal Funding	Other		Self Generated	Surplus/ Deferred	Reserve *	Total Cost 2025
				Donations	Grants and Other					
Category 1 Mandatory Programs and Services										
Corporate Services										
Administration	240,193	-	30,188	-	-	-	253,508	116,926	65,000	705,815
Community Relations	96,192	-	-	-	-	-	7,000	-	-	103,192
Vehicle and Equipment Program	-	-	-	-	-	-	47,570	-	(9,000)	38,570
IT	33,365	-	-	-	-	-	-	-	-	33,365
Corporate GIS	14,382	-	-	-	-	-	-	-	-	14,382
	384,132	-	30,188	-	-	-	308,078	116,926	56,000	895,324
Risk of Natural Hazards										
Flood Plain Mapping	-	42,245	-	-	-	-	-	-	-	42,245
Technical Studies	2,449	-	-	318,525	-	-	-	68,700	-	389,674
Communications and Outreach	11,804	-	-	-	-	-	-	-	-	11,804
Flood Forecasting and Warning	34,621	-	20,100	-	-	-	-	-	-	54,721
Drought and Low Water Response	4,629	-	-	-	-	-	-	-	-	4,629
Infrastructure: Neebing-McIntye Floodway	-	673,166	88,152	-	-	-	500	450,000	-	1,211,818
Infrastructure: Victor Street Erosion	-	54,727	12,500	-	-	-	-	-	-	67,227
Review of Proposals under Act	2,250	-	-	-	-	-	-	-	-	2,250
Plan Review Comments	62,524	-	-	9,300	-	-	15,000	20,000	-	106,824
Administering and Enforcing the Act (Section 28)	168,907	-	-	-	-	-	25,000	-	-	193,907
	287,184	770,138	120,752	327,825	-	-	40,500	538,700	-	2,085,099
Conservation and Management of Lands owned and controlled by the Authority										
Conservation Areas	214,100	-	-	-	-	20,000	90,000	-	-	324,100
Conservation Areas Capital	97,603	-	-	-	-	-	-	-	299,990	397,593
Administer Section 29 Regulations	13,605	-	-	-	-	-	-	-	-	13,605
Other Owned Land	125,127	-	-	-	-	-	5,256	-	178,520	308,903
	450,435	-	-	-	-	20,000	95,256	-	478,510	1,044,201
Source Water Protection										
Source Water Protection	-	-	55,883	-	-	-	-	-	-	55,883
	-	-	55,883	-	-	-	-	-	-	55,883
Other Programs and Services										
Provincial Groundwater Monitoring Network (PGMN)	7,869	-	-	-	-	-	-	-	-	7,869
Provincial Water Quality Monitoring Network (PWQMN)	14,235	-	-	-	-	-	-	-	-	14,235
	22,104	-	-	-	-	-	-	-	-	22,104
Total Category 1	1,143,855	770,138	206,823	327,825	-	20,000	443,834	655,626	534,510	4,102,611
Category 2 Non-Mandatory Programs and Services at the request of a Municipality										
Mapping Services	-	-	-	-	-	-	16,000	-	3,318	12,682
Mosquito and Pennock Creek Monitoring	-	-	-	-	-	5,845	-	-	-	5,845
	-	-	-	-	-	5,845	16,000	-	3,318	18,527
Category 3 Non-Mandatory Programs and Services										
Education										
Environmental Education	-	-	-	-	-	31,200	12,456	-	-	43,656
Nature Interpretive Programming	-	-	-	-	14,000	18,900	18,100	4,825	-	55,825
	-	-	-	-	14,000	50,100	30,556	4,825	-	99,481
Stewardship										
Superior Stewards Program	-	-	-	-	-	-	-	-	-	-
Tree Seedling Program	-	-	-	-	-	-	6,000	-	4,781	10,781
Seeds for Conservation	-	-	-	-	-	-	29,500	-	-	29,500
ECCC Freshwater Ecosystem	-	-	-	70,250	-	-	-	-	-	70,250
Waterfront Shoreline RestorationMECP	-	-	19,500	-	-	-	-	-	-	19,500
Stewardship Internship	-	-	17,500	-	-	-	-	9,003	-	26,503
Invasive Species	-	-	-	-	-	40,000	-	-	-	40,000
Parks Canada Hurkett Cove Catail	-	-	-	55,760	-	-	-	-	-	55,760
Hazelwood Shoreline	-	-	-	-	-	20,000	-	-	-	20,000
Cyano Outreach and Shoreline Restoration-MECP	-	-	41,700	-	-	-	-	-	-	41,700
Culvert Assessments - MECP	-	-	31,400	-	-	-	-	-	-	31,400
Sea Lamprey	-	-	-	-	-	8,950	-	-	-	8,950
	-	-	110,100	126,010	-	68,950	35,500	9,003	4,781	354,344
Total Category 3	-	-	110,100	126,010	14,000	119,050	66,056	13,828	4,781	453,825
Total	1,143,855	770,138	316,923	453,835	14,000	144,895	525,890	666,136	539,291	4,574,963

* Negative Reserve amounts are appropriations to Reserves .

2025 LRCA Budget Summary

2025 Budget	
3.08% Levy-All increase compared to 2024	
Total Levy	\$1,913,994
Levy-All	\$1,143,855 (25%)
City of Thunder Bay Sole-Benefitting	\$770,138 (17%)
Total Provincial Grant Revenue**	\$316,923(7%)
Total Federal Grant Revenue	\$453,835 (10%)
Total Donation Revenue	\$14,000 (1%)
Total Other Grants	\$144,895(2%)
Self-Generated Revenue	\$525,890(11%)
Deferred/Surplus	\$666,136(15%)
Reserve Appropriations	\$539,291 (12%)
Total Budget	\$4,574,963

** Section 39 Transfer Payment unconfirmed for 2025

2025 Total Levy-All Compared to 2024						
Municipality	2024 CVA %	2024 Levy \$	2025 CVA %	2025 Levy \$	\$ Change	% Change
Thunder Bay	85.8012	952,196	85.6600	979,821	27,674	2.91
Conmee	0.4440	4,927	0.4500	5,147	220	4.47
Dorion	0.2879	3,195	0.2900	3,317	122	3.82
Gillies	0.2470	2,741	0.2500	2,860	119	4.33
Neebing	2.2565	25,043	2.2600	25,852	810	3.24
O'Connor	0.4770	5,295	0.4800	5,492	198	3.73
Oliver Paipoonge	5.5386	61,467	5.6300	64,400	2,936	4.78
Shuniah	4.9477	54,910	4.9900	56,966	2,059	3.75
	100	1,109,775	100	1,143,855	34,138	3.08

*CVA – Current Value Assessment

2025 Sole-Benefitting Levy Compared to 2024						
Municipality	2022	2023	2024	2025	2024 vs 2025 \$ Change	2024 vs 2025 % Change
Thunder Bay	680,720	716,497	744,916	770,138	25,222	3.38

Sole-benefitting: Neebing-McIntyre Floodway, Victor Street Erosion, Maintaining Floodplain Mapping

2025 Total Levy Compared to 2024						
Levy-All + Sole Benefitting						
Municipality	2022	2023	2024	2025	2024 vs 2025 \$ Change	2024 vs 2025 % Change
Thunder Bay	1,733,333	1,793,799	1,854,691	1,913,994	59,303	3.20

2025 LRCA Budget Summary

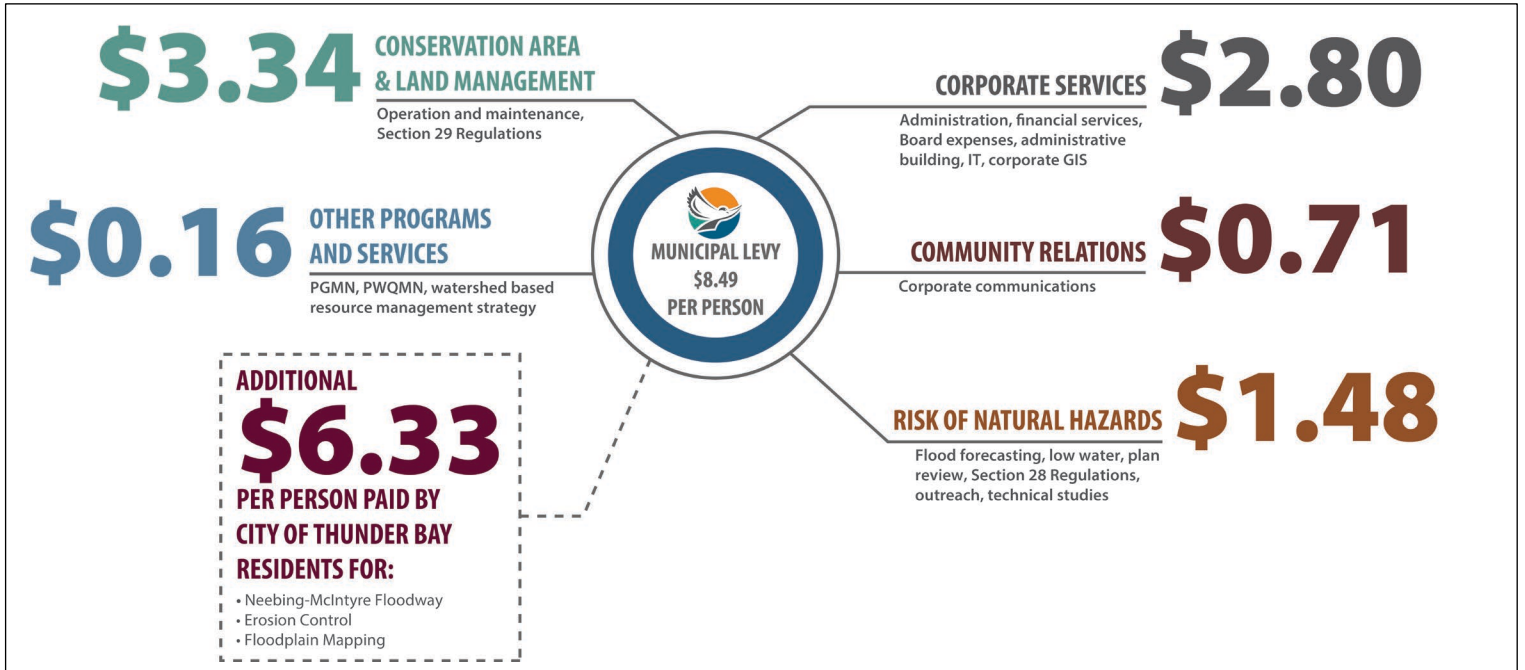
2025 Budget Notes

- Levy-all increase 2025 versus 2024 = 3.08%
 - 2024 increase – 3.01%
- Minimal to no increases are feasible in the short term but are not realistic for the long-term operation of the LRCA.
- Provincial funding anticipated to be provided in 2025 (included as revenue in budget)
 - Section 39 Transfer Payment = \$150,940
 - Source Water Protection Transfer Payment = \$55,883

2025 Budget Highlights

Highlights of the 2025 Budget expenditures include:

- Continuation of annual programming including:
 - Plan Input and Review,
 - Development Regulations,
 - Watershed monitoring,
 - Flood Forecasting and Warning,
 - Operation and maintenance of LRCA owned properties,
 - Stewardship (no levy), and
 - Education programming (no levy).
- Capital improvements at the Conservation Areas:
 - Mission Marsh – parking lot maintenance and line painting
 - Mills Block – parking lot relocation; AODA trail construction and trail connection; outhouse, sign and pay and display installation
- Other items:
 - Floodway Diversion Channel Dredging (Neebing River to Redwood Bridge)
 - Board Room renovations including air conditioning units and AV upgrade
 - Server Room renovations
 - Fence installation on office grounds
 - Conservation Area wayfinding sign design
 - Lake Superior Coastal Resilience Plan (2024-2027)
 - Hazelwood Shoreline Remediation
 - Cyanobacteria Education and Outreach
 - Neebing Culvert Assessment
 - Sea-Lamprey Monitoring
 - Seeds for Conservation Program
 - Hurkett Cove Invasive Species Management (2024-2026)
 - Phragmites Monitoring and Management
 - Mural painting on Garage (subject to funding)
 - Rain Garden at office (subject to funding)
- Planned Reserve withdrawals:
 - Administration - \$65,000
 - Vehicle and Equipment - \$5,470
 - Forest Management - \$4,781
 - Conservation Area Capital - \$299,990
 - Other Owned Land- \$178,520



Solicitor General

Office of the Solicitor General

25 Grosvenor Street, 18th Floor
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 Tel: 416 326-5000
 Toll Free: 1 866 517-0571
 Minister.SOLGEN@ontario.ca

Solliciteur général

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 Minister.SOLGEN@ontario.ca



November 29, 2024

His Worship Mark Roger Thibert
 Mayor
 Municipality of Neebing
 mayor@neebing.org

Dear Mayor Thibert:

Our government is proud to have a strong working relationship with both our municipal partners and the police services that keep our communities safe. The collective agreement that was reached between the province and the Ontario Provincial Police Association (OPPA) earlier this year reflects this strong relationship and will support our brave women and men in uniform across Ontario.

At the same time, we understand the impact these changes are having on the budgets of municipalities that are served by the OPP, including your own, which is why we are stepping up with additional provincial support. With that in mind, I am pleased to share with you the following proposed billing changes:

- A 3.75 per cent reduction of the total 2023 reconciled costs to all communities to approximate the full (100 per cent) impact of the Ontario Provincial Police Association (OPPA) salary increases, excluding the 1 per cent increase that was built into the 2023 estimates; and
- A 44 per cent reduction on overtime 2023 reconciled costs to all communities;
- A 10 per cent reduction of 2025 invoice amounts to all communities to approximate the full (100 per cent) impact of the OPPA salary increases excluding the 1 per cent increase that was already built into the 2023 estimate.

These changes would provide over \$77 million in relief to OPP-policed municipalities.

The total billing statement that was initially provided to you for 2025, inclusive of the increases resulting from the new collective agreement, was \$338,696. Today's proposed billing changes will provide an estimated \$48,096 in financial relief for your municipality, bringing the new total for OPP services being billed to your municipality in 2025 to \$290,600.

In addition to these changes, the Government of Ontario is continuing its annual \$125 million Court Security & Prisoner Transportation Transfer Payment Program for the 2025 calendar year.

... /2

The province will also be examining options for reviewing the OPP billing model to ensure that it meets the needs of communities across the province.

If you have any questions, please contact Ryan Whealy, Deputy Director of Issues and Legislative Affairs, at Ryan.Whealy@ontario.ca.

Thank you for your continued collaboration, valuable relationship, input and dedication to ensuring the safety and well-being of your community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michael Kerzner". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Michael Kerzner
Solicitor General

From: BDO Canada LLP <bdoclientnotice@bdo.ca>
Sent: Friday, December 13, 2024 10:45 AM
To: Erika Kromm
Subject: An important update from BDO



Dear clients,

We are writing to inform you about an important change regarding your relationship with BDO Canada LLP (BDO).

As part of a strategic review of where and how BDO operates across Canada, BDO and MNP LLP (MNP) have reached an agreement for MNP to acquire a select number of BDO's Canadian offices, partners and team members, effective December 31, 2024.

While this change affects your local office, we want to assure you that your team, who will now fall under MNP's umbrella, will continue to serve your professional needs and provide you with the same level of exceptional service you've come to expect. MNP is a national professional services firm that shares our commitment to quality and client service, with a locally focused approach to support their clients' needs.

Together with MNP, we are committed to a careful and respectful transition of the practice that ensures the continuity of your relationship. The team currently working with you will remain in place, and your client files will be transferred to MNP as part of a seamless and secure transition. The office will remain at its present location and the telephone/fax numbers will stay the same. As soon as new email addresses are available, these will be shared these with you.

Unless we hear otherwise from you by December 20, 2024 to

bdoclientnotice@bdo.ca, we will assume your acceptance of this transition and proceed accordingly. Your current office will be in touch to share additional information about this transition. In the meantime, please do not hesitate to contact your current BDO representative with any questions you may have.

We appreciate your trust, support, and business, and are confident your experience with MNP will continue to be positive.

Thank you,
BDO Canada LLP

[BDO.CA](#) | [PRIVACY STATEMENT](#) | [ACCESSIBILITY POLICY](#) | [UNSUBSCRIBE](#) | [UPDATE SUBSCRIPTIONS](#)

This email was sent by BDO Canada LLP, 20 Wellington Street East, Suite 500, Toronto, ON M5E 1C5
| bdoclientnotice@bdo.ca

BDO Canada LLP (and its affiliates), a Canadian limited liability partnership, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms. BDO is the brand name for the BDO network and for each of the BDO Member Firms.

From: [Diversity Thunder Bay](#)
Subject: Save the Date!
Date: December 13, 2024 11:26:21 AM
Attachments: [DTB 2025 Save the Date.png](#)

Diversity Thunder Bay is extremely excited to invite you to ***SAVE THE DATE*** for our annual event in recognition of the United Nations International Day for the Elimination of Racial Discrimination

MARCH 19TH 2025

with an incredible and accomplished speaker on the timely topic of

Reconciling History and the Challenge of Building Community

Mark your calendars! Share with your networks! Stay tuned for more information and join us for this important conversation!

Wishing you all a safe and warm holiday season.

Be well,

Anna

Diversity Thunder Bay works towards an inclusive, equitable community free of racism and discrimination of any kind.



**The Corporation of the Municipality of Neebing
Administrative Report**

Date: December 11, 2024 (For Meeting on December 18, 2024)
To: Mayor and Council
Subject: Accessibility Plan and Policy Updates
Submitted by: Laura Jones, Deputy Clerk-Treasurer

RECOMMENDATION:

Administration recommends that Council approves the updated Accessibility Plan and related Policies in the by-law at Item 5.2.

DISCUSSION

The Accessibility Plan 2019-2023 was passed in 2019, and the plan includes an annual review of the Accessibility Policy. During the COVID Pandemic the reviews for 2020 and 2021 were missed. The Accessibility Policy was reviewed in February 2022, and in July of 2023. For 2024 the Accessibility Plan required a mandatory five-year update.

Best Practices, Plans and Policies from Small rural Municipal Centres were reviewed prior to re-writing the Neebing Accessibility Policy and Plan. The draft Accessibility Policies (Appendix A) and the draft Accessibility Plan (Appendix B) that are attached to Bylaw 2024-056 were based on Neebing's prior policy and plan and on the accessibility plan and policies from The Municipality of Trent Lakes. Significant changes that may require discussion have been highlighted.

ATTACHMENT: None

AVAILABLE UPON REQUEST: Existing Accessibility Plans and Policy

**The Corporation of the Municipality of Neebing
Administrative Report**

Date: December 13, 2024 (For Meeting on December 18, 2024)

To: Mayor and Council

Subject: Updated Capital Plan

Submitted by: Laura Jones, Deputy Clerk-Treasurer

RECOMMENDATION:

Administration recommends that Council approve the attached 2024 draft Capital Plan, which will be reviewed annually.

DISCUSSION:

The attached updated draft capital plan was reviewed by the Asset Management Committee in July and August. The Asset Management Committee is comprised of representative from the Fire Department, Public Works, Administration, Waste Management Committee, Recreation Committee, Cemetery Committee, Economic Development Committee, Council and Members of the Public. This document will be reviewed and updated on an annual basis and is used when preparing the capital portion of the first draft of the next annual budget.

Last year it was noted that the plan assumes an annual tax increase of between 4% and 5% a year to be continued for 10 years to fully fund the sustainable replacement of our capital infrastructure. This tax rate increase recommendation has not changed. Approving this planning document though does not commit Council to any of the items contained in the plan, nor does it approve the recommended levy increase.

The Asset Committee further recommended that this Capital Plan report to Council include the following information:

Things the Capital Plan does:

- Used as a tool when preparing the first draft of next year's draft budget.
- Forecast future Reserve Fund draws or additions to Reserve Funds ...
 - This in turn provides updates to our investment policy statement (passed annually by Council) ...
 - Which is used by the joint investment board when updating our reserve investment plan each year.
- Provide suggested tax levy amount (including any increases) required for capital projects.

Things the Capital Plan does not do:

- Estimate the future cost of goods (the plan is in today's \$\$)
- While savings towards Reserve Funds are expected to grow, no growth in reserve funds is estimated (reserves are in today's \$\$).
- The plan does not provide approval of any project, reserve transfer or levy increase. It is a tool used for planning.

Assumptions and facts used in the Capital Plan:

- Front Line Fire Pumper purchased every 15 years
- Grants have been entered at the rate received in 2023, and grants requiring an application process have been estimated only if the grant application is in progress. Grants towards operating expenses are not included.
- Project cost have been estimated in today's dollars based on prior year projects, staff expertise and other estimates.
- No expenditures for use of staff time, fleet or other is included in this capital plan. Only external costs from outside suppliers are included. Internal expenditures on capital items are addressed in the annual operating budget.
- Public Works vehicles are estimated to be replaced every: 15 years large plow-type vehicles; 20-25 years large equipment; 13 years for light duty vehicles.

Gaps in the Capital Plan:

- Capital Building Maintenance expenditures may be missing. (The Asset Committee has previously acknowledged the need to hire a facilities maintenance position).
- A loan for a Proposed Fire Safety Bay Addition has been included in the plan for 2025. Council may not want to take on debt financing given current interest rates.
- Plan only forecasts for a 10-year time horizon. Larger capital maintenance activities with a longer time horizon (such as roof surface renewals on buildings) may not be captured in that timeframe.
- A review of the plan with a lens focussed on risk assessments (including risk of climate disasters) need to be incorporated into the planning cycle.
- No contingency reserve exists for capital repairs caused by flooding or other severe weather events except for the Forest Fire Fighting Reserve Fund)
- No additional services are included (no new roads or parks, no additional services, no new chipseal). A review of this is expected when Council prepares the new Strategic Plan.
- Some Items are unfunded or partially funded.
- No Demolition or Asset Management Retirement expenditures have been included.

Process to update the Capital Plan:

- Asset Committee review last approved plan and make updates (July/December). This review may include referencing other planning documents for example: Asset Management Plan, Strategic Plan, fire response planning documents, studies, etc.)
- Finance prepares a draft financing strategy
- Committee reviews draft plan and financing.
- Committee amends plan as necessary and makes recommendation to forward to Council
- Council reviews draft, amends as necessary, and approves plan (**WE ARE HERE**)
- Approved Capital Plan is posted on Neebing website
- Capital Plan used to advance Municipal Business and to prepare first draft capital budget

ATTACHMENTS:

- 1) Draft Capital Plan Expenditures
- 2) Items included in plan segregated into: Emergency Services, Public Works, and Other
- 3) Finance Planning spreadsheets
- 4) Proposed Reserve fund transfer IN/OUT document



CAPITAL PLAN DRAFT 2025-2034

	2025	2026	2027	2028	2029	2030	2031	2032
EXPENSE								
Administration								
Computer Systems and Software	30,000	5,000	10,000	20,000	4,000	10,500	4,000	4000
Building Improvements	7,500							
Fire Expenditures								
Fire Buildings 01-51-512125	2,700,000	-	-	-		-	350,000	-
Fire Buildings (Hall Renos) 01-51-512125	20,000	15,000			15,000	15,000	15,000	15,000
Fire Fleet 01-51-512130				350,000	100,000	100,000	-	150,000
Fire Equipment 01-51-512131	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Fire Bunker Units 01-51-512132	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000
Fire Radios 01-51-512136	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Other NES Projects	50,000	300,000	50,000	-	-	-	-	-
Public Works								
PW Gravel Roads Renewal		330,000				270,000		
PW Chip Seal Road Renewal	200,000	700,000	780,000	80,000				1,500,000
PW Gravel Crushing		100,000		100,000		100,000		100,000
PW Bridges (General Repairs)	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
PW Projects (Misc. road projects)	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000
PW Culverts	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
Transp. - Equipment	72,500			450,000	90,000	500,000	450,000	
Major projects			175,000			180,000		
Environmental Expenditures								
Landfill Projects (Solar - electricity)	25,000		200,000					
Landfill Expansion	60,000							
Cemetery Expenditures								
Parks and Recreation								
Blake Hall								
Alf Olsen Park								
Other Parks and Rec Improvements	395,000							
TOTAL COST	3,718,000	1,608,000	1,373,000	1,158,000	367,000	1,333,500	977,000	1,927,000
* Unfunded or partially funded								



CAPITAL PLAN DRAFT 2025-2034

	2025	2026	2027	2028	2029	2030	2031	2032
Funding								
Gas Tax	146,786	146,786	152,658	152,658	152,658	152,658		305,316
Gas Tax one-time								
Gas Tax deferred								
OCIF		770,000	385,000			500,000		1,425,000
NORDS (funding to 2025)	93,640							
Other grants	190,000							
Other grants								
Other grants	1,350,000							
Other grants								
Other grants								
Reserve fund - Parks and Recreation	40,000							
Reserve fund - Fire Department	70,000	65,000		350,000	100,000	100,000		
Reserve fund - Information Tech	10,000	5,000	10,000			10,500		
Reserve fund - Landfill	85,000							
Reserve fund - Roads Department				225,000		200,000	200,000	
Reserve fund - Rate Stabilization	120,000	100,000	400,000	225,000	140,000	40,000	240,000	
Debt financing for Fire Hall	1,350,000							
FUNDING - Other than taxes	3,455,426	1,086,786	947,658	952,658	392,658	1,003,158	440,000	1,730,316
Unfunded						400,000		
AMOUNT FROM LEVY	262,574	521,214	425,342	205,342 -	25,658 -	69,658	537,000	196,684
NOTE: This page is unfinished								
Funding Gap (any negative add to rate stablization)	514	235,214	122,942 -	105,658 -	346,658 -	658	206,000 -	134,316
NOTE: Contributions towards reserves need to be increased, and this should be addressed when the budget is set each year.								

Emergency Services Projects included in Capital Plan

Year	Description	Budget
2025	New Fire Building (grant permitting)	2,700,000
	Furnace Replacement , Hall 6	10,000
	Hall 6, Roof shingles	10,000
	Re- surface helipad	50,000
	Signage for Fire Halls	
2026	Building Misc Captial	15,000
	SCBA Gear Replacement	300,000
2027	Re- surface helipad	50,000
2028	T103	350,000
2029	Building Misc Captial	15,000
	P151	100,000
2030	Building Misc Captial	15,000
	P106	100,000
2031	Building Misc Captial	15,000
Unbudgeted	Small Fire Hall near Border	350,000
2032	Building Misc Captial	15,000
	R152	150,000
2033	Building Misc Captial	15,000
2034	Building Misc Captial	15,000

2035 - T-107

2036 - Front line fire pumper 800,000 (order in 2035)

2035-2040 Check buildings (most are reaching 50 in this time period)

Public Work Project Capital Plan Projects

Year	Location	Description	Length	Budget
NEW PLAN				
VALUES for Planning				
		Chipseal - WSP (2022) adjusted 20	Chipseal per km	100,000 SEE NOTE
		Gravel (2024)	Contractor cost per km	60,000

NOTE : Chipseal expenditures can vary significantly. In 2022 the cost to patch and place one additional coat of chipseal on a road was roughly \$40-50 K per KM. The cost to remove the chipseal, rehabilitate the road bed and place two coats of chipseal is roughly 80K per KM. It is unknown until the year of renewal which treatment option would be suitable, therefor the higher dollar figure has been used for planning. The per km cost was updated in 2024

Year	Location	Description	Length	Budget
2025	Chipseal Maintenance			200,000
	Redo Signage Rock Fall Hazard			
	RENEW BOUNDARY RD AGREEMENT 2026 OP - Neebing			
	Add a Traffic Counter to 2025 budget, Think about a trail cam			2,500
	Drop in tank with pump for water (Calcium)			30,000
	Wrist Attachment for Backhoe			20,000 EST
	Wobble Wheel for JD Grader			20,000 EST
	Check with Pollard about selling Calcium directly			
2026	East Oliver	Chipseal	2	700,000
	East and West Boundary (Wildern	Chipseal	5	
	Cloud Bay	Chipseal	4.3	
	Mink Mountain	Chipseal	2.2	220,000
	Various in-house Gravel projects	Gravel		
	TBD	(crushed/purchased		100,000
	Mannisto	Inc in above	4.8	288,000
	Valley East		0.7	42,000
	Various in-house Gravel projects			
	TBD	Gravel (crushed)		100,000
	Rock Fall Study			80,000
2027	Memory Rd		7.8	780,000
	Jarvis Bay	Chipseal	1.6	
	Cloud Lake	Chipseal	4	830,000
	Culvert replacement - Sturgeon Bay Road			175,000
2028	McClusky		0.8	80,000
	Copper Cliff (Gravel)	(inc in total)	6	360,000

Public Work Project Capital Plan Projects

Year	Location	Description	Length	Budget
		Replace Plow truck 2013 (increase in 2023 to 400,000 Roads Committee Jai		450,000
2029	Matson Rd (in house)			
	Various in-house Gravel projects			
	TBD	Gravel (crushed)		100,000
	Replace 2016 Pickup Truck			90,000
2030	Salt/Sand cover replacement			180,000
	Gravel projects TBD	contract		270,000
	Wheel Loader	Unbudgeted		500,000
	Sturgeon Bay resurface	Contract	15	1,500,000
	Townline			
2031	Replace Plow truck 2015			450,000
	Various in-house Gravel projects			
	TBD	Gravel (crushed)		100,000
2032	- Boy Scout /Farm / Klages/ Mates/ Townline reaches 15 years - may need to replace earlier			
2033	Excavator 2033 , with brusher, wrist twist ditching bucket, std bucket	Unbudgeted		550,000
Future - Re-chipseal roads various years, mower 2035,				
	2035 Loader Backhoe			400,000
	Replace Plow Truck P2017			
2034				

Need to continue look for future Gravel Pits

Other Capital Projects

Year	Description	Amount Budget	
2025	Website Transition to GovStack	25,000	NEW
	Landfill Solar Power (Est was 10,000 per site)	25,000	NEW
	Landfill Expansion - Scoble	30,000	
	Landfill Expansion - Sand Hill	30,000	
	New Computers	5,000	NEW
	Move and Upgrade Playground	150,000	
	Refurbish Pine Bay Boat Launch on Memory Road	75,000	
	Renew Cloud Lake Boat Launch and site improvements	155,000	
	Roof on Vault at Office	7,500	
	In-Ground Cistern at Blake Hall for Rink Flooding	15,000	
2026	New Computers	5,000	
2027	New Computers	10,000	
	Landfill Projects (electricity 600V at Sandhill)	200,000	
2028	Server Replacement	20,000	
2029	Laptops	4,000	
2030	Council Laptops	10,500	
2031	Laptops	4,000	
2032	Computers (Fire)	4,000	
2033	Roof at Office	30,000	
	Computers		
2034	New Computers	5,000	



CAPITAL PLAN DRAFT 2025-2034

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Funding										
Gas Tax	146,786	146,786	152,658	152,658	152,658	152,658		305,316		100000
Gas Tax one-time										
Gas Tax deferred										
OCIF		770,000	385,000			500,000		1,425,000		
NORDS (funding to 2025)	93,640									
Other grants	190,000									
Other grants										
Other grants	1,350,000									
Other grants										
Other grants										
Reserve fund - Parks and Recreation	40,000									
Reserve fund - Fire Department	70,000	365,000		350,000	100,000	100,000				
Reserve fund - Information Tech	10,000	5,000	10,000			10,500				
Reserve fund - Landfill	85,000									
Reserve fund - Roads Department				225,000		200,000	200,000		300,000	
Reserve fund - Rate Stabilization	120,000	100,000	400,000	225,000	140,000	40,000	240,000			
Debt financing for Fire Hall	1,350,000									
FUNDING - Other than taxes	3,455,426	1,386,786	947,658	952,658	392,658	1,003,158	440,000	1,730,316	300,000	100,000
Unfunded						400,000				
AMOUNT FROM LEVY	262,574	221,214	425,342	205,342	25,658	69,658	537,000	196,684	453,000	178,000
NOTE: This page is unfinished										
Funding Gap (any negative add to rate stablization)	514	- 64,786	122,942	- 105,658	- 346,658	658	206,000	- 134,316	122,000	- 153,000
NOTE: Contributions towards reserves need to be increased, and this should be addressed when the budget is set each year.										
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034



CAPITAL PLAN DRAFT 2025-2034

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Amount to be raised via tax levy										
Fire Expenditures										
Fire Equipment 01-51-512131	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Fire Bunker Units 01-51-512132	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000
Fire Radios 01-51-512136	10,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
Public Works										
PW Bridges (General Repairs)	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
PW Projects (Misc. road projects) Transp. - Equipment	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000
PW Culverts	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
Towards Roads Projects	104,060	133,000	149,400	158,000	168,000	178,000	178,000	178,000	178,000	178,000
Tax levy funding	262,060	286,000	302,400	311,000	321,000	331,000	331,000	331,000	331,000	331,000
To Reserves - From Increase in Levy	137,000	165,000	213,000	236,000	256,000	274,000	286,000	296,000	296,000	296,000



Municipality of Neebing Draft Capital Plan Proposed Reserve Transfers

		2025		2026		2027		2028		2029		2030		2031		2032		2033		2034		Proposed Total
		IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	
	BALANCE NEED TO BE UPDATED Annually from Reserve Continuity																					
TBD	Balance @ Nov 30, 2024																					
	For medical bursary	22,842																				22,842
	For forest fire fighting	255,762																				255,762
	For Park Purposes	83,459	- 40,000		-		-		-		-		-		-		-		-		-	43,459
	For fire department	575,228	85,000 - 70,000	90,000 - 365,000		100,000 -		110,000 - 350,000	120,000 - 100,000	130,000 - 100,000	140,000 -	150,000 -	160,000 -	160,000								835,228
	For Information Technology	15,482	4,000 - 10,000	4,000 - 5,000	5,000 - 10,000	5,000 - 20,000	5,000 -	5,000 - 10,500	5,000 -	5,000 -	5,000 -	5,000 -	5,000 -	5,000								7,982
	For sick leave gratuity	67,544	- 25,000	- 14,500	- 25,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000								24,044
	For landfill - future site (Environmental)	703,403	6,000 - 85,000	6,000 -	6,000 -	6,000 -	6,000 -	6,000 -	6,000 -	6,000 -	6,000 -	6,000 -	6,000 -	6,000								678,403
	For Election Material (not capital)	8,554	2,000	- 6,000	2,000	2,000	2,000	2,000	2,000	- 6,000	2,000	2,000	2,000	2,000								12,554
	For OMB Hearings/Planning	81,971																				81,971
	For Roads Department (Public Works)	238,845	40,000 -	40,000 -	50,000 -	60,000 - 225,000	80,000 -	100,000 - 200,000	110,000 - 200,000	120,000 -	120,000 -	120,000 - 300,000	130,000									163,845
	For Rate Stabilization	917,329	- 120,000	30,000 - 100,000	60,000 - 400,000	60,000 - 225,000	60,000 - 140,000	60,000 - 40,000	60,000 - 240,000	60,000 -	60,000 -	60,000 -	60,000									162,329
	For Cannabis Implementation	21,216																				21,216
	For Building Department	4,226																				4,226
																						-
	Sub Total Reserves transfers	2,995,862	137,000 - 350,000	170,000 - 490,500	223,000 - 435,000	246,000 - 820,000	276,000 - 240,000	304,000 - 356,500	326,000 - 440,000	346,000 -	356,000 - 300,000	366,000 -										2,313,862

**The Corporation of the Municipality of Neebing
Administrative Report**

Date: December 13, 2024 (For Meeting on December 18, 2024)

To: Mayor and Council

Subject: MNR Lease Offers and Temporary Land Use Permits

Submitted by: Erika Kromm, Clerk-Treasurer

RECOMMENDATION:

Administration recommends that Council validates the Temporary Land Use Permits for Fire Halls 4 and 7.

Administration seeks Council's direction regarding the lease offers from the Ministry of Natural Resources.

BACKGROUND:

The Land Use Permits for Halls 4 and 7 expired more than a year ago. When Administration applied to renew the permits, the Ministry of Natural Resources (MNR) suggested that Council consider applying for either a Crown Lease or a Crown Disposition.

The MNR has offered a Crown Lease for both fire hall sites. The difference between the Crown Lease and the Land Use Permit is as follows:

- A Crown Lease is for 20 years and there is a guarantee of renewal at the end of the term.
- A Land Use Permit is for 10 years and there is no guarantee of renewal.
- A Crown Lease is registered on title and the Land Use Permit is not.

Because the lease is registered, it requires a survey and will take some time to process. In the interim, the MNR has issued Temporary Land Use Permits to cover the time it will take to finalize the Crown Lease. The temporary permits must be confirmed by January 4, 2025.

The cost due for each site once the temporary permits are confirmed will be:

Initial Administration Fee	183.51
Annual Fee	468.00
Subtotal	651.51
HST	84.70
Total	736.21

The offer to proceed with the Crown Lease is valid for 12 months. The Municipality is responsible for obtaining the survey. Once the MNR receives the survey from the Municipality, they will proceed with the next steps in processing the lease.

In addition to the survey costs, the fees to the Ministry include:

	Fee	HST	Total
Administration Fee	2,224.43	289.18	2,513.61
Annual Rental Fee	624.00	81.12	705.12

ATTACHMENTS:

1. Crown Lease Offers and Temporary Land Use Permits

AVAILABLE UPON REQUEST: None

From: Ramsay, Alissa (MNR) <Alissa.Ramsay@ontario.ca>
Sent: Thursday, December 5, 2024 1:39 PM
To: Erika Kromm
Cc: Crown Land Revenue (MNR)
Subject: Lease for Fire Halls- Temporary LUP Issuance SCOBLE
Attachments: Land_Use_Permit_Letter_THBI-2024-PLA-07632_signed.pdf;
Land_Use_Permit_THBI-2024-PLA-07632_Package_signed.pdf; 2024
_LEASE_OFFER_SCOBLE.pdf; Crown-Land-Survey-Requirements_Scoble.pdf; 2024
_SCOBLE_SITE_SKETCH_Fire_Hall_Survey.pdf

Good Afternoon Erika,

In response to your request for Crown land for the Scoble Fire Hall, you have been approved in principle for Lease. A Lease will grant the specific right to maintain said infrastructure on Crown land for the length of the term. It is important to note that the process of instituting an Lease requires the lands to be surveyed, and for the document to be registered at the Lands Registry Office. Due to the length of time required for this, our office is prepared to issue a temporary Land Use Permit (LUP) for the existing improvements.

Found attached are the relevant LUP documents and permit. Please take the time to review these documents for accuracy and to familiarize yourself with the conditions contained within them. The cost of the LUP will include the initial administration fee of \$183.51 (plus HST) and the annual lands rental fee of \$468.00 (plus HST). Please refer to the attached LUP documents for more information.

Please carefully review the terms and conditions of the new LUP. Also carefully review the fee chart within the LUP document which summarizes the amount you will be charged for the issuance of the new LUP.

To let the Ministry know whether or not you wish to validate this new LUP, **please 'Reply All' to this email within 30 days. Note that the attached permit will not be valid until the Ministry has received and processed the initial payment.** The process for making this initial payment is outlined in the attached documentation.

Once you have indicated that you would like to validate the new LUP you will receive an invoice from Ontario Shared Services by regular mail for the initial payment of the LUP.

Also, please find attached the Lease Offer Letter and the survey instructions that you must provide to a licenced Ontario Surveyor of your choice at your cost to proceed to have the lands surveyed.

Should you have any questions please feel free to reach out.

Thanks Kindly,

Alissa

Alissa Ramsay

IRM-Technical Specialist | Regional Operations Division | Thunder Bay - Ignace District



Thunder Bay- Ignace District
 Ontario Government Building
 Suite B001, 435 James Street South
 Thunder Bay, ON, P7E 6S7

Ministry of Natural Resources

Ministère Des Richesses Naturelles

Tel: 807-475-1471

Fax: 807- 475-1527

December 4th, 2024

The Corporation of the Municipality of Neebing
 4766 HWY 61
 Neebing, ON
 P7L 0B5

Subject: Scoble Firehall – Temporary LUP and Lease

In response to your request for Crown land for the Scoble Firehall 4, you have been approved in principle for a Crown Lease. This Lease will grant the specific said infrastructure on Crown land for the length of the term.

The process of instituting a Lease requires the lands to be surveyed, and for the document to be registered at the Lands Registry Office. Due to the length of time required for this, our office is prepared to issue a temporary Land Use Permit (LUP) to allow the disposition to continue.

The cost of the LUP will include the initial administration fee of \$183.51 (plus HST) and the annual lands rental fee of \$468.00 (plus HST). Please refer to the attached LUP documents for more information.

Please find the enclosed survey instructions for you to provide a licenced Ontario Surveyor of your choice at your cost to proceed to have the lands surveyed. This survey will accurately outline the lands to be issued under a Lease.

The cost of the Lease will be our administration fee of \$2,224.43 (plus HST), subject to change April 1, 2024 and the annual rental fee of \$624.00.00 (plus HST). Please note, the rental fee is subject to change, should the footprint of the lands change. These funds will not be collected until the survey has been completed and the Ministry is prepared to upgrade the land tenure to the Crown Lease.

Please note this offer to proceed is valid for 12 months from the date of this letter.

If you have any questions regarding this correspondence please contact Alissa Ramsay, Integrated Resource Management Technical Specialist at 807-620-3562 or at alissa.ramsay@ontario.ca

Sincerely,

Christian Carl
 District Supervisor

Enclosed



Requirements for Crown Land Survey
 Ministry of Natural Resources and Forestry

Location Description:

_____ Part of Mining Location 54T near Lot 6 _Concession 4 Geographic Township of Scoble, Neebing, along East Oliver Lake Road. The lease will sit on Crown land and will abut East Oliver Lake Road. Proposed parcel corner UTM’s are as follows: **Point A-** 16U 309594E 5350456N, **Point B-** 16U 309536E 5350475N, **Point C-** 16U 309563E 5350549N, **Point D-** 16U 309619E 5350530N as outlined in red in the attached sketch.

_____ as outlined in red on the attached sketch.

Instructions:

This Crown land is to be surveyed in accordance with the *Instructions Governing Ontario Crown Land Surveys and Plans, August 2020*, as issued by the Office of the Surveyor General.

In addition to the above, the following instructions are to be adhered to:

Waterfront Boundary

Riparian:

Water’s edge

Non-Riparian:

Contour of elevation

Elevation _____ CGVD28

Elevation _____ CGVD2013

Elevation _____ Local Datum

Monumented straight line(s) located _____

Other Location-Specific Instructions

Utility right-of-way to be surveyed: _____ metres in width

Road right-of-way to be surveyed: _____ metres in width

OTHER

- Digital photographs shall be taken along the surveyed boundaries, where any encroachments to, potential third-party interests or Crown land, filled lands, areas of concern, etc. Photos shall be taken of all improvements within the surveyed boundary. All photographs taken are to be numbered, indexed, and referenced on a diagram showing the camera location and direction.
- It is MNR’s intension to have the subject lot abut the adjacent East Oliver Lake Road Right Of Way

To Ontario Land Surveyor:

Authorization is hereby granted to survey the above noted Crown land.

Ministry official: _____ Christian Carl _____ 

Date: December 4, 2024 _____

Title: _____ District Supervisor

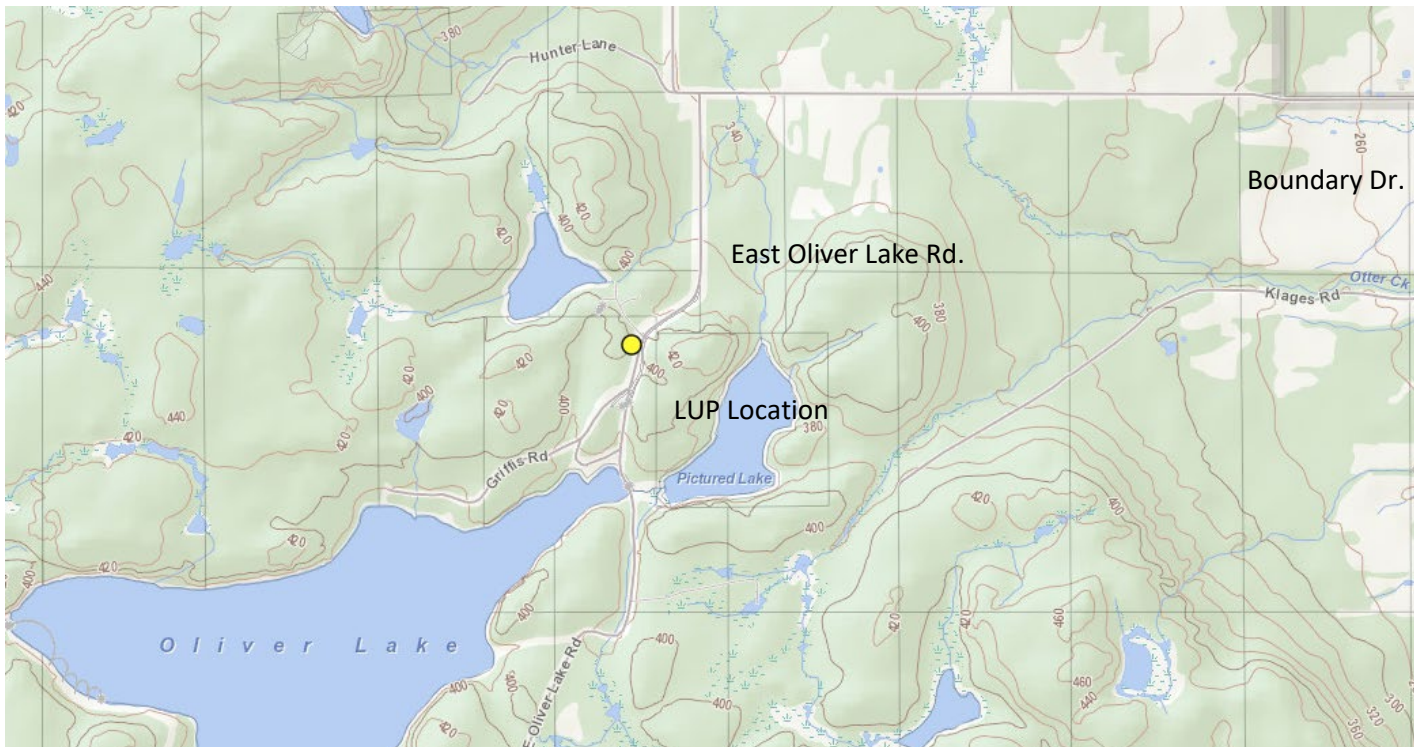
Contact info: __Alissa Ramsay – IRM Technical Specialist
alissa.ramsay@ontario.ca_____

Notes:

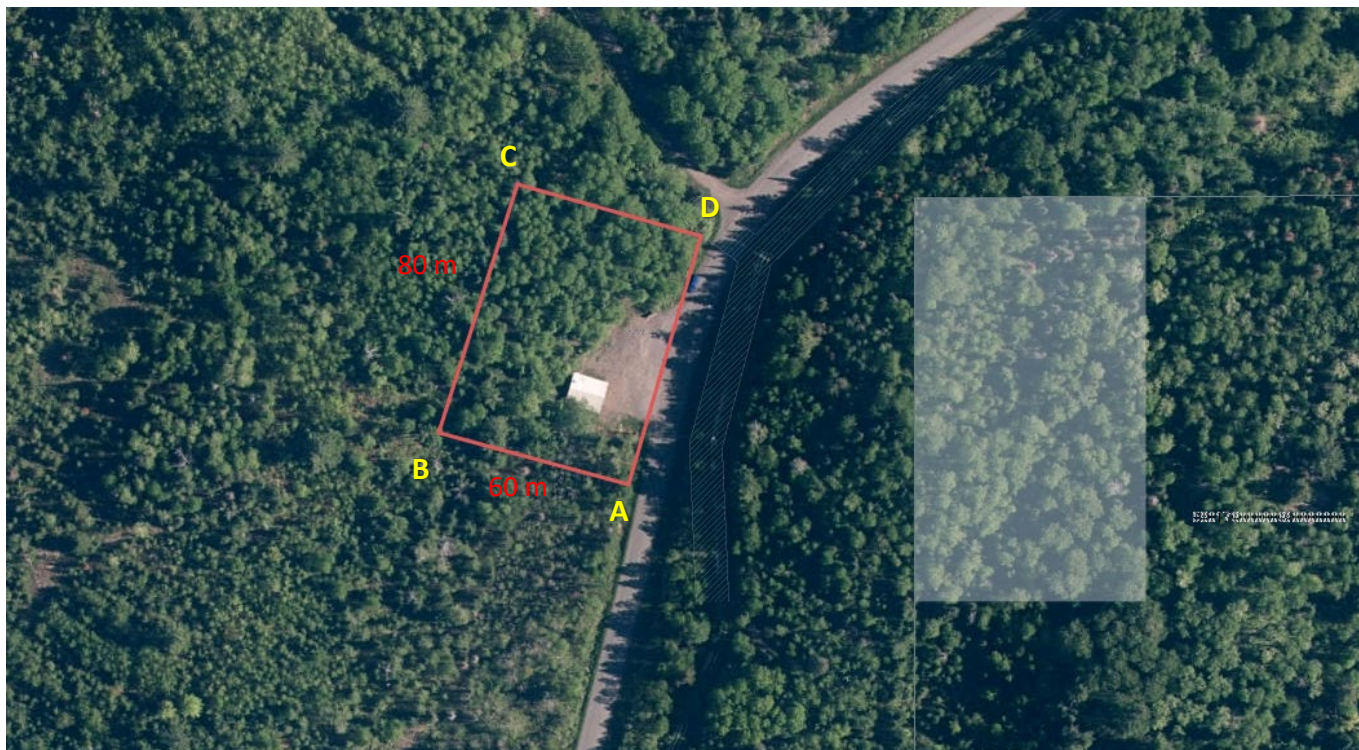
1. **Do not proceed with the survey until this form has been signed by a Ministry official.**
2. A copy of this authorization must accompany the survey submission to the Ministry office.
3. If this survey involves a Hydro One Networks Inc. or Bell Canada installation, then prior to the commencement of field work, Hydro One and/or Bell Canada, as the case may be, must be contacted in order to determine their requirements.

LAND USE PERMIT NUMBER:

GENERAL LOCATION



DETAILED SITE SKETCH



UTM: 16U E 309570 N 5350484

<p>APPROVED LAND USE: Fire Hall</p> <p>AREA (ha): 0.48 ha approx</p> <p>BOUNDARIES MARKED ON GROUND: NO</p> <p>PRELIMINARY SKETCH BY: A. Ramsay</p> <p>DATE: July 8, 2024</p> <p>TENANT: The Corporation of the Municipality of Neebing</p>	<p style="text-align: center;">MINISTRY OF NATURAL RESOURCES AND FORESTRY</p> <p style="text-align: center;">THUNDER BAY DISTRICT</p> <hr/> <p>TOWNSHIP/AREA: Scoble, Neebing</p> <p>LOCATION DESCRIPTION: East Oliver Lake Rd.</p>
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Friday, November 29, 2024

THBI-2024-PLA-07632-LUP-001

The Corporation of the Municipality of Neebing
4766 Hwy 61
Neebing, ONTARIO
P7L 0B5
CANADA

Dear Permittee

Re: New Land Use Permit THBI-2024-PLA-07632-LUP-001

The Ministry Natural Resources and Forestry (the Ministry) is writing to inform you that a review has been completed for the issuance of a new Land Use Permit (LUP) located in SCOBLE.

Attached to this email, you will find the new Land Use Permit (LUP). The Ministry is modernizing its LUP process to make application, issuance, and payment quicker and easier. This new process can be done entirely online. However, if you do not want to communicate by email, please reach out to the Ministry using the contact information below and request to communicate through regular mail.

Please carefully review the terms and conditions of the new LUP. Also carefully review the fee chart below which summarizes the amount you will be charged for the issuance of the new LUP.

To let the Ministry know whether or not you wish to validate this new LUP, **please 'Reply All' to this email within 30 days. Note that the attached permit will not be valid until the Ministry has received and processed the initial payment.** The process for making this initial payment is outlined below.

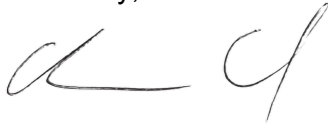
Once you have indicated that you would like to validate the new LUP you will receive an invoice from Ontario Shared Services by regular mail for the initial payment of the LUP. Please see the summary of the amount you will be charged below. The initial payment due for your LUP will be \$ 468.00 and an administrative fee of \$ 183.51 is required for the first year. This amount includes the fee charged for the first year of occupation.

For every following year up until your new LUP expires, the annual fee will be the amount shown on the new LUP. You will receive a yearly invoice from Ontario Shared Services for this amount.

If you have any questions about the process, or the terms and conditions of your new LUP, please contact Alissa Ramsay at the Thunder Bay- Ignace District office at alissa.ramsay@ontario.ca or by phone at 807-620-3562. If there are any changes to your personal information (e.g. billing address, name), please notify this District office.

In order for us to serve you better, please call ahead to make an appointment.

Sincerely,



District Supervisor
Ministry of Natural Resources and Forestry

Encl.

Summary of Fees:

Fee Type	Fee	HST	Total
Initial Administration Fee	183.51	23.86	207.37
Annual Administration Fee	0.00	0.00	0.00
Lands Fee	468.00	60.84	528.84
Annual Fee (includes Annual Admin Fee and Lands Fee as applicable)	468.00	60.84	528.84
Total Amount Due on Issuance (includes Initial Admin Fee, Annual Admin Fee and Lands Fee as applicable)	651.51	84.70	736.21

This Land Use Permit is issued under the authority of the Public Lands Act and its regulations, and is subject to the limitations and provisions thereof, and to the terms and conditions set forth herein.

PERMITTEE

This Land Use Permit is issued to:

The Corporation of the Municipality of Neebing

Phone Number of the Permittee:

807-474-5331

Post Office Address of Permittee:

4766 Hwy 61
Neebing, ONTARIO
P7L 0B5
CANADA

Email Address of Permittee:

clerk@neebing.org

PERMITTED PURPOSE

This Land Use Permit authorizes the holder for:

Scoble Fire Hall

DESCRIBED LANDS

This Land Use Permit applies to the following location(s): **16U 309570E 5350484N**

Area: 0.48 HA
ARN: 5801-760-000-06700

As per the sketch and description which is attached hereto. A copy of this sketch and description is on file with the Ministry and available for inspection at any time during normal business hours. If there is any inconsistency between the two sketches and descriptions, the sketch and description on file with the Ministry shall prevail.

PERMIT EFFECTIVE DATE: December 1, 2024

PERMIT EXPIRY DATE: November 30, 2034

Summary of Fees

Fee Type	Fee	HST	Total
Initial Administration Fee	183.51	23.86	207.37
Annual Administration Fee	0.00	0.00	0.00
Lands Fee	468.00	60.84	528.84
Annual Fee (includes Annual Admin Fee and Lands Fee as applicable)	468.00	60.84	528.84
Total Amount Due on Issuance (includes Initial Admin Fee, Annual Admin Fee and Lands Fee as applicable)	651.51	84.70	736.21

This Land Use Permit is subject to additional restrictions as set out in the terms and conditions attached.

The issuance of this Land Use Permit does not relieve the Permittee from the responsibility of acquiring any other approvals as may be required by law, nor does it relieve the Permittee from any other legal requirements, whether under the Public Lands Act and its regulations or otherwise.

Conditions Attached: Yes

Number of Schedules:

This Land Use Permit is subject to the following terms and conditions:

SECTION 1 – EFFECT OF THIS LAND USE PERMIT

1. This Land Use Permit gives the Permittee the non-exclusive right to occupy the Described Lands only. The Described Lands may be used only for the Permitted Purpose specified in this Land Use Permit and no other purpose.
2. Unless otherwise specified at any time by the Ministry, when this Land Use Permit becomes valid, any abandoned buildings or things located on the Described Lands are transferred to and become the property of the Permittee.
3. This Land Use Permit may not be assigned, transferred, mortgaged, or pledged. Sublicenses or any other sharing of occupancy is prohibited. If the Permittee is a corporation and undergoes a change of control, the Permittee shall immediately disclose the change of control in writing to the Ministry. The Permittee shall comply with any terms and conditions subsequently prescribed by the Ministry resulting from the disclosure, up to and including termination of this Land Use Permit. If this Land Use Permit is terminated, the Permittee shall not be entitled to a refund of any fees paid by the Permittee.

For the purposes of this Land Use Permit, “change of control” shall mean the occurrence of any of the following events: (i) an acquisition of the Permittee by another entity by means of any transaction or series of related transactions (including, without limitation, any reorganization, merger or consolidation but excluding any merger effected exclusively for the purpose of changing the domicile of the Company), or (ii) a sale of all or substantially all of the assets of the Permittee (collectively, a “Merger”), so long as in either case the Permittee’s stockholders of record immediately prior to such Merger will, immediately after such Merger, hold less than fifty percent (50%) of the voting power of the surviving or acquiring entity.

4. The Permittee shall notify the Ministry prior to any proposed sale or transfer of the improvements owned by the Permittee and located on the Described Lands. The Permittee is required to advise any purchaser or transferee that they are not being assigned this Land Use Permit, have no authority to use the Described lands, and that the sale or transfer of such improvements shall not entitle the new owner to the issuance of a new land use permit.
5. This Land Use Permit and all rights of the Permittee shall automatically terminate on the earlier of:
 - a) the expiry date;
 - b) the death, bankruptcy, or insolvency of the Permittee;
 - c) if the Permittee is a corporation, on the winding up or dissolution of the Permittee.

The Permittee shall not be entitled to a refund of any fees paid by the Permittee in the event of early termination in such circumstances.

6. Without limiting the Ministry’s other rights in this Land Use Permit or at law, the Ministry may terminate this Land Use Permit upon 15 days’ notice to the Permittee or such longer period as may be provided by an authorized Ministry representative in their sole discretion, where:
 - a) the Permittee has failed to comply with any of the terms and conditions of this Land Use Permit and such failure is not rectified within the notice period provided by the Ministry; or
 - b) the Ministry considers it to be in the public interest to do so;

provided that where there are less than 15 days remaining in the term of this Land Use Permit, then the Ministry may terminate this Land Use Permit immediately on notice to the Permittee. The Permittee shall not be entitled to a refund of any fees paid by the Permittee.

7. “Public interest” includes, without limitation, the settlement of a land claim or implementation of an agreement involving Ontario and an Indigenous community.
8. The Permittee acknowledges and agrees that:
 - a) upon expiry or earlier termination of this Land Use Permit, the decision to issue a new land use permit is at the sole discretion of the authorized Ministry representative, and the Permittee has no right to, nor is entitled to, the issuance of a new land use permit based on prior use of the Described Lands;

- b) the issuance of any land use permit or permits for the use of the Described Lands will not create any interests or future rights whatsoever in the Described Lands;
 - c) the making of any improvements to or on the Described Lands (whether or not permitted by the Ministry) does not confer upon the Permittee any right to use the Described Lands other than within the terms of this Land Use Permit, nor does it give the Permittee any right to any future land use permits;
 - d) there are no other representations, warranties, or conditions between the Crown and the Permittee, regarding the use of the Described Lands;
 - e) this Land Use Permit does not convey any right, title, or interest in the Described Lands and is a Land Use Permit only;
 - f) this Land Use Permit does not convey any right, title, or interest in any trees standing, growing, or being on the Described Lands, or in any minerals, sand, gravel, or similar materials, in, on, or under the Described Lands. Use of any such materials, unless specifically authorized herein, requires separate written authorization from an authorized Ministry representative.
9. The Permittee's obligations set forth in Conditions 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 21, 22, 23, and 24 of this Land Use Permit shall survive the expiry or earlier termination of this Land Use Permit.

SECTION 2 – “AS IS WHERE IS”, INDEMNITY, AND RELEASE

10. The Permittee accepts the Described Lands in an 'as is, where is' condition and acknowledges that the Ministry has made no warranties or representations as to the suitability of the Described Lands for the Permitted Purpose, including access to the Described Lands and quality of that access, and that it is the sole responsibility of the Permittee to satisfy itself regarding the suitability of the lands for the Permitted Purpose.
11. No cause of action arises, no proceeding may be brought and no remedy is available or damages, costs, or compensation payable in connection with any injury, loss, expense, or costs incurred or suffered by the Permittee as a result, directly or indirectly, of any acts or omissions by any person or party (including, without limitation, any acts or omissions of the Crown or those for whom it is responsible at law), that disrupt, stop, or otherwise interfere with the Permittee's ability to access, occupy, or use the Described Lands, howsoever occurring.
12. The Permittee shall indemnify, defend, save, and keep harmless the Crown, its officers, employees, elected officials, servants, and agents from and against any and all claims, demands, suits, actions, damages, losses, costs, or expenses arising out of any injury to persons (including death) and loss or damage to property, which may be or be alleged to be caused by or suffered as a result of or in any manner associated with: (a) the exercise of any right or privilege granted to the Permittee by this Land Use Permit; and (b) any act or omission of the Permittee or its invitees related to the use of the Described Lands.

SECTION 3 – RESPONSIBILITIES OF THE PERMITTEE

13. The Permittee shall pay the Total Amount Due on Issuance upon 30 days of receiving this Land Use Permit, and thereafter shall pay the Annual Fee no later than each anniversary of the commencement of the term. The Land Use Permit is not valid until the Total Amount Due on Issuance has been received. Land Use Permit Annual Fees are not refundable.
14. The Permittee shall at all times comply with all applicable laws, regulations, by-laws, government orders, and directions in its use of the Described Lands.
15. The Permittee shall be solely responsible for obtaining any other necessary permits, licenses, and approvals relating to the use of the Described Lands by the Permittee for the Permitted Purpose.
16. The Permittee may not affix any building, structure, or works, on the Described Lands (including posting any signs or notices), nor make any alteration, renovation, enlargement, reconstruction, or other improvement to the Described Lands without the written approval of an authorized Ministry representative, except as otherwise expressly permitted in this Land Use Permit.
17. The Permittee shall maintain the Described Lands in a clean, sanitary, and safe condition, in accordance with any applicable legislation, regulations, by-laws, government orders and directions. Without limiting the generality of the foregoing, the Permittee is an occupier for the purposes of the Occupier's Liability Act and shall take such care as in all circumstances is reasonable to see that persons entering on the Described Lands, and the property brought on the Described Lands by these persons, are reasonably safe while on the Described Lands.

18. The Permittee shall not allow waste, garbage, or other objectionable material to collect on the Described Lands.
19. The Permittee shall not bring any hazardous substances or other contaminants onto the Described Lands without the approval of an authorized Ministry representative. The Permittee may bring retail purchased consumer products such as cleaning supplies, fuel, and lubricants for motor powered vehicles or vessels, and lawn and garden care products, that, in each case, are necessary for and used in the ordinary course of the Permittee's use of the Described Lands for the Permitted Purpose, without prior approval of the Ministry. All such products must be used, stored, and disposed of in accordance with their Material Safety Data Sheet or as specified in the instructions provided on their labels. The Ministry may impose conditions on any such approval. In the event that the Described Lands are contaminated by any act or omission of the Permittee or its invitees, the Permittee shall immediately notify the Ministry and shall undertake all necessary remediation of the Described Lands to contain and remove such contamination, at its sole cost and expense. If the Permittee fails to undertake such remediation or to diligently complete such remediation, the Ministry may undertake such remediation on the Permittee's behalf, and the cost of doing so is a debt due the Crown by the Permittee and may be recovered by the Ministry.
20. The Permittee shall deliver to the Ministry a completed occupier's self-reporting form with accompanying photographs upon request of the Ministry, depicting the state of the Described Lands.
21. The Ministry may inspect the Described Lands at any time for the purpose of ascertaining compliance with the conditions of this Land Use Permit. The Ministry may issue a notice of repair and maintenance to the Permittee. The Permittee shall immediately undertake all repairs and maintenance outlined in such notice. If the Permittee fails to undertake such repairs and maintenance or to diligently complete such repairs and maintenance, the Ministry may undertake such repairs and maintenance on the Permittee's behalf, and the cost of doing so is a debt due the Crown by the Permittee and may be recovered by the Ministry.
22. The Permittee shall be responsible for prompt payment of all real property and other taxes that may be levied against the Described Lands and the Permittee's use thereof (including payments that may be made by the Crown in lieu of such taxes).
23. The Permittee shall be responsible for all utilities consumed by the Permittee on the Described Lands and shall pay the cost of such utilities to the Ministry or directly to the applicable utility company, as the Ministry may direct.
24. Upon the date when the Permittee has no further right to occupy the Described Lands, the Permittee shall remove all improvements, personal property, or other assets of the Permittee on the Described Lands including any signs or notices posted by the Permittee, at its sole cost and expense. The Permittee shall leave the Described Lands in a clean and safe condition, restored to its original state prior to the use of the Described Lands by the Permittee. The Permittee shall also promptly deliver to the Ministry a completed occupier's self-reporting form and accompanying photographs of the Described Lands evidencing the completion of such obligations. Any improvements, property or assets remaining on the Described Lands following expiry or termination of this Land Use Permit may be disposed of by the Ministry at the expense of the Permittee or, at the option of the Ministry, may be retained by the Ministry as the property of the Crown without compensation to the Permittee. If the Permittee fails to leave the Described Lands in a clean and safe condition, restored to its original state, the Ministry may undertake such work as is necessary to restore the lands to the required condition, and the cost of doing so is a debt due the Crown by the Permittee and may be recovered by the Ministry.
25. The Permittee shall keep a copy of this Land Use Permit available at all times while on the Described Lands and shall produce it on demand to any Ministry official.

MINISTRY OF NATURAL RESOURCES



Name: Christian Carl
Title: District Supervisor

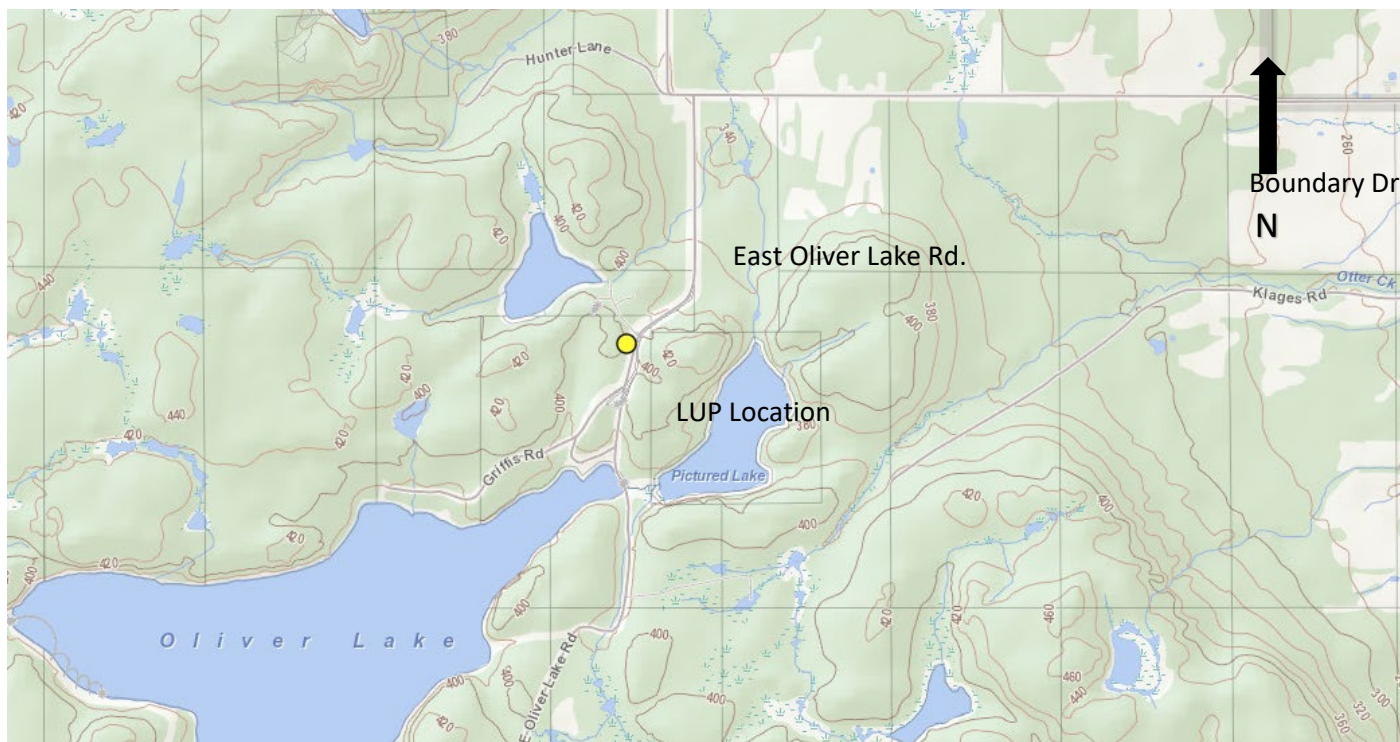
Under Delegated Authority



SITE SKETCH- Sites authorized under the PLA

LAND USE PERMIT NUMBER: THBI-2024-PLA-07632

GENERAL LOCATION



DETAILED SITE SKETCH



UTM: 16U E 309570 N 5350484

<p>APPROVED LAND USE: Fire Hall</p> <p>AREA (ha): 0.48 ha</p> <p>BOUNDARIES MARKED ON GROUND: NO</p> <p>PRELIMINARY SKETCH BY: A. Ramsay</p> <p>DATE: July 8, 2024</p> <p>TENANT: The Corporation of the Municipality of Neebing</p> <p>ADDRESS: 4766 Hwy 61, Neebing ON P7L 0B5</p> <p>REMARKS: All improvements to be kept within boundaries of the permitted area.</p>	<p align="center">MINISTRY OF NATURAL RESOURCES AND FORESTRY</p> <p align="center">THUNDER BAY DISTRICT</p> <hr/> <p>TOWNSHIP/AREA: Scoble, Neebing</p> <p>LOCATION DESCRIPTION: East Oliver Lake Rd.</p>
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From: Ramsay, Alissa (MNR) <Alissa.Ramsay@ontario.ca>
Sent: Thursday, December 5, 2024 1:24 PM
To: Erika Kromm
Cc: Crown Land Revenue (MNR)
Subject: Lease for Fire Halls- Temporary LUP Issuance PEARSON
Attachments: Land_Use_Permit_Letter_THBI-2024-PLA-07631_Signed.pdf;
Land_Use_Permit_THBI-2024-PLA-07631_Package_Signed.pdf; Crown-Land-Survey-Requirements_Pearson.pdf; 2024_PEARSON_SITE_SKETCH_Fire_Hall_Survey.pdf; 2024_LEASE_OFFER_PEARSON_signed.pdf

Good Afternoon Erika,

In response to your request for Crown land for the Pearson Fire Hall, you have been approved in principle for Lease. A Lease will grant the specific right to maintain said infrastructure on Crown land for the length of the term. It is important to note that the process of instituting an Lease requires the lands to be surveyed, and for the document to be registered at the Lands Registry Office. Due to the length of time required for this, our office is prepared to issue a temporary Land Use Permit (LUP) to allow construction to proceed.

Found attached are the relevant LUP documents and permit. Please take the time to review these documents for accuracy and to familiarize yourself with the conditions contained within them. The cost of the LUP will include the initial administration fee of \$183.51 (plus HST) and the annual lands rental fee of \$507.00 (plus HST). Please refer to the attached LUP documents for more information.

Please carefully review the terms and conditions of the new LUP. Also carefully review the fee chart within the LUP document which summarizes the amount you will be charged for the issuance of the new LUP.

To let the Ministry know whether or not you wish to validate this new LUP, **please 'Reply All' to this email within 30 days. Note that the attached permit will not be valid until the Ministry has received and processed the initial payment.** The process for making this initial payment is outlined in the attached documentation.

Once you have indicated that you would like to validate the new LUP you will receive an invoice from Ontario Shared Services by regular mail for the initial payment of the LUP.

Also, please find attached the Lease offer Letter and the survey instructions that you must provide to a licenced Ontario Surveyor of your choice at your cost to proceed to have the lands surveyed.

Again, thank you for your patience as we worked through this process, the Scoble offer and permit coming along shortly. Should you have any questions please feel free to reach out.

Thanks Kindly,

Alissa

Alissa Ramsay

IRM-Technical Specialist | Regional Operations Division | Thunder Bay - Ignace District



Thunder Bay- Ignace District
 Ontario Government Building
 Suite B001, 435 James Street South
 Thunder Bay, ON, P7E 6S7

Ministry of Natural Resources

Ministère Des Richesses Naturelles

Tel: 807-475-1471

Fax: 807- 475-1527

December 4th, 2024

The Corporation of the Municipality of Neebing
 4766 HWY 61
 Neebing, ON
 P7L 0B5

Subject: Pearson Firehall – Temporary LUP and Lease

In response to your request for Crown land for the Pearson Firehall 7, you have been approved in principle for a Crown Lease. This Lease will grant the specific said infrastructure on Crown land for the length of the term.

The process of instituting a Lease requires the lands to be surveyed, and for the document to be registered at the Lands Registry Office. Due to the length of time required for this, our office is prepared to issue a temporary Land Use Permit (LUP) to allow the disposition to continue.

The cost of the LUP will include the initial administration fee of \$183.51 (plus HST) and the annual lands rental fee of \$507.00 (plus HST). Please refer to the attached LUP documents for more information.

Please find the enclosed survey instructions for you to provide a licenced Ontario Surveyor of your choice at your cost to proceed to have the lands surveyed. This survey will accurately outline the lands to be issued under a Lease.

The cost of the Lease will be our administration fee of \$2,224.43 (plus HST), subject the change April 1, 2024 and the annual rental fee of \$676.00.00 (plus HST). Please note, the rental fee is subject to change, should the footprint of the lands change. These funds will not be collected until the survey has been completed and the Ministry is prepared to upgrade the land tenure to the Crown Lease.

Please note this offer to proceed is valid for 12 months from the date of this letter.

If you have any questions regarding this correspondence please contact Alissa Ramsay, Integrated Resource Management Technical Specialist at 807-620-3562 or at alissa.ramsay@ontario.ca

Sincerely,

Christian Carl
 District Supervisor

Enclosed



Requirements for Crown Land Survey

Ministry of Natural Resources and Forestry

Location Description:

_ Part of Lot 21 Concession 1 Geographic Township of Pearson, Neebing. Adjacent to Lankinen Road, HWY 595, private PCL 23565 SEC TBF; PT N 1/2 LT 21 CON

_____ as

outlined in red on the attached sketch.

Instructions:

This Crown land is to be surveyed in accordance with the *Instructions Governing Ontario Crown Land Surveys and Plans, August 2020*, as issued by the Office of the Surveyor General.

In addition to the above, the following instructions are to be adhered to:

Waterfront Boundary

Riparian:

Water's edge

Non-Riparian:

Contour of elevation

Elevation _____ CGVD28

Elevation _____ CGVD2013

Elevation _____ Local Datum

Monumented straight line(s) located _____

Other Location-Specific Instructions

Utility right-of-way to be surveyed: _____ metres in width

Road right-of-way to be surveyed: _____ metres in width

OTHER



- Digital photographs shall be taken along the surveyed boundaries, where any encroachments to, potential third-party interests or Crown land, filled lands, areas of concern, etc. Photos shall be taken of all improvements within the surveyed boundary. All photographs taken are to be numbered, indexed and referenced on a diagram showing the camera location and direction.
- It is MNR's intension to have the subject lot abut the adjacent private property, Hwy Right Of Way and Lankinen Road Right Of Way

To Ontario Land Surveyor:

Authorization is hereby granted to survey the above noted Crown land.

Ministry official: _____ Christian Carl _____

Date: December 5, 2024

Title: __ District Supervisor

Contact info: ____ Alissa Ramsay IRM Technical Specialist at alissa.ramsay@ontario.ca

Notes:

1. **Do not proceed with the survey until this form has been signed by a Ministry official.**
2. A copy of this authorization must accompany the survey submission to the Ministry office.
3. If this survey involves a Hydro One Networks Inc. or Bell Canada installation, then prior to the commencement of field work, Hydro One and/or Bell Canada, as the case may be, must be contacted in order to determine their requirements.

GENERAL LOCATION



DETAILED SITE SKETCH



UTM: 16U E 296999 N 5339038

LAND USE: Fire Hall
AREA (ha): 0.55 approximately
BOUNDARIES MARKED ON GROUND: NO
PRELIMINARY SKETCH BY: A.Ramsay

TOWNSHIP/AREA: Pearson, Neebing
LOCATION DESCRIPTION: Corner of Lankinen Rd and Hwy 595

Approved by:

Christian Carl, District Supervisor



Thursday, November 28, 2024

THBI-2024-PLA-07631-LUP-001

The Corporation of the Municipality of Neebing
4766 Hwy 61
Neebing, ONTARIO
P7L 0B5
CANADA

Dear Permittee

Re: New Land Use Permit THBI-2024-PLA-07631-LUP-001

The Ministry Natural Resources and Forestry (the Ministry) is writing to inform you that a review has been completed for the issuance of a new Land Use Permit (LUP) located in PEARSON.

Attached to this email, you will find the new Land Use Permit (LUP). The Ministry is modernizing its LUP process to make application, issuance, and payment quicker and easier. This new process can be done entirely online. However, if you do not want to communicate by email, please reach out to the Ministry using the contact information below and request to communicate through regular mail.

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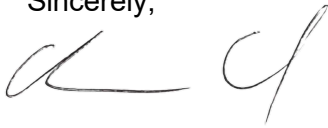
Once you have indicated that you would like to validate the new LUP you will receive an invoice from Ontario Shared Services by regular mail for the initial payment of the LUP. Please see the summary of the amount you will be charged below. The initial payment due for your LUP will be \$ 507.00 and an administrative fee of \$ 183.51 is required for the first year. This amount includes the fee charged for the first year of occupation.

For every following year up until your new LUP expires, the annual fee will be the amount shown on the new LUP. You will receive a yearly invoice from Ontario Shared Services for this amount.

If you have any questions about the process, or the terms and conditions of your expiring or new LUP, please contact Alissa Ramsay with Thunder Bay-Ignace District office at alissa.ramsay@ontario.ca or by phone at 807-620-3562. If there are any changes to your personal information (e.g. billing address, name), please notify this District office.

In order for us to serve you better, please call ahead to make an appointment.

Sincerely,



Christian Carl, District Supervisor
Ministry of Natural Resources and Forestry

Encl.

Summary of Fees:

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Total Amount Due on Issuance (includes Initial Admin Fee, Annual Admin Fee and Lands Fee as applicable)	690.51	89.77	780.28

This Land Use Permit is issued under the authority of the Public Lands Act and its regulations, and is subject to the limitations and provisions thereof, and to the terms and conditions set forth herein.

PERMITTEE

This Land Use Permit is issued to:

Post Office Address of Permittee:

Corporation of the Municipality of Neebing

4766 Hwy 61
Neebing, ONTARIO
P7L 0B5
CANADA

Phone Number of the Permittee:

Email Address of Permittee:

807-474-5331

clerk@neebing.org

PERMITTED PURPOSE

This Land Use Permit authorizes the holder for:
Fire Hall

DESCRIBED LANDS

This Land Use Permit applies to the following location(s):
16U 296999E, 5339038N

Area: 0.55 HA
ARN: 5801-640-000-00210

As per the sketch and description which is attached hereto. A copy of this sketch and description is on file with the Ministry and available for inspection at any time during normal business hours. If there is any inconsistency between the two sketches and descriptions, the sketch and description on file with the Ministry shall prevail.

PERMIT EFFECTIVE DATE: Decemeber 1, 2024

PERMIT EXPIRY DATE: November 30, 2034

Summary of Fees

Fee Type	Fee	HST	Total
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Conditions Attached: Yes

Number of Schedules:

This Land Use Permit is subject to the following terms and conditions:

SECTION 1 – EFFECT OF THIS LAND USE PERMIT

1. This Land Use Permit gives the Permittee the non-exclusive right to occupy the Described Lands only. The Described Lands may be used only for the Permitted Purpose specified in this Land Use Permit and no other purpose.
2. Unless otherwise specified at any time by the Ministry, when this Land Use Permit becomes valid, any abandoned buildings or things located on the Described Lands are transferred to and become the property of the Permittee.
3. This Land Use Permit may not be assigned, transferred, mortgaged, or pledged. Sublicenses or any other sharing of occupancy is prohibited. If the Permittee is a corporation and undergoes a change of control, the Permittee shall immediately disclose the change of control in writing to the Ministry. The Permittee shall comply with any terms and conditions subsequently prescribed by the Ministry resulting from the disclosure, up to and including termination of this Land Use Permit. If this Land Use Permit is terminated, the Permittee shall not be entitled to a refund of any fees paid by the Permittee.

For the purposes of this Land Use Permit, “change of control” shall mean the occurrence of any of the following events: (i) an acquisition of the Permittee by another entity by means of any transaction or series of related transactions (including, without limitation, any reorganization, merger or consolidation but excluding any merger effected exclusively for the purpose of changing the domicile of the Company), or (ii) a sale of all or substantially all of the assets of the Permittee (collectively, a “Merger”), so long as in either case the Permittee’s stockholders of record immediately prior to such Merger will, immediately after such Merger, hold less than fifty percent (50%) of the voting power of the surviving or acquiring entity.

4. The Permittee shall notify the Ministry prior to any proposed sale or transfer of the improvements owned by the Permittee and located on the Described Lands. The Permittee is required to advise any purchaser or transferee that they are not being assigned this Land Use Permit, have no authority to use the Described lands, and that the sale or transfer of such improvements shall not entitle the new owner to the issuance of a new land use permit.
5. This Land Use Permit and all rights of the Permittee shall automatically terminate on the earlier of:
 - a) the expiry date;
 - b) the death, bankruptcy, or insolvency of the Permittee;
 - c) if the Permittee is a corporation, on the winding up or dissolution of the Permittee.

The Permittee shall not be entitled to a refund of any fees paid by the Permittee in the event of early termination in such circumstances.

6. Without limiting the Ministry’s other rights in this Land Use Permit or at law, the Ministry may terminate this Land Use Permit upon 15 days’ notice to the Permittee or such longer period as may be provided by an authorized Ministry representative in their sole discretion, where:
 - a) the Permittee has failed to comply with any of the terms and conditions of this Land Use Permit and such failure is not rectified within the notice period provided by the Ministry; or
 - b) the Ministry considers it to be in the public interest to do so;

provided that where there are less than 15 days remaining in the term of this Land Use Permit, then the Ministry may terminate this Land Use Permit immediately on notice to the Permittee. The Permittee shall not be entitled to a refund of any fees paid by the Permittee.

7. “Public interest” includes, without limitation, the settlement of a land claim or implementation of an agreement involving Ontario and an Indigenous community.
8. The Permittee acknowledges and agrees that:
 - a) upon expiry or earlier termination of this Land Use Permit, the decision to issue a new land use permit is at the sole discretion of the authorized Ministry representative, and the Permittee has no right to, nor is entitled to, the issuance of a new land use permit based on prior use of the Described Lands;

- b) the issuance of any land use permit or permits for the use of the Described Lands will not create any interests or future rights whatsoever in the Described Lands;
 - c) the making of any improvements to or on the Described Lands (whether or not permitted by the Ministry) does not confer upon the Permittee any right to use the Described Lands other than within the terms of this Land Use Permit, nor does it give the Permittee any right to any future land use permits;
 - d) there are no other representations, warranties, or conditions between the Crown and the Permittee, regarding the use of the Described Lands;
 - e) this Land Use Permit does not convey any right, title, or interest in the Described Lands and is a Land Use Permit only;
 - f) this Land Use Permit does not convey any right, title, or interest in any trees standing, growing, or being on the Described Lands, or in any minerals, sand, gravel, or similar materials, in, on, or under the Described Lands. Use of any such materials, unless specifically authorized herein, requires separate written authorization from an authorized Ministry representative.
9. The Permittee's obligations set forth in Conditions 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 21, 22, 23, and 24 of this Land Use Permit shall survive the expiry or earlier termination of this Land Use Permit.

SECTION 2 – “AS IS WHERE IS”, INDEMNITY, AND RELEASE

10. The Permittee accepts the Described Lands in an 'as is, where is' condition and acknowledges that the Ministry has made no warranties or representations as to the suitability of the Described Lands for the Permitted Purpose, including access to the Described Lands and quality of that access, and that it is the sole responsibility of the Permittee to satisfy itself regarding the suitability of the lands for the Permitted Purpose.
11. No cause of action arises, no proceeding may be brought and no remedy is available or damages, costs, or compensation payable in connection with any injury, loss, expense, or costs incurred or suffered by the Permittee as a result, directly or indirectly, of any acts or omissions by any person or party (including, without limitation, any acts or omissions of the Crown or those for whom it is responsible at law), that disrupt, stop, or otherwise interfere with the Permittee's ability to access, occupy, or use the Described Lands, howsoever occurring.
12. The Permittee shall indemnify, defend, save, and keep harmless the Crown, its officers, employees, elected officials, servants, and agents from and against any and all claims, demands, suits, actions, damages, losses, costs, or expenses arising out of any injury to persons (including death) and loss or damage to property, which may be or be alleged to be caused by or suffered as a result of or in any manner associated with: (a) the exercise of any right or privilege granted to the Permittee by this Land Use Permit; and (b) any act or omission of the Permittee or its invitees related to the use of the Described Lands.

SECTION 3 – RESPONSIBILITIES OF THE PERMITTEE

13. The Permittee shall pay the Total Amount Due on Issuance upon 30 days of receiving this Land Use Permit, and thereafter shall pay the Annual Fee no later than each anniversary of the commencement of the term. The Land Use Permit is not valid until the Total Amount Due on Issuance has been received. Land Use Permit Annual Fees are not refundable.
14. The Permittee shall at all times comply with all applicable laws, regulations, by-laws, government orders, and directions in its use of the Described Lands.
15. The Permittee shall be solely responsible for obtaining any other necessary permits, licenses, and approvals relating to the use of the Described Lands by the Permittee for the Permitted Purpose.
16. The Permittee may not affix any building, structure, or works, on the Described Lands (including posting any signs or notices), nor make any alteration, renovation, enlargement, reconstruction, or other improvement to the Described Lands without the written approval of an authorized Ministry representative, except as otherwise expressly permitted in this Land Use Permit.
17. The Permittee shall maintain the Described Lands in a clean, sanitary, and safe condition, in accordance with any applicable legislation, regulations, by-laws, government orders and directions. Without limiting the generality of the foregoing, the Permittee is an occupier for the purposes of the Occupier's Liability Act and shall take such care as in all circumstances is reasonable to see that persons entering on the Described Lands, and the property brought on the Described Lands by these persons, are reasonably safe while on the Described Lands.

18. The Permittee shall not allow waste, garbage, or other objectionable material to collect on the Described Lands.
19. The Permittee shall not bring any hazardous substances or other contaminants onto the Described Lands without the approval of an authorized Ministry representative. The Permittee may bring retail purchased consumer products such as cleaning supplies, fuel, and lubricants for motor powered vehicles or vessels, and lawn and garden care products, that, in each case, are necessary for and used in the ordinary course of the Permittee's use of the Described Lands for the Permitted Purpose, without prior approval of the Ministry. All such products must be used, stored, and disposed of in accordance with their Material Safety Data Sheet or as specified in the instructions provided on their labels. The Ministry may impose conditions on any such approval. In the event that the Described Lands are contaminated by any act or omission of the Permittee or its invitees, the Permittee shall immediately notify the Ministry and shall undertake all necessary remediation of the Described Lands to contain and remove such contamination, at its sole cost and expense. If the Permittee fails to undertake such remediation or to diligently complete such remediation, the Ministry may undertake such remediation on the Permittee's behalf, and the cost of doing so is a debt due the Crown by the Permittee and may be recovered by the Ministry.
20. The Permittee shall deliver to the Ministry a completed occupier's self-reporting form with accompanying photographs upon request of the Ministry, depicting the state of the Described Lands.
21. The Ministry may inspect the Described Lands at any time for the purpose of ascertaining compliance with the conditions of this Land Use Permit. The Ministry may issue a notice of repair and maintenance to the Permittee. The Permittee shall immediately undertake all repairs and maintenance outlined in such notice. If the Permittee fails to undertake such repairs and maintenance or to diligently complete such repairs and maintenance, the Ministry may undertake such repairs and maintenance on the Permittee's behalf, and the cost of doing so is a debt due the Crown by the Permittee and may be recovered by the Ministry.
22. The Permittee shall be responsible for prompt payment of all real property and other taxes that may be levied against the Described Lands and the Permittee's use thereof (including payments that may be made by the Crown in lieu of such taxes).
23. The Permittee shall be responsible for all utilities consumed by the Permittee on the Described Lands and shall pay the cost of such utilities to the Ministry or directly to the applicable utility company, as the Ministry may direct.
24. Upon the date when the Permittee has no further right to occupy the Described Lands, the Permittee shall remove all improvements, personal property, or other assets of the Permittee on the Described Lands including any signs or notices posted by the Permittee, at its sole cost and expense. The Permittee shall leave the Described Lands in a clean and safe condition, restored to its original state prior to the use of the Described Lands by the Permittee. The Permittee shall also promptly deliver to the Ministry a completed occupier's self-reporting form and accompanying photographs of the Described Lands evidencing the completion of such obligations. Any improvements, property or assets remaining on the Described Lands following expiry or termination of this Land Use Permit may be disposed of by the Ministry at the expense of the Permittee or, at the option of the Ministry, may be retained by the Ministry as the property of the Crown without compensation to the Permittee. If the Permittee fails to leave the Described Lands in a clean and safe condition, restored to its original state, the Ministry may undertake such work as is necessary to restore the lands to the required condition, and the cost of doing so is a debt due the Crown by the Permittee and may be recovered by the Ministry.
25. The Permittee shall keep a copy of this Land Use Permit available at all times while on the Described Lands and shall produce it on demand to any Ministry official.

MINISTRY OF NATURAL RESOURCES



Name: Christian Carl
Title: District Supervisor

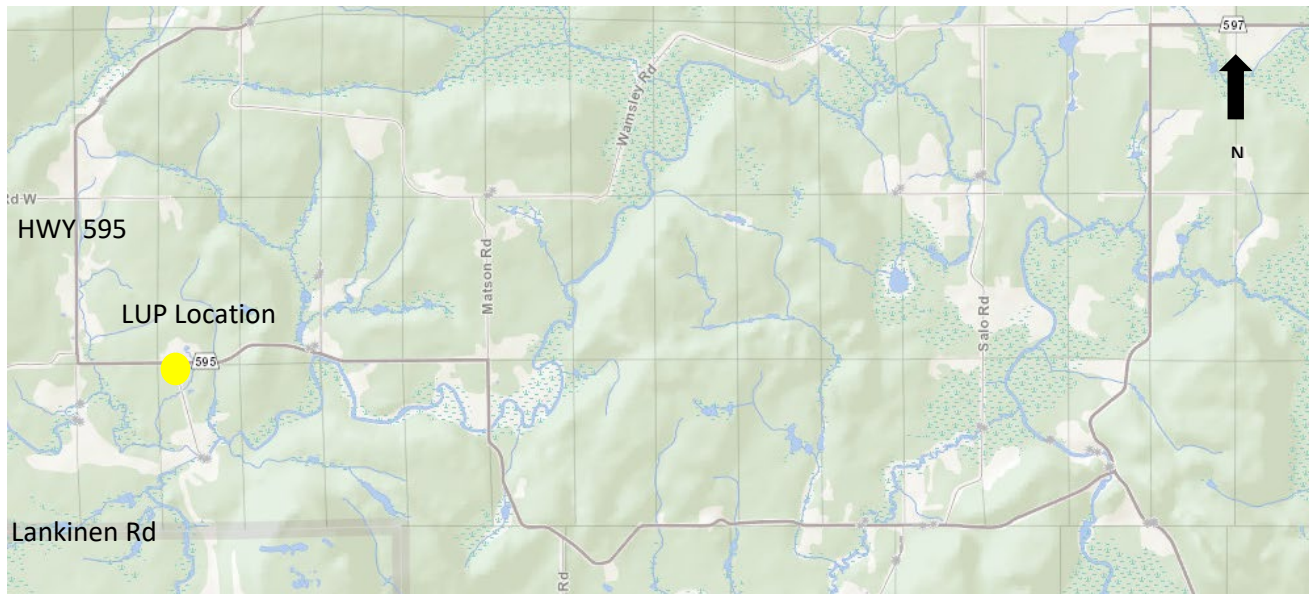
Under Delegated Authority



SITE SKETCH- Sites authorized under the PLA

LAND USE PERMIT NUMBER: THBI-2024-PLA-07631

GENERAL LOCATION



DETAILED SITE SKETCH



UTM: 16U E 296999 N 5339038

<p>APPROVED LAND USE: Fire Hall</p> <p>AREA (ha): 0.55</p> <p>BOUNDARIES MARKED ON GROUND: NO</p> <p>PRELIMINARY SKETCH BY: A.Ramsay</p> <p>DATE: June 8, 2024</p> <p>TENANT: Neebing Fire Department</p> <p>ADDRESS: 4766 Hwy 61, Neebing ON P7L0B5</p> <p>REMARKS: All improvements to be kept within boundaries of the permitted area.</p>	<p align="center">MINISTRY OF NATURAL RESOURCES AND FORESTRY</p> <p align="center">THUNDER BAY DISTRICT</p> <p>TOWNSHIP/AREA: Pearson, Neebing</p> <p>LOCATION DESCRIPTION: Corner of Lankinen Rd and Hwy 595</p>
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ITEM 4.4

ANNUAL INSURANCE RENEWAL

Will be distributed before the December 18 meeting

**The Corporation of the Municipality of Neebing
Administrative Report**

Date: December 13, 2024 (For Meeting on December 21, 2024)

To: Mayor and Council

Subject: VFIS Insurance Renewal for Neebing Emergency Services Volunteers

Submitted by: Laura Jones, Deputy Clerk-Treasurer

RECOMMENDATION:

Administration recommends renewal of the VFIS insurance policy for calendar 2025.

BACKGROUND:

Council has purchased this insurance on an annual basis for the past several years. This additional insurance covers fire fighters in circumstances where WSIB would not provide coverage. It has been confirmed as well, that it would cover our volunteer fire fighters if they went to the United States to assist in firefighting and/or first response in emergency circumstances under the cross-border mutual assistance agreement.

Attachment One to this Report is the renewal letter.

DISCUSSION:

The price for the VFIS fire fighter coverage has remained the same from 2023 and 2024 at 8,966.

The VFIS premium is made up of two components, on-duty coverage and 24-hour coverage. The on-duty coverage is a flat rate of \$5,601.00 (which has remained unchanged over the past several years) and the 24-hour coverage is \$73/member for 37 members which totals \$2,701.00.

The number of members is being confirmed with the Fire Chief prior to confirming the renewal.

The total invoice for 2025 coverage, including HST, is \$8,96616.

VFIS offers additional options, if Council wishes to increase coverage in a particular area. Information relating to these options is outlined in attachment one of this report.

ATTACHMENTS: One: Renewal Letter

AVAILABLE UPON REQUEST: Invoice, past reports, etc.

ATTACHMENT ONE: Renewal Letter



Mark Shruiff, Fire Chief
Neebing Fire Department
4766 Hwy 61
Neebing, ON
P7L 0B5

December 4, 2024

3RE: VFIS Renewal January 1, 2025 to January 1, 2026
VFP 9024037

Dear Mark,

Your January renewal has arrived!

One of the benefits of having this comprehensive policy is that we can provide a broad range of benefit levels that best fits your needs. With your renewal this year, VFIS is providing you with 2 options to consider.

Let's recap the coverage that the Fire Department presently has:

On Duty Coverage – Current Benefits

Accidental Death and Dismemberment Level	\$150,000
Current Disability 1 st 4 Weeks	\$ 500
Current Disability After 4 Weeks	\$ 1,000

The premium remains the same as last year: **\$5601**

24 Hour Coverage – Current Benefits

You also have the 24 hour coverage and again, the price remains the same for this benefit for this renewal year.

The prices remain at **\$73/member/year** and **\$132/member & family/year**.

Based on last year's roster, you had 37 members covered at \$73 each for a total of **\$2701**. Please send us an updated roster and we will adjust the invoice if needed.



Options to increase coverage for Neebing Fire Department

As in the past, VFIS offers enhancement opportunities if you would like to add the coverage to your program. We have outlined these options and the costs associated with the changes.

Option 1 – Increase the AD&D principal sum from \$150,000 to \$200,000

This would increase the On Duty premium for this renewal by **\$544** and your new On Duty premium would be **\$6145**.

Option 2 – Increase the weekly disability benefit from \$500/\$1000 to \$700/\$1000

Currently members would receive \$500/week for the 1st 4 weeks of disability and then this is increased to \$1000/week after 4 weeks.

This enhancement will increase the benefit to \$700/week for the 1st 4 weeks and then this will increase to \$1000/week after 4 weeks.

This would increase the On Duty premium for this renewal by **\$276** and if you were to implement this change only, the new On Duty premium would be **\$5877**.

Option 3 – Add 10 year Disability Benefit, plus Upgrade Dependent Benefit from \$30,000 to \$40,000 and Upgrade Cancer Benefit from \$5000 to \$7500.

This would increase the On Duty premium for this renewal by **\$560** and if you were to implement this change only, the new On Duty premium would be **\$6161**.

****If changes are made to the On Duty Benefit Levels, this may change the Off Duty Benefits Cost****

Please let us know if there are any questions.

Thank you for allowing us to be of service to you and we look forward to another year of providing VFIS services to the Neebing Fire Department.

Best Regards,

Michael L. Skube
mls Financial Services
E. & O.E.

**The Corporation of the Municipality of Neebing
Administrative Report**

Date: December 13, 2024 (For Meeting on December 18, 2024)

To: Mayor and Council

Subject: Blake Hall and Alf Olsen Rinks

Submitted by: Laura Jones, Deputy Clerk-Treasurer

RECOMMENDATION:

Council Direction is requested.

DISCUSSION:

The Substantial completion meeting for Blake Hall and Alf Olsen Rink was held November 28 with Councillor Coulson, Councillor Gardner, Laura Jones and representatives from PDR, ABLE Energy and JML in attendance.

BLAKE HALL RINK

Lighting

The lighting at Blake Hall was discussed. The current lighting on the sides of the posts are light sensitive and are set to turn on at dusk and are on a timer set to turn off at 11 PM. Councillor Coulson and Ms. Jones noted that the quantity of lighting was far in excess of what is required for a vacant facility and asked if the lights could be split so only lighting near the entrances are on all the time with a switch for turning the other lights on as required. We have not heard back from JML or ABLE Energy regarding splitting the lighting at Blake Hall.

Concrete

The facility itself is beautiful. However the cracks in the concrete slab were discussed. PDR suggested keeping an eye on the cracks and revisit in the spring. They stated the cracks are surface cracking only and do not affect the integrity of the concrete base.

Bleacher

The issue with the bleacher is that it does not allow people to walk in front of them between the boards and the bleacher, The two bottom rows are also too low to see over the boards. Councillor Coulson expressed his displeasure with the bleacher that was specified by JML. He stated it is too low and too wide for the intended purpose. JML did not provide feedback.

The Bleacher has been moved a few times, and can be lowered for the winter to be used. It was briefly stuck in ice when the water placed on the rink surface ran outside the rink

Outhouse

The location of the rink shack and the outhouse was discussed.

- Skate Shack: It was thought that if the supports at the end of the rink could be altered to allow someone to walk under them, and if the skate shack slid back a bit, then people could walk out of the skate shake along a rubber matt over the concrete to the ice surface. JML was asked to provide a quote for the engineering to determine if moving the supports was feasible. We have not heard back from JML
- The Outhouse was tucked under the rink roof to prevent snow from collapsing the outhouse roof. This location will still allow it to be serviced by GFL.

Basket Ball Net

The Basket Ball nets that were ordered at Blake Hall were upgraded from roof mount fold up nets by PDR. They supplied the current nets at no additional charge. A fold-down design net can be problematic as the design for the fold-down was unclear, and how to raise and lower the nets was unclear. The Blake Hall rink is 50 x115 feet. A Basket Ball court is 94 feet by 50 feet, or 3x3 basket ball can be played on a 36 foot by 50 foot court. Having nets that can repositioned allow for different configurations of play.

The nets were moved out of the way along the south side of the rink for the winter, however had to moved temporarily when it was discovered that the rink had not been sealed for the application of water to create an ice surface. They should now be put back to the south corner. A concern was raised that pucks hitting the backboard of the nets could shatter the backboard. That backboard is Lexan (an acrylic designed for sports) and not glass. It should withstand impacts.

Ice Flooding

The rink did not have a seal placed under the boards and the first time it was flooded the water ran out under the boards creating ice around the rink walkway. Councillor Coulson created a temporary water barrier around the rink and flooding has continued. JML was contacted and advised us to use drywall tape to create a seal. They also supplied an owner's manual for the boards.

Completion Time

The tender that PDR signed stated completion August 31st for Blake Hall and Alf Olsen Rink, but no wording was included for penalties for non- completion. Neebing supplied some standard text we use for all tenders and JML worked that text into the tender documents without additional comments. The 2024 building season was challenging with multiple large rain event early in the summer delaying construction of the foundation. PDR advised Neebing that the lighting was on back order and asked if

another light could be substituted. JML refused as the substitute lighting would not withstand the impact from pucks.

With the Blake Hall 100th coming up, PDR was asked to work on Blake Hall as the top priority which they did, and had the rink and grounds ready with temporary loaner lighting for the Blake Hall 100th event.

Rafters and Gable Ends

The Design for Balke Hall included open rafters and gables. PDR was contacted outside of JML and asked to provide a quote to seal the gable ends and install bird-proof netting under the rafters. The material is at the Hall to complete the job, and PDR stated they could complete this work even if there was an ice surface. They are looking for an opening in their schedule to complete that work.

ALF OLSEN RINK

The Substantial Completion meeting was held on November 28th. It was noted that light switch for the rink had been placed near the entrance instead of on a pole closest to the Fire Hall.

Conditions June 26, 2024

An inspection of Alf Olsen site in late spring revealed that the ground was very soft and saturated. A lift of gravel was placed at Alf Olsen. It was packed and allowed to settle for a couple of months as that site was extremely wet. PDR also completed some extra site ditching at no additional charge.

Boards

The design of the pad was such that the rink boards and supports would not fit on the pad. JML refused to assist with design changes and PDR installed the boards and re-used the chain link end from Blake Hall Rink for the Alf Olsen Rink. They created bracing for the boards that sit around the concrete pad.

Lighting

Councillor Coulson expressed displeasure at the lighting that was installed. He noted that it is so high that changing lights would be problematic. He also noted that it was too much lighting for that site. JML said the lighting was engineered to play hockey. It was noted that there are no instructions to alter the timer switch. Able Energy stated they would request a manual, but a manual has not arrived.

Concluding Comments

Concerns were expressed to Council about these projects, and this report has been prepared to stimulate discussion regarding the project.

ATTACHMENTS: None

AVAILABLE UPON REQUEST: JML site inspection reports, copies of tender documents, email correspondence.

**Ministry of
Municipal Affairs
and Housing**

Office of the Minister

777 Bay Street, 17th Floor
Toronto ON M7A 2J3
Tel.: 416 585-7000

**Ministère des
Affaires municipales
et du Logement**

Bureau du ministre

777, rue Bay, 17^e étage
Toronto (Ontario) M7A 2J3
Tél. : 416 585-7000



234-2024-5801

December 12, 2024

Dear Head of Council,

I am pleased to inform you of the introduction of the proposed Municipal Accountability Act, 2024 on December 12, 2024, which, if passed, would make changes to the *Municipal Act, 2001* and *City of Toronto Act, 2006* to strengthen the municipal code of conduct and integrity commissioner framework.

I appreciate the valuable feedback we have received from municipalities and share your commitment to safe and respectful workplaces. The proposed changes, if passed, would:

- enable the creation of a standard municipal code of conduct and standard municipal integrity commissioner investigation processes to help ensure consistency across all Ontario municipalities;
- create a role for the Integrity Commissioner of Ontario in municipal code of conduct and integrity commissioner matters, including providing training to municipal integrity commissioners; and
- establish a mechanism to remove and disqualify members of council and certain local boards for a period of four years for the most serious code of conduct violations following a recommendation from the local integrity commissioner, a concurring report from the Integrity Commissioner of Ontario, and a unanimous vote of council.

In the coming months, I will want to hear your feedback on the Bill as well as other matters regarding local accountability regimes. I look forward to seeing many of you at the upcoming Rural Ontario Municipal Association conference, where we will have the opportunity to discuss these changes and other matters of importance to your communities.

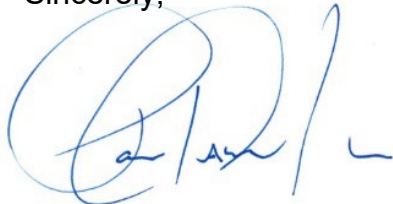
If passed, important work to develop the regulations to support this new framework would lie ahead, and I remain committed to engaging with you throughout that process. Our intention is to have these changes in effect for the new term of councils beginning in Fall 2026 to ensure there is adequate opportunity for local implementation.

-2-

For more information on these amendments, please see the [news release](#). To share your comments on the proposed legislation, please see a posting on the [Regulatory Registry](#) that will be open for comments for 60 days.

If you have any questions regarding these new provisions, please contact your local [Municipal Services Office](#) with the Ministry of Municipal Affairs and Housing.

Sincerely,



Hon. Paul Calandra
Minister of Municipal Affairs and Housing

c: Jessica Lippert, Chief of Staff
Owen Macri, Deputy Chief of Staff
Martha Greenberg, Deputy Minister
Caspar Hall, Assistant Deputy Minister, Local Government Division
Sean Fraser, Assistant Deputy Minister, Municipal Services Division
Municipal Clerks and CAOs

Proposed amendments to the Municipal Act, 2001, and the City of Toronto Act, 2006 to standardize and strengthen the municipal code of conduct and integrity commissioner framework

Regulation Number(s):

N/A

Instrument Type:

Act

Bill or Act:

Municipal Act, 2001, and the City of Toronto Act, 2006

Summary of Proposal:

The Municipal Act, 2001 and City of Toronto Act, 2006 require municipalities to establish codes of conduct that apply to members of council and certain local boards.

The Ministry of Municipal Affairs and Housing (the Ministry) is proposing to amend the Municipal Act, 2001 and City of Toronto Act, 2006 to strengthen the municipal code of conduct and integrity commissioner framework based on recommendations provided by the Integrity Commissioner of Ontario and strengthen the penalty framework for serious code of conduct violations.

Specifically, the Ministry is proposing legislative amendments to:

1. Enable the creation of one standardized code of conduct for all municipalities, that would also include training requirements for members of council and certain local boards.
2. Enable the creation of standardized investigation processes for municipal integrity commissioners (i.e., including complaint procedures, timelines, reporting requirements and authority to dismiss frivolous and vexatious complaints).
3. Create a role for the Integrity Commissioner of Ontario to:
 - A) Provide training to municipal integrity commissioners regarding the standard municipal code of conduct and related processes and inform the municipality on whether the training has been completed.
 - B) Provide advice to municipalities regarding the independence of a person who may be appointed as the municipal integrity commissioner.
 - C) Conduct inquiries upon the municipal integrity commissioner's recommendation that a member be considered for removal from office (see below).
4. Create a mechanism for municipal councils to remove from office and disqualify for four years members of council and certain local boards for certain serious violations of the code of conduct upon:
 - A) the recommendation of the municipal integrity commissioner;
 - B) A concurring recommendation from the Integrity Commissioner of Ontario; and
 - C) a unanimous vote of the council with all members whose absence is not authorized by council and who do not have a conflict of interest.

The legislation would provide that the municipal integrity commissioners and the Integrity Commissioner of Ontario would only be able to consider and recommend removal and disqualification, if they determine that ALL four of the following criteria are met:

1. The member has contravened the code of conduct;
2. The contravention is of a serious nature;
3. The member's conduct that is the subject of the inquiry has resulted in harm to the health, safety or well-being of persons; and
4. The existing penalties are insufficient to address the contravention or ensure that the contravention is not repeated.

The legislation would provide that when conducting an inquiry, the Integrity Commissioner of Ontario may also consider, among other matters, whether the contravention negatively impacts public confidence in the ability of the:

1. Member to discharge their duties; and
2. Council or local board to fulfil its role, including by meeting its statutory obligations.

Following completion of an inquiry, the Integrity Commissioner of Ontario would:

- If the Integrity Commissioner of Ontario determines that the criteria for removal have been met, make a report to council recommending that the member be removed from office; or
- If the Integrity Commissioner of Ontario determines that the criteria for removal have not been met, refer the matter back to the integrity commissioner.

The proposed amendments would provide that all members of the municipal council would be required to vote in favour of the Integrity Commissioner of Ontario's recommendation in order to remove a member.

Only the member(s) who is/are the subject of the Integrity Commissioner of Ontario report, members with approved absences or members who have a conflict of interest would be exempt from the vote.

The proposed amendments would provide that if the Integrity Commissioner of Ontario recommends removal of a member from office but all of council does not vote unanimously in favour of this recommendation, then no penalty would be applied, and council could not impose other penalties.

The proposed amendments would provide that, if the Integrity Commissioner of Ontario refers the matter back to the municipal integrity commissioner, the municipal integrity commissioner may continue the local process and consider whether to recommend a reprimand or suspension of pay. The municipal council or local board could then impose either of those penalties.

The proposed amendments would limit the ability of the integrity commissioner to submit a recommendation to the Integrity Commissioner of Ontario after the sixth anniversary of the contravention and between nomination day and voting day during a regular municipal election year.

The Integrity Commissioner of Ontario would be able to restart the inquiry only if the integrity commissioner makes a request within six weeks of voting day.

4.7-4

It is proposed that any changes to the code of conduct and integrity commissioner framework come into force in November 2026 in order to provide time to develop associated regulations, training and guidance materials and to align with the start of the next municipal term of office.

As part of this proposal, the Ministry of Municipal Affairs and Housing will consult with the municipal sector and the Integrity Commissioner of Ontario on:

1. The development of supporting regulations (e.g., standard code of conduct and municipal integrity commissioner processes).
2. How to improve access to municipal integrity commissioner services in small, rural and northern municipalities, including whether there is a role for the Integrity Commissioner of Ontario to provide integrity commissioner services in certain municipalities.
3. Whether limitations need to be set up to help maintain municipal integrity commissioner independence (e.g., limit being employed in another capacity at a municipality).
4. Requirements related to annual financial disclosures for members of council.

The proposed amendments would also provide confidentiality requirements for Integrity Commissioner of Ontario, exceptions from these requirements, and the applicability of the Freedom of Information and Protection of Privacy Act.

Analysis of Regulatory Impact:



The proposal would enable the creation of a standardized municipal code of conduct and integrity commissioner framework that would promote safer municipal workplaces for all 444 municipalities in Ontario. The impacts of the proposal are contingent on local circumstances (i.e., code of conduct complaints), and no direct cost impacts are anticipated.

No increased ongoing costs to municipalities are anticipated.

Indirect costs to municipalities may include time required for municipal councils and certain local boards as well as the municipal integrity commissioners to learn about and implement a standardized code of conduct, investigative processes and the changes allowing removal and disqualification from office of a member who has been found to have violated the code of conduct.

Benefits to municipalities and municipal integrity commissioners would include having access to Integrity Commissioner of Ontario advice and training about the code of conduct framework. Standard code of conduct and investigation processes may further reduce costs and burden to municipalities through consistent application of the framework throughout the province, including consistent training requirements province-wide.

Further Information:

-  Municipal Act, 2021
-  City of Toronto Act, 2006

Proposal Number:

24-MMAH025

Posting Date:

December 12, 2024

Comments Due Date:

February 10, 2025

Contact Address:

Ministry of Municipal Affairs and Housing
Local Government Policy Branch
777 Bay St., 13th Floor
Toronto, ON, M7A 2J3

[Comment on this proposal via email](#)

|

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From: AMO Policy <policy@amo.on.ca>
Sent: Thursday, December 12, 2024 4:38 PM
To: Erika Kromm
Subject: AMO Policy Update – Municipal Codes of Conduct Legislation



AMO Policy Update – Municipal Codes of Conduct Legislation

As the most trusted and transparent level of government, accountability is a core value of the municipal sector. For years, municipalities have called on the province for better tools to codify and enforce higher standards of accountability for elected officials. These tools are needed to reinforce the accountability of the municipal sector and to support a safe and respectful work environment for members of council and for municipal staff.

Legislation was promised three years ago following an extensive public consultation process that concluded in fall 2021. If passed and once regulations are finalized, this legislation will largely deliver on that promise by:

- enabling standardization of municipal codes of conduct and integrity commissioner investigation processes;
- creating a role for the Integrity Commissioner of Ontario in municipal codes of conduct and integrity commissioner matters; and
- establishing a mechanism to remove and disqualify from office members of council and certain local boards for the most serious violations.

AMO welcomes this legislation that responds to what municipalities' have consistently requested. AMO will review the details in the bill and engage fully in the legislative process during the next legislative session. Members should

be aware that the bill will not become law if the Premier calls an election before the bill passes.

“Municipal councils in Ontario have asked for legislation that holds elected officials to a higher standard of accountability. If passed, this bill would deliver on ensuring that, as members of council, we are living up to the trust that residents put in us. We commend Minister Calandra for getting to this point.”
– Robin Jones, AMO President and Mayor of Westport

“Municipal government is the most trusted, open and transparent order of government. This bill, if passed, will help municipal councils fulfil their commitment a higher standard of accountability, and to address situations of serious misconduct when they arise.” – Brian Rosborough, AMO Executive Director

*Disclaimer: The Association of Municipalities of Ontario (AMO) is unable to provide any warranty regarding the accuracy or completeness of third-party submissions. Distribution of these items does not imply an endorsement of the views, information or services mentioned.

Association of Municipalities of Ontario

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From: AMCTO | The Municipal Experts <amcto@amcto.com>
Sent: Friday, December 13, 2024 10:08 AM
To: Erika Kromm
Subject: Advocacy Update: Province Proposes Changes to Municipal Code of Conduct Regime

Updates on our advocacy initiatives

View this email [in your browser](#).



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Advocacy Update

Learn more about our work as we advocate on behalf of AMCTO members

December 13, 2024

Advocacy Update: Province Proposes Changes to Municipal Code of Conduct Regime

Yesterday, Minister Paul Calandra introduced *Bill 241, Municipal Accountability Act, 2024* to strengthen municipal governance and accountability. The bill would amend the *Municipal Act* and *City of Toronto Act* establishing a new, standardized municipal code of conduct and integrity commissioner framework.

Members will recall in 2021, the Province undertook consultations to strengthen municipal codes of conduct following several high-profile workplace violence investigations against sitting councillors, such as at the City of Ottawa with then-Councillor, Rick Chiarelli. However, the

Province delayed action despite increasing pressures from municipal associations, municipal councils and advocacy group, [Women of Ontario Say No](#).

Within [our submission](#) to the consultation, we provided 11 recommendations to improve the current political accountability framework, including a broader range of penalties to manage egregious council member conduct and additional code standards developed in consultation with the sector.

On the final day of the legislative session before recessing until March 3, 2025, the Province put forward this legislation. If passed, the bill and forthcoming regulations would, among other things:

- Standardize both the municipal code of conduct with mandatory training for members, as well as integrity commissioner investigation processes including reporting requirements.
- Establish a role for the Integrity Commissioner (IC) of Ontario in municipal code of conduct and integrity commissioner matters, such as advising on IC appointments, training local commissioners and conducting inquiries.
- Introduce a mechanism for members of council and certain local boards to be removed and disqualified for four years for serious code violations.

The bill also points to the Integrity Commissioner of Ontario (and anyone under their instruction) maintaining confidentiality in all matters with exceptions for disclosure of information. A new framework, which would include accompanying regulations, would be in place for the next term of council in 2026.

At first glance, the bill addresses some of our concerns and allows for our recommendations related to code standards and training, among others. We appreciate the Province's response to these recommendations. However, there may be duplication in the need for inquiries, with Integrity Commissioners continuing to serve largely in an advisory capacity, leaving the ultimate decision-making with local councils. Other than recommending removal in the most serious of cases, which must meet four specified criteria, penalties and/or sanctions remain limited. Moreover, the process maintains a lack of independent oversight and may in fact, lead to inconsistency in accountability across municipalities.

The bill has been referred to Standing Committee on Heritage, Infrastructure and Cultural Policy, with the legislature on winter break. In the meantime, we will further review the proposed changes and impacts to our members whose workplace environment could be affected. It is our belief that our members and municipal staff should also be consulted on these matters and involved in terms of implementation. Stay tuned for further analysis to come.

Should you wish to provide feedback on the bill, a corresponding registry posting is available for comment until **February 10, 2025**: [Proposed amendments to the Municipal Act, 2001, and the City of Toronto Act, 2006 to standardize and strengthen the municipal code of conduct and integrity commissioner framework](#).

Members are also welcome to submit their comments and/or a copy of their organization's formal response to the registry posting to our [policy and government relations team](#).



AMCTO | The Municipal Experts

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Treasury Board Secretariat

Emergency Management Ontario

25 Morton Shulman Avenue
Toronto ON M3M 0B1Tel: 416-327-2333
Fax: 416-327-3790**Secrétariat du conseil du trésor**

gestion des situations d'urgence

25, avenue Morton Shulman
Toronto ON M3M 0B1Tél. : 416-327-2333
Télééc. : 416-327-3790

DATE: December 9, 2024

MEMORANDUM TO: Emergency Management Partners

FROM: Bernie Derible
Deputy Minister and Commissioner of Emergency
Management
Emergency Management Ontario

SUBJECT: **Proposed Amendments to Modernize the
*Emergency Management and Civil Protection Act***

I am pleased to share an update on an important milestone in modernizing emergency management in the province.

On December 9, 2024, the government [introduced Bill 238, the Emergency Management Modernization Act, 2024](#). This bill proposes amendments to modernize the *Emergency Management and Civil Protection Act* (EMCPA).

The EMCPA is Ontario's legislative framework for emergency management. The EMCPA and its regulations have not been comprehensively updated in more than 15 years. With an increasingly complex emergency management landscape, it is more important than ever to ensure that Ontario is safe, practiced and prepared.

Proposed Amendments to the EMCPA

If passed, the proposed amendments to the EMCPA would strengthen provincial leadership and co-ordination of emergency management. It would also support enhanced community capacity in emergency management to ensure Ontario is ready for the challenges of today and the future.

Proposed amendments to the EMCPA if passed, would:

- Support a unified understanding of emergency management across Ontario.
- Strengthen provincial leadership and co-ordination by facilitating the role of Emergency Management Ontario as the one window for co-ordinating provincial emergency management activities.

- Strengthen planning and co-ordination with emergency management partners, including by outlining the ability to enter into agreements and liaise with public and private sector partners, including municipalities, Indigenous communities and other governments.
- Support municipal emergency management by enabling regulations to allow flexibility for municipal emergency management programs based on needs and capacity, as well as clarify processes for municipal declarations of emergency and requests for assistance.
- Enable a future emergency management program and plan requirements to be established for designated entities that provide or operate critical infrastructure, subject to further engagement with partners, to support continuity of services and operations.

Partner and Stakeholder Feedback

The proposed amendments to the EMCPA are informed by feedback from partners, best practices in emergency management and lessons learned from past emergencies. Over the summer of 2024, Emergency Management Ontario directly engaged over 480 partners and stakeholders through 45 engagements and received 90 written submissions on the [publicly posted discussion guide](#). I would like to express my sincere gratitude for the valuable feedback received.

Emergency Management Ontario is committed to ongoing engagement with our partners and the people of Ontario to ensure we are effectively supporting our collective vision of a safe, practiced and prepared Ontario. The proposed amendments are posted on the [Ontario Regulatory Registry and the Environmental Registry of Ontario](#) for review and feedback.

Phased Implementation Approach

If passed, Emergency Management Ontario would continue to engage partners throughout the phased implementation of proposed amendments and to support regulatory development. This would include ongoing support and guidance on what would be needed to implement required emergency management programs and plans.

If you have any questions, please contact the Emergency Management Policy and Governance Branch at EMOPolicy@ontario.ca.

Thank you again for your valued partnership as we work together to ensure the safety and wellbeing of communities across Ontario.

Best always,



Bernie Derible
Deputy Minister and Commissioner of Emergency Management
Emergency Management Ontario in Treasury Board Secretariat

Cc:

Eric Everett, Assistant Deputy Minister, Emergency Management Strategy, Monitoring and Intelligence Division, Emergency Management Ontario, Treasury Board Secretariat

Heather Levecque, Assistant Deputy Minister, Emergency Management Operations Division, Emergency Management Ontario, Treasury Board Secretariat

Lisa Priest, Assistant Deputy Minister, Emergency Management Preparedness, Programs and Planning Division, Emergency Management Ontario, Treasury Board Secretariat

Michelle Astill, Director, Emergency Management Policy and Governance Branch, Emergency Management Strategy, Monitoring and Intelligence Division, Emergency Management Ontario, Treasury Board Secretariat

From: Nisreen Rawdah <nisreen@ivycharge.com>
Sent: Monday, December 9, 2024 10:53 AM
To: Erika Kromm
Cc: Salman Esmail
Subject: Last Week's Meeting with Ivy
Attachments: IvyHome-Postcard-General-2024-Digital (1).pdf

Hi Erika,

I hope you had a great weekend. I was off sick the majority of last week — my apologies for the delayed follow up. Tis the season!

I appreciated the time you spent with us on the call and your openness to explore options more suitable for smaller communities.

Here is a recap of our discussion:

Ivy Home Charging Program Proposal:

Rather than spending a great deal of public funds on public charging infrastructure, why not incentivize residents of your community with subsidies for HOME charging solutions for their personal vehicles. This is more cost effective as it's targeted spending that supports EV drivers or those intending on making the switch.

Ivy can provide hardware and you can either award the installation work to a local contractor OR we can also provide the installation services (see below for more details).

Residents who participate in the program can buy the units directly from Ivy (we ship) and they can receive a rebate from City Hall.

Your team can determine the amount of the subsidy or rebate to provide to participating residents. I think people will appreciate it - and it's an easy win for council.

Going green the easy way 😊

Company Background: Ivy Charging Network is one of Ontario's most connected public charging networks. Owned by OPG and Hydro One, Ivy has a unique vantage point in clean energy. We have worked with an assortment of site hosts to deliver a suite of turn-key solutions and great customer experiences. Ivy is an exclusive charging partner of all ONroute locations (20) with nearly 200 public chargers in Ontario.

Ivy Home Solution: There is plenty of information about the Ivy Home solution on our [website](#), and I've included an Ivy Home digital postcard for your reference / easy sharing. (MSRP: \$699 + HST)

Notable features of Ivy Home:

- **Made in Ontario.** Named 2023's best at-home charger for EVs by the NY Times.
- **Compatibility with all EV Models.**
- **3-year warranty.**
- **ESA-certified home installation.**
- **One app** for charging at home and at Ivy public charging sites.

Thank you,

Nisreen Rawdah

Business Development Lead



nisreen@ivycharge.com

416.577.7047

ivycharge.com

Schedule a meeting with me via [Calendly](#).



Charge into adventure from home.

Discover Ivy's all-inclusive
home charging solution.

The Ivy Home™

Smart EV Charger

is here.

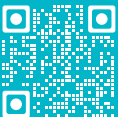
Charge at home

Powered by **Grizzl-E™**, Ivy Home is made in Ontario and designed to withstand the harshest Canadian weather conditions.

All chargers come with **ESA-certified installation**, a **3-year warranty** and ongoing **customer support** at your fingertips.

And then roam.

Explore our **level 3 fast-charging** (including ONroute locations) and **level 2 destination charging** network. Take control of your home and public charging sessions with our intuitive **mobile app**.



Scan for offers!

Order now at
ivycharge.com/home

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From: 'Boyd, Heather' via HOCP Steering Committee <steering-committee-hocp@googlegroups.com>
Sent: Monday, December 9, 2024 11:30 AM
To: HOCP Steering Committee
Cc: Novitsky, Travis (DNR)
Subject: Fw: Membership update and request for dues
Attachments: 2025 HOCP - Membership Update and Request for Dues - printable.pdf

Happy Monday!

I apologize for missing this morning's meeting however, I have to share that I am still not a fan of the HOCP mission statement.

HOCP does not build vibrant and resilient communities.

We lift up and support vibrant and resilient communities. 😊



Miigwech! (Thank You!)

Heather Boyd
Superintendent
Grand Portage National Monument



Heart of the Continent Partnership Supporting Public Lands and the Surrounding Communities

**Thank you to all who have contributed to our
Bi-National Collaboration in 2024**

The Heart of the Continent Partnership (HOCP) is a Canadian/American coalition of land managers and local stakeholders working together on cross-border projects that promote the economic, cultural and natural health of the lakes, forests and communities on the Minnesota/Ontario border

Please Donate

(Link to Backus Community Center our fiscal sponsor <https://backusab.org/donations>)

Request for 2025 Annual Dues

The Heart of the Continent Partnership works to support vibrant and resilient communities that value and protect public lands in Northeastern Minnesota and Northwestern Ontario



In February 2024 - The Heart of the Continent Gathered in Grand Portage

Evening presentations were an artist panel that talked about how their art helped to tell the stories - Timothy Cochrane, author - Stacu Lola Drouillard, author- Travis Novitsky, photographer - Sam Zimmerman, painter

Grand Portage Heritage Center hosted a meeting for the HOCP Steering Committee that included representatives from some of our collaborating agencies:

Superior National Forest - Voyageurs National Park - Quetico Provincial Park - Grand Portage National Monument - Neebing Economic Development - Lakehead University - National Parks of Lake Superior Foundation - Grand Portage State Park - Isle Royale National Park - Fort William Historical Park

The next day at **Grand Portage Resort & Casino** we had back-to-back presentations, starting with a welcome message from April McCormick from The Grand Portage Band followed by some Grand Portage history with Travis and Rick Novitsky. Other presentations included

- MNDNR - Jay Cooke Signage Project and Trust Building
- Indigenous Ethical Forest Burning at Grand Portage
- Building Bridges - Apostle Island National Lakeshore and Red Cliff Band of Lake Superior
- Moose Habitat Planning Project

Later the Grand Portage Band presented about the Memorandum Of Understanding with the United States Forest Service

- Managing Transboundary Lands with Dr. Brigette Leblond - Dean, Natural Resource Management Lakehead University

A late afternoon guided outing to the Spirit Tree

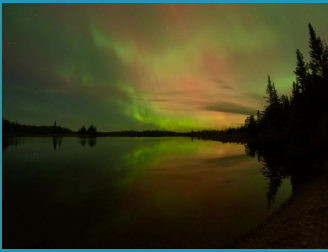
Evening films on the benefits of dark skies and our collaborating agencies that steward our designated dark sky places

More **NOTES**

It's your chance to connect!

We are gathering in 2025

Please keep in touch - we will be posting a date/location soon for a 2025 Winter Gathering



Our Dark Sky Initiative

In the Heart of the Continent there is a combined mass of protected public lands that exceed over 5.5 million acres. Combined, it is one of the largest managed green space areas in the world, with some of the darkest skies.

Three large public land agencies have received Dark Sky certifications from the International Dark Sky Association. Together Voyageurs National Park, Quetico Provincial Park and The Boundary Waters Canoe Area Wilderness of the Superior National Forest make up one of the largest protected dark sky regions in the world. To read more about our Dark Sky Initiative visit our TraveltheHeart Geotourim site and click on Preserving the Starry Skies



Our Public Lands

We have witnessed some unusual activity in the recreation and tourism industry in the past few years. Some of it has been good, but some has taken a toll on our public lands and our economy.

It has been very beneficial to have land managers from multiple agencies on both sides of the border discussing issues to help find solutions.

Our Sister Sites Arrangement is to promote national and international cooperation for mutual benefit of all of these special places. It is to enrich the experiences of the visitors and economies of surrounding communities. To read more about our Sister Sites Arrangement visit our Partnership site <https://heartofthecontinent.org>



More Opportunities for Sustainable Tourism and Recreation than Imaginable

The border lakes area of the Heart of the Continent have always been known for the world class canoeing and paddling opportunities.

We are also fortunate to have a large cross country ski community with top notch trails and downhill ski resorts. We have world class fishing, fly in camps, cycling and hiking trails. There is an avid dog sledding community, both commercial and competitive.

Sharing ideas and expanding recreation and tourism partnerships help to identify ways we can work together across boundaries, providing sustainable recreation and tourism now and into the future.

Bike the Heart is one example. Visit TraveltheHeart to learn more





Our Bi-National Intertwined History

The canoe routes west of Lake Superior have been the highways of trade long before borders. Before the Europeans, there is evidence of trade through the border lakes - flint, copper, shell beads, and pottery have all been found. During the fur trade, the Indigenous trades continued. The defined border created a story of new historical trade routes and the building of Fort William.

Our story has had hurdles, but trade across our borders continue to flourish. It has been said that if the Great Lakes Region was a country, it would have the 3rd largest economy in the world. Our individual needs throughout the Heart of the Continent region are highly reliant on each other for collective successes.

Together, through our shared initiatives and integrated conversation, we can make this region stronger and more sustainable.



Our Geotourism Initiative

National Geographic has worked with partners to develop Geotourism WebSite MapGuides in several regions around the United States and the world, including The Heart of the Continent.

The purpose is to capture what is unique about our history, cultural and natural landmarks; events, attractions and activities; businesses; trails; artists, artisans and storytellers as well as local legends.

This project helps to promote a region-wide vision to ensure sustainability of this interconnected ecosystem, and helps tell the story of the region through the voices of the people who live there. It's FREE

Over 700 landing pages have been created.
<https://traveltheheart.org/>



Sharing Local Knowledge, Science Research

Our goal is improving understanding of natural and cultural resources across the Heart of the Continent. We do this by raising awareness of threats and management challenges to the preservation of those resources, and promoting collaboration among scientists, managers, and other partners across political, cultural, and administrative boundaries. All this so that resources can be better managed in a landscape context.

Heart of the Continent Partnership continues to strengthen partnerships to support natural and cultural resources across the regional landscape. More information on our 2016 and 2019 science symposiums can be found by clicking on photo above. Our latest gathering notes can also be found here on our Partnership Website

Your annual support has made a huge difference in helping HOCP continue its mission to sustain and celebrate this wonderful cross-border region through collaboration. Heart of the Continent believes that today, more than ever, partnerships are important as we work together to promote each other for sustainable economic success.

Together we can create and maintain strong relationships and partnerships that share in knowledge and prosperity. Our partnership with National Geographic MapGuide Division—the Geotourism Initiative—continues to help brand our area as a world-class

Public-private partnerships are vital for improving stakeholder relations, marketing, and maintaining long-term sustainability. Heart of the Continent Partnership includes stakeholders from government, private industry, tourism, local communities, non-profit clubs, organizations, and citizens. We feel partnerships for sustainable economic growth and recreation are an essential tool to improve our gateway communities and celebrate our neighbouring public lands. Our work has long-term, deeply-rooted benefits for protecting the area we live in, and the livelihood of our communities.

We strive for a diverse leadership with sometimes opposing views but with a common goal: to support vibrant and resilient communities that value and protect public lands in northeastern Minnesota and northwestern Ontario.

You can contribute now online to Backus Community Center (our fiscal sponsor in International Falls) by following the link below. <https://backusab.org/donations>

Annual Dues Levels:

Supporting Partner: \$1000 - \$5000 per year

Sustaining Partner: \$500 - \$999 per year

Associate Partner: \$100 - \$499 per year

Participating Partner: \$10 - \$99 per year

Cheques can be written and sent to:

In Canada

Atikokan Economic Development Corporation

Attn/Memo HOCP Membership dues

Box 218, 214 Main St W. Atikokan, ON CANADA P0T 1C0

In the U.S.

Backus Community Center

Memo line - HOCP Membership Dues

900 Fifth Street, International Falls, MN 56649

PLEASE DONATE

(Link to Backus Community Center our fiscal sponsor)

Thank you so much for your Voluntary Annual Dues

Thank you for participating and supporting our work and the Heart of the Continent Partnership. Please give us a call if you have questions or concerns or would like to be more involved with our projects:

Tonia (Chair) -1-218-464-2941 or Chris (Coordinator) 1-807-598-1074.

Sincerely,

Tonia Kittelson

Tonia Kittelson – Chair, Heart of the Continent Partnership

Thank you for your continued support

THE CORPORATION OF THE MUNICIPALITY OF NEEBING

BY-LAW NUMBER 2024-055

Being a By-law to regulate parking on municipal properties aside from public highways.

Recitals:

WHEREAS Subsection 10(1) of the Municipal Act, 2001, S.O. 2001, c. 25, as amended (“the Act”), provides municipalities the power to provide any service that the municipality considers necessary or desirable for the public.

AND WHEREAS Subsection 10(2) of the Act grants broad powers to municipalities to pass by-laws regarding, among other matters, the municipality’s public assets, the health and safety of people, and any services that the municipality is authorized to provide.

AND WHEREAS Section 100 of the Act grants municipalities the authority to regulate parking on any lands within its boundaries if signs are erected at each entrance.

AND WHEREAS Section 101 of the Act grants municipalities the authority to remove and impound vehicles violating by-law requirements for permission to park on municipal lands.

AND WHEREAS the Municipality of Neebing owns multiple properties with parking lots that are available for use by the public.

AND WHEREAS Council considers it appropriate to pass a by-law to regulate parking on municipal properties aside from public highways.

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE MUNICIPALITY OF NEEBING ENACTS AS FOLLOWS:

1. **Definitions:** Where the words defined in the lettered paragraphs of this Section appear in the text of this By-law with their initial letters capitalized, it is intended that they are interpreted as defined. Where a word appears in the text of this by-law without its initial letter capitalized, it is intended that it is to be interpreted as ordinarily defined in the English language.
 - a) “Act” means the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended from time to time.
 - b) “Authorized Sign” means a parking control sign erected at the entrance of a Municipal Parking Lot used by the public for parking, pursuant to this By-law.
 - c) “By-law” means this by-law, as amended from time to time, including its recitals and schedules, which form integral parts of it, unless the word is followed by a number. Where the word “by-law” is capitalized and followed by a number, the reference is to the Corporation’s by-law that possesses that number.
 - d) “Corporation” means The Corporation of the Municipality of Neebing.

- e) "Council" means the Council of the Corporation, elected in accordance with the *Municipal Elections Act, 1996*, S.O. 1996, c. 32, Sched., as amended from time to time.
- f) "Municipal Law Enforcement Officer" means a person appointed by the Corporation to enforce its by-laws, or a member of any police force with jurisdiction to enforce the Corporation's by-laws.
- g) "Municipal Parking Lots" means the parking facilities at the following locations:
 - i. Alf Olsen Memorial Park
 - ii. Along the Bluffs Park (Cloud Lake Boat Launch)
 - iii. Century Park (Blake Hall)
 - iv. Journey's Middle Park (Municipal Office)
 - v. Little Pigeon Bay Boat Launch
 - vi. Scent of the Pine Park (Memory Road Boat Launch)
 - vii. Seeker's Rest Park (Cottage Drive Boat Launch)
 - viii. Shelter Shores Park (Margaret Street Boat Launch)
 - ix. Sturgeon Bay Boat Launch
 - x. West Oliver Lake Boat Launch
- h) "Neebing" means the geographic area under the jurisdiction of the Corporation.
- i) "Parking Permit" means a permit issued by the Corporation or its designate for purposes of permitting temporary parking in Municipal Parking Lots.
- j) "Public Authority" means an order of government or an agency of an order of government.
- k) "Vehicle" means a "vehicle" as defined in the Highway Traffic Act, R.S.O. 1990, c. H.8, as amended from time to time.
- l) "Water Access Only Lot" means a property that can only be accessed by boat.

2. Parking Regulations

- a) Municipal Property:
 - (i) No person shall park or leave a vehicle on property owned or occupied by the municipality without prior written consent of the Corporation or a permit issued by the Corporation for use of Municipal Parking Lots.
 - (ii) Parking Permits required for By-law compliance will be issued by the Corporation upon application and per the fees necessary to reasonably cover the costs of regulation that it sets in its discretion from time to time.
- b) Municipal Parking Lots:
 - (i) No person shall park a Vehicle in excess of three (3) consecutive days in Municipal Parking Lots marked as such by signage without obtaining a Parking Permit from the Corporation and displaying same in the Vehicle windshield at all times.

- (ii) No person shall use Municipal Parking Lots marked as such by signage for any purpose other than the parking of a Vehicle without the consent of the municipality.
 - c) **Temporary Parking Permits:** A person may obtain a temporary Parking Permit to park at municipal boat launch Municipal Parking Lot properties marked as such by signage along Lake Superior for periods longer than three consecutive (3) days.
 - (i) Parking Permits will only be valid for the number of days indicated on the approved Parking Permit application.
 - (ii) Parking Permits must be displayed in the Vehicle windshield at all times.
 - d) **Permits for Water Access Only Lots:** Property owners of Water Access Only Lots may obtain a Parking Permit to park at municipal boat launch Municipal Parking Lot properties along Lake Superior:
 - (i) A maximum of two (2) Parking Permits will be issued per Water Access Only Lot.
 - (ii) Parking Permits will be valid until ownership of the Water Access Only Lot changes.
 - (iii) A Parking Permit holder must confirm their contact information and their authorized permittees information to the Corporation every five (5) years.
 - (iv) Parking Permits must be displayed in the Vehicle windshield at all times.
 - e) **Exemptions:** The provisions of this by-law do not apply to:
 - (i) Vehicles operated by or on behalf of the Corporation while engaging in the performance of cleaning, clearing, maintenance, repair construction or other work; or
 - (ii) Emergency vehicles as defined in the *Highway Traffic Act*.
3. **Removal, Towing or Impoundment:** Any Vehicle that is placed or parked in contravention of this By-law may be towed away and impounded by the Corporation. The provisions of the Repair and Storage Liens Act, R.S.O. 1990, c. R.25, as amended from time to time, apply to the impoundment and recovery of the Vehicle.
4. **Penalties and Enforcement:**
- a) **Enforcement:** This By-law may be enforced by a Municipal Law Enforcement Officer, who may arrange for any Vehicle parked in violation of this By-law to be removed and impounded at the owner's expense, which may be charged as taxes.
 - b) **Interference:** No person shall interfere with a Municipal Law Enforcement Officer who is carrying out his or her duties in enforcing this By-law.
 - c) **Orders:** The Corporation may issue an Order to discontinue violation of this By-law and any failure to comply with the Order is a violation of this By-law.
 - d) **Offences & Penalties:** Any person contravening the provisions of this By-law is guilty of an offence, and, upon conviction, is liable to a penalty as provided by the *Provincial Offences Act*, R.S.O. 1990, c. P.33, as amended from time to time.

5. **Repeal:** By-laws 293-1993 and 848-2010 are repealed.

6. **Effective Date:** This By-law shall take effect on the date that it is passed by the Council.

ENACTED AND PASSED IN COUNCIL this 20th day of December, 2024, as witnessed by the corporate seal of the Corporation and the hands of its proper Officers duly authorized in that behalf.

**THE CORPORATION OF THE MUNICIPALITY OF
NEEBING**

Mayor

Clerk-Treasurer

**The Corporation of the Municipality of Neebing
Part 1 Provincial Offences Act
By-Law 2024-055 – To Regulate Parking on Municipal Property**

Item	Column 1 Short Form Wording	Column 2 Provision Creating or Defining Offence	Column 3 Set Fine
1	Parking on Municipal Property without consent or a permit	Section 2(a)(i)	\$50.00
2	Parking in a Municipal Parking Lot in excess of three (3) consecutive days	Section 2(b)(i)	\$50.00
3	Using a Municipal Parking Lot for any other purpose other than parking a vehicle	Section 2(b)(ii)	\$50.00

Note: The penalty provision for the offences indicated above is Section 4 of By-law No. 2024-055, a certified copy of which has been filed.

THE CORPORATION OF THE MUNICIPALITY OF NEEBING

BY-LAW NUMBER 2024-057

Being a By-law to Adopt Updated Accessibility Policies and a new, Multi-Year Accessibility Plan (2024-2028).

Recitals:

1. Under Ontario's Accessibility for Ontarians with Disabilities Act, all public sector organizations must:
 - Develop statements of commitment to accessibility and make them publicly available;
 - Create written accessibility policies and make them publicly available; and
 - Create written multi-year accessibility plans, update them at least once every five years and post them on their websites, if they have one.
2. Neebing has complied with this legislation, and continues to do so.
3. Council considers it appropriate to adopt a refreshed Accessibility Policy (including its statement of commitment) and new Multi-Year Accessibility Plan for 2024-2028.

ACCORDINGLY, the Council of The Corporation of the Municipality of Neebing ENACTS AS FOLLOWS:

1. Council approves the Accessibility Policy Customer Services Standard appended to this By-law as "Schedule A".
2. Council approves the Accessibility Policy Integrated-Accessibility-Standards appended to this By-law as "Schedule B".
3. Council approves the Multi-Year Accessibility Policy (2024-2028), which contains Neebing's Statement of Commitment, appended to this By-law as "Schedule C".
4. By-law 2029-051 is repealed.

5. This By-law shall come into force and take effect on the date that it is enacted.

ENACTED AND PASSED IN COUNCIL this 18th day of December, 2024, as witnessed by the corporate seal of the Corporation and the hands of its proper Officers duly authorized in that behalf.

THE CORPORATION OF THE
MUNICIPALITY OF NEEBING

Mayor

Clerk-Treasurer

THE CORPORATION OF THE MUNICIPALITY OF NEEBING
ACCESSIBILITY: CUSTOMER SERVICE STANDARD POLICY

Date approved: December 18, 2024

Review Cycle:

This policy will be reviewed on an as needed basis. The Accessibility Plan will be reviewed and updated at least once every five years.

POLICY STATEMENT

The Accessibility for Ontarians with Disabilities Act (AODA), 2005 provides for the establishment of accessibility standards. Accordingly, Ontario Regulation 429/07, Accessible Standards for Customer Service, was enacted. Under this Regulation municipalities must establish policies, procedures and practices governing the provision of its goods or services to persons with disabilities. In addition, the Municipality must use all reasonable efforts to ensure that its policies, procedures and practices provide accessible customer services to people with various kinds of disabilities and that the core principles of independence, dignity, integration and equal opportunity, as defined herein, are respected.

The purpose of this Policy is to fulfil the Requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (S.O. 2005, c. 11, as amended) and regulations passed pursuant to the Act. Further, implementation of this Policy will assist the Province in making Ontario an accessible province for all Ontarians.

SCOPE

This policy applies to the provision of goods and services at premises leased, owned and operated by the Municipality of Neebing. It applies to employees, agents and/or contractors who deal with the public or other third parties that act on behalf of the

The section of this policy that addresses the use of guide dogs, service animals and service dogs only applies to the provision of goods and services that take place at premises owned and operated by the Municipality of Neebing.

DEFINITIONS:

“Agents” means a person or business providing goods or services on behalf of the Municipality of Trent Lakes through a contract or agreement.

“Assistive Device” is a technical aid, communication device or other instrument that is used to maintain or improve the functional abilities of people with disabilities. Personal assistive devices are typically devices that members of the Public, or other Stakeholders bring with them such as a wheelchair, walker or a personal oxygen tank that might assist in hearing, seeing, communicating, moving, breathing, remembering

and/or reading.

“Barrier” shall mean anything that prevents a person with a disability from fully participating in all aspects of society because of the disability. Barriers may include a physical, architectural or attitudinal barrier as well as, an information or communication barrier, technological barriers, a policy, procedure or a practice.

“Customer Service Representative” An employee, agent, volunteer or otherwise who, on behalf of the Municipality of Trent Lakes, provides or oversees the provision of Municipal goods or services to members of the public or other third parties.

“Disability” the term disability as defined by the Accessibility for Ontarians with Disabilities Act, 2005, and the Ontario Human Rights Code, refers to: any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device; a condition of mental impairment or a developmental disability; a learning disability, or dysfunction in one or more of the processes involved in understanding or using symbols or spoken language; a mental disorder; or an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

“Guide Dog” is a highly-trained working dog that has been trained at one of the facilities listed in Ontario Regulation 58 under the Blind Persons’ Rights Act, to provide mobility, safety and increased independence for people who are blind.

“Service Animal” as reflected in Ontario Regulation 429/07, an animal is a service animal for a person with a disability if: it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or if the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

“Service Dog” as reflected in Health Protection and Promotion Act, Ontario Regulation 562 a dog other than a guide dog for the blind is a service dog if: it is readily apparent to an average person that the dog functions as a service dog for a person with a medical disability; or the person who requires the dog can provide on request a letter from a physician or nurse confirming that the person requires a service dog.

Support Person” as reflected in Ontario Regulation 429/07, a support person means, in relation to a person with a disability, another person who accompanies them in order to help with communication, mobility, personal care, medical needs or access to goods and services.

POLICY

The Provision of Goods and Services to Persons with Disabilities

The Municipality of Neebing will make every reasonable effort to ensure that its policies, practices and procedures are consistent with the principles of dignity, independence, integration and equal opportunity:

- Ensuring that all members of the Public, or other Stakeholders with disabilities, receive the same value and quality;
- Allowing members of the Public, or other Stakeholders with disabilities, to do things in their own ways, and at their own pace, when accessing goods and services (as long as this does not present a safety risk);
- Using alternative methods when possible to ensure that members of the Public, or other Stakeholders with disabilities, have access to the same services, in the same place and in a similar manner;
- Taking into account individual needs when providing goods and services; and
- Communicating in a manner that takes into account members of the Public, or other Stakeholder's disability.

Assistive Devices

Persons with disabilities may use their own assistive devices as required when accessing goods or services provided by the Municipality of Neebing.

In cases where the assistive device presents a safety concern or where accessibility might be an issue, other reasonable measures will be used to ensure the access of goods and services. For example, open flames and oxygen tanks cannot be near one another. Therefore, the accommodation of a customer with an oxygen tank may involve ensuring the person is in a location that would be considered safe for both the members of the Public, or other Stakeholders. Or, where an individual requires assistive devices for the purposes of mobility, service will be provided in a location that meets the needs of the members of the Public, or other Stakeholders.

Guide Dogs, Service Animals and Service Dogs

A visitor with a disability that is accompanied by a guide dog, service animal or service dog will be allowed access to premises that are open to the public unless otherwise excluded by law. "No pet" policies do not apply to guide dogs, service animals and/or service dogs. If the service animal is excluded by law from the facility, the Municipality will make every effort to ensure that other measures are available to enable the person with a disability to obtain, use or benefit from the Municipality's goods and services.

If it is not readily apparent that the animal is being used by the members of the Public, or other Stakeholders for reasons relating to his or her disability, the Municipality of Neebing may request verification. Verification may include:

- A letter from a physician or nurse confirming that the person requires the

- animal for reasons related to the disability;
- A valid identification card signed by the Attorney General of Canada; or
- A certificate of training from a recognized guide dog or service animal training school.

If a health and safety concern presents itself, for example in the form of a severe allergy to the animal, the Municipality of Neebing will make all reasonable efforts to meet the needs of all individuals.

Support Persons

If a member of the Public, or other Stakeholders with a disability, is accompanied by a support person, the Municipality of Neebing will ensure that both persons are allowed to enter the premises together and that such a person is not prevented from having access to their support person. In the event that admission fees are charged, advanced notice concerning what admission, if any, would be charged to a support person shall be posted in a conspicuous place.

There may be times where seating and availability prevent a disabled person and a support person from sitting beside each other. In these situations, the Municipality of Neebing will make every reasonable attempt to resolve the issue. In situations where confidential information might be discussed, consent will be obtained from the member of the Public, or other Stakeholder, prior to any conversation where confidential information might be discussed.

Notice of Temporary Disruption

Service disruptions may occur due to reasons that may or may not be within the control or knowledge of the Municipality of Trent Lakes. In the event of any temporary disruptions to facilities or services, reasonable efforts will be made to provide advance notice. In some circumstances such as in the situation of unplanned temporary disruptions, advance notice may not be possible.

Notifications: In the event that a notification needs to be posted the following information will be included unless it is not readily available or known:

- Goods or services that are disrupted or unavailable;
- Reason for the disruption;
- Anticipated duration;
- A description of alternative services or options; and
- Contact information.

Feedback Process

The Municipality of Neebing shall provide members of the Public, or other Stakeholders with disabilities, with the opportunity to provide feedback on the service provided to them. The Municipality will upon request provide a copy of its policies, practices and procedures (any applicable photocopy charges will be applied).

Information about the feedback process will be readily available to all members of the Public and notice of the process will be made. A feedback link is available on the Neebing website and feedback forms along with alternate methods of providing feedback such as verbally (in person or by telephone) or written (hand-written, delivered, website or email), will be available upon request.

Submitting Feedback

Members of the Public, or other Stakeholders who wish to provide feedback on the way the Municipality of Neebing provides goods and services to people with disabilities can use the Feedback form on the website, contact us verbally, send an email, send mail or phone us. You can expect to hear back from the Municipality within five (5) business days. All feedback, including concerns or complaints, may be directed to:

Municipality of Neebing, 4766 Highway 61 Neebing, ON P7L 0B5

Phone: 807 474-5331, Email: Neebing@neebing.org

Appendix A

Accessible Customer Service Plan: Providing Goods and Services to People with Disabilities

The Municipality of Neebing is committed to excellence in serving all members of the public including people with disabilities.

Assistive devices

Members of the public with disabilities are welcome to use their own assistive devices while accessing our goods or services.

Communication

We will communicate with people with disabilities in ways that take into account their disability.

Service animals

We welcome people with disabilities and their service animals. Service animals are allowed on the parts of our premises that are open to the public.

Support persons

A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises at no charge. We will notify clients of this through a notice posted on our premises and webpage.

Notice of temporary disruption

In the event of a planned or unexpected disruption to services or facilities for members of the public with disabilities, the Municipality of Neebing will notify the public. This clearly posted notice will include information about the reason for the disruption, its anticipated length of time, and a description of alternative facilities or services, if available.

Service disruption notices will be placed on the Neebing website and/or notice will be placed on the entrance door of the Municipal Office, or at the site the service is available.

Training

The Municipality of Neebing will provide training to employees, and others who deal with the public or other third parties on our behalf. Every individual in the organization will be trained, including management. Training will be provided to staff within the first three months of hire.

Training will include:

- An overview of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the customer service standard;
- The Municipality of Neebing policy related to the customer service standard;
- How to interact and communicate with people with various types of disabilities;
- How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person;
- What to do if a person with a disability is having difficulty accessing the Municipality of Neebing goods and services.

** Staff will also be trained when/if changes are made to the plan.

Feedback Process

Visitors or other members of the public who wish to provide feedback on the way we provide goods and services to people with disabilities are welcome to contact the Municipality of Neebing and can expect to receive a response within five (5) business days.

All feedback, including concerns or complaints, may be directed to:

Municipality of Neebing: 4766 Highway 61, Neebing, ON P7L 0B5,

Phone: 807 474-5331, Email Neebing@Neebing.org

Modifications to this or other policies

Any policy of the Municipality of Neebing that does not respect and promote the dignity and independence of people with disabilities will be modified or removed to ensure our commitment to these principles.

THE CORPORATION OF THE MUNICIPALITY OF NEEBING

ACCESSIBILITY: INTEGRATED-ACCESSIBILITY-STANDARDS POLICY

Date approved: December 18, 2024

Review Cycle:

This policy will be reviewed on an as needed basis. The Accessibility Plan will be reviewed and updated at least once every five years.

POLICY STATEMENT

The Accessibility for Ontarians with Disabilities Act (AODA), 2005 provides for the establishment of accessibility standards. Accordingly, Ontario Regulation 429/07, Accessible Standards for Customer Service, was enacted. Under this Regulation municipalities must establish policies, procedures and practices governing the provision of its goods or services to persons with disabilities. In addition, the Municipality must use all reasonable efforts to ensure that its policies, procedures and practices provide accessible customer services to people with various kinds of disabilities and that the core principles of independence, dignity, integration and equal opportunity, as defined herein, are respected.

The purpose of this Policy is to fulfil the Requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (S.O. 2005, c. 11, as amended) and regulations passed pursuant to the Act. Further, implementation of this Policy will assist the Province in making Ontario an accessible province for all Ontarians.

SCOPE

This policy applies to

- All employees and volunteers
- All members of Council
- All other persons who provide goods, services or facilities to the Corporation

DEFINITIONS:

“Act” means the Accessibility for Ontarians with Disabilities Act, 2005 (S.O. 2005, c. 11, as amended). The term includes all regulations passed pursuant to that legislation.

“Clerk” means the person who holds the role of the municipal clerk, regardless of that person’s job title, under the Municipal Act, 2001 (S.O. 2001, c. 25, as amended).

“Corporation” means The Corporation of the Municipality of Neebing.

“Council” means the elected council of the Corporation in accordance with the Municipal Act, 2001 (S.O. 2001, c. 25, as amended) and the Municipal Elections Act, 1996 (S.O. 1996, c.32, Schedule, as amended).

“**Suppliers**” means persons who provide goods, services, or facilities to the Corporation.

POLICY

Statement of Commitment

The Municipality of Neebing is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

The Municipality believes in integration, and is committed to meeting the needs of people with disabilities in a timely manner. This will be accomplished by removing and preventing barriers to accessibility and by meeting the accessibility requirements under Ontario’s accessibility laws.

Integrated Accessibility Standards

In 2011, the AODA Integrated Accessibility Standards became law, enacting standards in the areas of Employment, Information, Communication, and Transportation. In accordance with this, the Municipality of Neebing will develop, maintain and document compliance with this Standard.

Multi-Year Accessibility Plan

The Municipality will develop a Multi-Year Accessibility Plan which outlines a phased in strategy to prevent and remove barriers and addresses the current and future requirements of the Act. The Multi-Year Accessibility Plan shall be available on the Municipal website.

An annual update will be provided to Council on the progress and implementation of the plan and a full review of the Multi-Year Accessibility Plan will be completed every 5 years.

Training

The Municipality of Neebing will ensure that training is provided to all Council members, employees, and other staff members on the requirements of the accessibility standards referred to in the Regulation and on the Human Rights Code as it pertains to persons with disabilities. Ongoing training will be provided to new employees as soon as practicable. If any changes are made to this policy or the requirements, additional training will be provided. The Municipality of Neebing will maintain a record of the dates when training is provided and the number of individuals to whom it was provided. Training will be provided in a way that best suits the duties of Council, employees, or other staff members.

Procuring or Acquiring Goods, Services, or Facilities

The Municipality will use accessibility criteria and features when procuring or acquiring goods, services or facilities except where not practicable to do so. If it is identified that a good, service or facility cannot meet accessible criteria an explanation will be provided if requested.

Modifications to this or Other Policies

Any policies that do not respect and promote the dignity and independence of people with disabilities will be modified and removed as necessary.

Accessible Formats and Communication Standard

The Municipality of Neebing will create, provide or arrange for accessible formats and communication supports for persons with disabilities:

- Upon request, in a timely manner that takes into account the persons' accessibility needs due to a disability;
- At a cost that is no more than the regular cost charged to other persons;
- In consultation with the person making the request to determine the suitability of an accessible format or communication support.

If the Municipality of Neebing determines that it is not technically feasible to convert the information or communications, or the technology to convert the information or communication is not readily available, that person who requires the information will be provided with:

- an explanation as to why the information or communications are not convertible; and
- a summary of the unconvertible information or communications

Emergency Information

The Municipality of Neebing will provide emergency procedures, plans or public safety information to the public in an accessible format or with appropriate communication supports, as soon as practicable, upon request. Employees are responsible for advising the Clerk-Treasurer or their Department Manager of the need for accommodation regarding Emergency Response.

If needed, an individualized Emergency Response Plan will be created for an employee with a disability. The Municipality will work directly with the individual requiring the individualized plan in order to understand and accommodate their needs. If the employee requires assistance and with the employee's consent, the workplace emergency information will be shared with the person designated by the Clerk-Treasurer to provide assistance to the employee.

The Municipality will work in collaboration with those responsible for evacuation to ensure the individual Emergency Response Plan is consistent with current practices and recorded. The individualized Emergency Response Plan shall be reviewed on an annual basis or when an employee moves to a different location in the organization.

The employee's personal information will be kept confidential unless the health and safety of the employee or other employees is at risk.

Website Accessibility

The Municipality shall make the municipal website and web content conform to the Web Content Accessibility Guidelines (WCAG) 2.0 Level AA.

Employment Standard and Recruitment

The Employment Standard builds upon the existing requirements under the Ontario Human Rights Code in relation to how to accommodate individuals with disabilities throughout the job application process and the employment relationship. It applies in respect to employees and does not apply to volunteers and other non-paid individuals.

When recruiting new employees, the Municipality of Neebing will:

- Notify employees and the public about the availability of accommodations for applicants with disabilities during the recruitment process when job applicants are individually selected to participate in an assessment or selection process;
- Consult with the applicant and provide or arrange for the provision of a suitable accommodation that takes into account the applicant's disability, if a selected applicant requests an accommodation;
- Notify successful applicants of the policies for accommodating employees with disabilities.

Employee Notification

All employees will be advised of the Municipality's policies to support employees with disabilities, including but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability. This information will be provided to employees as part of their orientation and whenever there is a change in policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability.

Accessible Formats

When an employee with a disability requests it, the Municipality of Neebing will consult with the employee to provide or arrange for the provision of accessible formats and communication supports:

- For information that is needed in order to perform the employee's job;
- For information that is generally available to employees in the workplace; and
- In consultation with the employee making the request in determining the suitability of an accessible format or communication support.

Individual Accommodation Plan

The Municipality supports employees with disabilities including providing employment related accommodations. Employees requiring accommodation must inform the Clerk-Treasurer of the need for accommodation and provide the supporting medical documentation. The Clerk-Treasurer and the Department Manager will consult with the employee to determine accommodation needs and to develop a mutually agreed upon individual accommodation plan.

Employees can request an associate/representative be involved with them in the process and assist with the accommodations.

The Accommodation Plan shall include:

- Documentation of participation in the development of the individualized plan by the employee requesting accommodation.
- Means by which the employee was assessed on an individual basis.
- Any information from an outside medical resource used to determine if the accommodation can be achieved.
- An annual review, which can be part of the annual performance review interview, in an accessible format taking into account the accessibility needs of the employee.

If deploying an employee with a disability to a new role, the Municipality will ensure that the accommodations are adjusted to fit the new role prior to moving the employee. The current accommodation plan will then be reviewed in relation to the requirements of the new job.

If an individual plan is denied, reasons for the denial will be discussed with the employee and provided in an accessible format, taking into account the accessibility needs of the employee.

The employee's personal information will be kept confidential unless the health and safety of the employee or other employees is at risk.

Return to Work

The Municipality supports employees with disabilities including providing employment related accommodations for employees returning to work who have been absent from work due to a disability. An employee who requires disability related accommodation in order to return to work must inform the Clerk-Treasurer of the need for accommodation and provide the supporting medical documentation.

The Clerk-Treasurer and the Department Manager will consult with the employee to determine accommodation needs and when necessary, develop a mutually agreed upon individual Accommodation Plan..

The Accommodation Plan for an employee who is returning to work shall be reviewed as necessary until such time as it is mutually agreed by the Municipality and the employee that the accommodation is no longer needed or it is determined by the Clerk-Treasurer, Department Manager and the affected employee that a permanent Accommodation Plan is required.

The employee's personal information will be kept confidential unless the health and safety of the employee or other employees is at risk.

Performance Management, Career Development and Advancement

The Municipality of Neebing will take into account the accommodation needs of employees when:

- Using performance management processes;
- Providing career development and advancement information

Transportation Standard

The Corporation does not offer any public transportation services. However, if it does offer transportation in the future then the Municipality will consult with persons with disabilities and the public to determine the proportion of specialized transportation services required in the community including steps to meet the need.

Should a specialized transportation service become available to residents, the Municipality shall ensure that the specialized transportation service does not charge a higher fee or an additional fee to persons with disabilities; does not charge a fee for storage of assistive devices; and that the appropriate information is displayed on the rear bumper and is available to passengers in an accessible format.

Design of Public Spaces

Both Blake Hall and the Municipal Office are accessible, with appropriate ramps and barrier-free entrance doors for the main office/hall as well as for washroom facilities.

Service animals, assistive partners or other accommodation aids are welcomed in all of the Corporation's facilities.

All new outdoor facility washrooms (porta-potties will to be installed as barrier-free. As they become worn, all such facilities will be replaced with barrier-free models.

The Municipality will conduct a public consultation process which involves specific barrier-free design considerations prior to finalizing the design of future public play-spaces.



The Corporation of the Municipality of
Neebing
Multi-Year Accessibility Plan
2024 - 2028

This document is available in alternate formats upon request. Please contact
Neebing at 807-474-5331 or neebing@neebing.org.

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Introduction

The Municipality of Neebing (the “Municipality”) is pleased to present its 2024-2028 Multi-Year Accessibility Plan.

The 2024-2028 Multi-Year Accessibility Plan acts as our accessibility road map, outlining the Municipality’s strategy and key actions to continue to meet, and where possible exceed, our requirements under Ontario’s accessibility legislation. The Plan is intended to support and strengthen the Municipality’s commitment to the identification, removal and prevention of barriers to ensure that people of all ages and abilities enjoy the same opportunities as they live, work, visit and invest in our community. The Plan was developed to align with the core principles of independence, dignity, integration and equality of opportunity in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and other applicable accessibility legislation.

This Plan may be amended from time to time as best practices are identified and opportunities for improvement arise.

Accessibility Statement of Commitment

The Municipality of Neebing is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

The Municipality believes in integration and is committed to meeting the needs of people with disabilities in a timely manner. This will be accomplished by removing and preventing barriers to accessibility and by meeting the accessibility requirements under Ontario’s accessibility laws.

About the Municipality

The Municipality of Neebing is a single-tier municipality in Northwestern Ontario with a population of approximately 2,241 (2021 Statistics Canada Census) residents and a total area of 875 square kilometers. The Municipality is located in the Robertson Superior Treaty Territory and in the traditional lands of the Anishinaabe People of Fort William First Nation and the Metis.

The area is wilderness, rural and recreational. The Municipality offers abundant natural beauty and outdoor hiking and boat launches.

While the Municipality's geography offers an appealing lifestyle to many, it can also pose considerable barriers to residents and visitors with disabilities. Mobility, especially for persons with disabilities, is affected due to the distance, combined with a lack of sidewalks and public transportation.

The median age for Neebing residents is 49 years old. As the Municipality's population continues to age, the prevalence of disabilities increases due to deteriorating health and other factors.

Proactively identifying and removing barriers will help the Municipality prepare for the future.

Accessibility Legislation

Ontarians with Disabilities Act, 2001 (ODA)

The Ontarians with Disabilities Act (ODA), was enacted in 2001 to improve opportunities and access for persons with disabilities. This Act applies to all provincial and municipal governments, school boards, colleges and universities, and hospitals.

Accessibility for Ontarians with Disabilities Act, S.O. 2005, C.11 (AODA)

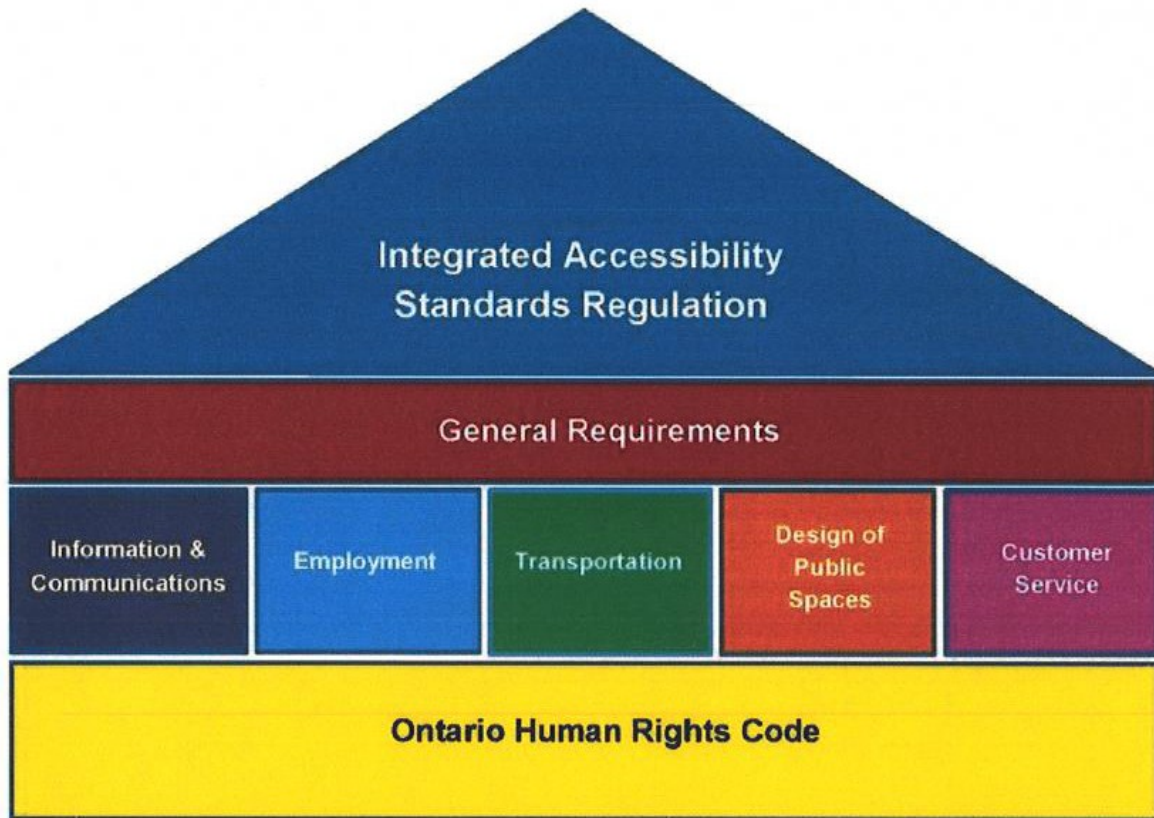
The Accessibility for Ontarians with Disabilities Act (AODA) was enacted in 2005 and builds on the progress made under the ODA. The overall goal of the AODA is to provide for the development of minimum standards to achieve accessibility for Ontarians with disabilities by January 1, 2025.

Integrated Accessibility Standards Regulation (IASR)

The Integrated Accessibility Standards Regulation (IASR), under the AODA, came into effect in 2011 and provides the standards that businesses and organizations in Ontario must follow to identify, remove and prevent barriers.

In addition to the General Requirements, the IASR contains mandatory and enforceable standards in five key areas:

- Information and Communications
- Employment
- Transportation
- Design of Public Spaces
- Customer Service



Ontario Human Rights Code

The Ontario Human Rights Code is foundational to accessibility and prohibits actions that discriminate against people based on a protected ground in a protected social area. Disability is one of the 14 protected grounds. Protected social areas are housing, contracts, employment, goods, services and facilities and memberships in unions, professional associations or other vocational associations.

The Ontario Building Code

The Ontario Building Code (OBC) regulates the minimum building standards for the construction of all new buildings and buildings that undergo an extensive renovation. The OBC includes requirements for minimum accessibility within buildings.

Accessibility Achievements

The 2024-2028 Multi-Year Accessibility Plan builds on the Municipality's past efforts and accomplishments in improving accessibility.

Some highlights of the progress achieved under the Municipality's 2019-2023 Plan include:

- Installed an accessible playground at Alf Olsen Memorial Park in 2019.
- Accessible gazebo and accessible port-a-potty was installed at Cloud Lake Park in 2019.
- Accessible parking spot created at Oliver Lake Park in 2022.
- Accessible port-a-potty placed at the Cloud Bay Cemetery in 2023.
- Update of job postings and offers of employment to include notice regarding availability of accommodation for applicants with disabilities and policies regarding availability.
- Implemented a new accessible Municipal website in 2020 which conforms to WCAG Level 2.0 AA. An online form to receive accessibility feedback is available on the Municipal website.

In addition, Appendix A to this Plan provides an overview of the Municipality's AODA and IASR compliance.

2024-2028 Accessibility Objectives and Action Plan

The 2024-2028 Multi-Year Accessibility Plan identifies objectives and proposed actions, both new and ongoing, within each of the Standards of the IASR.

Appendix B to this Plan provides a list of all identified Proposed Actions including lead department and anticipated timelines.

General Requirements

The General Requirements of the IASR require the Municipality to have accessibility policies, a statement of commitment and a multi-year accessibility plan. They also include provisions regarding the procurement of goods, services and facilities, self-service kiosks and training requirements in regards to accessibility.

Objective:

To foster a culture of accessibility and inclusivity with employees, residents and visitors. Clear policies, plans and training to support accessibility in municipal service delivery.

Proposed Action(s):

- Review the Municipality's Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards Policy periodically during the term of this Plan.
- Submit Provincial Accessibility Report as prescribed (every two years for designated public sector organizations).
- Prepare, and post on the Municipal website, an Annual Status Report identifying the progress of measures taken to implement this Plan.
- Give consideration to accessibility requirements when procuring or acquiring goods and/or services and, to use accessibility criteria and features where practicable.
- Provide training to all Council members, employees and other staff members on the requirements of the accessibility standards in the IASR and on the Human Rights Code as it pertains to persons with disabilities. Training will be provided in a way that best suits the duties of Council, employees, or other staff members.
- Review and update this Plan prior to end of 2028.

Information and Communication Standard

The Information and Communication Standard under the IASR requires the Municipality to communicate and provide information in ways that are accessible to the public

Objective:

To provide enhanced accessibility as it relates to communication supports, formats, websites and web content.

Proposed Action(s):

- Provide or arrange for accessible formats and communication supports in a timely manner, upon request.
- Provide emergency procedures, plans or public safety information to the public in an accessible format or with appropriate communication supports, as soon as practicable, upon request.
- Establish a process and accountability framework to monitor the Municipality's website and web content to ensure continued compliance with WCAG 2.0 Level AA.
- Continue to spot monitor Council Meetings to check the quality of audio for online participants. (The Audio Visual Equipment and meeting software was improved in early 2024 to provide improved audio and online participation in Council and/or Committee Meetings.)
- Continue to provide training and resources to staff on creating documents, information and communications in accessible document format.

Employment Standard

The Employment Standard under the IASR sets out accessibility requirements that the Municipality must follow to support the recruitment and accommodation of employees. This includes making employment practices and workplaces more accessible, and safe for new and existing employees with disabilities.

Objective:

Accommodation practices that ensure people of all abilities are able to participate fully in recruitment and employment at the Municipality.

Proposed Action(s):

- Continue to provide information on accommodation in the recruitment process on all job postings
- Explore opportunities to engage with applicants and new hires to obtain feedback on how to make the recruitment and selection process more accessible and inclusive.

- Continue to notify new hires of policies for accommodating employees with disabilities.
- Develop individual accommodation plans for employees with disabilities as required, and continue to monitor them to ensure they are reflective of current needs periodically during the term of this Plan.

Transportation Standard

The Transportation Standard under the IASR sets out the requirement to prevent and remove barriers to public transportation and was developed to make travel easier for everyone in the province.

The Municipality does not currently provide public transit or license taxi services. The Municipality acknowledges the vital role transportation has in supporting accessibility within our communities.

Objective:

Continue to seek opportunities to establish barrier free transportation.

Proposed Action(s):

- Give consideration to accessibility requirements in the development of any transportation related initiatives.
- Review street light locations and costs to implement street lights at key intersections.
- Review design standards for directional, street name and information signs to improve accessibility, giving consideration to visibility, legibility, consistency, colour contrast, surface (glare) and positioning.

Design of Public Spaces Standard

The Design of Public Spaces Standard under the IASR requires the Municipality to ensure that newly constructed or significantly renovated public spaces are accessible. It focuses on removing barriers in areas not covered by the Ontario Building Code such as exterior paths of travel, on- and off-street parking, recreational trails, pedestrian crossings and service counters.

Objective:

Greater accessibility into, out of and around municipal facilities and public spaces. This includes incorporating accessibility retrofits where possible during renovations.

Proposed Action(s):

- Establish a process for consultation with the public and persons with disabilities when constructing new or redeveloping existing recreational trails, outdoor play spaces, and parking, as required under the IASR.
- Review accessibility legislation and this Plan when creating new public spaces, making renovations to Municipal property and when designing and building new infrastructure and seek opportunities to enhance accessibility and remove barriers.
- Give consideration to accessibility in the development of open spaces, including trails, with the development of an Open Spaces Master Plan.
- Complete annual Reviews of public spaces for safety and accessibility.
- Move playground to accommodate a Fire Safety Bay from the office to Blake Hall Park and install accessible play features and seating and footing for caregivers.
- Complete conversion of outdoor washroom facilities to barrier free facilities
- create a process to solicit Public feedback regarding accessible features
- Develop procedures for the preventative and emergency maintenance of the accessible elements required in the Design of Public Spaces Standards, such as ramps and handrails.

Customer Service Standard

The Customer Service Standard under the IASR requires the Municipality to provide accessible public services for people with disabilities and to ensure that policies and procedures are in place to facilitate this. It is intended to support Municipalities in improving access to goods, services and facilities by removing barriers for people with disabilities.

Objective:

To ensure that people of all abilities receive quality programs and services in a timely manner, supported by inclusive policies, procedures, tools and resources that promote accessible customer service.

Proposed Action(s):

- Review the Municipality's Accessibility: Customer Service Standard Policy periodically during the term of this Plan.
- Expand on process for receiving and responding to feedback in regard to accessibility to specifically include actions that will be taken if a complaint is received.
- Develop and implement a training program for volunteers on the requirements of the IASR and the Human Rights Code as it pertains to persons with disabilities.
- Develop an Election Accessibility Plan to support the Municipality's commitment to the identification, removal and prevention of barriers in regard to the 2026 Municipal Election.

- Explore assistive technologies that could make municipal programs and services more accessible including, but not limited to, assistive listening devices, assistive devices and charging stations for mobility devices.

Review and Monitoring

Staff will monitor the progress made on the proposed actions contained within the Plan and provide an annual status report to Council. Appendix B – 2024-2028 Accessibility Action Plan includes a list of proposed actions and will be updated annually to identify progress/completion status as part of the annual status report. Some actions may be subject to Council approval of respective budgets.

The Municipality will review and update this Plan at least once every five (5) years with the understanding, as legislative requirements change, that the priorities contained within the Plan may also change. Any necessary changes shall be identified through the annual status report.

Communication

The Multi-Year Accessibility Plan will be posted on the Municipality's website. The Plan will be made available in alternate formats upon request.

Feedback and Contact Information

The Municipality of Neebing acknowledges and recognizes the diversity in our community. We strive to provide accessible, user-friendly, and inclusive customer service to everyone.

Please tell us about your experience with our services and report accessibility issues. We are always looking for ways to remove barriers and make sure that our programs and services are accessible.

For more information, please contact the Clerk-Treasurer by telephone at 1-807-474-5331 or by e-mail at clerk@neebing.org .

Or visit our website at. <https://www.neebing.org/en/your-local-government/accessibility.aspx>

Appendix A - AODA and IASR Compliance Overview

General Requirements

IASR Requirement	Compliance Status
Establishment of Accessibility Policies	The Municipality has established the policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards, outlining how the Municipality will achieve accessibility through meeting its requirements under the IASR. The Policy includes a statement of organization commitment and is available on the Municipal website.
Accessibility Plans	<p>The Municipality has established a Multi-Year Accessibility Plan, outlining the Municipality’s strategy to prevent and remove barriers and meet its requirements under the IASR. The 2024-2028 Multi-Year Accessibility Plan builds on the Municipality’s past efforts and accomplishments in improving accessibility and replaces the previous 2019-2023 Multi-Year Accessibility Plan.</p> <p>The Municipality’s Multi-Year Accessibility Plan, and annual status reports. Will be made available on the Municipal website.</p> <p>The Municipality will review and update the Accessibility Plan at least once every (5) years.</p>

IASR Requirement	Compliance Status
<p>Procuring or Acquiring Goods, Services or Facilities</p>	<p>The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions that the Municipality will use accessibility criteria and features when procuring or acquiring goods, service or facilities except where not practicable to do so.</p> <p>Bylaw 2022-23 Purchasing Bylaw includes provisions that consideration shall be given to accessibility requirements when procuring or acquiring goods and/or services and, to use accessibility criteria and features where practicable.</p>
<p>Self-service Kiosks</p>	<p>The Municipality does not currently have any Self-service Kiosks. Any future design, procurement or acquisition of Self-service Kiosks by the Municipality shall have regard to the accessibility for persons with disabilities.</p>
<p>Training</p>	<p>The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding training.</p> <p>Training is provided to all Council members, employees and other staff members on the requirements of the IASR and the Ontario Human Rights Code as it pertains to persons with disabilities. Training is provided as soon as practicable and is appropriate to the duties of the person.</p> <p>The development and implementation of a training program for volunteers on the requirements of the IASR and the Human Rights Code as it pertains to persons with disabilities is included in this Plan as a Proposed Action. The training shall be appropriate to the duties of the volunteers.</p>

Information and Communication Standard

IASR Requirement	Compliance Status
Feedback	<p>A Feedback Form is available on the Municipal website. The form can be submitted electronically, and form submissions are directed to the Administrative Coordinator who will forward Accessibility feedback to the Clerk-Treasurer. Alternate methods of providing feedback are also available. Persons submitting feedback can expect to receive a response within five (5) business days.</p>
Accessible Formats and Communication Supports	<p>The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding accessible formats and communication supports.</p> <p>The Municipality will, upon request, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities, in a timely manner.</p> <p>The Municipal website Accessibility page includes information on how to request a document in an alternate format.</p> <p>Publicly posted corporate documents, including but not limited to, Council and Committee Agendas and Minutes are posted in an accessible format.</p> <p>Continue to hold Council Meetings in a hybrid format where a telephone option is available</p>
Emergency Procedure, Plans or Public Safety Information	<p>The Municipality includes notification of the availability of accessible formats and communication supports to the public with respect to emergency procedures, plans and public safety information by including a statement advising that accessible formats and communication supports are available upon request.</p>

IASR Requirement	Compliance Status
Accessible Website and Web Content	<p>The Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding website accessibility.</p> <p>The Municipal website (implemented in 2020) conforms to WCAG 2.0 Level AA. The Municipality will endeavour to ensure that publicly posted documents are made available in accessible document format.</p>
Accessibility Reports (Compliance)	The Municipality submits Provincial Accessibility Report as prescribed..

Employment Standard

IASR Requirement	Compliance Status
Recruitment, Assessment or Selection Process	<p>The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding the availability of accommodation for applicants with disabilities in its recruitment process.</p> <p>Municipal job postings include a notice about the availability of accommodation for applicants with disabilities..</p>
Notice to successful applicants	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding notifying successful applicants of the policies for accommodating

IASR Requirement	Compliance Status
	employees with disabilities. Notification is provided in the offers of employment.
Informing Employees of Supports	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding employee notification of policies to support employees with disabilities, including policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability. This information is provided as part of an employee's orientation and whenever there is a change in policies on the provision of job accommodations.
Accessible Formats and Communication Supports for Employees	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding the provision of accessible formats and communication supports for employees with disabilities.
Accessible Formats and Communication Supports for Employees	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions regarding the provision of accessible formats and communication supports for employees with disabilities.
Workplace Emergency Response Information	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards outlines a process for providing individualized workplace emergency response information to employees who have a disability, if necessary. Individualized emergency response plans are reviewed annually or when an employee moves to a different location in the organization.

IASR Requirement	Compliance Status
Documented Individualized Accommodation Plans	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes a written process for the development of documented individual accommodation plans for employees with disabilities. Individualized accommodation plans are reviewed annually or when an employee with a disability is deployed to a new role.
Return to Work Process	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes a written return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work.
Performance Management	<p>The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards provides that the Municipality will take into account the accommodation needs of employees when using performance management processes.</p> <p>A Performance Management policy is under development that will include provisions that the accessibility needs of employees with disabilities, as well as individual accommodation plans, will be taken into account when using the Municipality’s performance management process.</p>
Career Development and Advancement	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards provides that the Municipality will take into account the accommodation needs of employees when providing career development and advancement information.

IASR Requirement	Compliance Status
Redeployment	The policy Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards includes provisions that if deploying an employee with a disability to a new role, the Municipality will ensure that the accommodations are adjusted to fit the new role prior to moving the employee and that any individual accommodation plan will be reviewed in relation to the requirements of the new job.

Transportation Standard

IASR Requirement	Compliance Status
Transportation	The transportation standards requirements under the IASR currently do not apply to the Municipality as it does not currently provide conventional, specialized or other transportation services and does not license taxicabs. Any future provision of such transportation services by the Municipality shall have regard to the accessibility for persons with disabilities and be subject to the requirements of the IASR.

Design of Public Spaces Standard

IASR Requirement	Compliance Status
Meet the accessibility requirements when constructing and maintaining new or redevelopment elements of public spaces	Staff review the requirements of the Design of Public Spaces Standard when undertaking new construction or redevelopment of areas for recreational trails, outdoor play spaces, exterior paths, and service-related elements.

Customer Service Standard

IASR Requirement	Compliance Status
Establishment of Customer Service Policies and Procedures	The Municipality has established Policy 1.03 Accessibility: Customer Service Standard, outlining the Municipality’s strategy to prevent and remove barriers and improve opportunities for persons with disabilities in the provision of goods, services or facilities by the Municipality. The Policy is available on the Municipal website.
Use of Service Animals and Support Persons	The policy Accessibility: Customer Service Standard, includes provisions with respect to the use of service animals and support persons for persons with disabilities when accessing Municipal goods, services or facilities.
Notice of Temporary Disruptions	The policy Accessibility: Customer Service Standard, includes provisions with respect to how the Municipality will provide notice of temporary service disruptions to facilities or services.
Training for Staff	<p>The policy Accessibility: Customer Service Standard, includes provisions with respect to providing training to employees. Accessible Customer Service Training is provided to all Council members, and staff as part of the training provided on the IASR and the Ontario Human Rights Code as it pertains to persons with disabilities. This training as provided through the orientation process.</p> <p>The development and implementation of a training program for volunteers on the requirements of the IASR and the Human Rights Code as it pertains to persons with disabilities is included in this Plan as a Proposed Action. The training shall be appropriate to the duties of the volunteers.</p>

IASR Requirement	Compliance Status
Feedback Process	A Feedback Form is available on the Municipal website. The form can be submitted electronically, and form submissions are received by the Administrative Coordinator who forwards accessibility feedback to the Clerk-Treasurer. Alternate methods of providing feedback are also available. Persons submitting feedback can expect to receive a response within five (5) business days.
Format of Documents	The Municipality will, upon request, provide or arrange for the provision of a document required under this Standard of the IASR, or the information contained in the document, in an accessible format or with communication supports for persons with disabilities, in a timely manner.

Appendix B – 2024 – 2028 Accessibility Action Plan

Appendix B includes planned projects and tasks throughout the life of the Plan. It will be updated annually to identify and monitor progress.

General Requirements

General Requirements: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Review the Municipality’s Accessibility for Ontarians with Disabilities Act: Integrated Accessibility Standards Policy periodically during the term of this Plan	Administration	2024, 2026, 2028	
Submit Provincial Accessibility Report as prescribed (every two years for designated public sector organizations)	Administration	2024, 2026, 2028	
Prepare, and post on the Municipal website, an Annual Status Report identifying the progress of measures taken to implement this Plan.	Administration	Annually	

General Requirements: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Give consideration to accessibility requirements when procuring or acquiring goods and/or services and, to use accessibility criteria and features where practicable.	All	Ongoing	
Provide training to all Council members and employees on the requirements of the accessibility standards in the IASR and the Human Rights Code as it pertains to persons with disabilities. Training will be provided in a way that best suits the duties of Council and employees.	Administration	Ongoing	
Review and update this Plan prior to end of 2028.	Administration	2028	

Information and Communication Standard

Information and Communication Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Provide or arrange for accessible formats and communication supports in a timely manner, upon request.	Administration	Ongoing	
Provide emergency procedures, plans of public safety information to the public in accessible format or with appropriate communication supports, as soon as practicable, upon request.	Emergency Services	Ongoing	
Establish a process and accountability framework to monitor the Municipality's website and web content to ensure continued compliance with WCAG 2.0 Level AA.	Administration	2025	
Continue to Monitor Council Meetings for audio visual quality	Administration	Ongoing	
Continue to provide training and resources to staff on creating accessible	Administration	Ongoing	

Information and Communication Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
documents and communications.			

Employment Standards

Employment Standards: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Continue to provide information on accommodation in the recruitment process on all job postings	Administration	Ongoing	
Continue to notify new hires of policies for accommodating employees with disabilities.	Administration	Ongoing	
Review existing individual accommodation plans for employees with disabilities to ensure they are reflective of current needs periodically during the term of this Plan.	Administration	Annually	

Transportation Standard

Transportation Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Give consideration to accessibility requirements in development of active transportation routes and features where practicable.	Public Works	Ongoing	
Review signage as it is replaced giving consideration to visibility, legibility, consistency, colour contrast, surface (glare) and positioning.	Public Works	Ongoing	

Design of Public Spaces Standard

Design of Public Spaces Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Establish a process for consultation with the public and persons with disabilities when constructing or redeveloping recreational trails, outdoor play spaces, etc. under the IASR.	Administration	2025	

Design of Public Spaces Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Review accessibility legislation and this Plan when creating new public spaces, making renovations to Municipal property and when designing and building new infrastructure and seek opportunities to enhance accessibility and remove barriers.	All	Ongoing	
Review and give consideration to the accessibility analysis findings of the Facilities Master Plan with the implementation of that Plan.	All	Ongoing	
Give consideration to accessibility in the development of open spaces, including trails, with the implementation of the Open Spaces Master Plan	Administration	Ongoing	
Continue conversion of outdoor space washroom facilities to barrier free facilities, until all facilities have been converted..	Administration	Ongoing	

Design of Public Spaces Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Develop procedures for the preventative and emergency maintenance of the accessible elements required in the Design of Public Spaces Standards, such as curbs and ramps, handrails and tactile indicators on stairs.	Administration, Public Works	2024-2026	

Customer Service Standard

Customer Service Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Review the Municipality’s Accessibility: Customer Service Standard Policy periodically during the term of this Plan.	Administration	2024, 2026, 2028	
Develop and implement a training program for volunteers on the requirements of the IASR and the Human Rights Code as it pertains to persons with disabilities.	Administration	2025	

Customer Service Standard: Proposed Action	Lead Department(s)	Timeline	Progress/Completion Status (To be updated annually)
Develop an Election Accessibility Plan to support the Municipality’s commitment to the identification, removal and prevention of barriers in regard to the 2026 Municipal Election.	Administration	2026	

THE CORPORATION OF THE MUNICIPALITY OF NEEBING

BY-LAW NUMBER 2024-058

Being a By-law to confirm the Proceedings of the Council of The Corporation of the Municipality of Neebing at its meeting held on the 18th day of December, 2024.

Recitals:

1. Subsection 3 of Section 5 of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, provides that municipal powers, including a municipality’s capacity, rights, powers and privileges under Section 9 of the legislation, shall be exercised by By-law unless the municipality is specifically authorized to do otherwise.
2. The Council considers it necessary and desirable to confirm the decisions made, and the proceedings of the Council at this meeting through passage of this confirmation by-law.

ACCORDINGLY, THE COUNCIL OF THE CORPORATION OF THE MUNICIPALITY OF NEEBING ENACTS AS FOLLOWS:

1. Confirmation: The actions of the Municipal Council at its meeting held this 18th day of December, 2024, in respect of each motion, resolution and other action passed and taken by the Council is hereby adopted, ratified and confirmed as if all such decisions and proceedings were expressly embodied in this By-law.
2. Actions: The Mayor and/or Deputy Mayor and/or appropriate administrative officers are hereby authorized and directed to do all things necessary to give effect to these actions and/or to obtain any required approvals and, except where otherwise provided, the signing officers are directed to execute all documents necessary in that behalf, and to affix the Corporate Seal of The Corporation of the Municipality of Neebing.
3. Effective Date: This By-law takes effect on the date that it is passed.

ENACTED AND PASSED IN COUNCIL this 18th day of December, 2024, as witnessed by the corporate seal of the Corporation and the hands of its proper Officers duly authorized in that behalf.

THE CORPORATION OF THE MUNICIPALITY OF NEEBING

Mayor

Clerk-Treasurer