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Upper Ottawa Valley Detachment

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April 30, 2013

RECEIVED
MAY 02 2013

Townships of Head, Clara & Maria
General Delivery
Stoncliffe, ON
K0J 2K0

Attn: Tammy-Lea Stewart, Reeve

Re: Ministry of Municipal Affairs and Housing (Performance Measurement Program)

I have received the statistical information you requested for the above report. The following are statistics for the Townships of Head, Clara & Maria for 2012:

Offence Type	Actuals	Cleared	Rate
Violent Crime	2	2	100.0%
Property Crime	5	1	20.0 %
Other Criminal Code	0	0	0.0%
Total	7	3	42.9%

In 2012 there were no Young Persons charged in the Townships of Head, Clara & Maria.

Please do not hesitate to contact me if you have further questions about the above statistics.

Yours truly,

A/Insp. Jeff Smith
Detachment Commander

*sl

Ontario
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**Municipal Policing Bureau
Municipal Policing Bureau**

777 Memorial Ave
Orillia ON L3V 7V3

777, av. Memorial
Orillia ON L3V 7V3

Telephone/Téléphone:
Facsimile/Télocopieur:

(705) 329-6200
(705) 329-4191

April 24, 2013

Melinda Reith
Chief Administrative Officer
The Townships of Head, Clara and Maria
15 Township Hall Road
Stonecliffe, ON K0J 2K0

Dear Ms. Reith:

In response to concerns raised about policing costs in Ontario, the OPP has launched the Billing Reform Project to examine potential changes to the municipal billing framework. The purpose of this project is to conduct a comprehensive review of the various components that will impact, or be impacted by, a reform in OPP's recovery of costs from municipalities.

An important part of this project is to gather input from our stakeholders. Consultations are being held across Ontario to offer municipalities the opportunity to discuss and identify assessment criteria for successful billing reform and to provide input on cost recovery for municipal policing.

The Townships of Head, Clara and Maria have been randomly selected to send one representative to participate in a consultation on **Tuesday, May 14, 2013, 1 pm – 4 pm at the Quality Inn, 70 Madawaska Blvd., Arnprior**. In total, 12 municipalities have been randomly selected to participate in this meeting.

Kindly **RSVP by Wednesday May 8** to Simone Moxham, Municipal Policing Bureau at (705) 329-6140 or simone.moxham@ontario.ca advising of your delegate's name and role in your municipality.

This consultation will begin with a general presentation about the OPP and current cost recovery which will be followed by a facilitated discussion. On behalf of their municipalities, attendees will provide input that will be used to inform OPP's approach to billing reform. The discussion will focus on:

- Criteria for successful billing reform, and
- Input regarding cost recovery options for municipal policing.

Ms Janet Peroni, Research Analyst, Business and Financial Services Bureau will be facilitating this consultation. If you have any questions Janet may be contacted directly at (705) 329-6389 or janet.peroni@ontario.ca.

OPP remains committed to providing effective and professional police services to Ontario's communities. My hope is that your constructive input will support successful billing reform.

Sincerely,

Rick Philbin

Superintendent R.A.(Rick) Philbin
Municipal Billing Reform Executive Lead
Commander
Municipal Policing Bureau

/jp

Avoiding a Municipal Insurance Crisis

*It is safe to say that a few years ago it was very shocking to hear about a \$5M liability award. Today, larger awards are becoming commonplace. Court awards for severe bodily injury claims have been increasing dramatically. A claim that may have been settled for \$5M five years ago is now settling for \$12M-\$20M. Recent Court cases such as Guiliani (attack on the MMS) and Deering (higher proportion of municipal liability) demonstrate that the municipal insurance environment continues to deteriorate. The Deering case has cost more than \$20M to litigate thus far. Fordham (Court ruling in favour of the young driver who was drinking and driving without a seatbelt) is perhaps the most telling case underlining the exposures municipalities face. If we are to make roads safe for this kind of driver, where will the funds come from? **It is imperative to act now!***

Frank Cowan Company is a leader in providing municipal insurance for over 85 years. Part of our mandate is to monitor the insurance environment to ensure our clients are protected. At Frank Cowan Company, we are very concerned about recent trends affecting the cost of municipal liability insurance. Municipal liability claims costs have escalated to unprecedented levels at a time when municipalities are facing considerable budget constraints. Recent court decisions have driven the cost of claims up to alarming levels. The current situation is not sustainable and a long-term solution is required that is beneficial to all parties. This solution is critical to providing future financial stability for municipalities. Action must be taken now so that a proactive approach can be achieved and a crisis averted.

What's Driving Claims Costs Up?

Municipal insurance premiums are influenced by many drivers. One of the most significant factors in the pricing of insurance is the long tail nature of municipal liability claims. An incident may occur in a given policy year, but the claim may not be presented until many years later and may take several years to settle. Forecasting what the Courts may award a plaintiff years in the future is very challenging.

Over the past few years, there has been a startling upward trend regarding the factors impacting the municipal cost of claims. As the cost of claims increase exponentially, insurance premiums have followed suit. Key drivers that are influencing the cost of rising claims are:

- **Damage awards are getting larger**
A higher proportion of liability is being assigned to municipalities and total awards are escalating dramatically.
- **Future care costs are accelerating**
Providing future health care is extremely costly.
- **Joint & several liability** (also known as the 1% rule)
Municipalities are perceived as having deep pockets and therefore pay more than their fair share.
- **Cost of defending claims is increasing**
Cases are becoming more complex and taking longer to resolve driving legal costs upward.
- **Class actions**
Courts are certifying more class action suits.
- **Municipal claims inflation**
Claims inflation is running at 6% to 8% annually.
- **More litigious society**
There is a higher frequency of claims and more municipalities are being named in Court cases even if only remotely associated with the claim.

AMO 2011 Municipal Insurance Survey

In August 2011, AMO released their municipal insurance survey. Some of the key findings included:

- Insurance premiums are among the fastest growing municipal costs
- Rising costs disproportionately impact smaller municipalities
- Increases reflect the legal reality that municipalities are “deep pocket” defendants

Property taxpayers are paying for these unsustainable insurance increases. Municipalities are continuously facing significant challenges to fund their mandated services. Rising insurance costs can only translate into service level reductions in the critical services that taxpayers rely upon daily.

What can Municipalities do to Reduce the Cost of Claims?

Municipalities cannot simply stand by and wait for legislative change. There are a number of strategies that can be deployed that will help to offset some of these increases. Typical remedies include increasing deductibles, reviewing your limits and coverages and managing risk. Unfortunately these solutions are not enough!

A Call to Action!

The current situation is not sustainable. As the costs of claims increase at a faster rate than premiums some insurance companies will simply walk away from this business sector. Let's avoid an insurance crisis! All stakeholders need a long-term solution that achieves the following principles/objectives:

- Stability
- Sustainable
- Equitable to all parties

Simply put, municipalities need more protection. A long-term sustainable solution can be achieved by a careful review and the adoption of one or more of the following solutions:

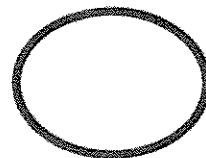
- Capping awards
- Developing a Provincial fund to assist with paying for large claims
- Utilizing tribunals to streamline the Court system
- Structured settlements that provide awards over time
- Immunities for municipalities

These remedies are already in place in other jurisdictions. Adopting a number of these solutions will have the added benefit of reducing legal costs which will assist in reducing the total cost of claims. Another substantial benefit is that some of these solutions will decrease the amount of time in which victims receive their much needed awards. A careful consideration of these options along with the goal of developing a stable, sustainable and an equitable solution will lead to a balanced approach that all stakeholders require.

Collective Effort

Frank Cowan Company (representing 144 Ontario municipalities), The County of Brant, The Municipality of Chatham-Kent, The Region of Durham, The Municipality of Dutton/Dunwich, The City of Toronto, The Region of Waterloo, The Association of Municipalities of Ontario (AMO) and many others endorse this call to action and will offer assistance where required.

Take a stand with Frank Cowan Company.



COUNCIL RESOLUTION

Wednesday March 13, 2013

Res: 2013-06-08

Moved by:

Dan McKillop

Seconded by:

Don Page

WHEREAS the Municipality of the Corporation of Dutton/Dunwich ("Dutton/Dunwich") recently concluded a liability trial in connection with an action arising from a single vehicle accident on a rural, gravel roadway within its jurisdiction, the trial Judgment for which is **attached**, and in which the following facts were accepted:

- The 16 year old Plaintiff was the holder of a conditional G2 licence;
- The accident occurred on a rural, gravel road, with a traffic count of only 69 vehicles per day;
- There was no accident history at the intersection;
- The Plaintiff had a blood alcohol level of between 29.6 and 53.6 milligrams per deciliter at the time of the collision;
- The 16-year old Plaintiff consumed the alcohol/beer while driving, pre-collision;
- A clearly visible stop sign was installed at the rural intersection;
- The Plaintiff failed to stop at the stop sign and proceeded through the stop sign at speed;
- Police charged the Plaintiff with careless driving, but he plead guilty to failing to stop; and
- Had the Plaintiff stopped for the stop sign, the collision would not have happened.

WHEREAS the trial judge held that failure to stop at the stop sign was part of the "ordinary" rural driver's behavior;

WHEREAS the trial judge held that the municipality was required to install more than a stop sign to give ordinary 'rural' motorists who fail to obey stop signs reasonable notice of a hazard ahead;

WHEREAS Dutton/Dunwich does not condone or acknowledge any 'local practice' of

blowing stop signs at speed or otherwise;

WHEREAS motorists are required to stop for a stop sign pursuant to the *Highway Traffic Act* and Dutton/Dunwich operates on the assumption that drivers will obey the applicable laws;

WHEREAS implementation of the standards for rural roadways as set out in the Judgment will be prohibitively costly for Dutton/Dunwich and all other municipalities;

WHEREAS the cost of reviewing, designing and/or maintaining rural intersections for drivers who deliberately fail to obey stop signs and proceed through at speed will be prohibitively costly for Dutton/Dunwich and all other municipalities;

WHEREAS it is recognized that the Judgment effectively raises the standard of care to drivers using roadways and will significantly increase future litigation and claims costs for all municipalities;

THAT THE COUNCIL OF THE MUNICIPALITY OF DUTTON/DUNWICH;

- Does not condone or acknowledge any 'local practice' with respect to failing to obey stop signs;
- Operates with the expectation that drivers will obey the law, including the provisions of the *Highway Traffic Act*, as amended;
- Requests the Province of Ontario work with municipalities to develop a long-term and sustainable solution that will protect municipalities from rising litigation and claims costs which diverts funds from more critical, yet underfunded, municipal services.
- Requests the Association of the Municipalities of Ontario ("AMO") circulate this resolution to all Ontario Municipalities.

~~C. McWilliam~~

<u>Recorded Vote</u>	<u>Yeas</u>	<u>Nays</u>
I. Fleck	✓	—
D. McKillop	✓	—
D. Page	✓	—
B. Purcell	✓	—
C. McWilliam- Mayor	✓	—

Carried:

Carmy McWilliam

Mayor

Defeated:

Mayor

[«Back To Blog Posts](#)

Dutton-Dunwich Case

On January 20, 2007 at 8:50pm on a dark and overcast night, 16 year old Andrew Fordham, along with passenger Robert Kersten, age 23 years, were driving southbound on Willey Road in Dutton-Dunwich, Ontario when they were involved in an accident.

Andrew Fordham was driving, consuming beer and not wearing his seatbelt. His blood alcohol reading was later determined to be .029, below the level for legal impairment but above the zero level that a G2 driver should have.

While traveling southbound on Willey Road, at an agreed 80kph (the speed limit), Andrew ran a stop sign, lost control and crashed into a cement culvert approximately 10 meters south of the intersection. He suffered a severe brain injury and his passenger also was injured.

Willey Road has a slight skew to the west as it intersects Erin Line. All involved, including the Plaintiff experts agreed that the stop sign for southbound traffic on Willey Road was properly placed, in good condition, had proper reflection and was visible even on this dark night, for 200 meters north of the intersection. In fact Council had asked the Roads Superintendent in 2006, to conduct a review and advise if yield signs at intersections in the area should be changed to stop signs. His review indicated that stop signs were not warranted. Council, due to public pressure, directed the stop signs be installed and they were, including at the subject intersection.

The trial of this matter took place over 5 days in May and July 2012. The trial judge released her decision on November 27, 2012 and found the municipality liable to extent of 50%.

The reasons given were:

- Rural drivers in the area had a habit of running stop signs when intersecting traffic was not present.
- The Municipality knew this and should have therefore warned of the skew, the court decided it was more severe and called it an offset, by signage.
- A checkerboard sign to the south of the intersection should have been placed.

Roadways in Ontario are to be kept in reasonable repair for use by ordinary drivers using reasonable care. The ordinary driver is referred to as one of average intelligence who pays attention and uses caution when conditions warrant. It is our respectful view that the driver in this case, while more than likely of average intelligence, was not paying attention and certainly did not exercise caution as he ran the stop sign after drinking beer in the car.

The outcome of this case is of great concern to us and to municipalities across Ontario. It is not the result of proper analysis or application of the present law in this province and, if it stands through appeal, will mean that municipalities will have to make their roads safe for similar use.

Frank Cowan Company will be appealing this decision to the Court of Appeal for Ontario.

This outcome further underscores the need for legislative change in Ontario. The Guiliani case, addressed here in our article June 28, 2012, has limited the defences under the MMS. This case further exposes municipalities if it is not altered on appeal. Frank Cowan Company is re-energizing the push for change. We need a very strong voice from the municipal sector to engage our provincial government in the dialogue.

We will update you as the appeal proceeds.

Derek Sarluis, VP Claims

Posted by Derek Sarluis, VP, Claims on December 10th, 2012

0 comments



Leave a message...

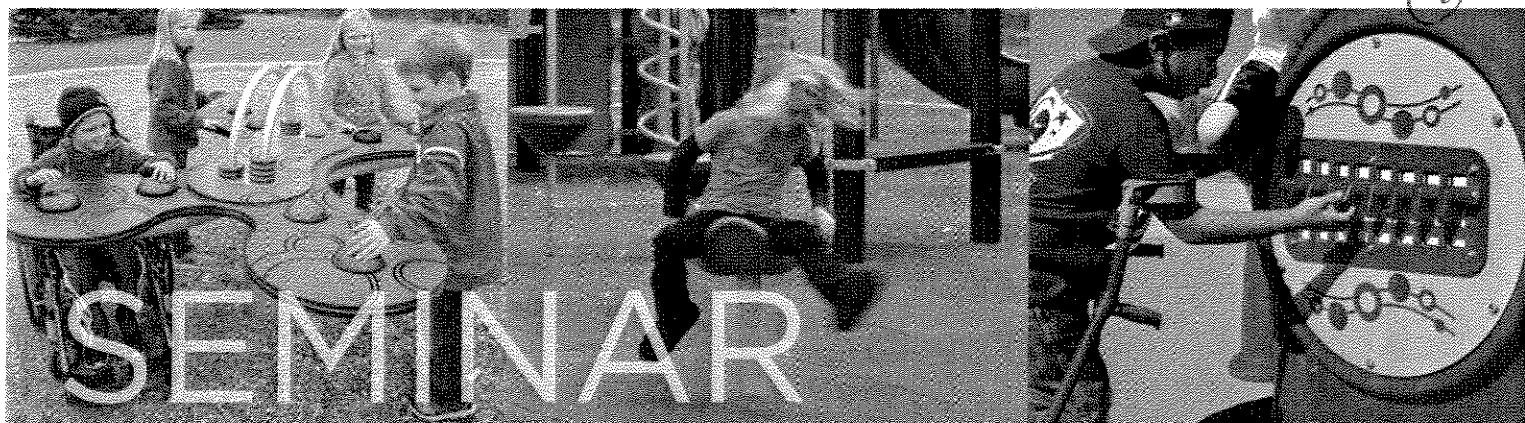
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A Higher Level of Inclusive Play™

Emerging trends that require a new approach to inclusive playground design

New research shows that intentionally designed sensory-rich playgrounds can foster social interactions and develop play skills among children of all abilities, thereby providing a Higher Level of Inclusive Play™ for all.

Join us for an informative session as **John McConkey** of **Landscape Structures** discusses how traditional universally accessible playgrounds do not necessarily include all children on the playground. John will discuss how children learn through their senses and how sensory focused play activities can develop functional skills, build confidence, imagination and social skills.

Presenter: John McConkey, Market Research and Insights Manager at Landscape Structures

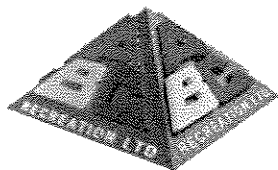
Thursday May 16th
7:00 - 9:00 PM
Petawawa Civic Centre

TO REGISTER

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nancy.lochner@abcrecreation.com

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Inclusive playspace design takes deliberate planning, but the reward is a community play area that embraces every member.

5

COUNTY OF RENFREW



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COUNTY WARDEN

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www.countyofrenfrew.on.ca

March 13, 2013

Honourable Kathleen Wynne
Premier of Ontario
Legislative Building, Queen's Park
Toronto, ON M7A 1A1

Dear Premier Wynne:

I want to congratulate you on your successful leadership campaign and assuming the office of Premier. It will be a challenging job and one I am sure you will approach with enthusiasm and your boundless desire to affect positive change for the residents of Ontario. I enjoyed the conversation we had at the Province of Ontario Reception at ROMA/OGRA and did indicate that I would follow it up with a quick note, as the reception was a social event.

Issues I touched on briefly were the orderly, predictable and needed expansion of Highway 417 in and through the County of Renfrew. With the recent abandonment of the CN and CP Rail corridors through our area, Highway 17 remains our only transportation link for the delivery of goods and services to and from our region. To allow the efficient movement of goods and services and the safe movement of residents and visitors, the further and on-going extension of the four-laning of Highway 17 is vital to our communities. Highway 17 is also the Trans Canada Highway and provides access to and from eastern and western Canada.

I was encouraged by your remarks at the Ministers forum about visiting communities, and I am hopeful that you can fit a visit to our community into your schedule. As Minister of Agriculture and Food, I would invite you to visit the County of Renfrew and allow us to introduce you to Taste of the Valley and Ottawa Valley Wood branding exercise. Both initiatives are exciting local economic development initiatives showcasing our unique and inspiring farm gate products and wood producers which join together our rural and urban communities. These events have allowed us to demonstrate our diversity and develop a strong buy-local program.

Attached is a letter I recently sent to Minister Oraziotti regarding the Endangered Species Act. It is our request to him to assist in re-establishing the respect between neighbors in Ontario. We, the rural neighbors, are proud and knowledgeable stewards of the land and wildlife and wish to be viewed as such. We also want to reassure that we are cooperative, however, request balance when applying the Act and request that our interests are recognized, respected and dealt with. Sentiments I am sure you agree with.

Respectfully


Peter R Emon, Warden
County of Renfrew

COUNTY OF RENFREW



OFFICE OF THE
COUNTY WARDEN

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March 8, 2013

Honourable David Oraziatti
Minister of Natural Resources
Whitney Block, Rm. 6630
99 Wellesley St W.
Toronto ON M7A1W3

Dear Minister Oraziatti:

I attended the Ontario Forest Industries Association Conference on February 27, 2013, and unfortunately did not have the opportunity to speak with you. In speaking to the attendees, it was reassuring to hear you acknowledge the "challenges" of the Endangered Species Act in relationship to the forest industry and the generation of jobs and investment in our communities.

The County of Renfrew recently hosted a workshop/consultation session with members of our agriculture, construction, forestry, aggregate, development and mining sectors. From these discussions we will be developing a document detailing the impacts the Endangered Species Act is having on the economy of the County of Renfrew. I was impressed with the willingness of the members of the various sectors in our County to sit and discuss the implications of the Act calmly and with hard data to support their observations. The entrepreneurs and council members present learned that the challenges are not specific to their particular sectors and that there are common implications and impacts on their operations and businesses.

From the workshop we will be preparing a report on the Endangered Species Act and it is our intention to request a meeting with you to present the document when it is completed (hopefully in early May). In the interim, should you be in the area, please feel free to contact me and I would happily arrange a tour of our area to demonstrate some of the issues that the Endangered Species Act has generated.


From an invitation and agenda that I recently received, I note that you are attending the Ontario Endangered Species Act Conference to be held on April 8, 2013, and I hope that you will consider the need for balance in applying the Act and adding new species. In fact as you know, the Endangered Species Act requires a consideration of the economic impacts before a species is listed and in our view, this has never been addressed. It is also our belief the Endangered Species Act needs to be implemented in a fair and balanced manner, with due consideration of the impact on the communities throughout Ontario. We would like to inform you that during our consultation on the Act, it became very apparent that the residents of our County, and I dare say rural Ontario, are good, active and concerned stewards of the land and the many and diverse species we share the land with.

It certainly appears that the discussion has deteriorated into a battle between highly funded and well connected environmental groups and rural property owners that have lived and worked in our communities for generations, all the while in harmony with, and as good stewards of, endangered species on their lands. We are not interested in this type of dialogue. It is our position the Act unnecessarily impacts on communities throughout Ontario. Communities that produce the wood for our homes, food for our tables, aggregate for our construction projects and communities who operate and enhance the recreational activities for the enjoyment of their neighbors. Neighbors talk to their neighbors and they attempt to live in respectful harmony with their neighbors.

We want to remain a good and respectful neighbor and wish to engage in meaningful discussion with Ontarians. The protection of species in rural and urban settings needs to occur in a manner that does not place communities in a financially unsustainable position.

In closing I want to congratulate you on becoming Minister. If I can be of assistance in any way please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter R. Emon', with a stylized flourish at the end.

Peter R. Emon, Warden
County of Renfrew

PRE:rmg

**ADDENDUM TO
DEVELOPMENT & PROPERTY COMMITTEE REPORT
MARCH 27, 2013**

RESOLUTIONS

23. Endangered Species Act

As Council is aware, the County of Renfrew held a multi-stakeholder meeting on February 22, 2013 to discuss the impacts the Endangered Species Act (ESA) is having on our community. We heard that the Act is having serious negative effects on agriculture, forestry, aggregate extraction, development and tourism, and the legislation is not achieving its intended purpose.

The County of Renfrew is supporting the proposed amendment to the Act (EBR Registry Number 011-7696) that would streamline implementation of the Act; however, we believe the Minister should go further and declare a moratorium on the implementation of the Act. The ESA should be fully reviewed, with the active participation of local stakeholders, ensuring the socio-economic impacts are assessed as well as the environmental aspects. We believe that the outcomes the ESA hopes to achieve can be attained while protecting species at risk and allowing rural economies to thrive.

The County of Renfrew is asking all municipalities to pass a resolution in support of the following resolution and forward the same to Premier Kathleen Wynne and The Honourable David Orazietti, Minister of Natural Resources.

RESOLUTION NO. DP-CC-13-03-35

Moved by Chair
Seconded by Committee

WHEREAS the Endangered Species Act (ESA) calls on the Province of Ontario to undertake measures to protect species listed as threatened or endangered;

AND WHEREAS regulatory decisions under the ESA are often made without a sound scientific basis or adequate data;

AND WHEREAS as a result of inadequate data the Ministry of Natural Resources have tended to designate broad areas of land as critical habitat instead of narrowing the designation to those areas that are truly "essential" as required by the ESA;

AND WHEREAS the Ontario Species at Risk legislation as written:

- * created an Act that does not achieve recovery of endangered species;
- * imposes an Act that will not be supported by landowners, stewards, employers, or developers;
- * creates a further disincentive to invest in Ontario;
- * results in a loss of jobs;
- * results in a loss of economic opportunity; and
- * adds a new and costly layer of bureaucracy and regulatory burden;

AND WHEREAS the costs associated with preserving a particular species fall disproportionately on rural communities to cope with the resulting economic disruption and financial burden;

AND WHEREAS implementation of the ESA causes landowners to unfairly assume the burden for protecting listed species and their habitat;

NOW THEREFORE BE IT RESOLVED that the County of Renfrew requests the Province of Ontario to adopt tools that will allow the Endangered Species Act to advance the goal of preserving species without adverse effects on local, Provincial or national economies;

AND BE IT FURTHER RESOLVED that the County of Renfrew requests the Province of Ontario to amend the Endangered Species Act (ESA) and/or implementation regulations as follows:

1. Reform the listing process to ensure that all ESA decisions - such as listing, delisting, designation of critical habitat and recovery planning - are supported by sound science. Require that the listing process be subject to review by duly elected Members of Parliament.
2. Balance the needs of property owners and a growing population with the need to protect endangered species, including enhanced opportunities for property owners and the public to participate in the process.
3. Ensure that the burden of proving a species' existence on private property is placed on the Provincial government, and public participation and comments are provided on any survey protocols produced by the Ministry of Natural Resources.
4. Ensure the social and economic implications of listing a species are clearly understood and mitigated.
5. Ensure that the designation of critical habitat:
 - a. is as precise as possible using a map-based approach that incorporates sufficient points of reference to locate critical habitat boundaries;
 - b. is limited to areas currently occupied by the species;
 - c. excludes areas where the costs of designation outweigh the benefits, based on an assessment of the full direct, indirect and cumulative economic and social effects;
 - d. excludes areas where adequate protection is already in place and addressed through other legislation e.g. Crown Forest Sustainability Act, Planning Act; and,
 - e. creates an impartial appeal process for landowners or proponents to the Minister of Natural Resources.

AND FURTHER THAT this resolution be forwarded to local municipalities in the County of Renfrew, MPP John Yakabuski, Association of Municipalities of Ontario, Northwestern Ontario Municipal Association and members of the Eastern Ontario Wardens' Caucus.

All of which is respectfully submitted.

Robert Sweet, Chair

And Committee Members: R. Briscoe, P. Emon, A. Green, N. Lentz, J. Murphy, D. Thompson

MAY 6, 2013

BY: TERRA L. KLINCK, PAUL E. BROAD, JORDAN N. FREMONT,
SUSAN L. NICKERSON, SUSIE S. TAING AND ANDREA D. YAU

ONTARIO TABLES ITS 2013 BUDGET

On Thursday May 2, 2013, the Ontario government introduced its 2013 Budget, entitled *A Prosperous and Fair Ontario* (the "Budget"). The government also introduced Bill 65, the *Prosperous and Fair Ontario Act (Budget Measures), 2013* ("Bill 65"), omnibus legislation designed to implement some of the proposals contained in the Budget.

The Budget announced that the 2012-2013 deficit is estimated to be \$9.8 billion – a \$5 billion improvement compared to the 2012 Budget forecast. The deficit reduction results from higher than projected revenue and lower than projected expenses. Building on the commitments made in the 2012 Budget, in this current Budget the Ontario government is continuing to commit to reaching a zero deficit by the 2017-18 fiscal year.

From a human resources perspective, much of the 2013 Budget provides a status update on a number of the government's ongoing initiatives aimed at helping to eliminate the deficit. Only a few new initiatives which have general human resources implications were announced.

While Bill 65 introduces amendments to 14 statutes, it does not implement all of the measures and initiatives canvassed in the Budget. Many of the human resource-related initiatives will need to be implemented through subsequent legislation, regulations or the establishment of working groups.

In this *FTR Now*, we consider the provisions of the Budget and Bill 65, with an emphasis on those proposals that relate directly to human resources issues, including labour relations and pensions.

COMPENSATION RESTRAINT

The 2013 Budget affirms that the compensation restraint measures currently imposed by Part II.1 of the *Broader Public Sector Accountability Act, 2010*

will remain in effect until Ontario's budget deficit is eliminated (still projected to be the 2017-18 fiscal year).

In addition to the current compensation restraint provisions, the government announced that it will be creating an advisory panel to review compensation practices for executives in the Broader Public Sector ("BPS"). The panel will be empowered to consider, among other things, whether salaries for BPS executives should be subject to hard caps.

The government also signalled that it expects public sector employers and unions to continue to collectively bargain within current fiscal constraints. While the government committed to not overriding existing collective agreements, it also indicated that its fiscal framework "includes no funding for incremental compensation increases for new collective agreements."

In a clear attempt to distance itself from the recent labour unrest, the government is committing to working with public sector unions, and unions in the education sector in particular, to establish a more effective process. This includes a commitment to consult with BPS bargaining agents and employer groups on how to improve collective bargaining efficiencies, including the possible establishing of sectoral tables to reach a wider consensus on common issues. While not specifically addressed in the Budget, the government had earlier announced in its Throne Speech that it would also consult on a "fair and transparent interest arbitration process".

In addition, the government announced that it will implement its commitment made to education sector unions to establish a working group to explore the creation of one or more province-wide benefit plan(s) for workers in the education sector.

OTHER EMPLOYMENT MATTERS

In addition to compensation restraint, the Budget contains a number of other employment-related items. Of note, the government stated that it will establish a Minimum Wage Advisory Panel whose mandate will be to advise on how to adjust minimum wage rates in Ontario. Such panels are a feature of the employment standards regimes of a number of other provinces in Canada. The Panel would be comprised of an independent chair and representatives from business, worker and youth groups.

The government also committed to more funding to hire additional employment standards officers and to increase the number of audits that it conducts of employers for *Employment Standards Act, 2000* compliance.

Finally, the government announced a number of initiatives to increase employment among groups commonly associated with higher levels of unemployment, including:

- youth (addressed through a comprehensive Youth Jobs Strategy);
- persons with disabilities (addressed through a variety of initiatives, including the transfer of the Accessibility Directorate to the Ministry of Economic Development, Trade and Employment); and
- persons in receipt of social assistance.

COMMITMENT TO BROAD-BASED RETIREMENT INCOME SYSTEMS

The Budget took note of recent studies which indicate that many Canadians will face inadequate incomes in retirement and advised of its commitment to implement a strong and secure retirement income system for workers.

CANADA PENSION PLAN ("CPP") ENHANCEMENT

In the Budget, the government reaffirmed its commitment to working with the other provinces and the federal government to introduce "a modest, fully funded enhancement to the CPP". At the December 2012 Finance Ministers' meeting, provinces and the federal government agreed to work together to define the parameters of "a modest enhancement" to the CPP, including the economic conditions necessary to implement the enhancement.

POOLED REGISTERED PENSION PLANS ("PRPPs")

PRPPs are a national initiative introduced by the federal government intended to increase pension coverage by providing a low-cost savings vehicle that is professionally managed and portable. A PRPP is a workplace defined contribution pension scheme administered by a financial institution (not the employer). On December 14, 2012, the federal PRPP framework came into force for federally regulated employees. However, PRPP legislation must also be introduced at the provincial level for non-federally regulated employees.

In its 2012 Budget, the government expressed a number of concerns about the introduction of PRPPs. In the 2013 Budget, the tone of the government's position vis-à-vis PRPPs has changed. It has now indicated that it will be consulting with interested parties to determine how PRPPs should be implemented as an optional retirement savings vehicle, before legislation is introduced. The consultations will focus on some of the concerns expressed by the government in its 2012 Budget, namely, ensuring that the PRPP

fiduciary framework adequately protects members, and that PRPPs are able to meet their stated objective of being low-cost.

PENSION, BENEFITS AND TAX ISSUES

BROADER PUBLIC SECTOR PENSIONS

The theme of increasing sustainability and efficiency in Ontario's public sector pension plans has been carried forward in the 2013 Budget. The 2013 Budget continues to develop the pension initiatives set forth in 2012, with a key objective being the control of the government's pension expense.

BROADER PUBLIC SECTOR: JOINTLY SPONSORED PENSION PLANS ("JSPPS")

In the 2012 Budget, the government announced its intention to consult on a legislative framework that would freeze contribution rates under the province's largest pension plans (which are all JSPPs) until the provincial deficit is eliminated. The 2013 Budget reported that after extensive consultation with each of the four JSPPs consolidated in the province's financial statements, the sponsors of these plans signed agreements in 2012 freezing contribution rates until the elimination of the deficit in 2017-18 and requiring the reduction of future benefits in the event of future funding deficits.

BROADER PUBLIC SECTOR: SINGLE-EMPLOYER PENSION PLANS ("SEPPS")

The Budget reported on the temporary solvency relief initiatives extended to BPS SEPPs in recent years and the negotiation of plan changes to improve the sustainability and affordability of plans that was a condition of this temporary solvency relief.

The government confirmed its commitment of encouraging all BPS SEPPs to move towards equal cost sharing for ongoing contributions within five years and exploring opportunities to support joint sponsorship as the model for pension plan governance and funding in Ontario's public sector. Moreover, the government announced its intention to: (i) consider additional solvency funding relief for public sector SEPPs that have demonstrated a commitment to improve sustainability; and (ii) develop a framework that would permit the transfer of assets from SEPPs to JSPPs and allow SEPPs to be converted to JSPPs if specified criteria are met.

The Budget makes specific reference to the electricity sector pension plans. The government intends to establish a working group with the employee and employer representatives to promote a common understanding of the challenges facing electricity plans and move towards a sustainable framework. Bill 65 introduced amendments to the *Electricity Act* which will remove statutory barriers to a merger of the electricity sector pension plans.

POOLED ASSET MANAGEMENT

The 2012 Budget announced the government's intention to introduce a pooling framework for public sector pension plans. Bill Morneau was then appointed to consult with interested parties and develop recommendations for consideration. His report, *Facilitating Pooled Asset Management for Ontario's Public-Sector Institutions*, was released on November 16, 2012. The Budget indicates that the government will now establish a technical working group to advise on the pooled asset management framework and transition issues. The working group would report back to the Minister of Finance later this year with a detailed implementation plan.

ONGOING PENSION REFORM

In 2010, the Ontario Government introduced two pension reform packages. In previous issues of *FTR Now*, we summarized the key provisions of these packages – "Implementing Phase One of Ontario Pension Reform: A Roadmap for Plan Sponsors and Administrators" (May 19, 2010) and "Ontario Introduces Bill 120, *The Securing Pension Benefits Now and for the Future Act, 2010*" (October 29, 2010). Many reforms contained in Bills 236 and 120 were proclaimed into force in 2012, including the elimination of partial wind ups, immediate vesting and the provision of grow-in benefits to eligible members on involuntary termination of employment.

In the Budget, the government indicates that it intends to take the following steps to further pension reform already underway:

- develop regulations to streamline the process for unlocking Ontario-regulated locked-in accounts due to financial hardship;
- implement the pension asset and liability transfer provisions of Bill 236;
- amend the *Pension Benefits Act* ("PBA") and its regulations to permit asset transfers from SEPPs to JSPPs, and allow SEPPs to be converted to JSPPs if specified conditions are met;
- implement a new "funding concerns" test to determine when plans that are exempt from the solvency funding rules (e.g. JSPPs) are required to file annual valuations;
- implement rules for contribution holidays addressing eligibility conditions and disclosure requirements to affected pension parties;
- update regulatory requirements to reflect changes to standards issued by professional bodies; and

- establish rules for plan documents and statements for former and retired members.

The government also committed to reviewing the decision of the Ontario Court of Appeal in *Carrigan v. Carrigan Estate*, and to proposing amendments to the PBA and its regulations, if necessary, relating to spousal entitlements on the death of pension plan members. We summarized the *Carrigan* case in our November 7, 2012 *FTR Now* – “Ontario Court of Appeal Decision Rewrites the Pension Pre-Retirement Death Benefit Regime”.

Finally, the government announced its intention to develop a framework for single-employer target benefit plans assuming federal tax issues will be resolved. This new plan design would have the advantage of fixing contributions and permitting pension benefits to be adjusted to ensure the plan remains sustainable.

EMPLOYER HEALTH TAX

All private sector employers, regardless of size, are exempt from paying Employer Health Tax (“EHT”) on up to \$400,000 of their Ontario payrolls each year. Groups of associated employers share the exemption. Payroll above the \$400,000 threshold is taxed at a rate of 1.95 per cent.

To assist small businesses, the government proposes to increase the amount of annual payroll that is exempt from EHT. Under this proposal, the EHT exempt portion of payroll will be increased to \$450,000 (from \$400,000) commencing in 2014, resulting in EHT savings of up to \$975 per employer. The exempt amount is to be adjusted for inflation every five years using the Ontario Consumer Price Index. At projected inflation rates, the government expects that the exempt payroll amount will rise to \$500,000 in 2019.

As an offset, the EHT exemption will be altogether eliminated for private sector employers with payrolls of over \$5 million. The government projects that over 5,000 large employers would each pay up to \$7,800 more in EHT per year.

CONCLUDING COMMENTS

From a human resources perspective much of the 2013 Budget highlights the past and ongoing austerity, reform and efficiency measures. In this Budget the government has resolved to “stay the course” with respect to wage freeze and pension sustainability initiatives. A number of working groups will be established to move specific initiatives forward.

Ordinarily, Budget Bills can be expected to pass as they are necessarily confidence measures – if the Budget does not pass, a government will fall.

Because the current Liberal government is a minority government, it is possible that the Budget will either not pass or will pass in an amended form (if changes are needed to ensure the support of one of the opposition parties).

We will continue to monitor any changes to the Budget and to Bill 65, and will inform our clients of any significant amendments. In the meantime, if you have any questions about the Budget, please feel free to contact any of the authors of this *FTR Now* or your regular Hicks Morley lawyer.

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**Melinda Reith - Head, Clara, Maria**

From: "Noella Lebreton" <treasurer@xplornet.com>
Date: May-03-13 9:37 AM
To: "Melinda Work" <twpshcm@xplornet.com>
Subject: Fw: AMO Breaking News - 2013 Budget Provincial Budget Released
From: AMO Communications
Sent: Thursday, May 02, 2013 5:21 PM
To: treasurer@xplornet.com
Subject: AMO Breaking News - 2013 Budget Provincial Budget Released

TO THE IMMEDIATE ATTENTION OF THE CLERK AND COUNCIL

May 2, 2013

2013 Budget Provincial Budget Released

The Honourable Charles Sousa, Minister of Finance has released the 2013 provincial budget and includes a number of highlights which affect municipalities:

- The budget continues to honour the existing upload agreement. In 2014, the upload benefit value to municipalities totals almost \$1.4 billion. This reconfirms earlier commitments to continue the uploading schedule as agreed to in 2008.
- The Minister's speech acknowledges the need to, "prevent further pressure on our property taxes" to fund infrastructure investments. This message is reinforced on four key points:
 - As announced last week, the government will create a \$100 million infrastructure fund for roads, bridges and other critical infrastructure to help small, rural and northern municipalities. The government will consult with municipalities on an allocation methodology soon. These funds will be available as of October 2013;
 - Consultations will start on the development of a permanent infrastructure funding program for rural and northern municipalities in 2014;
 - Existing provincial government support for public transit systems across the province will be made permanent and enshrined in the budget bill. Currently 2 cents per litre of the provincial gas tax provides over 90 municipalities with about \$321 million annually. This permanency offers municipalities a predictable and stable source of revenue that grows with the economy. It meets a key ask of the municipal sector; and
 - The government will consider new revenue tools to support transportation and public transit in the Greater Toronto and Hamilton Area.
- Regarding the property assessment system, the government has announced a review of some key elements. This review will be led by the Parliamentary Assistant to the Minister of Finance, Steven Del Duca, MPP and consultations will be completed by the fall. It will review assessment appeal timelines and assessment methodologies applied to the evaluation of special-purpose business properties such as mills, industrial lands,

06/05/2013

landfills, and billboards. It will also consider how to strengthen the Municipal Property Assessment Corporation (MPAC) and its governance. This review will not be looking at issues affecting residential property assessment.

- The budget reaffirms a decrease to the Ontario Municipal Partnership Fund (OMPF) by \$25 million in 2014. The Association of Municipalities of Ontario (AMO) remains extremely concerned with this decrease. It is occurring at the same time as the government is consulting separately on the Ontario Provincial Police (OPP) costing formula and key property assessment issues during the OMPF transitional year. These are two very significant municipal cost and revenue issues currently in flux which the OMPF is supposed to help address. The sequencing of these three reviews could cause unintended consequences for municipalities in 2014. AMO again urges the government to reconsider the order of these reviews and in the meantime, restore \$25 million to the OMPF envelope in 2014.
- The budget contains changes to the social assistance system which will have municipal cost implications starting in 2014. These include costs related to raising the earnings exemption and the rate increase for Ontario Works (OW). Government officials could not provide a figure on how much these changes, among others, will affect municipalities. AMO awaits these numbers. In 2014, municipalities remain responsible for funding 14.2% of OW benefit costs. This reinforces the need for caution when considering the OMPF for qualifying municipalities.
- Also included is \$13.5 million over three years for drinking water source protection. This will assist small and rural communities. Additional details are pending.

AMO will continue its review of the budget and keep the membership informed.

AMO Contact: Matthew Wilson, Senior Advisor, mwilson@amo.on.ca, 416.971.9856 ext. 323.

PLEASE NOTE AMO Breaking News will be broadcast to the member municipality's council, administrator and clerk. Recipients of the AMO broadcasts are free to redistribute the AMO broadcasts to other municipal staff as required. We have decided to not add other staff to these broadcast lists in order to ensure accuracy and efficiency in the management of our various broadcast lists.

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BRAMPTON
Flower City
brampton.ca

(8)

Corporate Services
Council and Administrative Services

April 26, 2013

Attention: **Brampton's Top 100 Employers**

Re: **Veterans Affairs Canada – Hire a Veteran Program**

Canada's Veterans are qualified, talented and hardworking men and women with transferable skills that would be an asset to any workforce. The City of Brampton recently announced it would participate in Veterans Affairs Canada (VAC) – Hire a Veteran Program. Brampton is the first Canadian municipality to participate in Hire a Veteran, an initiative which will see more jobs directed to Canadian Veterans transitioning from military careers to the civilian workforce. Each year 4,000 – 5,000 Veterans leave the military at an average release age of 37 years. Local Brampton businesses can benefit from hiring highly skilled and motivated transitioning Canadian Force members and Veterans.

The Council of the Corporation of the City of Brampton passed the following resolution at its meeting of March 27, 2013:

- C066-2013
1. That the report from Mayor S. Fennell, dated March 27, 2013, to the Council Meeting of March 27, 2013, re: **Veterans Affairs Canada – Hire a Veteran Program** be received; and,
 2. That a copy of this report and program information be sent to:
 - a) the Royal Canadian Legion Branch 15, Royal Canadian Legion Branch 609 and the Lorne Scots Regiment;
 - b) the Brampton Board of Trade;
 - c) the Top 100 Employers in the business community (incl. email account);
 - d) Sheridan College, the Brampton Civic Hospital and the Peel Regional Police Service; and,
 - e) the Region of Peel and all Ontario municipalities.

The federal program calls on public and private organizations to forward job notifications to a specific email account (jobs-emplois@vac.acc.gc.ca), maintained by Veterans Affairs Canada. These employment opportunities are then shared with:

- VAC employees who work with transitioning Canadian Forces members and Veterans;
- The Canadian Forces; and
- National contractors offering vocational related services.

Job notifications will be posted to various job profile banks that Veterans have access to and when appropriate, also shared directly with Veterans who have the required skill sets for a particular employment opportunity. As of the end of March 2013, The City of Brampton's Human Resource department began forwarding employment opportunities to the Hire a Veteran email account.

I urge all Brampton employers to support this initiative and participate in the Hire a Veteran Program.

Yours truly,

Susan Fennell
Mayor, City of Brampton

(CL – H1)

Re: **Veterans Affairs Canada – Hire a Veteran Program**

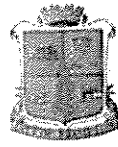
Distribution List:

- Brian Capon, President, Royal Canadian Legion Branch 15, 80 Mary Street, Brampton, ON L6W 2R3
- William Poland, President, Royal Canadian Legion Branch 609, 1133 Queen Street E., Brampton, ON L6T 4E2
- The Lorne Scots, 2 Chapel Street, Brampton, ON L6W 2H1
- Jeff Zabudsky, President and CEO, Sheridan College Institute of Technology and Advanced Learning, 7899 McLaughlin Road South, Brampton, ON L6Y 5H9
- Matthew Anderson, President and CEO, Brampton Civic Hospital, 2100 Bovaird Drive East, Brampton, ON L6R 3J7
- Jennifer Evans, Chief of Police, Peel Regional Police Service, 424 Hensall Circle, Mississauga, ON L5A 1X7
- Steve Sheils, CEO, Brampton Board of Trade
- Top 100 Brampton Employers
- Kathryn Lockyer, Regional Clerk, Regional Municipality of Peel, 10 Peel Centre Drive, Suite "A", 5th Floor, Brampton, ON L6T 4B9
- All Ontario Municipalities (via e-mail)

cc: Mayor Susan Fennell
John Corbett, Chief Administrative Officer

Encl. Copy of Mayor Susan Fennell's report to the Brampton City Council Meeting of March 27, 2013, re: **Veterans Affairs Canada – Hire a Veteran Program**

The Corporation of the City of Brampton



BRAMPTON CITY COUNCIL

DATE: March 27, 2013

Susan Fennell
Mayor

Date: March 27th, 2013

Subject: Veterans Affairs Canada – Hire a Veteran Program

OVERVIEW:

- Veterans Affairs Canada (VAC) has created a new email address service for organizations to forward employment opportunities to.
- These job notifications are then distributed to releasing Canadian Forces (CF) members and Veterans.

Recommendation:

1. That the report from Mayor Susan Fennell, dated March 27th, 2013, re: **Veterans Affairs Canada – Hire a Veteran Program**, be received.

Background:

During a recent meeting with Mississauga-Brampton South MP Eve Adams, Parliamentary Secretary to the Minister of Veterans Affairs, I was informed about a new *Hire a Veteran Program* launched by the Federal Government.

The program calls on public and private organizations to forward job notifications to a specific email account (jobs-emplois@vac.aec.gc.ca) maintained by Veterans Affairs. These employment opportunities are then shared with:

- VAC employees who work with transitioning CF members and Veterans;
- The Canadian Forces; and
- National contractors offering vocational related services.

Job notifications will be posted to various job profile banks that Veterans have access to and when appropriate, also shared directly with Veterans who have the required skill sets for a particular employment opportunity.

This program build upon the existing transition programs and services offered by VAC, including VAC's Rehabilitation Program and Career Transition Services Program which help Veterans build upon the leadership and jobs skills gained in their military career and transfer these skills to the civilian workforce.

Veterans are skilled in areas such as: planning, teamwork, communication, management, leadership and skilled trades. These and other transferable skills would be an asset to any workforce, including the City of Brampton's.

Brampton's Participation:

The Chief Administrative Officer, and Human Resource offices, have both been informed of this program. As of Monday March 25th, Brampton's Human Resource department began forwarding employment opportunities to the abovementioned email account.

If a prospective job seeker (Veteran) is interested in a position with the City of Brampton, they will apply for the posting the same way any other prospective employee would.

I believe corporations and organizations will benefit from hiring highly skilled and motivated transitioning CF members and Veterans. The Brampton Board of Trade has also been informed of the City of Brampton's participation, as have local Royal Canadian Legions and the Lorne Scots.

A handwritten signature in black ink, appearing to read "Susan D. Fennell". The signature is fluid and cursive, with a clear "S" at the beginning and a "D" following it, followed by "Fennell".

Susan Fennell, Mayor.

(9)

Melinda Reith - Head, Clara, Maria

From: "Noella Lebreton" <treasurer@xplornet.com>
Date: April-30-13 10:02 AM
To: "Melinda Work" <twpshem@xplornet.com>
Subject: Fw: AMO Breaking News - Ontario government responds to Infrastructure needs for small, rural and northern Municipalities

From: AMO Communications
Sent: Friday, April 26, 2013 1:54 PM
To: treasurer@xplornet.com
Subject: AMO Breaking News - Ontario government responds to Infrastructure needs for small, rural and northern Municipalities

TO THE IMMEDIATE ATTENTION OF THE CLERK AND COUNCIL

April 26, 2013

Ontario government responds to Infrastructure needs for small, rural and northern Municipalities

Today the Ontario government announced its plans to create a fund of \$100 million for 2013 - 2014, to assist small, rural and northern municipal governments build roads, bridges and other critical infrastructure. This was one of AMO's major pre-budget asks in our [2013 Pre-Budget Submission The Next Chapter](#).

The new fund will be available by October 1, 2013. The government stated this will be the first step of a comprehensive transportation plan for rural and northern Ontario. The Province will consult on the components of a permanent program for small, rural and northern municipalities.

Municipal governments own more than 65% of Ontario's infrastructure, much of it in need of investment to maintain a state of good repair. The infrastructure funding deficit has been estimated to be at least \$60 billion. Approximately half of this deficit is related to roads and bridges. The Provincial-Municipal Roads and Bridges Review Report of 2012 raised the need for a new, predictable and permanent fund to help municipalities fund road and bridge infrastructure. AMO is encouraged by this investment.

Further details are expected in the May 2nd Provincial Budget. AMO will provide members with a summary of the budget highlights next week.

AMO Contact: Craig Reid, Senior Advisor, creid@amo.on.ca, 416.971.9856 ext. 334

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06/05/2013

April 26th, 2013

Province Announces Plan for New Infrastructure Fund

The Ontario government has announced its plan to create a fund of \$100 million over 2013 - 2014, to assist small, rural and Northern municipalities in the building of roads, bridges and other critical infrastructure.

AMCTO is pleased by this news as it addresses a critical gap in infrastructure funding at the municipal level. However, despite this positive development it falls on the back of continued reductions to the OMPF and cancellation of reconciliation payments. Thus, as much as the news is welcomed and the new funding will certainly be a boost to the local economies in rural communities; it comes as other cuts continue to be made.

AMCTO is pleased to see this investment as a starting point to a more focused approach to infrastructure funding for rural and northern Ontario. The path forward will require much more of the same from the Ontario government to ensure infrastructure and our rural communities remain a priority.

The new fund is set to become available on October 1, 2013 and more details will come available in next week's Budget. For more information, please see the Provincial press release.

Reeve Tammy-Lea Stewart
15 Township Hall Road
Stonecliffe, ON
K0J 2K0

RECEIVED
MAY 02 2013

April 26, 2013

Dear Reeve Stewart,

Important information about changes to Hydro One's Customer Information System

Hydro One's customer information system is more than a decade old and needs to be replaced to continue to reliably and effectively meet customer needs and manage our business. At the end of May, Hydro One is upgrading its system and customers will see some changes on their bill. As an elected official we wanted to draw your attention to these changes as some of your constituents may have questions.

Changes as a result of the new Customer Information System include:

Closing the billing delay: Today on average, there's a delay of up to 18-days between when our customers' use electricity and when we issue their bill. The new system will close that gap and customers will see up to 18 days of electricity consumption added to their monthly charges on their first bill. To make this change more manageable, we are issuing a credit for this amount on the May or June bill and automatically enrolling customers in a six-month interest-free, payment plan.

A new account number: All account numbers will change on the May or June bill but no action is required for our customers. We have worked with financial institutions to ensure that customers have a seamless transition. The new account number will stay the same for life, making it easy for our customers to transfer their service.

see over →

Bill available online at My Account: Customers will now be able to view their bill online starting in May or June by registering for My Account online services at www.HydroOne.com/MyAccount.

More meter reading information on their bill: Customers on Time-of-Use pricing will see the start and end meter readings for the billing period beginning with their June or July bill.

Our customers deserve the best possible experience when they come to us for service and a new Customer Information System will improve our call centre, boost productivity of our field operations and provide value to our customers. Please direct any questions that come into your office to our Customer Information System hotline at 1-877-543-3797. Our office hours are Monday to Friday, 7:30 a.m. to 8 p.m.

Sincerely,

A handwritten signature in black ink, appearing to read 'Myles D'Arcey', with a stylized flourish at the end.

Myles D'Arcey
Senior Vice-President, Customer Operations



North Renfrew Family Services Inc.

P.O. Box 1334, 109 Banting Drive, Deep River, ON KOJ 1P0
Email: nrfs@drdh.org Phone: 613-584-3358 Fax: 613-584-5520
Website: <http://bright-ideas-software.com/NRFS>

2012 ANNUAL REPORT

Staff

Kelly Hawley, Executive Director, Counselor
Stephanie Gesner, Counselor
Nancy Carter, Office Manager
Deep River Collective Kitchen: Wendy Dolan, Facilitator
Audrey Morgan, Child Care

Consultants

Dr. Henry B. Venema, Consulting Psychologist
(Supervision & Psychological Testing)
Doreen Clements, Volunteer Accountant

2012 Board of Directors

Nancy Bourgoin
Phil Chester
Don Clements
Julie Laderoute Khosravi
Andy McKee
Ina Pothier
H. Al Rose
Marion Thompson
Mike Ueltzhoffer
Caroline Waddington

Strengthening North Renfrew - One Family at a Time

Some things never change.....

Letter to the Editor which appeared in the North Renfrew Times in 1968.

"Doctor Strongly Supports Family Service Bureau"

I recently read with some concern, the refusal of the local Community Chest to financially support the recently organised Family Service Bureau. I am concerned that this decision reflects a longstanding erroneous impression by Deep River citizens that a Social Service Agency is not needed by our community.

As a physician practising in our community it is only too obvious that there are social welfare problems that are being largely ignored by our presently available facilities.

I am tired of hearing that Deep River is an affluent, well educated middle class community, so completely bereft of any social problems that the hiring of a part-time social worker would be a waste of its money. I am afraid most of our citizens either deny that serious needs actually do exist, or somehow feel in some foggy nebulous fashion that surely there must be some organization looking after these problems. Unfortunately the County health unit, the Children's Aid society, the Municipal Welfare Boards and the various individual Church organizations have well defined limits to their activities. It is my impression that rather than having considerable overlap of these agencies, we have several gaps which are not being covered by anyone.

What we urgently need is a trouble-shooting family guidance agency with a broad interest that is willing to disregard church affiliations, local and interprovincial boundaries and show that someone in our community cares what is happening in some of our problem families. This is precisely what the Family Service Bureau is trying to do.

One of the problems in selling the idea of the Bureau has been the difficulty in outlining the problems it is dealing with. Unfortunately most of the problems are personal and confidential and therefore cannot be described in detail. Unemployment, alcoholism, illegitimacy and

marital, housing, financial and transportation problems are some of the general areas involved. The average citizen would be appalled at the number of unhappy and lonely people that live in our area. These people do not want handouts. They do not want welfare. They do want however someone to show them interest in them and to give them a little hope of encouragement. Guidance is often all they need to get them back on the track again.

Giving help to destitute people in foreign lands has always captured the hearts and imaginations of western nations but we often remain strangely aloof to similar problems on our own doorsteps.

We cannot bury our heads in the sand any longer. Let's get the ball rolling and give the Family Service Bureau our support.

D.S. Robertson, M.D.

NORTH RENFREW FAMILY SERVICES INC.

BOARD CHAIRPERSON'S REPORT - 2012

North Renfrew Family Services is an integral part of our community. We are a non-profit, community based agency providing counseling, advocacy, education and support for individuals and families since 1968.

In 2012, the Board of Directors for North Renfrew Family Services (NRFS) met 11 times and had a number of associated committee meetings. Within the regular Board meetings, we continue to discuss how to manage and run the various programs NRFS currently offers, methods by which the Agency can continue to receive funding, and finally how the Agency can grow to meet the ever-changing needs of the community.

Dr. Henry Venema has been our consulting psychologist, who provides us with invaluable information and resources. He meets with clients on a regular basis and provides advice to our counseling staff. We will be saddened to see him retire and currently we are in the process of attaining alternative psychological services.

As always, donations to NRFS were thankfully received. We are using some of the funds to meet the increased demand of our existing programs, such as our Basic Needs program which includes transportation to medical appointments, grocery vouchers, gas vouchers and assistance with prescriptions. Funding is also used to enhance the overall operating efficacy of NRFS.

Volunteers continue to be a necessary part of our NRFS being able to operate, as we have such a small budget for the amount of work that we do. We are grateful to the following people and organizations, first and foremost our Board of Directors who make decisions for and help run NRFS, volunteer drivers for clients who have no transportation, Beta Sigma Phi members for the Community Christmas Basket Program and sorting the receipts for the ValuMart Save a Tape Program, volunteers who sort donated items which come to our office, volunteers who provide tutoring and maintain the NRFS scrapbook, the volunteers for the Old Fashioned Christmas Dinner, volunteers as United Way canvassers on behalf of NRFS and the local Rotary Club which provides volunteers on our behalf for the UW bingo in Pembroke, our volunteer accountant and the list goes on and on.

By far, however, this past year, our primary concern and focus is to find alternative sources of funding as a result of the announcement in the fall of 2012 by the Renfrew County United Way that they would no longer be able to fund NRFS and its core programming. The United Way has funded NRFS since our inception in the late 1960's. They have provided us with approximately 1/3 of our yearly operating budget, which if not replaced will, by all accounts, force us to stop operating. Although RCUW has since met with the Board of Directors of NRFS to discuss their November 2012 announcement and to discuss continued cooperation in some manner, we have no conclusive evidence that they will reconsider their position in terms of funding us.

We must therefore move ahead in a manner to find funding elsewhere. This is an extremely challenging task as dollars for social services are thin. Yet it is our position , and I believe the position of many hundreds of people in North Renfrew, that NRFS is a necessary service to the community. We must survive and continue to thrive.

Again, this year, I say thank you to all of you who have been a part of NRFS in the past and also to those who continue to support the Agency through your time, money and expertise. Your help is greatly appreciated.

Caroline Waddington, Chair

NORTH RENFREW FAMILY SERVICES INC.

EXECUTIVE DIRECTOR'S REPORT - 2012

Since 1968, North Renfrew Family Services Inc. (NRFS) has been dedicated to the development and support of programs and services that help build a healthy and caring community. 2012 is our 44th year of continuous service.

Proven abilities in providing counseling, flexibility, cost-effective ways and a positive attitude towards community development are our foundation. Through the commitment of this community we have counseled and supported four generations.

In reviewing our history, it brings to our attention that NRFS is a cornerstone of the community. We coordinated the establishment of the Community Christmas Basket Program, began the Old Fashioned Christmas Dinner, the Collective Kitchen, a Furniture Exchange Program, took over the Snowsuit Fund passed to us by the Civitan Club, and act as the Deep River Chapter of the Canadian Tire Jumpstart program. The Beta Sigma Phi group coordinate the Fleury's ValuMart save a tape program, and the Deep River and District Community Foundation began an NRFS Endowment Fund. We entered into a pilot Telelaw program with the Renfrew County Legal Clinic. We have a long time CONTINUED SERVICE partnership with the Renfrew County Addiction Treatment Service. Through existing partnerships we have helped hundreds of children experience camp and other activities.

In November of 2012 we were informed that Renfrew County United Way (RCUW), one of our major funders for the past 40 years, is changing the way they conduct business. It was strongly suggested to us that we need to seriously pursue finding long term sustainable funding. This came as somewhat of a surprise to us as we were under the impression that because United Way supported one third of our total operating budget for the past 40 years they WERE our sustainable funder as members of our community have donated with this in mind. However, that being said, we now find ourselves in that very situation of seeking sustainable funding.

Hopefully, later in April we will know how much funding RCUW may grant us. Without any United Way funding we may be able to keep the NRFS doors open for approximately two years using our contingency fund. It is my wish/hope that we will be able to find sustainable funding elsewhere and our doors will remain open for many years.

When our economy is in a downward spiral, the poor are directly impacted. Those individuals on fixed incomes have to make their dollars stretch even further. The working poor and the huge spike in mental health issues present a side bar to a consistent stressful lifestyle that is not the fault of some of our clients. I have yet to meet a client who wanted to be poor. You may say "well they can do something to get out of poverty." Yes, some are able to raise their income from Ontario Works to minimum wage employment; however, with that comes an array of problems - daycare cost, no benefits, prescription coverage, dental coverage, eye examinations and eyewear coverage.

Transportation (no vehicle or money for gas) is always a compounding problem. An individual may be able to get a friend or volunteer to get them and/or their child to the initial medical appointments, but they are unable to afford the medication prescribed.

It is not just the poor that are struggling within today's society. Many of the working populations are stressed as they are doing more work and putting in more hours than ever before. This can have a direct impact on their home life, social life and mental health. It seems we have increasing problems to address with fewer resources provided. Our world is more competitive, has more wants, is slowly adapting to the technology which is constantly advancing and becoming more and more intrusive. Some people are living in a virtual world. Is this OK? I often wonder when this pace is going to come to a screeching halt. People are becoming more disconnected and isolated.

Another serious form of abuse has emerged - cyber bullying - which takes place online. Home is no longer a sanctuary from bullies in the school yard. Now cyber bullies can come into your home. Research shows victims of cyber bullying report higher levels of depression than victims of physical, verbal and relational bullying. They are also twice as likely to have attempted suicide. Due to the way bullying is evolving, it is very important for us as a community to become aware of its growing threats. "The only way to prevent and contain cyber bullying is through education, building awareness and by teaching our youth that this aggressive behaviour causes harm at an extreme cost." *(Centre for Addiction and Mental Health CAMH).*

As a community resource we respond to people experiencing anxiety, depression, family breakdown, domestic violence, job loss, settlement problems, addictions and parenting problems. We serve more than 250 individuals, couples and families each year in our community. It's important to remember that these conditions are treatable and personal issues can be resolved. If we increase the likelihood that people seek and get timely access to support the burden for individuals and the community will be reduced.

Thank you to our beautiful community for your on-going support and generosity. Together we can continue to keep Deep River and area a safe and healthy community.

Kelly Hawley, Executive Director

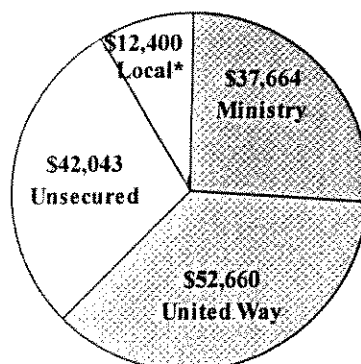
2012 NRFS STATISTICS

- | | |
|--|--|
| • Number of clients served | 250 |
| • Number of intakes | 933 |
| • Number of client appointments | 1549 |
| • Number of individuals served by the Community Christmas Basket Program | 131 families (292 individuals—192 adults & 100 children) |
| • Number of volunteer hours donated | 1387 (equivalent to 198 seven-hr days) |

NRFS PARTNERS

- | | |
|---|---|
| • Deep River and District Hospital | • Bernadette McCann House for Women |
| • Deep River and Area Food Bank | • Living Without Violence Inc., Eganville |
| • Ontario Works | • Family & Children's Services of Renfrew County |
| • Ontario Disability Support Program | • Women's Sexual Assault Centre |
| • Community Mental Health Services | • Canadian Tire Jumpstart Charities |
| • Addiction Treatment Services of Renfrew Co. | • Child Poverty Action Network (CPAN) |
| • Deep River Police Services | • Member of Renfrew County Committee for Abused Women (RCCAW) |
| • Probation Services | |
| • Renfrew County Legal Clinic | |
| • Employment Services | |

NRFS 2012 FUNDING SOURCES



* NB does not include \$10,000 earmarked for 2012 from Town of Deep River received in 2013.

NORTH RENFREW FAMILY SERVICES INC.

Revenue & Expenses For Year Ending December 31, 2012

Violence Against Women – Counselling/Support

Revenue

Local Grant	\$ 7,404
Local government Grants	5,000
United Way	52,660
Ont. Min. of Community & Social Services - Counselling	37,664
8773 Counselling Service	\$32,559
8777 Performance Mgm't Framework VAW	2,100
8783 BPS –Other – Adult Social Services	<u>3,005</u>
	\$37,664
Other Income	860
User Fees & EAP Program	<u>3,515</u>

Total

\$ 107,103

Expenditures

Rent	\$ 7,404
Counselling & Support Salaries	113,066
8773 Counselling Service	\$32,559
8777 Performance Management	2,100
8783 BPS – Other – Adult Social Services	3,005
Other sources – Counselling & Support Services	<u>75,402</u>
	\$113,066
Mandatory Benefits (CPP, EI)	6,870
WSIB	836
Staff Training	186
Advertising	352
Memberships	887
Insurance	769
Office Supplies & Expenses	3,944
Psychological Consulting	1,540
Transportation and travel	2,160
Client Support (through Emerg. Fund)	<u>8,637</u>

Total

\$ 146,651

\$ (39,548)

Balance before donations and fund raising

Donations	\$ 44,040
Fund Raising	8,295
Less Expenses	<u>1,715</u>

\$ 50,620

Balance after Fundraising, Donations and furniture Grant

\$ 11,072

Contingency Increase (Decrease) for 2012

\$ 11,072

North Renfrew Family Services Inc.
Balance Sheet


As of December 31, 2012

Assets

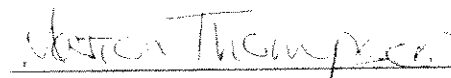
Cash on Hand	\$ 3,118
Bank Operating Balance, December 31, 2012	29,659
Bank Fund Raising, Lottery and Emergency Accounts	12,058
Investments	70,190
Receivable Subsidies & Grants	600
Ministry Receivable 8773	1,277
Petty Cash	5
DRCF Endowment fund	<u>6,664</u>
	\$ 123,571

Liabilities and Contingency

Accounts Payable	\$ 8,682
Contingency Fund as of January 1, 2012	110,593
2012 Contingency Increase (Decrease)	11,072
Program Balances carried over from 2012	<u>(6,776)</u>
Liabilities & Contingency Fund as of December 31, 2012	\$ 123,571



Chairperson



Treasurer

North Renfrew Family Services Inc.
Programs Balances Transferred to Balance Sheet

Collective Kitchen Program

Revenue

Balance from 2011	\$(2,114)	
DR Community Foundation Interest	<u>2,522</u>	
Total Revenue		\$ 408

Expenditures

Groceries	\$ 568	
Transportation	200	
Child Care Worker	1,320	
Facilitator	<u>1,960</u>	
Total Expenditures		\$ <u>4,048</u>

Balance of Collective Kitchen funds carried to 2013 \$(3,640)

Old Fashioned Christmas Dinner

Revenue

Balance from 2011	\$ 1,029	
Transferred to Basic Needs Program in 2012	(1,029)	
Ticket Sales and donations (2012)	<u>569</u>	
Total Revenue		\$ 569

Expenditures

Groceries	\$ <u>197</u>	
Total Expenditures		<u>197</u>

Old Fashioned Christmas Dinner Funds	\$ 372	
Transferred to Basic Needs Program	<u>(372)</u>	
Balance of Old Fashioned Christmas Dinner		\$ 0

Youth Program

Revenue

Balance from 2012	\$ 578	
Donations	<u>6,524</u>	
Total Revenue		\$ 7,102

Expenditures

Registrations & Equipment	\$ 533	
Camp fees	5,225	
School Supplies	215	
Employment Readiness	<u>100</u>	
Total Expenditures		<u>6,073</u>
Program Balance carried to 2013		\$ 1,029

North Renfrew Family Services Inc.
Programs Balances Transferred to Balance Sheet (continued)

Basic Needs Program

Revenue

Balance from 2011	\$ (7,099)	
Donations	\$ 11,670	
Loan repayments	1,050	
Transfers from Christmas dinner	<u>1,401</u>	
Total Revenue		\$ 7,022

Expenditures

Bank Charges	\$ 49	
Housing and support	6,434	
Transportation	1,314	
Personal Needs	<u>4,505</u>	
Total Expenditures		<u>12,302</u>
Program Balance carried to 2012		\$(5,280)

Homelessness Prevention Program

Revenue

Balance from 2011	\$ (217)
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Expenditures

Housing and support	<u>3,010</u>	
Program balance carried to 2012		\$(3,227)

Community Christmas Basket Program

Revenue

Balance from 2011	\$ (148)	
Donations	<u>13,905</u>	
Total Revenue		\$ 13,757

Expenditures

Grocery gift cards	\$8,474	
Personal	<u>941</u>	
Total Expenditures		<u>9,415</u>
Program balance carried to 2012		<u>\$ 4,342</u>

Total Program Balances carried to 2012 \$(6,776)

Jumpstart Program (Canadian Tire Charities)

Revenue

Grant received in 2011	\$ 6,427	
Less: Receivable from 2010	<u>342</u>	
Balance		\$ 6,085

Expenditures

Sports Registrations	<u>\$ 6,727</u>	
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Balance of Grant to be received in 2012	<u>\$ 642</u>
Total Receivable Subsidies & Grants	\$ 642