

CORPORATION OF THE TOWNSHIP OF MCKELLAR

May 6, 2025 – 6:30 p.m.

AGENDA

Topic: Regular Meeting of Council

Time: May 6, 2025, 6:30 P.M. [Closed Session beginning at 4:00 p.m]

Location: Council Chambers, 701 Highway 124 McKellar, ON P0G 1C0

Join Zoom Meeting

<https://us06web.zoom.us/j/84269563464>

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25-184
2025-25

1st Resolution
1st By-law

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF**
- 4. ADOPTION OF AGENDA**
- 5. CLOSED SESSION**
 - 5.1 Minutes of Closed Session – April 15, 2025
 - 5.2 Litigation or potential litigation; pursuant to Ontario Municipal Act Section 239(2)(e) – Settlement litigation.
 - 5.3 Acquisition or disposition of land; pursuant to Ontario Municipal Act Section 239(2)(c) – Disposition of lands.
 - 5.4 Plans and instructions for negotiations; pursuant to Ontario Municipal Act Section 239(2)(k) - the consideration of options and criteria for the renovation or relocation of the public works garage, including directions for potential future negotiations; and strategy for tender release on capital road project, direction to Engineer.
 - 5.5 Personal matters about an identifiable individual; pursuant to Ontario Municipal Act Section 239(2)(b) – Appointments to the Township of McKellar Volunteer Fire Department.
 - 5.6 Labour relations or employee negotiations; pursuant to Ontario Municipal Act Section 239(2)(d) – Review of the Township’s Human Resources Policy.
- 6. CALL TO ORDER**

7. RESPECT AND ACKNOWLEDGMENT DECLARATION

In the spirit of reconciliation and co-operation, we wish to acknowledge that the land on which we gather is the traditional territory of the Anishinaabe and Mississauga people. Its boundaries fall within the Robinson-Huron Treaty of 1850 and the Williams Treaty of 1923. We are grateful to live here and we thank all the generations of people who have taken care of this land for thousands of years. To honour the suffering of Indigenous people and the love and wisdom they have carried for thousands of years, we pledge to work in community and harmony with each other and the environment we inhabit and work towards Truth and Reconciliation.

8. ROLL CALL - REGULAR SESSION 6:30pm (Public can join via Zoom)

9. DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF

10. PUBLIC MEETING

11. DELEGATIONS AND PRESENTATIONS

12. COMMITTEE OF THE WHOLE

13. MOTION TO REVIEW A PREVIOUS MOTION

14. ADOPTION OF MINUTES OF PREVIOUS MEETING(S)

14.1 Regular Meeting of Council Minutes for April 15, 2025

15. PLANNING MATTERS

16. COMMITTEE/BOARD MINUTES WITH RECOMMENDATIONS FOR APPROVAL

- 16.1 Lake Stewardship and Environmental Committee Meeting Minutes – FINAL (February 13, 2025)
- 16.2 North Bay Parry Sound District Health Unit – Finance and Property Committee Meeting Minutes (February 26, 2025)
- 16.3 Board of Health for North Bay Parry Sound District Health Unit Meeting Minutes (February 26, 2025)
- 16.4 North Bay Parry Sound District Health Unit Personnel Policy, Labour/Employee Relations Committee of the Board of Health Meeting Minutes (November 27, 2024)
- 16.5 Recreation Committee Meeting Minutes (April 24, 2025)

17. STAFF REPORTS WITH RECOMMENDATIONS FOR APPROVAL

- 17.1 ADMIN-2025-05 – Broadbent Ballpark Play Equipment
- 17.2 PW-2025-02 – Roadside Brush Cutting, Culverts and Couplers, Seasonal Toilet Rentals and Expression of Interest for Roadside Grass Cutting

- 17.3 PW-2025-03 – Micro Seal Tender – 2025-07 – 1.8 KM of Balsam Road and 2.6 KM of Manitou Drive
- 17.4 Hurdville Bridge Railing Reconstruction Tender Results Report from RHH Engineering
- 17.5 McKellar Ballfield Supply and Installation of Fencing and Supply and Placement of Topsoil, Sod, Granulars and Hydroseed Tender Results Report from RHH Engineering

18. MAYOR'S REPORT

19. CORRESPONDENCE FOR CONSIDERATION

- 19.1 Crime Stoppers Request for Donation – 27th Annual Golf Tournament June 20, 2025
- 19.2 Resolution from the Municipality of McDougall – Re: McDougall School Closing
- 19.3 Moose Hide Campaign Day – Request for Participation
- 19.4 Historical Committee Resolution 25-12 St. Stephen's Church cleaning

20. MOTION AND NOTICE OF MOTION

- 20.1 Appoint Heather Chambers to the Recreation Committee to Facilitate T-Ball Program
- 20.2 LSEC Clean Up Our Lakes Campaign Proposed 2025 Dates (May 13-26)
- 20.3 Appointment of Volunteer Firefighters

21. BY-LAWS

- 21.1 By-Law No. 2025-25 – Being a By-law to Provide for the Payment of Remuneration and Expenses to Member of Council
- 21.2 By-Law No. 2025-26 – Being a By-Law to Authorize the Acquisition of Paper Title to lands for Highway Purposes from Debra and Gordan Zulak
- 21.3 By-Law No. 2025-20 – Being a By-Law to Adopt the Estimates of All Sums Required During the Year 2025 (Yearly Budget) (Third Reading)

22. UNFINISHED BUSINESS

- 22.1 Unfinished Business as of May 6, 2025
- 22.2 Transfer Station Card Review

23. NEW BUSINESS

24. PUBLIC NOTICES, ANNOUNCEMENTS, INQUIRIES AND REPORTS BY COUNCIL MEMBERS

25. CONSENT AGENDA – CORRESPONDENCE

- 25.1 AMO Watchfile, April 10, 2025
- 25.2 AMO Watchfile, April 17, 2025

- 25.3 Kingsville, April 16, 2025, Opposition to Strong Mayor Powers – Proposed Amendments to O. Reg. 530/22
- 25.4 Town of Parry Sound – Request to Province to reconsider the decision to close McDougall Public School
- 25.5 The Corporation of the Town of Aylmer, Motion to Oppose Strong Mayor Powers
- 25.6 Town of Amherstburg, Opposition to Strong Mayor Powers
- 25.7 The Labour Market Group - Local Labour Market Plan 2025
- 25.8 Ministry of Education – Letter to Near North District School Board
- 25.9 Parry Sound Community Radio Association – News Update – March 2025
- 25.10 Rideau Lakes – Request that the province remove Rideau Lakes from the Strong Mayor Powers Legislation
- 25.11 Saugeen Shores – Opposition to Proposed Amendments to O.Reg. 530/22 to Expand Strong Mayor Powers
- 25.12 Tillsonburg Town Council – Strong Mayor Powers Resolution
- 25.13 Town of Parry Sound – Call for inclusive research to reflect the diversity of Canadian communities
- 25.14 Town of Parry Sound – Repeal the Strong Mayor Powers legislation
- 25.15 Letter from Ken Galloway – Re: Hardies Road Condition
- 25.16 AMO Watchfile – April 24, 2025

26. QUESTION/COMMENT PERIOD (RELATED TO ITEMS ON AGENDA)

27. CONFIRMING BY-LAW

- 27.1 By-law 2025-27 Confirming the Proceedings of Council

28. ADJOURNMENT

Instructions for Joining the Council Meeting

1. Please try to sign in between 6:20 p.m. to 6:30 p.m. if possible; you are still welcome to sign in after 6:30 p.m. if necessary.
2. Please wait to be let in the 'meeting room'; this won't take long.
3. Please have your mic and video on mute unless you are speaking; this ensures there are no distractions or background noise to disrupt the meeting.
4. When you sign in, please sign in with your full name (first and last), not a company name.
5. A question-and-answer opportunity will be available at the end of the meeting, as per normal protocol, or during the Public Meeting.
6. If you have permission to speak please identify yourself (first and last name).
7. Please respect meeting protocol and do not interrupt the meeting. The Municipality reserves the right to remove attendees who are disruptive or disrespect meeting protocol.

**CORPORATION OF THE TOWNSHIP OF MCKELLAR**

Council Meeting Minutes

April 15, 2025

ROLL CALL

Mayor Moore took Roll Call.

Present: Mayor David Moore
Councillors Morley Haskim, Mike Kekkonen, Nick Ryeland, Debbie Zulak

Staff: Clerk/Administrator, Karlee Britton
Deputy Clerk, Mary Smith
Fire Chief, Robert Morrison

RESPECT AND ACKNOWLEDGEMENT DECLARATION

In the spirit of reconciliation and co-operation, we wish to acknowledge that the land on which we gather is the traditional territory of the Anishinaabe and Mississauga people. Its boundaries fall within the Robinson-Huron Treaty of 1850 and the Williams Treaty of 1923. We are grateful to live here and we thank all the generations of people who have taken care of this land for thousands of years. To honour the suffering of Indigenous people and the love and wisdom they have carried for thousands of years, we pledge to work in community and harmony with each other and the environment we inhabit and work towards Truth and Reconciliation.

DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF – NONE

Moved by: Councillor Debbie Zulak
Seconded by: Councillor Morley Haskim

25-163 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby accept the reports, recommendations and directions arising from the closed session held April 15, 2025.

Carried

Moved by: Councillor Debbie Zulak
Seconded by: Councillor Morley Haskim

25-164 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar hereby receives the Report FD-2025-04 Hydrant Mapping in the Township of McKellar: A Risk Reduction Strategy, from Fire Chief, Rob Morrison; and

FURTHER approve placement of dry hydrants at the Government Dock within the Village of McKellar and at Stewart Park Boat Launch, subject to approval from Ministry of Natural Resources through an approved work permit.

Carried

Moved by: Councillor Nick Ryeland
Seconded by: Councillor Mike Kekkonen

25-165 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar hereby receives the staff report FD-2025-05 Month End Status Updates for March 2025, from Fire Chief Rob Morrison, for information purposes.

Carried



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Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

- 25-166** **WHEREAS** an Expression of Interest for a mini pumper/tanker mounted on a chassis was issued and closed on September 20, 2024; and
- WHEREAS** Dependable Emergency Vehicles submitted the lowest bid and was deemed the most suitable supplier to meet the operational needs of the Fire Department, as determined by the Fire Chief; and
- WHEREAS** the acquisition of the mini pumper has been included in the proposed 2025 Capital Budget, which is anticipated to be approved on May 6, 2025; and
- WHEREAS** the Dependable Mini Pumper has been built and is ready for immediate delivery, and staff have secured a first right of refusal due to potential trade tariffs, which are not expected to exempt emergency vehicles; and
- WHEREAS** it is in the Township's best interest to exercise this first right of refusal prior to its expiration on April 16, 2025, to avoid additional costs;
- NOW THEREFORE BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar hereby authorizes the purchase of one (1) Dependable Mini Pumper, mounted on a Ford F550 chassis, at a cost of \$402,000.00 plus HST in the amount of \$52,260.00, for a total cost of \$454,260.00.

Carried

Fire Chief Robert Morrison left the meeting at 6:50 pm.

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Mike Kekkonen

- 25-167** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby move into a Public Meeting at 6:51 p.m. to discuss a Draft By-Law to Provide for the Payment of Remuneration and Expenses to the Members of Council and to Adopt a Policy for Council Remuneration and Expenses for External Boards and Committees.

Carried

PUBLIC MEETING

Members of Council discussed the Draft By-Law to Provide for the Payment of Remuneration and Expenses to the Members of Council and to Adopt a Policy for Council Remuneration and Expenses for External Boards and Committees. It was then opened for public discussion. Lawrence Rubin asked questions in person, and a discussion took place.

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

- 25-168** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby reconvene into regular session at 7:16 p.m.

Carried



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Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

25-169 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the deputation from the Lake Stewardship & Environmental Committee Chair Jennifer Ghent-Fuller, LSEC Member Sue Poff, and Steve Macdonell from the Manitouwabing Lake Community Association; and

FURTHER authorize the planting of trees and bushes at the new Ballfield, placement subject to approval from the Public Works Superintendent, so that it does not interfere with the snowmobile trail; and

FURTHER approve the use of the Committee's new logo; and

FURTHER that the Environmental Considerations for Township of McKellar residents' welcome package be approved to be posted on the Township website, and a limited number of copies be printed and available at the Township Office.

Carried

Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

25-170 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby approve the Minutes of April 1, 2025, Regular Meeting of Council, as circulated.

Carried

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Mike Kekkonen

25-171 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Minutes for the District of Parry Sound West (Belvedere Heights) Board of Management Meeting on Wednesday, February 26, 2025.

Carried

Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

25-172 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Minutes for the Township of McKellar Public Library Board meeting on February 24, 2025.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

25-173 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Minutes for the McKellar Recreation Committee meeting on March 27, 2025.

Carried

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

25-174 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive Report ADMIN-2025-04, Request for Use of Township-owned



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property at 3 Stoney Road (formerly the Stoneman property) for Dog Hunting Training and Competitive Field Trials, from Clerk Administrator Karlee Britton, for information; and

FURTHER approve Ron Gill's request to use Township-owned property at 3 Stoney Road for competitive training for his own dog, subject to the following conditions:

1. Staff shall notify neighbouring residents of the proposed use; and
2. Mr. Gill must provide a Certificate of Insurance naming the Township as an Additional Insured and enter into an agreement indemnifying the Township; and

FURTHER THAT the Township reserves the right to revoke approval at any time, without notice, for any reason deemed necessary; and

FURTHER, that authorization shall be reviewed in 2026 should Mr. Gill wish to continue using the property.

Defeated

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

25-175

BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar hereby receive Report BYLAW-2025-02, Request for Noise Exemption – Wedding & Reception, from By-Law Enforcement Officer Chris Kasulke, for information purposes; and

FURTHER grant a noise exemption to David and Karen Murray at #7 Fire Route 306, McKellar, ON, P2A 0B5 for the period starting September 20, 2025, from 2:00 pm to September 21, 2025, at 2:00 am; and

FURTHER that hand-delivered notices be provided to those properties within a 150-metre radius of the property at least two weeks before the event, and that the Township will supply a list of civic addresses that must be notified.

Carried

Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

25-176

BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby receive Report PW-2025-01 – Liquid Calcium, 'A' and 'B' Gravel and Winter Sand Tender Results, for information purposes; and

FURTHER that the following tenders be awarded as outlined:

Tender 2025-02 (Liquid Calcium): Awarded to Da-Lee at a bid amount of \$82,840.32, plus HST in the amount of \$10,769.24, for a total contract value of \$93,609.56.

Tender 2025-03 ('A' & 'B' Gravel): Awarded to Fowler Construction at a bid amount of \$59,924.00 for Granular 'A', and \$14,192.00 for Granular 'B', plus HST in the amount of \$9,635.08, for a total contract value of \$83,751.08.

Tender 2025-04 (Winter Sand): Awarded to Fowler Construction at a bid amount of \$99,300.00, plus HST in the amount of \$12,909.00, for a total contract value of \$112,209.00.



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Carried

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

- 25-177** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Accounts Payable Report for March 2025 from Treasurer, Roshan Kantiya, for information purposes.

Carried

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Mike Kekkonen

- 25-178** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the agenda for the District of Parry Sound Municipal Association Spring 2025 Meeting to be held on Friday, May 23, 2025, in the Township of Callander, for information purposes; and

FURTHER direct staff to register all members of Council and Karlee Britton to attend the meeting, with the cost of registration to be paid by the Township.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

- 25-179** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2025-20, Being a By-law to Adopt the Estimates of All Sums Required During the Year 2025 (Yearly Budget), a First and Second reading.

Carried

Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

- 25-180** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2025—23 Being a By-law to Authorize the Corporation of The Township of McKellar to Authorize a Purchase of Lands from Hamayun Akbar and Rubina Kokab (Part of PIN 52127-0742) a First and Second reading;

And Further Read a **Third** time and **Passed** in Open Council this 15th day of April, 2025.

Carried

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Mike Kekkonen

- 25-181** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Consent Agenda for correspondence.

Carried

QUESTION/COMMENT PERIOD (RELATED TO ITEMS ON THE AGENDA)

Lawrence Rubin asked questions regarding items relating to the agenda and discussion took place.



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Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

25-182 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2025-24, Being a By-law to Confirm the Proceedings of Council, a First and Second reading;

And further Read a Third time and Passed in Open Council this 15th day of April, 2025.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

25-183 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar adjourn this meeting at 9:01 p.m. to meet again on May 6, 2025, for a Regular Meeting of Council; or at the call of the Mayor.

Carried

David Moore, Mayor

Karlee Britton, Clerk/Administrator

LAKE STEWARDSHIP AND ENVIRONMENTAL COMMITTEE OF MCKELLAR TOWNSHIP

Final Minutes

Thursday February 13th, 2025, 7:00 PM

† Educational resources posted by this committee are available on the Township of McKellar Website here:

<https://www.mckellar.ca/en/township-services/resources/Links-to-YouTube-Videos.pdf>

Our Facebook page is located at <https://www.facebook.com/profile.php?id=61565497380905&mibextid=ZbWKwL>

Item	Time	Please note: These are ongoing agenda items. Only items marked with an * will be discussed at the next meeting.
1.		<p>Land Acknowledgement:</p> <p>In the spirit of reconciliation and co-operation, we wish to acknowledge that the land on which we gather is the traditional territory of the Anishinaabe and Mississauga people. Its boundaries fall within the Robinson-Huron Treaty of 1850 and the Williams Treaty of 1923. We are grateful to live here, and we thank all the generations of people who have taken care of this land for thousands of years. To honour the suffering of Indigenous people and the love and wisdom they have carried for thousands of years, we pledge to work in community and harmony with each other and the environment we inhabit and work towards Truth and Reconciliation.</p>
2.		<p>Roll Call: Tony Best (v); Ross Crockford (); Peter Duffey (v); Jennifer Ghent-Fuller (v) ; Carl Mitchell (v); Nick Ryeland (v); Rick Speers (v); Rob Gibson ()</p> <p>We need 5 committee members to have a quorum (v)</p> <p>Does anyone have a declaration of pecuniary and/or personal interest and general nature thereof? No</p>
3.1		<p>Motion to accept the minutes of January 9, 2025. (attached)</p> <p>Moved: Peter Seconded: Nick Approved: All</p> <p>Amendment: none</p> <p>Approved with Amendment :</p>
3.2		<p>Would any committee member like to add any item to the agenda? (no)</p> <p>Motion to accept the agenda: Moved: Carl Seconded: Peter Approved</p> <p>(Motion to add item to the agenda if needed) Moved: Seconded: Approved: ()</p>
3.3		<p>Strategic Planning</p> <p>- See October 2024 minutes</p>
4. Goals		General Updates on Current Issues.
4.1	A,B, and C	<p>Waterfront/ Shoreline protection –</p> <p>A. Feb 13 2025 Healthy Shorelands Leaflet is printed at a total cost of \$1226.05 There are 2000 copies – some for sending out in July with the taxes and some for other distribution</p> <p>B. First draft of the Welcome Package has been distributed to Committee Members.</p> <p>Discussion:</p> <ul style="list-style-type: none"> • We shouldn't go through it page by page at this meeting – Tony suggested a subcommittee be established to review it – Jennifer will organize a meeting of the "Comma Committee" with herself, Rick and Carl and will invite Ross to participate • Still needs an introduction from Ross • Still needs work – catch and release could be smaller • Tony reminded us that the desire to be perfect will hold us back • Distribution – print 100 – 150 advertise amongst residents that they are available for pick up at the Township office

		<ul style="list-style-type: none"> • Put the welcome package online as well • FOCA sheets and Impact Home Flood Protection Sheets are fuzzy - Put QR codes on them as well • Add in suggested length of setback • Add in a few other things: Fireworks, Fire regulations and where to find them • Don't go beyond the Lake Stewardship/Environmental focus <p>C. Jan 9 2025: Cost estimate: Welcome package – Proposed Table of Contents (attached) Cost: WELCOME BOOKLETS QTY: 200 NUMBER OF PAGES: 12 including Covers FINISHED SIZE: 8.5" x 11" STOCK: 60lb text white / Covers on 10pt Gloss White INK: CMYK FINISHED: Coil Bound</p> <p>\$5.95 each + tax; 200 copies would be ~\$1350 plus envelopes (~\$100) and postage to send out the welcome page and the Lake Protection Workbook together.</p> <p>Committee members agreed that it is best for new residents to be presented with hard copy information. Ross and Jennifer will decide what information to include and it will be bound with cerlox binding.</p>
4.2	*	Water Sampling Feb 13 – the water sampling is complete for 2024. Data is in the process of being arranged for uploading to DataStream.
4.3		<ul style="list-style-type: none"> • Septic Education –
4.4	*	Publicity Feb 13 2025 – Peter is disappointed that the number of followers has not increased beyond 70 <ul style="list-style-type: none"> - Could be seasonal – we may need to re-evaluate whether the postings should be weekly - Keep going for now and see if the traffic picks up in the summer FB postings have been continuing on Fridays https://www.facebook.com/profile.php?id=61565497380905&mibextid=ZbWKwL Presentations - YouTube videos from this committee are posted here: https://www.mckellar.ca/en/township-services/resources/Links-to-YouTube-Videos.pdf along with other videos Our postings (listings and a table of contents) are uploaded on the township web page under “Residents/Environment.” Jennifer has been gradually updating the page with Mary Smith’s help. https://www.mckellar.ca/en/living-in-our-community/environment.aspx
4.5		Microplastics/Microfibres/ Washing Machine Filters – video on our YouTube channel posted

4.6	*	<p>Earth Day / Clean Up Our Lakes / Recycling</p> <p>Feb 13 – update from Peter on the effort to have an expanded list of recyclables – no further progress;</p> <ul style="list-style-type: none"> - Nick said there were large (plastic) bags available at the Transfer Station which are for collecting recyclables, possibly as a substitute for bins - Many people are still putting regular plastic bags in the recycling - The tracking sheets we have been sending in to monitor the number of days the bins are unavailable because they are full have not been filled out due to staffing issues. We will stop sending them to Tom Stoneman (Public Works Superintendent) and Karlee Briton (Township Clerk) for now. Karlee said that the staffing issues should be resolved soon and then we can collect these stats to support a possible application for more compactor bins. <p>Dec 12 – report from Peter on his correspondence. Peter has been inquiring on whether we can recycle gable tops and other items since the company sorting our recycling has changed. Peter is waiting for Karlee to let us know who we can contact.</p> <p>Nov 14 — Karlee gave permission for us to contact Enterra to question the range of our recycling. Peter will follow up on contacting the companies in Vaughn and Brampton (Burlington?) in December; someone else could proceed with that work before then.</p> <ul style="list-style-type: none"> - many residents are still putting their recycling into bags; Nick has not received an answer on the feasibility of having blue boxes for residents to purchase <p>Oct 17 – if our recycling material is not being sorted by Waste Connections anymore, but merely being put on another truck to be sent to Enterra in Burlington or to Vaughn (fibres), why can we not recycle a broader range of items = asked Karlee if we can contact Circular materials</p> <ul style="list-style-type: none"> - Some people are still putting in plastic bags
4.7		<p>Fishing / Wildlife – Jan 9 2025 Jennifer will send Ross a copy of the file of the Catch and release sign which is up at launch sites to Ross for editing for the Welcome package.</p> <p>Carl forwarded an MNR notice of changes in Fishing regulations – FB article on this was highlighted by MLCA</p>
4.8		<p>Fish Catch reporting signs for Armstrong Lake - are up at Armstrong Lake beach. Catch and Release best practices signs were put up at all launch sites by Al Last and Jeremy Sintzel, as well as the FOCA sign on preventing the spread of invasive species by cleaning, draining and drying boats if they move from lake to lake</p>
4.9		<p>Benthic Study – July 2024 – Sampling took place in 3 sites</p> <p>Report from GBB was posted in November</p>
4.10		<p>Pesticides/Fertilizers –</p>
4.11		<p>Invasive Species –</p> <p>Sept 12 – Chair has discussed the existence and location of phragmites in McKellar Township with staff</p> <p>The concern about Phragmites would be a good article for our Facebook page. Often a spray is used – “habitat aqua,” which is purported to be harmless to animals and other vegetation.</p>
4.12		<p>Dark Skies – We have a brochure that was made in about 2021. Rewritten for welcome package.</p>
4.13		<p>Water Levels –</p> <p>Feb 13 – updated the paper on water levels with information from Rob. Also requested the appendices be posted. – paper reposted on FB –Requested changes (clean up of the web page) https://www.mckellar.ca/en/living-in-our-community/resources/2025-01-17-Water-Levels-on-Manitouwabing-Lake-JGF.pdf</p> <p>Reposted in January 2025</p>
4.14		<p>Pollinator Patches / Gardens–</p> <p>Feb 13 – Sue will take a look at the pollinator garden in the spring. – Sue indicated that the pollinator garden has been taken over by golden rod and there are mainly plants that bloom in the fall – should move to more plants that bloom in the summer</p> <ul style="list-style-type: none"> - Need to contact GBB to see if they will participate

		ICECAP – This item removed. Council will communicate directly with GBB about this.												
4.15		EV Chargers –												
4.16		Organic Waste Planning (investigate the possibility of a processing facility shared with other townships in the future?)												
4.17		Drinking Water Source Protection Feb 13 – The province held a workshop about Drinking Water Source Protection on Feb 5, but it was full when our application to attend went in. On the waiting list in case there is a rerun. Terry Rees will send a copy of the work he did on Crago Lake according to provincial guidelines (working with hydrologists to assess the watersheds). Terry is making a presentation on March 1 st at the FOCA AGM which Jennifer will attend – a presentation should be made to Council Nov 14 FOCA has developed a Guideline to implement the Best Practices Guidelines suggested by the Ontario Government for municipalities that are not covered under the Clean Water Act, such as McKellar Township. Former FOCA Executive Director, Terry Rees, who has worked on this issue for many years, has completed a pilot project of implementing these guidelines without major expenditures. Jennifer will follow up and request a copy of the guidelines when they are available.												
5.	*	Budget – Feb 13 th – Mayor Moore suggested that our leftover budget money from 2024 could possibly be put into a contingency fund for future use, as this is what other volunteer committees with the Township do. He was going to speak to Roshan (Treasurer) about it. Jan 9th - Adjustments needed to the budget. Attached. Moved:Tony; Seconded:Ross. Approved.												
6.		LSEC will continue to meet on the second Thursday evening of each month at 7 pm. LSEC Meeting Dates in 2025 : <table><tr><td>January 9th</td><td>July 10th</td></tr><tr><td>February 13th</td><td>August 14th</td></tr><tr><td>March 13th</td><td>September 11th</td></tr><tr><td>April 10th</td><td>October 9th</td></tr><tr><td>May 8th</td><td>November 13th</td></tr><tr><td>June 12th</td><td>Dec 11th</td></tr></table> Old information is occasionally removed from the bottom of each item in these minutes, but can be found in old minutes on the Township’s web page under Environment.	January 9th	July 10 th	February 13th	August 14 th	March 13 th	September 11 th	April 10 th	October 9 th	May 8 th	November 13 th	June 12 th	Dec 11 th
January 9th	July 10 th													
February 13th	August 14 th													
March 13 th	September 11 th													
April 10 th	October 9 th													
May 8 th	November 13 th													
June 12 th	Dec 11 th													
7.		Motion to adjourn. Moved: Peter Seconded: Nick Approved: All Time: 7:46 pm												

**NORTH BAY PARRY SOUND DISTRICT HEALTH UNIT
FINANCE AND PROPERTY COMMITTEE OF THE BOARD OF HEALTH
MINUTES – FINANCE AND PROPERTY COMMITTEE, February 26, 2025
345 Oak Street West, Nipissing Room, North Bay, Ontario**

PRESENT:**Nipissing District:**

Central Appointee

Sara Inch

Central Appointee

Maurice Switzer

Central Appointee

Dave Wolfe (Chairperson)

Eastern Appointee

Rick Champagne

Western Appointee – Nipissing District

Jamie Restoule

Parry Sound District:

Northeastern Appointee

Blair Flowers

Public Appointees:

Tim Sheppard (Vice-Chairperson)

Catherine Still

REGRETS:

Central Appointee

Karen Cook

Central Appointee

Jamie Lowery

Southeastern Appointee

Marianne Stickland

Western Appointee

Jamie McGarvey

ALSO IN ATTENDANCE:

Medical Officer of Health/Executive Officer

Dr. Carol Zimbalatti

Executive Director, Finance

Isabel Churcher

Executive Assistant, Executive Director's Office

Christine Neily

Recorder

Executive Assistant, Office of the Medical Officer of Health

Ashley Lecappelain

1.0 CALL TO ORDER

The Finance and Property Committee members joined the meeting in person from the Nipissing Room at 345 Oak Street West, North Bay, Ontario, and virtually via Teams video conference.

Dr. Zimbalatti, called the Finance and Property Committee meeting to order at 5:00 p.m.

2.0 LAND ACKNOWLEDGEMENT

The land acknowledgement was provided by Tim Sheppard.

3.0 ELECTIONS

Nominations for the Chairperson and Vice-Chairperson positions were conducted electronically prior to the start of the Finance and Property Committee meeting.

3.1 Election of Chairperson

Dr. Zimbalatti opened the floor for further nominations.

Having no further nominations, the following motion was read:

Finance and Property Recommendation #FP/2025/02/01 *Champagne/Restoule

Be It Resolved, that Dave Wolfe be elected Chairperson of the Finance and Property Committee for the year 2025.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	R		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	A			Maurice Switzer	X		
Jamie McGarvey	R			Dave Wolfe	X		

“Carried”

3.2 Election of Vice-Chairperson

Dave Wolfe assumed the role of Chairperson and opened the floor for further nominations for Vice-Chairperson.

Having no further nominations, the following motion was read:

Finance and Property Recommendation #FP/2025/02/02 *Still/Switzer

Be It Resolved, that Tim Sheppard be elected Vice-Chairperson of the Finance and Property Committee for the year 2025.

The recorded vote was as follows:

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	R		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	A			Maurice Switzer	X		
Jamie McGarvey	R			Dave Wolfe	X		

"Carried"

4.0 APPROVAL OF AGENDA

The agenda for February 26, 2025, Finance and Property Committee meeting was reviewed, and the following motion was read:

Finance and Property Recommendation #FP/2025/02/03 *Sheppard/Champagne

Be It Resolved, that the Finance and Property Committee agenda dated February 26, 2025 be approved.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	R		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	A			Maurice Switzer	X		
Jamie McGarvey	R			Dave Wolfe	X		

"Carried"

5.0 CONFLICT OF INTEREST DECLARATION

There were no conflicts of interest declared.

6.0 PRESENTATION: AUDIT PLANNING REPORT

Derek D'Angelo from KPMG LLP joined the meeting to provide a presentation to Finance and Property Committee members related to the upcoming audit for the year 2025.

Areas covered in the audit planning presentation included audit quality, scope of the audit, which includes significant risks, rebuttable significant risks, required communications, expanding the use of audit technology, and future pronouncements. Other areas highlighted were the audit plan, audit risks, key milestones and deliverables, newly effective auditing standards, insights to enhance operations, and audit assurance insights.

Questions were addressed following the presentation.

Derek D'Angelo was thanked for the presentation and signed out of the meeting at 5:28 p.m.

7.0 APPROVAL OF PREVIOUS MINUTES

7.1 Finance and Property committee Minutes – December 4, 2024

The minutes from the Finance and Property Committee meeting held on December 4, 2024, were reviewed and the following motion was read:

Finance and Property Recommendation #FP/2025/02/04 *Sheppard/Restoule

Be It Resolved, that the minutes from the Finance and Property Committee meeting held on December 4, 2024, be approved as presented.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	R		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	A			Maurice Switzer			X
Jamie McGarvey	R			Dave Wolfe	X		

"Carried"

8.0 DATE OF NEXT MEETING

Date: April 23, 2025
Time: To be determined
Location: To be determined

9.0 BUSINESS ARISING

There was nothing brought forward under Business Arising.

10.0 NEW BUSINESS

10.1 IPAC Hub 2024-2025 and 2025-2026 Budgets

The IPAC Hub 2024-2025 and 2025-2026 Budgets briefing note was reviewed.

The following motion was read:

Finance and Property Recommendation #FP/2025/02/05 *Champagne/Still

Whereas, the Health Unit has received one-time funding for the Infection Prevention and Control Hub (IPAC Hub) for congregate settings since 2020, and

Whereas, the Ministry of Health, issued a transfer payment agreement on November 27, 2024, outlining program requirements and base and one-time funding for at least the next five years, and

Whereas, this additional funding was not included in the Operation Plan and Financial Budget Proposal approved by the Board of Health on December 4, 2024.

Therefore Be It Resolved, that the Finance and Property Committee recommends that the Board of Health for the North Bay Parry Sound District Health Unit approve the attached IPAC Hub budgets for 2024-25 and 2025-26 in the amounts of \$479,094 and \$498,442, respectively.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	R		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	A			Maurice Switzer	X		
Jamie McGarvey	R			Dave Wolfe	X		

“Carried”

10.2 Fourth Quarter Financial Statements – December 31, 2024

The fourth quarter financial statements were provided to the Finance and Property Committee for information purposes.

10.3 Fourth Quarter Medical Officer of Health Expenses – September 30 to December 31, 2024

The first quarter expenses of the Medical Officer of Health/Executive Officer were provided to the Finance and Property Committee for information purposes.

11.0 IN CAMERA

There was nothing brought forward requiring a closed session.

12.0 ADJOURNMENT

Having no further business, Dave Wolfe, the Finance and Property Committee Chairperson adjourned the meeting at 5:36 p.m.

Original Signed by Dave Wolfe	2025/04/23
Chairperson/Vice-Chairperson	Date (yyyy/mm/dd)

Original Signed by Ashley Lecappelain	2025/04/23
Ashley Lecappelain, Recorder	Date (yyyy/mm/dd)

A meeting of the Board of Health for the North Bay Parry Sound District Health Unit was held on Wednesday, February 26, 2025, via teleconference. The meeting was open to the public and live streaming of the proceedings was provided for the media and public through a link on the Health Unit's website.

PRESENT:

Nipissing District:

Central Appointee	Sara Inch
Central Appointee	Maurice Switzer
Central Appointee	Dave Wolfe
Eastern Appointee	Rick Champagne (<i>Chairperson</i>)
Western Appointee – Nipissing District	Jamie Restoule

Parry Sound District:

Northeastern Appointee

Public Appointees:

Blair Flowers
Tim Sheppard
Catherine Still

REGRETS:

Central Appointee	Karen Cook
Central Appointee	Jamie Lowery (<i>Vice-Chairperson</i>)
Southeastern Appointee	Marianne Stickland
Western Appointee	Jamie McGarvey

ALSO IN ATTENDANCE:

Medical Officer of Health/Executive Officer	Dr. Carol Zimbalatti
Executive Assistant, Executive Director's Office	Christine Neily

Recorder

Executive Assistant, Office of the Medical Officer of Health	Ashley Lecappelain
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1.0 CALL TO ORDER

The Board of Health members joined the meeting in person from the Nipissing Room at 345 Oak Street West, North Bay, Ontario, and virtually via Teams video conference.

Rick Champagne, Board of Health Chairperson called the Board of Health meeting to order at 5:36 p.m.

2.0 APPROVAL OF AGENDA

The agenda for the February 26, 2025, Board of Health meeting was reviewed, and the following motion was read:

Board of Health Resolution #BOH/2025/02/01 *Sheppard/Inch

Be It Resolved, that the Board of Health Agenda, dated February 26, 2025, be approved.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	R		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	A			Maurice Switzer	X		
Jamie McGarvey	R			Dave Wolfe	X		

“Carried”

3.0 CONFLICT OF INTEREST DECLARATION

There were no conflicts of interest declared.

4.0 APPROVAL OF PREVIOUS MINUTES

4.1 Board of Health Minutes – January 22, 2025

The minutes from the Board of Health meeting held on January 22, 2025, were reviewed and the following motion was read:

Board of Health Resolution #BOH/2025/02/02 *Wolfe/Restoule

Be It Resolved, that the minutes from the Board of Health meeting held on January 22, 2025, be approved as presented.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		

Blair Flowers	X	Marianne Stickland	R
Sara Inch	X	Catherine Still	X
Jamie Lowery	A	Maurice Switzer	X
Jamie McGarvey	R	Dave Wolfe	X

“Carried”

5.0 DATE OF THE NEXT MEETING

Date: April 23, 2025

Time: to be determined

Place: to be determined

6.0 BUSINESS ARISING

There was no discussion under Business Arising.

7.0 REPORT OF MEDICAL OFFICER OF HEALTH

The Report of the Medical Officer of Health dated February 26, 2025, was presented to the Board of Health for information purposes.

Questions and comments were received and addressed.

8.0 BOARD COMMITTEE REPORTS

8.1 Finance and Property Committee

A Finance and Property Committee meeting was held prior to the Board of Health meeting. The following motion was read:

Board of Health Resolution #BOH/2025/02/03 *Wolfe/Inch

Whereas, the Health Unit has received one-time funding for the Infection Prevention and Control Hub (IPAC Hub) for congregate settings since 2020, and

Whereas, the Ministry of Health, issued a transfer payment agreement on November 27, 2024, outlining program requirements and base and one-time funding for at least the next five years, and

Whereas, this additional funding was not included in the Operation Plan and Financial Budget Proposal approved by the Board of Health on December 4, 2024.

Therefore Be It Resolved, on the recommendation of the Finance and Property Committee that the Board of Health for the North Bay Parry Sound District Health Unit approves the IPAC Hub budgets for 2024-25 and 2025-26 in the amounts of \$479,094 and \$498,442, respectively.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	R			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	R		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	A			Maurice Switzer	X		
Jamie McGarvey	R			Dave Wolfe	X		

“Carried”

9.0 CORRESPONDENCE

Board of Health correspondence listed for the February 26, 2025, meeting is made available for review by Board members in the Board of Health online portal.

10.0 NEW BUSINESS

10.1 Association of Local Public Health Agencies (alPHA) 2025 Winter Symposium Summary

A written summary of the course of events from the February 12-14, 2025, alPHA Winter Symposium was provided in the package, along with verbal update by Dr. Zimbalatti.

16.0 IN CAMERA

There was no in camera session.

17.0 ADJOURNMENT

Having no further business, Rick Champagne the Board of Health Chairperson adjourned the Board of Health meeting at 6:08 p.m.

Original Signed by Rick Champagne	2025/04/23
Chairperson/Vice-Chairperson	Date (yyyy/mm/dd)

Original Signed by Ashley Lecappelain	2025/04/23
Ashley Lecappelain, Recorder	Date (yyyy/mm/dd)

**NORTH BAY PARRY SOUND DISTRICT HEALTH UNIT
PERSONNEL POLICY, LABOUR/EMPLOYEE RELATIONS COMMITTEE OF THE BOARD OF HEALTH
MINUTES – November 27, 2024
345 Oak Street West, Nipissing Room, North Bay, Ontario**

PRESENT:

Nipissing District:

Central Appointee	Karen Cook
Central Appointee	Sara Inch
Central Appointee	Jamie Lowery (Chairperson)
Central Appointee	Maurice Switzer (Vice-Chairperson)
Central Appointee	Dave Wolfe
Eastern Appointee	Rick Champagne
Western Appointee – Nipissing District	Jamie Restoule

Parry Sound District:

Northeastern Appointee	Blair Flowers
Southeastern Appointee	Marianne Stickland
Western Appointee	Jamie McGarvey

Public Appointees:

Tim Sheppard
Catherine Still

ALSO IN ATTENDANCE:

Medical Officer of Health/Executive Officer	Dr. Carol Zimbalatti
Human Resources Consultant	Josée Goulet
Executive Assistant, Executive Director's Office	Christine Neily

REGRETS:

Recorder

Executive Assistant, Office of the Medical Officer of Health	Ashley Lecappelain
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1.0 CALL TO ORDER

The Personnel Policy, Labour/Employee Relations Committee members joined the meeting in person from the Nipissing Room at 345 Oak Street West, North Bay, Ontario, and virtually via Teams video conference.

Jamie Lowery, Personnel Policy, Labour/ Employee Relations Committee Chairperson, called the meeting to order at 5:01 p.m.

2.0 LAND ACKNOWLEDGEMENT

The land acknowledgement was provided by Sarah Inch.

3.0 APPROVAL OF AGENDA

The agenda for the November 27, 2024, Personnel Policy, Labour/Employee Relations Committee meeting was reviewed, and the following motion was read:

Personnel Policy, Labour/Employee Relations Committee Recommendation
#PPLER/2024/11/01 *Stickland/Cook

Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee agenda dated November 27, 2024, be approved.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	x			Jamie Restoule	x		
Karen Cook	x			Tim Sheppard	x		
Blair Flowers	x			Marianne Stickland	x		
Sara Inch	x			Catherine Still	x		
Jamie Lowery	x			Maurice Switzer	x		
Jamie McGarvey	A			Dave Wolfe	x		

“Carried”

4.0 CONFLICT OF INTEREST DECLARATION

There were no conflicts of interest declared.

5.0 APPROVAL OF PREVIOUS MINUTES

5.1 Personnel Policy, Labour/Employee Relations Committee Minutes– April 24, 2024

The minutes from the Personnel Policy, Labour/ Employee Committee meeting held on April 24, 2024, were reviewed and the following motion was read:

Personnel Policy, Labour/Employee Relations Committee Recommendation
#PPLER/2024/11/02 *Champagne/Still

Be It Resolved, that the minutes from the Personnel Policy, Labour/Employee Relations Committee meeting held on April 24, 2024, be approved as presented.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	x			Jamie Restoule	X		
Karen Cook	x			Tim Sheppard	X		
Blair Flowers	x			Marianne Stickland	X		
Sara Inch	x			Catherine Still	X		
Jamie Lowery	x			Maurice Switzer	X		
Jamie McGarvey	A			Dave Wolfe	x		

"Carried"

6.0 DATE OF NEXT MEETING

Date: At the call of the Chair

Time: to be determined

Place: to be determined

Jamie McGarvey joined the Personnel Policy, Labour/Employee Relations Committee meeting at 5:06 p.m.

7.0 BUSINESS ARISING

There was no discussion under Business Arising.

8.0 IN CAMERA

8.1 Personal Matter About an Identifiable Individual

An In-camera session of the Personnel Policy, Labour/ Employee Relations Committee was held. The following motion was read:

Personnel Policy, Labour/Employee Relations Committee Recommendation
#PPLER/2024/11/03 *Inch /Cook

Be it Resolved, that the Personnel Policy, Employee/Labour Relations Committee move in camera at 5:06 p.m. to discuss agenda item 8.1 a personal matter about a identifiable individual.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	x			Jamie Restoule	x		
Karen Cook	x			Tim Sheppard	x		
Blair Flowers	x			Marianne Stickland	x		
Sara Inch	x			Catherine Still	x		
Jamie Lowery	x			Maurice Switzer	x		
Jamie McGarvey	x			Dave Wolfe	x		

“Carried”

The Personnel Policy, Labour/ Employee Relations Committee entered an In-Camera meeting and stopped live streaming to the public at 5:07 p.m.

Personnel Policy, Labour/Employee Relations Committee Recommendation
#PPLER/2024/11/04 *Wolfe/Restoule

Be it Resolved, that the Personnel Policy, Employee/Labour Relations Committee rise and report at 5:52 p.m.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	x			Jamie Restoule	x		
Karen Cook	x			Tim Sheppard	x		
Blair Flowers	x			Marianne Stickland	x		
Sara Inch	x			Catherine Still	x		
Jamie Lowery	x			Maurice Switzer	x		
Jamie McGarvey	x			Dave Wolfe	x		

“Carried”

The Personnel Policy, Labour/ Employee Relations Committee commenced live streaming to the public at 5:55 p.m.

Personnel Policy, Labour/Employee Relations Committee Recommendation
#PPLER/2024/11/05 *Switzer/McGarvey

The following motion was read:

Whereas, the performance appraisal of the Medical Officer of Health/Executive Officer needs to be completed as per Board of Health Bylaw Section IV, #54;

Whereas, an Ad Hoc Performance Appraisal Committee was created in 2024 to conduct the performance appraisal process; and

Whereas, a performance appraisal survey was sent to 26 individuals which included all Board of Health members, all Executive Team members, selected managers, and staff, and the responses and comments were summarized in themes;

Now Therefore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee recommend that the Ad Hoc committee of the Board of Health – Medical Officer of Health Performance Appraisal Committee conduct the performance appraisal for Dr. Carol Zimbalatti, Medical Officer of Health/Executive Officer; and

Furthermore Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee recommend the Board of Health approve remuneration for this activity in accordance with the Board of Health Bylaw Section VI, #79.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	x			Jamie Restoule	x		
Karen Cook	x			Tim Sheppard	x		
Blair Flowers	x			Marianne Stickland	x		
Sara Inch	x			Catherine Still	x		
Jamie Lowery	x			Maurice Switzer	x		
Jamie McGarvey	x			Dave Wolfe	x		

“Carried”

9.0 NEW BUSINESS

There was no discussion under New Business.

10.0 ADJOURNMENT

Having no further business, Jamie Lowery the Personnel Policy, Labour/Employee Relations Committee Chairperson adjourned the Personnel Policy, Labour/Employee Relations Committee meeting at 5:57 p.m.

Original Signed by Jamie Lowery

2025/04/23

Chairperson/Vice-Chairperson

Date (yyyy/mm/dd)

Original Signed by Ashley Lecappelain

2025/04/23

Ashley Lecappelain, Recorder

Date (yyyy/mm/dd)

TOWNSHIP OF McKELLAR RECREATION COMMITTEE – MINUTES

April 24, 2025, 4:00 p.m.
McKellar Community Centre

PRESENT IN PERSON: Morley Haskim, Judy Ryeland, Terry Lacey, Joyce Hopkins
Dinah Ryeland Brown, ZOOM: Kathy Deguara
ABSENT: Francis Deguara, Michelle Dimmick, Phil Jefkins, Chris Bishop.

CALLED TO ORDER: 4:00 p.m.

APPROVAL OF THE MINUTES: Moved by Dinah Ryeland Brown and seconded by Judy Ryeland that the Recreation Committee of the Township of McKellar does hereby accept the minutes of the March 27, 2025, meeting. Motion Carried (25-12).

ADDITIONS TO THE AGENDA: None

APPROVAL OF THE AGENDA: Moved by Judy Ryeland and seconded by Dinah Ryeland Brown that the Recreation Committee of the Township of McKellar does hereby accept the agenda for the April 24, 2025, meeting. Motion Carried (25-13).

DECLARATION OF CONFLICT OF INTEREST: None

VISITORS: Brenda Muller- Whispering Rivers Orchestra

VISITOR DEPUTATIONS: Brenda was present to discuss the possibility of having an Arts Festival by Whispering River Orchestra Concert in Minerva Park on September 20, 2025. The Committee is supportive of the idea but cannot commit to volunteering for this event.

CORRESPONDENCE RECEIVED: E-mails were received regarding some items to be discussed under new business.

REPORTS OF MEMBERS: Yoga: Joyce reported that the yoga instructor is presently away, but Helen Khol will re-start the program on return. Helen may also enquire about having a class on weekends.

Pickleball- Terry reported that indoor pickleball is having very high numbers in attendance. Terry reported that the Pickleball Players would like to move outdoors to the arena by mid-May. Presently staff are working to complete the necessary work at the arena, to move this activity to the outdoors.

MOTION ARISING FROM REPORTS: Moved by Judy Ryeland and seconded by Dinah Ryeland Brown that the Recreation Committee of the Township of McKellar does hereby spend up to \$500.00 to purchase two new nets, one dividing net and outdoor balls for the upcoming outdoor pickleball season. Motion Carried (25-14).

SEE PAGE 2

NEW BUSINESS:

1. Purchase Tents: The Committee needs three tents for events during the year. One tent that was damaged at the Fall Fair is un-repairable. MOTION ARISING: Moved by Dinah Ryeland Brown and seconded by Terry Lacey that the Recreation Committee of the Township of McKellar does hereby purchase two new tents. Motion Carried (25-15).
2. Martial Arts: The Office Staff are currently working with Phil Jarvis to receive what is necessary to move this program forward. The Committee would also request that Phil attend the Committees next meeting to go over the proposed program.
3. T-Ball Program: Rick Brear is retiring as the coordinator for this program and Heather Chambers has stepped forward to run this program. The registration date is Thursday, May 8, 5:00-6:30 p.m. at the Community Centre. MOTION ARISING: Moved by Dinah Ryeland Brown and seconded by Judy Ryeland that the Recreation Committee of the Township of McKellar does hereby recommend the appointment of Heather Chambers as the T-Ball Coordinator. Motion Carried (25-16).
4. Fireworks at Broadbent Ballpark: The Committee in conjunction with the Broadbent Snowbugs Committee would like to re-start this event. Staff are currently looking into all the needed requirements to have the Recreation Committee conduct this event safely. MOTION ARISING: Moved by Judy Ryeland and seconded by Dinah Ryeland Brown that the Recreation Committee of the Township of McKellar does hereby have a Canada Day Long Weekend Fireworks event on the Saturday Evening of June 28, 2025, at the Broadbent Ballpark.

And Furthermore: the Recreation Committee will complete a fireworks permit, have an individual with a Fireworks Operators Certificate set off the consumer fireworks and follow all Risk Management Considerations for Fireworks. Motion Carried (25-17).
5. Broadbent Community Get-Together: The Committee has decided to move this event to the same day as the Fireworks, Saturday, June 28, Barbecue- 5:00-6:00 p.m. plus other activities to be discussed at a future meeting.
6. Ribfest- Sunday, July 6, 4:00-8:00 p.m. Judy will work on a schedule for the attending Volunteers.
7. Cafe Night- Friday, July 11, 8:00-11:00 p.m. Most requirements have been arranged.

NEXT MEETING: May 22, 2025, 4:00 p.m. or at the call of the chairperson.

ADJOURNMENT: Moved by Dinah Ryeland Brown and seconded by Terry Lacey that the Recreation Committee of the Township of McKellar does hereby adjourn at 5:10 p.m. Motion Carried (25-18).



Township of McKellar

Report to Council

Prepared for: Mayor & Council

Department: Administration

Date: May 6, 2025

Report No: ADMIN-2025-05

Subject: Playground Equipment for Broadbent Park

Recommendation:

Be It Resolved That the Council of the Corporation of the Township of McKellar does hereby receive Report ADMIN-2025-05 Playground Equipment for Broadbent Park; and

Further directs staff to engage GTB Contracting Inc. to supply, deliver, and install one slide and one swing set, as outlined in their quotation dated April 4, 2025; and

Further directs the Treasurer to allocate funds for the playground equipment from the Township's Parkland Reserve, in accordance with Section 42 of the Planning Act, which permits the use of these funds for park enhancements.

Background:

Since the pandemic, an increasing number of families have relocated to McKellar on a permanent, full-time basis, as many parents now have the option to work from home. Broadbent, a charming community within the Township of McKellar, has recently seen a rise in young families and children. The local park in Broadbent features a baseball diamond and basketball nets, though it currently lacks playground equipment. As a result, children in the area must travel to Stewart Park (3.8 km), Armstrong Beach (13.5 km), or Minerva Park (13.4 km) to access play equipment. With a school bus pick-up/drop-off location right at the park, it would be highly convenient for children to have access to playground amenities, providing them with a safe and enjoyable space after school.

Analysis:

In the summer of 2024, staff developed a survey, which was distributed at a Broadbent community recreation event, to gather insights into the evolving age demographics of the community and to understand parents' preferences for play equipment for their children. While it cannot be confirmed whether all families were provided with and completed the survey, the Township received 11 completed responses.

The survey results reveal important insights into the park preferences and needs of local families. Most of the children surveyed are preschoolers (2-5 years old), followed by school-aged children (5-12 years old) and toddlers (under 2 years old), indicating a need for equipment catering to a range of ages.

The most popular play equipment includes slides, swings, and climbing walls, with water play features and balance beams also receiving notable interest. Less popular choices include see saws and music play elements.

Parents prioritize safety, durability, and accessibility for all children, with shade and variety of play opportunities also important. Aesthetic appeal is less of a concern.

In terms of park visitation, 4 families visit weekly, 1 family visits monthly, while 5 rarely visit and 1 never does. This suggests there is potential to increase park visits through new equipment or features that appeal to a broader range of interests.

In summary, families value safe, durable, and inclusive play equipment, with a preference for traditional options. Enhancing park appeal and accessibility could help encourage more frequent visits.

Survey Results

Age Demographic of Children

Toddlers (2 years old and under)	3
Preschoolers (2-5 years old)	9
School Aged (5-12 years old)	7
Total Number of Children Collected from Survey	19

Type of Play Equipment Preferred

Slides	10
Swings	9
Climbing Walls	9
Water Play Features	6
Balance Beam	5
Monkey Bars	5
Inclusive Play Areas for Children with Disabilities	4
Spinning Equipment	4
Sensory Play Areas	3
See Saws	2
Sand and Water Tables	1
Music Play Elements	1

Important Aspects to Parents

	Not Important	Slightly Important	Important	Very Important
Safety		1	3	7
Durability			3	8
Accessibility for all Children			3	8
Aesthetic Appeal	2	4	4	1
Variety of Play Opportunities			4	7
Shade & Weather Protection		1	8	2

How often do you Visit the Broadbent Park with your children (currently)?

Daily	0
Weekly	4
Monthly	1
Rarely	5
Never	1

Additional Comments

- Shelter/ Gazebo for BBQs
- Storage area (ex. sea container) for toys or equipment that is lockable
- Rarely go to the park but looking for a reason to go with new equipment

Financial:

There is \$25,000 in the Parkland reserve account. The Township can begin by purchasing a swing set with two regular seats and two tot seats, as well as one slide. These features are ideal for accommodating a wide range of children, from toddlers to preschoolers and school-aged kids. The swing set and slide will provide versatile play options that can grow with the children as they develop new skills. This initial investment will meet the needs of the community's broadest demographic while leaving room for future additions as the budget allows. By starting with these essential pieces of equipment, the park can begin to enhance its appeal and functionality, encouraging more frequent visits from families.

A proposal has been received from GTB Contracting in Sudbury, which falls within budget and includes one 6ft freestanding slide and a standard double swing bay with two belt seats and two tot seats. The proposal also covers the tariff surcharge, delivery to Broadbent, and installation of the equipment. To help stay within budget, screened beach sand will be delivered and placed by the Public Works Department. The vendor was unable to provide a confirmed project completion date, but once the order is placed, they will supply the Township with a delivery and installation timeline. The goal is to have the play equipment operational by this summer; in the worst-case scenario, it will be ready for use by the end of summer, extending into the fall.

Policies Affecting Proposal: Procurement By-law 2019-44

In 2024, staff reached out to play equipment vendors with a larger budget at that time. However, these vendors indicated they could not provide play equipment for Broadbent within that budget and preferred not to waste the Township's time with a quotation.

After contacting a more local vendor in Sudbury, they expressed willingness to work within the Township's smaller budget for play equipment. As a result, they have provided a quotation for \$25,000, which aligns with the available budget.

The procedural By-law requires that goods valued between \$15,001 and \$25,000 be sourced through three formal quotations. Given that other vendors have been unwilling to work with the Township, and with a proposal already submitted by a willing vendor, staff recommend proceeding with this vendor, despite not securing three formal quotations.

Conclusion:

The increasing number of families in Broadbent presents an opportunity to enhance the local park, ensuring it meets the growing needs of the community. The survey results clearly highlight a demand for safe, durable, and accessible play equipment that caters to a wide age range, with a preference for traditional play features such as slides and swings. Additionally, the desire for shade, weather protection, and variety in play options underscores the importance of creating a space that is both functional and inviting for families.

With a budget of \$25,000 available in the Parkland reserve account, the Township is well-positioned to move forward with the purchase of a swing set and slide, which will address the needs of the majority of children in the area. The proposal from GTB Contracting aligns with the budget and provides a viable solution for the park's upgrade. While three formal quotations were not secured due to limited vendor interest, staff recommend proceeding with GTB Contracting's proposal, as they have shown willingness to work within the Township's budget.

By implementing these initial upgrades, the park will become a more attractive and accessible space for families, encouraging increased visitation and fostering a stronger sense of community. Future improvements can be considered as additional funds become available, with the goal of creating a well-rounded, enjoyable environment for all residents.

Respectfully submitted by:

Karlee Britton, Clerk/Administrator

Attachments: Quotation 99-20250403 Dated April 4, 2025 from GTB Contracting Inc. (quotation expiry has been extended to May 7, 2025)



QUOTE

89 Portage Ave
Sudbury, Ontario. P3B 3H1
Tel: (249) 885-4524
gtbcontractingsudbury@gmail.com

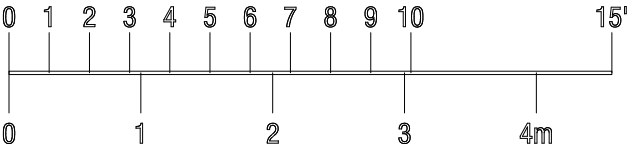
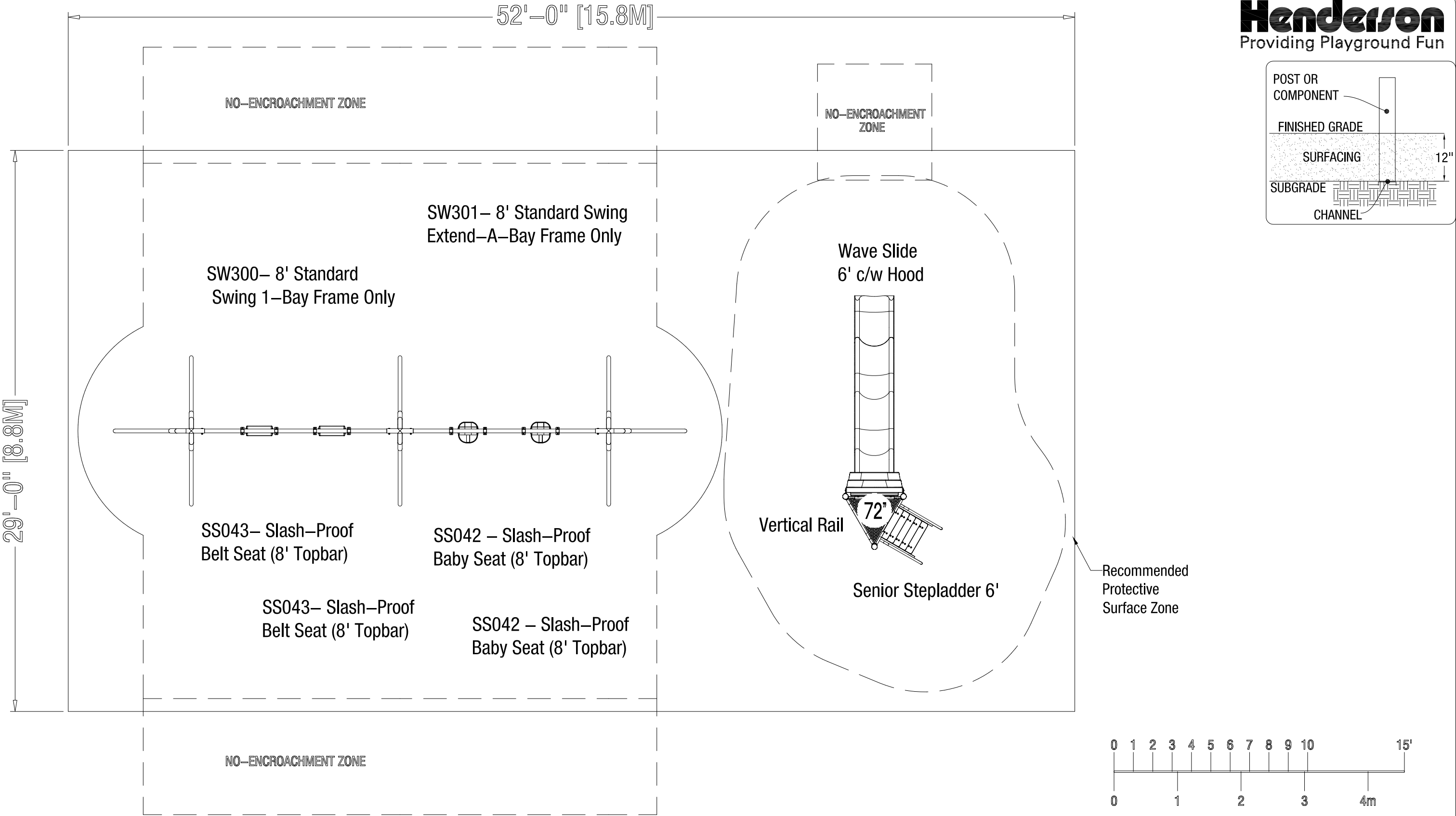
QUOTE NO. 99-20250403
DATE April 4, 2025
CUSTOMER ID TWNMCK
PROJECT: Playground Proposal

TO Township of McKellar
701 Highway 124
McKellar, ON P0G 1C0

SALESPERSON		JOB SITE	PAYMENT TERMS		DATE
SH		TBD	50% Deposit, 50% Upon Shipment		3-4-25
PART ID	DESCRIPTION		UNIT PRICE	QTY	LINE TOTAL
B312852R0	6' Freestanding Slide		\$7,488.00	1	\$7,488.00
SA-SW300	Standard Double Swing Bay with 2 Belt Seats and 2 Tot Seats		\$4,284.00	1	\$4,284.00
TARIF	Tarriff Surcharge		\$869.00	1	\$869.00
FREIGHT	FOB to McKellar		\$1,653.00	1	\$1,653.00
INSTALL	Installation of Equipment		\$8,000.00	1	\$8,000.00
		Quote does not include site preperation, safety surfacing or installation of safety surfacing			
Please note that shipping is estimated and actual charges will be finalized on order placement.			SUBTOTAL		\$22,294.00
			SALES TAX		\$2,898.22
			TOTAL (CAD)		\$25,192.22

Quotation prepared by: Stacey Horner
This is a quotation on the goods named, subject to the conditions noted below:
All orders are verified and approved at our Sudbury location.
Provincial and local taxes are for the account of the buyer.
Written GTB Contracting quotations are valid for 30 days.
There will be no holdbacks.
All warranties are in place upon receipt of payment of goods.
Currency: CAD

Thank you for your business!



Model No. B312852R0

GTB Constracting
McKellar

Henderson Recreation Equipment Ltd.
PO Box 68, 11 Gilbertson Drive
Simcoe, ON, Canada, N3Y 4K8
T. 1.800.265.5462
F. 519.426.9380
www.hendersonplay.ca

Salesperson | C.P.
Drawn By | R.H.
Date Drawn | April 3, 2025
Revised By |
Revision Date |

Product Line | Playsteel FIT
Standard Compliance | CAN/CSA-Z614-20
Best User Age | 5 to 12 yrs
Protective Surfacing Type | Wood Chips
Accessibility | None
Number of Children | 11
Maximum Fall Height | 9'

Border Area | 1,508 sq/ft
Border Perimeter | 162'
Installation Type | Onground

WARNING: All play equipment shall have a protective surfacing zone that consists of an obstacle free soft resilient surfacing, as specified for each type of equipment and at depths to meet the critical fall heights as specified by the CAN/CSA Z614, ASTM F1487 and the U.S. Consumer Product Safety Commission.





Township of McKellar

Report to Council

Prepared for: Mayor & Council

Department: Public Works

Date: May 6, 2025

Report No: PW-2025-02

Subject: Roadside Brush Cutting, Culverts and Couplers, and Seasonal Portable Toilet Rental
Request for Quotation Results and an Expression of Interest for Roadside Grass Cutting

Recommendation:

Be It Resolved that the Council of the Corporation of the Township of McKellar hereby receives Report PW-2025-02; and

Further that the following quotations are to be received and awarded as outlined:

RFQ-2025-06 Roadside Brush Cutting: Awarded to TMI Brushing, quotation amount \$17,250.00, plus HST of \$2,242.50, for a total quotation of \$19,492.50.

RFQ-Culverts and Couplers: Awarded to Hubb Cap, quotation amount of \$9730.00, plus HST of \$1,264.90, for a total quotation amount of \$10,994.90.

RFQ-Seasonal Portable Toilet Rental: Awarded to Weeks Construction, with a quotation amount of \$5705.00.

Background:

The Township released a request for quotations for Roadside Brush Cutting, Culverts and Couplers, and Seasonal Portable Toilet Rental. An expression of interest was also released for Roadside Grass Cutting to investigate if it is more cost-efficient to contract out roadside grass cutting. The tenders closed on April 29, 2025, and April 30, 2025, at 1:00 p.m.

Analysis:

Roadside Brush Cutting

Three bids were received for the Roadside Brush Cutting Tender. TMI Brushing was the lowest quote with a submission of \$17,250.00 before applicable taxes. We have not tendered out the Roadside Brush Cutting since 2001. However, TMI Brushing has had the contract since 2020, is familiar with the Townships' roads and is reliable.

Culverts and Couplers

Three bids were received for the Culverts and Couplers RFQ. Hubb Cap was the lowest bidder with a submission of \$9730.00 before applicable taxes. Although Hubb Cap did not supply us with culverts and couplers last year, they were one of the companies invited to submit a quotation to ensure the township was getting the most cost-effective prices.

Seasonal Portable Toilet Rental

Three bids were received for the Seasonal Portable Toilet Rental RFQ. Weeks Construction was the lowest quote with a submission of \$5705.00 before applicable taxes. All bidders were reminded that weekly

service/cleaning would need to be done on Fridays to ensure the portable toilets were well stocked and clean for the McKellar Market on Saturdays.

Roadside Grass Cutting

Two submissions for the Expression of Interest for Roadside Grass Cutting were received. This expression of interest is non-binding and does not constitute an offer or agreement; therefore, no contract will be awarded. Staff will continue to investigate the feasibility of hiring a contractor or continue to complete the roadside grass cutting with our Public Works staff as per usual.

Financial:

Roadside Brush Cutting

The budgeted amount for Roadside Brush Cutting was \$20,000.00, with the submitted bid coming in just under budget.

Culverts and Couplers

The budgeted amount for Culverts and Couplers is \$21,000.00, with a submitted bid after applicable taxes of \$10,944.90, which is significantly under budget. This allows the Township to build up inventory as needed.

Seasonal Portable Toilet Rental

Seasonal Portable Toilet Rentals were budgeted for Parks and Recreation at \$7000.00; this amount did not include the yearly rental at the Transfer Station. The bid came in under that amount and included the annual rental for the Transfer Station.

Policies Affecting Proposal:

Procurement By-law No. 2019-44

Conclusion:

The recommended tender awards and expression of interest represent the most cost-effective and operationally efficient options available to the Township. There is minimal financial impact as all quotations were within or under budget and can be managed within the existing budget.

Respectfully submitted by:



Mary Smith, Deputy Clerk

Reviewed by:



Thomas Stoneman, Public Works Superintendent

Attachments:

Tender Opening Form – RFQ-2025-06 Roadside Brush Cutting
Tender Opening Form – RFQ-Culverts and Couplers
Tender Opening Form – RFQ-Seasonal Portable Toilet Rentals
Expression of Interest – Submission Details – Roadside Grass Cutting



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

Tender Opening Results


Tender 2025-06 Roadside Brush Cutting

Closing Date: April 29, 2025 1:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Weeks Construction	April 29 @ 12:35pm	\$37231.25	\$4840.06	\$42071.31 Est hrs 115
Yard Boys	April 29 @ 12:30pm	\$20930.00	\$2720.90	\$23650.90 115 hrs
Tm1 Brushing	April 11 @ 12:08pm	\$17250.00	\$2242.50	\$19492.50 115 hrs

Request for proposals were opened at the Township Office at 1:00pm p.m.

☐ No proposals were received


Mary Smith
Deputy Clerk


Karlee Britton
Clerk/Administrator



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

Tender Opening Results

RFQ-Culverts & Couplers

Closing Date: April 29, 2025 1:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Hubb Cap	march 27 @ 11:48 am	\$9730.00	\$1264.90	\$10994.90
Devron Sales Ltd.	April 28 @ 11:34 am	\$11350.76		
Armtec	April 28/25 @ 8:33 am	\$10351.60		

Request for proposals were opened at the Township Office at 1:00 p.m.

☐ No proposals were received

Mary Smith
Deputy Clerk

Karlee Britton
Clerk/Administrator



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario P0G 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

Tender Opening Results

RFQ-Seasonal Portable Toilet Rental

Closing Date: April 29, 2025 1:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Adams Bros	March 24 @ 1:18 pm			\$7205.00
Sound Septic Service	April 29 @ 7:30 am			\$6400.00
Weeks Construction	April 29 @ 12:01 pm			\$5705.00

Request for proposals were opened at the Township Office at 1:05 p.m.

☐ No proposals were received

Mary Smith
Deputy Clerk

Karlee Britton
Clerk/Administrator

Evaluation Criteria

Submissions will be evaluated based on:

- Experience and expertise in roadside grass cutting.
- Ability to meet the Municipality's needs and service requirements.
- Competitive and fair pricing structure.

Contract Duration

The selected proponent will enter into an agreement with the Township that will be effective from the award date, and work will commence from June 30, 2025, to July 18, 2025.

Submission Details

Project Location: Various Municipal Roads in McKellar Township

ITEM NO.	ITEM DESCRIPTION	UNIT HOURS (estimated)	QUANTITY	UNIT PRICE (PER HOUR)	TOTAL PRICE (excluding HST)
1.	Roadside Grass Cutting 2025	44	220	110 ⁰⁰	4840. ⁰⁰
				Sub Total	4840. ⁰⁰
				HST	629.2
				TOTAL QUOTATION	5469.20

Please submit your expression of interest by April 30, 2025, by mail or email to:

Tom Stoneman
Public Works Superintendent
701 Highway 124
P.O. Box 69
McKellar, ON
P0G 1C0
Email: roads@mckellar.ca
Phone: (705) 773-9001

Additional Information

For further information or questions regarding this EOI, please contact Public Works Superintendent Tom Stoneman at (705) 773-9001 or roads@mckellar.ca.

This Expression of Interest is non-binding; it does not constitute an offer or agreement to enter any transaction. A binding commitment will be subject to definitive agreements and all necessary internal and external approvals.

Evaluation Criteria

Submissions will be evaluated based on:

- Experience and expertise in roadside grass cutting.
- Ability to meet the Municipality's needs and service requirements.
- Competitive and fair pricing structure.

Contract Duration

The selected proponent will enter into an agreement with the Township that will be effective from the award date, and work will commence from June 30, 2025, to July 18, 2025.

Submission Details

Project Location: Various Municipal Roads in McKellar Township

ITEM NO.	ITEM DESCRIPTION	UNIT HOURS (estimated)	QUANTITY	UNIT PRICE (PER HOUR)	TOTAL PRICE (excluding HST)
1.	Roadside Grass Cutting 2025	40		\$177.00	7,080.00
				Sub Total	
				HST	920.40
				TOTAL QUOTATION	\$8,000.40

Please submit your expression of interest by April 30, 2025, by mail or email to:

Tom Stoneman

Public Works Superintendent
701 Highway 124
P.O. Box 69
McKellar, ON
P0G 1C0
Email: roads@mckellar.ca
Phone: (705) 773-9001

Additional Information

For further information or questions regarding this EOI, please contact Public Works Superintendent Tom Stoneman at (705) 773-9001 or roads@mckellar.ca.

This Expression of Interest is non-binding; it does not constitute an offer or agreement to enter any transaction. A binding commitment will be subject to definitive agreements and all necessary internal and external approvals.



Township of McKellar Report to Council

Prepared for: Mayor & Council

Department: Public Works

Date: May 6, 2025

Report No: PW-2025-03

Subject: Tender – 2025-07 – Micro Seal – 1.8 KM of Balsam Road & 2.6 KM of Manitou Drive

Recommendation:

Be It Resolved that the Council of the Corporation of the Township of McKellar hereby receives Report PW-2025-03; and

Further that the following bid is to be received and awarded as outlined:

Tender – 2025-07 Micro Seal – 1.8 KM of Balsam Road and 2.6 KM of Manitou Drive:
Awarded to Duncor Enterprises Inc., bid amount \$145,992.00, plus HST of \$18,978.96, for
a total bid of \$164,970.96.

Background:

The Township released a Tender 2025-07 to Micro Seal for 1.8 km of Balsam Road and 2.6 km of Manitou Drive. The tenders closed on May 1, 2025, at 2:00 p.m. with two bids received.

Analysis:

The two bid amounts are \$145,992.00 from Duncor Enterprises Inc. and \$196,504.00 from Miller Paving Limited. Duncor Enterprises was awarded the micro seal tender last year for the treatment of Broadbent Road and Balsam Road, and the Township is confident that they will complete the current tender proficiently.

Financial:

The budgeted amount for Balsam Road Micro Seal is \$66,144.00, and for Manitou Drive Micro Seal is \$91,584.00, for a combined amount of \$157,728.00.


Policies Affecting Proposal:

Procurement By-law No. 2019-44

Conclusion:

The recommended tender award is the most operationally efficient option for the Township. There is a minimal financial impact, and the awarded bid amount is manageable within the existing budget.

Respectfully submitted by:


Mary Smith, Deputy Clerk

Reviewed by:


Karlee Britton, Clerk Administrator

Attachments: Tender Opening Form – Tender – 2025-07 – Micro Seal – 1.8 KM of Balsam Road & 2.6 KM of Manitou Drive



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

Tender Opening Results

Micro Seal 1.8 KM of Balsam Road & 2.6 KM of Manitou Drive

Closing Date: May 1, 2025, 2:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Duncor Enterprises	April 30/25 @ 2:27pm	\$145,992.00	\$18,978.96	\$164,970.96
Miller Paving Limited	May 1/25 @ 11:25am	\$196,504.00	\$25,545.52	\$222,049.52

Request for proposals were opened at the Township Office at 2:00pm p.m.

☐ No proposals were received


Mary Smith
Deputy Clerk


Karlee Britton
Clerk/Administrator

RHH ENGINEERING

70 Isabella Street, Unit 111,
P.O. BOX 675, Parry Sound, ON
P2A 2Z1

Email: bob.rhhengineering@cogeco.net

(705) 746-1196

Cell 705 774-5058

May 1, 2025

Township of McKellar
Box 69, 701 Highway 124,
McKellar, ON
P0G 1C0

Att: Mayor and Council

Re: Hurdville Bridge Repairs

RHH Engineering has reviewed the five tenders received for the Hurdville Bridge Railing Replacement Contract 2025-10 and provides the following summary and recommendation.

The bid prices are summarized in the following table.

Contractor	Item A Replace Bridge Railings	Item B Replace Guide Rails	Item C Chain Link Fence	HST	Total Tendered Price
A2Z Civil	\$ 106,000.00	\$ 56,000.00	\$ 4,500.00	\$ 24,440.00	\$ 212,440.00
DbA Beton	\$ 176,100.00	\$ 47,000.00	\$ 5,000.00	\$ 32,448.00	\$ 282,048.00
MacPherson- Andrews	\$ 181,855.00	\$ 39,941.00	\$ 9,390.00	\$ 32,849.18	\$285,535.18
Larson Brothers	\$ 171,290.70	\$ 62,872.80	\$ 9,271.50	\$ 34,441.55	\$ 299,376.55
TEC Services	\$237,900.00	\$ 68,440.00	\$ 11,917.00	\$44,168.41	\$ 383,925.41

Note: All bidder's Total Prices also include \$ 1,500.00 for testing and \$ 20,000.00 Contingency

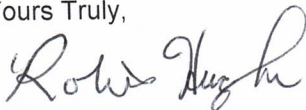
All bidders provided the required Bid Bonds and Agreements to Bond. RHH Engineering also checked references for the low bidder and found the references to be acceptable.

RHH Engineering contacted the low bidder A2Z Civil and discussed the details of construction and timing. It appears that from award it will take at least four weeks for the railing fabricator to order the steel, fabricate the railings and send the railings for hot dip galvanizing. The contractor estimates it will take 3-4 weeks for the onsite construction.

RHH Engineering recommends that the Township of McKellar accept the bid from A2Z Civil For the Total Tender Price of \$ 212,440.00 (including H.S.T.)

Other issues the MNRF Work Permit has been applied for on April 23, 2025 and to date we have had no response.

Yours Truly,



Robert Hughes P. Eng.

RHH ENGINEERING

**70 Isabella Street, Unit 111,
P.O. BOX 675, Parry Sound, ON
P2A 2Z1**

Email: bob.rhhengineering@cogeco.net

(705) 746-1196

Cell 705 774-5058

May 1, 2025

Township of McKellar
Box 69, 701 Highway 124,
McKellar, ON
P0G 1C0

Att: Mayor and Council

Re: McKellar Ballfield Contract 2025-08
Supply and Placement of Topsoil, Sod, Granulars and Hydroseed

Mayor and Council,

The Township of McKellar received two bids for RFP 2025-08 Supply and Placement of Topsoil, Sod, Granulars and Hydroseed. The bid prices are shown below.

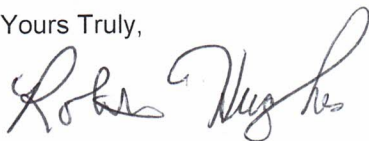
Contractor	Item 1 125 mm topsoil	Item 2 100 mm topsoil	Item 3 Sod	Item 4 Crusher Fines	Item 5 Hydroseed	HST	Total Tender Price
Weeks Construction	\$30,368.00	\$18,788.00	\$40,864.00	\$24,635.00	\$3,630.00	\$15,377.05	\$133,662.05
Parry Sound Excavation &Landscaping	\$69,984.00	\$29,986.00	\$39,360.00	\$47,755.50	\$4,686.00	\$24,930.30*	\$216,701.80*

Both bidders supplied the required bid deposit.

The Parry Sound Excavation tender had the wrong amount for the H.S.T. and when the H.S.T. was corrected the Total Tender Price was \$0.57 higher than the tendered amount. The corrected amount is shown in the above table.

We recommend that McKellar Township accept the low bid from Weeks Construction Inc. in the amount of \$133,662.05.

Yours Truly,



Robert Hughes P. Eng.

RHH ENGINEERING

70 Isabella Street, Unit 111,
P.O. BOX 675, Parry Sound, ON
P2A 2Z1

Email: bob.rhhengineering@cogeco.net

(705) 746-1196
Cell 705 774-5058

May 1, 2025

Township of McKellar
Box 69, 701 Highway 124,
McKellar, ON
P0G 1C0

Att: Mayor and Council

Re: McKellar Ballfield Contract 2025-09 Supply and Installation of Ballfield Fencing

Mayor and Council,

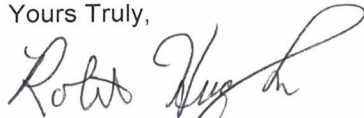
The Township of McKellar received one bid for the installation of the new ballfield fencing including the backstop (RFP 2025-09).

The Total Tender Price was \$ 66,783.00 (including H.S.T.)

The tender was accompanied with a bid deposit in the amount of \$1,000.00.

RHH Engineering recommends that McKellar Township accept the bid from Borall Fence and Guide Rail Contractors Ltd. in the amount of \$ 66,783.00 (including H.S.T.)

Yours Truly,



Robert Hughes P. Eng.

APR 11 2025



P.O. Box 382
North Bay, ON P1B 8H5
Tel: 705-497-5555 #7507
kim@nearnorthcrimestoppers.com

April 01, 2025

Dear Crime Stoppers Supporter,

Near North Crime Stoppers will be hosting its 27th annual Golf Tournament at Highview Golf Course on Friday, June 20, 2025.

NNCS serves the Districts of Nipissing and Parry Sound as a registered charitable program, enhancing safety through anonymous tips. Since our inception in 1988, it has received over 23,800 tips, leading to 1,839 arrests, \$4.4 million in cash and recovered property (including 292 weapons), and nearly \$58 million in drugs seized from our communities.

The success of Crime Stoppers relies on community engagement, with businesses like yours playing a key role. By financially aiding Crime Stoppers, you help to ensure safer communities for all.

To support this fundraising tournament, we are seeking tax deductible sponsorships at a cost of \$150. To identify your commitment to Crime Stoppers, your business logo will be displayed at the golf course during the tournament, as well as placed on our website and social media platforms. Alternatively, we welcome donated items for our very popular Silent Auction table.

If you would like to help keep Crime Stoppers active within our region, please make your cheque payable to Near North Crime Stoppers and forward to: Box 382, North Bay, ON P1B 8H5 or e-transfer to kim@nearnorthcrimestoppers.com

For silent auction donations, or if you have any questions, please feel free to call 705-303-4426.

Thank you in advance.

Kim Jones
Executive Director



**EVERY 14 MINUTES, SOMEWHERE IN THE WORLD, A CRIME IS SOLVED AS THE RESULT OF A
CRIME STOPPERS TIP**

Near North
Crime Stoppers
Presents:

27TH ANNUAL GOLF *Tournament*

06-20-2025

HIGHVIEW GOLF COURSE

First 20 teams accepted*

\$120

Per Golfer:
18 holes, cart &
dinner

Shotgun
start
1:00PM

NEAR NORTH
CRIME 
STOPPERS

SAVE THE DATE

Crime Stoppers is a non-profit, charitable organization that relies on fundraising for its operating budget. As such, it relies on events such as this golf tournament to carry on this essential community-based, crime-prevention program

CRIME  **STOPPERS** 1-800-222-TIPS **ÉCHEC**  **AU CRIME**

REGISTER NOW

705-303-4426

kim@nearnorthcrimestoppers.com

27th ANNUAL NEAR NORTH CRIME STOPPERS GOLF TOURNAMENT

DATE: Friday, June 20th, 2025
LOCATION: Highview Golf Course
FORMAT: 4 Person Scramble

FEES: \$120 per player
REGISTRATION: 12:00pm
SHOT GUN START: 1:00pm

PLEASE INDICATE YOUR LEVEL OF PARTICIPATION:

- | | |
|---|---------|
| <input type="checkbox"/> Team of 4 + Hole Sponsor | (\$630) |
| <input type="checkbox"/> Team of 4 | (\$480) |
| <input type="checkbox"/> Individual Golfer | (\$120) |
| <input type="checkbox"/> Hole Sponsor | (\$150) |
| <input type="checkbox"/> Cash Donation | (\$___) |
| <input type="checkbox"/> In-kind Donation _____ | |

NAME/ BUSINESS: _____

TEAM NAME: _____ **CONTACT:** _____

Team Members' Names	Email Addresses
1.	
2.	
3.	
4.	

Your entry fee includes: 18 holes of golf, golf cart, dinner, Longest Drive (ladies & men's), Closest to the Pin (ladies & men's) & \$10,000 Hole in One.

Please make cheque payable to: Near North Crime Stoppers – PO Box 382, North Bay, On – P1B 8H5 or by e-transfer to: kim@nearnorthcrimestoppers.com

For further information, please call – **705 303-4426**



For course information contact:

Dean Harrington
 Highview Golf Course
highview18@yahoo.com

NEAR NORTH
CRIME STOPPERS 

Thank you for your Generosity & Support!



DATE: April 16, 2025

CARRIED: ✓

DEFEATED: _____

MOVED BY:**DIVISION LIST****FOR****AGAINST**Councillor Constable

Councillor Blower

Councillor Constable

SECONDED BY:

Councillor Hamer

Councillor Ryman

Councillor Ryman

Mayor Robinson

WHEREAS the province recognizes there is a housing crisis in Ontario; and

WHEREAS the province is incentivising municipalities and others to significantly increase the housing supply; and

WHEREAS the Town of Parry Sound, the Municipality of McDougall and other area municipalities have continued to see an increase in the number of residential building permits being issued, particularly following Covid; and

WHEREAS schools are an integral part of supporting the province's priority to build more homes; and

WHEREAS the West Parry Sound community remains concerned about the size, the safety of students, and the creation of an environment conducive to learning of the new JK - 12 school; and

WHEREAS the incorporation of portables or "Pods" into the design of a new school heightens these concerns.

NOW THEREFORE BE IT RESOLVED THAT the province be requested to reconsider the decision to close McDougall Public School; and

THAT the Near North District School Board's funding be adjusted to appropriately reflect the school remaining open; and

THAT copies of this resolution be sent to the Minister of Education, Paul Calandra, Minister of Municipal Affairs & Housing, Rob Flack, Premier Doug Ford, MPP Graydon Smith, Heads of Council of the municipalities of The Archipelago, Carling, Parry Sound, McKellar, Seguin and Whitestone and the Near North District School Board.

MAYOR



Dear Mayor Moore,

Canada continues to face a devastating crisis of Intimate Partner Violence (IPV). Over 4 in 10 women in this country have experienced IPV in their lifetime — and Indigenous women are twice as likely to be affected. This national epidemic calls for courageous leadership and collective action.

The **Moose Hide Campaign** is an Indigenous-led grassroots movement of men and all Canadians standing up against violence towards women and children. By wearing the free gift of Indigenous medicine — **the moose hide pin** — individuals make a personal and public commitment to honouring and respecting the women and children in their lives.

Last year, mayors from coast-to-coast-to-coast, including Ottawa's Mark Sutcliffe, Toronto's Olivia Chow, Edmonton's Amarjeet Sohi, Halifax's Mike Savage, and Saskatoon's Charlie Clark participated by issuing proclamations, ordering pins, and sharing messages of support.

We invite you to join us this year for Moose Hide Campaign Day on Thursday, May 15, 2025.

How You Can Provide Leadership:

1. Proclaim May 15 as Moose Hide Campaign Day

Use the prepared [Proclamation Template](#) to declare May 15 a day of awareness and action in your municipality.

2. Invite staff to register for Moose Hide Campaign Day

Encourage participation in our national day of ceremony and learning, featuring Indigenous-led workshops and teachings from Knowledge Keepers across the country. Registration is free at moosehidecampaign.ca/campaignday

3. Order Moose Hide Pins

Request a supply of moose hide pins for yourself and your council or staff [here](#), and wear them in your community and in meetings throughout May (and beyond!).

4. Share Your Commitment

Whether on social media, in council meetings, or in your own way — share why this movement matters to you. Your leadership helps normalize conversations about violence prevention and reconciliation.

Now more than ever, Canadians need our leaders to stand together and declare that violence has no place in our communities. Your participation in Moose Hide Campaign

Day is a powerful step toward collective healing, education, and meaningful change.

Please reply to this message to confirm your participation, request pins, or receive the proclamation file and digital assets.

Thank you for your continued support and leadership.

Mussi Cho,



Raven Lacerte
Co-Founder & Executive Director

[unsubscribe](#) from Moose Hide Campaign correspondence



TOWNSHIP OF MCKELLAR HISTORICAL COMMITTEE

DATE April 30, 2025 RESOLUTION No. 25-~~10~~12.

Moved by Jeannette Bements Seconded by Joyce Hopkins

Be it Resolved That the Historical Committee of the Township of McKellar does Hereby accept the ~~quote~~^{estimate} from

Cottage Contracting for the cleaning of the

St. Stephen's Church in Broadbent in the amount of \$7,345.00, ~~Insurance received~~

~~and WSTB~~^{estimate of} as per indicated of their ~~quote~~^{estimate} of April 15, 2025 #1259

All proper documents required by the Township of McKellar be presented

Total cost is ~~\$6,500.00~~ plus HST of ~~\$845.00~~ ^{includes HST of \$845.00}

The Committee instructs the Treasurer to transfer \$7,345.00 from ~~Historical~~ St. Stephen's reserve ~~\$~~

Carried ✓ Defeated _____ Deferred _____

Deputy Chairperson Muriel Junch

CORPORATION OF THE TOWNSHIP OF MCKELLAR
BY-LAW NO. 2025-25

**Being a By-law to Provide for the Payment of
Remuneration and Expenses to the Members of
Council and to Adopt a Policy for Council
Remuneration and Expenses for External Boards and
Committees**

WHEREAS Section 283 of the Municipal Act, 2002, S.S. 2001, as amended, provides that Council may establish by by-law the remuneration for Members of Council; and

WHEREAS Section 283 (7) of the Municipal Act, 2001, S.O. 2001, c. 25, states that "On or after December 1, 2003, a council shall review a by-law under subsection (5) at a public meeting at least once during the four-year period corresponding to the term of office of its members after a regular election"; and

WHEREAS the Council of the Corporation of the Township of McKellar at a public meeting on April 15, 2025 reviewed the Remuneration of Members of Council; and

WHEREAS under Section 10(1) of the Municipal Act, S.O. 2001, as amended, provides that a single-tier municipality may provide any service or thing that the municipality considers necessary or desirable for the public; and

WHEREAS the Council of the Corporation of the Township of McKellar deems it desirable to establish a Policy for Council remuneration for external boards & Committees;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. **THAT** the Mayor of the Council of the Corporation of the Township of McKellar shall be paid an annual rate of remuneration of \$34,225.61.
2. **THAT** the Councillors of the Corporation of the Township of McKellar shall be paid an annual rate of remuneration of \$22,723.61.
3. **THAT** the annual remuneration shall be paid in bi-weekly installments.
4. **THAT** the annual remuneration for the Mayor and Councillors, who, together comprise the Council, **may** be adjusted annually to reflect the cost of living, as determined by the Consumer Price Index (CPI) for Ontario or another relevant index, without requiring an amendment to this By-law. Such adjustments shall be included in the Township's annual budget and take effect upon Council's approval of the budget.
5. **THAT** as a condition of holding office, each member of Council will be required to have an office outside of the Township office, which could include a virtual office or home office, and that the Mayor and Councillors will be required to travel throughout the Township of McKellar in order to discharge their responsibilities. The expenses related to that office and travel within the Township of McKellar will not be reimbursed by the municipality.

6. **THAT** eligible expenses incurred by members of Council for the purpose of attending any conference, seminar or training session shall be reimbursed by the Township providing that:
- a. Council has authorized attendance and eligible expenses by resolution; **AND**
 - b. Receipts have been submitted for eligible expenses summarized below and further detailed in Schedule 'C' attached hereto:
 - i. Registration fees
 - ii. Accommodations (room rates and parking rate only)
 - iii. Meal expenses to a maximum of \$100.00 per day, including taxes and gratuities (alcohol expenses are not eligible for reimbursement)
 - iv. Actual transportation costs, other than private car, including airfare, train, bus, taxi, rideshare (i.e. Uber/Lyft) or rental car, will be reimbursed with receipts.
7. **THAT** mileage, for travel outside of the Township borders, shall be paid at the rate set by the Canada Revenue Agency.
8. **THAT** the Council Remuneration for External Boards & Committees Policy attached hereto as Schedule 'A' is hereby adopted.
9. **THAT** the Expense form attached hereto as Schedule 'B', and relevant receipts are to be submitted to the Treasurer within 60 days of incurring costs. If any of the expenses claimed do not meet the criteria for eligible expenses, the Treasurer will present the claim to Council at the next Council meeting, for Council approval or denial by resolution.
10. **THAT** By-law No. 2020-07 and By-law No. 2022-38 and all other By-laws and Resolutions pertaining to Remuneration of Council be and are hereby repealed.
11. **THAT** this by-law shall come into force and take effect upon third and final reading.

READ a FIRST and SECOND time this 6th day of May, 2025.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

READ a THIRD time and **PASSED** in **OPEN COUNCIL** this 6th day of May, 2025.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

Schedule 'A' to By-law 2025-25

Council Remuneration and Expenses for External Boards & Committees Policy

PURPOSE

To establish clear guidelines regarding the remuneration and expense reimbursement for Council Members appointed to Area Boards and Committees external to the Township of McKellar.

POLICY

Remuneration from External Boards & Committees:

- a. If a Board or Committee provides remuneration to its members, and the appointed Council Member represents multiple municipalities, including the Township of McKellar, then the payment shall be made directly to the individual Council Member.
- b. If a Board or Committee provides remuneration to its members, and the appointed Council Member exclusively represents the Township of McKellar, then the payment shall be submitted to the Township of McKellar, unless otherwise determined by Council resolution.

Expense Reimbursement:

- a. Council Members may claim reimbursement for reasonable expenses, as detailed in Schedule 'C', incurred while attending external Board or Committee meetings.
- b. Expenses must be pre-approved by Council where applicable and must be submitted with original itemized receipts within 60 days of incurring the cost.

Public Transparency:

- a. The Treasurer shall maintain a record of all external Board and Committee remuneration received by Council Members and provide an annual public report summarizing these payments.

Schedule 'B' to By-law 2025-25

Expense Form for Member of Council



Township of McKellar Expense Claim Form for Members of Council
Treasury Department 701 Hwy 124 P.O. Box 69 McKellar, ON P0G 1C0
Email: submit to admin@mckellar.ca
Phone: (705) 389-2842 **Fax:** (705) 389-1244

Member Payable to:	
Board/Committee (if applicable)	
Resolution No. (if applicable)	

Expense Details

Date	Item/Event Description	Subtotal	HST	Total	GL Code (Office Use)

Travel Details (if applicable)

Date	Destination	Purpose	Distance (km)	Rate	Amount

Total Amount Payable: _____

Signature of the Person the Claim Payable to:

Date:

Expense claims must be submitted to the Township Office no later than Tuesday for the cheque to be issued the same week. Accounts payable is completed on Thursdays, cheques are available on Fridays, unless unforeseeable circumstances arise.

Original receipts/invoices must be attached to this expense form

Schedule 'C' to By-law 2025-25

Reasonable Expenses for Council Members Attending Conferences, Seminars, Training Sessions

1. Travel Expenses
 - Mileage reimbursement for personal vehicle use at the Canada Revenue Agency (CRA) rate for travel outside Township borders.
2. Accommodation Expenses
 - Standard room rate at a mid-range hotel (e.g., Holiday Inn, Best Western) when overnight stays are required.
 - Parking fees at the hotel (if applicable).
3. Meal Expenses
 - Up to \$100 per day, including taxes and gratuities.
Individual meal breakdown:
Breakfast: Up to \$20
Lunch: Up to \$30
Dinner: Up to \$50
 - Alcoholic beverages are not reimbursable.
4. Meeting Refreshments
 - Coffee, tea, water, light snacks, and reasonable meal service, but alcohol is not reimbursable.
 - Pre-approval by Council resolution required for costs exceeding \$100 per meeting.
5. Registration & Conference Fees
 - Registration fees for conferences and training sessions (including courses), approved by Council resolution.
 - Event-related materials (e.g. Textbooks) if required for participation.
6. Non-Reimbursable Expenses
 - Alcoholic beverages.
 - Entertainment (e.g., movies, sporting events, spa services).
 - Traffic or parking fines.
 - Personal items (e.g., toiletries, clothing).
 - Travel insurance or personal insurance.
 - Cell phone charges (e.g., minutes, data, roaming).

CORPORATION OF THE TOWNSHIP OF MCKELLAR
BY-LAW NO. 2025-26

**BEING A BY-LAW TO AUTHORIZE THE ACQUISITION
OF PAPER TITLE TO LANDS FOR HIGHWAY
PURPOSES FROM DEBRA AND GORDON ZULAK (Lot
21 Concession 12 McKellar Northwest of Part 1 Plan
42R7282)**

WHEREAS Sections 8, 9 and 10 of the *Municipal Act, 2001*, give a municipality broad authority to pass by-laws authorizing the acquisition of lands for highway purposes; and

WHEREAS a part of Balsam Road crosses onto lands owned by Debra and Gordon Zulak, which said lands are more particularly described in Schedule "A" attached hereto (the "Lands"); and

WHEREAS Balsam Road where it crosses over the Lands is a public highway under the jurisdiction of The Corporation of the Township of McKellar (the "Township") in accordance with the Municipal Act, 2001; and

WHEREAS Debra and Gordon Zulak propose to transfer the Lands to the Township for nil consideration; and

WHEREAS the Council of The Corporation of the Township of McKellar considers it necessary and desirable to accept a transfer from Debra and Gordon Zulak to acquire paper title to the Lands;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. **THAT** this Council authorizes the Township to accept a transfer of the Lands more particularly described in Schedule "A" attached hereto from Debra and Gordon Zulak to acquire paper title to the Lands for nil consideration.
2. **THAT** this Council authorizes the Mayor and Clerk/Administrator to sign all documents and to take all action necessary to carry out the intent of this By-law.

READ a FIRST and SECOND time this 6th day of May, 2025.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

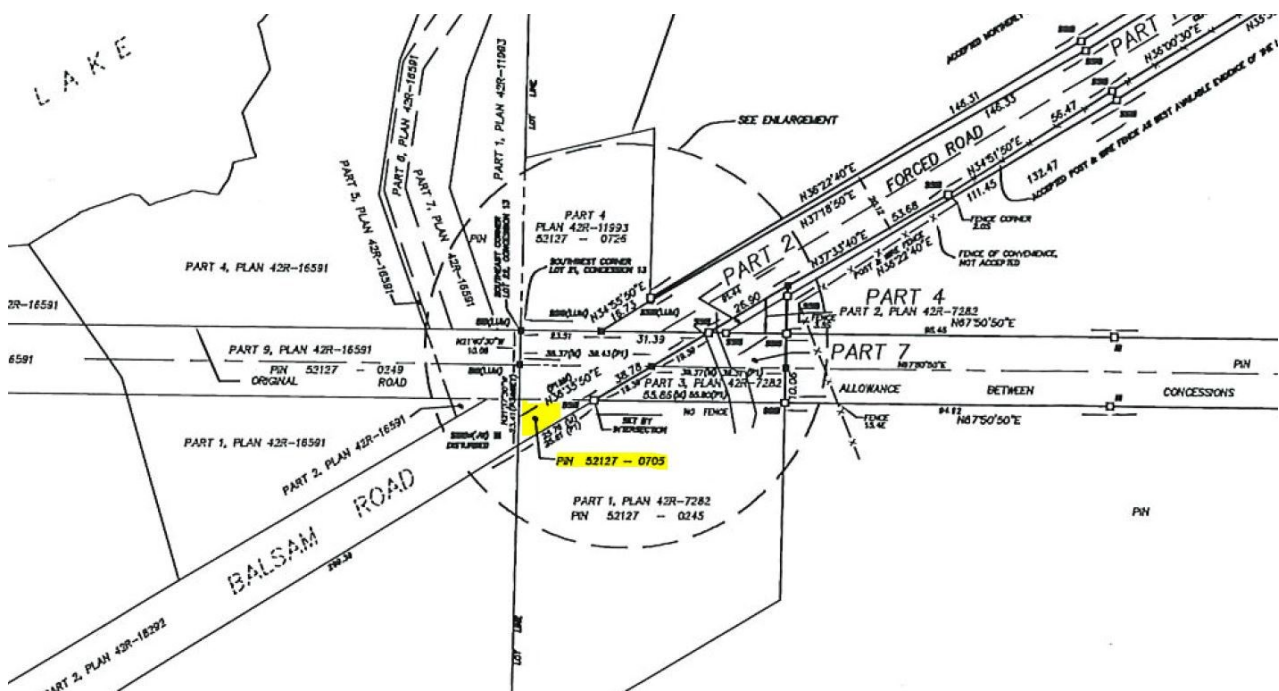
READ a THIRD time and **PASSED in OPEN COUNCIL** this 6th day of May, 2025.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

Schedule "A" to By-law No. 2025-26

LT 21 CON 12 MCKELLAR NW OF PT 1 42R7282; MCKELLAR, BEING ALL OF PIN 52127-0705 (LT)



CORPORATION OF THE TOWNSHIP OF MCKELLAR
BY-LAW NO. 2025-20

**Being A By-Law to Adopt the Estimates of All Sums
Required During the Year 2025 (Yearly Budget)**

WHEREAS the Municipal Act, C.25, S.O. 2001, as amended, Section 290, (Yearly Budget, Local Municipalities) provides that the council of a local municipality shall, in each year, prepare and adopt estimates of all sums required during the year for the purposes of the municipality including any amounts required for any board, commission or other body;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

- 1. That the estimates of sums for all purposes as set out in Schedule 'A' attached hereto, are hereby adopted.
- 2. That this by-law shall come into force and take effect upon passage by Council.

READ a **FIRST** and **SECOND** time this 15th day of April, 2025.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this 6th day of May, 2025.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

Schedule 'A' to By-law 2025-20

2025 Budget Year	Budget	
Department	REVENUE	EXPENDITURE
General Government	- \$ 1,442,271.53	\$ 1,105,760.96
Fire Department	- \$ 2,160.00	\$ 365,706.00
Building Department	- \$ 177,000.00	\$ 177,196.09
Protection to Persons & Property	- \$ 6,700.00	\$ 429,563.00
Transportation	- \$ 350.00	\$ 1,768,534.56
Environmental	- \$ 45,780.00	\$ 277,984.40
Health Care	\$ -	\$ 303,824.64
Social Service	\$ 47,399.00	\$ 441,239.00
Recreation	- \$ 1,7400.00	\$ 12,300.00
Parks and Facilities	- \$ 13,000.00	\$ 92,020.00
Community Centre	- \$ 2,000.00	\$ 104,062.46
Cultural Services	\$ -	\$ 1,000.00
West Parry Sound Recreation & Cultural Centre	- \$ -	\$ 96,678.54
Public Library	- \$ 7,800.00	\$ 63,800.00
Historical Committee	- \$ 300.00	\$ 5,500.00
Planning Department	- \$ 13,600.00	\$ 90,500.00
Business Development	- \$ 13,200.00	\$ 12,000.00
McKellar Market	- \$ 19,488.00	\$ 30,559.31
TOTAL OPERATING	- \$ 1,792,788.53	\$ 5,378,228.96
TOTAL CAPITAL	- \$ 5,762,568.17	\$ 6,601,265.84

SCHEDULE OF RESERVES	Budget	
	Transfer From	Transfer To
Total	\$ 2,385,505.73	\$ 499,467.21

MUNICIPAL LEVY for OPERATING Budget	\$ 3,585,440.43
MUNICIPAL LEVY for CAPITAL Projects	\$ 838,697.67
INVESTMENT IN INFRASTRUCTURE & ASSETS	\$ 61,907.42
TOTAL MUNICIPAL LEVY (includes amounts billed at Interim)	\$ 4,486,045.51
2024 Tax Levy	\$ 4,163,575.48
2024 Growth Related Tax	\$ 82,433.57
5.65% Tax Increase	\$ 240,036.46
Total Levy	\$ 4,486,045.51



22. Unfinished Business

Date	Res. No.	Item & Description	Assigned to	Status
		Deerfield-Bay Road Upgrades	Public Works & Administration	No response from the Association, project on hold.
		Stoney Road, Dockside Drive and Bruce Trail (Fire Route 152, 152A, 152B) Road Upgrades	Public Works & Administration	Road studies completed. Project on hold so that the Association can inform their residents of the project; future information meeting to be held.
		Hurdville Road Reconstruction (1.9KM)	Public Works & Administration & Finance	Capital project for 2025. Engineer to provide an update to Council. Council direct staff on tendering process.
Mar. 7/23	23-204	By-law 2023-23 Being a By-law to Regulate Dogs in the Township	By-law Enforcement	By-law deferred at Dec. 19/23 meeting. BLEO to make updates and present to Council at a future meeting.
Jul. 4/23	23-470	Re-name Hart Road (formerly Fire Route 306)	Administration	Residents on road have been contacted; they are coming up with another name.
Nov. 21/23	23-726	Placement of a Dry Hydrant	Fire Department	Report to Council on April 15 th agenda.
Jan. 9/24	24-013	Purchase and Circulation of Transfer Station Permits	Administration	Staff investigating 'mail merger' so that cards can be made in house and mailed in July 2025.
Jan. 9/24	24-017	By-law 2024-03 Adopt a Human Resources Policy	Administration	Item on April 15 th closed agenda.
Feb. 7/24	24-080	By-law 2024-15 Being a By-law to Amend the Parking By-law (with respect to fees)	By-law Enforcement	Report to Council with area Municipality fees.
Mar. 1/24	24-107	Quotations for Playground Equipment for Broadbent Ball Park	Administration	Quotation received within budget. Report to Council in May.
Mar. 19/24	24-160	New Fees & Charges By-law	Administration & Finance	Draft By-law has been started, awaiting review from departments.
Sept. 3/24		Review Cemetery By-law	Administration	A draft By-law has been created, awaiting preliminary discussion with BAO.
Mar. 4/25		Add to greeting message that calls are recorded	Administration	Report to Council being drafted.



TRANSFER STATION
TOWNSHIP OF MCKELLAR
13 LEE'S ROAD
USER'S PERMIT
USE AT OWN RISK

NAME: «owner 1»

PROPERTY: «propertylocation»

ISSUED BY: Kailee Britton DATE: July 15, 2025

«Next Record»



TRANSFER STATION
TOWNSHIP OF MCKELLAR
13 LEE'S ROAD
USER'S PERMIT
USE AT OWN RISK

NAME: «owner 1»

PROPERTY: «propertylocation»

ISSUED BY: Kailee Britton DATE: July 15, 2025

«Next Record»



TRANSFER STATION
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«Next Record»

**Scan the QR Code below to find our Transfer
Station Hours and best recycling practices.**



**Scan the QR Code below to find our Transfer
Station Hours and best recycling practices.**



**Scan the QR Code below to find our Transfer
Station Hours and best recycling practices.**



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Station Hours and best recycling practices.**





April 10, 2025

- AMO's Guidance Resources on Electricity Procurements.
- Nominations open for Medal of Distinction in Public Administration.
- Limited space available for AMO's Rural Healthy Democracy Forum: June 11.
- AMO's Municipal Trade and Tariff Forum: June 6 in Toronto.
- Join your colleagues at the AMO 2025 Conference.
- AMO 2025 Conference trade show - selling out fast!!!
- Leveraging Resources for Results in Affordable Housing - OSUM Conference 2025.
- Human Rights-Based Approach to Municipal Planning: May 8 virtual workshop.
- Understanding Competing Human Rights: May 13 virtual workshop.
- Strategies for Elected Officials to Master Conflict Relationships virtual workshop.
- Teeny Tiny Summits 2025 line-up.
- Meet Canoe's newest Canadian supplier: Home Hardware.
- On April 15, unlock savings with our new partnership with HealthPRO Canada.
- April 28: Pioneering digital change in small communities: Insights & Experiences.
- BPS energy reporting season is underway.
- Group Benefits webinar recording.
- Boost resilience with the All-Risk Municipal Grant.
- Upcoming Net Zero Workshop register today.
- May 7 webinar: Investing in an uncertain market: The Prudent Investor's Playbook.
- Shaping your community's energy future workshop.
- Careers.

AMO Matters

AMO has [developed resources](#) to help municipal decision makers considering electricity generation and storage projects protect residents, sensitive lands, and municipal finances while securing local benefits and supporting growth.

Provincial Matters

Nominations are open for the Lieutenant Governor's Medal of Distinction in Public Administration, Ontario's highest honour for public service. [Nominate a colleague](#) from your municipality by June 27,

Education Opportunities

Partnering with the Rural Ontario Municipal Association (ROMA), AMO's Rural Healthy Democracy Forum will bring together municipal and sector leaders, academics and experts for insightful discussions on the state of democracy in rural Ontario. [Register today](#) as there is **limited space available**.

In this unprecedented time, AMO is holding a forum on tariff and trade disruptions, their impact on Ontario municipalities and business sector, and how municipalities and business can seize new opportunities to improve economic resiliency and mitigate the impact of tariffs. [Register today](#).

AMO's 2025 Annual Conference is back in Ottawa. In this unprecedented time, coming together with municipal and provincial and key sector partners is more important than ever. [Register for AMO 2025](#) and [book your accommodations today](#).

Connect with over 3,000 of Ontario's municipal leaders representing Ontario's 444 municipalities and a \$68 billion sector at the AMO 2025 Conference in Ottawa this August. Click [here](#) to download the Exhibitor Package and [here](#) for the Sponsorship Package. Limited space available.

Join your colleagues in hearing how the Town of Collingwood is turning challenges into bold actions to transform housing options in their community. [Register for OSUM 2025 Conference today.](#)

Land use planning is a complicated matter. AMO's workshop provides an opportunity to consider planning decisions from a human centred approach and issues you may not be aware of. [Register for the May 8 Human Rights Based Approach to Municipal Planning workshop.](#)

AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. [Register for this important Competing Rights May 13 workshop.](#)

Advanced Strategies for Elected Officials to Master Conflict Relationships is the next step for elected official to master handling more complex situations. If you completed AMO Education's Navigating Conflict Relationships workshop, [register today](#) to explore how to prepare for difficult conversations with tools for positive results.

ROMA in partnership with the Minister of Rural Affairs, are happy to share the 2025 Teeny Tiny Summit line-up. These compelling events are designed with innovation in mind for Ontario's rural communities. Registration and information is available for the Summit in [Manitouwadge](#) and [Prince Edward County](#).

LAS

Home Hardware stores are locally owned and genuinely Canadian. They are also [Canoe Procurement Group's](#) newest vendor for building supplies. For your hardware and lumber needs, shop local! [Contact Carol Crystal](#), VP Merchandise at Home Hardware to learn more.

You are invited to a free webinar on April 15: [Introduction to HealthPRO Canada: Partnering for Better Healthcare & Lower Costs](#), which will help you gain a deeper understanding on how you can enhance healthcare services in your municipality while driving substantial cost reductions.

Small and rural municipalities face unique challenges in digital transformation, from limited resources to the need for solutions tailored to their communities. [Join a fireside chat](#) with our Barrier-Free Website service partner and municipalities that will share their experiences leading their municipalities through the redesign and launch of new websites. Whether you're a municipal leader, IT professional, or policymaker, this discussion will provide actionable takeaways to help guide your own digital journey.

The BPS Reporting season is in full swing. Municipalities must report their 2024 energy consumption by July 1 under [O.Reg 25/23](#). Contact bpssupport@ontario.ca for more information. If you are an [EPT subscriber](#), this information can be easily downloaded from our software and uploaded to the portal. If you also use our [natural gas](#) or [electricity programs](#), this data has been automatically imported into EPT - no data entry required.

Check out our recent [Group Benefits webinar](#) to learn about the advantages and cost savings opportunity with the LAS Group Benefits service, including updates about what is driving the cost of employee group benefit plans.

Investing in Municipal Risk Resiliency - LAS and IPE are proud to promote the [All Risk Municipal Grant](#). This initiative recognizes and supports innovative risk management practices within Ontario

municipalities.

Build a net zero energy facility that will impact the bottom line of your organization. Join us for a [1-day in person workshop](#) on May 14 in Middlesex Centre (includes a tour of Canada's [Coldstream Net Zero Fire Hall](#)). Space is limited, so [register early](#).

ONE Investment

In a time of continuing market fluctuation and political change, investors should maintain a thoughtful long-term investment strategy. [Join us on May 7](#) for a timely update on current market challenges/opportunities, both nationally and internationally, with time for discussion with PH&N Institutional, investment manager for ONE's Prudent Investment offering.

Municipal Wire*

Pollution Probe and QUEST Canada are hosting workshops on April 23 and 30 to develop a framework to ensure rural and remote communities can benefit from low-carbon energy innovation. [Register online!](#)

Careers

[Director, Information Technology Services - The District Municipality of Muskoka](#). Closing Date: April 23, 2025.

[Manager, Financial Planning and Policy - The District Municipality of Muskoka](#). Closing Date: April 16, 2025.

[Executive Director of Pollution Control/ Deputy City Engineer - City of Windsor](#). Closing Date: May 16, 2025.

[General Manager, Community Safety & Wellness - Haldimand County](#). Closing Date: April 25, 2025.

[Planning Program Supervisor, Growth Policy & Analysis - County of Simcoe](#). Closing Date: April 25, 2025.

About AMO

AMO is a non-profit organization representing almost all of Ontario's 444 municipal governments. AMO supports strong and effective municipal government in Ontario and promotes the value of municipal government as a vital and essential component of Ontario's and Canada's political system. Follow [@AMOPolicy](#) on Twitter!

AMO Contacts

[AMO Watchfile](#) Tel: 416.971.9856

[Conferences/Events](#)

[Policy and Funding Programs](#)

[LAS Local Authority Services](#)

[MEPCO Municipal Employer Pension Centre of Ontario](#)

[ONE Investment](#)

[Media Inquiries](#)

[Municipal Wire, Career/Employment and Council Resolution Distributions](#)



April 17, 2025

- AMO's Guidance Resources on Electricity Procurements.
- NEW Health and Safety Water Stream fund - webinar.
- Understanding your WSIB reporting responsibilities - webinar.
- 2025 Senior of the Year nominations.
- Nominations open for Medal of Distinction in Public Administration.
- Join the timely conversation on democracy: AMO's Rural Healthy Democracy Forum.
- Join your colleagues at the AMO 2025 Conference.
- Submit your application for the PJ Marshall Awards.
- Before you know it, it's August! AMO 2025 Conference trade show selling out fast!
- Strategies for Elected Officials to Master Conflict Relationships virtual workshop.
- Teeny Tiny Summits 2025 line-up - Registration is open.
- AMO and OCC Trade and Tariff Forum - June 6.
- OSUM Conference 2025: Rebuilding our Political Culture.
- Human Rights Requirements in Municipal Planning: May 8 virtual workshop.
- Boost resilience with the All-Risk Municipal Grant.
- Net Zero Workshops: Spaces still available.
- Getting Across the Finish Line: Asset Management Compliance in 2025.
- Modernization of Rail Proximity Guidelines.
- Shaping your community's energy future workshop.
- Ontario Bike Summit.
- Careers.

AMO Matters

AMO has [developed resources](#) to help municipal decision makers considering electricity generation and storage projects protect residents, sensitive lands, and municipal finances while securing local benefits and supporting growth.

Provincial Matters

Apply for Ontario's new [Health and Safety Water Stream fund](#) to help municipalities and First Nations build, repair and expand aging water infrastructure. [Register for the April 29](#) informational webinar.

The Workplace Safety Insurance Board invites you to their free monthly webinar on April 29 from 10:00 am - 11:00 am to hear information on your reporting responsibilities and completing the Form 7 Employer's Report of Injury. To register, please click on the link [Understanding your WSIB reporting responsibilities](#).

The Ministry of Seniors and Accessibility invites municipalities to submit nominations for the [2025 Senior of the Year Award](#) which honours a local senior's contributions to the community. Submit nominations by April 30.

Nominations are open for the Lieutenant Governor's Medal of Distinction in Public Administration, Ontario's highest honour for public service. [Nominate a colleague](#) from your municipality by June 27,

Education Opportunities

Partnering with the Rural Ontario Municipal Association (ROMA), AMO's Rural Healthy Democracy Forum will bring together municipal and sector leaders, academics and experts for insightful discussions on the state of democracy in rural Ontario. [Register today](#) as there is **limited space available**.

AMO's 2025 Annual Conference is back in Ottawa. In this unprecedented time, coming together with municipal and provincial and key sector partners is more important than ever. [Register for AMO 2025](#) and [book your accommodations today](#).

The Peter J. Marshall Municipal Innovation Award celebrates municipal governments in Ontario that implement new and innovative ways to make public services, facilities, and infrastructure better for Ontarians. View full details [here](#).

Connect with over 3,000 of Ontario's municipal leaders representing Ontario's 444 municipalities and a \$68 billion sector at the AMO 2025 Conference in Ottawa this August. Click [here](#) to download the Exhibitor Package and [here](#) for the Sponsorship Package. Limited space available.

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In this unprecedented time, AMO is holding a forum on tariff and trade disruptions, their impact on Ontario municipalities and business sector, and how municipalities and business can seize new opportunities to improve economic resiliency and mitigate the impact of tariffs. [Register today](#).

Join the OSUM Executive and your municipal colleagues in a thought provoking and timely discussion on the current influences and dynamics of leadership. Hear from Jordan Simmons, Co-Founder and CEO of Nominee on *The Canada We Want: Reflections on the Path Forward*. [Register for OSUM 2025 Conference today](#).

Land use planning is a complicated matter. This workshop equips councillors with the skills and knowledge necessary to secure funding, build community trust, ensure legal compliance, drive local economic growth and more. [Register for the May 8 Unlocking Opportunity through Understanding Human Rights Based Approach to Municipal Planning workshop](#).

LAS

Investing in Municipal Risk Resiliency - LAS and IPE are proud to promote the [All Risk Municipal Grant](#). This initiative recognizes and supports innovative risk management practices within Ontario municipalities.

Discover how municipalities can cut energy costs and save money by transitioning to net zero buildings at the [Coldstream Net Zero Fire Hall](#) workshop on May 14 ([in-person](#)) and **June 18** ([virtual](#)). Don't miss a building walkthrough a net zero fire hall.

Municipal Wire*

With the 2025 asset management compliance deadline approaching, Asset Management Ontario invites municipal staff to a [half-day workshop on May 1](#), 1:00-4:00pm.

The Railway Association of Canada is updating the [2013 Proximity Guidelines](#) to enhance safety, sustainability, and community well-being in rail adjacent developments. [Provide your feedback](#) though their survey on the guidelines.

Pollution Probe and QUEST Canada are hosting workshops on [April 23](#) and [April 30](#) to develop a framework to ensure rural and remote communities can benefit from low-carbon energy innovation.

The [Ontario Bike Summit](#), Canada's largest cycling and active transportation conference, will be in Windsor from May 27-29. Be inspired by success stories including enhancing infrastructure and design, citizen safety and economic development.

Careers

[General Manager of Emergency Services and Community Wellbeing - City of Greater Sudbury.](#)

Closing Date: May 5, 2025.

[Public Works Manager - Township Of Elizabethtown-Kitley.](#) Closing Date: May 2, 2025.

About AMO

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AMO Contacts

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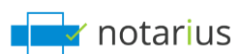
[LAS Local Authority Services](#)

[MEPCO Municipal Employer Pension Centre of Ontario](#)

[ONE Investment](#)

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*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.



2021 Division Road North
Kingsville, Ontario N9Y 2Y9
Phone: (519) 733-2305
www.kingsville.ca

April 16, 2025

Honourable Premier Doug Ford
Via Email: premier@ontario.ca

Honourable Rob Flack, Minister of Municipal Affairs and Housing
Via Email: rob.flack@ontario.ca

Dear Premier Ford and Minister Flack,

Re: Opposition to Strong Mayor Powers – Proposed Amendments to O. Reg. 530/22

Please be advised that at its Regular Meeting held Monday, April 14, 2025, the Council of the Town of Kingsville passed the following resolution respecting the matter referenced in the above subject line:

78-04142025

Moved By: Councillor Gaffan

Seconded By: Deputy Mayor DeYong

Whereas on April 9, 2025, the Government of Ontario (hereafter, the "Province"), led by Premier Doug Ford, announced a proposal to expand by "Strong Mayor Powers" as provided for by Part VI.1 of the *Municipal Act, 2001*, to the heads of council in 169 additional municipalities, including the Town of Kingsville, effective May 1, 2025;

And whereas Strong Mayor Powers erode democratic process and have fundamentally altered the historic model of local governance, which has existed for almost two centuries, by:

- providing the head of council with the authority to unilaterally give direction and make certain decisions without a consensus from a majority of the members of council; and,
- creating a power imbalance by providing the head of council with special powers that other members do not generally have.

And whereas the Province is undermining the local governance model and municipal independence by attempting to advance its priorities through municipalities, and downloading its responsibilities to the same.

Now therefore be it resolved that:

- The Council of the Corporation of the Town of Kingsville ("Council") **opposes** the expansion of Strong Mayor Powers, as announced on April 9, 2025;
- That Council **requests** that the proposed amendments to O. Reg. 530/22 to Expand Strong Mayor Powers and Duties to Additional Municipalities not include the Town of Kingsville; and;
- That Council **directs** the Acting Manager of Municipal Governance/Clerk to forward a copy of this resolution to Doug Ford, Premier of Ontario; Rob Flack, Minister of Municipal Affairs and Housing; All Four Local MPPs; AMCTO, AMO and All Ontario Municipalities

Carried.

Sincerely,

A handwritten signature in black ink that reads "Angela Toole". The script is cursive and fluid, with the first name "Angela" and last name "Toole" clearly distinguishable.

Angela Toole, Acting Manager of Municipal Governance/Clerk

Email: atoole@kingsville.ca

Phone: 519-733-2305 ext. 223

cc. Anthony Leardi, MPP, Essex
Trevor Jones, MPP, Chatham-Kent - Leamington
Andrew Dowie, MPP, Windsor-Tecumseh
Lisa Gretzky, MPP, Windsor West
AMCTO
AMO
All Ontario Municipalities

**THE CORPORATION OF THE TOWN OF PARRY SOUND
RESOLUTION IN COUNCIL**

NO. 2025 – 043


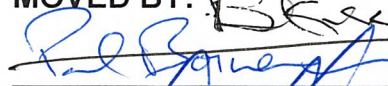
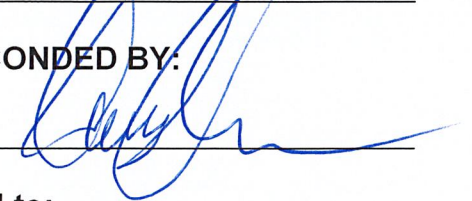
DIVISION LIST

YES NO

DATE: April 15, 2025


Councillor **G. ASHFORD**
 Councillor **J. BELESKEY**
 Councillor **P. BORNEMAN**
 Councillor **B. KEITH**
 Councillor **D. McCANN**
 Councillor **C. McDONALD**
 Mayor **J. McGARVEY**

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

MOVED BY: 

SECONDED BY: 

CARRIED: ☒ **DEFEATED:** _____ **Postponed to:** _____

Whereas the province recognizes there is a housing crisis in Ontario;
 Whereas the province is incentivising municipalities and others to significantly increase the housing supply;
 Whereas the Town of Parry Sound, the Municipality of McDougall and other area municipalities have continued to see an increase in the number of residential building permits being issued, particularly following Covid;
 WHEREAS schools are an integral part of supporting the province's priority to build more homes;
 WHEREAS the West Parry Sound community continues to have concerns regarding the under sizing of the new JK - 12 school; and
 WHEREAS the incorporation of portables or "pods" into the design of a new school heightens these concerns; and
 WHEREAS portables or "pods" create a less than optimum learning environment;
 NOW THEREFORE BE IT RESOLVED THAT the province be requested to reconsider the decision to close McDougall Public School;
 THAT the Near North District School Board's funding be adjusted to appropriately reflect the school remaining open; and
 That copies of this resolution be sent to the Minister of Education Paul Calandra, Minister of Municipal Affairs & Housing Rob Flack, Premier Doug Ford, MPP Graydon Smith, Heads of Council of the municipalities of The Archipelago, Carling, McDougall, McKellar, Seguin and Whitestone and the Near North District School Board.



Mayor Jamie McGarvey

April 16, 2025

The Honorable Doug Ford
Premier of Ontario
Legislative Building
Queen's Park
Toronto, ON M7A 1A1
premier@ontario.ca

Re: Motion regarding Opposition to Expansion of Strong Mayor Powers

At their Regular Meeting of Council on April 16, 2025, the Council of the Town of Aylmer endorsed the following resolution:

WHEREAS the Ontario government has proposed expanding the "strong mayor" powers to 169 additional municipalities under the proposed legislation, which would grant mayors in these municipalities more authority, particularly concerning the control of municipal budgets and planning decisions;

AND WHEREAS this proposal has raised significant concerns regarding the centralization of power, erosion of local democracy, reduced accountability, and the potential for the abuse of power;

AND WHEREAS the proposed expansion of strong mayor powers undermines the collaborative nature of municipal governance, and diminishes the role of elected municipal councillors in representing the diverse interests of the community;

AND WHEREAS concerns have been raised about the negative impacts on public trust, democratic participation, and municipal decision-making processes, if mayors are given the ability to bypass council decisions without adequate consultation or oversight;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Town of Aylmer opposes the expansion of Strong Mayor Powers;

AND THAT the Council formally expresses its opposition to the Ontario government's proposal to expand Strong Mayor Powers to preserve local democracy, transparency, and accountability;

FURTHER BE IT RESOLVED THAT a copy of this motion be forwarded to the Ontario Premier, the Minister of Municipal Affairs and Housing, all Ontario municipalities, as well as the Association of Municipalities of Ontario (AMO) for further action.



The Corporation of the Town of Aylmer
46 Talbot Street West, Aylmer, Ontario N5H 1J7
Office: 519-773-3164 Fax: 519-765-1446
www.aylmer.ca

Thank you,

Owen Jaggard

Director of Legislative Services/Clerk | Town of Aylmer

46 Talbot Street West, Aylmer, ON N5H 1J7

519-773-3164 Ext. 4913 | Fax 519-765-1446

ojaggard@town.aylmer.on.ca | www.aylmer.ca

CC:

Hon. Rob Flack rob.flack@pc.ola.org

Association of Municipalities of Ontario resolutions@amo.on.ca

All municipalities



Town of Amherstburg

OFFICE OF THE MAYOR

Michael Prue, Mayor

April 15, 2025

SENT VIA EMAIL

Premier of Ontario
Legislative Building
Queens Park
Toronto, ON, M7A 1A4
VIA EMAIL: premier@ontario.ca

Attn: The Honourable Doug Ford, Premier of Ontario

Re: Resolution# 20250414-011 - Opposition to Strong Mayor Designation for the Town of Amherstburg

At its regular meeting on **April 14, 2025**, Amherstburg Town Council passed **Resolution 20250414-011** in response to the Province's recent proposal to designate Amherstburg as a **"Strong Mayor" municipality**, effective May 1, 2025.

WHEREAS the Province of Ontario has proposed to designate the Town of Amherstburg as a "Strong Mayor" community, granting enhanced powers to the Mayor effective May 1, 2025; and,

WHEREAS the Strong Mayor powers significantly alter the balance of governance at the municipal level, undermining the role of Council in decision-making and weakening the fundamental democratic principle of majority rule; and,

WHEREAS the Town of Amherstburg has a long history of collaborative, transparent, and accountable local governance built upon a foundation of Council-debate and shared decision-making; and,

WHEREAS many municipally elected officials across the province and members of the public have expressed significant concern regarding the imposition of these powers; and,

WHEREAS the Town of Amherstburg did not formally request or express a desire to be designated under the Strong Mayor framework; and,

WHEREAS a growing number of municipalities and elected officials across Ontario are questioning the appropriateness of the Strong Mayor system and are calling for its reconsideration or repeal;

THEREFORE BE IT RESOLVED that Amherstburg Town Council formally request that the Premier of Ontario and the Minister of Municipal Affairs and Housing immediately remove the Town of Amherstburg from the list of municipalities designated under the Strong Mayor legislation;

AND BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Premier of Ontario, the Minister of Municipal Affairs and Housing, all regional Members of Provincial



Town of Amherstburg

OFFICE OF THE MAYOR

Michael Prue, Mayor

Parliament, all Ontario municipalities, and the Association of Municipalities of Ontario (AMO) for their awareness and support.

We thank you for your attention to this matter and urge you to respect the democratic wishes of our Council and community.

Sincerely,

Michael Prue, Mayor
Town of Amherstburg

Cc: The Honourable Paul Calandra (Minister of Municipal Affairs and Housing)
Regional Members of Provincial Parliament
All Ontario Municipalities
The Association of Municipalities of Ontario (AMO)

LOCAL LABOUR MARKET PLAN 2025

NIPISSING &
PARRY SOUND
DISTRICTS



The Labour Market Group
Guiding partners to workforce solutions.



OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2025 Local Labour Market Plan for the districts of Nipissing and Parry Sound. As always, the purpose of the Local Labour Market Plan (LLMP) is to identify significant labour market issues within the districts and set a strategic direction that addresses critical workforce development challenges and puts forth actions that will help alleviate them.



Our communities continue to see changes and challenges in labour force supply and demand. The change in the amount of international students, housing issues, the looming infiltration of artificial intelligence and the ever-increasing importance of mental health in the workplace have been featured consistently throughout news and media outlets this past year. We are also witnessing the largest generation gap in history. The workplace is now more age-diverse than ever before, with five generations--Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z--working side-by-side. All industries continue to face similar shortages of employees; affecting business expansion, economic growth and sustainability. In 2025, our local economy will require our community to continue to be innovative, welcoming and flexible to adapt, so we can provide our residents and newcomers with the skills and training needed to meet the regional needs of the future.



As workforce trends continue to evolve, ensuring the growth and sustainability of the current and future workforce is critical. Our population is aging and is therefore exiting the workplace faster than it can be replaced. Not only is this causing great difficulty for employers to find a qualified replacement workforce, demographic changes in the workforce are shifting attitudes towards work in general. Prioritizing the available workforce, including many newcomers, immigrants, and international students, allows our communities to develop the talent we need in our region amongst those that have

already chosen to live and work here. The workplace of yesterday does not fit the workforce of today. Younger generations of workers have different expectations and skills that employers have to embrace in order to sustain their everyday business needs. More than ever, employers must be cognisant of the toll that mental health plays on employees. Workplaces of today must prioritize the nurturing, training and mentorship of an up- and coming workforce and understand how impactful those pieces are to sustaining a qualified workforce for tomorrow.

The outcome of the LLMP and its resulting initiatives is designed to support area residents looking for work, entering or re-entering the job market, help employees remain employed and assist employers access the workers they need to be competitive. Technology, artificial intelligence and automation are influencing local economies at a rapid pace. Keeping abreast of broader global trends can ensure our local businesses are prepared for the workplace of tomorrow. Continued consultations with key partners will ensure we remain committed to working together to build a strong, resilient and skilled workforce that is prepared for tomorrow's economy.



INTRODUCTION

The Labour Market Group (LMG) is a non-profit organization that serves our community's efforts to address workforce challenges and opportunities through research, data and collaboration. For the past 28 years, we have been building on decades of learning about labour market issues and taking action to develop workforce related solutions in collaboration with our numerous partners.

As the Workforce Planning Board for the Nipissing and Parry Sound districts, LMG aspires to assist with the improvement of labour market conditions in local communities through enhanced collection and dissemination of local labour market information and community engagement to drive regional approaches in the planning projects and partnerships that support workforce development throughout the region.

Quality labour market Information and understanding employment related challenges is critical to helping governments, businesses, community organizations, and individuals respond to the changes throughout Nipissing and Parry Sound.



The 2025 LLMP provides an overview of current labour market conditions in the **Nipissing** and **Parry Sound** districts. This year's report includes several key pieces;

1. Update of Labour Market Indicators
 2. Canadian Business Counts
 3. Jobs Report data
 4. Employment Ontario Client data
 5. Apprenticeship and Skilled Trades
 6. Labour Market Action Plan
-

Each piece offers a unique snapshot of the local labour market and together provides great insight into the challenges faced by employers and job seekers in our region. This report builds on data explored in last year's report and the result is improved action strategies to address these complex issues.

In this report, labour market information from data sources such as Statistics Canada and other valid research reports are highlighted. This data is supplemented by research that LMG conducts along with input from extensive consultation from employers and key community partners.





Update of Labour Market Indicators

This section reviews various labour market indicators, including unemployment rates, participation rates, job vacancy rates, employment income data and migration data, to provide insight into the current state of the labour market in Nipissing and Parry Sound.

Unemployment Rates

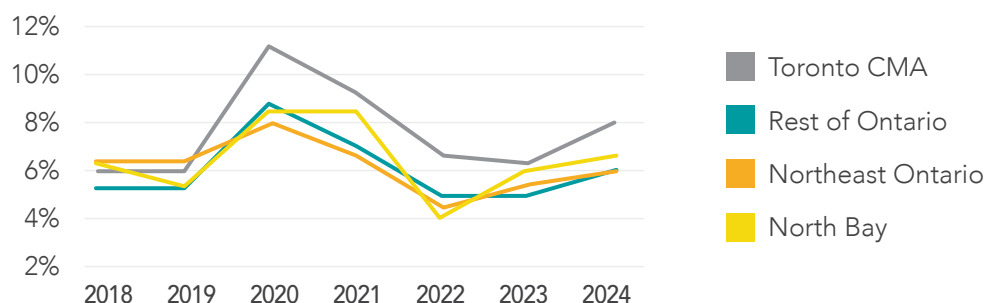
As has been regularly documented in past Local Labour Market Plan reports, COVID caused a large increase in the unemployment rates across Ontario. Table 1 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then, up until 2024. Chart 1 illustrates the comparison (Ontario is excluded, so as not to clutter up the chart). These rates are reported for Ontario, for the Toronto Census Metropolitan Area (CMA),¹ for the Rest of Ontario (Ontario figures minus the Toronto CMA), for Northeast Ontario and for North Bay.²

TABLE 1: Annual unemployment rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024

	2018	2019	2020	2021	2022	2023	2024
Ontario	5.6%	5.6%	9.8%	8.1%	5.6%	5.7%	7.0%
Toronto CMA	6.0%	5.9%	11.0%	9.3%	6.4%	6.3%	8.0%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%	6.1%
Northeast Ontario	6.4%	6.3%	8.0%	6.9%	4.5%	5.5%	5.9%
North Bay	6.3%	5.5%	8.5%	8.4%	4.2%	5.9%	6.7%

Statistics Canada, tables 14-10-0385-01, 14-10-0391-01 and 14-10-0327-01

CHART 1: Annual unemployment rates, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024



Statistics Canada, tables 14-10-0327-01, 14-10-0385-01, 14-10-0391-01 and 14-10-0393-01

Overall, the path of each unemployment rate followed much the same trajectory: a significant increase in the year when COVID hit (2020), a decline over the next two years, and then increasing through 2023 and 2024.

If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than any other areas. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest

of Ontario. Although the unemployment rate had been slightly higher in Northeast Ontario before COVID, it did not rise as high during COVID as it had elsewhere, and it decreased in the same manner afterwards, and generally followed the same trajectory as the Rest of Ontario, as did the figures for North Bay. The main difference in the North Bay numbers is that the unemployment rate hardly declined in 2021, but then had a considerable drop in 2022. In 2023 and 2024, the rates rose again, like the rest of Northeast Ontario.

¹ The Toronto CMA encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County). The Toronto CMA accounts for almost half (47%) of Ontario’s labour force.

² Northeast Ontario includes the following census divisions: Nipissing; Manitoulin; Sudbury; Greater Sudbury; Timiskaming; Cochrane; and Algoma. It does not include Parry Sound.

Three-month Moving Average Unemployment Rate – Northeast Ontario

For smaller population areas, Statistics Canada provides data that represents a three-month moving average. The Labour Force Survey relies on a sample and Statistics Canada makes the data more robust by averaging the results across three months. With a three-month moving average, the reported figure for May is the average of the data for March, April and May.



TABLE 2: Unemployment rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024

JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2023 NORTHEAST ONTARIO											
4.7%	5.4%	5.8%	5.3%	5.1%	4.6%	5.0%	5.3%	5.6%	5.7%	5.4%	5.9%
2023 REST OF ONTARIO											
4.5%	4.8%	5.1%	4.9%	4.9%	4.8%	5.1%	5.5%	5.6%	5.5%	5.1%	5.1%
2024 NORTHEAST ONTARIO											
6.3%	6.7%	6.6%	5.9%	5.7%	5.4%	5.9%	6.2%	6.2%	6.1%	5.5%	5.5%
2024 REST OF ONTARIO											
5.3%	5.6%	6.0%	6.0%	5.9%	5.9%	6.3%	6.6%	6.5%	6.1%	5.8%	5.9%

Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01

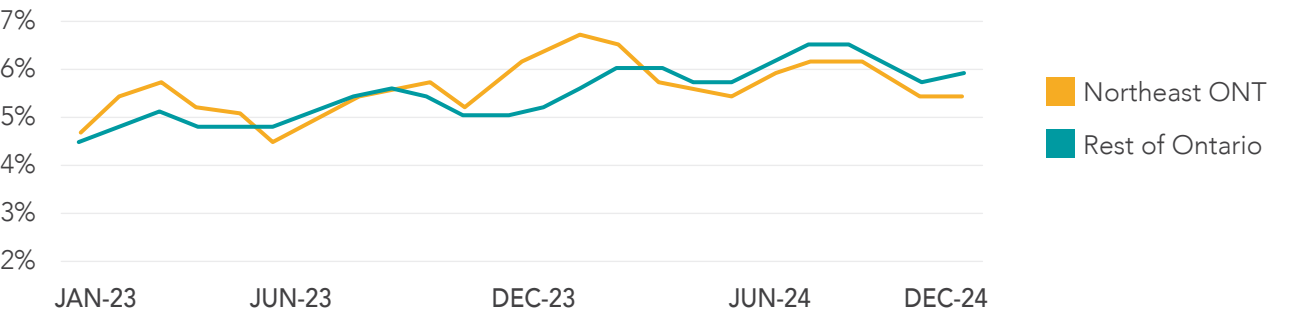
A three-month moving average will therefore have a time delay in terms of the impact of changes in any given month and it will also dampen the impact of any given month because that month's numbers are averaged with two other months. These are caveats to keep in mind when reviewing the following data, which relies on three-month moving averages.

In the case of Nipissing and Parry Sound, the North Bay data was only available for the annual figures, as the sample size becomes too small to report a monthly figure for North Bay, even with a three-month moving average. Therefore, for this section the data to be reported will be for Rest of Ontario and Northeast Ontario, both expressed as three-month moving averages. The monthly data for 2023 and 2024 is provided in Table 2 and this data is illustrated in Chart 2.

The main story to be drawn from 24 months of data is that unemployment rates have been slowly rising over this period, except that in Northeast Ontario it has stayed steady through 2024.



CHART 2: Unemployment rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024



Statistics Canada, Table 14-10-0380-01 and Table 14-10-0387-01

Participation Rates

The participation rate measures the proportion of the resident population aged 15 years or older who are in the labour force, meaning that they are either employed or actively looking for work. Table 3 provides the annual participation rates for Ontario, for the Toronto CMA, for the Rest of Ontario, for Northeast Ontario and for North Bay. Chart 3 illustrates the comparison (Ontario is excluded, so as not to clutter up the chart).

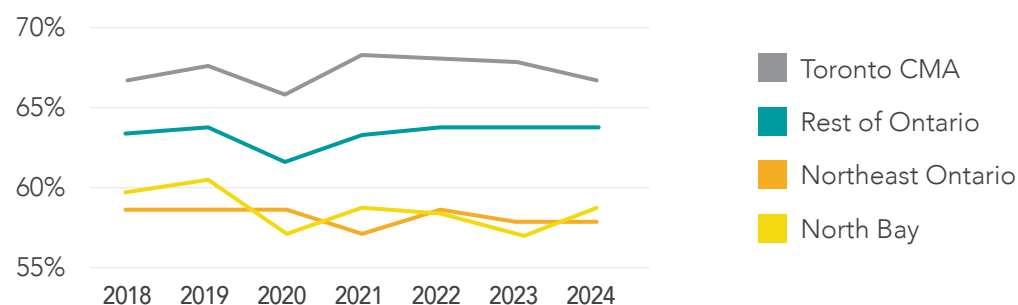
TABLE 3: : Annual participation rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024

	2018	2019	2020	2021	2022	2023	2024
Ontario	64.9%	65.3%	63.7%	65.2%	65.4%	65.5%	65.0%
Toronto CMA	66.4%	67.1%	65.9%	67.4%	67.3%	67.3%	66.5%
Rest of Ontario	63.7%	63.8%	62.0%	63.4%	63.9%	64.0%	63.8%
Northeast Ontario	58.4%	58.5%	58.1%	57.2%	58.5%	57.7%	57.5%
North Bay	59.5%	59.7%	57.4%	58.4%	58.2%	56.8%	58.2%

Statistics Canada, tables 14-10-0385-01, 14-10-0391-01 and 14-10-0327-01

It is often the case that when the unemployment rate goes up, the participation rate goes down, as individuals find it harder to find work and some drop out of the labour force. This was the case for all four areas profiled, as the participation rate dropped in 2020, corresponding with the increase in unemployment that year. The participation rates for Ontario, the Toronto CMA and the Rest of Ontario rebounded and in 2024 were at the same level they had been in 2018. In Northeast Ontario and North Bay, the participation rates struggled to recover and in 2024 were slightly lower than they had been in 2018.

CHART 3: Annual participation rates, Ontario, Toronto CMA, Rest of Ontario, Northeast Ontario and North Bay, 2018-2024



Statistics Canada, tables 14-10-0385-01, 14-10-0391-01 and 14-10-0327-01

Three-month Moving Average Participation Rate – Northeast Ontario and North Bay

Table 4 provides the three-month moving average participation rates for Northeast Ontario and the Rest of Ontario, and Chart 4 illustrates these figures. As in the case of the unemployment three-month moving average data, the data for North Bay is not available because of its smaller sample size.

The three-month moving average participation rate for the Rest of Ontario has stayed relatively steady over the 24-month period, increasing in

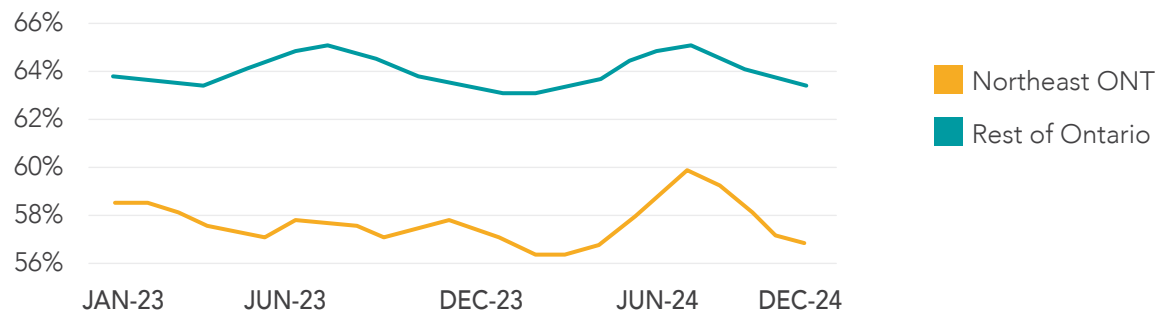
the summer as students join the workforce and dropping in the winter. The participation rate in December 2024 was only half a percentage point below what it had been in January 2023. The three-month moving average participation rate in Northeast Ontario has been slowly declining; even though there was a robust uptick in the summer of 2024, it was followed by a sharp decline. In December 2024, three-month moving average participation rate in Northeast Ontario was more than one and a half percentage points lower than what it had been in January 2023.

TABLE 4: Participation rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024

JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
2023 NORTHEAST ONTARIO											
58.5%	58.4%	58.1%	57.6%	57.3%	57.2%	57.8%	57.7%	57.6%	57.2%	57.5%	57.8%
2023 REST OF ONTARIO											
63.8%	63.7%	63.5%	63.4%	63.8%	64.3%	64.7%	64.9%	64.6%	64.3%	63.9%	63.7%
2024 NORTHEAST ONTARIO											
57.4%	56.8%	56.4%	56.3%	56.7%	57.7%	58.8%	59.7%	59.2%	58.3%	57.1%	56.8%
2024 REST OF ONTARIO											
63.4%	63.1%	63.1%	63.3%	63.7%	64.3%	64.8%	64.9%	64.5%	64.0%	63.7%	63.3%

Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01; LMG custom data

CHART 4: Participation rate, three-month moving average, Northeast Ontario and Rest of Ontario, January 2023 to December 2024



Statistics Canada, Table 14-10-0378-01 and Table 14-10-0387-01; LMG custom data



TABLE 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2024

	Q1	Q2	Q3	Q4
2019				
Toronto Region	3.1%	3.2%	3.0%	3.0%
Rest of Ontario	3.4%	3.1%	3.0%	2.9%
Northeast Ontario	3.5%	3.5%	3.0%	3.0%
2020				
Toronto Region	2.9%	—	—	3.3%
Rest of Ontario	3.3%	—	—	3.7%
Northeast Ontario	3.4%	—	—	4.0%
2021				
Toronto Region	3.3%	4.0%	5.0%	5.1%
Rest of Ontario	3.8%	4.3%	5.3%	5.5%
Northeast Ontario	3.9%	4.2%	5.0%	5.6%
2022				
Toronto Region	5.2%	5.4%	5.0%	4.4%
Rest of Ontario	5.5%	5.8%	5.5%	5.0%
Northeast Ontario	5.8%	6.1%	5.9%	5.1%
2023				
Toronto Region	3.9%	3.8%	3.4%	3.0%
Rest of Ontario	4.8%	4.3%	3.8%	3.7%
Northeast Ontario	5.2%	4.9%	4.4%	4.3%
2024				
Toronto Region	3.0%	2.8%	2.6%	
Rest of Ontario	3.5%	3.0%	2.7%	
Northeast Ontario	3.9%	3.5%	3.2%	

Job Vacancy Rates

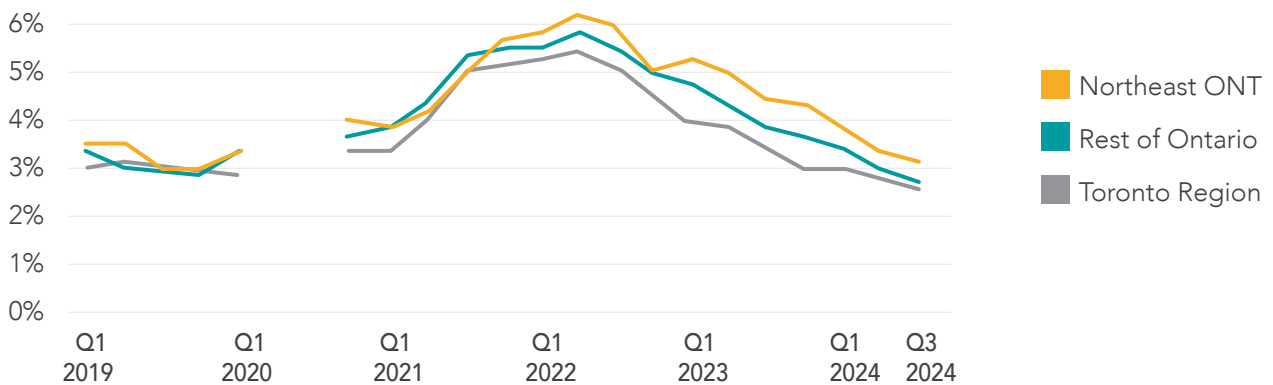
The job vacancy rate is calculated by adding up all job vacancies reported by employers and divided by the total number of filled jobs plus the total number of vacant jobs.

Table 5 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2024, the last quarter for which there is data. During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Economic Region,³ the Rest of Ontario (Ontario minus the Toronto Economic Region) and Northeast Ontario. Chart 5 illustrates the data.

³ The job vacancy rate is reported by economic region, not census metropolitan areas. There are only minor geographic differences between the Toronto CMA and the Toronto Economic Region.



CHART 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2024



Statistics Canada, Table 14-10-0057-01

Before COVID, the job vacancy rate fluctuated between a relatively narrow band throughout 2019 and Q1 2020 for all three areas. Right after COVID, the job vacancy rate increased considerably, more so in Northeast Ontario, slightly lower in the Rest of Ontario, and lower still in the Toronto Region. There followed a slow and steady decline, until by Q3 2024, the job vacancy rate was lower in all three areas than the average for the five quarters in each area before COVID.

Another insight into the recent dynamics in the local labour market is provided by examining trends in job vacancy rates by occupations. Chart 6 shows the number of job vacancies in the Northeast Economic Region for the following three occupational categories:

- Health occupations
- Sales and service occupations
- Trades, transport and equipment operators and related occupations

The number of job vacancies in each of these categories varies considerably. In order to illustrate the trends over time and compare them, the number of job vacancies in Q1 2019 in each occupation is given a value of 100, and each subsequent quarter is expressed in relation to that Q1 2019 figure. Thus, a value of 105 means that the number of job vacancies in that quarter was 5% higher than the number for Q1 2019.

For each of these three occupations, apart from a large increase in job vacancies among Trades, Transport and Equipment Operators and Related Occupations in Q2 2019, the level of job vacancies stayed stable during the five quarters

before COVID. After COVID, the job vacancy levels rose sharply, doubling in most instances either in 2021 or early 2022.

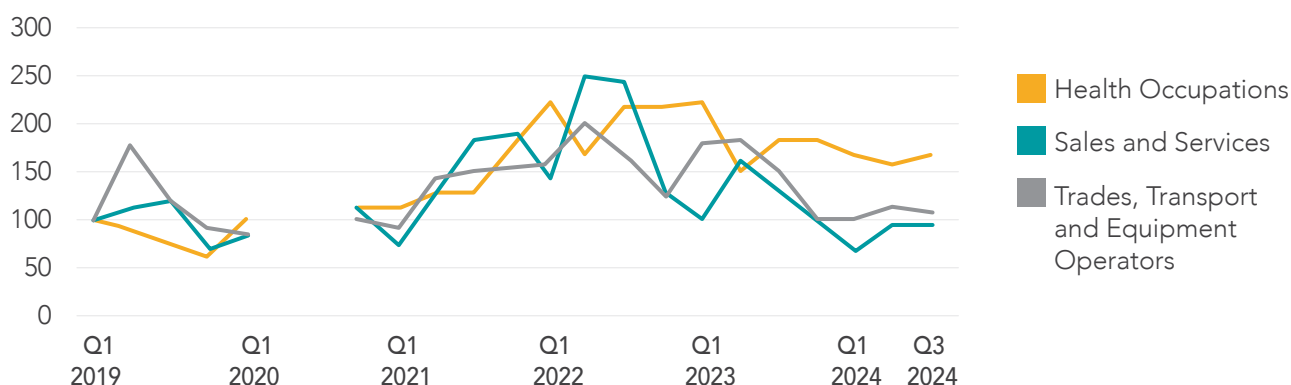
By Q2 and Q3 2022, the job vacancies for Sales and Service Occupations reached almost two and a half times what they had been in Q1 2019. But then, job vacancies in this occupation dropped off considerably, by Q4 2023 falling below what they had been in Q1 2019, and staying below that level through to Q3 2024.

Health Occupations, meanwhile, continued to experience higher levels of job vacancies, staying above one and half times the level in Q1 2019.

Trades, Transport and Equipment Operators and Related Occupations fell in between these other two occupations, tapering off in late 2023 and 2024, but continuing to have slightly higher job vacancy levels compared to Q1 2019.



CHART 6: Ratio of job vacancies for select occupations, Northeast Economic Region, Q1 2019 to Q3 2024 (Q1 2019 = 100)



Statistics Canada, Table 14-10-0444-01

The Job Vacancy and Wage Survey also collects data on the hourly wage being offered and provides an average offered hourly wage for each quarter. During this period, the rate of inflation increased, especially in 2022. For this reason, the data is presented in two formats: the actual average hourly wage (that is, the wage as reported for each quarter) and the constant average hourly wage (the wage re-calculated in terms of Quarter 3 2024 dollars, that is, a constant wage).

TABLE 6: Actual and Constant (Q3 2024) hourly wage, Toronto Economic Region and Rest of Ontario, Q1 2019 and Q1 2024

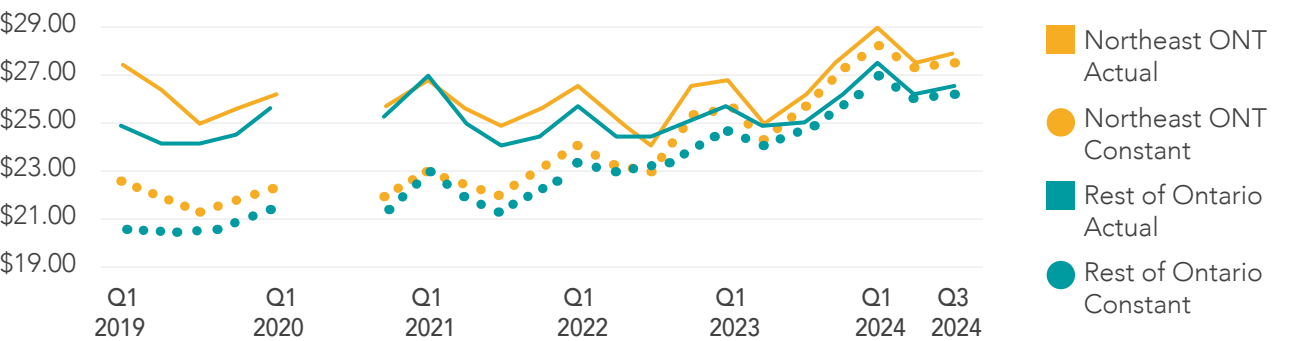
	Q1 2019	Q1 2024	% change
TORONTO REGION			
Actual	\$24.25	\$29.90	23.3%
Constant	\$29.15	\$30.41	4.3%
REST OF ONTARIO			
Actual	\$20.79	\$27.06	30.2%
Constant	\$24.99	\$27.52	10.1%
NORTHEAST ONTARIO			
Actual	\$22.75	\$28.35	24.6%
Constant	\$27.35	\$28.83	5.4%

To illustrate the stark difference, Table 6 shows the actual and constant offered hourly wage for each of the Toronto Economic Region, the Rest of Ontario and the Northeast Economic Region, for Q1 2019 and Q1 2024.

The trend in actual and constant dollars for each of Northeast Ontario and the Rest of Ontario are illustrated in Chart 7.

The actual wage was certainly increasing, but the purchasing power of that wage is more properly measured by the constant dollar value, because as the price of goods and services increased, what one could purchase with that increased wage was restricted by the fact that everything was increasing in price. From that perspective, the average offered wage in constant dollars increased only slightly over that five-year period compared to the actual dollar increase. When looking at the percentage change between Q1 2019 and Q1 2024 (shown in the last column of Table 6), in the Northeast Ontario Economic Region the change in actual dollars between those two quarters was 24.6%, whereas in constant dollars it was only 5.4%.

CHART 7: Average offered hourly wage, actual and constant (Q3 2024) dollars, Northeast Economic Region and Rest of Ontario, Q1 2019 to Q3 2024



Statistics Canada, Table 14-10-0057-01

Tax Filer Data

Tax filer data is derived from T1 income tax returns, where income tax forms filled out in the spring provide data on employment income in the previous calendar year. The tax filer data represents over 70% of the total population aged 15 years and older.

Table 7 shows the total number of tax filers with reported employment income⁴ for 2017 to 2022 (the most recent year for which there is data).

TABLE 7: Total number of tax filers with employment income, Nipissing, Parry Sound and Northeast Ontario, 2017-2021

	2017	2018	2019	2020	2021	2022
Nipissing	38,520	39,200	38,530	38,550	39,210	40,340
Parry Sound	19,740	19,950	19,560	19,460	19,800	20,630
Northeast ONT	265,100	268,870	262,540	260,940	263,010	271,950

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

The number of tax filers have gone up and down over the last six years, increasing in 2018, decreasing in 2019, increasing very slightly in Nipissing but decreasing in Parry Sound and Northeast Ontario in 2020, and increasing yet again in 2021. But in 2022, there were large increases in all three areas: 2.9% in Nipissing, 4.2% in Parry Sound and 3.4% in Northeast Ontario.

Tables 8 and 9 provide the data for median employment income,⁵ for each of males and females, for Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2022 dollars, to remove the effect of inflation. The general trend was for incomes to stay in a relatively narrow range between 2017 and 2020, with only Parry Sound males

TABLE 8: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2022 (2022 dollars)

	2017	2018	2019	2020	2021	2022
Nipissing	\$44,277	\$44,799	\$44,547	\$45,198	\$47,163	\$45,490
Parry Sound	\$39,602	\$40,992	\$41,055	\$41,775	\$44,888	\$43,030
NE ONT	\$48,256	\$49,252	\$48,984	\$49,536	\$51,691	\$49,610
Toronto CMA	\$51,771	\$52,209	\$51,875	\$52,815	\$54,607	\$52,550
Rest of ONT	\$51,072	\$51,663	\$51,275	\$51,510	\$53,428	\$52,046

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

showing consistent growth in their median employment income. In 2021, there was a slight increase in the median employment income figure; this is likely due to the fact that during this COVID period, individuals in lower-paid occupations, such as customer-facing roles, were not working (and more likely receiving the COVID Canada Emergency Response Benefit – CERB), while workers in higher-paid occupations were able to continue working remotely. In 2022, the median employment income dropped in all areas, in part because lower-paid workers returned to work, but also because inflation actually reduced the real income of individuals.

TABLE 9: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2022 (2022 dollars)

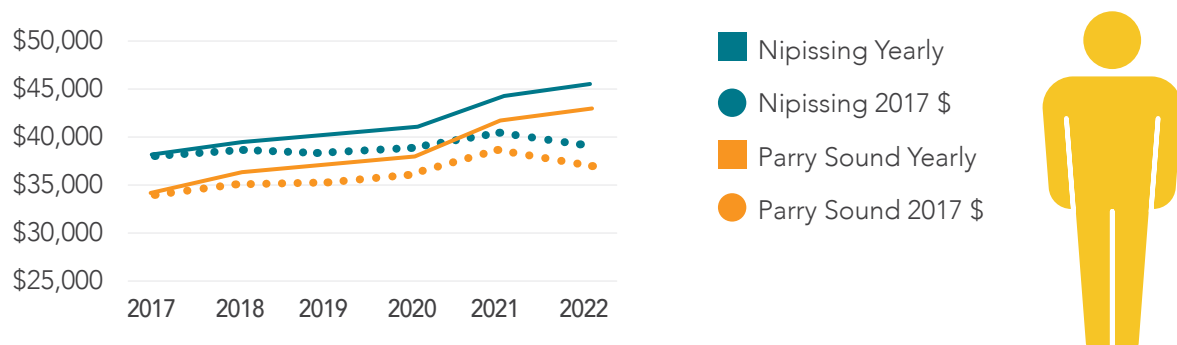
	2017	2018	2019	2020	2021	2022
Nipissing	\$34,800	\$35,191	\$35,395	\$35,891	\$37,594	\$36,930
Parry Sound	\$31,540	\$32,268	\$32,126	\$33,076	\$34,774	\$34,050
NE ONT	\$34,881	\$35,848	\$36,329	\$37,028	\$38,694	\$37,570
Toronto CMA	\$39,452	\$40,244	\$40,032	\$39,490	\$42,453	\$41,500
Rest of ONT	\$36,817	\$37,922	\$38,028	\$37,791	\$39,768	\$39,160

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

4 Includes wages, salaries, commissions, tips and gratuities.
5 Median employment income represents the wage of that individual whose earnings are at the mid-point of the wages of all individuals; 50% of the warn earners earn less than that amount and 50% of the wage earners earn more than that amount.

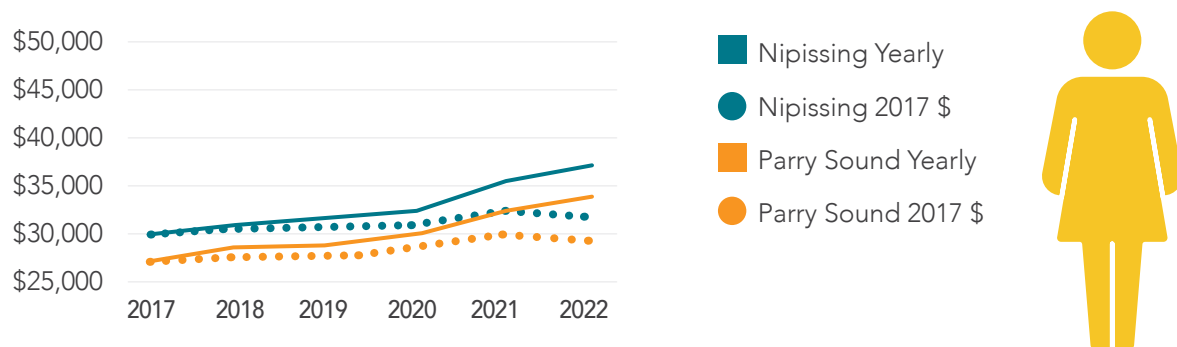


CHART 8: Median employment income, males, Nipissing and Parry Sound, 2017-2022 (2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022

CHART 9: Median employment income, females, Nipissing and Parry Sound, 2017-2022 (2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2022



To visualize the impact that inflation has had on incomes, Charts 8 and 9 show the trajectory of median employment income for males and females in Nipissing and Parry Sound, highlighting two different measures. In both charts, the teal lines represent the incomes for Nipissing residents and the orange lines show the incomes for Parry Sound residents. The solid lines show the median employment income as expressed in current dollars, that is, for each year, that is the dollar amount for that year, the figure that one would see on one's pay stub or that one would report for tax purposes. The dotted lines show the figures adjusted for inflation, that is, in constant dollars using 2017 as the baseline. Each other year is expressed in the value of 2017 dollars (this is unlike the data presented in Tables 7 and 8, where the constant dollar reference is 2022 dollars).

Some Observations:

- The current dollar value for median employment income increased between 2017 and 2020, then jumped considerably in 2021 and by a slightly lesser extent in 2022; the rate of increase was slightly greater for Parry Sound residents than Nipissing residents
- However, the data adjusted for inflation shows a different story; in general, median employment income for Nipissing residents stayed relatively flat between 2017 and 2020, increased in 2021, then dropped in 2022; comparing constant dollar incomes between 2017 and 2022, overall, median employment income for Nipissing males increased by 3% and for Nipissing females by 6%
- Median employment income for Parry Sound residents, even after adjusting for inflation, increased more; even after declining in 2022, it was still 9% higher for Parry Sound males compared to 2017 and 8% higher for females
- The gap between the current value and the constant value increased each year and especially increased in 2022 in both Nipissing and Parry Sound, for males and females
- Essentially, the story can be expressed as follows: what workers “saw” was their pay cheque increasing (the solid line – current dollars), but the increase was not as great in constant dollars (the dotted line – constant dollars), except in 2021; but then what workers “felt” was that their pay cheque in constant dollars decreased in 2022



Migration Data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax years from 2016-2017 to 2021-2022.

Tables 10 and 11 show the net migration figures by age group for each year between 2016/17 and 2021/22, as well as the net total for the five years, for each of Nipissing and Parry Sound. Net is the difference between the number of individuals migrating into an area minus the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

TABLE 10: Net Migration by Age Groups, Nipissing, 2016-17 to 2021-22

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	51	34	47	164	19	315
2017-18	22	90	12	172	-1	295
2018-19	183	95	175	179	-3	629
2019-20	132	127	274	232	39	804
2020-21	282	98	255	293	92	1,020
2021-22	263	214	527	500	115	1,619
2016-17 to 2021-22	933	658	1,290	1,540	261	4,682

TABLE 11: Net Migration by Age Groups, Parry Sound, 2016-17 to 2021-22

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	89	-54	50	422	-127	380
2017-18	128	-72	151	378	5	590
2018-19	29	-1	68	354	-142	308
2019-20	113	-31	120	428	-80	550
2020-21	104	-4	128	461	-7	682
2021-22	164	-25	200	792	31	1,162
2016-17 to 2021-22	627	-187	717	2,835	-320	3,672

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22



Nipissing has had net migration in all age categories and in each year (except for two small negative numbers among those aged 65 years and older in 2017-18 and 2018-19). The trend line in total net migration has been generally upward each year. For most of these years, there were growing numbers in all age categories, and in 2021-22, there were two prominent age categories, those aged 25 to 44 and 45 to 64 years old, each accounting for around one-third of all net migrants. (Table 10 shows the numbers for Nipissing and Chart 10 illustrates the trends.)

Parry Sound has also had a generally upward trend in its net migration numbers, although in two age categories it has a net loss of residents, among those aged 18-24 years old and those

aged 65 years and older. By far, the biggest category of net migrants is those aged 45-64 years old.

Between 2016-17 and 2017-18, Parry Sound had slightly more net migrants than Nipissing, but in the three years following, Nipissing has had considerably more net migrants. In 2021-22, there was a very large increase in the net in-migration of those aged 45 to 64 years old, around 70% higher than the previous year, which itself was the highest figure over those previous five years. (Table 11 shows the numbers for Parry Sound and Chart 11 illustrates the trends.)

CHART 10: Net Migration by Age Groups, Nipissing, 2016-17 to 2021-22

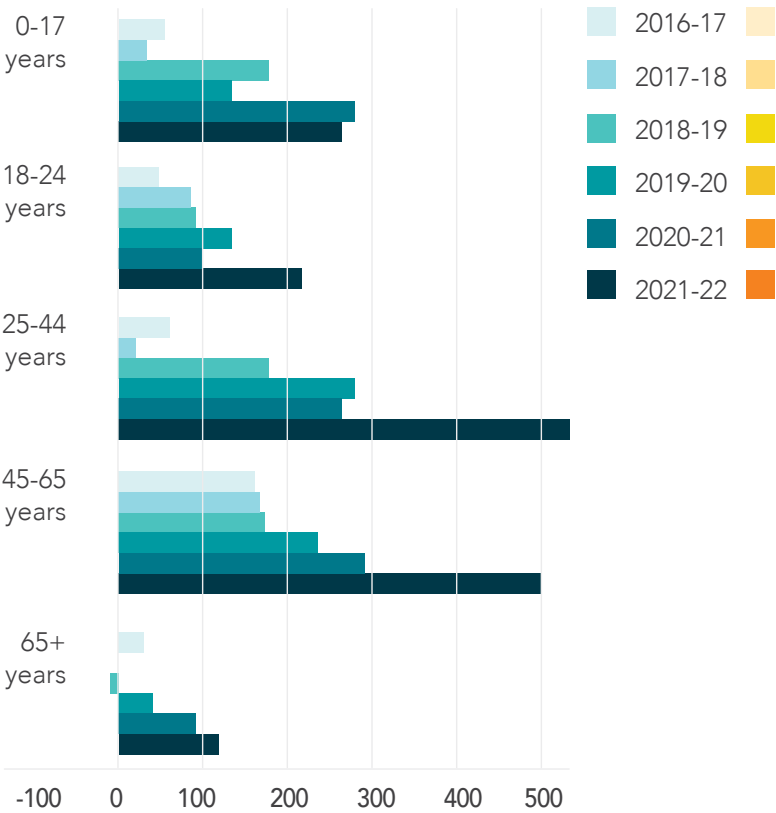
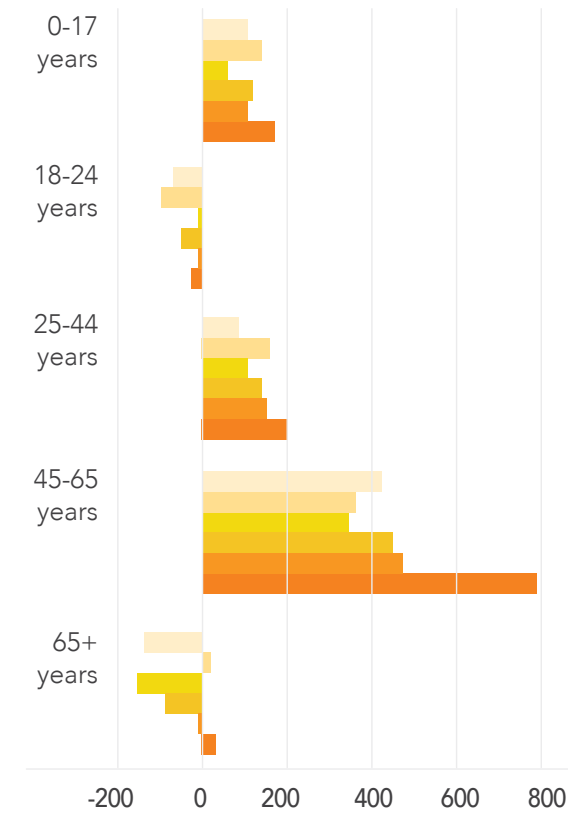


CHART 11: Net Migration by Age Groups, Parry Sound, 2016-17 to 2021-22



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2021/22

Profiling the data by where migrants were coming from and going to provides a further insight into migration patterns. The next set of tables and charts show that data, categorized as follows:

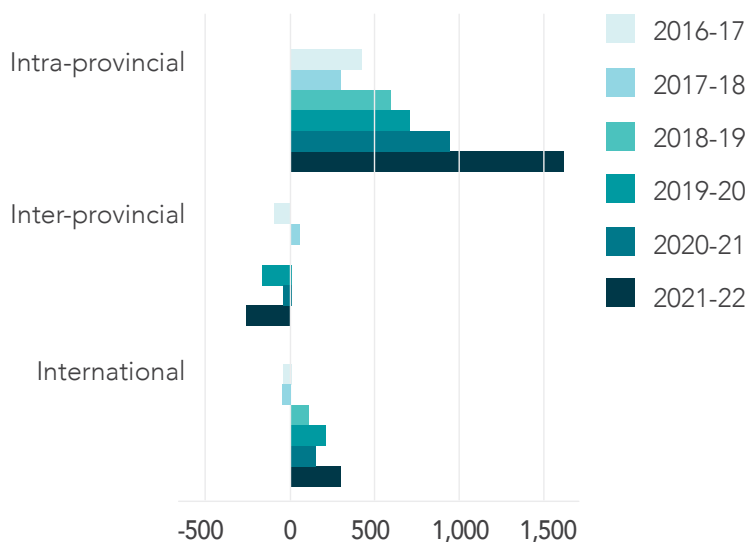
- Intra-provincial: movement to and from Ontario
- Interprovincial: movement to and from Canada, excluding Ontario
- International: movement to and from outside Canada

TABLE 12: Net Migration by Source and Destination, Nipissing, 2016-2022

	INTRA-PROVINCIAL		INTERPROVINCIAL		INTERNATIONAL		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	215	216	-57	-32	4	-31	162	153
2017-18	210	89	21	3	-11	-17	220	75
2018-19	281	283	-11	7	39	30	309	320
2019-20	382	346	-49	-63	86	102	419	385
2020-21	504	459	-5	-46	59	49	558	462
2021-22	785	803	-88	-132	130	121	827	792
2016-17 to 2021-22	2,377	2,196	-189	-263	307	254	2,495	2,187

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22

CHART 12: Net Migration by Source and Destination, Nipissing, 2016-2022



In the case of Nipissing, the pattern is as follows: a very significant net number of residents arrive in Nipissing from other parts of Ontario, and that number has been increasing, and rose considerably in 2021-22; there is a small net migration out of Nipissing to other provinces, which also increased in 2021-22, and there is a small but slightly increasing number of net migrants from international sources. Table 12 provides the numbers and Chart 12 illustrates the trends.

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22

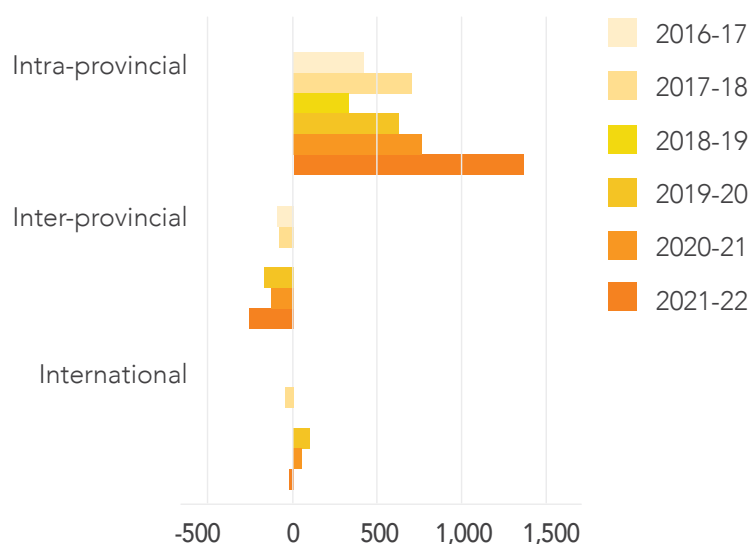


TABLE 13: Net Migration by Source and Destination, Parry Sound, 2016-2022

	INTRA-PROVINCIAL		INTERPROVINCIAL		INTERNATIONAL		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	280	133	-14	-22	0	3	266	114
2017-18	341	303	-19	-11	-5	-19	317	273
2018-19	183	120	2	2	-2	3	183	125
2019-20	313	261	-27	-33	16	20	302	248
2020-21	325	381	-21	-29	17	9	321	361
2021-22	737	620	-81	-100	-8	-6	648	514
2016-17 to 2021-22	2,179	1,818	-160	-193	18	10	2,037	1,635

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22

CHART 13: Net Migration by Source and Destination, Parry Sound, 2016-2022



The pattern in Parry Sound is somewhat similar: migrants from the rest of Ontario represent almost all of the net total migrants to Parry Sound, that number stayed steady for most of these years, but had a large increase in 2021-22; there is a small net migration out of Parry Sound to other provinces, which also increased slightly in 2021-22; and there is a very small net migration from international sources. Table 13 provides the numbers and Chart 13 illustrates the trends.

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2020/22



2

Canadian Business Counts

This section reviews various labour market indicators, such as unemployment rates, participation rates, job vacancy rates and other variables.

Introduction

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed, by size of establishment and by industry. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community, and they particularly cautioned against using this data to measure the impact that COVID had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns.

We are also including data from another Statistics Canada program, the [Experimental Estimates for Business Openings and Closures](#), as this provides another perspective regarding how businesses (and, by inference, employment) were affected during and after the pandemic.



This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time, but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements.



Experimental Estimates for Business Openings and Closures

These estimates are derived from the Business Register which Statistics Canada maintains and are supplemented by payroll deduction files from the Canada Revenue Agency. This data provides the following information:

- **Business openings:** An establishment that had no employee in the previous month but has an employee in the current month.
- **Business closures:** An establishment that had an employee in the previous month but has no employee in the current month.
- **Active businesses:** An establishment that has an employee in the current month.
- **Continuing businesses:** An establishment that had an employee in the previous month and has an employee in the current month.



Active Businesses

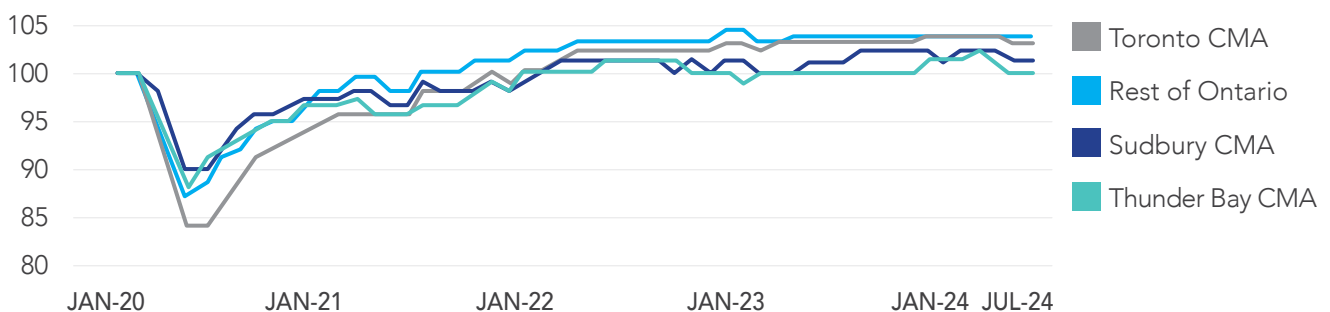
The first chart profiles active businesses in the Rest of Ontario (that is, excluding the Toronto Census Metropolitan Area or CMA), the Toronto CMA, and the two Northern Ontario CMAs profiled in this data: the Greater Sudbury CMA and the Thunder Bay CMA. Monthly data is provided from January 2020, to show the number just before COVID hit (March 2020), up to the most recent available figures (July 2024). All data in the chart is expressed in relation to the number of businesses active in January

2020; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

All four areas followed a roughly similar trend as COVID struck, when the number of active businesses dropped precipitously, more so for the Toronto CMA (down to 84 in May 2020, that is, down 16%) and somewhat less so for Sudbury CMA (down to 90 in May 2020, a decline of 10%). The recovery was in full swing by the fall of 2020, but that recovery slowed down sooner for both the Sudbury CMA and the Thunder Bay CMA. By October 2021, the Rest of Ontario returned to the level of active businesses that had been present in January 2020; the Toronto CMA returned to that level by January 2022, and Sudbury CMA and Thunder Bay CMA reached their January 2020 levels by February 2022.

Since then, each area reached a slightly higher plateau through 2023 and 2024, but in June 2024, there was a slight drop everywhere. In August 2024, the number of active businesses was 3% higher in the Rest of Ontario compared to the January 2020 figures, in the Toronto CMA it was 3% higher, in the Sudbury CMA it was 1% higher, while in the Thunder Bay CMA it was at the same level as it had been in January 2020.

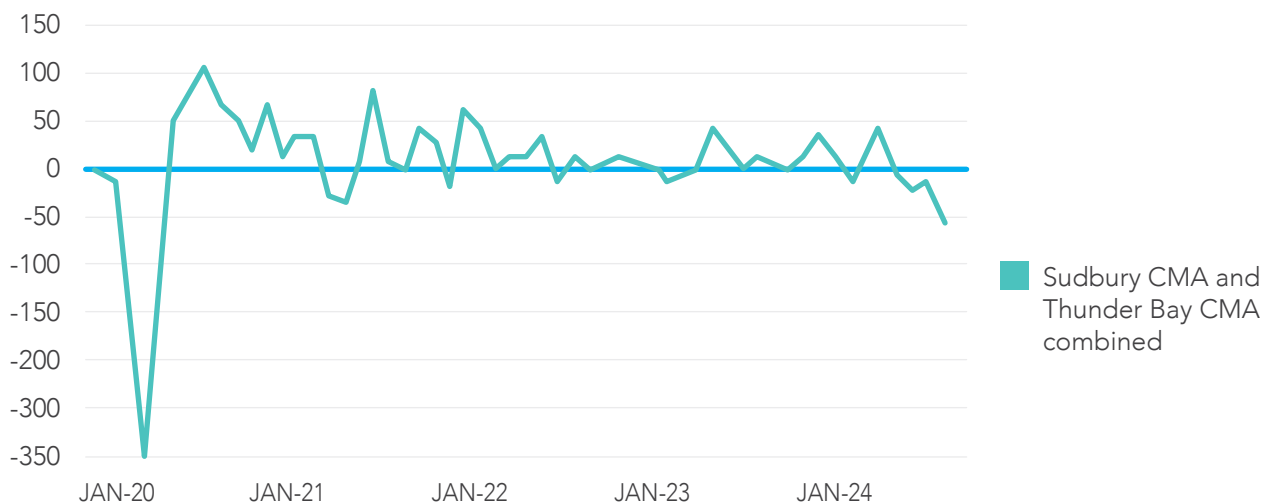
CHART 1: Active businesses, Rest of Ontario, Toronto CMA, Sudbury CMA and Thunder Bay CMA, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01



CHART 2: Net difference between business openings and business closures, Sudbury CMA and Thunder Bay CMA combined, January 2020 to August 2024



Statistics Canada, Table 33-10-0270-01

Another way to look at these numbers is to focus on the difference between the number of business openings and the number of business closures per month. Chart 2 tracks this number for the two Northern CMAs, from January 2020 to August 2024. A positive number means there were more openings than closures and a negative number means there were more closures than openings.

The immediate net loss between business openings and closures was considerable at the onset of COVID: minus 149 in March 2020, minus 342 in April and minus 182 in May. The number started rebounding already in June 2020, but those initial losses were only made up by May 2022. However, right afterwards, there were further declines, and the longer-term trend line in the net figure in Chart 2 shows a continuing net decline. In May, June, July and August 2024, there was a combined net loss of 144 firms, half of which occurred in August alone. This raises questions regarding the direction of the Northern Ontario economy.



Industries

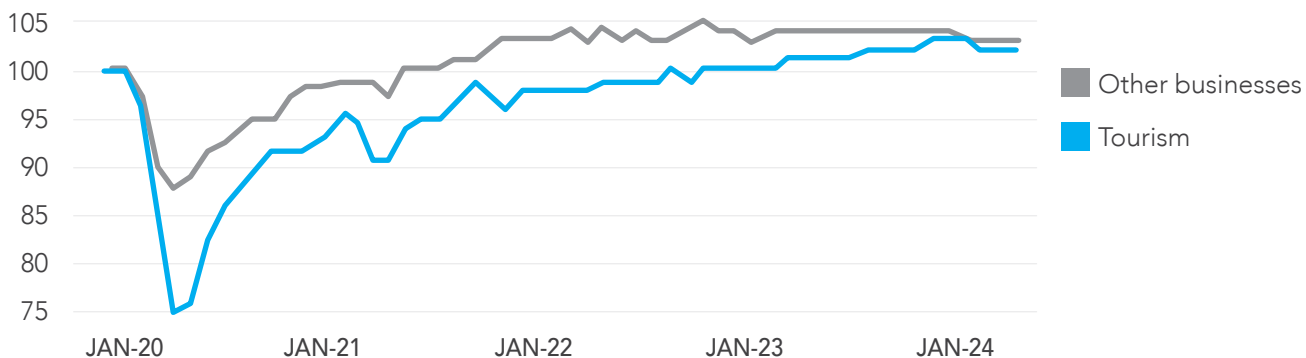
It is well-established that the tourism sector was particularly hard hit by the COVID lockdowns. These sectors include tourism transportation, travel services, recreation and entertainment, accommodation, and food and beverage services. The active business data is only available for larger geographies, so to illustrate the impact of COVID and the trajectory of the subsequent recovery, Chart 3 illustrates the trends for the Rest of Ontario, profiling the tourism sector and all other business sector industries (excluding tourism industries, as well as excluding industries in educational services and health care and social assistance).

By May 2020, soon after COVID struck, the number of tourism sector businesses had declined by 25%, whereas the drop among

all other business sector industries was half as severe (12%). While both sectors rebounded relatively quickly, the recovery for business sector industries was more robust, returning by October 2021 to the number of businesses which had been present in January 2020. The tourism recovery took much longer and was more likely to suffer greater setbacks with subsequent lockdowns, such that this sector only returned in February 2023 to its January 2020 level of establishments. Through 2023 and early 2024, the number of business sector establishments reached a plateau, whereas the number of tourism establishments continued to grow slowly. In the four months of May, June, July and August 2024, both sectors experienced slight declines in their numbers, such that by August 2024 the level of business sector establishments was around 3% higher than it had been in January 2020, while the tourism establishment number was around 2% higher.

Thus, while the tourism sector did suffer much more than other industries on account of COVID, and their recovery has taken a longer time, some four years after COVID there has finally been a convergence in the business growth trends across the tourism sector and all other business service sectors.

CHART 3: Active businesses, tourism industries and all other business sector industries, Rest of Ontario, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0270-01



Employment Size of Establishment

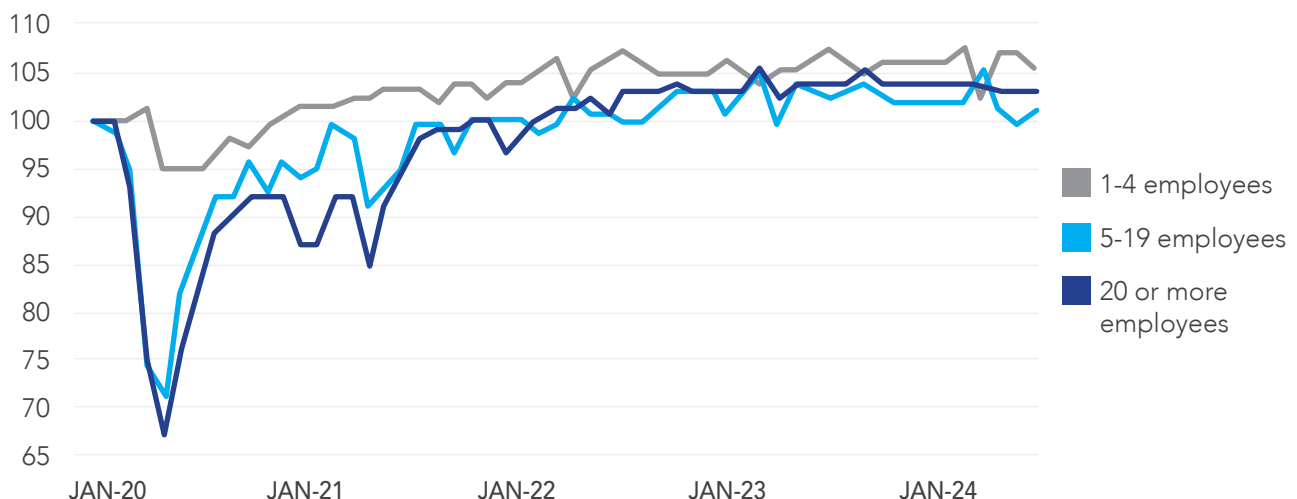
The changes in the number of establishments can also be examined by the employment size of the establishment. Chart 4 shows the results for the Rest of Ontario for all businesses, profiling three categories of employee size:

- **1-4 employees**
- **5-19 employees**
- **20 or more employees**

The greatest proportional decline as a result of COVID was among establishments with 20 or more employees (in May 2020, a 33% drop from January), followed closely by firms with 1 to 19 employees (29% drop), whereas firms with 1 to 4 employees declined much less (minus 5%), no doubt because as firms laid off workers but continued operating, they shifted from a larger employee size category to a smaller one. Over time, these two larger sized categories recovered and then increased further in number, but declined in June and July 2024, so that by August 2024 the number of firms with 20 or more employees was 3% higher than what it had been in January 2020, and the number of firms with 1 to 19 employees was 1% higher. The number of firms with 1 to 4 employees steadily increased over this period, such that the number in August 2024 was 6% higher than what it had been in January 2020.

The trajectory in the change in the number of firms in the tourism sector during this period was quite different.

CHART 4: Active businesses by number of employees, Rest of Ontario, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0722-01

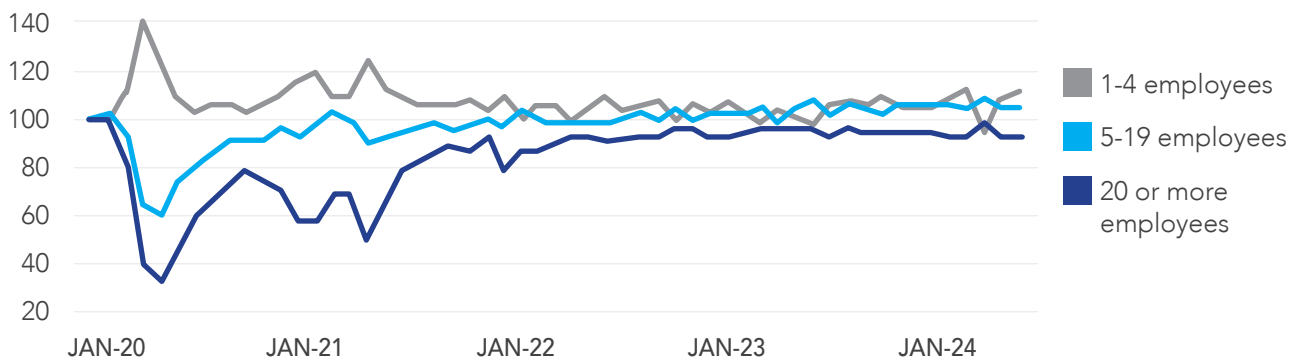


Chart 5 shows these results for the Rest of Ontario. There was an extremely large decline because of COVID among tourism firms with 20 or more employees, dropping 68% by May 2020 from the January 2020 level. The decline among firms with 5 to 19 employees was also considerable, at 38%, whereas the number of firms with 1 to 4 employees increased by 22%, which meant these larger firms shrank in size to much smaller operations. While all category sizes recovered, the recovery for firms with 20 or more employees was sluggish and even by

August 2024, their number was 8% below what it had been in January 2020, while firms with 5 to 19 employees grew by 5% and those with 1 to 4 employees grew by 11%. Thus, not only were the largest tourism establishments most affected in terms of their number, but one can also conclude that the impacts on employment were considerable.

The rest of this report relies on the familiar Canadian Business Count data which we have focused on for the past several years.

CHART 5: Active businesses in the tourism sector by number of employees, Rest of Ontario, January 2020 to August 2024 (January 2020 = 100)



Statistics Canada, Table 33-10-0722-01

Number of Businesses, by Size of Establishment and by Industry

Tables 1 and 2 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2024. The table provides two different counts:

- 1) Classified businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;
- 2) All businesses, classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 8-9% of the total counts in each of Nipissing and Parry Sound represent businesses that are unclassified, lower than the provincial average of 10%. This means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

Explanation for specific columns in the tables:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry.
- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded.
- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column).
- Where under the percentage distribution a cell shows 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages.



TABLE 1: Number of businesses by employee size range, June 2024

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	165	24	6	2	4	0	0	201	3%	11
21 - Mining	16	5	2	2	3	2	5	35	1%	18
22 - Utilities	24	1	1	0	0	2	0	28	0%	19
23 - Construction	369	188	80	31	25	5	5	703	10%	2
31-33 - Manufacturing	57	27	25	27	18	10	2	166	2%	12
41 - Wholesale Trade	56	28	30	21	9	1	0	145	2%	13
44-45 - Retail Trade	199	112	118	101	50	21	6	607	9%	4
48-49 - Transportation & Warehousing	156	44	12	9	9	7	6	243	4%	9
51 - Information & Cultural	47	20	16	4	2	2	0	91	1%	15
52 - Finance & Insurance	218	29	19	21	12	4	0	303	4%	8
53 - Real Estate, Rental & Leasing	1621	108	25	9	4	1	0	1768	26%	1
54 - Professional, Scientific & Technical Services	335	103	30	31	9	7	2	517	8%	6
55 - Management of Companies	39	1	2	3	0	1	1	47	1%	17
56 - Administrative Support	132	56	20	14	8	4	0	234	3%	10
61 - Educational Services	46	10	7	6	4	2	6	81	1%	16
62 - Health Care & Social Assistance	349	156	67	40	25	12	11	660	10%	3
71 - Arts, Entertainment & Recreation	73	13	4	10	6	2	1	109	2%	14
72 - Accommodation & Food Services	118	60	54	41	43	15	2	333	5%	7
81 - Other Services	334	139	45	22	5	2	0	547	8%	5
91 - Public Administration	0	3	1	5	4	5	8	26	0%	20
CLASSIFIED BUSINESSES	4354	1127	564	399	240	105	55	6844		
% of All Classified & Unclassified Businesses	65%	16%	8%	6%	3%	1%	1%	100		
Cumulative %	65%	81%	89%	95%	98%	99%	100			
Ontario % of Classified & Unclassified Businesses	73%	16%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2024

 RANK 1
26%

 RANK 2
10%

 RANK 3
10%


TABLE 2: Parry Sound number of businesses by employee size range, June 2024

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 - Agriculture	128	24	5	2	0	0	0	159	3%	11
21 - Mining	7	2	0	4	1	0	0	14	0%	19
22 - Utilities	9	0	1	1	0	0	0	11	0%	20
23 - Construction	492	270	100	30	9	2	0	903	20%	1
31-33 - Manufacturing	72	23	17	9	6	5	2	134	3%	12
41 - Wholesale Trade	51	12	9	6	3	0	0	81	2%	14
44-45 - Retail Trade	143	72	50	34	25	6	4	334	7%	5
48-49 - Transportation & Warehousing	129	35	16	6	3	1	0	190	4%	9
51 - Information & Cultural	27	12	6	1	0	0	0	46	1%	15
52 - Finance & Insurance	145	17	4	8	3	1	0	178	4%	10
53 - Real Estate, Rental & Leasing	821	48	3	2	0	0	0	874	19%	2
54 - Professional, Scientific & Technical Services	271	74	17	9	1	1	0	373	8%	3
55 - Management of Companies	30	1	0	0	0	0	0	31	1%	17
56 - Administrative Support	140	40	12	13	0	1	0	206	5%	8
61 - Educational Services	20	1	5	3	1	1	0	31	1%	17
62 - Health Care & Social Assistance	147	66	14	14	13	1	8	263	6%	7
71 - Arts, Entertainment & Recreation	58	22	13	10	4	0	0	107	2%	13
72 - Accommodation & Food Services	147	44	27	22	20	5	1	266	6%	6
81 - Other Services	246	92	19	5	6	1	0	369	8%	4
91 - Public Administration	1	2	1	7	17	8	3	39	1%	16
CLASSIFIED BUSINESSES	3084	857	319	186	112	33	18	4609		
% of All Classified & Unclassified Businesses	69%	18%	7%	4%	2%	1%	0%	100		
Cumulative %	69%	86%	93%	97%	99%	100	100			
Ontario % of Classified & Unclassified Businesses	73%	16%	5%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2024

RANK 1
20%



RANK 2
19%

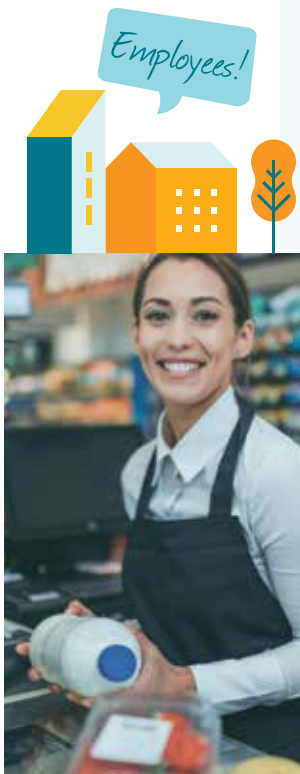


RANK 3
8%



Some Observations:

- **Number of small firms:** Businesses are by far made up of small establishments. 65% of the classified and unclassified firms in Nipissing have no employees,¹ and another 16% have 1-4 employees; in Parry Sound, no employee firms account for 69%, and 1-4 employees another 18%; in both instances, the percentages of firms with 4 employees or less is lower than the figures for Ontario (last line of the table: 73% for no employees and 16% for 1-4 employees), especially in the case of Nipissing; on the other hand, looking at firms with 5 to 49 employees, in Nipissing they make up 17% of all firms, and in Parry Sound 13% compared to 10% for Ontario;
- **Highest number of firms by industry:** The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Nipissing are Real Estate & Rental and Leasing, accounting for 25.8% of all firms (last three years: 26.2%; 26.3%; 25.3%); the second largest, Construction, represents 10.3% of all firms (last three years: 10.0%; 10.2%; 10.0%); and third, Health Care & Social Assistance, representing 9.6% of all firms (last three years: 9.4%; 8.8%; 9.3%); in Parry Sound, the largest are Construction at 19.6% (last three years: 19.4%; 19.5%; 19.5%); Real Estate and Rental & Leasing at 19.0% (last three years: 19.1%; 19.0%; 17.7%); and then Professional, Scientific & Technical Services at 8.1% (last three years: 7.6; 7.5%; 6.9%); by way of context, the five largest industries by number of firms in Ontario are: Real Estate & Rental and Leasing (24.1%); Professional, Scientific & Technical Services (13.7%); Construction (9.3%); Transportation & Warehousing (8.1%); and Health Care & Social Assistance (7.4%); the real lesson is that the proportions locally do not change much at all year-to-year, only by a fraction of 1%, although it is noteworthy that in June 2024, in Nipissing, Health Care & Social Assistance moved from the 4th largest industry by number of employers to 3rd, as did Professional, Scientific & Technical Services in Parry Sound;
- **Highest number of firms by size and industry:** The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (in Nipissing, this means Real Estate & Rental and Leasing; Construction; and Health Care & Social Assistance; in Parry Sound, this means Construction; Real Estate & Rental and Leasing; and Professional, Scientific & Technical Services). In the mid-size ranges, firms in Retail Trade and Accommodation & Food Services come to the



fore (and in Nipissing, Health Care & Social Assistance). Among the largest firms (100 or more employees), in Nipissing they are found in: Health Care & Social Assistance; Public Administration; Retail Trade; and Transportation & Warehousing; in Parry Sound, these are found in Health Care & Social Assistance; Retail Trade; and Public Administration.

The growth in two sectors, resulting in Health Care & Social Assistance in Nipissing moving from 4th largest to 3rd largest number of employers, and the same for Professional, Scientific & Technical Services in Parry Sound, is examined in greater detail in the next two tables.

Table 3 shows the change in the number of firms, with zero employees and with employees, in Health Care & Social Assistance in Nipissing between June 2021 and June 2024, by detailed subsectors.

Table 4 shows the change in the number of firms, with zero employees and with employees, in Professional, Scientific & Technical Services in Parry Sound between June 2021 and June 2024, by detailed subsectors.



¹This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than \$30,000 in a given year.

Table 3 Observations:

- A few sectors had declines among firms with employees, but growth in the zero employee category.
 - Offices of physicians
 - Other ambulatory health care services
- One sector had large declines in the zero employee category but even larger growth in the with employee category.
 - Child day-care services
- There were far more increases among firms with zero employees (60) than among firms with employees (16).
- Several sectors saw considerable growth, though primarily among those with zero employees.
 - Offices of dentists
 - Offices of other health practitioners (also notable growth among firms with employees)
 - Out-patient care centres

TABLE 3: Change in the number of firms, with zero employees and with employees, in Health Care & Social Assistance in Nipissing, June 2021 to June 2024

	Zero employees	With employees
6211 - Offices of physicians	14	-5
6212 - Offices of dentists	16	1
6213 - Offices of other health practitioners	18	6
6214 - Out-patient care centres	10	1
6215 - Medical and diagnostic laboratories	2	-1
6216 - Home health care services	4	2
6219 - Other ambulatory health care services	5	-1
6221 - General medical and surgical hospitals	0	1
6222 - Psychiatric and substance use hospitals	0	-1
6223 - Specialty hospitals (except psychiatric and substance use)	0	0
6231 - Nursing care facilities	-1	0
6232 - Residential facilities for persons with an intellectual or developmental disability, a mental health or substance use condition	1	-1
6233 - Community care facilities for the elderly	-1	-1
6239 - Other residential care facilities	1	-1
6241 - Individual and family services	-2	4
6242 - Community food and housing, and emergency and other relief services	1	1
6243 - Vocational rehabilitation services	-1	1
6244 - Child day-care services	-7	10
TOTAL	60	16

Canadian Business Counts, June 2021 and June 2024

TABLE 4: Change in the number of firms, with zero employees and with employees, in Professional, Scientific & Technical Services in Parry Sound, June 2021 to June 2024

	Zero employees	With employees
5411 - Legal services	6	-2
5412 - Accounting, tax preparation, bookkeeping and payroll services	-1	4
5413 - Architectural, engineering and related services	6	0
5414 - Specialized design services	-2	2
5415 - Computer systems design and related services	8	11
5416 - Management, scientific and technical consulting services	43	2
5417 - Scientific research and development services	0	0
5418 - Advertising, public relations, and related services	8	2
5419 - Other professional, scientific and technical services	9	-3
TOTAL	77	16

Canadian Business Counts, June 2021 and June 2024

Table 4 Observations:

- As in Nipissing, there were many more increases among firms with zero employees (77) than among firms with employees (16)
- Management, scientific and technical consulting services had by far the largest increase in the total number of firms, although almost all these firms had zero employees
- Computer systems design and related services had the second largest increase and, significantly, a large increase among firms with employees; it is quite possible that more jobs were added in this subsector than among Management, scientific and technical consulting services
- The second largest increase among firms with employees was among Accounting, tax preparation, bookkeeping and payroll services

At the large end of the employee size spectrum, Nipissing has 23 firms with 200 or more employees, whereas Parry Sound has three:

- Nipissing firms with over 500 employees: two firms in other support activities for mining;

one short-haul freight rail transportation; four establishments in elementary and secondary schools (includes school boards); one community college; one university; one general hospital; one local public administration establishment;

- Nipissing firms with 200-499 employees: one firm in contract drilling (except oil and gas); one in broad-woven fabric mills; one department store; one in home auto supplies retailer; one in non-scheduled chartered air transportation; one in interurban and rural bus transportation; ; one other support for road transportation; one community health centre; one general hospital; one community care facility for the elderly; one provincial police service; one First Nations public administration establishment
- Parry Sound firms with 500 or more employees: one specialty hospital
- Parry Sound firms with 200-499 employees: one forging establishment; one community care facility for the elderly



Change in the Number of Firms by Industry, June 2023 to June 2024

Changes in the number of employers are experienced differently across the various industries. Tables 5 and 6 highlight the changes in the number of firms by industry and by employee size between June 2023 and June 2024 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2024, to provide a context. The colour-coding of the tables (green where there is an increase, orange where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous four years is included at the bottom of each table, to illustrate overall changes in the number of businesses over this time period. It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

NIPISSING

The first thing to note are the last two rows in Table 5 – there was a net decline in the number of firms between June 2019 and June 2020, led by declines among firms with zero employees and 1 to 19 employees, although there was a healthy increase among firms with 20 to 99 employees. Between June 2020 and June 2021, the impact of COVID emerged, with notable losses among firms with more than 20 employees, as well as firms with zero employees. But over the last three years, there have been across-the-board increases in all employee size categories – this is a very positive indicator regarding the growth of the Nipissing economy.

This pattern did not apply to all industries; in particular, Retail Trade had larger declines and likely a drop in employment, while several other industries likely stayed stagnant. But several industries experienced healthy growth: Mining & Oil and Gas Extraction; Construction; Professional, Scientific & Technical Services; Administrative & Support Services; and Accommodation & Food Services. There was also some growth among Agriculture, Forestry, Fishing & Farming; Information & Cultural Industries; and Other Services.

PARRY SOUND

The pattern in Parry Sound was roughly similar (Table 6): between June 2020 and June 2021, there were large decreases across all employee size categories. In the following three years, there was generally growth in all categories, except among firms with 1 to 19 employees between June 2023 and June 2024. But apart from that category, all other employee size categories regained the losses they experienced in June 2021 and grew beyond those losses.

Yet examining the results by industry shows that that only one sector, Retail Trade, had a net increase of firms in the category of 100 or more employees. Sectors which had a clear net increase in the number of firms were Mining & Oil and Gas Extraction; Retail Trade; and Administrative & Support Services.

Sectors where there were likely declines in employment were Agriculture, Forestry, Fishing & Farming; Manufacturing; Wholesale Trade; Arts, Entertainment & Recreation; and possibly Accommodation & Food Services.

TABLE 5: Change in the number of employers, by industry and by firm size, June 2023 to June 2024

NIPISSING	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 24
	0	1-19	20-99	100+	TOTAL	
Agriculture, Forestry, Fishing & Farming	↑34	↑1	0	0	↑35	201
Mining & Oil and Gas Extraction	↑2	↑2	↑1	↑2	↑7	35
Utilities	↑3	0	0	0	↑3	28
Construction	↑39	↑16	↓3	↑1	↑53	703
Manufacturing	↓8	↑13	0	0	↑5	166
Wholesale Trade	↓10	0	↑2	0	↓8	145
Retail Trade	0	↓17	↑6	↓3	↓14	607
Transportation & Warehousing	↑11	↓3	↓4	↑2	↑6	243
Information & Cultural Industries	↑12	↑2	0	0	↑14	91
Finance & Insurance	↓13	0	0	0	↓13	303
Real Estate, Rental & Leasing	↑65	0	↓1	0	↑64	1768
Professional, Scientific & Technical Services	↑11	↑12	↑1	0	↑24	517
Management of Companies & Enterprises	↑1	↑1	0	↑1	↑3	47
Administrative & Support	↑13	↑4	↑4	0	↑21	234
Educational Services	↑5	↓1	↑1	0	↑5	81
Health Care & Social Assistance	↑45	↑9	↓3	↓1	↑50	660
Arts, Entertainment & Recreation	↑22	↓6	↑1	0	↑17	109
Accommodation & Food Services	↑10	↑19	↑3	0	↑32	333
Other Services	↑22	↑2	0	0	↑24	547
Public Administration	0	0	↑1	0	↑1	26
NET TOTAL CHANGES, 2023-24	↑264	↑54	↑9	↑2	↑329	
NET TOTAL CHANGES, 2022-23	↑183	↑17	↑5	↑5	↑210	
NET TOTAL CHANGES, 2021-22	↑8	↑13	↑37	↑2	↑60	
NET TOTAL CHANGES, 2020-21	↓37	↑8	↓44	↓5	↓78	
NET TOTAL CHANGES, 2019-20	↓87	↓23	↑22	0	↓88	

Statistics Canada, Canadian Business Counts, June 2023 and June 2024

TABLE 6: Change in the number of employers, by industry and by firm size, June 2023 to June 2024

PARRY SOUND	FIRM SIZE (NUMBER OF EMPLOYEES)					TOTAL # OF FIRMS JUNE 24
INDUSTRY	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing and farming	↓14	↓2	0	0	↓16	159
Mining and oil and gas extraction	↑5	0	↑1	0	↑6	14
Utilities	↓5	↑1	0	0	↓4	11
Construction	↑18	↑4	↓1	0	↑21	903
Manufacturing	↓4	↓4	↑1	0	↓7	134
Wholesale trade	↑7	↓6	0	0	↑1	81
Retail trade	↑8	↑1	0	↑2	↑11	334
Transportation and warehousing	↓2	↑5	↓1	0	↑2	190
Information and cultural industries	↑6	↓2	0	0	↑4	46
Finance and insurance	0	0	0	0	0	178
Real estate and rental and leasing	↑12	↓3	0	0	↑9	874
Professional, scientific and technical services	↑26	↓2	↑2	0	↑26	373
Management of companies and enterprises	↓3	0	0	0	↓3	31
Administrative and support	↑21	↑1	0	0	↑22	206
Educational services	0	↓1	0	0	↓1	31
Health care and social assistance	↑1	↑1	↓1	0	↑1	263
Arts, entertainment and recreation	↓6	↓2	↓1	0	↓9	107
Accommodation and food services	↑9	↓16	↑4	0	↓3	266
Other services	↑12	↓1	↑1	0	↑12	369
Public administration	↓1	↓3	↑2	0	↓2	39
NET TOTAL CHANGES, 2023-24	↑90	↓29	↑7	↑2	↑70	
NET TOTAL CHANGES, 2022-23	↑333	↑52	↑8	↑2	↑395	
NET TOTAL CHANGES, 2021-22	↑65	↑46	↑17	↑2	↑130	
NET TOTAL CHANGES, 2020-21	↓83	↓107	↓25	↓4	↓219	
NET TOTAL CHANGES, 2019-20	↓77	↑16	↑4	0	↓57	

Statistics Canada, Canadian Business Counts, June 2023 and June 2024



Time Series from June 2019 to June 2024

Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another, the kind of measurement error which Statistics Canada is worried about when making comparisons in the number of firms between one year and the next.

What can be more revealing is the longer pattern of changes among larger aggregates of firms. The following charts track these changes for all firms with employees, comparing the following clusters of industries between June 2019 and June 2024:

- Core Service Sector (Retail Trade; Arts, Entertainment & Recreation; and Accommodation & Food Services)
- All Other Industries

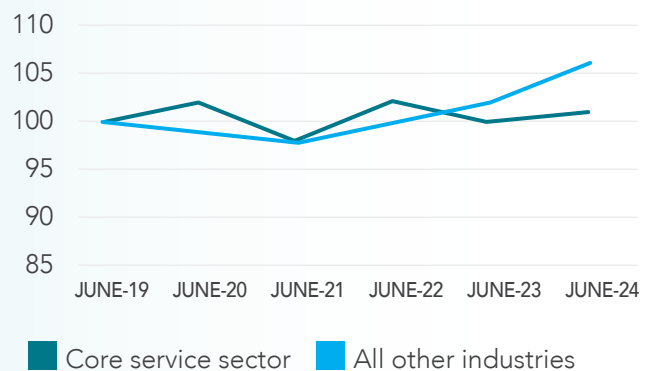
This core set of service sector industries has been selected because they were significantly affected by the COVID lockdowns and experienced not only temporary shutdowns but also longer-term decline in the total number of establishments. The zero-employee category of firms has been excluded because their numbers

are greatly distorted by a large proportion of solo operators, such as landlords of rental units, individual professional consultants, solo construction contractors and tradespersons, and self-employed truck drivers.

The number of firms present in each category in June 2019 is assigned a value of 100 and for each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the proportional change when the actual number of firms in each category is vastly different.

In Nipissing, both categories of industries experienced the same decline because of COVID, a decline of 2% in the number of establishments, comparing June 2019 and June 2021. Even though the number of Core Service Sectors establishments climbed in 2022, that recovery stalled and by June 2024, the number of establishments was only 1% higher than it had been in 2019. On the other hand, the number of establishments among All Other Industries steadily increased after 2021, such that by 2024, the level was 6% higher than what it had been in June 2019.

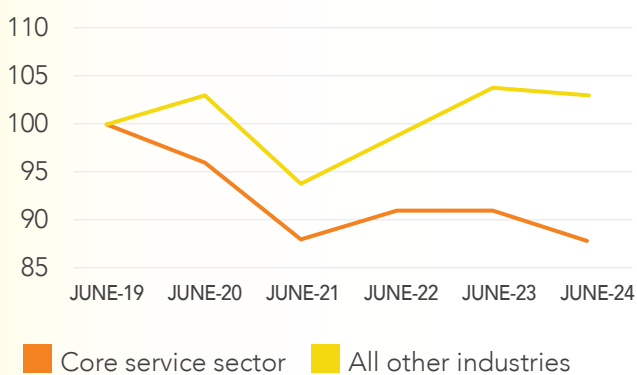
CHART 6: Ratio of number of firms with employees, Core Service Sector and All Other Industries, Nipissing, June 2019 to June 2024 (June 2019 = 100)



The pattern in Parry Sound was slightly different. For one, both sectors were far more affected by COVID: in June 2021, the number of Core Service Sectors establishments was 12% lower than what it had been in June 2019, while the figure for All Other Industries had dropped by 6%. Among the Core Service Sectors, the recovery was tepid, shallow and short-lived, and by June 2024, the number of establishments was back to where it had been in June 2021. Among All Other Industries, the recovery was far more robust, and by June 2024 the number of these establishments were 3% higher than what they had been in June 2019.

In short, the impact of COVID on the number of establishments in Nipissing was relatively mild, although growth among Core Service Sectors was stunted; in Parry Sound, COVID had far more of an impact, and the Core Service Sectors have not recovered.

CHART 7: Ratio of number of firms with employees, Core Service Sector and All Other Industries, Parry Sound, June 2019 to June 2024 (June 2019 = 100)





3

Jobs Report Data

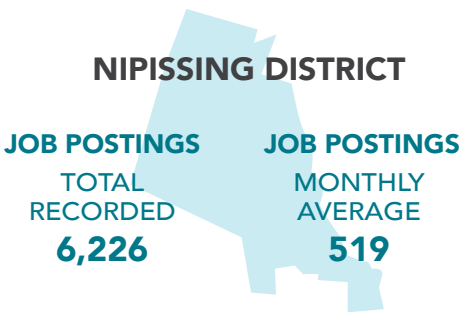
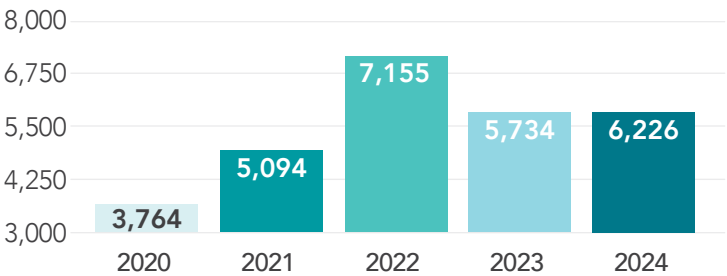
This section of the report highlights and analyzes the job postings as they appear on LMG's [readysethired.ca](https://www.readysethired.ca) portal. This online job portal provides and collects real-time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and a report is produced monthly. The portal provides job seekers with a one-stop shop for local current employment opportunities, while also providing valuable information about occupations and industries that are posting jobs more often.



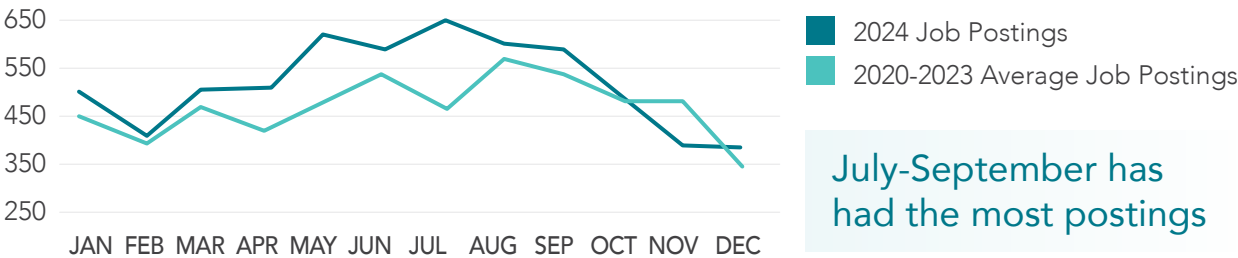
Total Job Postings

There were 6,226 job postings recorded within Nipissing District throughout 2024, an average of 519 postings each month. This figure is higher than the 2023 total (+492, +8.58%) and the previous 4-year average (+631, +11.29%). Although there is no consistent month-over-month trend annually, over the past four years, the highest month for job postings overall is August, at 2821, while the lowest month is December, at 1752. Over the past 4 years, trends indicate that the 3rd quarter of the year (July-September) has had the most postings, with 7894, and the lowest number of postings occurred in the fourth quarter (October-December) at the end of the year at 6478.

Annual job postings over past 5 years



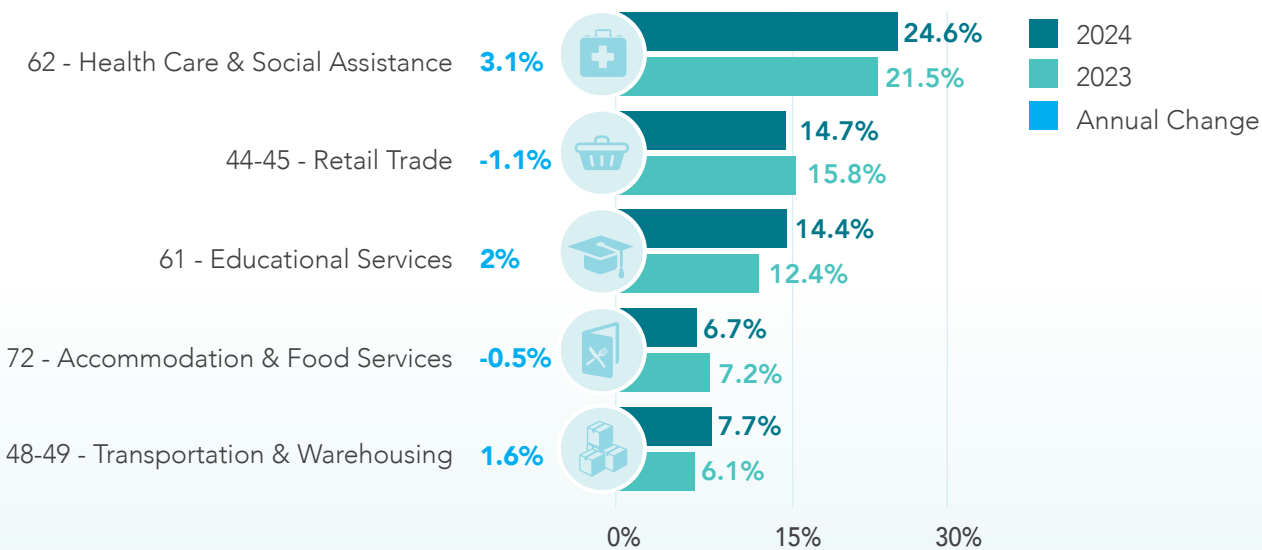
Monthly job postings in 2023 compared to previous 4-year average



Job Postings by Industry Classification

The Health Care and Social Assistance (NAICS-62) industry made up almost one-quarter (24.6%) job postings in 2024, and saw the largest annual increase (+3.1%). Retail Trade (NAICS-44-45) and Educational Services (NAICS-61) rounded out the top three with 14.7% and 14.4% of the job postings respectively, cumulating to a little over half of total jobs. Retail Trade services saw the largest decrease, of the top 5 industries, but it was only a drop of -1.1%, compared to the 2023 figure of 15.8%.

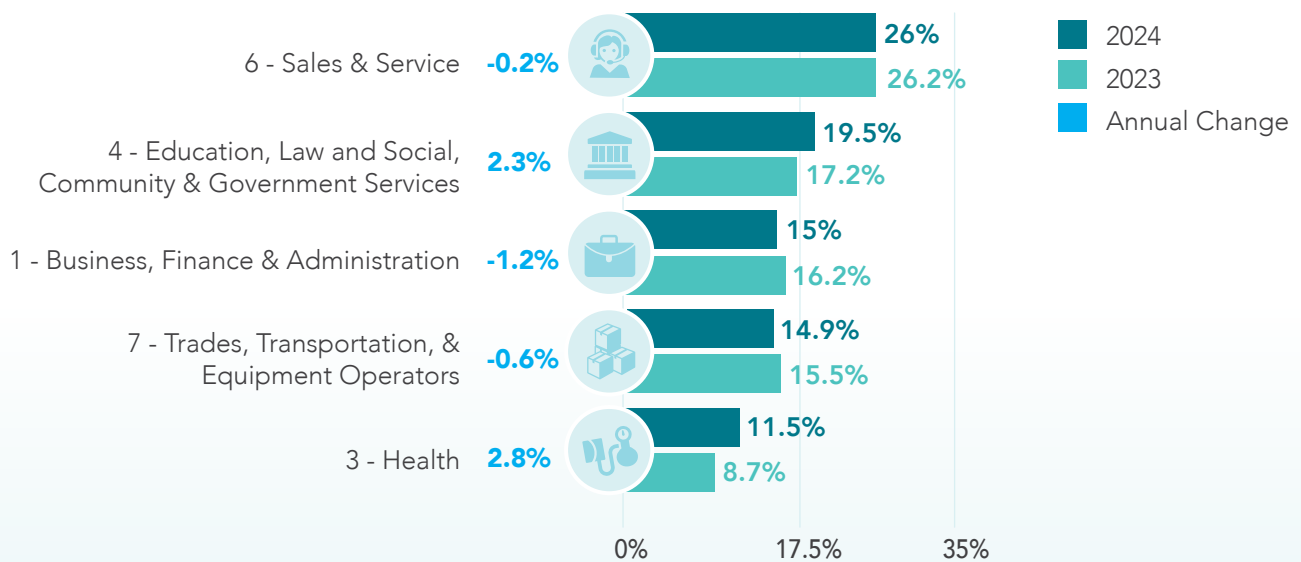
Representation of job postings in 2024 by major industry classification (NAICS)



Job Postings by Occupation Classification

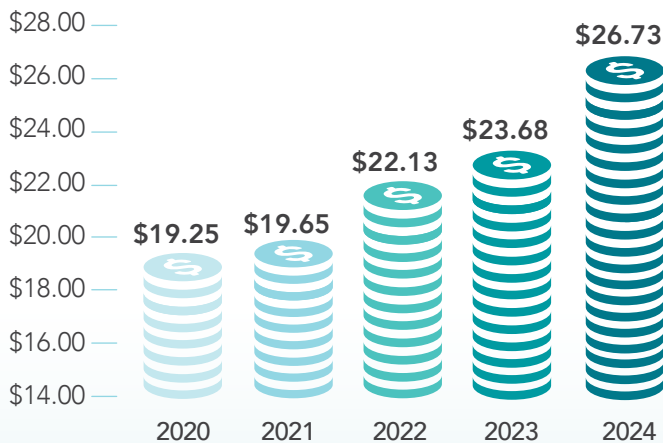
Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with slightly greater than one-quarter (26%) of all job postings in 2024. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Business, Finance and Administration (NOC-1) based occupations with 19.5% and 15.0% of the overall share respectively. The top three were identical to 2023 and made up 60.4% of the total share. The notable increase of +2.8% from the 2023 figure was for Health occupations and the most significant decrease was for Business, Finance and Administration based occupations, a minor drop of -1.2%.

Representation of job postings in 2024 by major occupation classification (NOCS)



Hourly Wages

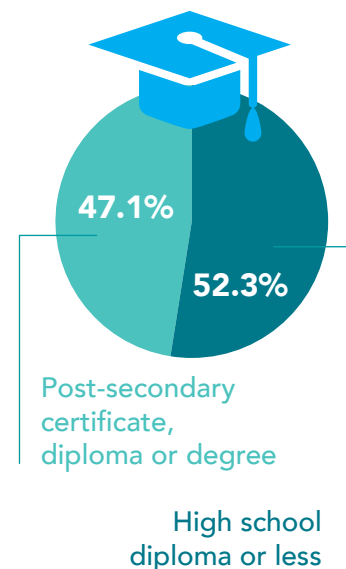
Average hourly wage offered per year



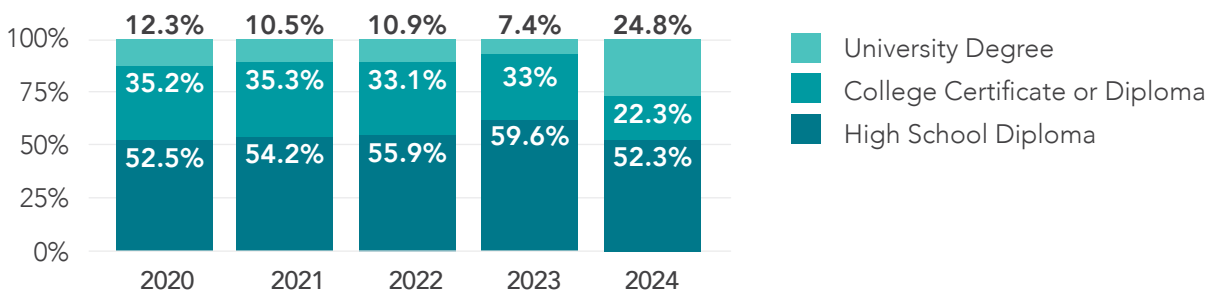
The average hourly wage listed on job postings in 2024 was \$26.73/hour. This is a notable increase (+\$3.05/hr, +12.87%) from the 2023 figure of \$23.68/hr. The increase can be primarily attributed to the raise in the provincial minimum wage from \$16.55/hr to \$17.2/hr which took place in October of 2024.

Educational Requirements

In 2024 slightly more than half (52.3%) of the job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (47.1%). While this is a significant drop from the 2023 (-7.3%), the 2024 figure is closer to the 2020-2022 numbers. More curiously, the demand for University Degrees saw a very significant increase from previous years (2020-2023) with 24.8% of jobs requiring one, interesting to note that, similar to Parry Sound, the month of June recorded the most jobs requiring one, indicating at a possible seasonal correlation.



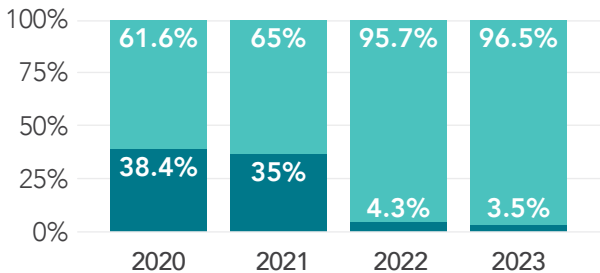
Minimum educational requirements



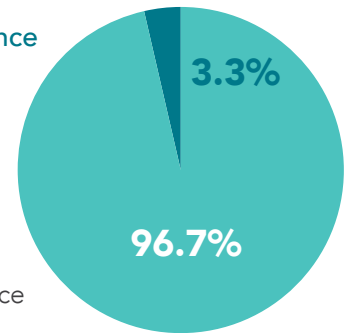
Experience Level Requirements

We continue to see the prevalence of required experience in most job postings. This applies to all industry sectors and across most occupations. Most job postings list a preference for workplace experience rather than as an asset. These trends have been fairly consistent for the past several years.

Experience requirements 2020-23



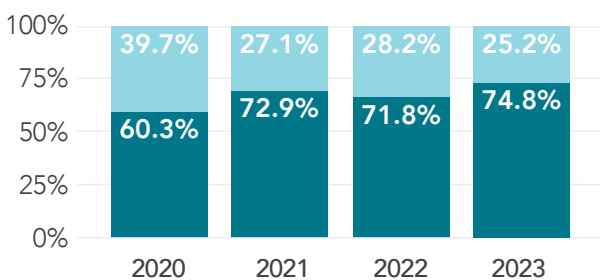
2024 Experience requirements



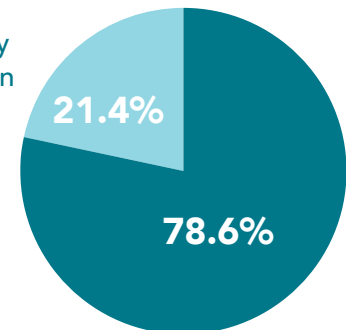
Hours of Employment Offered

For the fourth consecutive year, Job postings offering full-time equivalent (35+) employment accounted for more than 70% of the postings. This continued trend suggests that more employers are moving towards offering more hours to their prospective employees and that there are plenty of opportunities for full-time employment throughout the region.

Hourly classification breakdown 2020-23



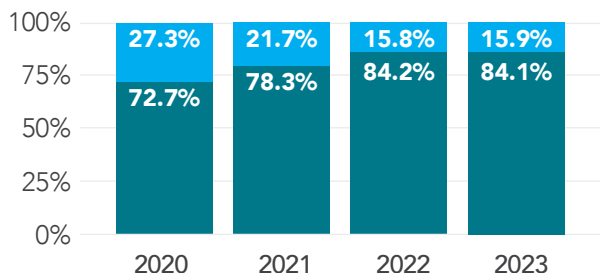
2024 Hourly classification breakdown



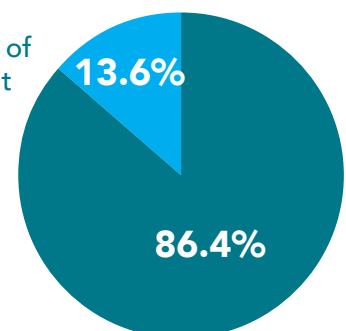
Terms of Employment Offered

The representation of permanent employment opportunities in 2024 (86.4%) remained virtually unchanged from the previous year. This indicates that there are significant permanent positions available throughout the region in a variety of industries.

Terms of employment breakdown 2020-23



2024 Terms of employment breakdown

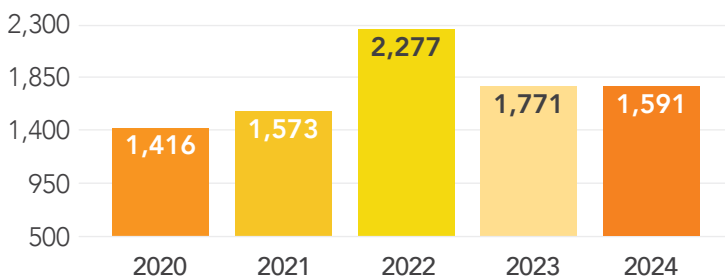


Parry Sound District Data

Total Job Postings

There were a total of 1,591 job postings recorded within Parry Sound District throughout 2024 which works out to an average of 133 postings each month. This figure was lower than the 2023 total (-180, -10.6%) of 1,771 postings but in-line (+12, +0.67%) with the previous 4-year average of 1,759. Although there is no consistent month-over-month trend annually, over the past four years, the highest month for job postings overall is August, at 869, while the lowest month is December, at 406. Over the past 4 years, trends indicate that the 2nd quarter of the year (April - June) has had the most postings, with 2420, and the lowest number of postings occurred in the fourth quarter (October-December) at the end of the year at 1720.

Annual job postings over past 5 years

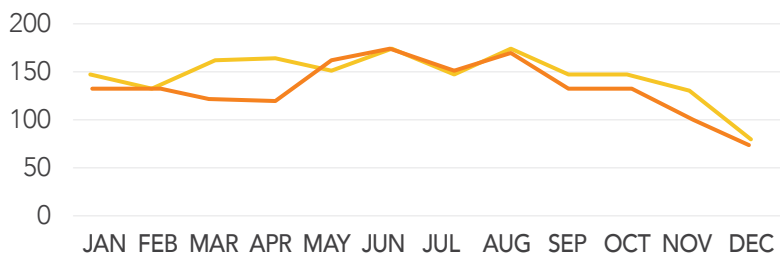


PARRY SOUND DISTRICT

JOB POSTINGS
TOTAL
RECORDED
1,591

JOB POSTINGS
MONTHLY
AVERAGE
133

Monthly job postings in 2024 compared to previous 4-year average

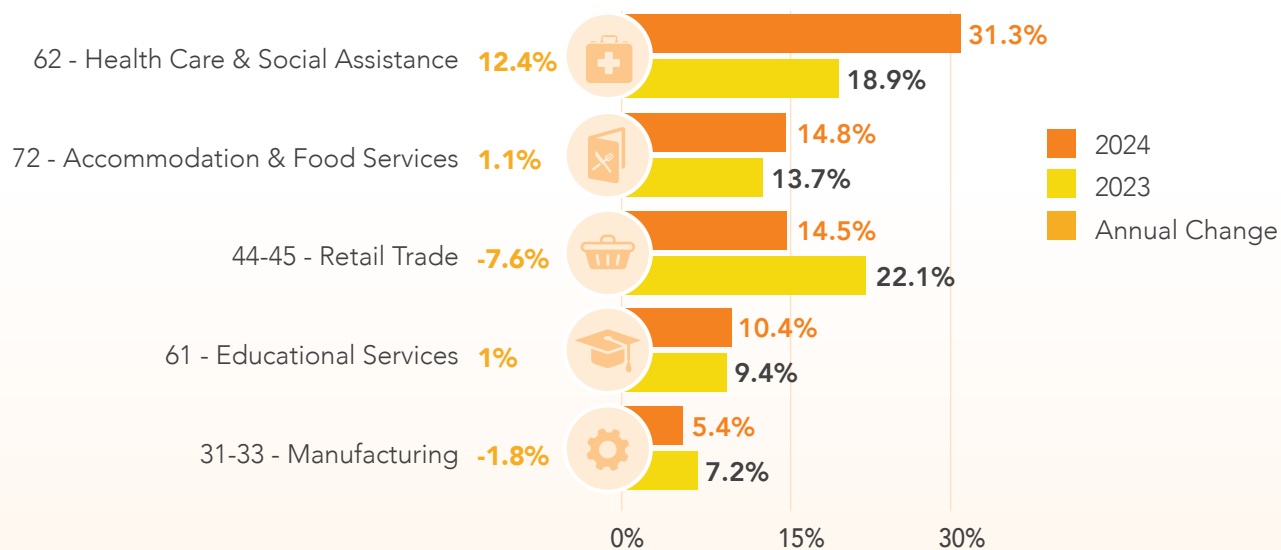


April - June has had
the most postings

Job Postings by Industry Classification

The Health Care and Social Assistance (NAICS-62) industry made up almost a third (31.3%) of job postings in 2024 with Accommodation and Food Services (NAICS-72) and Retail Trade (NAICS-44-45) rounding out the top three with 14.8% and 14.5% of the job postings respectively, and making up 60.6% of all job postings. There was a significant increase; +12.4%, in job posting share for the Health Care and Social Assistance industry when compared to 2023, likely a rebound from last year where it saw the biggest decrease. On the other hand, Retail Trade which was the biggest contributor last year, saw the largest decrease; -7.6%.

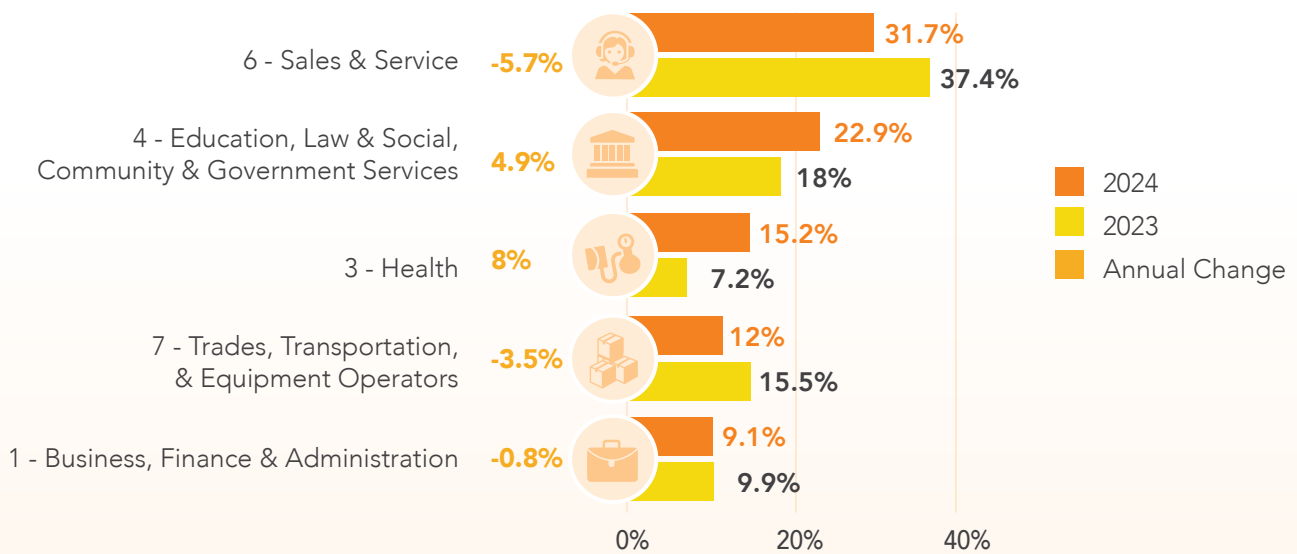
Representation of job postings in 2024 by major industry classification (NAICS)



Job Postings by Occupation Classification

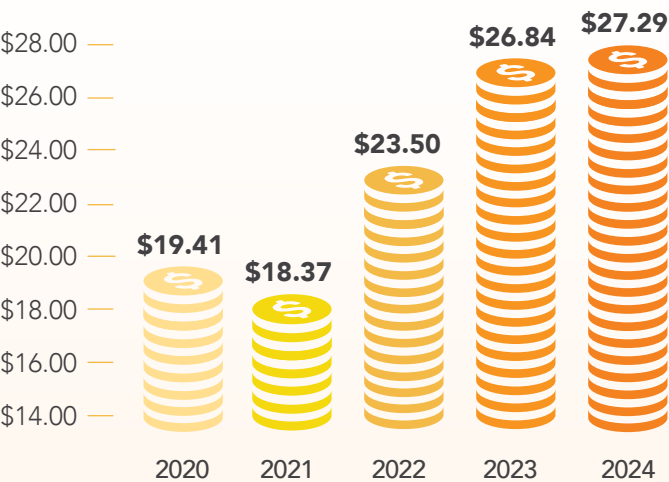
As in previous years, Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications almost one-third (31.7%) of all job postings in 2024; however, it also saw the largest annual decrease; -5.7%, from the 2023 figure of 37.4%. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Health (NOC-3) based occupations with 22.9.0% and 15.2% of the overall share respectively, making up two-third (69.9%) of the overall postings. Health based occupations saw the most notable increase of +8.0% from the previous year; correlating with the NAICS findings.

Representation of job postings in 2024 by major occupation classification (NOCS)



Hourly Wages

Average hourly wage offered per year



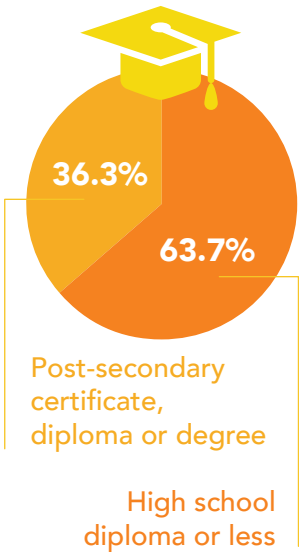


**AVERAGE
HOURLY WAGE**
\$27.29
(2024 Average)

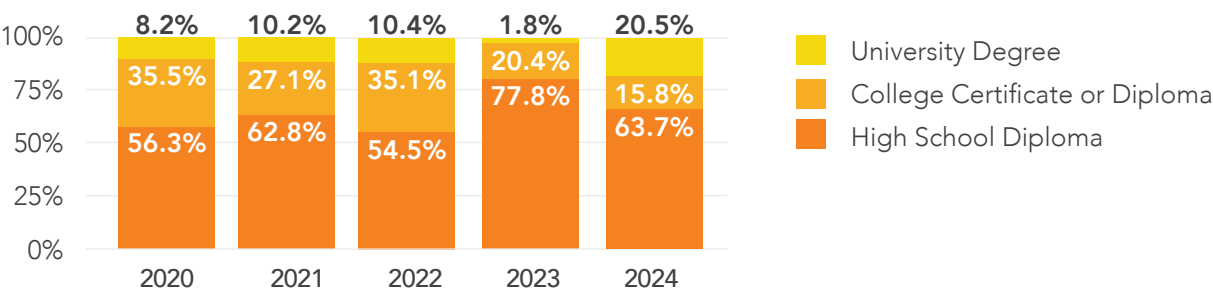
The average hourly wage listed on job postings in 2024 was \$27.29/hour. This is a minor increase (+\$0.45/hr / +1.69%) from the 2023 figure of \$26.84/hr and can likely be attributed to the increase in the provincial minimum wage from \$16.55/hr to \$17.20 starting from October. This does carry forward the positive trend over the past years, however, the increase has slowed down.

Educational Requirements

In 2024, 63.74% of job postings were available for those with a high school diploma or less as opposed to those requiring some form of post-secondary certificate, diploma or degree (36.26%). This figure represents a large decrease; from the previous year but is closer to 2022 and 2023 figures therefore, likely a more accurate representation of expectations. The demand for University Degrees saw a very significant increase from previous years with 20.5% of jobs requiring one, interesting to note that the month of June recorded almost half of such jobs.



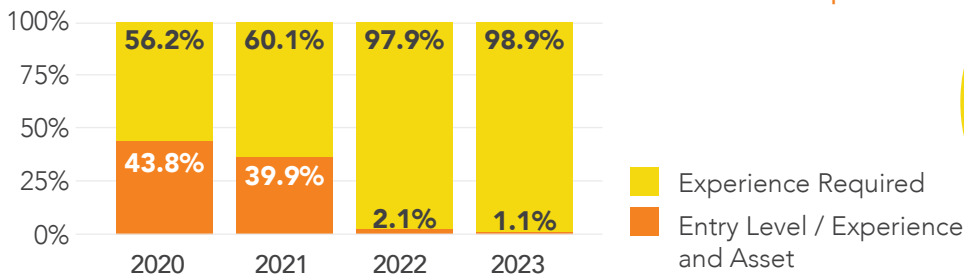
Minimum educational requirements



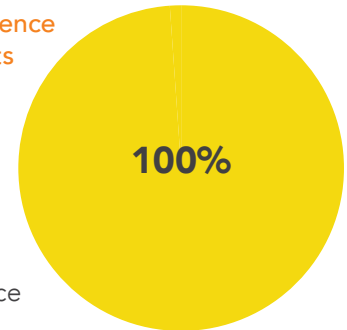
Experience Level Requirements

We continue to see the prevalence of required experience in most job postings. This applies to all industry sectors and across most occupations. Most job postings list a preference for workplace experience rather than as an asset. These trends have been fairly consistent for the past several years.

Experience requirements 2020-23



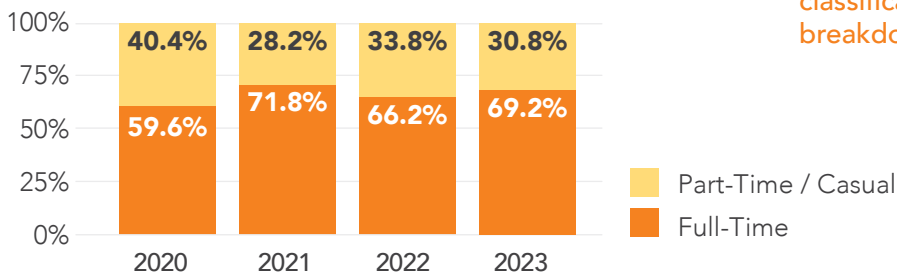
2024 Experience requirements



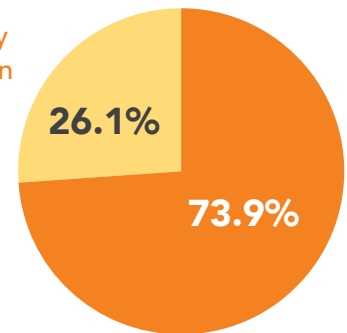
Hours of Employment Offered

Job postings classified as Full-Time made up more than two-thirds (73.9%) of all postings throughout 2024. This represents a slight increase; +4.7%, from the 2023 figure.

Hourly classification breakdown 2020-23



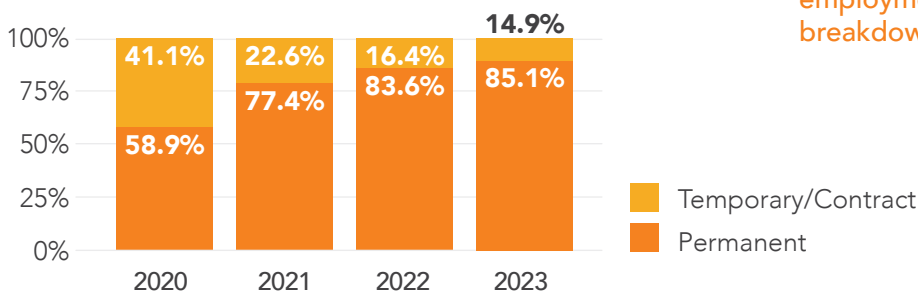
2024 Hourly classification breakdown



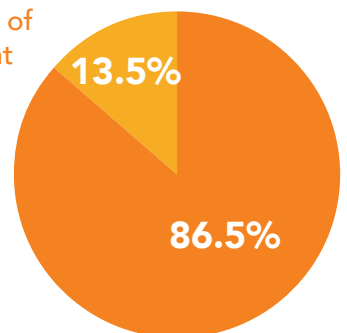
Terms of Employment Offered

2024 Saw the continuation in the increasing trend of job postings offering permanent employment opportunities which started in 2020 and has reached 86.5% in 2024.

Terms of employment breakdown 2020-23



2024 Terms of employment breakdown





4

Employment Ontario Client Data

This section reviews data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks.

Analysis of EO Program Related Data (2023-2024)

This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario and Youth Job Connection (including summer program) for the 2022-23 fiscal year.

Background to the data analysis

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. There are three sets of data:

- **Data at the Local Board level** (in the case of the Labour Market Group – LMG, the geography covers the Districts of Parry Sound and Nipissing)
- **Data at the regional level** (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River); and
- **Data at the provincial level.**

In all instances, some attempt is made to provide a context for interpreting the data. In some cases, this involves comparing the client numbers to the total number of unemployed, in other instances, this may involve comparing this recent year of data to the previous year's release.

The following analysis looks at the six program categories (Employment Services, Literacy and Basic Skills, Better Jobs Ontario, Canada Ontario Job Grant, Apprenticeship, and Youth Job Connection). The number of data sub-categories for each of these programs varies considerably.

EO Transformation

In the last few years, there have been two factors which have affected the EO client numbers:

- 1) The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians and it also caused EO client numbers to drop across all programs and all geographies;
- 2) The EO transformation and the on-going implementation of Integrated Employment Services (IES) across all areas has meant that an analysis of employment services means most often referring to two sets of data: Employment Service numbers (which include legacy clients where IES has just begun) and IES data for areas where it has begun operating (for 2023-24, Toronto and the Northern census divisions still only have Employment Services clients, while census divisions which are in Muskoka-Kawartha, Hamilton-Niagara and Peel only have IES data; all the rest have a mix of the two data sets).



Under the old Employment Services (ES), there were two categories of clients, Unassisted and Assisted, and their numbers were reported separately. Under IES, there are three categories of clients (Streams A, B and C), but their data is combined. Table 1 shows the number of clients served under these different client categories and, as a reference point, the total number of unemployed individuals during the same period (April to March of each fiscal year).

TABLE 1: Client numbers for employment services, Ontario, 2018-19 to 2023-24

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Unassisted	516,469	537,403	411,557	386,909	434,020	358,909
Assisted	189,591	183,826	117,296	99,810	104,045	94,667
SSM				30,658	32,296	84,317
Total unemployed	440,200	450,500	819,500	598,900	439,800	508,100

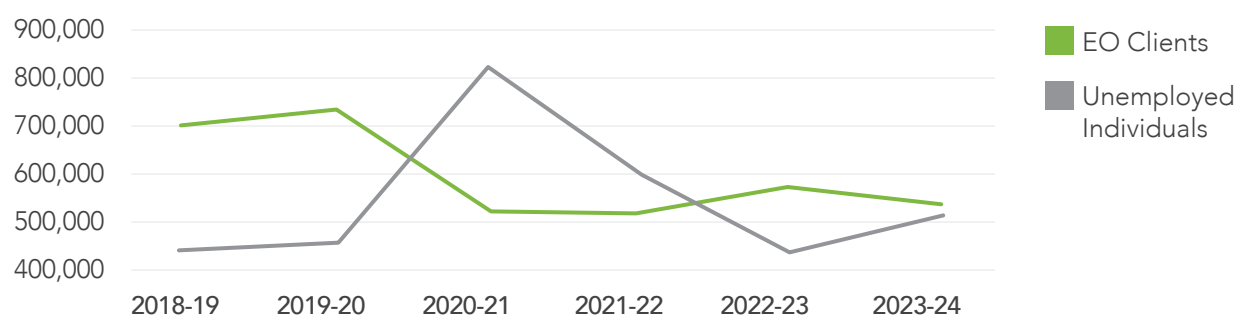
Chart 1 illustrates the total number of employment services clients (ES and IES) in Ontario and compares them to the total number of unemployed in the province, covering the same time period.

Several things to note about Chart 1: firstly, the number of EO clients is often higher than the unemployed. The Unemployed figure is actually the monthly average over the 12-month span; however, the unemployed persons in a month are not the same unemployed persons in the next month, some do stay unemployed, but others find a job but are replaced by others who become unemployed. There are not annual statistics of how many distinct individuals might be unemployed in a year, but that number will be larger than the number of individuals seeking employment services in that period.

However, in 2020-21, the number of unemployed increased substantially because of COVID, while the number of EO clients dropped, primarily because there was so much less hiring during the lockdown period, and many relied on COVID relief funds.

After COVID, the number of unemployed returned to the level that was present before COVID. But the total number of EO clients has stayed lower – in 2023-24, the number of clients was 25% less than what it had been in 2019-20.

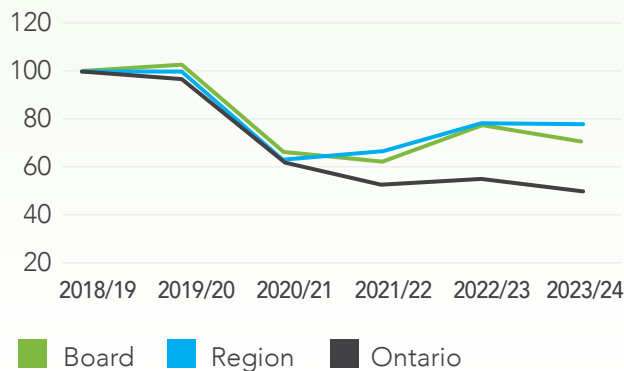
CHART 1: Number of clients under all employment services programs and number of unemployed, Ontario, 2018-2019 to 2023-24



The trends in terms of EO client numbers for the Labour Market Group area (Nipissing and Parry Sound) and the Northern Region are presented in Chart 2, focusing only on Assisted clients. As noted earlier, all Northern Ontario census divisions in 2023-24 were still entirely under the old Employment Services system, and so one is comparing apples to apples. The Ontario figures, by showing Assisted client numbers, are impacted by the fact that clients in many areas are served under the IES system.

In order to compare figures of different magnitudes, the number of Employment Service Assisted clients in 2018-2019 is given a value of 100 for each area, and the figure for each subsequent year is expressed in relation to that 100. For example, a value of 105 means that this figure was 5% higher than the value in 2018-2019.

CHART 2: Ratio of Employment Service Assisted clients, Board, Region and Ontario, 2018-19 to 2023-24 (2018-19 = 100)



In all areas, the number of clients declined in 2020-21 from the 2018/19 level, by between 34% to 38% in all three areas (LMG – 34%; Northern Region – 37%; and Ontario – 38%). In Ontario, these figures continued to drop, more so as clients moved into the IES system.

In the LMG area and Northern Ontario, where IES still had not been introduced, the client numbers climbed back, but in 2022-23 only reaching around 78% to 79% of what they had been in 2018/19, then falling again in 2023-24, when the proportion were: LMG – 71% and Northern Region – 78%. The Ontario figures, because of the on-going switch to the IES system, had 50% of the number of Assisted Clients that had been present in 2018-19.





Finally, another important impact of the EO transformation has been the change in the composition of clients by source of income. With EO absorbing the employment services functions that had been delivered by Ontario Works and the Ontario Disability Support Program to their clients, there has been a greater expectation placed on the IES system to serve these clients. Table 2 shows the percentage distribution of clients by source of income by

ES and IES providers during the period of the transition. The ES clients are Assisted clients, while the IES clients are all clients.

By far, the biggest change has been in the proportion of employment services clients who are OW recipients, on average more than doubling. On the other hand, the proportion of ODSP recipients only increased slightly, more so in 2021-22, but by 2023-24, the difference between ES and IES had narrowed.

In 2021-22, there was a much higher proportion of EI claimants, especially among ES providers, but that was a consequence of COVID, as there were far more individuals who were laid off who qualified for EI. Those numbers returned to their historic levels in 2022-23 and 2023-24.

For source of income categories such as Employed or Other, there is hardly much change at all. Thus, the main difference between ES clients and IES clients is that a portion of the No Source of Income clients who had received employment services have now been replaced by a larger proportion of OW recipients.

The rest of this report will examine client demographics by the various programs at the board, region and provincial levels, as has been done in previous years.

TABLE 2: Distribution of employment services clients by select source of income categories, ES and IES, Ontario, 2021-22 to 2023-24

	2021-22		2022-23		2023-24	
	ES	IES	ES	IES	ES	IES
Ontario Works	12%	36%	14%	28%	18%	33%
ODSP	4%	8%	5%	8%	5%	7%
No source of income	42%	25%	51%	38%	50%	35%
EI	21%	12%	9%	5%	7%	7%
Employed	9%	8%	10%	11%	9%	9%
Other	10%	8%	9%	8%	8%	7%



Employment Services

ES clients

Table 3 shows the data for Unassisted EO clients. In terms of clients served, the numbers for both the Board and the Northern Region have increased considerably over the last two years, especially this current year; in the Board area, the increase was 10% between 2021/22 and 2022/23 and by 38% between 2022/23 and 2023/24.

Before IES was introduced, one could calculate the percentage share of Unassisted clients to the provincial total and compare it to the share of all residents in the Board and Region levels of the total provincial population. In all years, the Board and Northern Region always had an equal or slightly higher share of Unassisted clients compared to their share of the provincial population.

Now, that calculation does not provide any insight, as the Ontario client figures are lower because of more clients being served under IES, so as the provincial number drops the local share of that client number is going to increase.

TABLE 3: ES Unassisted R&I Clients, Number and Percent of all R&I Clients

	BOARD	REGION	ONTARIO
2023-24 UNASSISTED R&I CLIENTS			
Number	8,650	50,637	358,909
As % of Ontario	2.4%	14.1%	——
2022-23 UNASSISTED R&I CLIENTS			
Number	6,256	38,822	434,020
As % of Ontario	1.4%	8.9%	——
2021-22 UNASSISTED R&I CLIENTS			
Number	5,682	34,475	386,909
As % of Ontario	1.5%	8.9%	——
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.0%	6.4%	——
2019-2020	0.9%	7.4%	——
2018-2019	0.9%	7.2%	——
2021 TOTAL POPULATION			
% of Ontario	0.9%	5.6%	100%

Population figures from StatCan 2021 Census.



Table 4 illustrates the data for Assisted clients and organizes the comparisons in the same way as Table 3. While there had been an increase in Assisted clients between 2021/22 and 2022/23 for the Board and the Northern Region, there was a decline between 2022/23 and 2023/24, by 9% in the Board area and by 1% at the regional level.

In pre-IES years, the share of Assisted clients in the Board area was higher than its share of the provincial population and was increasing; at the Northern Region level, the share of Assisted clients has consistently been higher than its share of the provincial population.

TABLE 4: ES Assisted Clients, Number and Percent of all Assisted Clients

	BOARD	REGION	ONTARIO
2023-24 ASSISTED CLIENTS			
Number	2,369	12,321	94,667
As % of Ontario	2.5%	13.0%	100%
2022-23 ASSISTED CLIENTS			
Number	2,616	12,427	104,045
As % of Ontario	2.4%	11.9%	100%
2021-22 ASSISTED CLIENTS			
Number	2,088	10,594	99,810
As % of Ontario	2.1%	10.6%	100%
CLIENT SHARE IN PREVIOUS YEARS			
2020-2021	1.9%	8.4%	——
2019-2020	1.9%	8.6%	——
2018-2019	1.7%	8.3%	——
2021 TOTAL POPULATION			
% of Ontario	0.9%	5.6%	100%

Population figures from StatCan 2021 Census.

Outcomes at Exit

There have been some slight changes in the broad outcomes for Assisted Clients between this year and last year, the most notable being large declines at the Board and Ontario levels in Employed outcomes: locally, there was a decline of four percentage points and provincially of six percentage points (Table 14). There was also a slight increase locally of two percentage points in the proportion of Unknown outcomes.

TABLE 14: Percentage figures for ES Assisted client outcomes at exit, Board, Region and Ontario

	2023-24 ES CLIENTS			2022-23 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed	70%	70%	62%	74%	71%	68%
Education/Training	10%	11%	14%	9%	11%	13%
Other	4%	4%	5%	4%	4%	4%
Unemployed	5%	6%	9%	5%	5%	6%
Unknown	11%	9%	11%	9%	9%	8%

"Other" outcomes at exit include "Independent," "Unable to work" and "Volunteer."



Detailed Employment and Training Outcomes

The Outcomes listed in Table 14 are further detailed by sub-category in Table 15.

In 2020-21, the sub-categories which experienced larger declines were Employed – Other (finding work that was in an area of training or choice, in a more suitable job, or in a professional occupation or trade) and

Employed Part-Time. In 2021-22, the increases were among Employed Full-Time at all three levels, and among Employed – Other only at the Board level. In 2022-23, that higher level of at the Board level of Employed – Other (which is a more desirable outcome) continued, although it dropped slightly; at the Region and provincial levels, it also dropped slightly, but it already was much lower than the level experienced at the Board level. In 2023-24, the larger decline was among Employed Full-Time, and a slight increase in Employed Part-Time. The Employed – Other category stayed steady at the local level, but declined at the regional and provincial levels.

TABLE 15: ES Assisted client employment outcomes, Board, Region and Ontario

	2023-24 ES CLIENTS			2022-23 ES CLIENTS		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full-Time	28%	39%	36%	32%	41%	40%
Employed Part-Time	12%	12%	12%	10%	11%	11%
Employed Apprentice	1%	1%	0%	1%	1%	1%
Employed – Other*	27%	13%	9%	27%	14%	12%
Employed and in education	1%	1%	1%	1%	1%	1%
Employed and in training	0%	1%	1%	1%	1%	1%
Self-Employed	3%	2%	2%	3%	2%	2%
In Education	5%	5%	5%	4%	4%	4%
In Training	5%	7%	9%	5%	8%	9%
Independent	1%	1%	2%	—	1%	2%
Volunteer	0%	0%	0%	—	—	0%
Unable to Work	3%	3%	3%	3%	3%	3%
Unemployed	5%	6%	9%	5%	5%	6%
Unknown	11%	9%	11%	9%	9%	8%

*Includes employed in area of training/choice, more suitable job, and professional occupation/trade

- Denotes that the figure was suppressed for being less than 10.

Literacy and Basic Skills

Table 21 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, this number declined a little further at the Board level but rebounded somewhat at the Region and provincial levels. The number of new in-person learners did increase across all three areas. In 2022-23, there were large increases at all three levels in the number of new learners. In 2023-24, those large increases continued in all three areas. Over the last two years, the number of new learners has grown by 90% at the Board level, 63% at the Northern region level, and 37% provincially.

The Board's share of all In-Person Learners in the province has increased 10 1.9%, which is close to the level it was in 2018-19 and 2019-20 (2.0%). This proportion is considerably higher than the local area's share of the provincial population (0.9%). The Region's share has jumped to 17.1%, also much higher than the Region's share of the provincial population (5.6%).

TABLE 21: Number of Literacy and Basic Skills Learners

	BOARD	REGION	ONTARIO
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2023-24)	28%	39%	36%
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2022-23)	12%	12%	12%
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2021-22)	1%	1%	0%
Number of In-Person Learners (New In-Person + Carry-Over In-Person) (2020-21)	27%	13%	9%
Number of In-Person Learners (New) (2023-24)	1%	1%	1%
Number of In-Person Learners (New) (2022-23)	0%	1%	1%
Number of In-Person Learners (New) (2021-22)	3%	2%	2%
Number of In-Person Learners (New) (2020-21)	5%	5%	5%
2023-24 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	5%	7%	9%
2022-23 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	1%	1%	2%
2021-22 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	0%	0%	0%
2020-21 In-Person Learners as % of Province (New In-Person + Carry-Over In-Person)	3%	3%	3%

Table 24 shows the distribution of clients by their age. While there have been very limited changes in the distribution of clients by age at the Region and provincial levels over the last three years, at the local level the share represented by clients aged 45-64 years old has been increasing, from 19% to 23% to 26%. The share of those aged 65 years and older had increased from 8% to 16% but declined this year to 11%. Nevertheless, the largest age group remains those aged 25-44 years old across all three levels.

TABLE 24: Literacy and Basic Skills clients by age, 2023-24 and 2022-23

2023-24	NUMBER OF LBS CLIENTS			% BY AGE		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years old	207	1,625	11,299	26%	23%	23%
25-44 years old	301	3,194	22,856	37%	45%	47%
45-64 years old	213	1,666	11,306	26%	23%	23%
65 years and older	88	696	2,765	11%	10%	6%
TOTAL	809	7,181	48,226	100%	101%	99%
2022-23	15-24 years old			21%	22%	24%
	25-44 years old			40%	45%	48%
	45-64 years old			23%	22%	23%
	65 years and older			16%	11%	6%



The distribution by education attainment levels of clients is listed in Table 27. There is a fair degree of similarity in the educational levels of attainment across the three levels. Both the Board and the Region levels have a higher proportion of clients with less than a Grade 12 education, but all three levels have a high proportion of clients with a high school diploma or less. These proportions have not changed much over the last two years.

TABLE 27: Literacy and Basic Skills clients by educational attainment, 2023-24

	BOARD	REGION	ONTARIO
Less than Grade 9	7%	7%	7%
Less than Grade 12	37%	30%	23%
Completion of Secondary	23%	28%	27%
Certificate of Apprenticeship	0%	1%	1%
Certificate/Diploma	15%	17%	18%
Applied/Associate/Bachelor	10%	8%	11%
Postgraduate	4%	3%	4%
Other (Some Apprenticeship/College/University)	3%	5%	8%
Unknown	0%	1%	1%

There has been a relatively high level of consistency in the Learner's Goal Paths at the regional and provincial levels over the last several years. At the local level, the proportion of those seeking employment has not only been consistently higher than elsewhere, but it increased further in 2023-24 (Table 29). There are far fewer learners locally choosing post-secondary as a goal path. These patterns have been present for the last several years.

TABLE 29: Literacy and Basic Skills clients: Learner's Goal Path, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Apprenticeship	5%	5%	8%	6%	5%	8%
Employment	57%	36%	36%	47%	34%	32%
Independence	12%	22%	13%	17%	24%	13%
Postsecondary	7%	26%	31%	10%	26%	35%
Secondary School Credit	20%	12%	12%	21%	11%	12%



By far, the largest proportion of clients at the time of intake, across all three levels, are those who are unemployed, at 57% to 59% across all three areas (Table 30). The major change at the Board level has been an increase in the proportion of those employed full-time, although this figure is still considerably lower than that for the region and the province. As well, the Board area has a larger percentage of learners who are part-time students.

TABLE 30: Literacy and Basic Skills clients: Labour force attachment, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Employed Full Time	12%	21%	20%	—	20%	22%
Employed Part Time	14%	12%	14%	15%	13%	15%
Full Time Student	4%	3%	2%	—	3%	3%
Part Time Student	12%	2%	1%	16%	2%	1%
Self Employed	2%	2%	3%	—	2%	2%
Under Employed	—	1%	1%	—	1%	1%
Unemployed	57%	59%	58%	70%	59%	56%

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

Better Jobs Ontario

The Board area enlisted 26 individuals into the Better Jobs Ontario program last year (Table 35). In 2015-16 and 2016-17, the number was around 100, then hovered between 50 and 60 for five years until dropping to 35 in 2022-23, and now to 26. There has been a similar pattern at the Regional level, while the provincial figures have not dropped as much and even increased from last year. As a result, the Board share of all Better Jobs Ontario clients, which had stayed close to 1.5% for several years, has now dropped to 0.8%, closer to the Board area's share of the provincial population. The Regional share of Better Jobs Ontario clients has also dropped, but as a percentage is still higher than the Region's share of the provincial population.

The low number of Better Jobs Ontario clients at the Board level means that as the client data gets dissected for analysis, there will be far more results where the data is suppressed. By looking at the reported data, one can sometimes "fill in the blanks" for the missing data by inference. The same analysis will nevertheless be carried out because it also provides the figures for the Region and provincial levels.

Better Jobs Ontario clients tend to be younger adults (25-44 years old), followed by older adults (45-64 years old) (Table 36). At the local level, this was reversed, although it had been the pattern the previous year. A small number (under 10) were either 15-24 years old or 65 years or older.



TABLE 35: Better Jobs Ontario client numbers

	BOARD	REGION	ONTARIO
Number of clients, 2023-24	26	244	3,401
Number of clients, 2022-23	35	276	3,064
Number of clients, 2021-22	53	360	3,777
Number of clients, 2020-21	47	371	3,110
2023-24 Better Jobs Ontario clients as % of Province	0.8%	7.2%	
2022-23 Better Jobs Ontario clients as % of Province	1.1%	9.0%	
2021-22 Better Jobs Ontario clients as % of Province	1.4%	9.5%	
2020-21 Better Jobs Ontario clients as % of Province	1.5%	11.9%	
2019-20 Better Jobs Ontario clients as % of Province	1.5%	13.9%	

TABLE 36: Better Jobs Ontario clients by age, 2023-24 and 2022-23

2023-24	NUMBER OF 2nd CAREER CLIENTS			% BY AGE		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years old	—	24	256	—	10%	8%
25-44 years old	11	141	1,922	42%	58%	57%
45-64 years old	12	75	1,192	46%	31%	35%
65 years and older	—	4	31	—	2%	1%
TOTAL	26	244	3,401	88%	101%	101%
2022-23	15-24 years old			—	11%	6%
	25-44 years old			46%	57%	59%
	45-64 years old			43%	30%	35%
	65 years and older			—	—	1%



Canada Ontario Job Grant (COJG) – Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 52).

This year, at the local level, 81% of the firms had less than 50 employees, while at the Region level that figure was 76%, and for the province it was 73%.

The number of employers dropped significantly because of COVID (2020-21); it had rebounded in 2021-22 and 2022-23, but in 2023-24 the number of employers dropped in all three areas.

TABLE 52: Canada Ontario Job Grant – Employers, 2023-2024

	BOARD	REGION	ONTARIO
# of employers, 2023-24	21	194	2,347
# of employers, 2022-23	30	218	2,468
# of employers, 2021-22	30	198	2,837
# of employers, 2020-21	17	186	2,456
# of employers, 2019-20	19	312	3,952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
SIZE (PERCENT)			
<50	81%	76%	73%
50-150	—	20%	19%
151-300	—	—	4%
301-500	0%	—	2%
501-1,500	0%	—	2%
1,501-10,000	0%	0%	1%
>10,001	0%	0%	—

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



In terms of the training provided, by far most of the training is provided by private trainers at the regional and provincial levels (Table 53). This had been the case at the Board level last year, but this year most of the training was provided by private career colleges, which stand in second place as providers at the regional and provincial levels.

TABLE 53: Canada Ontario Job Grant – Training provider type, 2023-2024

	BOARD	REGION	ONTARIO
Private Trainer	—	56%	59%
Product Vendor	0%	—	3%
Public College	—	12%	7%
Registered Private Career College	52%	28%	26%
School Board	0%	0%	0%
Union Based Training Centre	0%	0%	—
University	0%	—	4%
Unknown	0%	—	1%

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The outcomes at exit details show extremely positive assessments by employers, with at least 95% indicating an increase in trainee productivity and at least 98% affirming that the training met their workforce needs.

TABLE 54: Outcome at exit detail, 2023-2024

	BOARD	REGION	ONTARIO
Increase in trainee productivity	100%	100%	95%
Training met workforce needs	100%	100%	98%

Canada Ontario Job Grant – Participant

The number of COJG participants has not recovered from the drop experienced when COVID struck (2020-21); in truth, participant numbers had already been falling before COVID (Table 55). The 2023-24 number of participants at all three levels are less than half what they were in 2018-19; indeed, at the Board level, they are barely one quarter. The local share of COJG participants across the province (0.3%) is below what it has typically been and is lower than the Board area's share of the provincial population, while at the Region level it has generally stayed within the same percentage range.

TABLE 55: Number of COJG participants, 2023-2024

	BOARD	REGION	ONTARIO
Number, 2023-24	28	444	8,706
Number, 2022-23	49	553	8,951
Number, 2021-22	89	516	10,767
Number, 2020-21	57	622	10,350
Number, 2019-20	32	827	14,073
Number, 2018-19	106	1,269	19,742
As % of Ontario, 2023-24	0.3%	5.1%	
As % of Ontario, 2022-23	0.8%	6.2%	
As % of Ontario, 2021-22	0.8%	4.8%	
As % of Ontario, 2020-21	0.6%	6.0%	
As % of Ontario, 2019-20	0.2%	5.9%	
As % of Ontario, 2018-19	0.5%	6.4%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario, 2018-19	0.9%	5.6%	

As Table 56 shows, most of the clients (55% to 64%) are younger adults (25-44 years old). The second largest age group at the Region and provincial levels is older adults (45-64 years old), whereas there is not enough data at the Board level.

TABLE 56: Distribution by age of COJG participants, 2023-2024

	BOARD	REGION	ONTARIO
15-24 years	—	18%	12%
25-44 years	64%	55%	58%
45-64 years	—	26%	29%
over 65 years	0%	—	1%
Unknown	0%	0%	—

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



Youth Job Connection (YJC)

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender.

The number of participants increased at the Board and regional levels in 2023-24, but declined provincially. As with most programs, client numbers dropped during COVID and have not returned to pre-COVID levels.

The numbers for 2023-24 make up the following percentage of the numbers in 2018-19: at the Board level – 91%; at the regional level – 92%; provincially – 49%.

The figures for the Youth Job Connection Summer program are included as well: at the local and Region levels, the numbers increased last year and have returned to the levels present in 2018-19. Provincially, the numbers have dropped significantly, all of which accounts for the growing percentage share of YJC Summer clients at the Board and regional levels.

TABLE 62: Number of YJC participants, 2023-2024

	BOARD	REGION	ONTARIO
YJC PARTICIPANTS			
Number, 2023-24	256	1,159	5,936
Number, 2022-23	205	1,027	7,247
Number, 2021-22	184	867	7,097
Number, 2020-21	119	634	7,428
Number, 2019-20	266	1,249	12,063
Number, 2018-19	282	1,264	12,024
As % of Ontario, 2023-24	4.3%	19.5%	
As % of Ontario, 2022-23	2.8%	14.2%	
As % of Ontario, 2021-22	2.6%	12.2%	
As % of Ontario, 2020-21	1.6%	8.5%	
As % of Ontario, 2019-20	2.2%	10.4%	
As % of Ontario, 2018-19	2.3%	10.5%	
YJC SUMMER PARTICIPANTS			
Number, 2023-24	118	586	2,985
Number, 2022-23	109	576	3,934
Number, 2021-22	99	497	4,010
Number, 2020-21	84	495	4,815
Number, 2019-20	117	590	5,738
As % of Ontario, 2023-24	4.0%	19.6%	
As % of Ontario, 2022-23	2.8%	14.6%	
As % of Ontario, 2021-22	2.5%	12.4%	
As % of Ontario: 2020-21	2.2%	10.3%	
As % of Ontario: 2019-20	2.0%	10.3%	
EO ASSISTED CLIENTS			
As % of Ontario	2.5%	13.0%	
2016 TOTAL ONTARIO POPULATION			
As % of Ontario	0.9%	5.6%	



5

Apprenticeship and Skilled Trades

The number of new apprentice registrations for the last ten years are listed in Table 43. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22, and in 2022-23 they recovered some more. In 2023-24, there was a decline in the number of new registrations at the Board and provincial levels, although the figure did increase at the Regional level. Compared to the 2019-20, the number of new registrations is slightly lower this year in all three areas, which already was lower than 2018-19.



TABLE 43: Number of new apprenticeship registrations, 2018-19 to 2023-24

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2023-2024	217	2,041	26,296
2022-2023	235	1,970	27,178
2021-2022	209	1,708	22,056
2020-2021	143	1,264	16,730
2019-2020	236	2,065	26,771
2018-2019	243	2,104	27,821

Table 44 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time. In 2023-24, new registrations at the local and Region levels were roughly in line with historic values, with the local area accounting for 0.8% of the provincial totals (equal to the local area representing 0.9% of the provincial population), just slightly down, and the Northern Region accounting for 7.8% of provincial new registrations, when the Northern Region represents 5.6% of the provincial population.

TABLE 44: New registrations and active apprenticeships

	BOARD	REGION	ONTARIO
NUMBER OF NEW REGISTRATIONS			
2023-2024	217	2,041	26,296
As % of Ontario: 2023-24	0.8%	7.8%	
As % of Ontario: 2022-23	0.9%	7.2%	
As % of Ontario: 2021-22	0.9%	7.7%	
As % of Ontario: 2020-21	0.9%	7.6%	
As % of Ontario: 2019-20	0.9%	7.7%	

Table 44
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The proportion of all active apprenticeships at the local and Region levels have also been fairly consistent in terms of each area's share of the provincial numbers. The number of active apprentices has been climbing over the years: compared to 2018-19, the number of active apprentices at the Board in 2022-23 was 19% higher, at the Region level it was 39%, and at the provincial level it was 34% higher. In terms of Number of CofAs issued, at the local level over the last five years the number has stayed within the same range (between 64 and 70); at the Region the number has fluctuated within a broader range; whereas at the provincial level, it has continued to grow since 2021-22.

	BOARD	REGION	ONTARIO
NUMBER OF ACTIVE APPRENTICES			
2023-2024	737	7,302	95,343
2022-2023	694	6,736	89,482
2021-2022	668	6,298	84,937
2020-2021	635	5,819	78,733
2019-2020	614	5,462	73,924
As % of Ontario: 2023-24	0.8%	7.7%	
As % of Ontario: 2022-23	0.8%	7.5%	
As % of Ontario: 2021-22	0.8%	7.4%	
As % of Ontario: 2020-21	0.8%	7.4%	
As % of Ontario: 2019-20	0.8%	7.4%	
NUMBER OF COFAS ISSUED			
2023-2024	68	621	9,837
2022-2023	66	583	9,564
2021-2022	65	629	8,120
2020-2021	64	420	5,877
2019-2020	67	680	8,892
2018-2019	70	750	9,878
As % of Ontario: 2023-24	0.7%	6.3%	
As % of Ontario: 2022-23	0.7%	6.1%	
As % of Ontario: 2021-22	0.8%	7.7%	
As % of Ontario: 2020-21	1.1%	7.1%	
As % of Ontario: 2019-20	0.8%	7.6%	
As % of Ontario: 2018-19	0.7%	7.6%	



The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 45). More than half are youth (15-24 years old) and that proportion inched up slightly from last year.

TABLE 45: Distribution by age of apprenticeship, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
15-24 years	58%	56%	51%	49%	54%	50%
25-44 years	38%	41%	45%	46%	43%	46%
45-64 years	—	3%	4%	—	3%	4%
over 65 years	0%	—	0%	0%	0%	0%

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.



The distribution by gender (Table 46) is very heavily male skewed. Across the local, regional, and provincial levels, around three-quarters or more of apprentices have been male. At the local level, the proportion of females has been slightly higher than the corresponding figures for the Region and provincial levels and it increased over the previous year.

TABLE 46: Distribution by gender of apprenticeship, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
Females	26%	14%	14%	17%	13%	13%
Males	74%	84%	85%	82%	85%	86%
Other/not disclosed/trans	—	2%	1%	—	—	1%

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.

The distribution of clients by education at intake (Table 47) is mostly dominated by clients who have a high school diploma and almost all the rest have no high school diploma. There has been minimal variation in these percentages from year to year, no doubt because so many apprentices are youth.

TABLE 47: Distribution by education at intake of apprenticeship, 2023-24 and 2022-23

	2023-24			2022-23		
	BOARD	REGION	ONTARIO	BOARD	REGION	ONTARIO
No certificate	21%	16%	16%	12%	12%	13%
High school	78%	81%	83%	88%	87%	87%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	—	0%	—	—	0%
University	0%	—	—	0%	0%	—
Other	—	—	0%	—	—	0%

No entry (-) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed.
Totals do not always add up to 100% because some entries are suppressed for being less than ten



Table 49 lists the top ten trades for new registrations for the local area, the region and the province. The local area only had six trades among new registrations that had 10 or more registrations, while there were 19 trades which had their numbers suppressed (under 10). All six of these trades are common to the top ten registrations for the Region and the province.

One piece of data which is not part of the EO client data are statistics that has been provided by Skilled Trades Ontario (STO), which keeps a registry of active tradespersons, together with a range of demographic information. The top ten trades by number of active tradespersons¹ in Nipissing and Parry Sound are listed in Table 50 and Table 51, together with their distribution by age and compared to the age distribution for

each trade for Ontario. (For Parry Sound, there are actually 11 trades listed, as there are two trades tied for tenth position.)

Almost all of the tradespersons in the top ten registration list for Parry Sound have a higher proportion of those aged 55 years and older than that recorded for Ontario, the only exception being Powerline Technician, which has very few tradespersons over 55 years old. This is in contrast to Nipissing, where there are only five trades where the share of those 55 years and older is either equal to or greater than the percentage for Ontario.

One trade in Nipissing, Truck and Coach Technician, has 50% of its registrants aged 55 years and older, a proportion equal to the Ontario average. In Parry Sound, there are two such trades: Truck and Coach Technician, where 60% of registrants are 55 years and older, and Automotive Service Technician (50%, higher than the provincial average of 37%). There is a high probability that these trades will experience greater shortages of tradespersons as their large proportion of older workers retires.

TABLE 49: Top 10 trades for new registrations, 2023-2024

RANK	BOARD		REGION		ONTARIO	
	TRADE	NUMBER	TRADE	NUMBER	TRADE	NUMBER
1	Automotive Service Technician	40	Electrician - Construction and Maintenance	310	Electrician - Construction and Maintenance	5,153
2	Electrician - Construction and Maintenance	35	Automotive Service Technician	204	Automotive Service Technician	2,767
3	Truck and Coach Technician	21	General Carpenter	195	General Carpenter	2,098
4	Hairstylist	20	Heavy Duty Equipment Technician	179	Industrial Mechanic Millwright	1,932
5	General Carpenter	18	Truck and Coach Technician	164	Plumber	1,857
6	Plumber	14	Industrial Mechanic Millwright	141	Truck and Coach Technician	1,483
7	—	—	Powerline Technician	104	Hairstylist	1,138
8	—	—	Plumber	99	Refrigeration and Air Conditioning Systems Mechanic	790
9	—	—	Hairstylist	78	Sheet Metal Worker	695
10	—	—	Welder	72	Child Development Practitioner	580



TABLE 50: Top ten trades by active tradespersons in Nipissing, and distribution by age for Nipissing and Ontario, September 2024

TRADE	NIPISSING				ONTARIO		
	TOTAL	AGE			AGE		
		15-24	25-54	55+	15-24	25-54	55+
Automotive Service Technician	430	8%	50%	43%	11%	53%	37%
Electrician — Construction and Maintenance	418	12%	63%	25%	11%	59%	29%
Truck and Coach Technician	335	9%	41%	50%	7%	43%	50%
Hairstylist	257	6%	56%	39%	6%	57%	37%
Plumber	136	10%	65%	25%	13%	64%	23%
General Carpenter	90	23%	74%	2%	29%	69%	2%
Powerline Technician	67	31%	66%	3%	21%	75%	4%
Sheet Metal Worker	52	12%	60%	29%	10%	64%	26%
Industrial Mechanic Millwright	47	21%	72%	6%	15%	78%	7%
Child Development Practitioner	47	19%	77%	4%	11%	79%	10%

TABLE 51: Top ten trades by active tradespersons in Parry Sound, and distribution by age for Parry Sound and Ontario, September 2024

TRADE	PARRY SOUND				ONTARIO		
	TOTAL	AGE			AGE		
		15-24	25-54	55+	15-24	25-54	55+
Automotive Service Technician	363	7%	43%	50%	11%	53%	37%
Electrician — Construction and Maintenance	322	14%	51%	35%	11%	59%	29%
Truck and Coach Technician	261	5%	36%	60%	7%	43%	50%
Hairstylist	127	4%	58%	39%	6%	57%	37%
General Carpenter	106	26%	71%	4%	29%	69%	2%
Plumber	101	12%	44%	45%	13%	64%	23%
Refrigeration and Air Conditioning Systems Mechanic	44	2%	57%	41%	7%	59%	35%
Sheet Metal Worker	38	11%	55%	34%	10%	64%	26%
Auto Body and Collision Damage Repairer	32	3%	50%	47%	8%	48%	44%
Hoisting Engineer — Mobile Crane Operator 1	29	3%	59%	38%	4%	62%	33%
Powerline Technician	29	24%	72%	3%	21%	75%	4%

In Nipissing, there are two trades where at least one-third (33%) of the registrants are 55 years and older:

- Automotive Service Technician (43%)
- Hairstylist (39%)

In Parry Sound, there are seven trades where at least one-third (33%) of the registrants are 55 years and older:

- Electrician – Construction and Maintenance
- Hairstylist
- Plumber
- Refrigeration and Air Conditioning Systems Mechanic
- Sheet Metal Worker
- Auto Body and Collision Damage Repairer
- Hoisting Engineer — Mobile Crane Operator 1

On the other hand, the following trades are composed of at least 10% of registrants who are 15 to 24 years old (which suggests strong attraction for youth):

- Electrician – Construction and Maintenance (Nipissing: 12%; Parry Sound: 14%)
- Plumber (Nipissing: 10%; Parry Sound: 12%)
- General Carpenter (Nipissing: 23%; Parry Sound: 26%)
- Powerline Technician (Nipissing: 31%; Parry Sound: 24%)
- Sheet Metal Worker (Nipissing: 12%; Parry Sound: 11%)
- Industrial Mechanic Millwright (Nipissing: 21%)
- Child Development Practitioner (Nipissing: 19%)



¹An active tradesperson, according to STO, is a person who holds one of the following documents that are active: a Registered Training Agreement (issued to Apprentices), a Provisional Certificate of Qualification (issued to completed Apprentices), all Compulsory Certificates of Qualification (issued to individuals who pass the certifying exam, for trades with a certifying exam) or all issued Non-Compulsory Certificates of Qualification.



Labour Market Action Plan

THEME ONE: Local Businesses need assistance accessing available programs, incentives and professionals.

Goal: To increase small business capacity during continued labour market challenges, emphasis should be placed on increasing awareness and uptake on the programs and services that are available to assist their business and increased hiring needs.



Why is this a priority for the community?

With the plethora of funding programs available to small businesses, the process of researching, application and implementation can be lengthy

and burdensome. There continues to be a lack of awareness and understanding on the part of the employer to participate and engage in these types of programs and advises. Ultimately, these actions can affect the long- term sustainability of their workforce.

How it aligns with the evidence: Employers continue to struggle to find and maintain individuals in a variety of occupational classifications and industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward.

REQUIRED ACTION	EXPECTED OUTCOMES	TIMELINE
President’s Series Luncheon’s	<p>Invite local Presidents of various agencies and businesses to speak candidly on their corporation’s best practices and how they have navigated change, overcame diversity, and continue to plan and pivot for success during the current economic climate.</p> <p>This sector-specific approach will focus on key and specific issues and challenges facing new and emerging industries.</p> <p>UPDATE: Several breakfast sessions were held over the course of the fiscal that featured key community leaders. Due to their success, more sessions will be held throughout 2025-2026.</p>	 COMPLETE
Employer Education and Awareness	<p>With the increase of International students and newcomers to our community through the Rural Northern Immigration Pilot Project (RNIP), many programs and services have been developed for employers.</p> <p>Workshops, webinars and luncheons will be offered throughout the region to showcase how and where to seek services as it pertains to providing inclusive and welcoming workplaces.</p> <p>UPDATE: Several sessions were offered throughout the year with many employers participating.</p>	 COMPLETE
Mentorship series	<p>Small businesses make up the majority of employers in our region and oftentimes struggle to reach the ‘next level’ of operations within years 2-5 of starting up. Host a series of mentorship sessions that feature specific aspects of business such as: the hiring of employees, moving from a home-based business to having a storefront, as well as entering into the realm of imports or exports.</p>	MEDIUM TERM

THEME TWO: Supply and Demand


Goal: The labourmarket has changed drastically over the last few years and employers continue to experience labour shortages. Through various initiatives, the goal is to promote the availability of employment opportunities in the region.

Why is this important to the community?
If members of the community are aware of the workforce opportunities available, there will be more opportunities to remain in, and attract new individuals to fill local jobs.

How it aligns with the evidence: Employers large and small are feeling the effects of an aging workforce. Many jobs are available, but there are simply not enough people to fill them.

Next Steps: Continue to work with employers and Employment Ontario agencies to ensure local jobs are filled and sustained.



REQUIRED ACTION	EXPECTED OUTCOMES	TIMELINE
Continue to expand the Ready Set Hired platform	Work with partners in the region and across the province to enhance and update the Ready Set Hired suite of tools. Provide a platform where job seekers can have their skills matched to the jobs offered in the portal. UPDATE: A series of 'how to' videos were developed to showcase the suite of tools offered on the platform.	 COMPLETE
Student engagement sessions	Work in partnership with school boards to develop informal consultations with youth at the high school level. With so many options for life after graduation, determining how students are making decisions for their future career paths remains unclear.	SHORT TERM
Sector-specific job fairs	Host a series of sector-specific online job fairs to ensure that in-demand sectors can have a platform to interact with potential candidates. Host a different session each day that will highlight both employers within various sectors as well as provide opportunities for job seekers who are looking at specific occupational options.	SHORT TERM

THEME THREE: Awareness of local labour market information

Goal: To inform job seekers, partners and agencies of the realities of the local labour market.

Why is this a priority for the community?
Making decisions based on evidence driven research is critical to helping governments, businesses, communities respond to change, and can ensure labour market targets and decisions are based on the realities of our local community.

How it aligns with the evidence: Understanding labour patterns and trends and using LMI as a decision-making tool is essential to not only guide the career paths of those looking to

gain entrance into the labour market, but will showcase the needs and challenges facing various industry sectors.

Next Steps: Develop regional committees made up of the identified partners to begin to move projects forward.



REQUIRED ACTION	EXPECTED OUTCOMES	TIMELINE
Enhance the existing Jobs Report by researching other existing models currently in existence	<p>Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs.</p> <p>UPDATE: Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.</p>	ON GOING
Develop a social media series that highlights key pieces of labour market information ongoing throughout the year.	<p>A new social media presence will be implemented this fiscal. By providing short, digestible LMI that is available via social media feed, it is hoped that further awareness and availability of labour market information will be more informative for users. Hosting a segment on local television will also continue to highlight local LMI.</p> <p>UPDATE: LMG is currently working with a social media developer to create content and suitable reels for social media users.</p>	ON GOING
Industry sector-specific publications	<p>Develop sector-specific publications for job seekers and the general public to increase awareness of local occupational opportunities and in-demand sectors. This could assist job seekers and help them make informed career decisions at the local level.</p>	MEDIUM TERM



The Labour Market Group
Guiding partners to workforce solutions.



www.thelabourmarketgroup.ca

Ministry of Education

Minister

315 Front Street West
Toronto ON M7A 0B8**Ministère de l'Éducation**

Ministre

315, rue Front Ouest
Toronto ON M7A 0B8

Ontario

April 14, 2025

Ashley St. Pierre
 Chair, Near North District School Board
 963 Airport Road, P.O. Box 3110
 North Bay, Ontario
 P1B 8H1

Dear Ms. St. Pierre,

It has been brought to my attention that the Board of Trustees at the Near North District School Board recently voted to reverse its decision on its consolidation plan related to McDougall Public School. As you and your trustees ought to know, your eleventh-hour decision reverses more than 10 years of work and capital planning, not to mention significant expenditure. This is not in the best interest of students, taxpayers, or the community. Your decision is unacceptable.

Since 2015, at the request of the Near North District School Board, the ministry has supported and made a significant investment to build a state-of-the-art K-12 school to better serve the needs of the students attending Parry Sound High School, Nobel Public School, and McDougall Public School.

To date, the ministry has invested nearly \$60 million towards this project, and it is irresponsible for the board to reverse course at this late stage – as you know the new K-12 school is complete and ready to open in September.

The board's change of course after the completion of construction of a new school building has serious implications for students, taxpayers, and your community. If your decision is not reversed, taxpayers may be faced with new capital expenditures upwards of \$50 million, and your board may be faced with unanticipated ongoing operating expenses of up to \$10 million annually.

Simply put, I am not prepared to lay out such significant funding simply because your trustees have now changed their minds after 10 years of work and investment.

I know students and parents are excited for the new school's grand opening this September. Instead, elementary school students may be faced with a return to McDougall PS where they will not have access to the state-of-the-art facilities which will be available at the new Parry Sound K-12 school. This would mean missing out on a fulsome elementary school experience including sports and extra-curricular activities.

It is important that this issue is addressed quickly to ensure staffing can be appropriately allocated for the next school year and parents have clarity on where their children will attend school. It is also important to note that it is intended that the McDougall PS facility would

continue to be used as a school within the community to support French-language access, therefore ensuring that the school remains open for Parry Sound students, as well as local residents for community activities.

For the reasons outlined above, I am informing you that it is my intent to propose a new government regulation to authorize me, as Minister, to intervene in this fiscally irresponsible board decision. However, it is my hope that you and your board will realize the gravity of your decision and reverse it quickly, without the need for the ministry to take further steps, in the interests of students, families, and taxpayers.

Sincerely,

A large, stylized handwritten signature in black ink, likely belonging to Paul A. Calandra, is written over the word 'Sincerely,'.

Hon. Paul A. Calandra
Minister of Education

APR 17 2025



Your Community Station *Voice & Identity*

PARRY SOUND COMMUNITY RADIO ASSOCIATION



Unit 107, 21A Belvedere Avenue, Parry Sound, Ontario P2A 2A2
(705) 751-5800 info@pscr.ca PSCR.ca

March 31, 2025

Mayor Moore and Council
Township of McKellar
701 Hwy #124, P.O. Box 69
McKellar, Ontario POG 1C0

Dear Mayor Moore, Council & Staff:

PSCRA NEWS UPDATE

We were very grateful for your support in our goal of establishing community FM radio in our area as per Resolution Number 23-433, approved at your regular Council Meeting on June 20, 2023. We would like to take this opportunity to provide an exciting update on the progress of the Parry Sound Community Radio Association (PSCRA).

Compiling a broadcast application is no simple process and can take up to two years. Thus, is the case in our endeavour. A moratorium on new radio broadcast applications announced by the Canadian Radio-television and Telecommunications Commission (CRTC) in mid-2023 was a blessing in disguise for the PSCRA allowing time to thoroughly research our market and author a strong, comprehensive application for FM community radio.

We are so proud and pleased to announce that our CRTC application was completed and submitted to the CRTC on March 28, 2025. We would expect a response from the Commission within a few months. Prior to this our engineer completed a 29-page engineer's brief and submitted this and other documents to Innovation, Science and Economic Development Canada (ISED), formerly Industry Canada. Notifications were also sent to NAV Canada and Transport Canada.



The engineer's brief defines a number of technical variables including a suitable, available frequency, broadcast pattern and power output. Once granted a broadcast licence we are poised to broadcast at 97.9 MHz on the FM dial. Our power output will be 7.75 kW, effective

radiated power (ERP), which is on the high end for community radio. The transmitter site is the Bowes Street Water Tower at 104 Bowes Street, Parry Sound. Our office and studios are tentatively planned to be in the downtown area. Our call letters will be CHCE FM.

The CRTC application includes our own governing documents, including Articles of Incorporation, bylaws, policies and procedures. It also includes engineer's documentation related to the engineer's brief, proposed programming, letters of endorsement, a supplementary brief which includes a market analysis, arguments for the need of a community radio service, a capital and seven-year business plan identifying revenue and operation costs, a sustainability plan and employment and volunteer recruiting strategies.

While waiting for CRTC response, we continue to explore funding opportunities.



Community Radio Connects and Engages Citizens

When we talk about engaging, connecting and building strong communities we firmly believe the result is a fostering of strong individuals, greater social connections and a more healthy and happy population. We envision numerous ways in which our community radio programming can nurture, encourage and stimulate positive growth in neighbourhoods and communities by not only

promoting community events and local sports, but as an ongoing proponent, advocating and championing causes and motivating more and more people to step out and step up in participation and volunteerism resulting in more and stronger social connections and social trust. Social scientists tell us that developing social trust and increased neighbourliness render benefits for individuals and societies alike. Furthermore, people who are 'high-trusters', tend to be much happier, healthier and more civically engaged than non-trusters.

As always, we look forward to keeping you updated with news of any significant progress!

Sincerely,

PARRY SOUND COMMUNITY RADIO ASSOCIATION

A handwritten signature in blue ink, appearing to read 'Doug McCann'. The signature is fluid and cursive, with a large initial 'D' and 'M'.

Doug McCann
Chair

/dm

**TOWNSHIP OF RIDEAU LAKES
Special Council Meeting**

RESOLUTION 104-2025
Title: MSC (PW) Rec #78-2025 re: Strong Mayor Powers (for Council approval)
Date: Wednesday, April 16, 2025

Moved by Councillor Dunfield
Seconded by Deputy Mayor P. Banks

WHEREAS at the Municipal Services Committee meeting held April 14, 2025, Recommendation #78-2025 was passed related to the recent announcement from the Government of Ontario on Strong Mayor Powers to an additional 169 municipalities effective May 1, 2025;

AND WHEREAS said recommendation further requested that the Province remove Rideau Lakes from the Strong Mayor Powers Legislation;

NOW THEREFORE be it resolved that the Council of The Corporation of the Township of Rideau Lakes concurs with MSC Recommendation #78-2025.

YES: 5 NO: 2 ABSTAIN: 0 CONFLICT: 0 ABSENT: 1

Carried

YES: 5 Councillor J. Banks Councillor Carr Councillor Dunfield Councillor Hutchings
Deputy Mayor P. Banks

NO: 2 Councillor Maxwell Councillor Pollard

CONFLICT: 0

ABSTAIN: 0

ABSENT: 1 Mayor Hoogenboom



**TOWNSHIP OF RIDEAU LAKES
Municipal Services Committee (PW)**

RECOMMENDATION: 78-2025

Title: Ontario Proposing to Expand Strong Mayor Powers to 169
Additional Municipalities

Date: Monday, April 14, 2025

Moved by Councillor Dunfield
Seconded by Deputy Mayor P. Banks

WHEREAS the Government of Ontario has announced an expansion of strong mayor powers to an additional 169 municipalities, effective May 1, 2025;

AND WHEREAS these powers allow mayors to unilaterally override council decisions, appoint senior municipal staff, and set budgets without majority council approval, undermining the principles of democratic governance;

AND WHEREAS municipal governance functions best through a collaborative decision-making process where elected councils, representing the collective voice of their communities, work alongside experienced municipal staff;

AND WHEREAS there is no evidence to suggest that strong mayor powers have increased housing starts, contrary to the provincial government's stated justification for their implementation;

AND WHEREAS the Association of Municipal Managers, Clerks, and Treasurers of Ontario (AMCTO) has raised concerns that strong mayor powers blur the lines between political leadership and administrative expertise, threatening the neutrality of municipal public service;

AND WHEREAS the City of Orillia recently experienced a situation where its mayor unilaterally overturned a council decision regarding the hiring of a Chief Administrative Officer, demonstrating the potential for these powers to be misused;

AND WHEREAS the Township of Rideau Lakes has also experienced governance challenges resulting from mayoral overreach, further highlighting the risks posed by concentrating authority in a single elected official;

AND WHEREAS democratic principles require that municipal governance remain a system of "one person, one vote" rather than granting disproportionate power to a single individual;

NOW THEREFORE be it resolved that the Council of the Township of Rideau Lakes:

1. Strongly opposes the expansion of strong mayor powers to additional municipalities, including Rideau Lakes;
2. Calls on the Government of Ontario to reverse this decision and uphold the traditional balance of municipal governance; and
3. Directs the Clerk to send a copy of this resolution to:
 - The Honourable Rob Flack Minister of Municipal Affairs and Housing
 - MPP Steve Clark
 - The Honourable Premier of Ontario Doug Ford
 - The Association of Municipalities of Ontario (AMO)
 - The Association of Municipal Managers, Clerks, and Treasurers of Ontario (AMCTO)
 - All Ontario municipalities for their consideration and support.

AND FURTHER that the Province be requested to remove Rideau Lakes from the Strong Mayor Powers Legislation.

YES: 5 NO: 3 ABSTAIN: 0 ABSENT: 0

Carried

YES: 5

Councillor J. Banks Councillor Carr Councillor Dunfield
Councillor Hutchings Deputy Mayor P. Banks

NO: 3

Mayor Hoogenboom Councillor Maxwell Councillor Pollard



Town of Saugeen Shores
600 Tomlinson Drive, P.O. Box 820
Port Elgin, ON N0H 2C0

April 14, 2025

Honourable Rob Flack
Ministry of Municipal Affairs and Housing
17th Floor, 777 Bay St.
Toronto, ON M7A 2J3
rob.flack@pc.ola.org

Dear Minister,

RE: Opposition to Proposed Amendments to O.Reg. 530/22 to Expand Strong Mayor Powers

I am writing to express my opposition to the government's proposed expansion of Strong Mayor powers to include the Town of Saugeen Shores. As the Mayor of Saugeen Shores, I am concerned about the implications of this policy change on our local governance. Please consider this letter as the Town of Saugeen Shores submission on O.Reg. 530/22 which is available for comment until April 16th.

In my experience, the 'Council Manager' system of governance has always served our municipality well. Specifically, when it comes to advancing our shared priority of building more housing to serve our residents, Saugeen Shores Council has demonstrated flexible and determined leadership. Our Council has enabled housing by reducing red tape resulting in the construction of more than 600 multi-family residential units in the last two years alone. Given the strong and sustained commitment of our Council to these efforts, I do not see how the introduction of Strong Mayor powers will accelerate the construction of housing (or the pursuit of other priority areas) in any way. On the contrary, vesting these new powers in the Mayor threatens to disrupt long-established and effective processes, sidelining elected members of Council with effects that may be contrary to the interests of our residents.

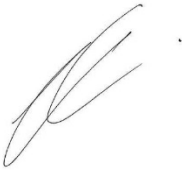
Saugeen Shores has thrived for decades on the principle of shared leadership. We have an effective team of elected representatives working in partnership with a professional staff to achieve goals that are transparently set out in our Strategic Plan and annual Business Plans. This approach to governance is foundational to building trust between the municipality and the residents that it serves. I fear that the unilateral decision-making enabled by Strong Mayor powers would erode this trust and disrupt the collaborative environment that has long been at the heart of the democratic tradition of our Council and community.

I urge you to reconsider the expansion of Strong Mayor powers. If the government has a strong desire to advance these major changes to the governance of our municipality, I

request that you engage in a thorough consultation process with our Council and the residents of our community before moving forward. It is crucial that any changes to local governance structures be made in close partnership with the communities they impact.

Thank you for your attention to this matter. I look forward to your response and hope that we can work together in the interest of ensuring strong local governance in Saugeen Shores.

Sincerely,

A handwritten signature in black ink, appearing to read 'Luke Charbonneau', with a stylized flourish at the end.

Luke Charbonneau, Mayor
Town of Saugeen Shores

cc. Doug Ford, Premier of Ontario
Lisa Thompson, MPP, Minister of Rural Affairs
Council, Town of Saugeen Shores
All Ontario Municipalities

Karlee Britton

From: Clerks <Clerks@tillsonburg.ca>
Sent: April 15, 2025 8:41 AM
To: premier@ontario.ca; rob.flack@pc.ola.org; Ernie.Hardemanco@pc.ola.org; resolutions@amo.on.ca; roma@roma.on.ca
Subject: Tillsonburg Town Council Decision Letter - April 14, 2025 - Strong Mayor Powers

Hello,

At the April 14, 2025, meeting of Tillsonburg Town Council, the following resolution was passed:

Resolution # 2025-125

Moved By: Councillor Spencer

Seconded By: Deputy Mayor Beres

THAT Council receive item 12.8 Ministry of Municipal Affairs and Housing Letter Re: Strong Mayor Powers, as information;

WHEREAS the Ontario government has proposed expanding the "strong mayor" powers to 169 additional municipalities under the proposed legislation on May 1, 2025, which would grant mayors in these municipalities more authority, particularly concerning the control of municipal budgets, planning and operational decisions;

AND WHEREAS this proposal has raised significant concerns regarding the centralization of power, erosion of local democracy, reduced accountability, and the potential for the abuse of power;

AND WHEREAS the proposed expansion of strong mayor powers undermines the collaborative nature of municipal governance, and diminish the role of elected municipal councillors in representing the diverse interests of the community;

AND WHEREAS concerns have been raised about the negative impacts on public trust, democratic participation, and municipal decision-making processes, if mayors are given the ability to bypass council decisions without adequate consultation or oversight;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Town of Tillsonburg;

1. Does not support the proposed strong mayor powers as currently outlined;
2. Supports specific powers to mayors as it pertains to identifiable decisions regarding housing, development, infrastructure and transit to provide tools that reduce obstacles that can stand in the way of new housing and infrastructure developments;
3. Strongly suggests that free reign of decision-making regarding hiring, firing, committees and so forth be removed from the proposed authority;
4. Strongly suggests that members of current Council were duly elected officials by citizens with the awareness of one vote per council member and majority votes are the democratic process;
5. Requests that the Provincial Strong Mayor Powers proposed to take effect on May 1, 2025, be deferred to allow for greater clarity and that the Province seek collaborative input from the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO);
6. Directs staff to forward this resolution immediately to Minister Flack, Premier Ford, MPP Hardeman, the Association of Municipalities of Ontario (AMO), the Rural Ontario Municipal Association (ROMA), and all Ontario Municipalities before April 16, 2025.

Regards,

Amelia Jaggard

Deputy Clerk

Town of Tillsonburg

10 Lisgar Ave

Tillsonburg, ON N4G 5A5

Phone: 519-688-3009 Ext. 4041

Ranked one of “Canada’s Top 25 Communities to Live and Work Remotely” (*Maclean’s 2021 Best Communities*)

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**THE CORPORATION OF THE TOWN OF PARRY SOUND
RESOLUTION IN COUNCIL**

NO. 2025 – 046

DIVISION LIST

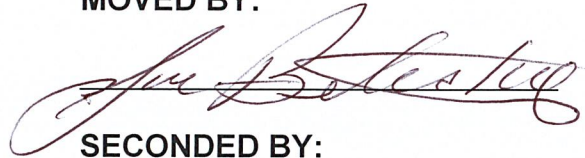
YES NO

DATE: April 15, 2025

Councillor **G. ASHFORD**
 Councillor **J. BELESKEY**
 Councillor **P. BORNEMAN**
 Councillor **B. KEITH**
 Councillor **D. McCANN**
 Councillor **C. McDONALD**
 Mayor **J. McGARVEY**

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

MOVED BY:



SECONDED BY:



CARRIED: ☒ **DEFEATED:** _____ **Postponed to:** _____

WHEREAS inclusive, evidence-based scientific research leads to better outcomes for Canadians by ensuring that all voices and experiences are reflected in the development of knowledge, treatments, and innovations;

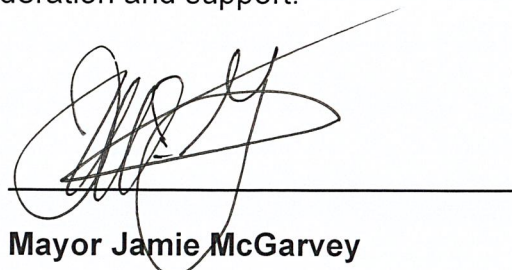
WHEREAS Canadian municipalities benefit directly from research-informed policies on public health, infrastructure, education, environmental protection, and economic development;

WHEREAS diverse and inclusive research teams have been shown to generate more innovative, practical, and impactful solutions, and yet many equity-deserving groups, including women, remain underrepresented in science and research careers;

WHEREAS inclusive research strengthens our economy, healthcare system, and ability to address national and global challenges;

THEREFORE BE IT RESOLVED that the Council of the Town of Parry Sound supports the national call for stronger federal support for inclusive research that reflects the diversity of Canadian communities;

AND BE IT FURTHER RESOLVED that this resolution be shared with other municipalities in Ontario, the Federation of Canadian Municipalities, and relevant provincial and federal representatives for consideration and support.

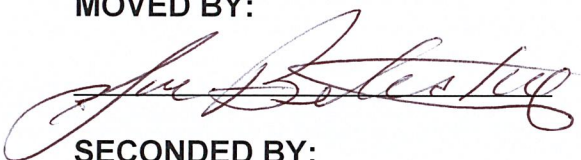



Mayor Jamie McGarvey



THE CORPORATION OF THE TOWN OF PARRY SOUND
RESOLUTION IN COUNCIL

NO. 2025 – 046

DIVISION LIST	YES	NO	DATE: April 15, 2025
Councillor G. ASHFORD	_____	_____	MOVED BY: 
Councillor J. BELESKEY	_____	_____	
Councillor P. BORNEMAN	_____	_____	
Councillor B. KEITH	_____	_____	
Councillor D. McCANN	_____	_____	
Councillor C. McDONALD	_____	_____	SECONDED BY:
Mayor J. McGARVEY	_____	_____	
CARRIED: <input checked="" type="checkbox"/> DEFEATED: _____ Postponed to: _____			

WHEREAS inclusive, evidence-based scientific research leads to better outcomes for Canadians by ensuring that all voices and experiences are reflected in the development of knowledge, treatments, and innovations;

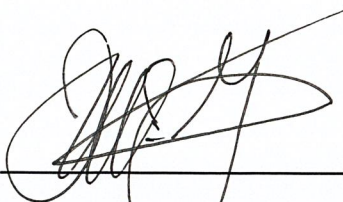
WHEREAS Canadian municipalities benefit directly from research-informed policies on public health, infrastructure, education, environmental protection, and economic development;

WHEREAS diverse and inclusive research teams have been shown to generate more innovative, practical, and impactful solutions, and yet many equity-deserving groups, including women, remain underrepresented in science and research careers;

WHEREAS inclusive research strengthens our economy, healthcare system, and ability to address national and global challenges;

THEREFORE BE IT RESOLVED that the Council of the Town of Parry Sound supports the national call for stronger federal support for inclusive research that reflects the diversity of Canadian communities;

AND BE IT FURTHER RESOLVED that this resolution be shared with other municipalities in Ontario, the Federation of Canadian Municipalities, and relevant provincial and federal representatives for consideration and support.



Mayor Jamie McGarvey



52 Seguin Street, Parry Sound, Ontario P2A 1B4
Tel: (705) 746-2101 • Fax: (705) 746-7461 • www.parrysound.ca

Office of the Mayor

April 22, 2025

Honourable Rob Flack
Minister of Municipal Affairs & Housing
College Park, 17th floor,
777 Bay St.
Toronto ON M7A 2J3

Via email: minister.mah@ontario.ca

Dear Minister Flack,

On behalf of Council of the Town of Parry Sound, please accept my congratulations on your recent appointment as Minister of Municipal Affairs & Housing. It's an important Ministry and we look forward to working with you and Ministry staff.

The Ministry of Municipal Affairs & Housing provided notice on April 9th that the Ministry was seeking comments regarding its intent to extend strong mayor powers to an additional 169 municipalities, including the Town of Parry Sound. The comment period was open until April 16th. These additional powers are not powers that I as Mayor believe are necessary and do not wish to exercise them. At our April 15th meeting, Council unanimously voted to reject strong mayor powers, request the province to repeal the legislation, or alternatively permit municipalities to opt out.

We were disappointed that there was no previous communication before the April 9th letter, with a comment period of only one week. Contrary to provincial claims that strong mayor powers will get homes and infrastructure built faster, reduce red tape and accelerate the delivery of key priorities, research by the Association of Municipal Clerks & Treasurers of Ontario (AMCTO) has found no evidence to suggest this legislation has any impact on the number of housing starts in municipalities that have been granted the powers; and moreover the strong mayor powers have blurred the political-administrative authority between the roles of head of council and Chief Administrative Officers (CAOs) and senior staff, threatening the neutrality of the public service and politicizing local government leadership. We have seen very questionable use by mayors with strong mayor powers.

Our public expects a democratic process. Given the overwhelming use of executive orders by the current US President and multiple respected analysts' concerns about the US slipping into authoritarianism, our country and its democratic institutions should be safeguarding these democratic principles that provide accountability to the public and not undermining them.

We encourage the provincial government to repeal this legislation.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jamie McGarvey', with a long horizontal line extending to the right.

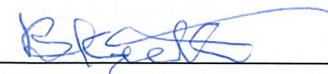
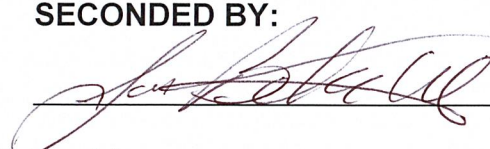
Jamie McGarvey
Mayor, Town of Parry Sound

c.c. Premier Doug Ford
MPP Graydon Smith
Association of Municipalities of Ontario (AMO)
All Ontario Municipalities
Members of Town of Parry Sound Council
CAO Clayton Harris
Clerk Rebecca Johnson



THE CORPORATION OF THE TOWN OF PARRY SOUND
RESOLUTION IN COUNCIL

NO. 2025 – 047

DIVISION LIST	YES	NO	DATE: April 15, 2025
Councillor G. ASHFORD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	MOVED BY: 
Councillor J. BELESKEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Councillor P. BORNEMAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	SECONDED BY: 
Councillor B. KEITH	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Councillor D. McCANN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Councillor C. McDONALD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Mayor J. McGARVEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
CARRIED: <input checked="" type="checkbox"/> DEFEATED: <input type="checkbox"/> Postponed to: _____			

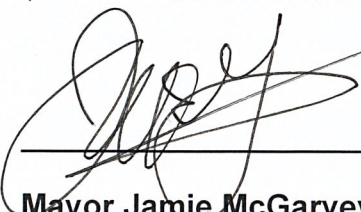
Whereas the Province has announced the expansion of strong mayor powers to another 169 municipalities as of May 1, 2025 in addition to the 47 municipalities which currently have received strong mayor powers; and

Whereas the Province claims that strong mayor powers will get homes and infrastructure built faster, reduce red tape, and accelerate the delivery of key priorities; and
Whereas research from the Association of Municipal Clerks & Treasurers of Ontario (AMCTO) has identified that: a) there is no evidence to suggest this legislation has any impact on the number of housing starts in municipalities that have been granted the powers; and b) strong mayor powers have blurred the political-administrative authority between the roles of head of council and chief administrative officers (CAOs), threatening the neutrality of the public service and politicizing local government leadership; and

Whereas strong mayor powers is an erosion to the democratic process of an historically non-partisan municipal governance structure;

Now Therefore the Council of the Corporation of the Town of Parry Sound hereby resolves to reject the strong mayor powers granted to it, and requests that the Province repeal the legislation, or offer the option to municipalities to opt out of strong mayor powers; and

That this Resolution be forwarded to the Minister of Municipal Affairs & Housing Rob Flack, Premier Doug Ford, MPP Graydon Smith, the Association of Municipalities of Ontario (AMO), and all Ontario municipalities.



Mayor Jamie McGarvey

April 8, 2025

Township of McKellar

Mayor and Members of Council

My name is Ken Galloway and on behalf of a number of my fellow neighbors, I write you today to bring to your attention a deplorable road surface in our neighborhood, Hardies Road in the Maplewood subdivision.

The three areas of concern begin at the intersection of Hardies Road and Harris Road. The first area in question runs from the intersection north on Hardies Road past civic address lots 39, 49 & 51. This section is about 400 feet in length and contains countless numbers of potholes.

The second area of concern is also on Hardies Road and begins just north of civic address lot 64 and runs north for about 200 feet. Hundreds of pot holes are the major source of concern here but a recent sink hole and culvert wash out also need repair.

Finally, the third area of concern also on Hardies Road and begins just past civic address lot 82 to civic address lot 86, a distance of about 200 feet also. Numerous pot holes are the major concern.

Over the past number of years since Hardies Road and Sunnyside Park Drive were tar and chipped, the above three areas have constantly been a source of annoyance for the residents of this area. The remaining 3 ½ KMS of roadway including Sunnyside Park Drive have remained in great condition since they were tar and chipped. Why is so much roadway still in good condition and these three areas such a cause of washout and potholes galore? Cold patch filling after cold patch filling after cold patch filling has never "fixed" the problem! Nor will it ever! Why do we continue to spread cold patch on these areas 3, 4 or 5 times per year only to have the problems reoccur after the next heavy rainfall?

I'm certain our municipality has capable, educated, experienced road maintainers who would look at these three areas and decide on a permanent fix! Such things as ditching along the roadway culverts, establishing a new road base where required, tree trimming or removal, and regrading and retarring. The exact fix is up to the experts. One thing we know is that another application of cold patch is a waste of resources and tax dollars and the continuation of this deplorable roadway needs to come to an end this spring.

Continued...

We have chosen to communicate to Council in this manner to reduce the number of complaints you may have to hear. If this is not a suitable method of communication, then please advise.

We would appreciate the communication of your response and action plan to us in writing and will be please to share it with our many concerned neighbours.

We trust you will find sufficient resources and tax dollars to tackle this problem in a timely fashion this spring.

Sincerely

A handwritten signature in dark ink, appearing to read 'Ken Galloway', with a long horizontal flourish extending to the right.

Ken Galloway

99 Sunnyside Park Drive

McKellar, Ontario

P2A 0B5

705-346-6010

kentergal@rocketmail.com



April 24, 2025

- AMO's Guidance Resources on Electricity Procurements.
- NEW Health and Safety Water Stream fund - webinar.
- 2025 Senior of the Year nominations.
- Nominations open for Medal of Distinction in Public Administration.
- Join the timely conversation on democracy: AMO's Rural Healthy Democracy Forum.
- Join your colleagues at the AMO 2025 Conference.
- Submit your application for the PJ Marshall Awards.
- Before you know it, it's August! AMO 2025 Conference trade show selling out fast!
- Teeny Tiny Summits 2025 line-up - Registration is open.
- AMO Trade and Tariff Forum - June 6.
- OSUM Conference 2025: Rebuilding our Political Culture.
- Planning for people in your community: May 8 virtual workshop.
- Net Zero Workshops: Spaces still available.
- Homelessness Encampments and Human Rights Webinar.
- Modernization of Rail Proximity Guidelines.
- Workshop: Shaping your community's energy future.
- Ontario Bike Summit.
- Careers.

AMO Matters

AMO has [developed resources](#) to help municipal decision makers considering electricity generation and storage projects protect residents, sensitive lands, and municipal finances while securing local benefits and supporting growth.

Provincial Matters

Apply for Ontario's new [Health and Safety Water Stream fund](#) to help municipalities and First Nations build, repair and expand aging water infrastructure. [Register for the April 29](#) informational webinar.

The Ministry of Seniors and Accessibility invites municipalities to submit nominations for the [2025 Senior of the Year Award](#) which honours a local senior's contributions to the community. Submit nominations by April 30.

Nominations are open for the Lieutenant Governor's Medal of Distinction in Public Administration, Ontario's highest honour for public service. [Nominate a colleague](#) from your municipality by June 27,

Education Opportunities

Partnering with the Rural Ontario Municipal Association (ROMA), AMO's Rural Healthy Democracy Forum will bring together municipal and sector leaders, academics and experts for insightful discussions on the state of democracy in rural Ontario. [Register today](#) as there is **limited space available**.

AMO's 2025 Annual Conference is back in Ottawa. In this unprecedented time, coming together with municipal and provincial and key sector partners is more important than ever. [Register for AMO 2025](#) and [book your accommodations today](#).

The Peter J. Marshall Municipal Innovation Award celebrates municipal governments in Ontario that implement new and innovative ways to make public services, facilities, and infrastructure better for Ontarians. View full details [here](#).

Connect with over 3,000 of Ontario's municipal leaders representing Ontario's 444 municipalities and

a \$68 billion sector at the AMO 2025 Conference in Ottawa this August. Click [here](#) to download the Exhibitor Package and [here](#) for the Sponsorship Package. Limited space available.

ROMA in partnership with the Minister of Rural Affairs, are happy to share the 2025 Teeny Tiny Summit line-up. These compelling events are designed with innovation in mind for Ontario's rural communities. Registration and information is available for the Summit in [Manitouwadge](#) and [Prince Edward County](#).

In this unprecedented time, AMO is holding a forum on tariff and trade disruptions, their impact on Ontario municipalities and business sector, and how municipalities and business can seize new opportunities to improve economic resiliency and mitigate the impact of tariffs. [Register today](#).

Join the OSUM Executive and your municipal colleagues in a thought provoking and timely discussion on the current influences and dynamics of leadership. Hear from Jordan Simmons, Co-Founder and CEO of Nominee on *The Canada We Want: Reflections on the Path Forward*. [Register for OSUM 2025 Conference today](#).

Land use planning is a complicated matter. This workshop equips councillors with the skills and knowledge necessary to secure funding, build community trust, ensure legal compliance, drive local economic growth and more. [Register for the May 8 Unlocking Opportunity through Understanding Human Rights Based Approach to Municipal Planning workshop](#).

LAS

Discover how municipalities can cut energy costs and save money by transitioning to net zero buildings at the [Coldstream Net Zero Fire Hall](#) workshop on May 14 ([in-person](#)) and June 18 ([virtual](#)). Don't miss a building walkthrough a net zero fire hall.

Municipal Wire*

AMO is supporting a webinar hosted by the Canadian Urban Institute and The Shift about applying a human rights lens to homeless encampments. To participate on April 30th at 12 noon, please [register](#) in advance.

The Railway Association of Canada is updating the [2013 Proximity Guidelines](#) to enhance safety, sustainability, and community well-being in rail adjacent developments. [Provide your feedback](#) through their survey on the guidelines.

Pollution Probe and QUEST Canada are hosting workshops on [April 30](#) to develop a framework to ensure rural and remote communities can benefit from low-carbon energy innovation.

The [Ontario Bike Summit](#), Canada's largest cycling and active transportation conference, will be in Windsor from May 27-29. Be inspired by success stories including enhancing infrastructure and design, citizen safety and economic development.

Careers

[Project Coordinator, Zero Emission Mobility - City of Brampton](#). Closing Date: May 12, 2025.

[Manager of Development Services - King Township](#). Closing Date: May 20, 2025.

[Economic Development Officer - County of Simcoe](#). Closing Date: May 9, 2025.

About AMO

AMO is a non-profit organization representing almost all of Ontario's 444 municipal governments. AMO supports strong and effective municipal government in Ontario and promotes the value of municipal government as a vital and essential component of Ontario's and Canada's political system. Follow [@AMOPolicy](#) on Twitter!

AMO Contacts

[AMO Watchfile](#) Tel: 416.971.9856

[Conferences/Events](#)

[Policy and Funding Programs](#)

[LAS Local Authority Services](#)

[MEPCO Municipal Employer Pension Centre of Ontario](#)

[ONE Investment](#)

[Media Inquiries](#)

[Municipal Wire, Career/Employment and Council Resolution Distributions](#)

