# Committee of the Whole

# Agenda

August 13, 2026

Following Council

Council Chambers - Grey County Administration Building

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Pages

1. **Call to Order**
2. **Declaration of Interest**
3. **Business Arising from Minutes**
4. **Delegations**
5. **Determination of Items Requiring Separate Discussion**
6. **Consent Agenda**

**That the following Consent Agenda items be received; and**

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

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

6.a Municipality of Wawa Resolution – Request for Equitable Provincial Funding for Traffic Calming and Speed Mitigation Initiatives — 6

**That the correspondence from the Municipality of Wawa regarding Traffic Calming and Speeding Mitigation, be supported by the County of Grey.**

6.b HRR-CW-09-26 Results of Collective Bargaining - County of Grey and CUPE Local 1530 Transportation Services — 8

**That Report HRR-CW-09-26 regarding the results of Collective Bargaining between County of Grey and CUPE Local 1530 Transportation Services be received; and**
**That County Council ratify and approve the recommendations of the bargaining team between County of Grey and CUPE Local 1530 to bind the new Collective Agreements; and**
**That the Warden and Clerk be authorized to sign and bind the new Collective Agreements as ratified; and**
**That County Council authorizes staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes.**

6.c FR-CW-18-26 Q2 2026 Quarterly Purchasing Report 42

**That Report FR-CW-18-26 regarding the quarterly purchasing report for Quarter 2 of 2026 be received for information.**

6.d PDR-CW-36-26 Minor Exemption - Isaac B Bauman 46

**That report PDR-CW-36-26 be received; and**
**That the application for minor exemption under the County's Forest Management By-law for 734626 West Back Line, geographic Township of Artemesia, Municipality of Grey Highlands, be approved.**

6.e PDR-CW-30-26 Grey County Participation in the 30-by-30 Target 51

**That report PDR-CW-30-26 be received; and**
**That Grey County endorses moving forward with the County's participation in the 30-by-30 target, subject to the necessary assessments being completed by Ontario Nature on Grey County-owned forests; and**
**That the County sign the required consent letter attached as Appendix A to this report; and**
**That staff be authorized to proceed prior to County Council approval as per Section 26.6(b) of Procedural By-law 5134-22.**

6.f TR-CW-29-26 Off Road Vehicles on County Roads 58

**That report TR-CW-29-26 be received; and**
**That a by-law be brought forward for Council's consideration to amend Schedule "A" of By-law 4945-16, being the By-law to Permit Off-Road Vehicles on Certain Roadways under the Jurisdiction of the County of Grey by amending the portions of Grey Road 10 and Grey Road 28 where off-road vehicles are not permitted:**

- **Grey Road 10 from the south limit of Grey County to Knappville Road**
- **Grey Road 10 from 7th Ave in Hanover to the north limit of Grey County**
- **Grey Road 28 from the intersection of Concession 2 NDR & 5th Sideroad NDR to Bruce Road 10/7th Ave Hanover**

6.g Correspondence from the Provincial Conservation Agency - Transition Committee for Regional Conservation Authority Implementation 62

**That the correspondence from the Provincial Conservation Agency regarding Transition Committee appointments for regional conservation authority implementation, be received for information.**

## 7. Items For Direction and Discussion

7.a Community Services Committee minutes dated August 6, 2026 66

**That the Community Services Committee minutes dated August 6, 2026 be adopted as presented; and**

**That the following resolutions contained therein, be endorsed:**

**i. That report CSR-CS-10-26 regarding Community Services Systems, Planning & Compliance Analyst position be received; and**

**That the creation of a full-time Community Services Systems, Planning & Compliance Analyst position be approved; and**

**That the creation of the position occur prior to County Council approval in accordance with Section 26.6 (b) of Procedural Bylaw 5134-22, to be funded from existing provincial funds.**

**ii. That report CSR-CS-18-26 pertaining to Canada-Ontario Community Housing Initiative and Ontario Priorities Housing Initiative investment plans be received; and**

**That Canada Ontario Community Housing Initiative and Ontario Priorities Housing Initiative Investment Plan 2026-27 be endorsed for annual program delivery.**

**iii. That report CSR-CS-19-26 regarding the Garafraxa Non-Profit Homes Emergency Repairs Funding Request be received; and**

**That an unbudgeted amount of $125,000 be provided to Garafraxa Non-Profit Homes Inc.; and**

**That the unbudgeted expenditure be funded by $75,000 from the Non-Profit General Reserve and $50,000 from Canada Ontario Community Housing Initiative (COCHI); and**

**That action be taken prior to Council approval, as per Section 26.6 (b) of the Procedural By-law.**



**That the 2027 Response Time Performance Plan, as outlined in the report PSR-CW-04-26, be approved and submitted to the Ministry of Health.**



**That Report PSR-CW-06-26 regarding the Medical Priority Dispatch System be received for information.**



**That Report PSR-CW-05-26 regarding the 2025 Land Ambulance Service Review results be received for information.**



**That Report PDR-CW-34-26 be received; and**
**That the land exchange between the County and the Township of Southgate, for nominal consideration, for the following lands abutting the CP Rail Trail in Dundalk be approved, to align with the Township of Southgate's long-term plans for the section of**

**Dundalk:**
**The County Lands - described as Part of Lot 229 Concession 2 Southwest of the Toronto and Sydenham Road being Part 1 in the attached draft reference plan, to be transferred to Southgate;**

- **The Township Lands - described as Part of Lot 229 Concession 2 Southwest of the Toronto and Sydenham Road being Parts 12 and 13 in the attached draft reference plan, to be transferred to the County; and**

**That the County waive the requirement for a by-law to execute the land transfer agreement as set out in the County's Sale of Land Procedure G-GEN-003-001 and Acquisition of Land Procedure G-GEN-003-002, and any successor thereto; and**
**That the Warden and Clerk be authorized to execute the land exchange agreement once finalized; and**
**That staff be directed to incorporate language into the land exchange agreement to address the cost sharing arrangements between the County and Southgate that were previously outlined in the Cost Sharing Agreement dated October 6, 2021, to the extent required based on the new long-term plans for this area of Dundalk; and**
**That staff be directed to release various parcels of land from the Cost Sharing Agreement, registered in the Land Registry Office of Grey (No.16) as Instrument GY215030, as deemed necessary to effect the long-term plans for this area of Dundalk, as deemed appropriate through consultation with the Director of Planning, CAO/Deputy CAO and County Solicitor; and**
**That staff be authorized to carry out the above prior to County Council approval as per Section 26.6(b) of Procedural By-law 5134-22.**

7.f PDR-CW-28-26 Considering an Upper-Tier Community Improvement Plan for Grey County 91

**That Report PDR-CW-28-26 regarding pursuit of an Upper-tier Community Improvement Plan (CIP) for Grey County, be received; and,**
**That the Committee of the Whole hereby direct staff to add the County CIP as a project within the 10-year capital budget (2027 – 2036) for the Planning department and to include it within the Development Charges Background study.**

7.g FR-CW-19-26 Heath Care Funding Request 2027 Budget 96

**That report FR-CW-19-26 Health Care Funding Requests – 2027 Budget be received; and**
**That staff be directed to maintain the budgeted $200,000 transfer to the Health Care Initiatives Reserve for the 2027 budget and 2028 projected budgets; and**
**That staff be directed to include Saugeen Hospice Inc. request of $175,000 to be included for consideration in the 2027-2031 budgets of $35,000 per year to be funded from the Health Care Funding Reserve.**

7.h LSR-CW-01-26 Updated Land Acquisition and Disposition Policy

**That Report LSR-CW-01-26 regarding the updated Land Acquisition and Disposition Policy be received; and**
**That the updated Land Acquisition and Disposition Policy be approved as presented; and**
**That G-GEN-003 Sale and Acquisition of Land Policy, G-GEN-003-001 Sale of Land Procedure, and G-GEN-003-002 Acquisition of Land Procedure be rescinded.**

8. Closed Meeting Matters

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

i. labour relations or employee negotiations (OPSEU Grey Gables and Lee Manor)

ii. a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board (land sale and acquisition negotiations)

9. Other Business

10. Notice of Motion

11. Adjournment

**The Corporation of the Municipality of Wawa**

**REGULAR COUNCIL MEETING**

# RESOLUTION

**Tuesday, July 14, 2026**

| | |
|---|---|
| **Resolution # RC26144** | **Meeting Order: 6** |
| **Moved by:** | **Seconded by:** |

**WHEREAS** the Council of the Municipality of Wawa recognizes that excessive speeding and unsafe driving behaviours continue to pose significant risks to public safety in municipalities across Ontario, including rural and northern communities;

**AND WHEREAS** protecting pedestrians, cyclists, school-aged children, seniors, and all road users is a priority for municipalities and requires effective traffic calming and speed mitigation measures;

**AND WHEREAS** the Province of Ontario has demonstrated its commitment to improving road safety by providing funding opportunities to municipalities utilizing Automated Speed Enforcement (ASE) and other photo radar initiatives;

**AND WHEREAS** many small, rural, northern and remote municipalities do not have the population base, financial capacity, or legislative authority to implement Automated Speed Enforcement programs, yet continue to experience speeding and road safety concerns requiring effective mitigation;

**AND WHEREAS** equitable provincial funding should be made available to all municipalities to support alternative traffic calming and speed mitigation measures appropriate to local circumstances, including but not limited to roadway design improvements, traffic calming infrastructure, enhanced signage, speed feedback devices, pedestrian safety improvements, and other proven traffic safety initiatives;

**AND WHEREAS** the North Grenville, Merrickville-Wolford Village OPP Detachment Board has requested municipalities across Ontario support advocacy to the Province of Ontario for expanded funding opportunities applicable to all municipalities.

Page 2…

The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

# RESOLUTION

**NOW THEREFORE BE IT RESOLVED THAT** the Council of the Corporation of the Municipality of Wawa endorses and supports the resolution of the North Grenville, Merrickville-Wolford Village OPP Detachment Board requesting that the Province of Ontario expand its financial commitment for traffic calming and speeding mitigation initiatives to include all municipalities across Ontario, regardless of whether they utilize Automated Speed Enforcement or photo radar programs;

**AND FURTHER THAT** the Province establish a dedicated, province-wide funding program to assist municipalities in implementing locally appropriate traffic calming and road safety measures that improve public safety;

**AND FURTHER THAT** a copy of this resolution be forwarded to:

- The Honourable Doug Ford, Premier of Ontario;
- The Honourable Prabmeet Sarkaria, Minister of Transportation;
- The Honourable Peter Bethlenfalvy, Minister of Finance;
- Michael Mantha, MPP, Algoma–Manitoulin;
- The Association of Municipalities of Ontario (AMO);
- The Rural Ontario Municipal Association (ROMA);
- The North Grenville, Merrickville-Wolford Village OPP Detachment Board;
- All Ontario OPP Detachment Boards and Police Service Boards; and
- All Ontario municipalities.

| RESOLUTION RESULT | RECORDED VOTE | | |
|---|---|---|---|
| ☑ CARRIED | MAYOR AND COUNCIL | YES | NO |
| ☐ DEFEATED | Mitch Hatfield | | |
| ☐ TABLED | Cathy Cannon | | |
| ☐ RECORDED VOTE (SEE RIGHT) | Melanie Pilon | | |
| ☐ PECUNIARY INTEREST DECLARED | Jim Hoffmann | | |
| ☐ WITHDRAWN | Joseph Opato | | |

**Disclosure of Pecuniary Interest and the general nature thereof.**

☐ Disclosed the pecuniary interest and general name thereof and abstained from the discussion, vote and influence.

Clerk:______________________________

| MAYOR – MELANIE PILON | CLERK – MAURY O'NEILL |
|---|---|
| M. Pilon | Maury O'Neill |

This document is available in alternate formats.

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | HRR-CW-09-26 |
| **Title**: | Results of Collective Bargaining between County of Grey and CUPE Local 1530 Transportation Services |
| **Prepared by**: | Jennifer Moreau, Director Human Resources |
| **Reviewed by**: | Randy Scherzer, CAO and Niall Lobley, Deputy Chief Administrative Officer |
| **Lower Tier(s) Affected**: | |

# Recommendation

1. **That Report HRR-CW-09-26 regarding the results of Collective Bargaining between County of Grey and CUPE Local 1530 Transportation Services be received; and**
2. **That County Council ratify and approve the recommendations of the bargaining team between County of Grey and CUPE Local 1530 to bind the new Collective Agreements; and**
3. **That the Warden and Clerk be authorized to sign and bind the new Collective Agreements as ratified; and**
4. **That County Council authorizes staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes.**

# Executive Summary

The Corporation of the County of Grey has reached a tentative Memorandum of Settlement (MOS) with the Canadian Union of Public Employees (CUPE), Local 1530, representing Transportation Services employees. The Memorandum reflects a full and final settlement of all outstanding collective bargaining matters between the parties.

The purpose of this report is to seek Council approval of the Memorandum of Settlement. The financial and non-monetary terms of the settlement are consistent with the bargaining mandate and expanded upset limit previously approved by Council.

Upon approval by Council and successful ratification by both parties, the Memorandum of Settlement will form the basis of a renewed collective agreement for the period June 1, 2025, to May 31, 2028.

# Background and Discussion

The collective agreement between the Corporation of the County of Grey and CUPE Local 1530 Transportation Services expired on May 31, 2025. Negotiations commenced in August 2025 and continued through 2025 and 2026. During this period, the parties met on multiple occasions and engaged in extensive discussions respecting both monetary and non-monetary issues.

Transportation Services employees are responsible for the year-round maintenance and operation of Grey County roads and infrastructure. Recruitment and retention of qualified employees have remained a challenge across the transportation sector as municipal employers continue to experience increased competition for skilled operators, mechanics, and technical staff. Council previously approved an expanded bargaining mandate recognizing these labour market pressures and the need to maintain competitive compensation levels.

The negotiated outcome reflects the financial parameters established by Council through the original and expanded bargaining mandates and supports the County's objective of maintaining a stable, skilled, and engaged workforce within Transportation Services.

Overall, the Memorandum of Settlement achieves a balanced agreement that supports employees through competitive compensation, enhanced benefits and modernized workplace provisions while maintaining fiscal responsibility and ensuring continuity of service delivery for residents of Grey County. The three-year term provides stability and predictability for both the County and employees while assisting the department in responding to any recruitment challenges.

Through the bargaining process, the parties reached a tentative Memorandum of Settlement on July 16, 2026, representing full and final resolution of all outstanding bargaining matters. The settlement establishes a three-year agreement term from June 1, 2025, to May 31, 2028, and incorporates both previously agreed items and newly negotiated amendments.

Key elements of the negotiated settlement include:

**Wage Adjustments**

The agreement includes targeted market adjustments and general wage increases designed to improve Grey County's competitive position within the municipal transportation sector. The settlement provides market adjustments effective June 1, 2025, and June 1, 2027, for most classifications, together with general wage increases of 3.5% in each year of the agreement. These adjustments support recruitment and retention efforts while remaining within Council's approved bargaining mandate.

**Benefit Enhancements**

The parties agreed to several improvements to employee benefits, including enhanced coverage for vision care, chiropractic services, orthodontics, hearing aids and mental health supports. These enhancements reflect evolving employee wellness needs and assist in maintaining a competitive benefits package.

**Vacation and Work-Life Improvements**

The settlement establishes an advanced vacation entitlement model effective the first full month after the date of ratification. This approach gives employees more flexibility in planning time away from work and brings Transportation Services in line with modern vacation administration practices.

**Operational and Workforce Planning Enhancements**

The parties modernized several provisions respecting seasonal employees, temporary vacancies, job postings, layoff and recall procedures, call-out provisions, apprenticeship opportunities, and scheduling practices related to seasonal change over. These changes provide greater clarity and support the efficient administration of the collective agreement while maintaining employee protections.

**Modernization and Housekeeping Updates**

Housekeeping and language modernization changes were negotiated throughout the agreement, including gender-neutral language, updated definitions, modernized grievance and arbitration provisions, clearer seniority and posting processes, and alignment with current legislative requirements and workplace practices.

# Legislated Requirements

Labour Relations Act, 1995

# Financial and Resource Implications

The financial impacts associated with this settlement are consistent with the upset limit previously approved by County Council. Staff sought authority to negotiate market adjustments, general wage increases, benefit enhancements, and improvements to premiums and allowances in recognition of changing labour market conditions within the transportation sector. The three-year term provides stability and predictability for both the County and employees.

The impact in 2026 will be a budget shortfall of $310,900 for salaries and wages. This deficit will be funded at year end through the annual surplus deficit report. If there is not sufficient surplus available at year end the deficit will need to be funded by reserve.

The 2027/2028 impacts will be incorporated into the County's financial planning and future budget projections.

Year One costs, June 2025 – May 2026: $359,100

Year Two costs, June 2026 – May 2027: $215,718

Year Three costs, June 2027 – May 2028: $335,600

# Relevant Consultation

☒ Internal (list)

- Pat Hoy, Director of Transportation Services
- Geraldine Cole, Labour Relations Manager
- Garrett Reed, Interim Deputy Treasurer
- Katherine Dabrowa, Financial Analyst
- Shaun Anthony, Operations Manager, Transportation Services

# Appendices and Attachments

- Memorandum of Settlement July 16, 2026 and Agreed to Items August 19, 20, May 21 and July 16

# MEMORANDUM OF SETTLEMENT

BETWEEN:

**THE CORPORATION OF THE COUNTY OF GREY**

**(hereinafter referred to as "the Employer")**

**- and -**

**CANADIAN UNION OF PUBLIC EMPLOYEES, AND ITS LOCAL 1530**

**(hereinafter referred to as "the Union")**

WHEREAS the parties have met to negotiate a renewal collective agreement which replaces the collective agreement that expired May 31, 2025;

AND WHEREAS the parties wish to resolve all of the outstanding issues between the parties;

NOW THEREFORE the parties agree as follows:

1. The undersigned representatives of the parties hereby agree to unanimously recommend the following settlement of a renewal collective agreement to their respective principals for ratification.

2. The agreed items shall be those items as attached hereto as the Agreed to Items #1 – August 19, 2025; Agreed to Items #2 – August 20; Agreed to Items #3 – May 21, 2026 and Agreed to Items #4 – July 16, 2026 (the "Agreed Items").

3. All other terms and conditions of the previous collective agreement which expired May 31, 2025 ("Expired Collective Agreement"), shall remain, save and except as amended, deleted from or added to by virtue of this Memorandum of Agreement and the Agreed Items.

4. Any proposals not specifically referenced in this Memorandum of Agreement and Agreed to Items hereto shall be deemed withdrawn/abandoned.

5. The New Collective Agreement, including all of its terms, unless otherwise expressly provided for herein, shall come into effect the date this Memorandum of Agreement is ratified by both parties' respective principals ("Date of Ratification"). All adjustments to compensation are prospective in nature and shall become effective from the Date of Ratification unless otherwise expressly provided for herein and shall be implemented within thirty (30) days. However, all benefit adjustments will become effective on the first day of the month following the Date of Ratification, unless otherwise expressly provided for herein. Retroactive general wage adjustments shall be applicable to all previous compensation (retroactive from June 1, 2025). Current employees and former employees who were employed in the period from June 1, 2025, onwards will be paid retroactively, in accordance with Article 28.01 of the Collective Agreement, except that payment will be made within ninety (90) days of ratification by both parties.

6. The term of the New Collective Agreement will be from June 1, 2025 to May 31, 2028.

7. Any errors or omissions shall be mutually resolved by the parties acting reasonably with a desire to effect a final and binding collective agreement.

8. Final acceptance of the Memorandum of Settlement is subject to a majority vote in the affirmative by the membership of the Union and the elected Council of the County of Grey.

**Signed in the City of Owen Sound this 16th day of July, 2026:**

| **FOR THE EMPLOYER:** | **FOR THE UNION:** |
|---|---|
| ______________________ | ______________________ |
| ______________________ | ______________________ |
| ______________________ | ______________________ |
| ______________________ | ______________________ |

**County of Grey and CUPE Local 1530**
**Agreed To Document #1**
**August 19, 2025**

The parties agree to the following changes to the Collective Agreement between the the Corporation of the County of Grey and CUPE, Local 1530:

## HOUSEKEEPING ITEMS

- Correction to spelling, grammar, and punctuation
- Amendments to ensure that all language throughout the document is gender-neutral.

## ARTICLE 6 ~~- RELATIONSHIP~~ NO DISCRIMINATION AND HARASSMENT

6.01 The Corporation agrees that there will be no discrimination, interference, restraint, ~~or~~ coercion **or intimidation** exercised or practised by the Corporation, or by any of its representatives **against any employee with respect to terms or conditions of employment by reason of membership or lawful activity in the Union.** ~~with respect to an employee because of membership in or connection with the Union, and that membership in the Union will not be discouraged.~~

**There shall be no discrimination, harassment, or violence in the workplace on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability, or any other ground prohibited under the Ontario Human Rights Code, the Occupational Health and Safety Act, or any other applicable legislation.**

**The Employer agrees to maintain a work environment free from all forms of harassment, including sexual harassment, workplace harassment, and workplace violence, as defined under the Occupational Health and Safety Act. The Employer shall take every reasonable precaution to protect workers from such conduct, and shall investigate all complaints in accordance with its obligations under the law.**

**No employee shall be penalized, disciplined, or discharged for exercising their rights under this Article or any related legislation.**

8.02 A negotiating committee may be appointed and consist of not less than four members of the union who are employees of the Bargaining Unit and no greater than a number equal to the Employer's representatives. ~~The Union will advise the Employer of the nominees to the Committee.~~ **The Union and the Employer shall each advise the other party of their respective nominees to the Committee.**

11.04 ~~The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chairman shall be the decision of the Board. The decision of the Board of Arbitration shall be final and binding and enforceable on all parties, but in no event shall the Board of Arbitration have the power to change this Agreement or to alter, modify or amend any of it provisions. However, the Board shall have the power to dispose of any discharge, suspension, or discipline grievance by an arrangement which in its opinion it deems just and equitable.~~ **The decision of the arbitrator shall be final and binding upon the parties and enforceable in accordance with the applicable legislation. The arbitrator shall not have the authority to add to, delete from, modify or otherwise amend any part of this Collective Agreement. However, the arbitrator shall have the authority to provide an appropriate remedy in cases of discharge, suspension, or discipline, including reinstatement or compensation, if deemed just and equitable.**

11.05 Each party shall pay:

~~a) the fees and expenses of the arbitrator it appoints;~~

~~b)~~ one-half (1/2) the fees and expenses of the ~~Chairman~~ **Arbitrator.**

~~11.09 If both parties agree, the Union or the County may make application for the appointment of a single Arbitrator pursuant to the Ontario Labour Relations Act as an alternative to the above provisions.~~

14.09 Employee training will be offered by the Corporation, based on skill, ability, interest, availability and requirements of the Department. **Employees are encouraged to express interest in training opportunities, to be paid for by the Corporation, that align with departmental requirements, availability, and budget.**

14.10 <u>Bargaining Unit Members Replacing Supervisors</u>

The Parties recognize it is within the rights of the Corporation to assign bargaining unit members to supervise construction, the brushing crew, or to replace an Area Supervisor or Lead Hand as per Article 21.05. An employee assigned to supervise construction or the brushing crew, as determined by the awarded postings, shall receive the Lead Hand Wage rate. ~~Furthermore, Article 29.01; An employee who is assigned as a temporary non-union supervisor may not be required to be recognized as an Officer of the Union under the terms of this Agreement, for the duration of such temporary assignment.~~

The Parties hereto agree, the Labour Management Committee is an appropriate avenue to discuss concerns dealing with members of CUPE Local 1530 replacing construction supervisors, Lead Hands, or Area Supervisor of the Corporation.

No member of the union will be assigned to a position outside of the bargaining unit without his/her consent.

16.01 a) Subject to 16.01 b), the regular hours of work shall be 7:00 a.m. to 5:30 p.m. with one-half hour lunch, Monday to Thursday. The Construction **Inspectors and Lead Hand Construction Inspector** employees' regular hours of work will be as determined by the employer with a guaranteed ½ hour lunch

18.02 Length of continuous service on June ~~30th~~ **1st** in the vacation year will be the essence of qualification for paid vacation.

24.01 The Corporation will provide four (4) bulletin boards in areas mutually agreed upon for the purpose of posting notice regarding meetings and other matters restricted to Union activity. Before posting, such notices must be signed by a Steward of the Local Union.

**Electronic email will be utilized to convey Union related matters as they arise and as needed.**

31.03 Loss of Seniority

A seasonal employee shall not lose seniority rights if they are absent from work because of sickness, accident, layoff or leave of absence approved by the Employer.

A seasonal employee shall only lose seniority and shall be deemed to have been terminated for the following reasons:

(a) ~~he/she~~ is discharged for just cause and is not reinstated;

(b) ~~he/she~~ resigns;

(c) ~~he/she~~ fails to return to work within seven (7) calendar days following a layoff and after being notified by ~~registered mail~~ **courier and email** to do so, unless through sickness or other just cause;

(d) ~~he/she~~ is laid off for a period longer than twelve (12) months;

(e) ~~he/she~~ is absent from work without permission for three (3) consecutive working days **without having notified the Employer,** unless a reason acceptable to the Employer is given.

**Signed electronically this 19th day of August, 2025.**

**For the Employer:**

**For the Union:**

**County of Grey and CUPE Local 1530**
**Agreed To Document #2**
**August 20, 2025**

The parties agree to the following changes to the Collective Agreement between the the Corporation of the County of Grey and CUPE, Local 1530:

11.01 ~~When~~ **Where** either party requests that a grievance, which has been properly carried through all applicable steps of the grievance procedure, be ~~submitted~~ **referred** to arbitration, ~~the~~ **such** request shall be made ~~by registered mail,~~ ~~addressed~~ **in writing** to the other party. ~~of the Agreement indicating the name of its nominee on an Arbitration Board. The two arbitrators shall then select an impartial Chairman.~~ **The notice shall include the names of three arbitrators the party proposes to act as arbitrator.**

11.03 The ~~Arbitration Board~~ **Arbitrator** may determine ~~its~~ **their** own procedure but shall give full opportunity to all parties to present evidence and make representation to ~~it~~ **them**. ~~It~~ **They** shall hear and determine the difference or allegation and render a decision within a reasonable time.

13.06 ~~Once seniority has been acquired it will be lost~~ **An employee's seniority rights shall cease to exist** and the employee shall be deemed to have been terminated, ~~for the following reasons~~ **if an employee:**

a) **voluntarily** ~~resignation~~ **resigns from employment with the Employer**;

b) **is** discharge**d** for cause unless such discharge is reversed through the Grievance or Arbitration Procedure;

c) **is** ~~lay-off~~ **laid off** for a period longer than eighteen (18) months for permanent employees;

d) ~~failure~~ **fails** to return to work after lay-off within five (5) working days after notification by ~~registered mail;~~ **courier and email;**

e) **is** ~~absence~~ **absent** from work for three (3) **consecutive** working days without **having notified the Employer**, **without an approved** leave of absence **on file, and/or** without a satisfactory explanation for the absence being given to the Employer;

f) **utilizes a Leave of Absence for a purpose(s) other than for what was approved or fails to return to work on the second day following the expiration of an approved Leave of Absence, unless a justifiable reason is given.**

**14.08** The following positions shall be posted as set out in 14.01:

a) Employees to supervise construction **drainage** projects, ~~spot improvement projects~~, ~~base repair projects~~, bridge crew projects, **tree crew.**

~~b)~~ ~~Employees to be Grade Persons on Construction Projects~~.

~~c)~~ ~~Employees to replace Area Foremen or Lead Hands during their absence (holidays, time off, etc.)...~~

**b)** Inspectors for the following contracts:

i) Asphalt Resurfacing

ii) Rout and Seal

iii) Granular Seal

iv) **Capital** Construction Projects

**c)** Bridge crew, tree cutting crew, ~~bridge washing crew~~...

**d)** Employees to be Operators and Winter Road Patrollers weekday nights, weekend days, and nights...shall be assigned in accordance with the provisions of 14.06 above.

**14.XX When a group of five or more members of the bargaining unit are assigned to work as a crew, including but not limited to construction, brushing or any other activities, one member shall be designated as the operator in charge, and shall receive the Lead Hand Wage rate for the actual hours worked as a the member in charge of the crew.**

19.02 Leave of absence without pay and without loss of seniority will be granted employees to attend functions of the Union, such as conventions, conferences, seminars, schools, and workshops, provided that such leave does not exceed a total of fifteen (15) working ~~man~~ days per year and provided **the Union provides the Employer with at least ten (10) working days notice.** The Department Head shall make the final decision as to whether an employee can be reasonably spared from his duties for this purpose. Such permission shall not be unreasonably withheld.

21.07 (f) During any 24 hour period where an on-call employee receives a call and performs work that does not require the employee to physically leave his home, such employee shall receive 3 hours pay at straight time for the call and any subsequent calls that he receives during such 3 hour window. Any subsequent calls that require the Employee to perform additional work will be compensated by paying the employee one (1) hours pay at straight time. It is agreed and understood that where a new 24 hour period commences, the above process will repeat.

**(g) Where an on call employee receives a call, such employee must be fit for duty, and be geographically available to attend at the yard or job site within one (1) hour.**

**Signed electronically this 20th day of August, 2025.**

**For the Employer:**

**For the Union:**

Page **3** of **3**

**County of Grey and CUPE Local 1530**
**Agreed To Document #3**
**May 21, 2026**

The parties agree to the following changes to the Collective Agreement between the Corporation of the County of Grey and CUPE, Local 1530:

**Housekeeping**

1. **Amend references to "working days" in the following articles to "business days"**

   **Article 10 – Grievance Procedure**

   **12.02 – number of days to file a discharge grievance**

   **14.05 – job posting language**

   **21.03 – timelines for job rate**

   **35.01 – timeline for LMC agenda**

2. **Amend all references to numbers to ensure the numerical values only are included (i.e. 2 not two)**

**Add letters before each definition in Article 2.01 and amend as follows:**

> "~~Regular~~ **Full-Time Permanent Employee"** – An employee who is other than a Probationary Employee**, Temporary Employee, Seasonally Employed – Winter or Summer** or a Seasonal Employee.

> **"Seasonal Employee"** – The term Seasonal Employee applies to an employee who is hired by the Employer for a minimum ~~four hundred and eighty~~ ~~(~~480~~)~~ hours summer season and ~~four hundred and eighty~~ ~~(~~480~~)~~ hours winter season. Seasonal employees are expected to be available for both summer and winter employment at time of recall. During winter season ~~(November-April)~~ ~~forty (~~40~~)~~ hours per week are not guaranteed. [Exception: Those who may fill in as a temporary full time.]

> **"Seasonally Employed – Winter or Summer" – A seasonal employee who requests/chooses to only work one season (either the winter season or the summer season) who has fulfilled their probation period of 480 hours worked for that respective season will have probation waved, if recalled, for the following same season but will not be part of the seasonal seniority list.**

**“Back Up Operator” – A Back Up Operator is an individual hired for the winter season who is not guaranteed a set number of hours per week and does not necessarily work on a pre-scheduled or consistent basis. Back Up Operators may be called upon as needed to provide additional workforce support. They are covered by this Collective Agreement, and entitled to the benefits outlined in Article 31.09 in lieu of benefits, but are not entitled to other employee benefits.**

**“Temporary Employee” means an employee hired externally to replace a full-time employee who is on an authorized leave of absence, for the length of the absent employee’s leave, up to a maximum of 18 months, for the purpose of fulfilling the duties of the employee who is absent.**

**An extension of up to an additional 6 months may be considered upon mutual agreement between the parties.**

**A temporary vacancy shall first be posted in accordance with the job posting provisions of this Collective Agreement prior to being filled by a Temporary Employee.**

**Temporary employees shall be advised at the time of their hiring of the their temporary status and estimated duration of their employment. The union shall be advised of the hiring of temporary employees, the estimated duration and projected termination date, as well as who the individual is replacing.**

**Temporary Employees shall pay union dues from the commencement of employment but shall not accrue seniority.**

**Temporary Employees shall be paid in accordance with the wage rate applicable to the classification of the employee they are replacing, as set out in the wage schedule of this Collective Agreement.**

**Temporary Employees are entitled to in-lieu-of-benefits payments as outlined in Article 31.09 and are not entitled to regular employee benefits, with the exception of safety boots, statutory holidays, clothing allowance, and bereavement. Vacation shall be in accordance with the Employment Standards Act.**

**Temporary Employees shall not be used to displace or replace a permanent employee. In the case that a Temporary Employee is offered and accepts a permanent full-time position, the employee shall be credited with the time spent as a Temporary Employee in accruing seniority, and shall have the probationary period of 480 hours waived. The suspension or discharge of a Temporary Employee shall be within the sole discretion of the Employer and cannot be made the subject matter of a grievance, unless the release of the Temporary Employee is for reasons that are discriminatory, arbitrary, in bad faith or for exercising their rights under the collective agreement.**

**"Temporary Vacancy"**

**A Temporary Vacancy is a position available for a limited period due to the absence of the incumbent employee, such as for leave of absence, illness, or other approved reasons.**

- **External Employees Filling a Temporary Vacancy: Employees hired externally to fill a Temporary Vacancy shall be considered Temporary Employees for the duration of the assignment and shall have all rights, protections, and obligations of Temporary Employees under this Collective Agreement.**
- **Internal Employees Filling a Temporary Vacancy: Internal employees, including Full-Time Permanent, Seasonal, and Backup Operator employees, who have applied and have been awarded a Temporary Vacancy shall retain all benefits, entitlements, and protections associated with their current position and shall continue to accrue seniority as applicable to their status. Upon completion of the Temporary Vacancy, internal employees shall return to their original position with no loss of seniority, benefits, or protections.**

11.02 ~~If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a Chairman with ten (10) days of appointment, the appointment shall be made by the Minister of Labour upon request of either party.~~ **Within 10 business days of receiving such notice, the other party shall either agree to one of the proposed arbitrators or propose an alternative. If the parties are unable to agree on the selection of an arbitrator within 10 business days, either party may request the Minister of Labour to appoint an arbitrator.**

13.02 In the exercising of seniority as provided herein, there will be a seniority list for all regular employees. An up-to-date copy of the list shall be sent to the President and Recording Secretary and posted on bulletin boards on June 1st and December 1st of each year.

**If two employees are found to have the same seniority date, the tie shall be broken by a random lottery within 30 days, to be conducted in the presence of a Union representative and the affected employees.**

~~13.04 An employee who is affected by a work shortage will be entitled to claim the job of another employee, subject to the following conditions:~~

~~a) that such other job is held by an employee with less seniority on the seniority list;~~

~~b) that such other job is within the same or a lower occupational classification; and,~~

~~c) that the employee claiming such other job shall have the skill, ability, and suitability as defined in Article 14.06 to perform it without any training period.~~

~~Seasonal employees shall be laid off first followed, if necessary, by other employees in reverse order of seniority.~~

~~13.05 Recalls to work after a lay-off shall be made in order of seniority provided that employees so recalled have the skill, ability, and suitability to perform the work required.~~

~~13.08 In the case of a lay-off which is expected to be of less than thirteen (13) weeks duration, the Employer shall notify employees who are to be laid off five (5) working days before such lay-off is to be effective. If the employee has not had the opportunity to work five (5) full days after notice of lay-off, he shall be paid in lieu of work for that part of five (5) days during which work was not made available.~~

**Renumber Article 13 accordingly.**

**14.01** When a vacancy occurs in any ~~regular~~ **full-time permanent** job or a new **full-time permanent** job becomes available, **or there is a temporary vacancy of 6 months or more,** which includes **seasonal positions or upgrades**, notice of such vacancy shall be posted for ~~ten (~~10~~)~~ ~~working~~ **business** days on bulletin boards in each Patrol Office. **However, for seasonal vacancies or temporary vacancies of less than 6 months, the notice of vacancy will be posted for 7 business days on bulletin boards in each Patrol Office. It is understood and agreed that all applications must be submitted electronically through Dayforce.**

15.01 Definition of a Layoff

a) Where an employee has been advised that ~~his~~ **their** position is being eliminated**,** ~~or~~ will have a permanent reduction in hours, **or there is a shortage of work,** this shall constitute a layoff.

b) In the event of a layoff, employee shall be laid off in accordance with Seniority; Employees shall be recalled in the order of their seniority, providing they are qualified to do the work.

15.02 Layoff Procedure

1) Where an employee has been advised that they will be laid off, the employee may choose to bump another bargaining unit member ~~who has lessor seniority as long as the employee has the required qualifications to perform the job~~ **subject to the following conditions:**

   a) **that such other job is held by an employee with less seniority on the seniority list;**

   b) **that such other job is within the same or a lower occupational classification; and,**

   c) **that the employee claiming such other job shall have the skill, ability, and suitability as defined in Article 14.06 to perform it. However, a short familiarization period, not to exceed 10 worked days, may be provided where reasonable to allow the employee to meet the necessary requirements of the position.**

2) The employee must notify the Employer in writing of their intention to exercise their bumping rights within ~~seven (~~7~~)~~ calendar days of receiving their notification of the reduction of hours or position.

3) Subsequent bumping occurring under the layoff will follow the process established under items 1) and 2).

**4) It is understood that Seasonal and Temporary employees shall be laid off first followed, if necessary, by other employees in reverse order of seniority.**

15.03 Notice of Layoff

**1) In the case of a lay-off which is expected to be of less than 13 weeks duration, the Employer shall notify employees who are to be laid off 5 working days before such lay-off is to be effective. If the employee has not had the opportunity to work 5 full days after notice of lay-off, they shall be paid in lieu of work for that part of 5 days during which work was not made available.**

**2)** In the event of a proposed layoff of ~~regular~~ full-time **permanent** employees **of 13 weeks or more**, the Employer will provide **the employee with** ~~(2) two~~ weeks written notice **and:**

(a) Provide the Union with at least ~~eight (8)~~ weeks' notice prior to implementation. This notice is not in addition to required notice for individual employees.

(b) Provide affected employees with notice in accordance with the Employment Standards Act. The Act will be considered to provide the following additional notice;

- For service greater than ~~two (~~2~~)~~ years – ~~three (~~3~~)~~ weeks' notice
- For service greater than ~~five (~~5~~)~~ years – ~~four (~~4~~)~~ weeks' notice
- For service greater than ~~ten (~~10~~)~~ years – ~~eight (~~8~~)~~ weeks' notice

15.04 **Recall Procedure**

(a) An employee shall have opportunity of recall from a lay-off to an available opening, in order of seniority, **provided the employee has the skill, ability, and qualifications** to perform the work **in accordance with Article 14.06**, and provided such opening is first posted under the job posting procedures, and has not been filled. In determining the ability and qualifications of an employee to perform the work for the purposes of the first sentence above, the Employer shall not act in an arbitrary manner. **A familiarization period of up to 10 worked days may be provided to allow the employee to meet the necessary requirements of the position.**

(b) No new employees shall be hired until all those laid off have been given an opportunity to return to work and have failed to do so, in accordance with the loss of seniority provisions, or have been found unable or unqualified to perform the work available.

(c) It is the responsibility of the employee who has been laid off to notify the Employer of his/her intention to return to work within ~~seven (~~7~~)~~ calendar days after being notified to do so by registered mail, (which notification shall be deemed to have been received on the second date of mailing) and return to work within ~~seven (~~7~~)~~ calendar days after being notified to do so by registered mail, (which notification shall be deemed to have been received on the second date of mailing). the notification shall state the job to which the employee is eligible to be recalled and the date and time at which the employee shall report to work.

**16.02 WINTER MONTHS**
During the winter season (as per Article 2.01 (i)), employees will be required to work in accordance with a pre-determined work schedule drawn up by the Employer which will ensure that regular employees will be excused from call-in at least two (2) weekends in every five (5). Wage rates for winter positions will commence with the implementation of the winter schedule. Furthermore, during this period:

a) Subject to 16.02 b), the regular hours of work shall be 7:00 am to 3:30 pm with one-half hour lunch, Monday to Friday; with the exceptions, when ~~regular~~ operators are called in early to deal with adverse weather conditions (as per weekend call-in schedule in the winter book).

~~Regular~~ **O**perators **scheduled to work the shift described in the paragraph above** shall be available for Call in from Monday to Friday. During this time the operators may be called in to work as required. Regardless of the time the employee is called in, the employer can send the employee home after eight (8) hours worked.

~~Regular~~ **O**perators may be called in at other times to deal with adverse weather conditions (as per weekend call-in schedule in the winter book), and Early Morning patrol (weekdays) and Afternoon shift, in which the hours are:

| | |
|---|---|
| Early Morning Patrol (Night Patrol) | Afternoon Shift |
| Monday to Friday | Monday to Friday |
| 12:00 a.m. — 4.00 a.m. (4 hours) | 3:30 p.m. — 7:30 p.m. (4 hours) |
| 4.00 a.m. — 4:30 a.m. (lunch) | 7:30 p.m. — 8:00 p.m. (lunch) |
| 4:30 a.m. — 8:30 a.m. (4 hours) | 8:00 p.m. — 12:00 a.m. (4 hours) |

A working one-person patrol may be established in each area to carry out road inspection as well as spot plowing and spreading during the following periods, if required. This person will be responsible to call out and supervise all additional plow and sand equipment as well as the regular and temporary staff to operate equipment. The hours of responsibility for Weekend Patrol/Weekday Operator will be as follows:

**Weekend Night Patrol (Early Morning) / Weekday Operator - 8 Hour Shifts**
12:00 am (Midnight Friday) to 8:30 am (Saturday)
12:00 am (Midnight Saturday) to 8:30 am (Sunday)
3:30 pm to 12:00 am (midnight) Monday, Tuesday and Wednesday

**Weekend Day Patrol / Weekday Operator — 8 Hour Shifts**
8:00 am Saturday to 4:30 pm Saturday
8:00 am Sunday to 4:30 pm Sunday
3:30 pm to 12:00 am (midnight) Monday, Tuesday and Wednesday

**Weekend Afternoon Patrol / Weekday Operator — 8 Hour Shifts**
3:30 pm Saturday to midnight Saturday or 12:00 am Sunday
3:30 pm Sunday to midnight Sunday or 12:00 am Monday
3:30 pm to 12:00 am (midnight) Wednesday, Thursday and Friday

A rotating shift schedule for Weekend Operators will be drawn up using full time, seasonal and available new hires, as required, to fill the shifts.

The Mechanic will be paid the sum of ~~thirty-five dollars ($35.00)~~ **$40.00** per day for being on call. (Saturday and Sunday). ~~Increase to $40.00 effective June 1, 2023.~~

Winter Plow/Sander Operators who receive notification to report to work for winter maintenance operations, shall report to their workplace within ~~one (~~1~~)~~ hour after the time of notification.

16.02 b) An employee who is not notified to the contrary and who reports for work at his regular starting time and for whom regular work is not available will receive alternate work or will be paid a minimum of ~~three (~~3~~)~~ hours at his regular hourly rate;

For those ~~Regular~~ **Full-time Permanent and Temporary Full-time** Employees who are scheduled 2 consecutive days off during the week but are called in to work on either one of those two days off, will receive **1.5** ~~time and one-half (1 1/2)~~ an employee's regular **hourly** rate.

c) Overtime at the rate of ~~time and one-half (1 1/2)~~ **1.5** an employees' regular **hourly** rate will be paid for assigned work performed for all work in excess of ~~forty-three (~~43~~)~~ hours per week. ~~Regular~~ **Full-time Permanent and Temporary Full-time** employees who have a regular schedule from Monday to Friday who are called in on a Saturday or Sunday, shall be compensated at **1.5 their regular hourly rate** ~~time and one-half (1/2 )~~.

d) All ~~regular~~ **Full-time Permanent, Temporary Full-time** and seasonal employees scheduled to work ~~forty (~~40~~)~~ hours shall receive, as a minimum, ~~forty (~~40~~)~~ hours at his regular **hourly** rate for each calendar week providing the employee is available for work when called;

e) No ~~regular~~ **Full-time Permanent** employee shall be required to layoff during regular scheduled hours to offset weekend overtime hours.

f) When overtime shifts become available in a patrol, those shifts will be offered in order of seniority at the patrol yard.

g) Employees who are required to work their full shift commencing later than 4:00 p.m., or prior to 7:00 a.m., shall receive premium equal to ~~ten percent (~~10%~~)~~ of their regular hourly rate during those hours.

h) Employees assigned to winter road patrol duties shall be compensated at the rate identified in Schedule A.

20.01 …

Notwithstanding the above, any change of carriers of the County Group Benefit Plan shall ~~not affect the minimum coverage enjoyed by the employees. No change of carrier will be entertained without consultation with the Union.~~ **ensure a) the level of coverage remains equal to or superior to that which was in place prior to the change; and b) the Union has been notified and provided with full disclosure at least 60 days in advance of any proposed change.** …

29.02 In the event that the Lead Hand is required to replace an Area ~~Foreman~~ **Supervisor** for a period of greater than ~~fifteen (~~15~~)~~ consecutive working days, the Lead Hand shall receive **Step 1 of the applicable Non-Union band for the** Area ~~Foreman~~ **Supervisor,** ~~rate pay~~ for such time worked.

No member of the union will be assigned to a position outside of the bargaining unit without his/her consent.

31.02 **Seasonal Employees' Seniority List**

A separate seniority list will be kept for all seasonal employees. The seniority shall accumulate from year to year and is based on length of service from date of hire and ~~those on the seniority list prior to June 1, 2006 will be grandfathered at seniority status as of June 2, 2006. As of September 11, 2015, awarding of permanent postings, seasonal employees have been awarded by~~ accumulated hours worked. ~~Effective with the posting of the seasonal seniority list of May 2021, t~~ **The** seniority list will ~~now also~~ include the hours accumulated since the ~~previously posted seniority list.~~ **date of hire.**

- Seniority hours will accumulate on all hours worked, to a maximum of ~~eighty (~~80~~)~~ hours per pay period.
- The county will use the most recent seniority list when selecting an applicant for a posted position.
- Employees have ~~thirty (~~30~~)~~ days from the date of posting of the seniority list to bring any perceived errors to the attention of their supervisor. After ~~thirty (~~30~~)~~ days, the Seniority list is deemed correct.

Seniority for a new seasonal employee will not commence until after the ~~second (~~2nd~~)~~ season of employment, after a minimum of ~~four hundred and eighty (~~480~~)~~ hours worked in summer season and ~~four hundred and eighty (~~480~~)~~ hours worked in winter season but will include the previous year's entitlement.

- Seasonal employees, who have completed their probationary period and attained seniority, will be called back the following year in order of seniority based on their capability of performing the job at time of employment. Seasonal employees on recall from layoff shall not be required to serve a further probationary period. Such employee will be advised in writing of the anticipated duration of this period of employment.

The seasonal employee seniority list shall be updated and be sent to the President and Recording Secretary and posted on bulletin boards on June 1st and December 1st of each year.

**Employees will move to JR-3 when they reach their first 480 hours. Thereafter, employees will progress through the wage grid at one year intervals until they reach the Job Rate (JR) which will be equal to the full time Operator wage. This will be a 3 year process based on June 1st of each year for determination of anniversary date for movement on the grid.**

31.05 (a) ~~Four (~~ 4 ~~)~~ percent of gross pay will be added to the employees regular pay, in lieu of vacation with pay**, for those employees with less than 5 years of service. 6 percent of gross pay will be added to the employee's regular pay, in lieu of vacation with pay, for those employees with 5 years or more of service.**

**Delete Article 31.12.**

**Schedule A**

4. ~~During the term of this contract, probation employees will move to JR-3 when they reach their 480 hours. If they return for the second year of the contract they would move to JR-2 for the second year.~~

~~Each year following they would progress to Job Rate (JR) which will be equal to the full time Operator I or 11 wage. This will be a three (3) year process based on June 1st of each year for determination of anniversary date for movement on the grid.~~

~~This grid is to remain in place for all future new employees hired by the County. A new employee would, after successfully completing the 480 hours probationary period, move to JR-3- JR and progress annually up the Grid to Job Rate, a process which will take three (3) years from JR-3 to Job Rate (JR).~~

**Delete Letter of Understanding re Job Descriptions**

**Letter of Understanding**

**Between**

**The Corporation of the County of Grey**

**And**

**The Canadian Union of Public Employees**
**and its Local 1530**

**Re: ~~Part-Time Shifts~~ 32 Hour Guaranteed Shift**

For the duration of the Collective Agreement, **this 32 hour Operator shift is scheduled** ~~the hours of responsibility of the part time Operator Weekend and Weekday shifts will be~~ as follows:

**32 Hour Guaranteed ~~Part Time~~ Shift ~~1~~**

~~3:30 p.m. to 12:00 a.m. (midnight) Thursday and Friday 1:00 p.m. to 9:30 p.m. Saturday~~

| | |
|---|---|
| **Thursday – Friday:** | **3:30pm – 12:00am** |
| **Saturday – Sunday:** | **1:00pm – 9:30pm** |

~~**Part Time Shift 2**~~

~~1:00 p.m. to 9:30 p.m. Sunday~~
~~3:30 p.m. to 12:00 a.m. (midnight) Monday and Tuesday~~

**Employees' regular working hours shall not be reduced and they shall not be required to adjust their schedule in order to offset or compensate for any overtime worked.**

**Signed this 21st day of May, 2026.**

**For the Employer:**

**For the Union:**



Page **11** of **11**

**County of Grey and CUPE Local 1530**
**Agreed To Document #4**
**July 1,6 2026**

The parties agree to the following changes to the Collective Agreement between the Corporation of the County of Grey and CUPE, Local 1530:

2.01 **"Regular hourly rate" – an employee's base rate per hour without premiums.**

**"Summer Season"** – The term applies to the period from the second ~~Monday~~ Saturday in April to the last ~~Sunday~~ **Friday** in October each year, **dependent upon the weather.** ~~It is recognized that a one week extension may be necessary. Such extension shall not be unreasonably denied~~ **The commencement and ending of the Summer Season can be adjusted by the Employer based upon the weather, provided one full calendar week notice is given.**

**"Winter Season"** – The term applies to the period from the last ~~Monday~~ **Saturday in** October to the second ~~Saturday~~ **Friday** in April each year, **dependent upon the weather**. ~~It is recognized that a one week extension may be necessary. Such extension shall not be unreasonably be denied.~~ **The commencement and ending of the Winter Season can be adjusted by the Employer based upon the weather, provided one full calendar week notice is given.**

## ARTICLE 16 - HOURS OF WORK AND OVERTIME

16.01 SUMMER MONTHS

During the summer months~~, starting on or about the second Monday in April:~~ **as defined in Article 2.01:**

a) Subject to 16.01 b), the regular hours of work shall be 7:00 a.m. to 5:30 p.m. with one-half hour lunch, Monday to Thursday. The ~~construction employees'~~ **inspector's** regular hours of work will be as determined by the employer with a guaranteed ½ hour lunch

b) Each regular employee shall be guaranteed wages for forty (40) hours per week providing the employee is available for work each working day;

c) Overtime at the rate of time and one-half (1 1/2) an employees' regular rate will be paid for assigned work performed between 6:00 p.m. and 6:00 a.m.,or on a **Friday,** Saturday or a Sunday **if not regularly scheduled to work** and also for all work in excess of forty-three (43) hours per week.

d) When overtime shifts become available in a patrol, those shifts will be offered in order of seniority at the patrol yard.

e) Employees who are required to work their full **scheduled** shift commencing ~~later than~~ **between** 2:00 p.m. **and midnight** shall receive a premium equal to ten percent (10%) of their regular hourly rate during those hours.

f) Employees who have a permanent Lead Hand position are required to be on a weekly on-call schedule, to be compensated in accordance with Article 21.07 (e).

16.02 b) **A**n employee who is not notified to the contrary and who reports for work at his regular starting time and for whom regular work is not available will receive alternate work or will be paid a minimum of three (3) hours at his regular hourly rate;

For those Regular Employees who are scheduled 2 consecutive days off during the week but are called in to work on either one of those two days off, will receive time and one-half (1 ½) an employee's regular rate.

c) Overtime at the rate of time and one-half (1 1/2) an employees' regular rate will be paid for assigned work performed for all work in excess of forty-three (43) hours per week. Regular employees who have a regular schedule from Monday to Friday who are called in on a Saturday or Sunday, shall be compensated at time and one-half (1½ ).

d) All regular and seasonal employees scheduled to work forty (40) hours shall receive, as a minimum, forty (40) hours at his regular rate for each calendar week providing the employee is available for work when called;

e) ~~No regular employee shall be required to layoff during regular scheduled hours to offset weekend overtime hours.~~ **Full-time Permanent Employees' regular working hours shall not be reduced and they shall not be required to adjust their schedule in order to offset or compensate for weekend overtime.**

f) When overtime shifts become available in a patrol, those shifts will be offered in order of seniority at the patrol yard.

g) Employees who are required to work ~~their full shift commencing~~ ~~later than~~ **between** 4:00 p.m.~~, or prior to~~ **and** 7:00 a.m., shall receive premium equal to ten percent (10%) of their regular hourly rate during those hours. **This provision does not apply to scheduled shifts.**

h) Employees assigned to winter road patrol duties shall be compensated at the rate identified in Schedule A.

17.06 <u>National Indigenous Peoples Day</u>
Employees with Indigenous/First Nations status, as defined by the relevant federal statute, will be eligible for and will not be unreasonably denied paid time off for June 21 (National Indigenous Peoples Day) when this day falls on a regularly scheduled workday.
If on National Indigenous Peoples Day for eligible employees as described above are:

a) Normally scheduled to work, eligible employees shall be allowed time off with pay, at straight time for scheduled hours as far as work schedules will permit.

b) Scheduled to work and they are required to work, they shall be paid at the rate that normally applies for that day and given equivalent time off with pay, at straight time, up to a maximum of normal scheduled hours, within the following six months.

## ARTICLE 18 – VACATION PLAN – ~~Seasonal Exempt~~ Full Time Permanent Only

Delete 18.03 and replace with the following Proposed Language:

The below language shall be effective June 1, 2026.

18.03 Vacation is advanced on June 1st each year for the vacation year. Employees shall be placed on the vacation schedule based on completed years of service. This means that when an employee completes a year of service they will receive that applicable level of vacation the following June 1st.

Vacation entitlement is calculated for the entire vacation year based on the employee's continuous service date in accordance with the vacation entitlement schedule. For the schedule below one (1) day equals eight (8) hours.

Employees in their first year of employment will receive a pro-rated vacation amount based on their start date within the vacation year of June 1st to May 31st.

| Length of Continuous Service | Vacation Entitlement |
|---|---|
| Less than a Year | Prorated of 3 weeks |
| 1 Year Completed | 3 Weeks |
| 3 Years Completed | 3 Weeks + 1 Day |
| 4 Years Completed | 3 Weeks + 2 Days |
| 5 Years Completed | 3 Weeks + 3 days |
| 6 Years Completed | 3 Weeks + 4 Days |
| 7 Years Completed | 4 Weeks |
| 10 Years Completed | 4 Weeks + 1 Day |
| 12 Years Completed | 4 Weeks + 2 Days |
| 13 Years Completed | 4 Weeks + 3 Days |
| 14 Years Completed | 4 Weeks + 4 Days |
| 15 Years Completed | 5 Weeks |
| 17 Years Completed | 5 Weeks + 1 Day |
| 19 Years Completed | 5 Weeks + 2 Days |
| 21 Years Completed | 5 Weeks + 3 Days |
| 23 Years Completed | 5 Weeks + 4 Days |

| Length of Continuous Service | Vacation Entitlement |
|---|---|
| 25 Years Completed | 6 weeks |
| 26 Years Completed | 6 Weeks + 1 Day |
| 27 Years Completed | 6 Weeks + 2 Day |
| 28 Years Completed | 6 Weeks + 3 Day |
| 29 Years Completed | 6 Weeks + 4 Day |
| 30 Years Completed | 7 Weeks |

**18.04 Because employee vacation banks are advanced at the beginning of the vacation year, employees will work the whole year to earn the full vacation bank. Therefore if employment with Grey County ends and an employee has earned more vacation than has been used, the unused portion will be paid out by the County. Conversely, if more vacation time has been used than earned, the unearned time will be required to be paid back to the employer.**

Renumber Current 18.04 – 18.05

Renumber Current 18.05 – 18.06

Delete Current 18.06

## ARTICLE 20 - EMPLOYEE BENEFITS

20.01 Except for students hired for the school vacation period, the benefit package for an employee who has completed the probationary period will be as outlined below, with 100% of the premiums for such package paid by the Corporation.

- Ontario Employer Health Tax
- Insurance coverage as set out in the group policy and which provides the following:

  i) Weekly indemnity benefits commencing first day of non-compensable accident and 8th day of illness for a maximum period of 15 weeks. Benefit equals 75% of weekly earnings.

  ii) Long Term Disability Benefit which commences after a qualifying period of 15 weeks. Benefit equals 75% of monthly earnings, plus 2% C.O.L.A. effective January 1st of each year.

  iii) Life Insurance equal to one and one half (1 1/2) times annual earnings adjusted to the next highest $1,000.00.

- Accidental Death and Dismemberment in the same amount as Life Insurance.

**(a) Vision Care**

~~Extended Health Insurance, including Vision Care. Vision Care maximum of $325.00 for eligible expenses every 24 months for employees and each eligible dependent; increase to $350 effective June 1, 2023.~~

**Coverage for vision care, including prescription safety glasses, shall be provided to a maximum of $400.00 on ratification every twenty-four (24) months per eligible employee and each eligible dependent. The full cost of one (1) eye examination per twenty- four (24) month period shall be reimbursed and shall not be applied against the $400.00 vision care maximum. Increase to $450 every twenty-four (24) months effective June 1, 2027.**

**(b) Chiropractic Services**

**Coverage for** Chiropractor **services shall be provided up to a maximum of** ~~$250.00 (no deductible of $375), increase to $300 effective June 1, 2023; increase to $350 effective June 1, 2024.~~ **$400.00 per calendar year per eligible employee and $350.00 each eligible dependent. No deductible shall apply.**

**(c) Custom-Made Orthotic Devices**

**Coverage for** Custom made Orthotics Devices **shall be provided up to a maximum of** ~~are limited to $200~~ **three hundred dollars ($300.00)** per **calendar** year per ~~dependant; increase to $225 effective June 1, 2023.~~ **eligible employee and each eligible dependent.**

**(d) Dental Care**

The Employer will provide a plan that will reimburse all employees for dental expenses for the employee or their direct family basic plan with restorative dental care, denture repair and re-line, 80% / 20% Co-Insure;

**(e) Orthodontia**

**Orthodontic coverage provided at 50% reimbursement to a lifetime maximum of $1500 coverage, for all member and all dependents. This benefit is not applicable to Class 6 CUPE Early Retirees.**

**(f) Hospital Coverage**

Extended Health hospital coverage is for Ward only

**(g) Massage Therapy and Physiotherapy**

Massage Therapy and Physiotherapy are limited to **$600.00 per discipline per year per eligible employee and** $500.00 per year per **eligible** dependent.

**(h) Hearing Aids**

~~Reimbursement will be made for standard hearing aids, repairs, or replacement parts up to a maximum of $500.00 once every two (2) years. Batteries are not eligible.~~ **The Plan shall reimburse the cost of standard hearing aids, including repairs, batteries, and replacement parts, up to a maximum of two thousand dollars ($2,000.00) once every thirty-six (36) months per eligible employee and each eligible dependent.**

~~Notwithstanding the above, any change of carriers of the County Group Benefit Plan shall not affect the minimum coverage enjoyed by the employees. No change of carrier will be entertained without consultation with the Union.~~

**(i) Mental Health Providers**

**Certified health practitioners including psychologist, clinical counsellor, social worker, and psychotherapist, up to a maximum of two thousand five hundred dollars ($2,500.00) per calendar year for each employee and dependent.**

## ARTICLE 21 - WAGES AND ALLOWANCES

21.07

a) A meal allowance of ~~$13.00~~ **$18.00** will be paid to an employee ~~during the summer months~~ who is required to work ~~more than~~ **2.5 hours or more beyond their normal total daily hours.** ~~three (3) hours beyond his normal quitting time. Increase to $15.00 June 1, 2023; increase to $17.00 June 1, 2024.~~

b) ~~A meal allowance of $13.00 will be paid to an employee during the winter months who is required to work more than ten (10) hours per day continuously with a break for lunch. Increase to $15.00 June 1, 2023; Increase to $17.00 June 1, 2024.~~

c) ~~During winter schedule, all Operators who are not at the Operator I rate or greater will be paid at the Operator I rate in accordance with (as per Article 16.02.) from November 15th to April 21th.~~

d) ~~When assigned to an Operator I, position/duties the incumbent shall be paid at the rate of pay of the Operator I for the whole day.~~

e) The Lead Hand and Mechanic ~~will be paid the sum of thirty-five dollars ($35.00)~~ **shall be paid an on-call premium of $40.00** per day when required to be on call. ~~Increase to $40.00 effective June 1, 2023.~~

f) ~~During any 24 hour period, where an on-call employee receives a call and performs work that does not require the employee to physically leave his home, such employee shall receive (3) hours pay at straight time their for the call and any subsequent calls that he receives during such 3 hour window. Any subsequent calls that require the Employee to~~

~~perform additional work will be compensated by paying the employee one (1) hours pay at straight time. It is agree and understood that where a new 24 hour period commences, the above process will repeat.~~

16.03 General

a) For the purposes of computing overtime under Clause 16.01 (c) and 16.02 (c) above, time worked on a Saturday or on a Sunday will not count for the purposes of computing weekly overtime.

b) ~~A employee who is called to work outside normal hours, after normal stopping time or after he has left work for the day will be paid a minimum of three (3) hours at his regular hourly rate.~~

c) Two (2) rest periods of ten (10) minutes duration will be recognized during regular working hours, one in the a.m. and one in the p.m.

**NEW 16.06 Call Outs**

a) A employee who is called to **attend** work outside normal hours, after normal stopping time or after he has left work for the day will be paid a minimum of ~~three (3)~~ hours at ~~his~~ **1.5 times their** regular hourly rate **for the initial call and any subsequent calls that they receive during such 3 hour window**. **For any subsequent call out within 12 hours of the initial call the employee shall be paid at the overtime rate for hours worked. It is agreed and understood that where a new 12 hour period commences, the above process will repeat. For clarity, the first 12 hour period will commence when the employee receives their first call out.**

b) During any 24 hour period where an on-call employee receives a call and performs work that does not require the employee to physically leave his home, such employee shall receive 3 hours pay at straight time for the call and any subsequent calls that he receives during such 3 hour window. Any subsequent calls that require the Employee to perform additional work will be compensated by paying the employee ~~one (1)~~ hours pay at straight time. It is agree and understood that where a new 24 hour period commences, the above process will repeat.

22.03 **Safety Clothing and Protective Equipment Allowance**

**a)** ~~As of June 1st, 2022, and each year thereafter,~~ **Effective June 1, 2026, and annually thereafter,** each permanent employee and each permanent seasonal employee ~~will~~ **shall** be credited with ~~$350.00~~ **$375.00** for **a** safety clothing allowance.

**(b)** Seasonal employees shall be credited with a proportional allowance to cover the cost of safety boots ~~no later than May 31st of each year.~~ **to be provided by May 31 of each calendar year**. **This** Proportional **amount** shall be calculated on the basis of all hours worked.

**(c) The following items will be issued or reimbursed in addition to the clothing allowance:**

i) In addition to what is provided herein, each Mechanic shall receive ~~two (2)~~ pairs of coveralls each contract year. If **they become** prematurely worn **or damaged**, the coveralls will be replaced as required.

ii) Each employee shall receive up to ~~two (2)~~ pairs of leather work gloves per contract year. After the initial issue, requests for replacement shall be accompanied by the old pair.

iii) Upon presentation of proof of purchase by the employee, ~~**two** (2)~~ purchases of safety boots per employee shall be reimbursed by the Corporation each contract year to a maximum of **three hundred and fifty ($350) per pair.** ~~$325.00. Increase to $350.00 effective June 1, 2024.~~

iv) All claims for protective clothing shall be submitted in the current contract year and ~~are not accumulative~~. **shall not be carried over to future years.**

v) The Corporation will allow employees to purchase coveralls through Transportation Services Department Stores at County cost.

## ARTICLE 27 – DURATION

27.01 This Agreement shall be deemed to have come into effect ~~June 1st, 2021~~ **June 1st, 2025,** and terminate May 31st, **2028** ~~2025,~~ and shall remain in effect from year to year, thereafter unless notice of intention to revise the Agreement is given by either party between ninety (90) and thirty (30) days prior to the expiry date or any anniversary thereof.

**NEW Letter of Understanding re Apprenticeship**

**In support of having mechanic apprentices in the workplace, the Employer and CUPE Local 1530 agree to the following:**

- **When the Employer determines an apprentice is required the Union will be notified**

**Wages**

- **Apprentice mechanics will be paid in accordance with the wage grid**
- **If the apprentice already has one 1 mechanics license and are apprenticing for their 2nd license, they will be placed on the Mechanic 1 License wage grid**
- **Upon receipt of their 2nd license, they will advance to the next step on the wage grid for Mechanic 1 License, and will not be required to complete another probationary period.**

**Tools**

- **The Employer will supply the necessary tools, equipment and PPE for the work**
- **The Employer will support the apprentice by regularly sharing Apprenticeship Incentives with the employee**

## ARTICLE 32 – MEDICAL FOR AZ/DZ DRIVERS

32.01 The Employer will pay for the cost associated with employees' obtaining a medical for the renewal of their AZ and DZ License up to **$150.00 upon provision of a receipt.** ~~one hundred and twenty-five dollars ($125.00)~~.

## SCHEDULE "A" – WAGES

**Market adjustment of $1.50 per hour to the job rate for all job classifications, except the Jr Sign & Graphics Design Tech, Patroller and Student, effective June 1, 2025, prior to the GWI.**
**Market adjustment of $1.27 per hour to the job for the Jr. Sign & Graphics Design Tech effective June 1, 2025, prior the GWI (will be equal to the Lead Hand rate).**

**June 1, 2025 – 3.5%**
**June 1, 2026 – 3.5%**

**Market adjustment of $1.00 per hour to the job rate for all job classifications, excluding the Patroller and the Student, effective June 1, 2027 prior to the GWI.**

**June 1, 2027 – 3.5%**

**Job titles:**
**Asphalt Inspector**
**Operator**
**Tree Cutting Crew**
**Bridge Repairer**
**Excavation Crew**
**Winter Patroller**
**Lead Hand**
**JR Sign/Graphics Design Technician**
**AZ Operator**
**Mechanic**
**Mechanic 1 License**
**Apprentice Mechanic**
**Weed Sprayer**

**Lead Hand Weed Sprayer**
**Student**

**Signed this 16th day of July, 2026.**

**For the Employer:**

**For the Union:**

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | FR-CW-18-26 |
| **Title**: | Quarterly Purchasing Report Quarter 2 2026 |
| **Prepared by**: | Mike Alguire, Purchasing Manager<br>Sherri Adams, Buyer |
| **Reviewed by**: | Sue Murray, Director of Finance |
| **Lower Tier(s) Affected**: | N/A |

# Recommendation

1. **That Report FR-CW-18-26 regarding the quarterly purchasing report for Quarter 2 of 2026 be received for information.**

# Executive Summary

Grey County's purchasing policy 7-9, as endorsed by County Council on December 12, 2024, through By-law 5209-24, gives Directors the authority to award items and services up to $500,000 that have prior budget approval. This policy requires Directors to provide a summary of all purchases between $75,000 and $500,000 quarterly.

# Background and Discussion

The attached chart summarizes all purchases made between $75,000 and $500,000 by departments between April 1, 2026, and June 30, 2026.

Paramedic Services

| Contract | Description | # of Bids | Awarded Bid | Budget Amount | Awarded Amount (excl. HST) |
|---|---|---|---|---|---|
| Canoe Contract 041823-STK | 5 Power Pro 2 Stretchers | 1 | Stryker Canada | $191,500.00 | $201,484.71* |

| Contract | Description | # of Bids | Awarded Bid | Budget Amount | Awarded Amount (excl. HST) |
|---|---|---|---|---|---|
| Canoe Contract 041823-STK | 14 Stair Pro 6252 | 1 | Stryker Canada | $84,700.00 | $82,327.78 |

Transportation Services

| Contract | Description | # of Bids | Awarded Bid | Budget Amount | Awarded Amount (excl. HST) |
|---|---|---|---|---|---|
| RFT-TS-01-26 | Thermoform Culvert Lining | 3 | Edgewater | Minor Capital Budget | $245,834.70** |
| RFT-TS-17-26 | One Tons (2) (Gas) | 3 | Finch Auto | $230,000.00 | $203,998.00 |
| RFT-TS-25-26 | Pavement Condition Survey | 3 | Englobe Corp | $180,000.00 | $108,116.89 |
| RFT-TS-29-26 | Half Tons (2) (Gas) | 3 | Finch Auto | $153,000.00 | $105,670.00 |
| RFT-TS-32-26 | GR 1 Road Reconstruction and Slope Stabilization | 2 | RJ Burnside | External Engineering Budget | $86,300.00*** |

Social Services

| Contract | Description | # of Bids | Awarded Bid | Budget Amount | Awarded Amount (excl. HST) |
|---|---|---|---|---|---|
| RFP-SS-01-26 | Micro Credentials Project | 1 | Beam Group | $90,000.00 | $90,000.00 |

Housing

| Contract | Description | # of Bids | Awarded Bid | Budget Amount | Awarded Amount (excl. HST) |
|---|---|---|---|---|---|
| RFT-HOU-04-26 | Victoria Street Roof Replacements | 7 | Iteck Roofing | $200,000.00 | $101,650.00 |
| RFT-HOU-05-26 | 16th St W Family Unit Roof Replacements | 10 | A + Roofing | $315,000.00 | $268,500.00 |
| RFP-HOU-08-26 | Building Condition Assessments | 10 | WalterFedy | $307,100.00 | $267,680.00 |
| RFT-HOU-09-26 | Roof Replacement at 713 9th Ave E OS | 4 | ProModel Construction Inc. | $250,000.00 | $220,542.00 |

# Legislated Requirements

There are no legislated requirements.

# Legal Considerations

There are no legal considerations.

## Financial and Resource Implications

*Shortfall to be funded by Paramedic Equipment Reserve

**The project cost of $245,834.70 will be funded from the Minor Capital budget. Following completion of this expenditure, $277,376.71 will remain available within the Minor Capital budget allocation.

***The project cost of $86,300 will be funded from the External Engineering budget. Following completion of this expenditure, $153,274.86 will remain available within the External Engineering budget allocation.

## Relevant Consultation

☐ Internal

- ☒ AODA Compliance
- ☒ Contribution to Climate Change Action Plan Targets

☐ External

## Appendices and Attachments

None.

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | PDR-CW-36-26 |
| **Title**: | Isaac B Bauman Minor Exemption |
| **Prepared by**: | Sarah Johnson, Trails and Forestry Coordinator |
| **Reviewed by**: | Scott Taylor, Director of Planning |
| **Lower Tier(s) Affected**: | Municipality of Grey Highlands |

# Recommendation

1. **That report PDR-CW-36-26 be received; and**
2. **That the application for minor exemption under the County's Forest Management By-law for 734626 West Back Line, geographic Township of Artemesia, Municipality of Grey Highlands, be approved.**

# Executive Summary

The County received a minor exemption application under the County's Forest By-law in May 2026 to clear woodlands consisting of approximately 6 hectares (15 acres) of mainly pine and some spruce. The purpose of the clearing is for agricultural uses. County staff are recommending approval of this minor exemption application.

# Background and Discussion

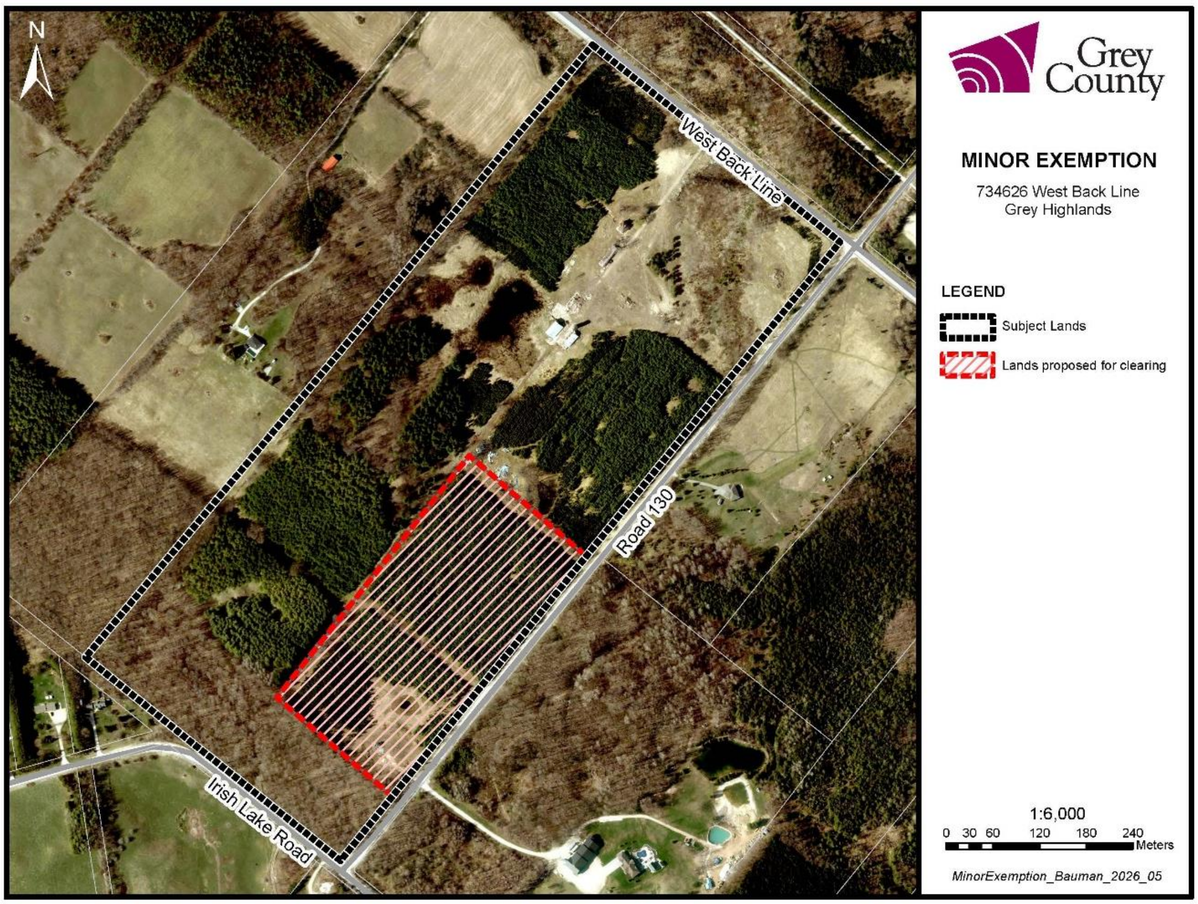
An application for a minor exemption was received for clear cutting in a woodland under the County's Forest Management By-law. The application is seeking approval to clear approximately 6 hectares (15 acres) of pine with small amounts of spruce. Map 1 below shows the subject lands, and those lands proposed for clearing.

The subject lands are located at Lots 129-130, Concession 3 WTSR, geographic Township of Artemesia, now in the Municipality of Grey Highlands, municipally known as 734626 West Back Line. Most of the property is treed with a portion in agriculture, the total size of the property is 42.2 hectares (104.4 acres). As noted above, this application seeks to clear approximately 6 hectares (15 acres) for agricultural purposes. Surrounding the subject property the lands are mainly farmed and forested.

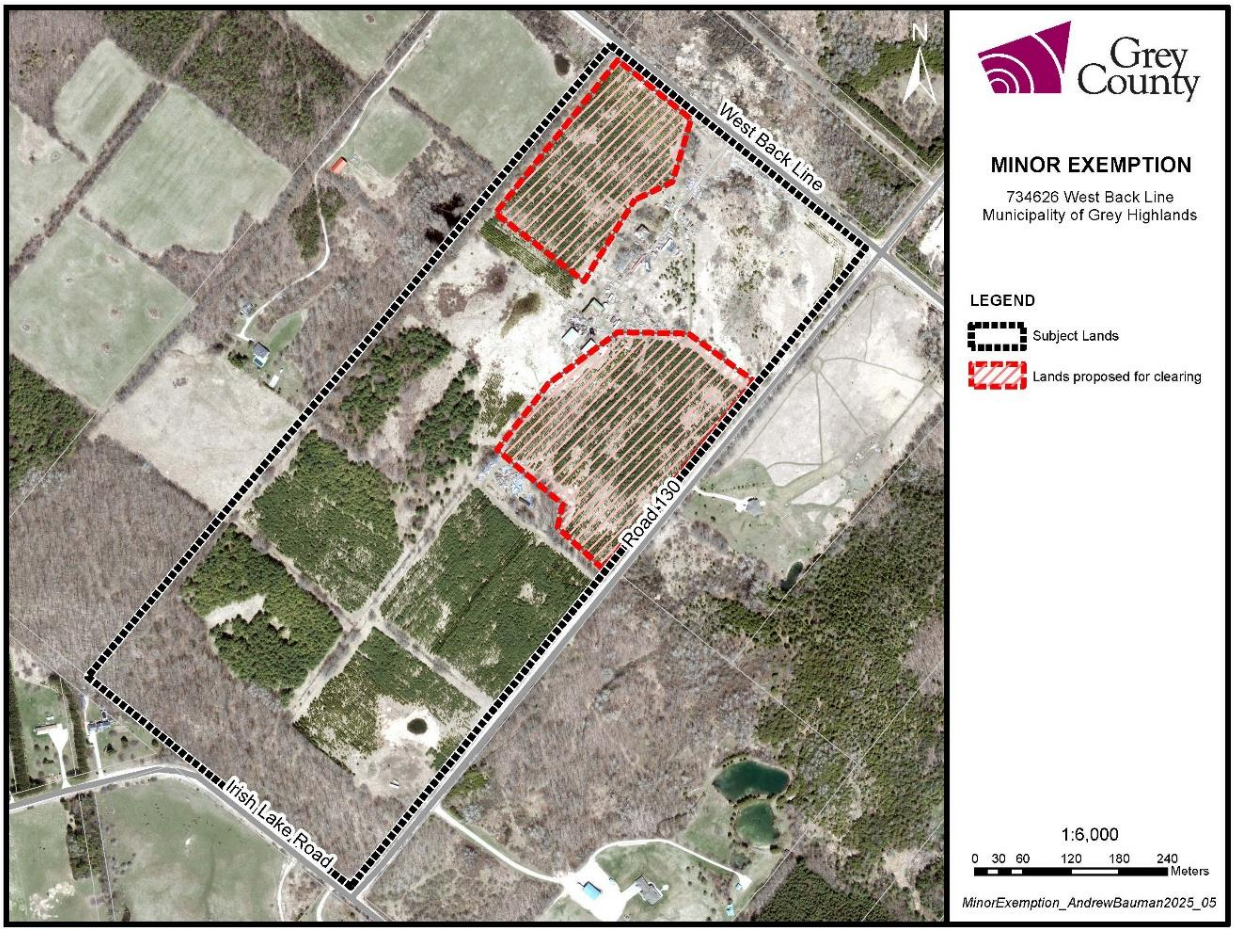
This parcel was also subject to a minor exemption application in 2025 where approximately 8.2 hectares (20.3 acres) was cleared for agricultural purposes, those lands have been cleared.

See Map 2 below and Attachments section of this repot for the staff report on the 2025 minor exemption application. Although proponents are encouraged to make applications for the entire scope of a project at one time, there is nothing in the Forest Management by-law that prohibits successive applications on a single property. The current application is being tested on its own individual merits.

In the County official plan, this property is designated as 'Agricultural' and 'Hazard Lands' on Schedule A. Schedule B designates a pocket of 'Aggregate Resource Area' on the site, but not in the proposed area for clearing. Schedule C identifies a linkage on the south portion of the parcel, but not in the proposed area for clearing. On Appendix B a portion of the property falls within the 'Significant Woodlands' mapping, also not the area proposed for clearing.



# *Map 1 – Proposed Area for Tree Removal*




# *Map 2 – 2025 Minor Exemption Application to Clear Sections of the Property*

The County's climate change action plan, Going Green in Grey, promotes tree planting across the County, including setting tree planting targets. The County's current forest management by-law predates Going Green in Grey. The County's by-law is currently under review. One of the objectives of this review is to consider the by-law's relationship to other County plans and strategies such as Recolour Grey, the County official plan, and Going Green in Grey. Strictly speaking this minor exemption application is being tested against the current forest management by-law. Staff are however cognizant that the future updated by-law may consider woodland clearing differently, including possibly considering replanting plans or offsetting approaches.

# Agency and Public Comments Received

Under the forest management by-law, adjacent landowners, conservation authorities, and municipalities are to be notified and/or consulted when a minor exemption application is received.

## Public Comments

No public comments were received during the processing of this application.

## Agency Comments

The Saugeen Valley Conservation Authority (SVCA), Municipality of Grey Highlands, County Planning Ecology, and the County's Forestry By-law Enforcement Officer provided comments on this application. A summary of each of their comments is as follows:

- SVCA advises that they find the application acceptable.
- Grey Highlands requests that any removal of logs not be staged in the municipal right of way.
- The County's Planning Ecologist provided the following comment:
    - The property contains and/or is adjacent to natural heritage linkage area, significant woodlands, significant wildlife habitat, and potential habitat for threatened and/or endangered species. It is staff's understanding that the trees proposed for clearing are part of a young mono-culture plantation that does not currently support significant wildlife habitat nor provide significant ecological value. As such, it is staff's opinion that the potential impact to natural heritage would be negligible and the requirement for an Environmental Impact Study (EIS) can be waived.
- The County's Forest By-law Enforcement Officer did not support the application.*

*It is worth noting that pre-submission consultation on this minor exemption application was done with the County's former Forestry By-law Enforcement Officer who supported the clearing in principle. As such, the proponent submitted their application under that premise. Since then, the comments received from the current Forestry By-law Enforcement Officer are not in support of the clearing. The concerns raised were that the trees were planted approximately 15 – 20 years ago through a government funded program and the trees are in good health. Based on the opinion shared with the proponent at the time of the pre-submission consultation, and the fact that the current forest management by-law does not contain a prohibition on clearing trees funded through government programs, staff are still recommending support for the minor exemption application.

## Financial and Resource Implications

None.

# Relevant Consultation

☒ Internal: Grey County By-law Enforcement Officer, Planning Ecology

☒ Contribution to Climate Change Action Plan Targets: See commentary in the report regarding the relationship between Going Green in Grey and the County's current forest management by-law review.

☒ External: Municipality of Grey Highlands, Saugeen Valley Conservation Authority, and the public

## Appendices and Attachments

PDR-CW-45-25 Andrew Bauman Minor Exemption

Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | PDR-CW-30-26 |
| **Title**: | Grey County's Participation in the 30-by-30 Initiative |
| **Prepared by**: | Scott Taylor, Director of Planning |
| **Reviewed by**: | Randy Scherzer, CAO |
| **Lower Tier(s) Affected**: | All member municipalities with the exception of the City of Owen Sound and the Town of Hanover |

# Recommendation

1. **That report PDR-CW-30-26 be received; and**
2. **That Grey County endorses moving forward with the County's participation in the 30-by-30 target, subject to the necessary assessments being completed by Ontario Nature on Grey County-owned forests; and**
3. **That the County sign the required consent letter attached as Appendix A to this report; and**
4. **That staff be authorized to proceed prior to County Council approval as per Section 26.6(b) of Procedural By-law 5134-22.**

# Executive Summary

On May 14, 2026, representatives of Ontario Nature and the Grey Bruce Climate Action Network (GBCAN) made a deputation to County Committee of the Whole requesting the County's participation in the 30-by-30 target. The 30-by-30 target stems from Canada's 2022 commitment to the Kunming-Montreal Global Biodiversity Framework where Canada, alongside many other nations, committed to protecting 30% of its lands and water by 2030. Currently protected lands and waters include properties owned by all levels of government and public bodies such as conservation authorities. County staff have discussed the matter with Ontario Nature staff and believe that the County-owned forests would be suitable candidates to contribute toward the 30-by-30 initiative. Participation in 30-by-30 target aligns well with several County plans and strategies, including but not limited to: Going Green in Grey, the climate change action plan (CCAP), the Forest Management Plan (FMP), and Recolour Grey, the County official plan (OP). Participation in the program demonstrates the County's ongoing commitment to conservation and doesn't hinder the County from continuing to sustainably manage the forests, while also continuing to allow for their appropriate recreational use. Through this report, County staff recommend that the County sign the consent letter attached as

Appendix A to the report and begin the process of having the County Forests assessed for eligibility towards the 30-by-30 target.

# Background and Discussion

Earlier this year, County Planning staff met with Ontario Nature staff about the County's participation in the 30-by-30 target. Ontario Nature followed-up on these discussions with a deputation to the County Committee of the Whole on May 14, 2026, alongside representatives from GBCAN. The request to the County is that Grey consider contributing towards the 30-by-30 target through an assessment of County-owned forests by Ontario Nature. The assessment process by Ontario Nature is free, requires minimal staff time and presents opportunities to raise public awareness of conservation leadership.

In 2022, as part of the Kunming-Montreal Global Biodiversity Framework, Canada joined 195 other countries in committing to protecting 30% of the world's lands and waters by 2030. At a national level, protecting 30% of Canada's lands and waters by 2030 is an ambitious target to halt and reverse biodiversity loss. To meet this target, it requires the protection of land and water from coast-to-coast-to-coast at all levels of government. In Ontario, several municipalities and conservation authorities have already committed to the 30-by-30 target by submitting their lands for protection. More locally, both the Township of Georgian Bluffs and the Grey Sauble Conservation Authority have signed onto assessment for the 30-by-30 target. County staff understand that there are other municipalities in Grey County that may also be considering participation in the 30-by-30 target.

After discussing the matter with Ontario Nature, County staff believe the County Forests (i.e., only those forests owned by Grey County) would be good candidates for 30-by-30 protection. The County owns and manages approximately 3,200 hectares of woodlands spread across 45 County Forests, located in seven of the County's nine member municipalities. County Forests are sustainably managed, and provide both climate and environmental benefits, as well as recreational and education opportunities for the County's residents and visitors. Management of the County's Forests is guided by the FMP. Participation in the 30-by-30 target would not only align with the FMP, but also the CCAP and the OP, in addition to other strategic initiatives.

## The Assessment and Protection Process

Through their presentation, Ontario Nature noted four main criteria for protected and conserved areas as follows:

- i) Clearly defined boundaries;
- ii) Achieve in-situ conservation of biodiversity;
- iii) Prevent actions incompatible with conservation; and
- iv) Long-term protection.

The process for further determining eligible properties was outlined by Ontario Nature in the following steps:

1) Meet with Ontario Nature to select eligible lands and review the assessment process;
2) Give consent to have Ontario Nature assess and submit eligible lands to the Canadian Protected and Conserved Areas Database (CPCAD);

3) Share required data, including GIS shapefiles of the County-owned forests, and relevant information pertaining to their management with Ontario Nature (a checklist will be provided);
4) Optional review of assessment by County staff; and
5) Celebrate participation in the target.

Staff have already completed step 1 above. Should Council support the staff recommendation in this report, that would cover step 2 above, to have Ontario Nature assess the County Forests for potential inclusion in the Canadian Protected and Conserved Areas Database to count towards the 30-by-30 target. Formal consent by County Council is required as part of this process. Step 3 will require GIS shapefiles of the forests to be shared in advance of the September 2026 submission deadline. Staff will aim to complete the data sharing by the end of August 2026, to meet Ontario Nature's deadlines.

As part of the discussions on step 1, County staff had a series of questions for Ontario Nature staff. As part of those discussions, staff learned the following.

a) Should the County Forests be accepted into the 30-by-30 target, the County can still sustainably harvest and offer recreational activities in the forests.
    i. Ontario Nature staff noted that most of the County's current recreational opportunities in the County Forests would still be supported including hiking, cycling, skiing, hunting, and snowmobile trails. Other motorized vehicle trails (such as ATVs, dirt bikes, etc.) may or may not be supported, and would need to be further considered as part of the assessment process. It is noteworthy that only one County Forest, Harkaway, currently permits ATVs. Should this use not be permitted under the 30-by-30 target, the County would have the opportunity to exclude Harkaway from the target and just include the other 44 County Forests as eligible lands for consideration to be included in the 30-by-30 target.
    ii. Should the County change the use of the County Forests in the future, a reassessment may be required, to ensure the properties are still eligible for inclusion.
b) Participation in 30-by-30 does not place any further policy or legal restrictions on the forests (i.e., an easement or restrictive covenant on title), and the County can choose to withdraw from the 30-by-30 target at any time, with no penalty.
c) Ontario Nature would complete the assessment to determine eligibility on behalf of the County, at no direct cost to Grey. Ontario Nature typically requires two weeks to complete the assessment, with submissions due by the end of September 2026.
d) Upon acceptance into the 30-by-30 target, Grey County, with support from Ontario Nature, could promote itself as doing its part to meet Canada's 30-by-30 target.

# Legislated Requirements

There are no legislative requirements for the County to participate in the 30-by-30 target, nor are there legislative restrictions to the County's participation.

## Financial and Resource Implications

In support of Ontario Nature's assessment of the County Forests, it's estimated that approximately 1 – 2 days of staff time would be required, including some data sharing. Staff are confident that this could be done using existing staff resources. Following acceptance into the 30-by-30 target, the County can continue to maintain the County's Forests just as it has been doing for many years, with no added expenses or resource implications based on the 30-by-30 target. The County may wish to work with Ontario Nature to help publicize the County's participation in this national target.

# Relevant Consultation

☒ Internal: Forests & Trails, Climate Change, Clerks, Legal Services, and CAO/Deputy CAO

☒ Contribution to Climate Change Action Plan Targets: Participation in the 30-by-30 target would align with Going Green in Grey and further demonstrate Grey County's commitments to the protection of its natural assets.

☒ External: Ontario Nature, Grey Sauble Conservation Authority, and Township of Georgian Bluffs

# Appendices and Attachments

Appendix A: Consent Letter

# Appendix A: Consent Letter

August ___, 2026

Ms. Andrea Matrosovs, Warden
County of Grey
595 9th Avenue East
Owen Sound, ON, N4K 3E3

Re: Permission to report eligible Organization property/properties to the Canadian Protected and Conserved Areas Database and to share the pan-Canadian Decision Support Tool screening result.

Dear Warden Matrosovs,

We would like to acknowledge your efforts to assess your property/properties as a potential protected area or other effective area-based conservation measures (OECMs). We also congratulate you on managing the property/properties in such a way that it/they may meet(s) international standards and be eligible to be reported toward Canada's international biodiversity targets on protected and conserved areas, if you so desire.

This letter is to seek your permission to report the following property/properties owned by Organization to the Canadian Protected and Conserved Areas Database (CPCAD) if it meets the criteria for protected areas or OECMs:

- 45 Grey County-owned Forests

If you provide permission, the Ministry of the Environment, Conservation and Parks (MECP) will submit certain information on this area / these areas to Environment and Climate Change Canada (ECCC) for inclusion in CPCAD. We would submit this information in accordance with the Ontario Parcel Agreement with the Ontario Surveyor General, MPAC, and Teranet. The information adheres to data standards set by ECCC and includes spatial polygons along with specific attributes such as year of establishment, type of governance, and IUCN protected area category.

Once submitted to CPCAD, the area/areas will be counted towards national and international area-based targets for protected and conserved areas. It may also provide you with additional recognition for your conservation efforts. Participating in this reporting does not entail any regulatory or policy restrictions for the property/properties; however, if the use or management of the property changes / properties change in the future, it/they would need to be re-assessed to see whether it still qualifies/ they still qualify for international reporting.

Please initial beside the actions below for which Organization grants permission, and sign and date to indicate your permission.

____ (Initial) Permission for MECP to submit the eligible protected areas/OECMs listed above to the Canadian Protected and Conserved Areas Database (CPCAD).

____ (Initial) Permission for MECP to share the finalized Decision Support Tool assessment document for screening the property/properties with relevant members within the protected and conserved area community (e.g., experts with the Canadian Council on Ecological Areas, program staff within provincial and federal governments).

____ (Initial) Permission for MECP to share finalized assessment documents for any of the above-named properties that do not meet the Decision Support Tool screening criteria for the purposes of sharing expertise with relevant members within the protected and conserved area community (e.g., experts with the Canadian Council on Ecological Areas, program staff within provincial and federal governments).

____ (Initial) Permission for MECP to include your eligible area/areas in technical publications (e.g., summary reports, case studies) for public dissemination. This permission would be reconfirmed prior to publication.

____ (Initial) Permission for MECP to include landowner/manager name (Organization) in external communications (e.g., external facing website) for public recognition and dissemination. This permission would be reconfirmed prior to publication, and you would be notified once recognition is made public.

(Signature)

X ____________________ X ____________________

Tara Warder
Clerk, Grey County

Date

(Signature)

X ____________________ X ____________________

Andrea Matrosovs
Warden, Grey County

Date

Regardless of your decision on granting these permissions, we thank you for your important contributions to biodiversity conservation.

Sincerely,

X

Laura Bjorgan
Manager, Protected Areas Section, MECP

c. Anurani Persaud, Protected Areas Section, MECP
Arunemathi Shanmugam, Protected Areas Section, MECP
Holly Easton, Protected Areas Section, MECP

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | TR-CW-29-26 |
| **Title**: | ATV Access on Grey County Roads |
| **Prepared by**: | Trevor Ireton, Engineering Manager |
| **Reviewed by**: | Pat Hoy, Director of Transportation |
| **Lower Tier(s) Affected**: | Town of Hanover |

# Recommendation

1. **That report TR-CW-29-26 be received; and**
2. **That a by-law be brought forward for Council's consideration to amend Schedule "A" of By-law 4945-16, being the By-law to Permit Off-Road Vehicles on Certain Roadways under the Jurisdiction of the County of Grey by amending the portions of Grey Road 10 and Grey Road 28 where off-road vehicles are not permitted:**
   - **Grey Road 10 from the south limit of Grey County to Knappville Road**
   - **Grey Road 10 from 7th Ave in Hanover to the north limit of Grey County**
   - **Grey Road 28 from the intersection of Concession 2 NDR & 5th Sideroad NDR to Bruce Road 10/7th Ave Hanover**

# Executive Summary

By-Law 4945-16 was adopted by Grey County Council to permit off-road vehicles on certain roadways under the jurisdiction of the County of Grey.

Changes are proposed to the By-law to update the areas where off-road vehicles are permitted to reflect recent changes in The Town of Hanover with respect to their Off-Road Vehicle (ORV) By-law.

The table below summarizes those proposed changes and requests received.

| Schedule | Changes Requested | Recommended by Transportation |
|---|---|---|
| **A** | To allow off-road vehicle use on Grey Road 10 from Knappville Road to 7th Avenue (Hanover). | Yes |
| **A** | To allow off-road vehicle use on Grey Road 28 from the intersection of Concession 2 NDR & 5th Sideroad NDR to Concession 2 SDR. | Yes |

# Background and Discussion

A request was submitted to the County by the Town of Hanover to request a change in the Off-Road Vehicle By-law to allow access to specific roads within the Town of Hanover. The Town of Hanover recently passed By-law 3373-26, which allowed off-road vehicle access to various streets within the Town of Hanover, some of which are under the jurisdiction of the County of Grey, to allow better access to fuel stations for riders.

Correspondence was sent to all nine municipalities requesting staff to review the By-Law and advise the County as to whether any further changes would be required in the other municipalities. No additional changes were brought forward by the other municipalities.

Transportation Services recommends the following revisions to Schedule “A” of By-law 4945-16 to ensure that the County By-law correlates with the Town of Hanover By-law. Note that the existing schedule specifies the roads which do not permit off-road vehicles:

**Inclusion of the following road portions in Schedule “A”, being roads where off-road vehicles are not permitted:**

| Grey Road No. | From | To |
|---|---|---|
| 10 | South Limit of Grey County | Knappville Road |
| 10 | 7th Ave (Hanover) | North limit of Grey County |
| 28 | Intersection of Concession 2 NDR & 5th Sideroad NDR | Bruce Road 10 / 7th Ave (Hanover) |

If the recommendation is supported, the section of Grey Road 10 from Knappville Road to 7th Ave in Hanover will permit off-road vehicles where they weren’t permitted before.

If the recommendation is supported, the section of Grey Road 28 from Concession 2SDR to Intersection of Concession 2 NDR & 5th Sideroad NDR will permit off-road vehicles where they weren’t permitted before.

## Financial and Resource Implications

None.

# Relevant Consultation

☒ Internal:

- ☒ Clerks

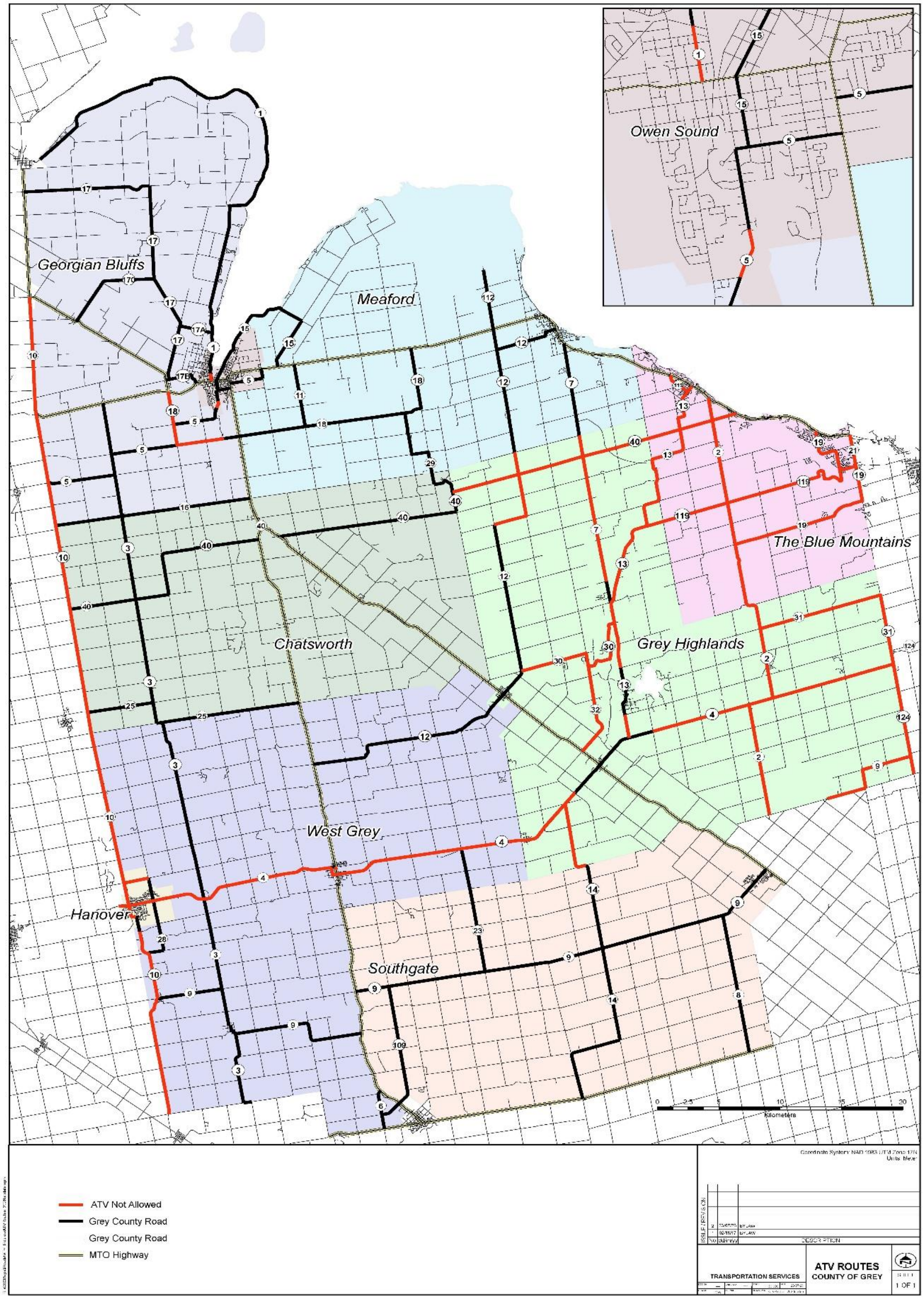
☒ External:

- ☒ Hanover
- ☒ The Blue Mountains
- ☒ Chatsworth
- ☒ Meaford
- ☒ Georgian Bluffs
- ☒ West Grey
- ☒ Grey Highlands
- ☒ Owen Sound
- ☒ Southgate

# Appendices and Attachments

Off-Road Vehicle Map

# Off Road Vehicle Map



**Ontario Provincial Conservation Agency**

**l'Agence ontarienne de protection de la nature**

July 30, 2026

Dear Conservation Authority CAOs, General Managers, Board Chairs, Mayors and Heads of Council:

I am writing to announce the members of the transition committees that will support the implementation of regional conservation authority consolidation.

As you may recall, transition committees will provide advice and operational expertise to support transition activities, including the development of transition plans for each new regional conservation authority.

Committee membership includes the current CAO or General Manager and one board member from each existing conservation authority participating in a regional consolidation.

Each committee will be chaired by a dedicated project executive who will oversee transition activities and provide continuity by serving as the first Chief Administrative Officer of the new regional conservation authority for up to two years. Project executives were recently appointed.

Following a brief orientation period, project executives will convene their transition committees and begin transition planning activities in the coming weeks.

Please find below the membership of the transition committees for each of the eight new regional conservation authorities.

Thank you for your continued leadership and partnership as we work together to establish strong, effective regional conservation authorities.

Sincerely,

Hassaan Basit
CEO
Ontario Provincial Conservation Agency

| Regional Conservation Authority | Transition Committee Members |
|---|---|
| Central Lake Ontario<br><br>Project Executive: Robert Baldwin | Dave Barton, Toronto and Region Conservation<br>John MacKenzie, Toronto and Region Conservation<br>Bob Chapman, Central Lake Ontario Conservation Authority<br>Chris Darling, Central Lake Ontario Conservation Authority |
| Eastern Lake Ontario<br><br>Project Executive: Alison McDonald | Brad McNevin, Quinte Conservation<br>Kathryn Brown, Quinte Conservation<br>Rhonda Bateman, Lower Trent Conservation Authority<br>Sherry Hamilton, Lower Trent Conservation Authority<br>Linda Laliberte, Ganaraska Region Conservation Authority<br>Vicki Mink, Ganaraska Region Conservation Authority<br>Mark Majchrowski, Kawartha Conservation Authority<br>Pat Warren, Acting, Kawartha Conservation Authority<br>David Ellingwood, Cataraqui Conservation Authority<br>Paul Proderick, Cataraqui Conservation Authority<br>Janette Loveys Smith, Otonabee Region, Crowe Valley Conservation Authority Conservation Authority, Crowe Valley Conservation Authority<br>Michael Metcalf, Otonabee Region Conservation Authority, Crowe Valley Conservation Authority |
| Western Lake Ontario<br><br>Project Executive: Jacqueline Johnson | Lisa Burnside, Hamilton Conservation Authority<br>Brad Clark, Hamilton Conservation Authority<br>Leilani Lee-Yates, Niagara Peninsula Conservation Authority<br>Robert Foster, Niagara Peninsula Conservation Authority<br>Chandra Sharma, Conservation Halton<br>Gerry Smallegange, Conservation Halton<br>Terri LeRoux, Credit Valley Conservation Authority<br>Michael Palleschi, Credit Valley Conservation Authority |
| Lake Huron | Jonathan Scott, Nottawasaga Valley Conservation Authority |

| | |
|---|---|
| Project Executive: Don Goodyear | Jennifer Vincent, Nottawasaga Valley Conservation Authority<br>Raymond Chartrand, Ausable Bayfield Conservation Authority<br>Nathan Schoelier, Ausable Bayfield Conservation Authority<br>Erik Downing, Saugeen Valley Conservation Authority<br>Tom Hutchinson, Saugeen Valley Conservation Authority<br>Phil Beard, Maitland Valley Conservation Authority<br>Ed McGugan, Maitland Valley Conservation Authority<br>Mark Critch, Lake Simcoe Region Conservation Authority<br>Clare Riepma, Lake Simcoe Region Conservation Authority<br>Tim Lanthier, Grey Sauble Conservation Authority<br>Jennifer Shaw, Grey Sauble Conservation Authority |
| St. Lawrence River<br><br>Project Executive: Sommer Casgrain-Robertson | Sally McIntyre, Mississippi Valley Conservation Authority<br>Roy Huet, Mississippi Valley Conservation Authority<br>Glen McDonald, Rideau Valley Conservation Authority<br>Gary Waterfield, Rideau Valley Conservation Authority<br>Lisa Van de Ligit, Raisin Region Conservation Authority<br>Andrew Guindon, Raisin Region Conservation Authority<br>Carl Bickerdike, South Nation River Conservation Authority<br>Isabelle Skalski, South Nation River Conservation Authority |
| Eastern Lake Erie<br><br>Project Executive: Samantha Lawson | Judy Maxwell, Long Point Region Conservation Authority<br>Doug Brunton, Long Point Region Conservation Authority<br>Elizabeth VanHooren, Kettle Creek Conservation Authority<br>Sharron McMillan, Kettle Creek Conservation Authority<br>John Challinor II, Grand River Conservation Authority<br>Karen Armstrong, Grand River Conservation Authority |

| | |
|---|---|
| | Dusty Underhill, Catfish Creek Conservation Authority<br>Morgaine Griffin, Catfish Creek Conservation Authority |
| Western Lake Erie<br><br>Project Executive:  Davin Heinbuck | Tim Byrne, Essex Region Conservation Authority<br>Molly Allaire, Essex Region Conservation Authority<br>Tracy Annett, Upper Thames Conservation Authority<br>Brian Petrie, Upper Thames Conservation Authority<br>Mark Peacock, Lower Thames Conservation Authority<br>Sarah Bod, Lower Thames Conservation Authority<br>Ken Philllips, St Clair Region Conservation Authority<br>Greg Grimes, St Clair Region Conservation Authority |
| Northeastern<br><br>Project Executive:  Tim Commisso | Mark Signoretti, Nickel District Conservation Authority<br>Carl Jorgensen, Nickel District Conservation Authority<br>Liza Vandermer, North Bay-Mattawa Conservation Authority<br>Lana Mitchelle, North Bay-Mattawa Conservation Authority<br>Corrina Barrett, Sault Ste. Marie Conservation Authority<br>Sandra Hollingsworth, Sault Ste. Marie Conservation Authority<br>David Vallier, Mattagami Region Conservation Authority<br>Andrew Marks, Mattagami Region Conservation Authority |

# Minutes

## Community Services Committee

**August 6, 2026**

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## Call to Order

The Community Services Committee met at the County Administration Building on the above date. Chair Dane Nielsen called the meeting to order at 2:03 p.m. with the following members in attendance:

Councillors Scott Greig, Warren Dickert, Scott Mackey and Councillor Barbara Dobreen who attended virtually.

Councillor Terry McKay and Warden Andrea Matrosovs were absent.

## Declaration of Interest

There were no declarations of interest.

## Delegations

There were no delegations.

## Items For Direction or Discussion

### CSR-CS-10-26 Systems, Planning and Compliance Analyst Position - Community Services

Anne Marie Shaw addressed the Committee on the above noted report. She noted the modernization initiatives that are being mandated by the province. There are initiatives related to IT, data management and compliance monitoring. The province has planned phased implementation and Grey County will work with child care providers to implement.

The position will also work across the Community Services department as a whole, and can assist with housing and homelessness statistics and data and further reporting to the province.

The position will be funded through provincial funding. Staff are assuming that funding will be similar in future years and continue to cover the position, however mitigation funding could be used if needed.

Questions and comments were addressed.

CSC09-26
Moved by: Councillor Dickert
Seconded by: Councillor Mackey

> **That report CSR-CS-10-26 regarding Community Services Systems, Planning & Compliance Analyst position be received; and**
>
> **That the creation of a full-time Community Services Systems, Planning & Compliance Analyst position be approved; and**
>
> **That the creation of the position occur prior to County Council approval in accordance with Section 26.6 (b) of Procedural Bylaw 5134-22, to be funded from existing provincial funds.**

Carried

## CSR-CS-18-26 Canada Ontario Community Housing Initiative and Ontario Priorities Housing Initiative Investment Plan 2026-2027

Josh Gibson provided an update on the planned investments for provincial funds that are being provided to Grey County to assist with housing renewal, expansion and affordability. He spoke to what COCHI and OPHI each are used for.

Josh Gibson noted that in order to meet requirements under the National Housing Strategy, there is a requirement for Grey County to add 15 new units to meet the funding requirements from the province.

Questions were addressed regarding administrative costs and concern was expressed on the increasing wait lists.

Staff noted that meeting the actual need in the community will require significant investments and the current funding is falling short.

An application will be submitted to the Canada Builds Homes by Grey. It was clarified that the recent announcement by Prime Minister Mark Carney was with regard to the Canada Builds program. Deeply affordable means they've set the rents, however it would still need to be subsidized in order for those on the wait lists to live there.

Staff shared information on rental supplements and funding.

CSC10-26
Moved by: Councillor Dobreen
Seconded by: Councillor Dickert

**That report CSR-CS-18-26 pertaining to Canada-Ontario Community Housing Initiative and Ontario Priorities Housing Initiative investment plans be received; and**

**That Canada Ontario Community Housing Initiative and Ontario Priorities Housing Initiative Investment Plan 2026-27 be endorsed for annual program delivery.**

Carried

### CSR-CS-19-26 Garafraxa Non-Profit Homes Emergency Repairs Funding Request

Josh Gibson addressed the above noted report. A sinkhole has formed near the building at 329 Garafraxa St. North in Durham. Garafraxa Non-Profit Homes Inc. has requested financial support from Grey County to offset the impact to their capital reserves. It is expected that the project will cost $275,000 to repair for the long term. There are water and drainage issues on the site.

CSC11-26
Moved by: Councillor Dickert
Seconded by: Councillor Mackey

**That report CSR-CS-19-26 regarding the Garafraxa Non-Profit Homes Emergency Repairs Funding Request be received; and**

**That an unbudgeted amount of $125,000 be provided to Garafraxa Non-Profit Homes Inc.; and**

**That the unbudgeted expenditure be funded by $75,000 from the Non-Profit General Reserve and $50,000 from Canada Ontario Community Housing Initiative (COCHI); and**

**That action be taken prior to Council approval, as per Section 26.6 (b) of the Procedural By-law.**

Carried

## Correspondence

There was no correspondence.

## Other Business

There was no other business.

## Next Meeting Date

To be determined.

## Adjournment

On motion of Councillors Dobreen and Nielsen, the Community Services Committee adjourned at 2:42 p.m. to the call of the Chair.

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | PSR-CW-04-26 |
| **Title**: | Grey County Paramedic Services Response Time Performance Plan for 2027 |
| **Prepared by**: | Kevin McNab, Director of Paramedic Services |
| **Reviewed by**: | Randy Scherzer, CAO and Niall Lobley, Deputy CAO |
| **Lower Tier(s) Affected**: | All |

# Recommendation

1. **That the 2027 Response Time Performance Plan, as outlined in the report PSR-CW-04-26, be approved and submitted to the Ministry of Health.**

# Executive Summary

Under current legislation, Grey County Paramedic Services (GCPS) is obligated to annually submit a Response Time Performance Plan to the Ministry of Health. This plan outlines the ambulance response time targets within the County for the upcoming 2027 year. Based on the response time performance for 2025 and 2026 to June 30th, the same targets are recommended for the year 2027.

# Background and Discussion

The County reviews the response time performance targets yearly and is required to submit them to the Ministry of Health by October 31st for the upcoming calendar year.

GCPS performance is measured based on achieving target response times across five patient acuity levels and for sudden cardiac arrest (SCA) for the most urgent life-threatening code 4 calls.

## Response Time Targets

There are six set criteria that are measured under the Response Time Target Plans. Five of the performance targets are measured by response times relating to patient presentation as indicated by the Canadian Triage and Acuity Scale (CTAS). The final criteria is based on community response to patients in cardiac arrest.

The response time targets and criteria are described below:

1. The percentage of times that a person equipped to provide any type of defibrillation has arrived on-scene to provide defibrillation to sudden cardiac arrest patients within six (6) minutes of the time notice is received.
2. The percentage of times an ambulance crew has arrived on-scene to provide ambulance services to sudden cardiac arrest patients or other patients categorized as CTAS 1 within eight (8) minutes of the time notice is received, respecting such services.
3. The percentage of times that an ambulance crew has arrived on-scene to provide ambulance services to patients categorized as CTAS 2, 3, 4, and 5 within the response time targets set by the upper-tier municipality or delivery agent under its plan established under subsection (2). O. Reg. 267/08, s. 1 (2); O. Reg. 368/10, s. 1 (2).

## Grey County Response Time Performance By CTAS

The following chart reflects the set service response time targets, service performance for the 2025 calendar year, 2026 to June 30th and a 5-year average. *For detailed descriptions on the Canadian Triage and Acuity Scale (CTAS) and Response Time Targets, please see the appendices.*

| Call Type | Provider | Response Time Target | 2025 Target | 2025 Performance | 2026 to June 30th | 5 Year Average |
|---|---|---|---|---|---|---|
| Sudden Cardiac Arrest (SCA) | Community Defibrillator or Paramedic Response | Six (6) minutes or less | 40% | 48.47% | 55.91% | 50.03% |
| CTAS 1 | Paramedic Response | Eight (8) minutes or less | 60% | 58.65% | 63.16% | 64.07% |
| CTAS 2 | Paramedic Response | Fifteen (15) minutes or less | 90% | 88.78% | 89.22% | 89.43% |
| CTAS 3 | Paramedic Response | Twenty (20) minutes or less | 90% | 97.14% | 96.83% | 97.21% |
| CTAS 4 | Paramedic Response | Twenty (20) minutes or less | 90% | 96.06% | 96.74% | 96.76% |
| CTAS 5 | Paramedic Response | Twenty (20) minutes or less | 90% | 95.63% | 94.00% | 96.52% |

For the 2025 calendar year, the County met all response time target criteria except for CTAS 1 and CTAS 2 call types. The County is actively implementing the recommendations from the ORH Comprehensive Deployment Review and has made ongoing improvements to its deployment model and system performance. While increasing call volumes continue to place pressure on the ambulance system, service modeling indicates that continuing to implement and refine these improvements will help support response time performance and improve the County's ability to meet its response time targets.

The following chart details the 2025 response time performance broken down by lower tier Municipalities within the County of Grey.

*Red ink shows indicators below target*

| Municipality | SCA | CTAS 1 | CTAS 2 | CTAS 3 | CTAS 4 | CTAS 5 |
|---|---|---|---|---|---|---|
| | 6 Min 40% | 8 Min 60% | 15 Min 90% | 20 Min 90% | 20 Min 90% | 20 Min 90% |
| **Service 2025** | **48.47%** | **58.65%** | **88.78%** | **97.14%** | **96.06%** | **95.63%** |
| **(# of calls)** | **163** | **208** | **2299** | **3317** | **762** | **206** |
| Blue Mountains | 12.50% | 23.08% | 89.73% | 97.11% | 98.82% | 93.33% |
| (# of calls) | 8 | 13 | 224 | 277 | 85 | 15 |
| Chatsworth | --- | --- | 55.56% | 90.57% | 100% | 75% |
| (# of calls) | 0 | 0 | 27 | 53 | 5 | 4 |
| Georgian Bluffs | 19.05% | 30.77% | 85.12% | 95.18% | 83.64% | 100% |
| (# of calls) | 21 | 26 | 215 | 249 | 55 | 16 |
| Grey Highlands | 9.09% | 23.08% | 72.77% | 92.83% | 87.72% | 81.82% |
| (# of calls) | 11 | 13 | 191 | 223 | 57 | 11 |
| Hanover | 54.55% | 75% | 98.53% | 99.05% | 97.83% | 100% |
| (# of calls) | 11 | 12 | 204 | 317 | 46 | 17 |
| Meaford | 29.17% | 45.16% | 81.52% | 95.50% | 94.94% | 88.89% |
| (# of calls) | 24 | 31 | 303 | 467 | 79 | 27 |
| Owen Sound | 88.14% | 92% | 96.88% | 98.92% | 98.77% | 97.94% |
| (# of calls) | 59 | 75 | 801 | 1298 | 324 | 97 |
| Southgate | 28.57% | 41.67% | 75.59% | 92.55% | 100% | 100% |
| (# of calls) | 7 | 12 | 127 | 161 | 46 | 10 |
| West Grey | 27.27% | 42.31% | 88.41% | 98.53% | 93.85% | 100% |
| (# of calls) | 22 | 26 | 207 | 272 | 65 | 9 |

*SCA and CTAS 1-5 are all Code 4 calls. Performance is recorded on a County-wide basis only, the section noted in "Bold". Staff share a breakdown of calls on a municipal basis for the information of Council only. Based on previous discussions at Council, staff have provided not only the performance metric achieved, but also the number of calls received in each category and municipality.*

Paramedic Services are required to report figures to the Ministry of Health at a County level, but it is important to understand the variation across the service. It is recognized by staff that some response times are consistently lower than other lower tier Municipalities within the County. It is anticipated that the ongoing enhancements recommended in the ORH Comprehensive Deployment Review and implemented through the approved plan as part of the 2026 budget process extending to 2033, including new base locations in Feversham, Ayton, Thornbury, and Cobble Beach, will help further improve response times.

## County 90th Percentile Response Time – All Code 4 Calls 9/10

2026 to June 30th – 15:40 minutes

2025 – 15:32 minutes

## County Average Response Time – All Code 4 Calls Averaged

2026 to June 30th – 7:36 minutes

2025 – 7:50 minutes

## Response Time Performance Recommendation for 2027

Based on the 2025 calendar year and 2026 to June 30th, response time performance, the same targets continue to be recommended for the 2027 year.

The following table provides the 2027 response time targets recommended for Grey County Paramedic Services:

| Target | Call Type | Provider | Response Time Target | Percentage of Time Achieved |
|---|---|---|---|---|
| 1. | Sudden Cardiac Arrest | Community Defibrillator Response | Six (6) minutes or less | 40% |
| 2. | CTAS 1 | Paramedic Response | Eight (8) minutes or less | 60% |
| 3. | CTAS 2 | Paramedic Response | Fifteen (15) minutes or less | 90% |
| 4. | CTAS 3 | Paramedic Response | Twenty (20) minutes or less | 90% |
| 5. | CTAS 4 | Paramedic Response | Twenty (20) minutes or less | 90% |
| 6. | CTAS 5 | Paramedic Response | Twenty (20) minutes or less | 90% |

## Patient Call Volumes

During the first half of 2026, GCPS experienced an increase in call volume, receiving 8511 calls for service compared to 8265 an increase of 246 calls or 3% for the same period in 2025. In 2025, the total patient call volumes were 17,216, 8.96% greater than in 2024 (calls 15,800) which was the previous busiest year. Paramedic Services has seen an increase in patient call volume of 43.1% (an average of 8.6% per year) over the past 5 years (10 years 6.6%).

## Paramedic Services Planning: Modelling, Response Standards and Dispatch System Update

In the 2026 budget, Grey County Council supported an update to the Comprehensive Deployment Review plan to ensure it continues to meet service needs through to 2033. This work is currently underway with Operational Research in Health (ORH), using its AmbSim simulation model to analyze updated call demand data, population growth, the impact of recent upstaffing efforts, and any changes in service demand patterns. The review will help validate the recommendations from the original Comprehensive Deployment Review and guide future decisions related to base locations, vehicle deployment, shift timing, and staffing strategies. Results from the review are expected later in 2026 and will support future planning to ensure services remain aligned with projected growth and community needs.

Grey County Paramedic Services (GCPS) is also preparing for the implementation of the Medical Priority Dispatch System (MPDS) at the London Central Ambulance Communications Centre (CACC) in October 2026. MPDS has been progressively introduced across Ontario and is designed to enhance the prioritization and dispatching of emergency calls through a standardized call-taking and dispatch process. The implementation of MPDS will support consistent call assessment and resource allocation across the provincial ambulance system.

At the same time, the Province is continuing work to modernize ambulance response time standards. While details of the updated standards have not yet been finalized, they are expected to better reflect differences between urban, rural, and remote communities and support a more meaningful evaluation of paramedic service performance. The ongoing ORH review is considering these anticipated changes to ensure Grey County's deployment strategy remains responsive to future provincial requirements, operational demands, and the needs of the communities served by GCPS.

## Legislated Requirements

Land Ambulance Response Time Standard Reg 257/00 Part VIII

Upper tier municipalities are responsible, either directly or through selected operators, for ensuring that patient care and transport are carried out in accordance with applicable legislation, standards, and procedures. They are also responsible for the supervision of staff, maintenance of vehicles and equipment, and the provision of a quality assurance program.

## Financial and Resource Implications

Funding requirements to meet recommendations of the ORH Comprehensive Deployment Review will be brought forward yearly for budget approval.

# Relevant Consultation

☒ Internal: CAO, Deputy CAO

# Appendices

Canadian Triage and Acuity Scale References

**(CTAS) is described as:**

CTAS Level: The ‘Canadian Triage & Acuity Scale’ is used to assign a level of acuity to a patient. Acuity refers to the gravity of the situation – the potential for death and/or irreversible illness. CTAS is a tool that more accurately defines the patient’s need for care. Assignment of the CTAS level is to be based upon not only the presenting complaint identified on the initial assessment made by the paramedic but also on their examination findings and response to treatment.

CTAS I: requires resuscitation and includes conditions that are threats to life or imminent risk of deterioration, requiring immediate aggressive interventions (for example, cardiac arrest, major trauma, or shock states).

CTAS II: requires emergent care and includes conditions that are a potential threat to life or limb functions, requiring rapid medical intervention or delegated acts (for example, head injury, chest pain, or internal bleeding).

CTAS III: requires urgent care and includes conditions that could potentially progress to a serious problem requiring emergency intervention, such as mild to moderate breathing problems, resolved seizure with normal level of alertness, or moderate anxiety/agitation.

CTAS IV: requires less-urgent care and includes conditions related to patient age, distress, or potential for deterioration or complications that would benefit from intervention or reassurance, such as urinary symptoms, laceration requiring stitches, or upper extremity injury.

CTAS V: requires non-urgent care and includes conditions in which investigations or interventions could be delayed or referred to other areas of the hospital or health care system, such as sore throat, minor bites, or dressing change.

**Detailed Description of Response Time Targets**

*Sudden Cardiac Arrest*

The Community Defibrillator Response to sudden cardiac arrest targets the percentage of times that a defibrillator will be at a patient’s side in a cardiac arrest call situation within a six (6) minute timeframe as set by the Ministry of Health and Long-Term Care. This percentage of calls and how the clock stops is determined not only when an ambulance arrives to the patient’s side but also includes any time a first responder also arrives (fire fighters and/or civilians at sites equipped with defibrillators). This patient is also determined to be part of the CTAS 1 Target. The target of 40 percent is representative of the rural nature of paramedic services delivery in Grey County, with difficult driving conditions during inclement weather and increased driving distances. Grey County has implemented the Public Access Program to assist with meeting this target and has over 200 automated external defibrillators located throughout the County.

*CTAS 1*

Paramedic response to CTAS 1 calls target the percentage of times an ambulance responds to patients presenting with life-threatening injuries or illnesses in eight (8) minutes or less as set by the Ministry of Health and Long-Term Care. This is an ambulance-only target but does include ambulance response to patients suffering from sudden cardiac arrest.

*CTAS 2*

Paramedic response to CTAS 2 calls target the ambulance responses to patients presenting with serious injuries or illnesses in fifteen (15) minutes or less measured as a $90^{th}$ percentile. The County has set this target based on the historical data related to emergency call response in Grey County.

*CTAS 3*

Paramedic response to CTAS 3 calls target the ambulance responses to patients presenting with moderate injuries or illnesses in twenty (20) minutes or less measured as a $90^{th}$ percentile. The County has set this target based on the historical data related to emergency call response in Grey County.

*CTAS 4*

Paramedic response to CTAS 4 calls target the ambulance responses to patients presenting with non-serious injuries or illnesses in twenty (20) minutes or less measured as a $90^{th}$ percentile. The County has set this target based on the historical data related to emergency call response in Grey County.

*CTAS 5*

Paramedic response to CTAS 5 calls target the ambulance responses to patients presenting with very minor injuries or illnesses in twenty (20) minutes or less measured as a $90^{th}$ percentile. The County has set this target based on the historical data related to emergency call response in Grey County.

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13th, 2026 |
| **Subject / Report No**: | PSR-CW-06-26 Paramedic Services |
| **Title**: | Medical Priority Dispatch System Implementation & Deployment Strategy |
| **Prepared by**: | Jessica Robb, Deputy Chief of Operations |
| **Reviewed by**: | Randy Scherzer, Niall Lobley, Kevin McNab |
| **Lower Tier(s) Affected**: | All Grey County Municipalities |

# Recommendation

1. **That Report PSR-CW-06-26 regarding the Medical Priority Dispatch System be received for information.**

# Executive Summary

Medical Priority Dispatch System (MPDS) will be implemented across the London Central Ambulance Communication Center (CACC) catchment area on October 14th, 2026.

MPDS will modernize how 911 calls are assigned across Ontario. The goal of MPDS is to better triage and prioritize incoming calls for service and align resources to ensure availability to provide rapid response to the highest acuity patients.

Grey County Paramedic Services has updated its Deployment and Utilization Strategy to align with MPDS and the Patient Journey framework as developed by the Ministry of Health.

# Background and Discussion

The Ministry of Health is implementing MPDS across Ontario. This system has been clinically validated as a standardized approach to emergency dispatch. The system operates within the provincial Patient Journey framework, which establishes standardized procedures for call taking, dispatching, resource assignment, quality assurance, and operational oversight.

Currently, more than half of Ontario has made the transition. Grey County is operated under London CACC, whose area, spanning London to Craigleith, will transition on Wednesday October 14th, 2026.

MPDS is replacing the Dispatch Priority Card Index (DPCI) model, which prioritizes incoming calls for service into four (4) categories, two (2) of which are primarily used for community emergency response, and two (2) are used for transfers.

Under DPCI, emergency calls are categorized as either a code 3 or a code 4. Code 4 calls are assigned in the order they are received without deviation. MPDS allows us to break out the obvious and immediate threats.

The MPDS model prioritizes incoming call for service into a broader range of categories, identifying immediate and actual life-threatening emergencies and redirecting resources to the highest priority emergency in the area.

| **DPCI Priorities (OLD)** | |
|---|---|
| Code 4 | Urgent |
| Code 3 | Prompt |
| Code 2 | Scheduled |
| Code 1 | Deferrable |

| **MPDS Priorities (NEW)** | |
|---|---|
| Purple<br>(DPCI Code 4) | Emergent and immediate life-threatening conditions |
| Red<br>(DPCI Code 4) | Emergent and potential life-threatening conditions |
| Orange<br>(DPCI Code 3 or 4) | Urgent and potentially serious, and immediate threat to life unlikely. |
| Yellow<br>(DPCI Code 3) | Non-urgent, not serious, and immediate threat to life very unlikely. |
| Green<br>(DPCI Code 3) | Non-urgent, not serious, and immediate threat to life very unlikely which may be deferred without being detrimental to patient outcome. |

Some key changes include:

- Medical priority-based response to ensure the highest needs are met first
- Best Unit assignments for lower acuity calls
- Low Priority Assignment Thresholds and Region Critical Counts to preserve emergency coverage
- Optimized prioritization of inter facility transports to balance community needs.
- Community members with low priority needs may experience delayed service responses
- Maximum wait times will be developed

Grey County's Deployment and Utilization Strategy has been revised to reflect this provincial requirement and formalize new deployment methodologies and resources management processes.

Benefits to Grey County Residents

- Improved prioritization of life-threatening emergencies

- Greater operational efficiency and sustainability
- Continuous quality improvements

To become compliant with the provincial Patient Journey and MPDS Framework, Grey County Paramedic Services has taken the following actions

- Coordination with all local Fire Departments to confirm all currently established tiered response agreements have been translated to maintain current levels of service. The current level of response will remain relatively the same.
- Updated GCPS Deployment & Utilization Strategy to reflect changes to resource allocations and service delivery model.
- Prepared staff educational material for staff to be delivered as self-directed virtual education.
- Consultation programs in place with provincial partners. A Grey County Paramedic and Manager will sit on the Dispatch Review Committee.
- Change management process with front line staff and community partners.

## Legislated Requirements

Emergency medical dispatch operations are governed by the Ministry of Health policies and Emergency Health Program Management and Delivery Branch directives. MPDS and the Patient Journey establish the provincial operational framework for ambulance communication centres.

## Financial and Resource Implications

Implementation of MPDS is provincially led. Impacts to Grey County include training, deployment plan revisions, and participation in quality assurance and governance processes. No immediate increase in funding, staffing or fleet resources is required.

# Relevant Consultation

Internal

- Randy Scherzer, CAO
- Niall Lobley, Deputy CAO

External

- Ministry of Health MPDS Implementation Team
- Bruce County Paramedic Services
- Grey County Fire & Emergency Services

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | PSR-CW-05-26 |
| **Title**: | 2025 Ministry of Health Service Review Final Report |
| **Prepared by**: | Kevin McNab, Director of Paramedic Services |
| **Reviewed by**: | Randy Scherzer, CAO and Niall Lobley, Deputy CAO |
| **Lower Tier(s) Affected**: | All |

# Recommendation

1. **That Report PSR-CW-05-26 regarding the 2025 Land Ambulance Service Review results be received for information.**

# Executive Summary

In order to meet legislated requirements for providing land ambulance services, municipal Paramedic Services departments must undergo a Land Ambulance Service Review (LASR) conducted by the Emergency Health Regulatory and Accountability Branch of the Ministry of Health every three years.

Grey County Paramedic Services (GCPS) completed its most recent review on October 15 and 16, 2025. The Ministry of Health issued its final report on June 19, 2026.

The review concluded that GCPS met the requirements of the Land Ambulance Certification Standard and recommended renewal of the County's certificate to operate a land ambulance service for a three-year term.

The review identified nine observations relating to deployment staffing, employee records, ambulance call report documentation, patient care documentation, identification card compliance, vehicle equipment restraints, and vehicle certification documentation. All observations identified in the report were addressed by Grey County Paramedic Services and accepted through the Ministry review process.

# Background and Discussion

In order to meet legislated requirements for providing land ambulance services, municipal Paramedic Services departments must undergo a Land Ambulance Service Review conducted by the Emergency Health Regulatory and Accountability Branch of the Ministry of Health every three years.

GCPS completed its most recent review on October 15 and 16, 2025. The review included a two-day on-site assessment involving Ministry of Health representatives, municipal paramedic service leaders, paramedic peer reviewers and a Fleet Services Officer.

The review examined three primary areas:

- Patient Care
- Quality Assurance
- Administration

As part of the review, Ministry representatives visited ambulance stations in Owen Sound, Meaford, Markdale, Durham, Chatsworth, Hanover and Craigleith. The review included inspections of vehicles and equipment, employee qualification records, training records, ambulance call reports, quality assurance processes, staffing records, deployment plans, policies and procedures, insurance documentation and administrative requirements.

The final report concluded that Grey County Paramedic Services met the requirements of the Land Ambulance Certification Standard. As a result, the Manager of Inspections and Certifications recommended renewal of the service's certificate to operate for a term of three years.

The Ministry noted that GCPS made staff available during the review process and thanked the service for its assistance throughout the review.

The final report identified nine observations.

**Deployment Staffing**

The review found that GCPS did not always maintain sufficient staff to meet the service's written deployment plan. The report noted that efforts to mitigate periods of down staffing were documented.

**Employee Qualification Documentation**

The review audited 42 employee qualification files. One employee file contained an influenza immunization record that was missing a required signature. This was corrected the date it was identified.

**Ambulance Call Report Documentation – Patient Carried Calls**

The review audited 68 Ambulance Call Reports. A sample of patient carried call reports contained missing mandatory documentation fields required under the Ontario Ambulance Documentation Standards.

**Ambulance Call Report Documentation – Non-Patient Carried Calls**

Within the review of 68 Ambulance Call Reports, a sample of non-patient carried call reports contained missing mandatory documentation fields required under the Ontario Ambulance Documentation Standards.

**Patient Care Documentation – Patient Carried Calls**

The review identified a small sample of patient carried call reports where documentation did not fully demonstrate compliance with the Advanced Life Support Patient Care Standards and Basic Life Support Patient Care Standards.

### Patient Care Documentation – Non-Patient Carried Calls

The review identified a small sample of non-patient carried call reports where documentation did not fully demonstrate compliance with the Advanced Life Support Patient Care Standards and Basic Life Support Patient Care Standards.

### Ministry of Health Identification Cards

The review observed 31 staff members for compliance with Ministry of Health identification card requirements. One staff member was observed not carrying their identification card on their person while on duty.

### Vehicle Equipment Restraints

The review inspected 11 vehicles. Loose items were found behind the passenger seat in four vehicles.

### Vehicle Certification Documentation

The review inspected eight vehicles for compliance with provincial vehicle standards. The review identified the service did not always have a complete certificate package, from each ambulance manufacturer/conversion vendor, certifying each ambulance used in the provision of service met the standard. It was also noted that 6 vehicles were missing egress stickers. Both issues were corrected shortly after the service review was completed.

### Service Action to Observations

Following the review interim report, GCPS submitted responses to all observations. The Ministry received the service's responses on March 10, 2026, and accepted the actions taken to address the observations identified during the review.

### Acknowledgment and Continuous Improvement

The successful outcome of the review reflects the commitment and professionalism of frontline paramedics, supervisors, managers and administrative staff who support the delivery of paramedic services throughout Grey County. It also reflects the ongoing support provided by County Council, the Senior Management Team and corporate departments including Transportation Services, Information Technology, Finance, Human Resources and Clerks Services. The collective efforts of these individuals and teams contribute to ensuring Grey County Paramedic Services continues to meet provincial standards and maintain certification as a Land Ambulance Operator in Ontario.

While the review confirmed compliance with provincial requirements, Grey County Paramedic Services will continue to use the findings and observations identified through the review process to support ongoing quality improvement activities and continuous service improvement.

## Legislated Requirements

Reg 257/00 PART II Certification of Operators of Ambulance Services

Land Ambulance Service Certification Standards

## Financial and Resource Implications

None.

## Relevant Consultation

☒ Internal: Randy Scherzer, Niall Lobley

## Attachments

Land Ambulance Service Review Final Report

- Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | PDR-CW-34-26 |
| **Title**: | Potential CP Rail Trail Land Adjustments |
| **Prepared by**: | Lacey Thompson, Law Clerk/Real Estate Coordinator, Scott Taylor, Director of Planning, and Tara Warder, Clerk |
| **Reviewed by**: | Randy Scherzer, CAO |
| **Lower Tier(s) Affected**: | Township of Southgate |
| **Status**: | |

# Recommendation

1. **That Report PDR-CW-34-26 be received; and**
2. **That the land exchange between the County and the Township of Southgate, for nominal consideration, for the following lands abutting the CP Rail Trail in Dundalk be approved, to align with the Township of Southgate's long-term plans for the section of Dundalk:**
   - **The County Lands - described as Part of Lot 229 Concession 2 Southwest of the Toronto and Sydenham Road being Part 1 in the attached draft reference plan, to be transferred to Southgate;**
   - **The Township Lands - described as Part of Lot 229 Concession 2 Southwest of the Toronto and Sydenham Road being Parts 12 and 13 in the attached draft reference plan, to be transferred to the County; and**
3. **That the County waive the requirement for a by-law to execute the land transfer agreement as set out in the County's Sale of Land Procedure G-GEN-003-001 and Acquisition of Land Procedure G-GEN-003-002, and any successor thereto; and**
4. **That the Warden and Clerk be authorized to execute the land exchange agreement once finalized; and**
5. **That staff be directed to incorporate language into the land exchange agreement to address the cost sharing arrangements between the County and Southgate that were previously outlined in the Cost Sharing Agreement dated October 6, 2021, to the extent required based on the new long-term plans for this area of Dundalk; and**
6. **That staff be directed to release various parcels of land from the Cost Sharing Agreement, registered in the Land Registry Office of Grey (No.16) as Instrument GY215030, as deemed necessary to effect the long-term plans for this area of**

Dundalk, as deemed appropriate through consultation with the Director of Planning, CAO/Deputy CAO and County Solicitor; and**

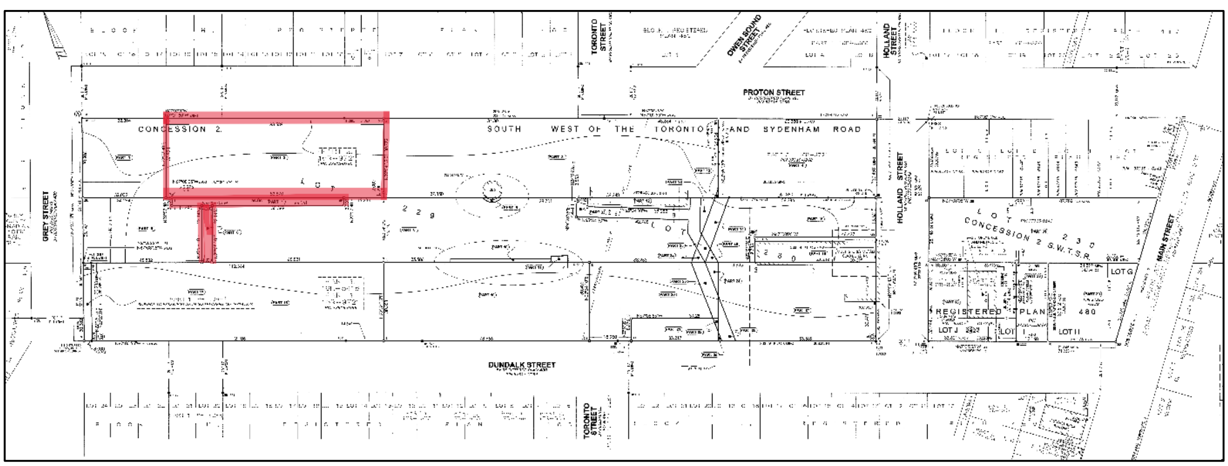
7. **That staff be authorized to carry out the above prior to County Council approval as per Section 26.6(b) of Procedural By-law 5134-22.**

# Executive Summary

In September 2025, via report PDR-CW-55-25, County staff received closed session direction to work with the Township of Southgate to explore potential land transfers in Dundalk, abutting the County's CP Rail Trail. Since receiving that direction, Township and County staff have worked together to sort out the details of this land transfer, which has the effect of a 'land swap'. Staff are recommending that the County and Township enter into a land exchange agreement, subject to the approval from County and Township Councils. This land exchange will still require elements of the CP Rail Trail improvements which were a requirement of the previous land donation for the proposed medical clinic in this section of Dundalk. Given the limitations on land transfers under the restricted acts provisions in section 275 of the *Municipal Act* (also referred to as 'lame duck'), staff are also recommending that staff be authorized to execute the land swap, without a by-law needing to return to County Council at a subsequent meeting.

# Background and Discussion

Over the last five years, the County has worked with both the Township of Southgate and Midwest Co-op to adjust its CP Rail Trail land holdings in Dundalk. The County donated lands (via by-law 5118-21) to Southgate in 2021 for a future medical clinic. This land donation included trail upgrade requirements from the Township, an easement for a trail crossing, and future parking facilities to be constructed adjacent to the CP Rail Trail. The lands transferred to Southgate, as well as the trail crossing easement can be found at map 1 below, highlighted in red.

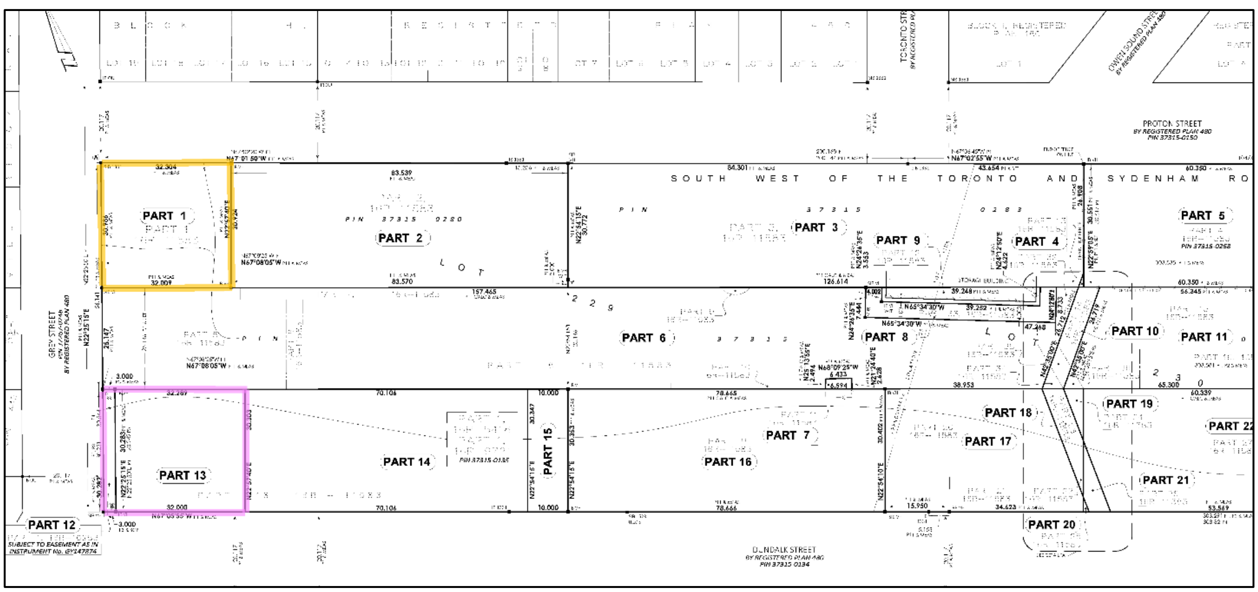


## Map 1: Medical Clinic Lands Transferred to Southgate as well as the Trail Crossing Easement

In 2024, the County sold land in this area to Midwest Co-op, which had previously been leased to the Co-op. Conditional upon that sale, the Co-op also agreed to demolish the existing feed mill which was partially on land owned by the County and other land owned by the Township. That mill has since been demolished and no longer represents an encroachment on the County's CP Rail Trail.

In September 2025, via report PDR-CW-55-25, County staff received further closed session direction to explore additional land transfers between the Township of Southgate and the County on lands abutting the CP Rail Trail. This direction was subject to further reporting and approvals from County Council regarding the potential 'land swap' between the Township and the County.

In preparation for this land transfer, the Township has prepared an updated draft reference plan showing the various parts in this section of Dundalk. Map 2 below shows a portion of that reference plan with the location of both the lands proposed to be transferred from the County to the Township in yellow (Part 1), and the lands proposed to be transferred from the Township to the County in pink (Parts 12 and 13).




## Map 2: Proposed Lands to be Transferred

The intent of the land swap was to trade 'like-for-like' such that both the Township and County are receiving similar sized parcels of land to what they currently own on opposite sides of the CP Rail Trail. Part 12 currently contains a hydro easement. As such, to maintain equity regarding non-encumbered lands, the County would receive Part 13, which is the same size as Part 1, in addition to Part 12 (the lands encumbered by the hydro easement). All parties would receive their lands in 'as is' condition.

Staff are seeking direction from County Council to finalize a land exchange agreement with the Township for the above-noted ‘land swap’, subject to ensuring the following:

1. That the County continues to own and maintain the ~20-metre-wide CP Rail Trail right-of-way,
2. That the County works with the Township to ensure the past commitments of the 2021 land donation agreement continue to be honoured, to the extent required based on the new plans, and
3. County Council waive the requirement as required by the Sale and Acquisition of Land Procedure for a by-law to return to Council to execute this land exchange agreement, such that it is not delayed by the restricted acts provisions under the Municipal Act, with the pending municipal election.

As it pertains to item # 2 above, the County will work with the Township to determine how the commitments made through the land donation agreement will continue to be honoured, as well as which commitments need to be updated or released from the titles of the subject lands. The County is still seeking trail upgrades, and future parking for the trail in this area of Dundalk, but a trail crossing at this location is no longer necessary. Some of these commitments may require updates to agreements outside of the land exchange agreement, which will need to return to Council at a later date.

The Township is also exploring some land transfers with Midwest Co-op, in addition to the potential land transfer with the County.

Township staff received direction to proceed with the land transfer described above at their meeting on August 5, 2026.

Should County Council provide direction to proceed with the land exchange agreement, staff will work closely with Legal Services staff to ensure all requirements of the *Municipal Act* and the County’s Sale and Acquisition of Land Procedure are met, save and except for those requirements of the Sale and Acquisition of Land Procedure which have been waived by Council through the recommendation in this report.

# Legislated Requirements

Any disposal of lands will have to go through the County’s land disposal process, which is in accordance with the provisions of the *Municipal Act* and the Sale and Acquisition of Land Procedure.

# Legal Considerations

Any land transfer or sale of the lands, and particularly any sale price or other consideration, will need to comply with the restrictions on “bonusing” in section 106 of the *Municipal Act*.

As per above, staff are recommending waiving the requirement found in the Sale and Acquisition of Land Procedure for a by-law to return to County Council to finalize the land transaction approval, such that the land transfer can be authorized prior to the restricted acts time period under section 275 of the *Municipal Act*.

## Financial and Resource Implications

None at this time. Southgate has paid for the further survey work that was required and would be responsible for all outside legal costs incurred as a result of the land exchange and ancillary agreements resulting from the land exchange.

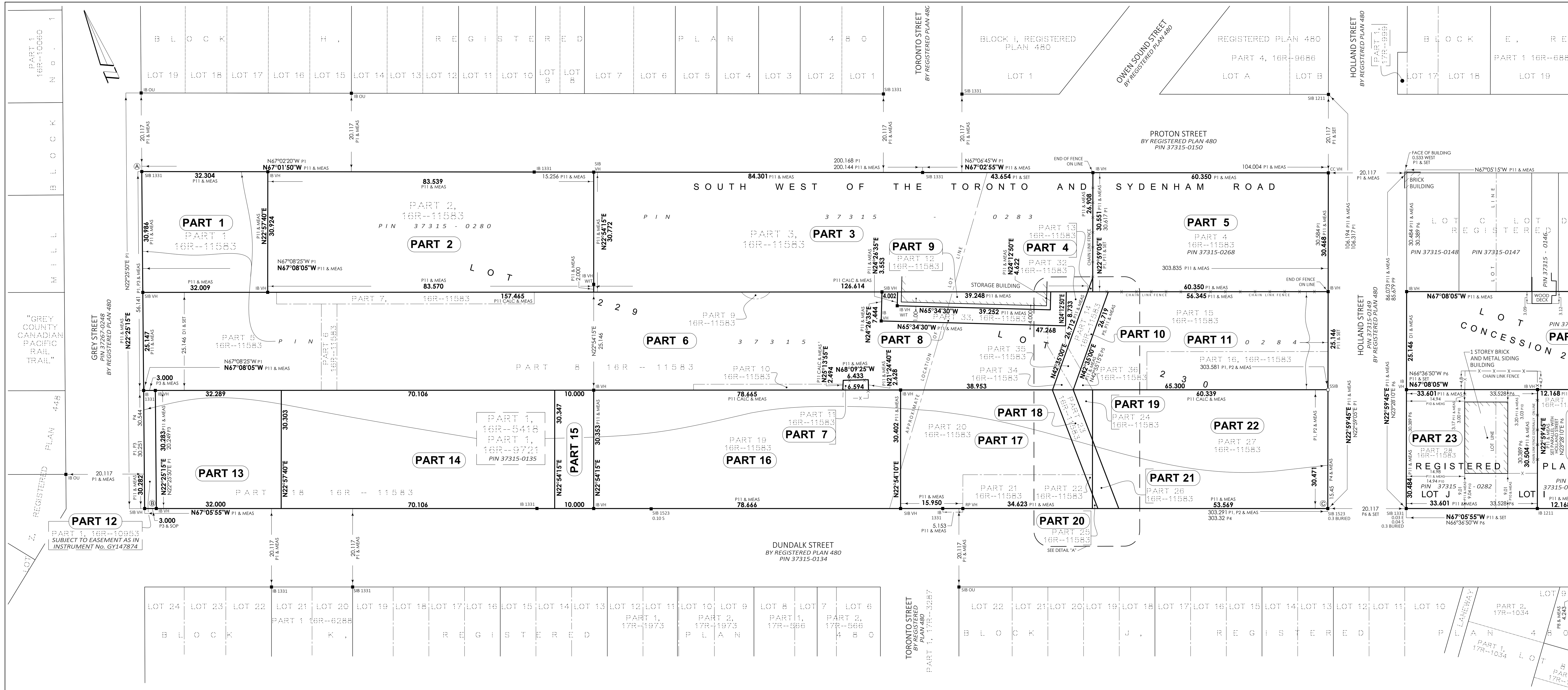
## Relevant Consultation

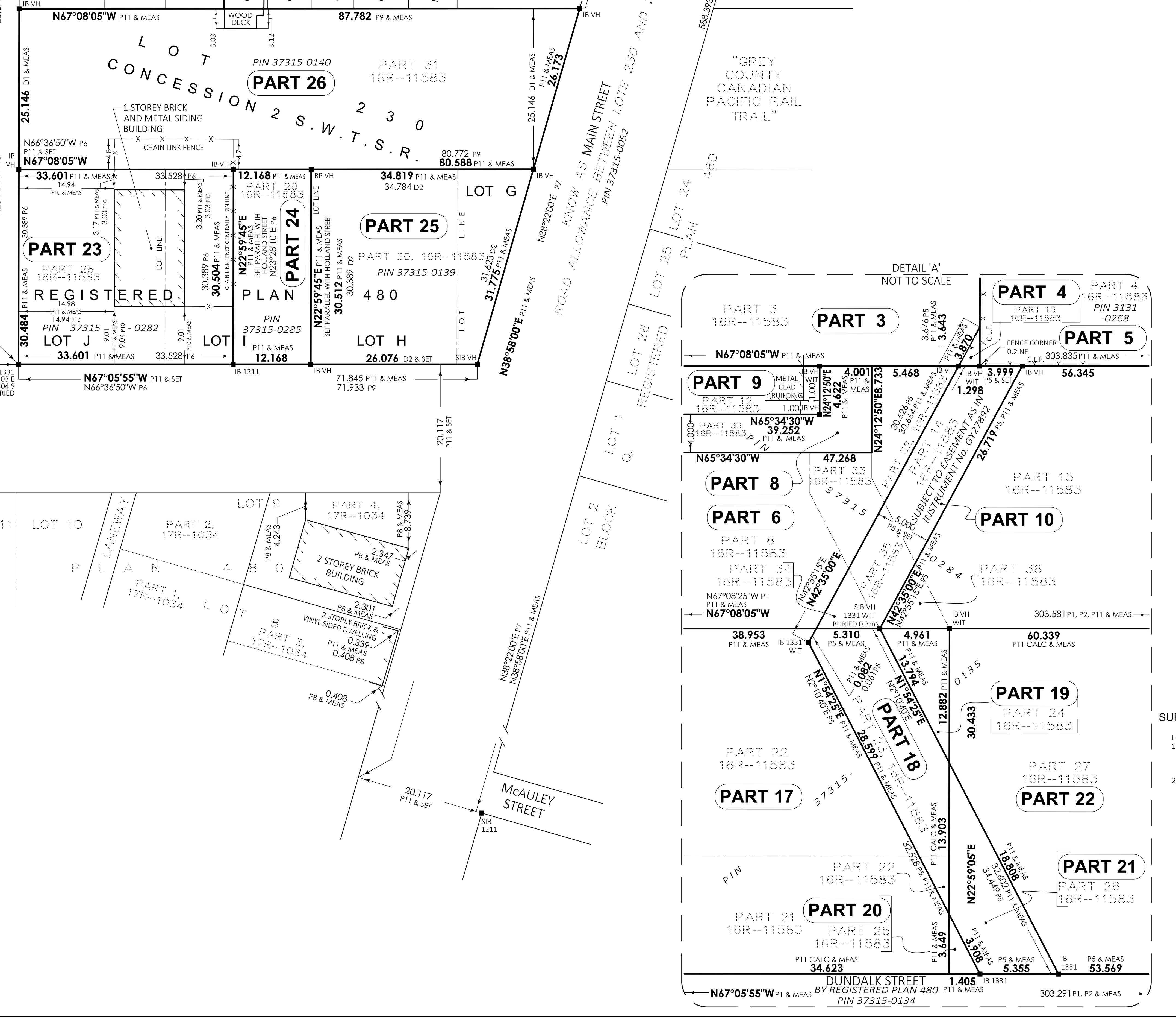
☒ Internal: CAO/Deputy CAO, Legal Services, and Forestry and Trails

☒ External: Township of Southgate

## Appendices and Attachments

Draft Reference Plan.




| PART | LOT | CONCESSION | PIN | AREA m² |
|---|---|---|---|---|
| 1 | PART OF 229 | CONCESSION 2, SOUTHWEST OF TORONTO AND SYDENHAM ROAD | PART OF 37315-0284 | |
| 2 | | | ALL OF 37315-0280 | |
| 3 | PART OF 229 AND 230 | | PART OF 37315-0283 | |
| 4 | PART OF 230 | | | |
| 5 | | | ALL OF 37315-0268 | |
| 6 | PART OF 229 AND 230 | | PART OF 37315-0284 | |
| 7 | PART OF 229 | | | |
| 8 | PART OF 229 AND 230 | | | |
| 9 | | | | |
| 10 | PART OF 230 | | | |
| 11 | | | | |
| 12 | PART OF 229 | | PART OF 37315-0135 | |
| 13 | | | | |
| 14 | | | | |
| 15 | | | | |
| 16 | PART OF 229 AND 230 | | | |
| 17 | | | | |
| 18 | PART OF 230 | | | |
| 19 | | | | |
| 20 | | | | |
| 21 | | | | |
| 22 | | | | |
| 23 | PART OF LOT I ALL OF LOT J | REGISTERED PLAN 480 | ALL OF 37315-0282 | |
| 24 | PART OF LOT I | | ALL OF 37315-0285 | |
| 25 | ALL OF G AND H | | ALL OF 37315-0139 | |
| 26 | PART OF 230 | CONCESSION 2, SOUTHWEST OF TORONTO AND SYDENHAM ROAD | ALL OF 37315-0140 | |

PARTS 4, 10, 18 AND 21 S.T.E. AS IN INSTRUMENT No. GY27892
PART 12 S.T.E. AS IN INSTRUMENT No. GY147874

I REQUIRE THIS PLAN TO BE DEPOSITED UNDER THE REGISTRY ACT AND THE LAND TITLES ACT.

DATE: ____________

MATT DE JAGER, O.L.S.

PLAN 16R-

RECEIVED AND DEPOSITED

DATE: ____________

REPRESENTATIVE FOR
LAND REGISTRAR FOR THE LAND TITLES DIVISION OF GREY No. 16

# PLAN OF SURVEY OF
# PART OF LOTS 229 AND 230 CONCESSION 2, SOUTHWEST OF THE TORONTO AND SYDENHAM ROAD
(AKA STATION GROUNDS - PLAN 480)
GEOGRAPHIC TOWNSHIP OF PROTON
AND
# LOTS G, H, I, AND J REGISTERED PLAN 480
(VILLAGE OF DUNDALK)
# TOWNSHIP OF SOUTHGATE COUNTY OF GREY

SCALE 1 : 400

0 5 10 20 30 metres

VAN HARTEN SURVEYING INC.

## LEGEND:

| | |
|---|---|
| —□— | SURVEY MONUMENT SET |
| —■— | SURVEY MONUMENT FOUND |
| SIB | .025 X .025 X 1.20 STANDARD IRON BAR |
| IB | .015 X .015 X 0.60 IRON BAR |
| SSIB | .025 X .025 X 0.60 SHORT STANDARD IRON BAR |
| RP | .015 DIA. X 0.07 ROUND IRON BAR WITH STAMPED WASHER |
| PB | .025 X .025 X 0.30 PLASTIC BAR |
| CC | CUT CROSS |
| WIT | WITNESS |
| OU | ORIGIN UNKNOWN |
| VH | VAN HARTEN SURVEYING INC., O.L.S.'S |
| JDB | J.D. BARNES LIMITED, O.L.S.'S |
| 1211 | P.J. WILLIAMS, O.L.S. |
| 1331 | ALEXANDER R. WILSON, O.L.S. |
| 1523 | P. SALNA COMPANY LTD., O.L.S.'S |
| 1649 | MARTIN W. KNISLEY, O.L.S.'S |
| P1 | PLAN 16R-9721 |
| P2 | PLAN 16R-5418 |
| P3 | PLAN 16R-10953 |
| P4 | PLAN OF SURVEY BY J.D. BARNES LIMITED, O.L.S'S DATED FEBRUARY 5, 1975. |
| P5 | PLAN 16R-9821 |
| P6 | PLAN 17R-1827 |
| P7 | PLAN OF SURVEY BY MARTIN W. KNISLEY, O.L.S.'S DATED NOVEMBER 20, 1990. |
| P8 | PLAN 17R-1034 |
| P9 | REGISTERED PLAN 480 |
| P10 | PLAN OF SURVEY BY P.J. WILLIAMS, O.L.S. DATED NOVEMBER 19, 1992 |
| P11 | PLAN 16R-11583 |
| D1 | INSTRUMENT No. R280 |
| D2 | INSTRUMENT No. GS97417 |
| S.T.E. | SUBJECT TO EASEMENT |
| N.T.S. | NOT TO SCALE |
| S.W.T.S.R | SOUTH WEST OF THE TORONTO AND SYDENHAM ROAD |
| C.L.F. | CHAIN LINK FENCE |

## BEARING AND COORDINATE NOTE:

1. BEARINGS ARE GRID BEARINGS AND ARE DERIVED FROM GPS OBSERVATIONS AND ARE REFERRED TO THE UTM PROJECTION, ZONE 17, NAD 83 (CSRS-2010) ADJUSTMENT.
2. DISTANCES SHOWN ON THIS PLAN ARE ADJUSTED GROUND DISTANCES AND CAN BE CONVERTED TO GRID DISTANCES BY MULTIPLYING BY AN AVERAGED COMBINED SCALE FACTOR OF 0.999533.
3. COORDINATES ON THIS PLAN ARE UTM, ZONE 17, NAD83 (CSRS-2010) ADJUSTMENT AND ARE BASED ON GPS OBSERVATIONS FROM A NETWORK OF PERMANENT GPS REFERENCE STATIONS.

UTM COORDINATES (METRES)

| POINT ID | NORTHING | EASTING |
|---|---|---|
| A | 4890924.56 | 548149.90 |
| B | 4890843.56 | 548119.71 |
| C | 4890726.76 | 548396.22 |

THESE COORDINATE VALUES COMPLY WITH SECTION 14(2) O.REG 216/10. THESE COORDINATES CANNOT, IN THEMSELVES, BE USED TO RE-ESTABLISH THE CORNERS OR BOUNDARIES SHOWN ON THIS PLAN.

## BEARING COMPARISONS:

FOR THE PURPOSES OF BEARING COMPARISONS, PREVIOUS SURVEYS HAVE BEEN ROTATED TO UTM BEARINGS BY THE ANGLES SHOWN BELOW.

| PLAN | ROTATION FOR NORTHEAST BEARINGS |
|---|---|
| P1 | -0°18'20" |

## METRIC:

DISTANCES AND COORDINATES SHOWN ON THIS PLAN ARE IN METRES AND CAN BE CONVERTED TO FEET BY DIVIDING BY 0.3048.

## SURVEYOR'S CERTIFICATE

I CERTIFY THAT:
1. THIS SURVEY AND PLAN ARE CORRECT AND IN ACCORDANCE WITH THE SURVEYS ACT, THE SURVEYORS ACT, THE REGISTRY ACT, THE LAND TITLES ACT, AND THE REGULATIONS MADE UNDER THEM.
2. THIS SURVEY WAS COMPLETED ON THE XX DAY OF XXXX, 2026.

DATE: XXXX

**MATT DE JAGER**
ONTARIO LAND SURVEYOR

Van Harten
LAND SURVEYORS - ENGINEERS

| Kitchener/Waterloo | Guelph | Orangeville |
|---|---|---|
| Ph: 519-742-8371 | Ph: 519-821-2763 | Ph: 519-940-4110 |

www.vanharten.com info@vanharten.com

| DRAWN BY: FCF/RKH | CHECKED BY: MDJ | PROJECT No. 28582-20 |
|---|---|---|

Jul 23, 2026-9:15:50 AM
L:\Dundalk\! WHOLE TOWN OF DUNDALK\ACAD\RP.LOTS 229 & 230.SOUTHGATE (28582-20) UTM 2010 (R1).dwg

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | PDR-CW-28-26 |
| **Title**: | Considering an Upper-Tier Community Improvement Plan for Grey County |
| **Prepared by**: | Liz Buckton, Senior Policy Planner |
| **Reviewed by**: | Scott Taylor, Director of Planning |
| **Lower Tier(s) Affected**: | All member municipalities in Grey County |

# Recommendation

1. **That Report PDR-CW-28-26 regarding pursuit of an Upper-tier Community Improvement Plan (CIP) for Grey County, be received; and,**
2. **That the Committee of the Whole hereby direct staff to add the County CIP as a project within the 10-year capital budget (2027 – 2036) for the Planning department and to include it within the Development Charges Background study.**

# Executive Summary

A Community Improvement Plan (CIP) is a flexible tool under the *Planning Act* that enables municipalities to offer targeted financial incentives, otherwise restricted under the *Municipal Act*, to support strategic community outcomes. Recent legislative changes through Bill 60 have expanded this tool by permitting upper-tier municipalities, including Grey County, to designate Community Improvement Project Areas and adopt CIPs focused on prescribed matters, including affordable housing, where previously this authority was limited. Through a range of programs and eligibility criteria, CIPs allow municipalities to directly support priority development types. The County's Housing Action Plan (HAP) identifies a related commitment to strengthening and coordinating CIP incentives towards positive housing outcomes. Advancing a County-level housing CIP presents an opportunity to leverage this new authority to strategically address affordable housing supply and affordability gaps, complement local municipal efforts, support cross-sector partnerships and non-profit development, and align incentives with County priorities and community needs. A range of recommendations for a future County Affordable Housing CIP project are offered for consideration, and the report recommends that Council formalize their intent to explore and pursue a County Affordable Housing CIP. This project can also be included within the Development Charges (DC) Background Study for partial DC-derived project funding of eligible project components.

# Background and Discussion

A Community Improvement Plan (CIP) is a planning and financial tool enabled under Section 28 of the *Planning Act* that allows municipalities to provide targeted incentives to support community priorities such as housing and redevelopment. Unlike the *Municipal Act*, which generally restricts municipalities from providing direct financial assistance (i.e., 'bonusing') to private entities, a CIP creates a legislative framework through which municipalities can legally offer grants, loans, tax assistance, and other incentives tied to defined community improvement objectives.

CIPs are highly flexible and can include a wide variety of program types, such as tax increment equivalent grants (TIEGs), development charge or fee reductions, planning and building permit incentives, and land-based tools, each with defined eligibility criteria. This flexibility enables municipalities to strategically target incentives to specific development types, housing forms, affordability levels, or stages of the development process where support can most effectively advance desired outcomes.

Since 2019, the County has administered a County-wide CIP Program, implemented by the member municipalities through their CIPs. While the legislation previously did not provide for a CIP at the County level, the County has supported the local municipalities with design, coordination and monitoring support, and with financial contributions towards local plan implementation and grants. The County has also participated by providing aligned heritage tax rebates and TIEGs for eligible local projects being supported through the local CIP program. Further information is included at Appendix 1.

The County's Housing Action Plan (HAP) identifies a clear intent to;

- maintain and enhance CIP-related incentives,
- continue to collaborate with local municipalities in the promotion and implementation of such programs, and
- consider opportunities for complementary incentives at the County level.

Recent legislative changes through Bill 60 have expanded the applicability of this tool. Section 28 (2.1) of the Act now permits upper-tier municipalities to designate Community Improvement Project Areas and adopt CIPs by by-law.

As discussed within report PDR-CW-64-25 Housing Action Plan 2025 Status Update (linked to in Appendix 2 to this report), prior to Bill 60, only prescribed upper-tier municipalities were authorized to have a CIP. Now, all upper-tier municipalities may pursue this planning tool, subject to certain limitations. Specifically, Section 28 (4.0.1) of the Act restricts upper-tier CIPs to only certain prescribed matters (per Ontario Regulation 550/06), including:

1) Infrastructure that is within the upper-tier municipality's jurisdiction;
2) Land and buildings within and adjacent to existing or planned transit corridors that have the potential to provide a focus for higher density mixed-use development and redevelopment; and/or,
3) Affordable housing.

If Grey County wishes to pursue an upper-tier CIP, e.g. with a focus on affordable housing, staff note that this would be an appropriate and opportune time to formalize that intent. The CIP project could then be put into the County's ten-year capital plan. The County is currently undertaking the preparation of a new Development Charges (DC) Background Study, and eligible costs associated with a County CIP could be supported via DC-based funding contributions towards that future work, where incorporated within the Background Study. For clarity, staff note that such funding could support the scoping and design of the CIP program, as well as the preparation of related implementation documents. However, this funding would not extend to any annual implementation financing of the CIP programs once established.

Looking ahead, the County is also anticipating the next planned review/update process for the County official plan (OP) to begin in 2027, likely extending into 2028. This presents a strategic opportunity to align exploration of a County CIP alongside broader policy updates to the OP as may;

1. strengthen policy direction around housing/affordability objectives,
2. clarify the relationship between County and local CIP tools, and
3. reinforce the existing County OP policy framework, as focuses largely on local municipal CIPs at present.

Work on this project will need to be balanced alongside other known in-house policy/project obligations for Planning staff over the coming years. These projects include among other matters, the County official plan update and the transition of all official plans to the new standardized provincial format, per Bill 98, *Building Homes and Improving Transportation Infrastructure Act, 2026*.

## Why Pursue a County Community Improvement Plan?

The creation of an upper-tier CIP for Grey County would be consistent with the intent of the HAP. Staff believe there is merit in pursuing the exploration and preparation of a CIP focused on encouraging and enabling affordable housing.  A CIP would be designed and aligned to work together with local municipal CIPs to address a broader range of community matters. This would result in a stronger overall CIP framework including both Municipal and County tier incentives aligned to support strategically important projects e.g., addressing important gaps/needs within the local housing supply.

Staff anticipate the County CIP could accomplish the following:

- Support the creation of strategically targeted incentives for those housing types and pricings that the market may not be well positioned to achieve but that are needed locally for a balanced housing mix.

- Offer support relating to property acquisitions and create greater flexibility for future disposal of surplus lands for affordable housing purposes (i.e., at reduced cost, subject to specific desired housing outcomes). Note this could align with the County's current surplus land investigations for housing in Durham and Markdale.

- Facilitate incenting affordable units created by non-profit, social purposes and/or traditional market-developers, potentially supporting partnerships across sectors to deliver affordable units alongside attainable rental or ownership types, within mixed affordability developments. These incentives are challenging to achieve outside of the CIP framework, based on the 'bonusing' restrictions in the *Municipal Act*, which often result in time-limited affordability via capital facilities or partnership agreements, rather than offering opportunity for affordability in perpetuity.

- Target and fill gaps in other available funding, for example supporting community organizations/non-profits in the project planning and feasibility stages, before Build Canada Homes funding, or more traditional lending products, would be available to support their work.
- Be designed to be complementary to local CIPs, outlining tools most-supportive of affordable housing creation and how the plans may dovetail or work together towards desired outcomes.
- Be supportive to member municipalities in administering their local CIPs, recognizing that local capacity to manage complex and affordability-linked programs varies.

## Considerations to be Addressed in Pursuing a County Community Improvement Plan

Advancing a County CIP will require careful consideration of both program design, as well as resourcing and implementation considerations.

Staff suggest that a County CIP project be structured as a phased project that includes:

a) Analysis of background data, trends, needs and gaps;
b) Evaluation of financial, administrative and organizational resourcing requirements;
c) Development of program options including eligibility criteria and targeting approaches; and,
d) Preparation of a draft CIP and implementing by-law for Council consideration following staff and public consultation.

The Town of The Blue Mountains has engaged a similar process for ongoing update to their Community Improvement Plan, with housing and economic trends data analysis preceding a policy options report, followed by the draft CIP for public consultation. Staff are not proposing to commence work on the CIP project in 2026. As such, staff anticipate that various options relating to County CIP program scope, eligibility, and resourcing would be presented to the incoming County Council, prior to formally commencing work on the project.

For greatest impact relating to housing affordability and housing options, County staff would suggest that a future County CIP project carefully and strategically consider the following:

- The specific types of projects and organizations to be incentivized through the CIP, and approaches to facilitate potential partnerships across sectors.
- Data informed approaches that focus incentives on housing supply/affordability gaps, applying clear definitions around affordability thresholds, unit mix requirements, etc.
- Directing incentives to the most appropriate or impactful stage in the development process, such as; early project feasibility, land acquisition or pre-construction activities, and addressing existing gaps in access to other sources of funding required to get projects from idea to fruition, especially applicable in the context of non-market housing development.

- Ensuring incentives are of sufficient scale to meaningfully influence project viability.
- Establishing clear alignment with local municipal CIPs, including identifying complementary tools and shared implementation approaches.

Overall, staff recommend that a County-level CIP represents a strategic opportunity to enhance Grey County's ability to influence affordable housing outcomes in a coordinated, flexible and legally supported manner, in alignment with broader policy and housing objectives and the Housing Action Plan.

# Legislated Requirements

Part IV of the *Planning Act* and Ontario Regulation 550/06 now allow Grey County to have an upper-tier Community Improvement Plan.

# Financial and Resource Implications

As noted herein, staff recommend the work be structured as a phased project, addressing steps (a) – (d) as outlined in the 'Considerations to be Addressed in Pursuing a County Community Improvement Plan' section of this report.

It's anticipated that the items (a) and (b) above could be completed in-house by staff, addressing background analysis and evaluation items. Consulting resources are contemplated for the delivery of items (c) and (d). An initial estimate of $50,000 is proposed for the CIP project, though the work will be further scoped/detailed following the background analysis and evaluation phases.

Staff are recommending that this project be added to the County Planning department's 10-year capital plan, to be funded from a mix of the development charges, studies, and planning general reserves. Should Council support the staff recommendation, the project would be included in the 2027 Development Charges Background Study. Staff would also bring back a further report to the incoming County Council with more details on the scoping of the County CIP, timing for when this project would be initiated, and additional implementation considerations.

# Relevant Consultation

☒ Internal – CAO/Deputy, Community Services, Economic Development Tourism and Culture, Finance, and Legal Services

☒ External – Municipal Staff via the Affordable Housing Community of Practice, County/Local Economic Development Working Group, and Neighbouring counties of Bruce, Huron, and Simcoe

# Appendices and Attachments

Appendix 1 – EDTC-CW-22-23: Community Improvement Plan Continuation

Appendix 2 – PDR-CW-64-25: Housing Action Plan – 2025 Status Update

Appendix 3 – Grey County's Housing Action Plan

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | FR-CW-19-26 |
| **Title**: | Health Care Funding Requests - 2027 Budget |
| **Prepared by**: | Sue Murray, Acting Director of Finance/Treasurer |
| **Reviewed by**: | Randy Scherzer, CAO |
| **Lower Tier(s) Affected**: | |

# Recommendation

1. **That report FR-CW-19-26 Health Care Funding Requests – 2027 Budget be received; and**
2. **That staff be directed to maintain the budgeted $200,000 transfer to the Health Care Initiatives Reserve for the 2027 budget and 2028 projected budgets; and**
3. **That staff be directed to include Saugeen Hospice Inc. request of $175,000 to be included for consideration in the 2027-2031 budgets of $35,000 per year to be funded from the Health Care Funding Reserve.**

# Executive Summary

The purpose of this report is to provide Council with an update on requests for Health Care Funding to be included in the 2027 budget process and to discuss the amounts to include as a transfer to the Health Care Initiatives Reserve.

Grey County's Health Care Funding Policy requires that "applicants shall submit in writing any request for healthcare funding to the satisfaction of the County Chief Administrative Officer (CAO) or their designate by June 30 for Grey County Council's consideration in the following year's budget process."

Grey County currently has one commitment to Brightshores Health System of $200,000 annually from 2023-2027.

One request was received from Saugeen Hospice Inc. for a $175,000 contribution over a 3-5 year period. Staff are recommending including a contribution to Saugeen Hospice Inc. of $35,000 per year from 2027-2031 for a total contribution of $175,000 to be funded from the Health Care Funding reserve. This would not result in any additional levy being required in the 2027 draft budget.

Staff recommends that the transfer to reserve amount budgeted in 2026 ($200,000) be maintained in the 2027 budget and 2028 proposed budgets.

After making the 2026 contribution, the Health Care Initiatives Reserve will have a balance of $217,644 as of December 31, 2026.

# Background and Discussion

On January 13, 2022, Council ratified the recommendation of report CAOR-HCF-14-21, as amended, regarding establishing a Health Care Funding Policy and directed a three quarters of 1% annual contribution from the County levy to a corresponding reserve, where funding is available to do so. This resulted in a one quarter of 1% increase to the reserve transfer.

During the 2023 budget discussions, the contribution to reserve of $476,300 was removed and in 2024, the contribution was reduced from $502,100 to $209,500.

During the 2026 budget discussions, this contribution to reserve was reduced to $200,000.

In 2023, Grey Bruce Health Services (now known as Brightshores Health System) made a request for financial support for the Wellness & Recovery Centre. The request met the criteria of the Health Care Funding Policy and a commitment of $1,000,000 was made ($200,000 per year for five years beginning in 2023). The 2023 to 2026 contributions were funded from the Health Care Initiatives Reserve.

On December 11, 2025, Saugeen Hospice Inc. delegated to County Council and requested that Grey County consider a shared contribution of $350,000 between Grey and Bruce County. On December 15, 2025, the clerk's department received a formal request for a contribution of $175,000 payable in equal installments between three to five years. This request does meet the requirements under the Health Care Funding Policy and county staff have confirmed with Saugeen Hospice Inc. the following:

- Contributions from the County will be allocated to the cost of the Saugeen Hospital Building
- Saugeen Hospice Inc. has been planned in partnership with Ontario Health to address a documented regional need for additional hospice residence bed capacity in Grey-Bruce. The primary service area includes southern Grey County, southern Bruce County, and surrounding communities. Within Grey County, the primary service area includes the Town of Hanover and the Municipality of West Grey, representing approximately 20.9% of Grey County's population based on the 2021 Statistics Canada Census
- Saugeen Hospice Inc. has not received any funding from member municipalities of Grey County

Staff are recommending that this request be included for discussion in the 2027 budget deliberations for $35,000 per year from 2027-2031 for a total of $175,000 to be funded from the Health Care Funding reserve.

## Financial and Resource Implications

The table below represents the ending balance of the Health Care Funding reserve if the previously committed contribution to Brightshores Health System of $200,000 and the 2026 request from Saugeen Hospice contribution of $35,000 is included in the 2027 draft budget.

Table 1: Health Care Funding Reserve Forecast

| Description | 2026 Budget | 2027 Draft Budget |
|---|---|---|
| Opening Balance | $227,144 | $227,144 |
| Annual Contributions to reserve from levy | $200,000 | $200,000 |
| Brightshores Health System Contribution | ($200,000) | ($200,000) |
| Saugeen Hospice Contribution | $0 | ($35,000) |
| Ending Balance | $227,144 | $192,144 |

## Relevant Consultation

☐ Internal (list)

  ☐ AODA Compliance (describe)

  ☐ Contribution to Climate Change Action Plan Targets (describe)

☒ External

Bruce County

## Appendices and Attachments

Health Care Funding Policy

Letter to the Grey Bruce Council December 11, 2025 Council Meeting

Saugeen Hospice Presentation Dec 11 2025

# Committee Report

| | |
|---|---|
| **To**: | Warden Matrosovs and Members of Grey County Council |
| **Committee Date**: | August 13, 2026 |
| **Subject / Report No**: | LSR-CW-01-26 |
| **Title**: | Updated Land Acquisition and Disposition Policy |
| **Prepared by**: | Jacquelyn Morrison, Solicitor |
| **Reviewed by**: | Randy Scherzer, CAO |
| **Lower Tier(s) Affected**: | |

# Recommendation

1. **That Report LSR-CW-01-26 regarding the updated Land Acquisition and Disposition Policy be received; and**

2. **That the updated Land Acquisition and Disposition Policy be approved as presented; and**

3. **That G-GEN-003 Sale and Acquisition of Land Policy, G-GEN-003-001 Sale of Land Procedure, and G-GEN-003-002 Acquisition of Land Procedure be rescinded.**

# Executive Summary

The purpose of this report is to present Council with an updated Land Acquisition and Disposition Policy for consideration. The *Municipal Act* requires that municipalities adopt and maintain a policy with respect to the sale and disposition of land.

The County's current Sale and Acquisition of Land Policy and related procedures were approved in 2012. The proposed updates include administrative revisions and additional clarification to support a fair, open, and transparent process while protecting Grey County's interests. The key changes include consolidating the current policy and related procedures into one policy document, updating the notice procedures to remove the requirement for newspaper notice, adding a staff value estimate method for land estimated under $75,000, and increasing the compensation rates in Schedule "A" to better reflect current market conditions.

A By-law will be brought forward for Council's consideration if Council is supportive of the new policy.

# Background and Discussion

Grey County often acquires and disposes of land for various purposes. The current Sale and Acquisition of Land Policy G-GEN-003 and related Procedures, G-GEN-003-001 and G-GEN-003-002, were approved by Grey County Council on June 5, 2012 and amended on October 7, 2014.

Staff have reviewed the current policy and procedures and are recommending an updated policy for Council's consideration. Significant changes have been made, but generally the process will remain the same, with the exception of a few key aspects. The policy is intended to ensure that the land transaction process is fair, open, and transparent, while ensuring that Grey County's interests are protected.

The following list highlights the changes that are being proposed:

- Overall administrative updates to transition the policy to Grey County's current policy template, which includes the removal of the two separate procedures and consolidates all three previous documents into one policy document.
    - The intent of this change is to bring the policy up to current policy format standards.
- New Table of Contents.
    - Inclusion of a Table of Contents is intended to provide users of the policy with a more organized way of navigating through the policy.
- The Policy Statement has been updated.
    - The intent of this section remains the same.
- The Purpose has been updated.
    - The intent of this section remains the same.
- The Scope has been updated.
    - The intent of this section remains the same.
- Updated 1.0 Definitions and Interpretation section.
    - The intent of the changes are to define key terms for clarity and to add an interpretation clause.
- New 2.0 Legislated Requirements section.
    - This change is in accordance with Grey County's policy template.
- Updated 3.0 Exceptions section.
    - The intent of this section is to add clarity to when the policy does not apply.
- New 4.0 Financial Matters section.
    - Added in accordance with Grey County's policy template and for clarity regarding financial matters.
- Updated 5.0 Value of Land methods section.
    - A key change to this section is the addition of the staff value estimate method for land under $75,000. The upper limit of $75,000 is in line with Grey County's Purchasing Policy. This does not permit staff to proceed without Council approval, unless an exemption is found elsewhere in the policy.
- Updated 6.0 Valuation Not Required section.
    - The intent of this section remains the same.
- Updated 7.0 Procedure for Acquisition of Land section.

    - The intent of this section remains the same, although it has been expanded for clarity.
- New 8.0 Methods of Acquisition section.
    - The previous procedure combined procedure and methods into one section and contained additional sections for specific methods. The intent of the change is to add clarity and identify additional methods of acquisition not previously captured.
    - Depending on the method, there may be exemptions to the general procedure.
- Updated 9.0 Procedure for Disposition of Land section.
    - The intent of this section remains the same, although it has been expanded for clarity.
- Updated 10.0 Notice of Disposition of Land section.
    - A key change to the notice section is that the requirement for newspaper publication has been removed. The general circulation of newspapers has decreased and finding a newspaper in the relevant geographic areas has become increasingly challenging. The cost of advertising in newspapers has also increased.
    - Notice would still be posted on the Grey County website for three weeks. Additional notice may exist depending on the method of sale (example: land disposition through listing with a real estate agent/broker could also include a MLS listing, advertising, and a sign posted at the property).
- Updated 11.0 Methods of Disposition section.
    - The intent of the changes are to expand and clarify the various methods available for disposition.
    - Depending on the method, exemptions to the general procedure may be noted. For example: auctions, public tender under $500,000, and requests for proposals under $500,000 are recommended to be exempt from the requirements of conditional Agreements of Purchase and Sale and ratification by by-law. Council approval is still required at the outset of the disposition.
- New 12.0 Special Acquisition and Disposition Categories section.
    - The intent of this section is to highlight special categories of acquisition and disposition.
- New 13.0 Delegation of Authority section.
    - The previous land acquisition procedure outlined various delegated authority provisions within a general section, while the sale of land procedure was largely silent on delegated authority.
    - The intent is to establish clear parameters around who may be delegated authority under this policy and what is expected from staff who are negotiating the Acquisition of Disposition of land under delegated authority.
- Updated Schedule “A”
    - A key change in the Schedule is to increase the compensation amounts related to acquisitions for road purposes to better reflect current market conditions. Land values have increased significantly since 2012. Staff have found that the values in the current policy make it difficult to reach negotiated agreements without obtaining an appraisal and seeking additional direction from Council, which costs additional resources and causes delays.
    - The updated Schedule also includes the new method permitting staff investigations to determine value for land valued under $75,000. Staff recognize

that each property is unique and that a blanket compensation rate may not always be appropriate.

  - The intent is to support Transportation Services in negotiating agreements with landowners for acquisitions required for road purposes. The ability to secure property efficiently can significantly affect project timing. These additions are intended to support successful, efficient, and effective negotiations.

A new Property Negotiation Guide is proposed to be discussed in closed session, as disclosure of the guide could prejudice Grey County's negotiating position in future land acquisitions.

# Legislated Requirements

Section 270(1) of the *Municipal Act* requires that municipalities adopt and maintain a policy with respect to the sale and other disposition of land. Section 106 of the *Municipal Act* prohibits bonusing manufacturing, industrial, or other commercial enterprises, which includes selling property below fair market value.

The *Planning Act* sets out the legislative framework related to planning applications.

The *Expropriations Act* sets out the statutory framework related to expropriation.

# Legal Considerations

Each land acquisition and disposition will be completed on its own merits in accordance with the Policy and applicable legislation.

# Financial and Resource Implications

The proposed increase to the minimum compensation amounts in Schedule "A" may have financial implications. However, the current compensation amounts have not reflected recent market conditions, and staff have often been unable to complete acquisitions at the existing rates without obtaining an appraisal and seeking further direction from Council. The updated Schedule "A" is intended to better reflect current market realities and support more efficiently negotiated acquisitions for road purposes.

The addition of a staff value estimate method will require staff resources. However, the intent is to reduce the resources required to obtain appraisals where appropriate. Appraisals generally cost between $3,000 and $7,000.

# Relevant Consultation

☒ Internal (list) CAO, Clerk's, Senior Management Team, Purchasing

  ☐ AODA Compliance (describe)

  ☐ Contribution to Climate Change Action Plan Targets (describe)

☐ External (list)

# Appendices and Attachments

Appendix A – Updated Draft Land Acquisition and Disposition Policy

Appendix B – Current Policy and Procedures

G-GEN-003 Sale and Acquisition of Land Policy
G-GEN-003-001 Sale of Land Procedure
G-GEN-003-002 Acquisition of Land Procedure

# Land Acquisition and Disposition

**Approved by**: Council
**By-law**:
**Replaces**: G-GEN-003
G-GEN-003-001
G-GEN-003-002
**Section: Administration**

**Policy: X-XXX-XXX**
**Date Approved**:
**Last Revision Date**:
**Scheduled for Review by: 2031**

## Table of Contents

# Policy Statement

The County is responsible for managing its interests in Land including the Acquisition and Disposition of Land.

The County will, so far as reasonably possible, acquire and dispose of Land using an open process that is in the best interest of the County.

# Purpose

This policy sets out procedures relating to all Acquisitions and Dispositions of Land by the County and ensures compliance with the Municipal Act.

# Scope

This policy applies to all Acquisitions and Dispositions of Land on behalf of the County.

# 1.0 Definitions and Interpretation

1.1 "Abutting Owner" means any person that owns Land that touches Land which is owned by the County.

1.2 "Act" or "Municipal Act" means the Municipal Act, 2001, S.O. 2001, c. 25 as amended from time to time or any successor legislation, and includes any regulations made under the Act.

1.3 "Acquisition" means any transaction whereby an interest in Land is transferred to the County with or without consideration.

1.4 "Chief Administrative Officer" or "CAO" means the Chief Administrative Officer of the County.

1.5 "Clerk" means the Clerk of the County.

1.6 "Council" means the municipal Council of the County.

1.7 "County" means the Corporation of the County of Grey.

1.8 "Deputy CAO" means the Deputy Chief Administrative Officer of the County.

1.9 "Director" means the head of a department operating within the County.

1.10 "Director of Transportation Services" means the Director of Transportation Services of the County.

1.11 “Disposition Costs” means the costs that the County expects to incur as a result of the Disposition of Land, including but not limited to legal fees, survey fees, appraisal fees, encumbrances, advertising, and improvements.

1.12 “Disposition” means the sale, transfer, or exchange of any interest in Land or the granting of a lease of 21 years or more by the County either with or without consideration, and whether or not such disposal is registered or not registered, including a sale, transfer, conveyance, exchange, or granting an option to purchase to a third party, but does not include a Quit Claim Deed or similar instrument made by the County for the purpose of correcting or clarifying title or boundaries of its land or of land not owned by the County.

1.13 “Expropriation” means the Acquisition of Land under the Expropriations Act.

1.14 “Expropriations Act” means the Expropriations Act, R.S.O. 1990, c. E26, as amended or any successor legislation, and includes any regulations made under the Act.

1.15 “Injurious Affection” means as defined by the Expropriations Act, R.S.O. 1990, c. E26, as amended or any successor legislation.

1.16 “Land” means a parcel of property and all buildings and structures on it.

1.17 “Notice” means a written, printed, electronic, published, or posted notification or announcement.

1.18 “Planning Act” means the Planning Act, R.S.O. 1990, c. P.13, as amended from time to time or any successor legislation, and includes any regulations made under the Act.

1.19 “Planning Application” means a development application made under the provisions of the Planning Act which may include, but may not be limited to, applications for Severance, Site Plan, Plan of Condominium and Plan of Subdivision.

1.20 “Roads” means all common and public highways under the jurisdiction of the County which are intended for or used by the general public for the passage of vehicles, and each such highway being a County “Road”.

1.21 “Road Purposes” means Land acquired for the purposes of widening the County right-of way (“Road Widening”) or improving sightlines via daylight triangles (“Daylight Corner”), which is to be joined to and form part of the public highway. This includes 1-foot reserves that are established as a method to control access to abutting Roads. Such Land may be used to permit the future expansion of underground utilities, the travelled portion of the road, shoulders, or other similar purposes.

1.22 “Solicitor” means the Solicitor of the County.

1.23 “Surplus Property” means Land that is not required for the County’s current or future needs.

1.24 “Value”, “Valuation” means the estimated fair market value price of Land.

1.25 Any reference in this policy to gender includes all genders, and words importing the singular include the plural and vice versa.

# 2.0 Legislated Requirements

2.1 Section 270 (1) of the Act states that a municipality shall adopt and maintain policies with respect to its sale and other disposition of land.

2.2 All Land transactions must be conducted in accordance with applicable federal and provincial legislation, including but not limited to the Municipal Act, Planning Act, and Expropriations Act.

# 3.0 Exceptions

3.1 The following are exempt from all provisions of this policy:

a) Land Dispositions under Section 110 of the Municipal Act, Agreements for Municipal Capital Facilities;

b) Land Dispositions pursuant to Part XI of the Municipal Act, Sale of Land for Tax Arrears;

c) Land transfers pursuant to a part of a court order or settlement agreement;

d) Land Dispositions to the person who originally transferred the Land to the County where the Land was granted to the County by by-law, operation of law, or otherwise, that neither the County nor the registered owner intended to grant;

e) Disposition of Land that was originally acquired for Road Purposes or pursuant to a Planning Application approval or decision that is being sold to the Abutting Owner or any government or government agency;

f) Easements granted to a utility company that provides any of the following services or utilities for the general public: electricity, fuel (including natural and artificial gas), heating, cooling, telephone, water, sewage, or a similar utility; and

g) Land Dispositions or Acquisitions pursuant to the exercise of an option to purchase agreement, right of first refusal, or similar agreement, which was previously approved by Council.

# 4.0 Financial Matters

4.1 Funding for Land Acquisition must be identified through a Council approved budget item, specific program, project, or policy, or allocated from a departmental budget with approval from the Director of the department.

4.2 All County Land is a corporate asset and not an asset of one individual department. Monies received from the Disposition of Land will be deposited to the County's capital reserve fund unless Council directs otherwise.

# 5.0 Value of Land

5.1 Valuation of Land for Acquisitions and Dispositions must be done by at least one of the following methods, unless an exemption within this policy applies:

a) a written appraisal or opinion of value prepared by an independent person holding the designation of Accredited Appraiser Canadian Institute with the Appraisal Institute of Canada or comparable designation;

b) the Value assigned to the Land by the Municipal Property Assessment Corporation;

c) an opinion of the Value by a licensed real estate agent;

d) County staff Value where the Value of the Land is estimated to be under $75,000.00 as determined by County staff, based on information obtained from the Municipal Property Assessment Corporation and/or Land Registry records; or

e) any other method determined suitable by Council on a case-by-case basis.

# 6.0 Valuation Not Required

6.1 The Valuation outlined in Section 5.0 is not required for the following:

a) Land Acquisitions that are a condition of a Planning Application;

b) Disposition of closed Roads to an Abutting Owner;

c) Disposition of Land that does not have direct access to a highway if being sold to an Abutting Owner;

d) Disposition of Land transferred back to an owner under the Expropriations Act;

e) Disposition of Land under Sections 107 General Power to Make Grants and 108 Small Business Counselling, of the Municipal Act; and

f) Acquisitions of Land for Road Purposes pursuant to Section 8.4 below provided that the purchase price is in accordance with Schedule "A".

g) Dispositions or Acquisitions between the County and other levels of Governments, Schools, Conservation Authorities, Hospitals pursuant to Section 12.1.

# 7.0 Procedure for Acquisition of Land

7.1 The following procedures apply to the Acquisition of Land by the County, unless an exemption within this policy applies:

a) The Land must be Valued in accordance with Section 5.0.

b) Council approval must be obtained before County staff begin formal negotiations to acquire Land.

c) If it appears that a larger amount of Land can be acquired at a more reasonable price and on terms more favourable to the County, Council may direct the Acquisition of such larger amount.

d) All Agreements of Purchase and Sale must be conditional on County Council approval and are not a firm and binding agreement until approved by Council.

e) The final Agreement of Purchase and Sale must be ratified by by-law of Council.

7.2 Prior to the Acquisition of Land by the County, staff will conduct a review of such Land, which may include the following:

a) confirmation of municipal purpose;

b) the condition of the Land;

c) title search;

d) existing restrictions or encumbrances;

e) tax implications;

f) any assumption of liability;

g) a satisfactory Environmental Site Assessment; and/or

h) any other investigation as determined appropriate.

7.3 Any Acquisition determined to not be in the County's best interest may be denied by the CAO, Deputy CAO, or appropriate Director.

# 8.0 Methods of Acquisition

8.1 Acquisition of Land may be done by one or more of the methods set out in this Section.

8.2 Direct Negotiation

a) Negotiation is the preferred method for Land Acquisition.

b) Negotiation may be done through written or verbal discussion with the landowner that results in an agreement with terms acceptable to the County and the landowner.

8.3 Expropriation

a) Expropriation will only be used if necessary, and if direct negotiations with the landowner are unsuccessful, provided that the County may proceed with the necessary preliminary steps for Expropriation during the negotiation with the landowner if time is of the essence.

b) The requirements of the Expropriations Act must be followed.

c) Directors will make every attempt to allow for a minimum of 24 months lead time in their project planning in case Expropriation is required. Directors will keep in mind that Expropriation may take up to 12 months to complete.

8.4 Acquisitions for County Road Purposes

a) The Director of Transportation Services is authorized to negotiate, in accordance with this policy, the Acquisition of Land that is, in their opinion, required for Road Purposes.

b) Compensation paid by the County to a landowner for Land Acquisition for Road Purposes shall be determined in accordance with Schedule "A" attached hereto.

c) Compensation greater than that provided by Schedule "A" is not binding until approved by Council and the Agreement of Purchase and Sale may not be signed by the Warden and Clerk or delegated authority until such approval has been granted.

d) The Director of Transportation Services or their designate will submit a report to Council with recommendations for the Acquisition of Land for Road Purposes.

e) With the exception of 8.4 c), the Warden and Clerk or the delegated authority are authorized to execute a conditional Agreement of Purchase and Sale related to Land Acquisitions for Road Purposes which are in accordance with this policy. Such conditional Agreements of Purchase and Sale shall be ratified by Council by way of a resolution and are exempt from the requirements in Sections 5.1, 7.1 a), 7.1 b), and 7.1 e).

8.5 Acquisitions though Planning Applications that abut County Roads

a) In support of the County's long-term goal to acquire 30.5 metres (100 feet) right-of-way widths throughout its road system, a condition of Planning Applications involving Lands that abut County Roads. A Road Widening is to be conveyed to the County, and will generally be taken in equal widths of 5.2 metres (17 feet) from each side of the County Road where practical. Unequal Road Widenings may be taken where topographic features, heritage buildings and structures or other cultural heritage resources, significant environmental concerns or other unique conditions necessitate taking a greater Road Widening, or the total Road Widening, on one side of an existing County Road right-of-way.

b) A condition is to be added to all Planning Applications involving Lands that are at an intersection of a County Road. A 15.24 metre (50 feet) Daylight Corner beyond the Road Widening is to be conveyed to the County.

c) A condition may be added to all Planning Applications involving Lands that abut a County Road to require conveyance of a 1-foot reserve to protect County Roads and control future access routes or entrances directly onto County Roads.

d) A Road Widening of greater than 5.2 metres (17 feet) will be conveyed to the County if, in the County's opinion, future right-of-way requirements will exceed 30.5 metres (100 feet).

e) Road Widenings, Daylight Corners, and 1-foot reserves will be conveyed to the County on both the severed and retained parcels.

f) For Land located within settlement areas, the required Road Widening, Daylight Corner, and 1-foot reserves will be determined by the Director of Transportation Services or their designate on a case-by-case basis.

g) Geometric considerations will meet the current standards as outlined in the Geometric Design Guide for Canadian Roads.

h) The landowner shall bear all the costs associated with the conveyance of Land to the County for Road Purposes as a condition of a Planning Application. All Land conveyed to the County shall be free of all encumbrances, encroachments, and improvements, unless otherwise agreed to by the County.

i) Acquisitions under Section 8.5 are exempt from requirements of Sections 5.1, 7.1 a), 7.1 b), 7.1 c), 7.1 d), 7.1 e), and 13.4.

j) The Warden and Clerk or the delegated authority are authorized to execute all necessary documents for Land Acquisitions as a result of a Planning Application.

k) Any exceptions to the requirements of Section 8.5 a) ,8.5 b), 8.5 c), 8.5 d), and 8.5 e) must be approved by the Director of Transportation or their designate on a case-by-case basis.

# 9.0 Procedure for Disposition of Land

9.1 The following procedures apply to the Disposition of Land by the County, unless an exemption is found within this policy:

a) The Land must be Valued in accordance with Section 5.0.

b) Council approval must be obtained before County staff dispose of Land.

c) The Disposition of Land shall be at Value.

d) Despite Section 9.1 c), Council may, unless prohibited by the Act, authorize the Disposition of Land for less than the Value if Council believes it is in the County's best interest.

e) The Land must be declared Surplus Property by Council passing a resolution in an open meeting declaring the Land surplus to the current and future needs of the County.

f) Notice of the proposed Disposition must be provided to the public in accordance with Section 10.0, unless an exemption is found within this policy.

g) All Agreements of Purchase and Sale must be conditional on County Council approval and are not a firm and binding agreement until approved by Council.

h) The final Agreement of Purchase and Sale must be ratified by by-law of Council.

# 10.0 Notice of Disposition of Land

10.1 Before the Disposition of Land, Notice must be given to the public, by posting on the County website, in the manner set out in this Section, unless an exemption is found within this policy.

10.2 Notice for Disposition of Land must include:

a) a short description of the Land;

b) the method of sale;

c) details of how and where to submit an offer to purchase the Land; and

d) the earliest date the Disposition will be considered by the County.

10.3 In addition to details outlined in section 10.2 above, Notice for Land being sold pursuant to Sections 11.4 and 11.5, being public tender or request for proposal, must also include the following, to be substantially in the form set out below:

a) Notice of public tender wording to the effect of “the highest tender or any offer may not necessarily be accepted”;

b) the date, time, and location where results can be found online;

c) Notice for request for proposals must include the criteria for evaluation of the proposal; and

d) the date for submitting the tender or proposal.

10.4 Notice pursuant to Sections 10.2 and 10.3 must be provided at least three weeks before the date for the County intends to consider the Disposition.

10.5 If a final decision in respect of the Disposition of Land is not made by the date and time specified in the public Notice provided pursuant to this policy, no further Notice is required.

10.6 Notice is not required for Land transferred back to an owner under the Expropriations Act or for Dispositions pursuant to section 12.1 of this policy

# 11.0 Methods of Disposition

11.1 The Disposition of Land may be made by one or more of the methods listed in this Section.

11.2 Direct Negotiation

a) The Disposition of Land may occur through written or verbal discussions with the landowner that results in an agreement with terms acceptable to the County and the landowner.

11.3 Real Estate Agent or Broker

a) The County may list Surplus Lands for sale with a licensed real estate agent or broker.

b) Estimated Disposition Costs may be determined prior to listing with a real estate agent or broker.

c) A listing price will be set and cannot be less than the Value of the Land and may include the Disposition Costs.

d) For Disposition through a real estate agent or broker, the CAO, Deputy CAO, Solicitor, or the appropriate Director are authorized to sign the listing agreement.

e) Offers to purchase the Surplus Property must be submitted to the County's Legal Services department and the designated department Director on a standard form of Agreement of Purchase and Sale or a form drafted by a lawyer.

f) The appropriate Director, in consultation with the County's Legal Services department, may make a counteroffer, subject to final approval of the Agreement of Purchase and Sale by Council.

11.4 Public Tender

a) The County may release a public tender for the Disposition of Land in accordance with the County's Purchasing Policy.

b) Estimated Disposition Costs may be determined prior to tender.

c) A minimum bid price will be set for Land sold and cannot be less than the Value of the Land and may include the Disposition Costs.

d) The tender documents must be delivered in accordance with the directions in the Notice of tender.

e) The appropriate Director will provide a recommendation for award in accordance with the Purchasing Policy.

f) Pursuant to the Purchasing Policy, Dispositions under Section 11.4 that are under $500,000 are exempt from requirements of Section 9.1 g) and 9.1 h).

11.5 Request for Proposal

a) A Request for Proposal may be used for the Disposition of Land in accordance with the County's Purchasing Policy when the County has a preference for how the Lands are to be utilized.

b) Estimated Disposition Costs may be determined prior to the Request for Proposal.

c) A minimum bid price will be set for Land sold and cannot be less than the Value of the Land and may include the Disposition Costs.

d) The Request for Proposal documents must be delivered in accordance with the directions in the Notice of request for proposal.

e) The appropriate Director will provide a recommendation for award in accordance with the Purchasing Policy.

f) Pursuant to the Purchasing Policy, Dispositions under Section 11.5 that are under $500,000 are exempt from the requirements of Section 9.1 g) and 9.1 h).

### 11.6 Auction

a) The County may sell Land by auction.

b) For Disposition by auction, the CAO, Deputy CAO, Solicitor, or the appropriate Director are authorized to retain a licensed real estate auctioneer to run the auction.

c) All advertising for the auction will be approved by the auctioneer and the County. All costs for advertising will be paid for by the County.

d) Estimated Disposition Costs may be determined prior to the auction.

e) The County must establish a reserve bid based on the Disposition Cost and may include the estimated Value of the Land. The reserve bid will remain confidential until after the auction.

f) The CAO, Deputy CAO, Solicitor, Director, or designate will bring a report to Council after the auction to update Council on the outcome.

g) Dispositions under Section 11.6 are exempt from Sections 9.1 g) and 9.1 h).

## 12.0 Special Acquisition and Disposition Categories

### 12.1 Acquisitions or Dispositions by the County with Governments, Schools, Conservation Authorities, Hospitals

a) Land Acquisitions or Dispositions by the County may be negotiated with any municipality, local board, school board, college, conservation authority, public hospital organization, or the Crown in right of Ontario or Canada and its agencies, using one of the Methods outlined in Sections 8.0 or 11.0.

b) Acquisitions under Section 12.1 a) are exempt from Section 7.1 a).

c) Dispositions under Section 12.1 a) are exempt from Sections 9.1 a), 9.1 c), 9.1 e), and 10.1.

### 12.2 Charitable Donations

a) The County may accept a gift or donation of Land, using one of the methods outlined in Section 8.0.

b) Should Council or its delegated authority wish to move forward with accepting a gift of Land, a charitable donation receipt may be issued in the amount of the Value of the donated Land. The Value of the donated Land shall be determined in accordance with Section 5.0. If a charitable donation receipt is not requested, Land Acquisitions through gifts or donations are exempt from the requirements in Sections 5.1 and 7.1 a).

12.3 Disposition of Land Acquired through Donation

a) Where the County acquired Land through a donation, and the Land becomes Surplus Property, the County may proceed with Disposition by one of the following three options:

i) Transfer the Land back to the original owner, or successor in title. All Disposition Costs to transfer the Land back to the original owner are the responsibility of the transferee;

ii) Transfer the Land to another municipality, local board, school board, college, conservation authority, public hospital organization, or the Crown in right of Ontario or Canada and its agencies; or

iii) Disposition of the Surplus Property at Value pursuant to a method listed in Section 11.0.

12.4 Heritage Property

a) Heritage property may be acquired or disposed of pursuant to a method listed in Sections 8.0 or 11.0 provided that the Agreement of Purchase and Sale is conditional on preserving the heritage status of the property.

12.5 Public–Private Partnerships

a) Land Acquisition or Disposition may be through a public-private partnership to provide infrastructure, community facilities, or related services that would benefit the County, its lower-tier municipalities, or County residents.

b) The Acquisition or Disposition will be pursuant to a method listed in Sections 8.0 or 11.0 above.

# 13.0 Delegation of Authority

13.1 Council may delegate authority to negotiate the Acquisition or Disposition to the Chief Administrative Officer, Deputy CAO, Solicitor, or a department Director.

13.2 Staff who are delegated the authority to negotiate the Acquisition or Disposition by Council may rely on additional County staff to assist with negotiations.

13.3 Notwithstanding Section 13.2 the staff member who is delegated the authority to negotiate the Acquisition or Disposition by Council is responsible for negotiating in compliance with this policy.

13.4 The appropriate department Director or his or her designate is responsible for bringing a report to Council with recommendations for the Acquisition or Disposition of Land under this policy.

# Schedule “A” to Land Acquisition and Disposition Policy

The Value of Land for Acquisitions for Road Purposes is dependent on several factors, including but not limited to:

a) current usage of the existing property;

b) size of the existing parcel of Land;

c) residential setback;

d) damages for Injurious Affection;

e) fence compensation; and

f) tree compensation.

The compensation rates set out in the chart below apply to Acquisition of Land for Road Purposes.

| Type of Compensation | Compensation | Comments |
|---|---|---|
| Land acquired for Road Purposes as a condition of a Planning Application | $2.00 | Condition of a Planning Application. |
| Road widening – standard 5 metres (17 foot) parcel – 0.2 acres of frontage and greater | County staff Value where the Value of the Land is estimated to be under $75,000 as determined by staff based on information from the Municipal Property Assessment Corporation and/or Land Registry records | Where the Value of Land is estimated to be over $75,000, the Value shall be determined in accordance with Section 5.0 of the policy. |
| Less than the Road widening – standard 5 metre (17 foot) parcel – less than 0.2 acres of frontage | $5,000 or County staff Value where the Value of the Land is estimated to be under $75,000 as determined by staff based on information from the Municipal Property Assessment and/or Land Registry records | Where the Value of Land is estimated to be over $75,000, the Value shall be determined in accordance with Section 5.0 of the policy. |
| Fence Allowance | $20.00 per linear foot | To be provided for relocation of an existing “good condition” farm fence as determined at the discretion of County staff and being a fence that the County |

| Type of Compensation | Compensation | Comments |
|---|---|---|
| | | finds capable of holding livestock. |
| Daylight Corners – measurement of 15 metres (50 feet) adjacent to an intersecting road | $1000 or County staff Value where the Value of the Land is estimated to be under $75,000 as determined by staff based on information from the Municipal Property Assessment and/or Land Registry records | The $1000 flat rate is in addition to the road widening paid per acre noted above. |
| Tree Compensation | Tree planting $500.00 per tree to a maximum of $1,500 | To be negotiated by the Director of Transportation Services or his/her designate. |

Grey County

# Corporate Policy

## Sale and Acquisition of Land Policy

**Approved by**: County Council
**Date Approved**: June 5, 2012
**Replaces**: ADM-10-08

**Endorsed By:** By-law 4765-12
**Last Revision Date**: May 6, 2008
**Scheduled for Review by**: 2017

**Policy Number:** G-GEN-003
**Section:** Governance

**Sub Section:** General

**References and Related Documents**

Municipal Act, 2001, S.O. 2001, c.25*, Section 270*
Sale of Land Procedure
Acquisition of Land Procedure

## Policy Statement

The County of Grey is accountable for its land holdings including the sale of any such Real Property and the acquisition of new Real Property.

## Purpose

The Municipal Act, 2001 requires that all municipalities adopt and maintain a policy with respect to the sale of Real Property. The County of Grey also desires a policy to provide fairness and transparency in the acquisition of Real Property. The purpose of this policy is to set out the procedures to be followed for either the sale or acquisition of Real Property by the County of Grey.

## Scope

This policy applies to all sales and acquisitions of Real Property by the County of Grey.

Grey County Council may declare any Real Property surplus and in the same or subsequent resolution or may proceed to sell such Real Property in accordance with the procedures set out in this policy and associated procedures, as applicable.

## Definitions

For the purpose of this policy and associated procedures, the following words shall have the meaning ascribed herein, unless the context otherwise requires:

“Acquisition” shall include all acquisitions of Real Property by the County of Grey.

"Clerk" means the Clerk of the Corporation of the County of Grey.

"County Council" means the Council of the County of Grey.

"County" means the Corporation of the County of Grey.

"County Road" means a highway over which the County has jurisdiction.

"Damages for Injurious Affection" means the reduction in the market value of the remaining property, where only part of the property is acquired rather than the entire parcel."

"Director of Transportation Services" means the Director of Transportation Services of the County of Grey.

"Expropriations Act" means the Expropriation Act, R.S.O. 1990, c. E26, as amended or any successor legislation.

"Good Condition Farm Fence" means a fence that, as determined by County staff, is capable of holding livestock.

"Local Board" means a municipal service board, transportation commission, public library board, board of health, police services board, planning board or any other board, commission, committee, body or local authority established or exercising any power under any Act with respect to the affairs or purposes of one or more municipalities, excluding school boards and conservation authorities.

"Meeting" means any regular, special committee or other meeting of County Council or its Standing Committees.

"Municipal Act, 2001" means Municipal Act, 2001, S.O. 2001, c25, as amended or any successor legislation.

"Person" includes an individual and a corporation and the successors, assigns, heirs, executors, administrators, or any other legal representatives of a Person to whom the context may apply according to law.

"Purchase" means any transaction whereby an interest in Real Property is transferred to or from the County with or without consideration.

"Real Property" means any interest in lands held or owned by the County, whether such lands are vacant or not, and without limiting the generality of the foregoing includes easements, rights-of-ways and leaseholds of 21 years or more and in the case of a proposed purchase, means the interest that the County proposes to obtain in lands.

“Sale”, “sell”, “selling” and “sold” means any transaction whereby an interest in Real Property is transferred or disposed of with or without consideration.

“Standing Committee” means a standing committee of County Council as established from time to time by County Council.

“Value” and “valuation” means in the valuation of the fair market value of the Real Property in accordance with Section 2.

# Corporate Procedure

## Sale of Land Procedure

**Approved by**: County Council
**Date Approved**: June 5, 2012
**Replaces**: ADM-02-08

**Endorsed By:** By-law 4765-12
**Last Modified Date**: May 6, 2008
**Scheduled for Review by:** 2017

**Procedure Number:** G-GEN-003-001
**Section:** Governance

**Parent Policy:** G-GEN-003
**Sub Section:** General

**References and Related Documents**

Municipal Act 2001 Section 270
Sale and Acquisition of Land Policy
Acquisition of Land Procedure

**Forms**

## Purpose

To define the procedures to be followed for all sales of County owned Real Property.

## Scope

This procedure covers all sales of Real Property by the County of Grey.

## 1. Sale Procedures

Unless an exemption is provided in this policy and associated procedures, before selling any Real Property, County Council shall;

a) declare the Real Property to be surplus by resolution passed at a Meeting open to the public;

b) value the Real Property in accordance with Section 2; and

c) give notice to the public in accordance with Section 3.

The responsibility for receiving staff reports and making recommendations for the sale of Real Property for County Council approval under this policy and procedure is the appropriate Standing Committee.

## 2. Value or Valuation

Where Real Property needs to be valued, it will be valued by a method determined to be satisfactory by County Council, including but not limited to:

a) an appraisal or an opinion by an independent qualified appraiser, or

b) the value assigned by the Municipal Property Assessment Corporation, or

c) an opinion of value by a licensed real estate agent, or

d) the amount set out in an agreement of purchase of sale entered into between a willing purchaser and vendor evidencing the market value, or

e) such other means as may be specifically determined as appropriate by County Council in the circumstances.

## 3) Notice

Before selling any Real Property:

a) notice shall be given to the public of the proposed Sale by a single publication in a newspaper that is, in the Clerk's opinion, of sufficient general circulation in the area of the Real Property to give the public reasonable notice of County Council's intention, and

b) notice shall also be posted on the County website, and

c) this publication should occur at least three weeks prior to the Standing Committee Meeting which includes the item on the agenda; however, County Council shall retain discretion to determine what is reasonable notice in the circumstances, and

d) notice shall include a brief description of the property and shall specify the method of sale and the date when the sale of the property will be considered if applicable, and

e) Real Property being sold under Section 4 of this policy is exempted from the notice requirements of Section 1(c), and

f) the Clerk has the authority to deem notice on the website is sufficient notice for properties included in 6(a) to 6(m) inclusive.

## 4. Exemptions from Sale Procedures

Sections 1(a) to 1(c) inclusive do not apply to:

a) Real Property sold under Section 110 of the Municipal Act, 2001 (agreements for municipal capital facilities);

b) classes of Real Property described under Part XI of the Municipal Act (sale of land for tax arrears);

c) Real Property being reconveyed to the Person that originally conveyed it to the County where the Real Property is held by the County in trust or subject to a condition, obligation or legislation that requires a specific conveyance by the County;

d) Real Property being reconveyed to the Person who conveyed the Real Property to the County where the Real Property is held by the County as security for the performance of obligations for that Person pursuant to an agreement between the Person and the County;

e) Real property that vested in the County by by-law, operation of law or otherwise which neither the County nor the registered owner intended to vest;

f) Real property 0.3 metres or such other size which was acquired for road purposes or pursuant to a planning approval or decision, sold to the adjoining landowner or any government or government related agency;

g) Easements granted to a public utility, an electricity distribution company, a power generation company, a telephone company or a similar entity;

h) Real property sold to any municipality, local board, school board, conservation authority, a corporation that operates a public hospital or the Crown in right of Ontario or Canada and its agencies.

## 5. Lands Acquired Pursuant to Acquisition of Land Procedure G-GEN-003-002

a) In the event the sale of Real Property is as a result of an acquisition under Section 3(b) of G-GEN-003-002, being the County's Acquisition of Land Procedure, such sale shall not be completed unless it is consistent with the County's and affected lower tier municipality's planning policies as determined by Council.

b) Council may, at its discretion, exempt lands under this section from the requirements of Sections 1(b) and 1(c).

## 6. Valuation Not Required

The valuation required in Section 2 above may not be required for the following classes of Real Property or type of transaction:

a) Closed County roads if sold to the owner of real property abutting the closed County road;

b) Real Property formerly used for railway lines if sold to an owner of real property abutting the former railway Real Property;

c) Real Property that does not have direct access to a highway if sold to the owner of real property abutting the Real Property;

d) Real Property repurchased by an owner in accordance with the Expropriations Act;

e) Real Property sold under Sections 107 (general power to make grants) and 108 (small business assistance) of the Municipal Act, 2001;

f) Real Property sold to any municipality;

g) Real Property sold to a Local Board;

h) Real Property sold to a school board;

i) Real Property sold to a conservation authority;

j) Real Property sold to a corporation that operates a public hospital;

k) Real Property sold to the Crown in Right of Ontario or Canada and its agencies;

l) Real Property 0.3 metres or such other size which was acquired for road purposes or by planning approval or decision;

m) Any Real Property that is exempt by Regulation made by the Minister of Municipal Affairs and Housing;

n) Any other Real Property, which County Council in its discretion determines a valuation is unnecessary provided the purchaser is not a manufacturing business or other industrial or commercial enterprise.

## 7. Methods of Sale

Real Property may be sold by public tender, by call for proposal, by listing with a real estate firm or broker, by Real Property exchange, by auction, by private sale, or in such other manner as County Council deems appropriate. The fact of each transaction will dictate the choice made.

If Real Property is to be sold by public tender, then the notice shall include, amongst other information, the following:

a) the date for submitting the tender;

b) the notation “the highest or any tender may not necessarily be accepted”;

c) the date, time and location of opening tenders.

## 8. Sale Price

Unless prohibited by Section 106 of the Municipal Act, 2001, County Council may authorize the sale of Real Property for less than the fair market value if in the opinion of County Council it is in the best interest of the County to sell the Real Property for less than the fair market value.

## 9. Terms of Disposition

The agreement of purchase and sale shall be prepared in accordance with the factors County Council has deemed appropriate in the circumstances and a by-law enacted by County Council.

Upon confirmation by the Clerk that the agreement of purchase and sale is in accordance with County Council’s directions, the Warden and Clerk shall be authorized to take all actions and execute all documentation required to finalize the sale.

The manner in which the County carries out the sale of Real Property, if consistent with the Municipal Act, 2001 and this policy and procedure, as applicable, is not open to review as the County is deemed to have acted in good faith.

Corporate Procedure

# Acquisition of Land Procedure

**Approved by**: County Council
**Date Approved**: September 2, 2014
2012
**Replaces**: ADM-10-08

**Endorsed By:** By-law 4866-14
**Last Modified Date**: May 6, 2008; June 5,
**Scheduled for Review by:** 2017

**Procedure Number:** G-GEN-003-002
**Section:** Governance

**Parent Policy:** G-GEN-003
**Sub Section:** General

**References and Related Documents**

Municipal Act 2001*, Section 270*
Sale and Acquisition of Land Policy
Sale of Land Procedure

## Purpose

To define the procedures to be followed for all acquisitions of Real Property by the County of Grey.

## Scope

This procedure covers all acquisitions of Real Property by the County of Grey.

## Procedure

### 1) General Real Property Purchases

a) County Council approval must be sought before County staff negotiates the purchase of any Real Property. The authority to negotiate as an agent for County Council must first be provided. County Council may delegate the authority to the Chief Administrative Officer or a relevant department Director.

b) Staff who are delegated the authority to negotiate the purchase of Real Property are entitled to rely on additional County staff to assist with the negotiations; however, the staff member who is the person in the office that is delegated the authority is responsible for ensuring the negotiations are carried out in compliance with the delegation granted.

c) The authority granted will be limited to the negotiation of an agreement of purchase sale as an agent for County Council which will not be binding until approved by County Council and executed by the Warden and Clerk.

d) The final agreement of purchase and sale will be ratified by by-law of County Council.

e) The responsibility for receiving staff reports and making recommendations for the acquisition of Real Property under this policy for County Council approval is the appropriate Standing Committee.

## 2) Real Property Purchases by Expropriation

a) Where it is deemed necessary, expropriation may be authorized by County Council. In these circumstances the requirements of the Expropriation Act will be followed.

## 3) Road Purposes Purchases

a) The Director of Transportation Services or his/her designate is authorized to negotiate in accordance with this procedure the purchase of Real Property that is in his opinion required for road purposes. For negotiations beyond the scope of this procedure all offers will be without prejudice to the County of Grey until endorsed by County Council.

b) In the event that it appears to County Council that a larger amount of Real Property can be acquired from any particular owner at a more reasonable price and on terms more advantageous than those upon which the immediately required Real Property can be acquired, County Council may direct that such larger amount be acquired.

c) Recommendations to purchase property for road purposes shall be presented to the Standing Committee and recommended to County Council.

d) With the exception of 3(b), the Warden and Clerk are authorized to execute all necessary documents related to Real Property acquisitions for road purposes once approved by County Council and is exempt from the requirement of a by-law in Section 1(d).

## 4) Real Property Acquired as a Result of a Land Severance

a) For severances of properties on County roads:

   i. a road widening of 5.2 metres (17 feet) is to be conveyed in support of the County's long term goal of acquiring 30.5 metres (100 feet) right of way widths throughout its road system. For severances, road widening will be conveyed to the County on both the severed and retained parcels which will be added as a condition of consent. For properties located within settlement areas the required road widening will be determined by the Director of Transportation Services or his/her designate;

ii. a road widening of greater than five (5) metres will be conveyed if in the County's sole opinion future right-of way requirements will exceed 30 metres. For severances, road widening will be conveyed to the County on both the severed and retained parcels which will be added as a condition of consent;

iii. geometric considerations will meet the current standards as outlined in the Geometric Design Standards for Ontario Highways;

iv. the landowner shall bear all the costs of the conveyance.

b) Acquisitions under Section 4 are exempt from requirements of 1(a), 1(c), 1(d) and 3(c) and the Warden and Clerk are authorized to execute all necessary documents to acquire Real Property as a result of a land severance.

c) Any exceptions to the requirements of 4(a)(i) and 4(a)(ii) would need to be considered and approved by County Council.

## 5) Approved Guidelines for Purchasing Property for Roads' Purposes

The value of Real Property being purchased for road strip widening is dependent of several factors including:

- Usage of the existing property
- Size of the existing parcel of land
- Residential setback
- Damages for Injurious Affection

## *6)* Determination of Level of Compensation

a) Compensation paid to a Person for Real Property acquired by the County for roads related purposes shall be as set out in Schedule "A" attached hereto.

b) Where deemed appropriate the Director of Transportation or his designate is hereby authorized to negotiate beyond the approved schedule, without prejudice, on an individual basis and no negotiation shall be binding on the County until reported to the Standing Committee for its consideration and endorsement by County Council.

Schedule “A” to Acquisition of Land Procedure G-GEN-003-002

| Type of Compensation | Compensation | | Comments |
|---|---|---|---|
| | **All municipalities except Town of Blue Mountains** | **Town of Blue Mountains** | |
| Road Widening as a condition of severance | $2.00 | $2.00 | Condition of severance |
| Road widening – standard 5 met res (17 foot) parcel – 0.08 hectares (0.2 acres) of frontage and greater | $ 12,600/hectare ($5,100.00/ acre) or $6.50 per running metre | $ 18,525/hectare ($7,500.00/acre) or $9.50 per running metre | |
| Road widening – standard 5 metre (17 foot parcel – less than 0.08 hectares (less than 0 .2 acres) of frontage | $1,000 | $1,000 | |
| Fence Allowance | $12.00 per metre | $12.00 per metre | To be provided for relocation of an existing “good condition” farm fence. A “good condition” fence is defined as one that is capable of holding livestock and will be at the discretion of County staff |
| Daylight Corners – measurement of 15 metres (50 feet) adjacent to an intersecting road | $200.00 | $200.00 | The $200 flat rate is in addition to the road widening paid per metre noted above. |
| Tree Compensation | Tree planting to maximum of $1,500 | Tree planting to maximum of $1,500 | To be negotiated by the Director of Transportation Services and his/her designate. |