

THE CORPORATION of the UNITED TOWNSHIPS of HEAD, CLARA & MARIA

SPECIAL PUBLIC MEETING OF

Saturday, November 3, 2012 – 13:00 h.
Municipal Hall

Meeting began at 13:00
27 members of the public plus 1 media

1. Introduction and Explanation of Process – Reeve Stewart

1. This is not a Council meeting where motions are introduced and as such no decisions of Council will be made. It is for information only.
2. This meeting is an opportunity for members of the public to express their opinions and ask questions of members of Council.
3. To facilitate this session, all comments will be made through the chair. You must be recognized prior to speaking.
4. When you are recognized by the chair, you should stand, state your name and your comment or question.
5. All comments will become part of the public record.
6. Although expressions of opinion are welcome; comments based on specific decisions of Council should be restricted to statements of fact or questions. Suggestions or recommendations should be supported by concrete evidence.
7. As per our Procedure By-law no one person will be allowed to speak for more than 5 minutes at a time.
8. Parliamentary rules of decorum are to be obeyed.
 - a. All comments shall be germane to the issue at hand and to issues of Council responsibility.
 - b. All comments must be courteous and respectful and no one may impugn the motives of another.
 - c. Delegates are to be respectful of everyone in attendance including Council, the Public and Staff and are not to use offensive words or gestures, un-parliamentary language, disobey the rules of civil procedure or any decision or direction of Council.
9. Copies of correspondence received have been circulated although not one copy to each person as the pertinent sections/questions will be read out.

2. Algonquin Land Claim – Summary read by Reeve Stewart

- a. Head, Clara & Maria is a part of the area which is under dispute in the Algonquin Land Claim. Council has recently attended an information and education session with members of the province's negotiation team. Although the content was confidential we have some basic facts to share. Fact sheets are available.
- b. Should you have any questions you are encouraged to contact Shelley Dumouchel at:
 - i. Ontario's Information Centre for the Algonquin Land Claim
31 Riverside Drive, Pembroke, ON, K8A 8R6
613-732-8081 or email Shelly.dumouchel@ontario.ca.
- c. Floor opened for comments/questions?
- d. No questions or comments.

3. Nuclear Science Centre and Visitor's Centre – Summary read by Reeve Stewart

- a. The Upper Ottawa Valley Chamber of Commerce has commenced a project to obtain buy in and financial commitments from neighbouring municipalities to run and operate in conjunction with AECL a joint Nuclear Science Centre and Visitor's Centre.
- b. Head, Clara & Maria has been invited to participate in this project. The initial proposal has the local municipalities, with perhaps Petawawa and Laurentian Valley committing to contributing a pro-rated per capita contribution to run the Visitor's Centre for 10 years.
- c. At this point Council has passed a resolution expressing their willingness to agree in principle to the chamber's proposal and to assign a member of their municipal staff to participate in the business planning stage of the process.

- d. It is anticipated that HCM's contribution for operation based on the initial proposal would be approximately \$5,000 per year for 10 years based on Deep River, Laurentian Hills and HCM participation only. If other municipalities join in, the costs would be reduced proportionately.
- e. Why should HCM participate?
 - i. To promote tourism within the region.
 - ii. To assist in contributing to the area economy indirectly supporting the businesses and services which HCM residents rely on in neighbouring municipalities such as stores, pharmacies, hospital etc.
- f. Floor opened for comments/questions?
 - i. Todd Dowser – Morning Mist
 - 1. Local tourism operator not convinced that there would be any economic spin off for HCM. Tri-municipalities I think that there are things that we should do to support each other. There are a number of residents with ties to AECL so I feel we should support.
 - ii. Councillor Foote – caveat; Escape clause. With visitor's centre we had one. I'm afraid that because there is a mortgage involved, that would mean we'd be locked in.
 - iii. Clerk – our contribution is not requested for the mortgage but for operating costs of the visitor's centre.
- g. No further questions.

4. Hall Expansion – Summary read by Reeve Stewart

- a. In response to an opportunity to leverage funds using the Community Infrastructure Improvement Fund Council voted on August 17th to apply for funding to extend the municipal community centre.
- b. An expanded community centre will allow for:
 - i. Events with over 90 people.
 - ii. Improved kitchen facilities which would meet Board of Health requirements.

- iii. Addition of showers and washroom facilities to allow the facility to be used during emergencies as evacuation and/or first responder centres. Currently, we are not legally able to use the community centre for these purposes.
- c. Council has not agreed to incur debt to finance this project.
- d. Council has funds in reserves specifically allocated to hall maintenance and improvements.
- e. Based on high level estimates, \$41,000 may be required; these funds are available in contingency reserves so that the project may be completed without incurring any additional debt or raising taxes.
- f. Depleted reserves will be replenished as they have been over the past years – through annual surpluses when realized, through small annual allocations to reserves. The current reserves have been accumulated over time; they can be replenished the same way.
- g. Letter from Mr. Croshaw read by Reeve Stewart.
- h. Floor opened for comments/questions?
 - i. Bill Croshaw – I wrote the letter, I don't think it's a needed addition to this building, school at one time, two pieces, do we get events with over 90 people? Then that's a good reason. \$41,000 is available. An additional of \$41,000 is required. Showers, originally when dealing with Emergency measures. Nuclear response plan – not part of that. Too far away, west winds, out of that. Emergency plan has moved the limit closer to Chalk River than Deep. I've been here 37 years, haven't had an event like that which would require an evacuation centre. If you bring them in, you have to feed them, we can't do that. Projects never go according to costs – add 10%. There is not enough money there. We cannot afford it.

That's what I wanted to get through to Council; we don't need it and can't afford it.

- i. Letter from Heather McKechnie – pertains to this issue read by Reeve Stewart. Call for additional comments from Heather McKechnie.
 - i. Heather McKechnie - Refused - Letter speaks for itself.
- j. Letter from June Vaughn and John Beesley read by Reeve Stewart. Call for additional comments from June Vaughn.
 - i. None
- k. Hank Van der Horn – I agree with letters received, have issue with expanding, any grant is tax money and ultimately comes from our pockets. Our hall is adequate and I would like Council to reconsider its position.
- l. Chris Dowser – Morning Mist – what is the increased capacity?
- m. Councillor Foote – 1000 feet – library might want to expand. Library issues. This square footage we will have to heat it and for a small group. Showers, since we heat garage why can't we install showers in the garage?
- n. Chris Dowser – how much will it increase?
- o. Councillor Gibson – it would be somewhere between 20 – 25 people assuming some sections would be used for showers and kitchen.
- p. Chris Dowser - I know that this council would like to be the first in anything that they can be. Does council anticipate there will be people stranded and neighbours could not house them?
- q. Councillor Foote – I don't think people want it – the people I have spoken to said simply NO.

- r. Chris Dowser – if the showers are in the garage how can they work? If we open the doors without, will someone shut us down?
- s. Clerk – yes, situation east of Ottawa in First Nations evacuation last year. They were shut down.
- t. Chris Dowser – number of people involved? Were they charged?
- u. Clerk – I don't know. It doesn't matter – the number of people involved is irrelevant we could be shut down.
- v. Councillor Reid – I think we were getting off topic. It doesn't matter where the showers are they will incur additional costs.
- w. Clerk – the money is in reserves. Just not ear marked specifically to this purpose. There is \$41,000 marked for hall renovations. There is additional money available in Contingency funding which would cover all expenses without having to raise taxes.
- x. Councillor Grills – Response to Concerns about Possible Hall Improvements

I appreciate and understand the concern that our letter writers have expressed concerning what they see as the possibility of higher taxes. If you own land, you will know that the MPAC envelope in your mail will most probably reveal a higher assessment.

I believe that fiscal responsibility should also be balanced with a vision for the future.

Our community centre, township office, public library and garage facilities are HCM's largest capital asset. I feel that it is our responsibility to maintain these assets not only for the present ratepayers but also for the future.

Citizenship requires that we support initiatives that may not directly benefit us but are required for the good of all citizens (examples:

schools, parks vs. boat launches) and perhaps the safety of those travelling through our community (examples: auto extrication or an emergency centre).

I don't suppose that the community of Wawa thought they would ever experience the devastating storm that isolated their community one week ago on October 26th. That storm required the evacuation of families who no doubt had generators but whose homes had been completely cut off by washouts and in one case washed into Lake Superior. As of November 1, 2012, an evacuation order was still in place for those residents. It could happen to us...our community would only have the Township Hall to turn to in such an emergency.

This hall is a place for community building. In the past, this community had more than one gathering place, to celebrate, to learn, to worship. There was a hotel, a school, a church and as time has passed those have all closed. We have only the Township Hall and I believe it is more important now than ever. It has been pointed out that we are a community that is aging in place and I feel that the Township Hall can be a place of support for those seniors. If we have a facility that is up to date we may also be able to lure younger families to our community – “if we improve it they will come”.

I am listening and if improvements to our community centre are out of our reach then so be it. However, in my opinion, caring for and improving aging infrastructure such as ours is forward thinking.

y. Mr. Croshaw – while listening to comments and responses I have the following; previous to 2006 I sat on council with three of the members sitting here. Decided to enlarge library and storage – building wasn't being used a lot so we cut down. If there is that money in contingency it should be used for the land fill – Deux Rivieres was closed to all but demolition waste – Bissett – demolition waste – Stonecliffe – filling up. We should use it for that; we won't get more land for dumps. We will have to send our waste away and it will be costly.

- z. David Balla-Boudreau – question – has there been costing completed to improve the kitchen facilities which would meet board of health requirements without the entire expansion?
- aa. Reeve Stewart – water challenges, other problems that we see and we are slowly fixing it up.
- bb. David Balla-Boudreau - Has anyone calculated out how much is required to amend the kitchen as it currently stands?
- cc. Clerk – There are actually two grants applied for in 212. This has been calculated and an additional grant applied for. A smaller extension with commercial appliances has been costed out.
- dd. Todd Dowser – does this facility have back up power? (Yes.) I have to agree I just don't see the necessity of having an emergency where I would come here. I just can't see it. We have 60 plus showers down the road, we could let them use our showers. People who have been in the facility when it is full – it is tight; I can see fixing the kitchen. Snowmobile club – all functions are over capacity. Investing in it will extend the useful life. I can see the point in using the reserves, in replacing them. Replace the windows – not energy efficient. How do we get better kitchen facilities without expansion?
- ee. Councillor Foote – move the cooler out.
- ff. Todd Dowser – and lose additional space in the hall. Where do you put the beer? At the same time I realize it is a lot of money.
- gg. Councillor Foote – show of hands – for and against –
- hh. Clerk – it appears there is still some confusion; explanation of the two grants – kitchen and expansion; showers will not take up a huge space – only one or two.
- ii. McKechnie – we're not talking small showers – we're talking 16 x 10 for accessibility purposes.

- jj. Chris Dowser – is the grant application based on emergency management or community improvements?
- kk. Clerk - Community improvements – council asked that I complete a grant application. The emergency management and energy efficiency options were included to improve the success of receiving the grant.
- ll. Chris Dowser - Can the showers be scrapped and we still get the funding?
- mm. Clerk - Yes.
- nn. Councillor Gibson – proponent of hall expansion – why – 2006 moved to reduce hall size to increase the library – fewer hall uses. – That has now changed - read list of reasons for hall use – Melinda advised council of the grants available. By all means let's go ahead and apply for the grant. Will list every reason possible to receive grants. Agree with Todd Dowser – let the board of health come in and close us down. Washrooms, showers etc. has not yet been costed as a separate item. Speak for myself as a councillor will never put myself in the position of ever incurring debt to do anything at all. If we don't have the money we won't do it. Last year, we didn't have money in reserves for this building and the offices. We considered rebuilding. We decided to keep building, add to it and modernize it as we go on so that we have a facility that we can use for the future that builds the community. Mr. Dowser mentioned the kitchen; anyone who has helped in that kitchen has to come out with sore ribs. Nothing in this community happens without volunteers – tired of having volunteers working in that hole of a kitchen. If we are successful, then we take out the tape measure and go down to details. Then we determine what we can do. As a councillor I take it seriously to keep this hall in as great a shape as we can for our community. Library fundraiser – 26 plus volunteers – make it easy for them to do their job.
- oo. Councillor Foote – show of hands – we won't incur any debt. We would have to come back to you for tax increases. I

have no arguments with the kitchen but don't agree with the expansion. Attempted to give a percentage increase compared to the monies raised during the 2011 budget process.

- pp. Clerk – you can't use that comparison its invalid– we do not have access to the 2013 assessment numbers yet.
- qq. Todd Dowser – do we have the money in reserves or not.
- rr. Councillor Gibson – if you are referring to my comment – taxes may not go up specifically for this project but ultimately we will have to replace the reserves.
- ss.Councillor Foote – we will have to increase taxes
- tt. Clerk – is the money in the reserves? – yes. There were three options presented in the report for Council's consideration – borrowing, raising taxes, or using reserves. There is \$41,000 specifically in the hall reserves and enough in the contingency reserve to fund the difference if that is the way that council decides to go.
- uu. Hank Vander horn – now that I have heard all of this I would like to change my original comments. Council is elected to make the decisions – I trust that they will do the right thing.
- vv.Chris Dowser – perhaps a public meeting can occur once we know if we are successful with the application?
- ww. Reeve Stewart – there is always an opportunity to make your comments. Pick up the phone, email etc.
- xx.Councillor Foote – question would only be would you want the addition. It's not a money issue as much a space issue, if you want that, we can do that. If that's what you want.
- yy.Chris Dowser – council cannot make any decisions today maybe go back into their next meeting and consider further consultation.

zz. Clayton McKechnie – what would be the number of times the hall has been at capacity. If the tables were set up differently there is lots of space – usually only 50-60 people. If the kitchen is affordable, I don't agree with the hall expansion, but the kitchen is a possibility that I might agree with. Thank god the nrt is here; I thank them for being here and thank them for the concise true representation of what happens here.

aaa. Bob Seguin – is sounds like they want the kitchen done without the expansion to the hall. A lot of oversize equipment that could be replaced. Showers or that I don't know.

bbb. Councillor Foote - Show of hands yes, no and undecided. It looks like a draw.

ccc. Todd Dowser – snowmobile club – January we were over capacity. Silent auction – the last few years we went to Mattawa because we didn't have the space here.

ddd. Councillor Gibson the hall reaches its capacity – at least 6 times per year.

eee. Bob Seguin – how much capacity – there's space not being used right there (ticket booth).

fff. Councillor Gibson – fills up with unused chairs etc. or is used for its purpose.

ggg. Hank Vanderhorn – council will not make its decision today. Will we get more information?

hhh. Reeve Stewart – once we receive notice – then we will decide what we have to do. We try to go forward once we know if we are successful. Perhaps we can have another meeting then.

iii. Bob Seguin – you don't know how much it will cost?

jjj. Clerk – high level cost per square foot estimates made.

Reeve Stewart advertised calendars called a recess from 2:15.
Reeve Stewart called the meeting to order at 2:32.

5. Salary Grid Review – Summary read by Reeve Stewart

- a. In 2010 HCM hired an external consultant to complete a formal job description evaluation for each position, a salary grid review and a pay equity review. In completing this review Mr. Young of Corbeil Ontario, consultant and retired employee from the City of North Bay conducted a labour market survey using the smaller municipalities within the County of Renfrew as well as those of our neighbours to the west: Mattawan, Chisholm Township, Papineau Cameron, Township of Nipissing, Bonfield, and Ryerson Township.
- b. In 2010, at the completion of his survey, Mr. Young presented two salary grid alternatives for Council consideration. Due to the large discrepancies between the current salaries at the time and the salaries which would be comparable to those surveyed, Council chose the lower grid.
- c. The recommendation was to implement the additional increases during regular annual reviews to bring salaries up to averages over the next few years.
- d. That process has not been readdressed until now.
- e. It is true that it should be the norm that annual cost of living increases should be all that is necessary. This is only true if employees are currently receiving wages comparable with similar positions. That is not the case in Head, Clara & Maria; not in 2010 and not now.
- f. Once salaries are brought up to an average of those comparable municipalities, then COLA increases would be all that would be required.
- g. It must be recognized that the work load in a municipality is not proportionate to the number of residents.

- i. In those municipalities with more residents, there are additional employees to share the workload.
 - ii. There are employees dedicated to specific functions; in HCM employees wear many hats and need to be competent in many areas of responsibility.
 - iii. Municipalities, no matter the number of residents have the same number of responsibilities or areas of legislation to comply with.
- h. Only one HCM employee works a five day work week, most employees are already working 4 day weeks or less.
- i. Letter from June Vaughn and John Beesley read by Reeve Stewart.
- j. Request for additional comments – no.
- k. Letter from Heather McKechnie read by Reeve Stewart.
- l. Request for additional comments.
- m. Heather McKechnie – just that’s my feeling, and my husband’s feelings as well, worked in legal field in many years and a lawyer that covered many types of council business. You must maintain the financial integrity of the township. With all going on - it seems to us that there is money being spent irresponsibly. I don’t think we can afford this either. HCM staff need to be competent in many area – not saying that they don’t do a good job – you knew what you were signing up for so you should be happy. Just saying that a raise of \$7.27 an hour is not warranted.
- n. Doug Antler’s letter read by Reeve Stewart.
- o. Floor opened for comments/questions?
- p. David Balla-Boudreau – point of clarification – Young presented two grids – which did Council agree to and were there other promises made at that time?

- q. Clerk – explained the two grids, one would bring our salaries up with average comparables at a cost in 2010 of about \$30,000. Mr. Young knew that this would be a significant increase at one time so he presented another grid which would be used as a start – approximately 30% of the original at a cost of \$9,000.
- r. David Balla-Boudreau– so since then, a cost of living increase has been applied but nothing to deal with the big chunk?
- s. Clerk - No
- t. Councillor Grills – we will always be behind – we’re always playing catch up, don’t know if we will get to the point where we will be competitive. Need to consider succession planning – we need a comparative salary base if we need to hire someone to replace these individuals. To meet the current market.
- u. David Balla-Boudreau– did council agree to anything further?
- v. Clerk – yes, by adopting Mr. Young’s report they agreed to complete an annual review.
- w. Bill Croshaw – what are you trying to catch up with and what will it cost us in taxes?
- x. Councillor Foote – The current estimate is at \$38 per \$100,000 of assessment.
- y. Clerk - again that is a high level estimate based on 2012 assessment values and nothing else.
- z. Councillor Foote – there are anomalies that need to be corrected
- aa. Todd Dowser - I can’t comment on whether or not they are getting comparative salaries – that’s what we pay council to do; I don’t have those numbers but the same time I don’t think there is anyone who wants their taxes to go up. Province – wage freeze – fiscal restraint last thing council should be looking at is raises. The other thing is the pension. I don’t know

how many other people have one – pensions are not an entitlement. But they are becoming one. Puts ratepayers on the hook for years and years to come.

bb. Clayton McKechnie – need to look at salary and income base in this area as well. For what the job is but also for comparison. Based on the county of Renfrew's website – in the city of Ottawa \$55,000 per year. I just don't think we can afford it.

cc. Clayton McKechnie– When my wife moved to Pembroke and doing the same job she dropped down to \$31,000 and losing \$20,000 some thousand. I've never said that the people in the office do not do a good job, I have never said that. Yesterday we heard that the OPP is cutting back and no raises the federal government is cutting back, military federally is cutting back province no one knows what is going on. Nothing comparable to the workload here and what at Killaloe, in Horton got a lot more people than what we have. The tax roll is not even being done here it's done in Toronto. We have to look at where we're living – I'm on pension and there are a lot of people who are and a lot who are not. The \$60,000 is what we would have to put out to cover the raises. It's a one-time deal, but that amount of money is continually coming out of our tax dollar. We are losing money there. Hydro is trying to cut back on the money it pays the township for money in the county. We are losing from the commercial end. Maybe if the mine goes its ok. With a tax base of what we have we cannot afford it. We have nothing to compare it to. It's like a grape to a watermelon. Horton – they have it all, we have nothing. Lost the fire department – we had the capability – the only we do have is the hall if we are putting money we should put in the hall and not in \$7.27 per hour.

dd. Bob Seguin – pensions – private companies a lot of them are getting right out of that they're letting the employees deal with it themselves. Since the premier has put the freeze on teachers etc. I just can't see it.

- ee. Cathy Sutherland – pay equity review. Are their legal implications of not doing it?
- ff. Clerk – there were no major pay equity issues. They have been resolved.
- gg. Councillor Gibson - just want to bring people up to date with where we are now and where we were in 2000. In 2000 when I came on Council there was 1 employee in office – full time; part time treasurer, conduct your business for as long as you wanted without the phone ringing. Hired Melinda – after 6 months asked what her job was – nothing more than a slave to the provincial government – now we have 2 full time jobs – with people in office and one person once a week – phone rings all the time – extra workload hoisted on us by the province – I don't agree with it. I have actually advocated that we want to shut down the highway until we get highspeed. When I came on council wages were so low they were shameful. To address this issue I suggested at the least take the published cola and raise employees' salaries so we don't continue to fall behind. It was asked, why don't we do this every year? Simply put it in a by-law. Because some year we won't want to do it. There are still huge discrepancies in salaries for some of our staff. Mr. Young recommended we get somewhere close to that. I don't think we're there yet – we need to increase wages I am adamantly opposed to across the board – There is a major discrepancy with clerk and treasurer – council needs to make that decision. It is up to council to decide – do we want to do it all at once? No – over 5 years – that's too long; we do need to do it. Need to attract qualified people – pay a reasonable wage – can argue how cheap it is to live in HCM compared to other locations. We are paying our staff lower relative to others doing those jobs elsewhere – my opinion that council should be moving to do that.
- hh. Chris Dowser – don't disagree that there is a basis for attracting employees to HCM – somewhat of it is based on money – these days, most people don't go just for money. There are other options. Same as doctors – it's not what we're paying them.

- ii.
- jj. Bob Seguin - if you have to replace someone who quits etc. you deal with it at the time – you don't work ahead of the problem you'll find someone – put an ad in the paper.
- kk. Councillor Foote - suggestion – read % increases per position; compared to Horton Township
- ll. Clerk - \$7.27 across the board was presented to Council so council would have the discussion and can make the decision how it will be divided. I was not going to recommend raises for some but not others.
- mm. Councillor Foote – I'm not saying that Melinda is coming to us saying I want this – the fact is marketability is higher than what they are getting now. Ability to pay is important.
- nn. Reeve Stewart – That's arbitration in a union setting.
- oo. Clerk – Arbitration has nothing to do with this.
- pp. Councillor Gibson – Mr. Seguin – you asked why we don't wait until we have to address this issue– this council has never taken that type of an approach to anything we do; if we did we would wait until the roads washed out. What if we lost both the clerk and treasurer at the same time and we are behind \$50,000 \$60,000 in comparable salaries you want to see a tax increase? We don't work like that, when our people go on vacation their work is waiting when they come back. Be prepared; keep infrastructure salaries etc. in line so that you don't find yourself behind to have huge increases. You might not agree or not but that is how we operate.
- qq. Bob Seguin – I'm saying wait to see – put the ad in the paper she could resign; gives a month to find someone; put the ad in and see what you get. Then worry about it.
- rr. Councillor Gibson -What do you do when nobody applies?

ss. Councillor Foote – we were in that position at one time, we were fortunate that Melinda and Noella came in, local they know and like the area, have aptitude for job excellent workers, we had to train them, we have a farm club for these people, problem is we bring someone in from Pembroke we train them, then they move on where they can get more money. Try to keep wage competitive without going crazy on it. If we had to go and hire someone a fully trained CAO they just wouldn't show up, hire someone with an aptitude and hope they stay

tt. Clayton McKechnie – that has happened to us before – if one of the girls was offered a job at AECL who knows they may be gone. You're talking about training – you may get a woman in Ottawa who has all the qualifications and may take the cut to move out of the area. Its affordability. I don't have any axes to grind. Our taxes are going up this year. We are going to get a tax increase this year. Whatever it is over the two years, let's say 2% across the county – we're looking at 21% over the last two years. Almost 21% – our pensions vary but we're all on pension. It may not seem like a whole lot but it's going to go up. This year, next year. As tax payers we are behind the eight ball.

uu. Councillor Foote – In prep for the meeting I did a tax study – average tax increase over the last years – dollar increase is not that much averaged 16% over the last two years.

vv. Clerk – you are moving to the next agenda item. You'll see in there that some of the costs will not be ongoing as they have been spent on one off such as health and safety – Someone brought up OPP wage freezes as for policing –there is a freeze now – but it will be increased to highest arbitrated level once freeze is removed.

ww. Councillor Gibson – not much we have control over – something we can control is keeping our salaries at a level how much do we want to go up to and how long to get there. MPAC assessments, we have no control – interest rates, out of control. Why would a municipality want to borrow money when

the penalty you are paying is out of control, my position as councillor is that we have a ways to move and we should be moving that way. I do hear your concerns.

Reeve Stewart closed debate and moved to Tax Increase question.

6. Municipal Tax Increases – Summary read by Reeve Stewart

- a. This Council is proud of the fact that they have incurred zero debt and subsequently zero debt carrying charges.
- b. In order to realize that status, and to keep up with the rising costs of doing business and reduced provincial transfers, taxes have had to be raised.
- c. **It should be noted that the annual assessment increase has not been made available to the municipality yet. Budget discussions are to begin later this month. There is no evidence that taxes will be raised for 2013.**
- d. Head, Clara and Maria has the lowest tax rates within the County however; comparing our rates to those of our neighbours is not an apples to apples comparison.
- e. It must be considered that percentage increases should not be taken alone – a 50% increase could be from \$1 to \$1.50 or \$100,000 to \$150,000. A huge dollar difference. In HCM’s case, the actual dollar amounts are towards the lower side.
- f. As requested by a ratepayer. Conservative budgeting has been resulting in significant surplus which have contributed annually to building necessary reserves to plan for the future.

Year	Revenues from Taxation	Year over Year Dollar Increase	Previous Audited Year End Surplus Added to Reserves	Recognized Surplus Transferred to Reserves prior to
------	------------------------	--------------------------------	---	---

				year end
2008	\$ 218,346.00	\$44,714		\$130,087
2009	\$ 266,884.00	\$48,538	\$44,060	\$61,000
2010	\$ 342,625.00	\$75,741	\$16,483	\$ 30,000
2011	\$ 424,543.00	\$81,918	\$ 92,889	\$ 99,103
2012	\$ 462,654.00	\$38,111	\$47,407	\$30,000 anticipated simply due to revenues over budgeted

- g. What do we get for our taxes? Revenue increases have been realized:
- i. To offset reductions in provincial funding:
 1. Ontario Municipal Partnership Fund
 - a. 2010 reduced by \$43,800;
 - b. 2011 by \$17,500;
 - c. 2012 reduced by another \$15,700; resulting in \$77,000 to be offset by other revenues or reduced programs and services.
 2. Joint Emergency Preparedness Program;
 - ii. To meet the demands of ratepayers:
 1. Increased calcium on our roads;
 2. Code of Conduct investigations;
 3. Physician Recruitment;
 4. To pay annual Auto-Ex fees for DR, LH agreement;
 - iii. To meet annually rising payroll deductions (CPP, EI, Employer Health Tax remittances, COLA increases)
 - iv. To meet legislated obligations which were overlooked in the past including:

1. Health and Safety – training, policy creation, Personal protective equipment,
 2. Pay Equity,
 3. OHSA regulated safe work areas (garage repairs);
 4. Hire and continue to train a fully qualified Chief Building Official;
- v. To meet newly legislated obligations:
1. Accessibility Standards and renovations;
 2. Implementation of a Public Sector Accounting process;
 3. Implementation of an Asset Management Plan;
 4. Municipal Hazardous Material Collection events;
 5. Increased Community fire Safety Officer training and activities;
 6. Hall upgrades to oil tanks, furnace, chimney and ventilation;
 7. Small Drinking Water filter system.
- vi. To provide additional educational opportunities for both staff and Council;
- vii. To avoid incurring debt;
- viii. To keep up with inflation;
- ix. To plan for the future:
1. Continually adding to reserves for equipment replacement;
 2. Road, disposal site and infrastructure maintenance;
 3. Succession planning, on-the-job training;
 4. Recycling program.
- h. Floor opened for comments/questions?
- i. Letter from Todd Dowser – just for information, but I can speak to it – I actually calculated how much our taxes have gone up over the past years – just municipal our have gone up 99.9% over the last 5 years. This means that either other sources of revenue have been reduced – or council expenditures have

been increased – or a combination of the two. Do we really need the dump hours in the winter – should we be going to by-weekly garbage collection? At the meeting on Friday Council approved \$3,500 for a recycle container – is it needed – I think these questions need to be asked.

- j. Bill Croshaw – We have the lowest taxes in the County. There's a reason for that – we have no water and sewage – fire, that's why, listening here this afternoon, kitchen improved, hall expansion, wage increases – that's a pile of damn money coming and that means tax increases – if you have to deal with wages, this other stuff shouldn't happen.
- k. Bob Seguin – what I've noticed over the past years there should be less garbage, maybe once every two or three weeks.
- l. Reeve Stewart – we do have reductions in garbage – to address Mr. Dowser – the recycling box is open to be used when the sites are closed. It's always full. There is a need.
- m. Todd Dowser – if it's not there it won't be filled.
- n. Councillor Foote – we have a freezer to store our recycling in.
- o. Clerk – Our recycler only comes to Stonecliffe. Bill uses that bin to store the materials collected weekly from Bissett and Deux Rivieres.
- p. Chris Dowser– why is it full? Shouldn't it be emptied?
- q. Clerk – because our program is running well – and we would have to pay more to the contractor to make more frequent trips.
- r. Councillor Foote – I've compared my personal expenditures vs. tax rate increase from municipality – discretionary spending – this is how much the increase will be realized; if its 2% I'm all for it. If not then I don't know.
- s. Clayton McKechnie – MPAC – do they decide what our mill rate is? (No, they assess the value of the house.)

- t. Councillor Foote – yes – I thought we found a loophole – but you can't raise one class and not the other. Related to each other proportionately.
- u. Clayton McKechnie – could be give a company a big tax rate and have them build a factory here and employ us all and then we won't be all unemployed.
- v. Councillor Gibson – one thing to remember we will all soon be getting MPACs new assessment – 4 year rolling average – always behind and not ahead. If significant – will be prorated to increase each year by a certain amount. Assessment will increase by the next 4 years. The other thing – if people have questions about their assessment we can arrange for someone from MPAC to come up and explain the process. How MPAC arrives at the value of their property. HCM is unique – fluctuations in types of properties. Assessments all over the place – you can have MPAC review your property.
- w. Clerk – addition to Councillor Gibson, if they determine a decrease in the assessed value those changes will be implemented immediately.
- x. Councillor Foote – I was speaking with Mr. Seguin – waterfront – does hydro pay us for flood plain?
- y. Clerk – no
- z. Councillor Gibson – explained OPG right of way; can apply to a lease – sole right to use of the property
- aa. Neville Chamberlain - \$2 and they don't even bill you anymore, but taxed on river frontage.

Reeve Stewart - Moving on

7. Post Office Boxes in Deux Rivieres – summary read by Reeve Stewart

- a. From Mr. Geoff Clouthier, Canada Post
 - i. ...Finally our last and most reasonable option was to keep things the way there are now. We will be installing three modules for delivery with each module having two parcel compartments to sustain the parcel deliveries.
 - ii. Further to this through our investigation since this started in August there has been only 2 items sent to Deux Rivieres which required signature so the impact is very minimal.
 - iii. I would like to notify you that it is our intention to go with option three and continue the way we are going. I would like to point out several benefits to this service. Now that the POC for Deux Rivieres are delivered by a RSMC any parcel items that requires a signature and the house receiving delivery is within half a km from the hwy or line of travel these items will have door to door delivery.
 - iv. To further explain this: any item requiring a signature or the collection of monies will have a to the door delivery attempt. This is a new service that comes with RSMC delivery. I understand this does not alleviate all the concerns but it does mean that Deux Rivieres retains its personalized postal code as KOJ1R0. Further to this the new delivery point will be replaced without new Community Mail Boxes that has outgoing mail and parcel pick up availability.
- b. Floor opened for comments/questions? No comments.
- c. Bob Seguin - Can you not waive the signature? (Yes.)

8. Procedure By-Law Change and Meeting times – Summary given by Reeve Stewart

- a. Councillor Grills has suggested amended the dates for Council meetings to be changed from the first and third Friday afternoon

to alternate times to alleviate working late the Friday of long weekends and changing meeting days due to Statutory Holidays.

- b. Any and all suggestions will be considered.
- c. Floor opened to comments/suggestions?
- d. Councillor Grills – this was suggested for a personal reason – if I want to get away on a long weekend, I can't get away early most of the long weekends happen on the first of each month. Summer difficult, busiest time, long weekends. Wanted to get an idea from the public simply changing to the second to the fourth. Would it be better to switch to Thursday evening so more residents could attend. Wanted feedback.
- e. Reeve Stewart – have looked at changing before - in evenings in winter – dangerous driving conditions – summer is improved driving conditions. Open to suggestions.
- f. Bob Seguin – take a look around, $\frac{3}{4}$ of the people don't work – shouldn't matter. How would that affect expenses?
- g. Councillor Foote – It wouldn't.
- h. Councillor Grills – staff would shift hours for those times.
- i. Bob Seguin – can see not having to work the Friday or Monday of the long weekend.
- j. Councillor Grills thanks for the calendar – the first and 3rd – 5 long weekends – only on the second and 4th – only 2.
- k. Clayton McKechnie – it's pretty simply, change it. Nothings written in stone.
- l. Clerk – explained process of change – need for resolution each time plus posting of notices etc. vs. public meeting and one time change for the by-law change.

- m. David Balla-Boudreau – during the election information day, a resident asked if some meetings could be in evening, she would like to attend, if you chose to put it on Thursday night – try it for a year... then change it back
- n. Chris Dowser – could council not put an amendment so that you can just have the meetings when you wanted.
- o. Reeve Stewart – legally under the Municipal Act we have to have a set date and time – have a method to change but we need to do this by law.
- p. Councillor Gibson – things outside of our control – this is one right here – biggest is notice to council meetings – staff does a lot of work to prepare for the meetings – sometimes staff has not had the time, other things come into play, sometimes meetings are cancelled. – Placing notice on bulletin boards – out of our control. I would not change from 1st and 3rd but publish an annual calendar – sometimes use of hall affects meeting dates and times. Need to change event or council meeting. Would be easy but we need to go through these hoops, on a long weekend no one has to be restrained because your staff, or a member of public. Recommendation a by-law allowing us to publish a calendar for the year. In 2013 with the move to the 2nd and 4th Friday's there are three instances where the use of the hall influences the use of meetings in this room. Staff does an excellent job on keeping up to date.
- q. Reeve Stewart – public meetings – is this a good process? Are you satisfied with what is occurring today? Should we schedule quarterly, or on an as needed basis.
- r. Clayton McKechnie – as needed basis. Today has been enlightening, enjoyed it, everyone has been cordial as it should be always. More so that people can say what they want to say. And get constructive feedback.
- s. Bob Seguin – there was a request for a deputation that was ignored – can we speak after council meetings?

- t. Councillor Gibson – there are procedures to follow – you can do it. When the meeting ends, can we ask questions? Yes, I'll be happy to stay and speak.
- u. Reeve Stewart - misunderstood – when debating, cannot ask questions after the meeting sure. the– Q&A is for staff and council
- v. Councillor Reid – you can always pick up the phone and call us.
- w. Bob Sequin – after the meeting – if we want to ask questions, can we?
- x. Heather McKechnie – There is notice and proper format, I used it. I sent my email well in advance and I did not get my opportunity to speak yesterday; we had to rush back today. I sent it to Melinda, she was away so I sent it to Noella in time but I didn't get my deputation.
- y. Clerk – didn't get a request for a deputation. The letter received was correspondence.
- z. Reeve Stewart – it's not that hard to get in touch with us. Call the office. Small community you know how to get in touch with at least one person. When this comes up, can you let me know? Put it in a letter.
- aa. Councillor Foote – if you notify us we can put it on the agenda.
- bb. Councillor Grills – phone number and email address on the website – feel free to use it.
- cc. Councillor Gibson – if your calling me make sure you get the right Jim Gibson.

9. Issues Raised during Previous Discussions

- a. none

10. Open Session for all other topics

- a. Bob Seguin – Your CBO, is he full time?
 - i. Reeve Stewart – no not warranted.
 - ii. Councillor Foote – you can always call him in Deep River
 - iii. Bob Seguin – I have all his numbers.

- b. Councillor Gibson – want to thank everybody for coming out today, comments and opinions and questions have been very valuable for me as a councillor.

- c. Clayton McKechnie – Yesterday the OPP confirmed that section 5 of the Provincial Services Act lays out or mandates what my speech was a year ago. It was proved yesterday by the OPP and I'm happy that this council made the right decision to keep the Jaws of Life.
 - i. Councillor Gibson – that is not correct; the OPP stated that it is up to the municipality to decide whether to provide that service
 - ii. Clayton McKechnie – Like I said, I stand to be corrected, if I'm wrong you can contact the OPP and advise me.
 - iii. Councillor Grills/Clerk – that is not correct.

- d. Councillor Grills – invitation to the Remembrance Day service and free lunch

- e. Councillor Gibson – Gayle Watters' brother has passed away, does anyone have details?

11. Thank you and adjournment – Reeve Stewart.