

# City Council Information Items



March 6, 2020

Items for information is a weekly publication for the public and members of City Council. Members of City Council may request that any item appearing on this publication be placed onto the next available Committee of the Whole meeting for discussion.

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# Information Report

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Service Area	Infrastructure, Development and Enterprise Services
Date	Friday, March 6, 2020
Subject	<b>2019 Solid Waste Resources Update</b>
Report Number	IDE-2020-29

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## Executive Summary

### Purpose of Report

The 2019 Solid Waste Resources Update provides an overview of the operations and activities relating to the management of solid waste performed by the City, an update on the status of the recommendations of the Service Review, and a summary of accomplishments and future plans.

### Key Findings

In 2019, Solid Waste Resources maintained its commitment to provide services in compliance with all applicable legislation and build on Guelph's leadership in waste management and continuous improvement activities for a sustainable, service focused and economically viable future.

This report also includes a summary of the status of the 11 recommendations approved by Council as part of the May 2018 Solid Waste Business Service Review: 7 recommendations have been completed, 3 recommendations are in progress and 1 recommendation is pending Council approval.

### Financial Implications

All financial implications of the report were included as part the Council approved 2019 Solid Waste Resources Operating and Capital Budgets.

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## Report

### Details

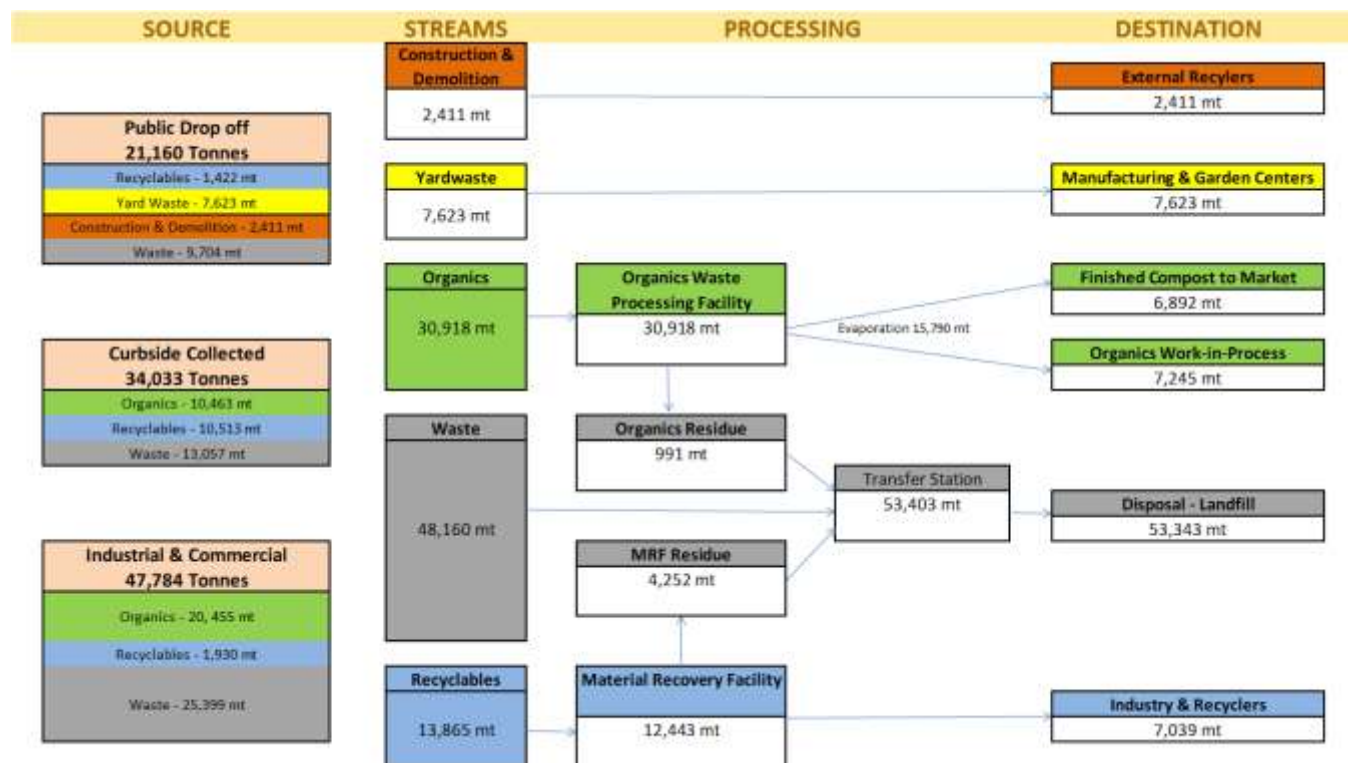
Solid Waste Resources plays a vital role in facilitating the processing, diversion and disposal of waste generated within the City of Guelph and delivers public services better by finding innovative ways to manage Guelph's organic, recyclable, garbage and other solid waste. The department provides integrated waste management services to residential and commercial customers. These services are provided in compliance with all applicable legislation and build on Guelph's leadership in waste management and continuous improvement activities for a sustainable, service focused and economically viable future. Key activities include:

- Providing three-stream, yard waste and bulky item collection services to residents in Guelph

- Operating Guelph's Material Recovery Facility, Organic Waste Processing Facility, Public Drop-Off facility, Household Hazardous Waste Recovery Facility, and Transfer Station
- Monitoring and maintenance of the former Eastview Landfill and operation of Methane Gas Collection System
- Planning and implementing waste reduction and diversion programs

In 2019, Solid Waste Resources (SWR) saw a total of 102,977 tonnes of material come into the site across its scales. This material was brought in by City collections staff, Guelph residents and third party commercial haulers.

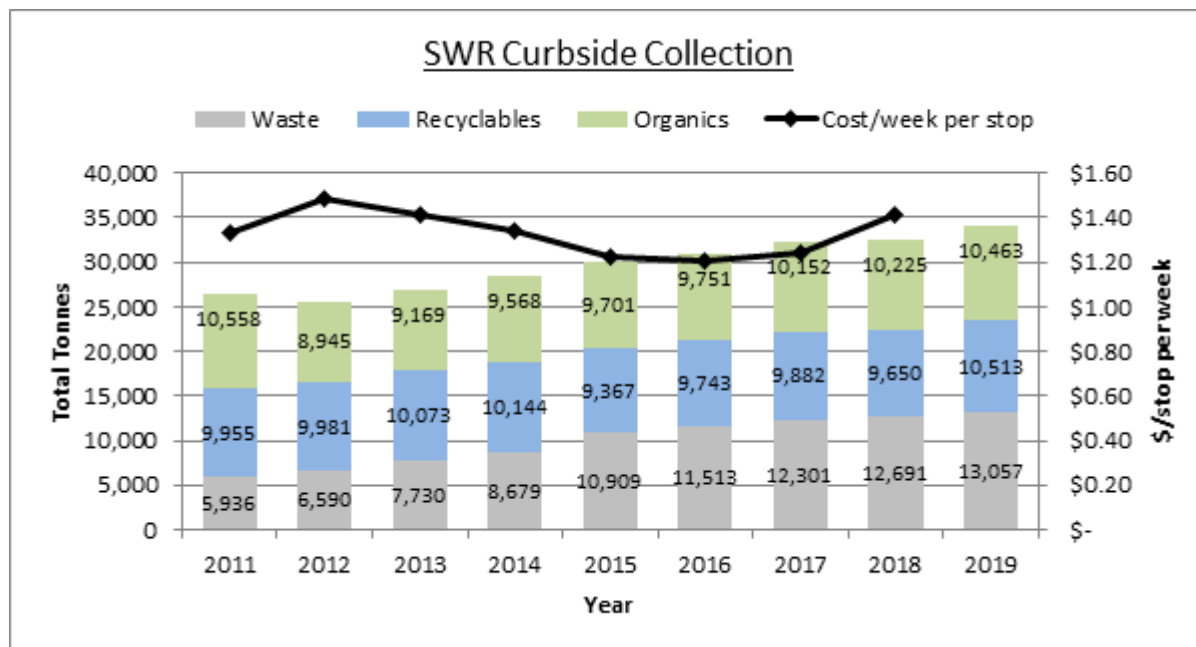
Figure 1 - Breakdown of the material processed in 2019



## Curbside Collection

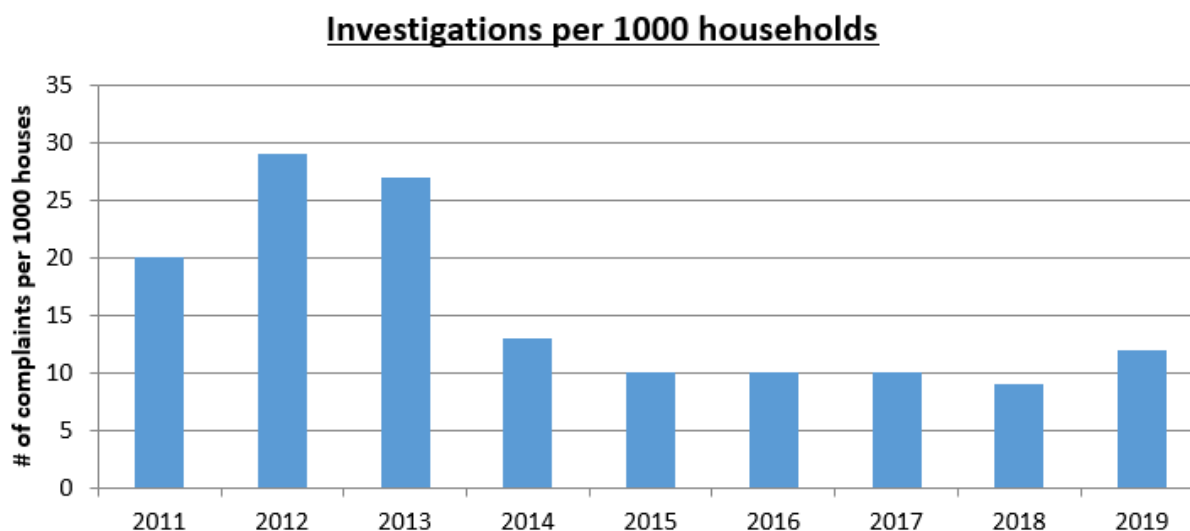
Residential waste, collected by the City at curbside can be broken down into three main streams: organics (green), recyclables (blue), and garbage (grey). While total tonnes of waste collected at curbside have been trending upwards, the collection costs have remained relatively constant over the last several years.

Figure 2 - Curbside collection comparison for 2011 to 2019



The other key metric for collections is resident satisfaction with the service. The 2019 Citizen Satisfaction Survey results revealed 93% satisfaction rating with garbage collection. In 2019, we received 12 requests per 1000 households related to investigations for why waste was not collected. Investigations include all reasons for waste not being collected including improperly sorted waste, late set-outs, incorrect collection day set-outs and missed collections. A historical trend for resident complaints is shown below and has been on a downward trend in recent years.

Figure 3 - Investigations per 1000 households for 2011 to 2019



## **Multi-residential Front-end Waste Collection**

In 2019, staff began rolling out front-end waste collection program at multi-residential properties. In 2019, staff on-boarded 15 properties consisting of 825 units.

As one of the first properties to on-board, the City was proud to work with Habitat for Humanity Wellington Dufferin Guelph, a non-profit organization whose mission is to build affordable housing and promote homeownership as a means to breaking the cycle of poverty. Habitat for Humanity was able to incorporate City waste collection into their development plans. This meant ensuring that the development had necessary space to handle front-loading bins and waste collection vehicles. Both parties worked closely throughout the entire process, ensuring everything was in order prior to starting waste collection and residents had the tools and education needed to be good sorts.

When onboarding to City waste collection, residents are provided educational materials that included a sorting guide and recycling bag, to ensure they know how waste collection works in Guelph and can successfully participate in proper sorting.

Staff will continue to onboard new and existing multi-residential developments over the next several years. Implementation timing is dependent on multi-residential properties private collection contract end dates and the level of interest of parties.

## **Residential Diversion Rate**

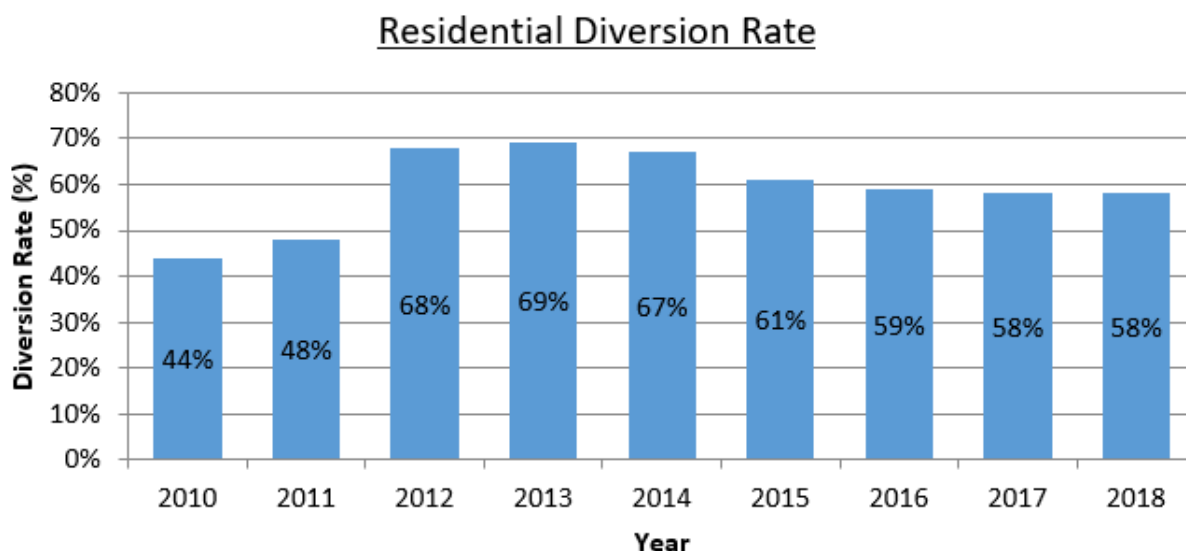
The City of Guelph has long been recognized as a leader in waste collection and diversion activities and remains among the top performers across the province.

Our diversion rate is calculated based on the weight of organics and recyclables collected at the curb, as well as other diversion programs offered at the Public Drop Off as a percentage of the total weight of all waste collected.

A historical look at Guelph's diversion rate going back 10 years is shown in the graph below. Recently Guelph has seen an increase in the weight of garbage and a drop in the weight of recyclables collected at the curb. This is the result of many factors including improperly sorted waste as well as changes in packaging types and a reduction in the use of newsprint. Solid Waste Resources staff work with the community to maintain a high level of awareness with respect to need for proper sorting in order to maximize diversion from landfill.

At the time of this report, the data for 2019 is being finalized for required submissions to the Resource Productivity and Recovery Authority.

Figure 4 - Residential diversion rates for 2010 to 2018



### **Industrial and Commercial Customers**

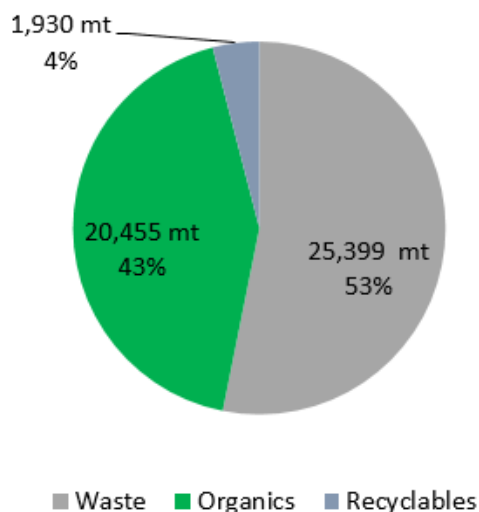
While waste from residential sources makes up approximately 54% of material received at the Waste Resource Innovation Centre, Solid Waste receives another 46% of material from industrial and commercial waste haulers.

This third party volume is critical in providing revenue to offset costs and also highlights our ability to build relationships and partner with commercial haulers as the waste management facility of choice.

As shown in the chart below illustrating the breakdown of the industrial and commercial customers, more than half or 53% of the tonnage consists of waste that is brought in from local businesses and other waste companies into the Transfer Station. A further 43% of organics is brought into the Organic Waste Processing Facility on contract with the Region of Waterloo. A smaller 4% percentage of recycling material is brought in from the University of Guelph with some other sources of dedicated cardboard. This percentage has dropped from prior years as a result of the City concluding its recycling contracts in order to align the Material Recovery Facility for Guelph tonnage and prepare for transition to full producer responsibility.

Figure 5 – Industrial and commercial customers breakdown

### Industrial & Commercial Customers



### **Processing Operations**

Solid Waste Resources processes organics and recyclables in the Organic Waste Processing Facility and Material Recovery Facility, respectively.

In 2019, the city processed 30,918 tonnes of source separated organics through contract operation with Wellington Organix. 6,892 tonnes of finished compost material was marketed for agriculture application

In 2019, the city produced and marketed approximately 7,039 tonnes of recyclable material. The commodities shipped are shown in the chart below.

Figure 6 Material Recovery Facility 2019 output

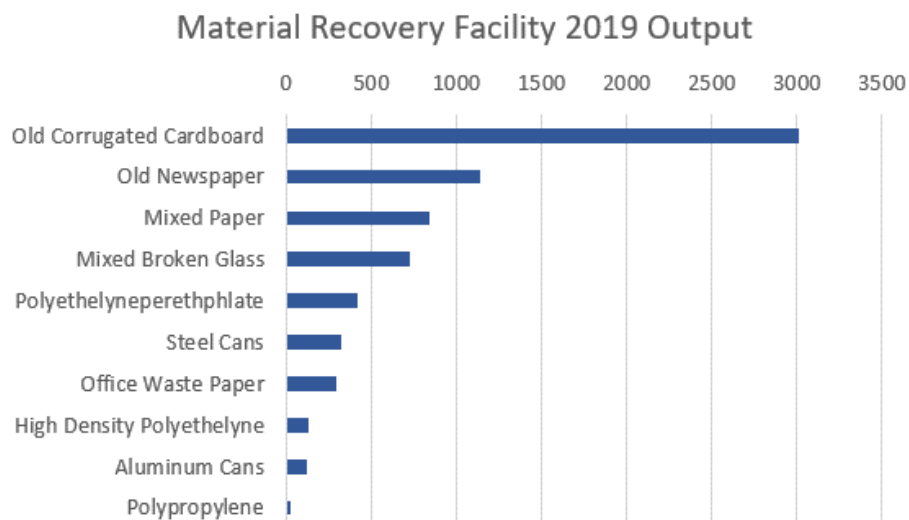


Figure 7 - Illustrates destinations and typical end market uses for Guelph's recyclables

<b>Material</b>	<b>Country</b>	<b>Province/State</b>	<b>Examples of end products</b>
PET #1 polyethylene terephthalate	Canada/US	ON, PA, OH	Water bottles
HDPE #2 high density polyethylene	Canada/US	ON, PA, AL	Automotive, Agriculture tile
PP #5 polypropylene	Canada/US	ON PA, AL	Laundry hampers, toys
Aluminum	US	NY, KY, TN, AL	Soda cans, Automotive
Steel	Canada	ON	Steel cans, Automotive
Glass	Canada	ON	Fibreglass insulation
Old Corrugated Cardboard	Canada/US	ON, PQ, NY	Liner board, paper towel
Old Newspaper / Mixed Paper	Canada/India	ON, Northern India	Egg cartons, ceiling tiles
Office Waste Paper	Canada	QC, ON	Toilet paper

### **Solid Waste Resources business review update**

Solid Waste Resources underwent the first service review as a pilot of the Council-approved Business Service Review framework (CS-2016-61). The final report was received by Council in May 2018. The table below provides a status update of the 11 recommendations identified in the final report which were endorsed by Council for implementation: 7 recommendations have been completed, 3 recommendations are in progress and 1 recommendation is pending Council approval.

Figure 1 - Status Update of the 11 Recommendations Identified



Recommendation	Status
1. Increase service level for curbside yard waste collection to bi-weekly collection during growing season.	<b>Pending.</b> Staff are preparing a yard waste tender for the 2020 season. The tender will also include costing for increased collection frequency to inform the 2021 budget process.
2. Extend the lifecycle of the waste collection (packer) trucks from seven to ten years to achieve optimal economic life.	<b>Complete.</b> Waste collection packers lifecycle have been moved to 10 years. Maintenance impacts are being monitored.
3. Phase in the approved service level increase for waste collection service to multi-residential properties.	<b>Complete.</b> Waste collection service has been expanded to include front-end collection service at Multi-residential properties. In 2019, 15 properties (825 units) were on-boarded. The program will continue to phase in properties as collection contracts end and properties show interest.
4. Consider alternative levels of service for the PDO hours of operation to optimize resource usage and gain efficiencies.	<b>Complete.</b> Service hours have been adjusted to reflect customer service seasonal volumes. The household hazardous waste depot hours were extended to include Mondays, Saturday hours were extended to 4PM and services at Gate 2 Gate 3 were moved to Gate 1 during off peak times.
5. Move forward with the Solid Waste Management Master Plan update in 2018/2019. Ensure the scope of activity includes: a. Identify, enhance and/or implement programs to improve diversion, optimize customer service and seek cost efficiencies. b. Develop a long-term growth forecasting model, in line with the existing Development Charges and Development Priority Planning processes, internal Finance processes and Asset Management policy, to proactively identify growth impacts across all waste service elements.	<b>In Progress.</b> The Solid Waste Management Master Plan Review is now underway. The scope of work includes increasing diversion, optimizing customer service and seeking cost efficiencies, as well as, developing long-term growth forecasting models.

Recommendation	Status
6. Continue to optimize processes to enhance waste division performance and employee engagement. Formalize the Blitz team continuous improvement activity and extend the practice across all service elements.	<b>Complete.</b> Task forces for the Materials Recovery Facility and Public Drop Off are ongoing have replaced the initial blitz team and formalized the continuous improvement process.
7. Add process engineering and project management capacity to the SWR division to support the recommendations made in this report and lead continuous improvement initiatives, performance measurement development and overall tracking and reporting.	<b>Complete.</b> Technical Specialist / Project Manager position was approved by Council and is undertaking engineering and project management support.
8. Ensure financial analysis resources and/or skill sets are added to the SWR division, to provide greater accuracy and control in performance measurement and financial management and support improvements as identified in the Deloitte Variance Task Force review.  a. Conduct a long-term cost recovery study to effectively assess the impact of future revenue changes and analyze potential adjustment scenarios.	<b>Complete.</b> Financial Advisor position was approved by Council and the position successfully filled in April 2019.  <b>In Progress.</b> Cost Recovery Study is included in the scope of work for the Solid Waste Management Master Plan Review which is now underway.
9. Create a solid waste financial reserve to help offset the volatility of the commodity market and reduce annual variance impacts.	<b>Complete.</b> The Environment and Utility Contingency Reserve #198 was expanded to include mitigating the Environmental Services' commodity pricing volatility risk.
10. Implement the Simcoe transition strategy to achieve cost savings and efficiency of operations by aligning MRF operations with Guelph tonnage and processing requirements.	<b>Complete.</b> Contract has concluded and processing operations in the Materials Recovery Facility have been aligned for Guelph tonnages.
11. Continue to monitor and update Council on the a-BBPP transition timeline and implications of proposed changes.	<b>In Progress.</b> Staff are continuing to advocate Guelph's needs to the Ministry of Environment, Conservation and Parks and will continue to keep Council informed as new information becomes available.

## **Environmental, health and safety compliance**

Maintaining compliance with Ministry of Environment, Conservation and Parks, Ministry of Labour and Ministry of Transportation requirements are a critical part of the operations and commitment. We have strategically scheduled and executed compliance activities into our culture to ensure a proactive and continuous improvement approach.

We are also committed to ensuring that our operations do not have a negative impact on our neighbors in the community through ongoing collaboration, training and monitoring to ensure that we are exceeding the requirements set out in our Environmental Compliance Approvals.

As an example, in 2019 there were four quarterly Waste Resources Innovation Centre Public Liaison Meetings attend by staff as well as a representative from Wellington Organix Inc., the City's contract operator for the OWPF. PLC members reviewed and provided input with respect to the City's Source Separated Organics (SSO) program and processing including tonnage processed and review of odour complaints. The PLC also reviewed annual reports and site activities.

Highlights included continued success with respect to odour mitigation resulting from upgrades to the odour control system in 2017, and the PLC celebrated the commitment and dedication of three of its PLC members who served the committee for the full eight years as permitted by the PLC Terms of Reference.

### **Accomplishments in 2019**

- 2019 Citizen Satisfaction Survey results revealed 93% satisfaction rating with garbage collection.
- Kick off of our five year review of the Solid Waste Management Master Plan, approval of the Public Advisory Committee and engaging the University of Guelph ICON program.
- Update and approval of our Waste Management By-law to reflect the expanded multi-residential front-end bin collection program, banning of grass clippings from the organics bin, and concluding service for bio-medical waste generators.
- Rollout of the expanded multi-residential program onboarding 15 properties and 825 units in 2019.
- During Waste Reduction Week 2019, the City revealed a new Corporate Sustainable Waste Management Policy that will target waste diversion at City Hall and will be rolled out to other City facilities in the future.
- Collection staff community pride recognized in the Tribune Mercury and across social media for connection to youth.
- Public drop-off staff recognized across social media for their professional and helpful public service service.
- Materials Recovery Facility Staff recognized for their community toy drive initiative and promoting the Waste App on Magic 106.1.
- Supported Smart Cities/Our Food Future work as City project lead for the Waste as a Resource Workstream.

## **Planning for Our Future**

Solid Waste Resources will continue to search for innovative methods to drive continuous improvement activities in our daily operations. Some key areas we will be looking to further explore include:

- Completing the five year review of the Solid Waste Management Master Plan to provide effective waste collection and increase diversion rates
- Preparing for legislative changes related to Extended Producer Responsibility under the Waste Free Ontario Act
- Continuing onboarding front-end multi-residential waste collection
- Completing Phase 2 of Waste Resources Innovation Centre site logistics and scale upgrades
- Building new Collections Operation Centre and expansion of the Administration Building

## **Financial Implications**

All financial implications of the report were included as part the Council approved 2019 Solid Waste Resources Operating and Capital Budgets.

## **Consultations**

Teisha Colley-Balgrave, Corporate Analyst, Finance

## **Strategic Plan Alignment**

This report is aligned with the Strategic Plan Priorities of Sustaining our Future by providing waste management in a sustainable way; Building our Future by maintaining existing solid waste assets and securing new assets; and Working Together for Our Future through our collaborative approach to the delivery of solid waste services.

## **Attachments**

Attachment 1 - A high level summary of the Solid Waste Resources operations

## **Departmental Approval**

Cameron Walsh, Division Manager Solid Waste Resources

## Report Author

Phil Zigby, Client Services and Performance Specialist, Solid Waste Resources

Heather Connell, Manager Business and Technical Services, Solid Waste Resources



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Deputy Chief Administrative Officer

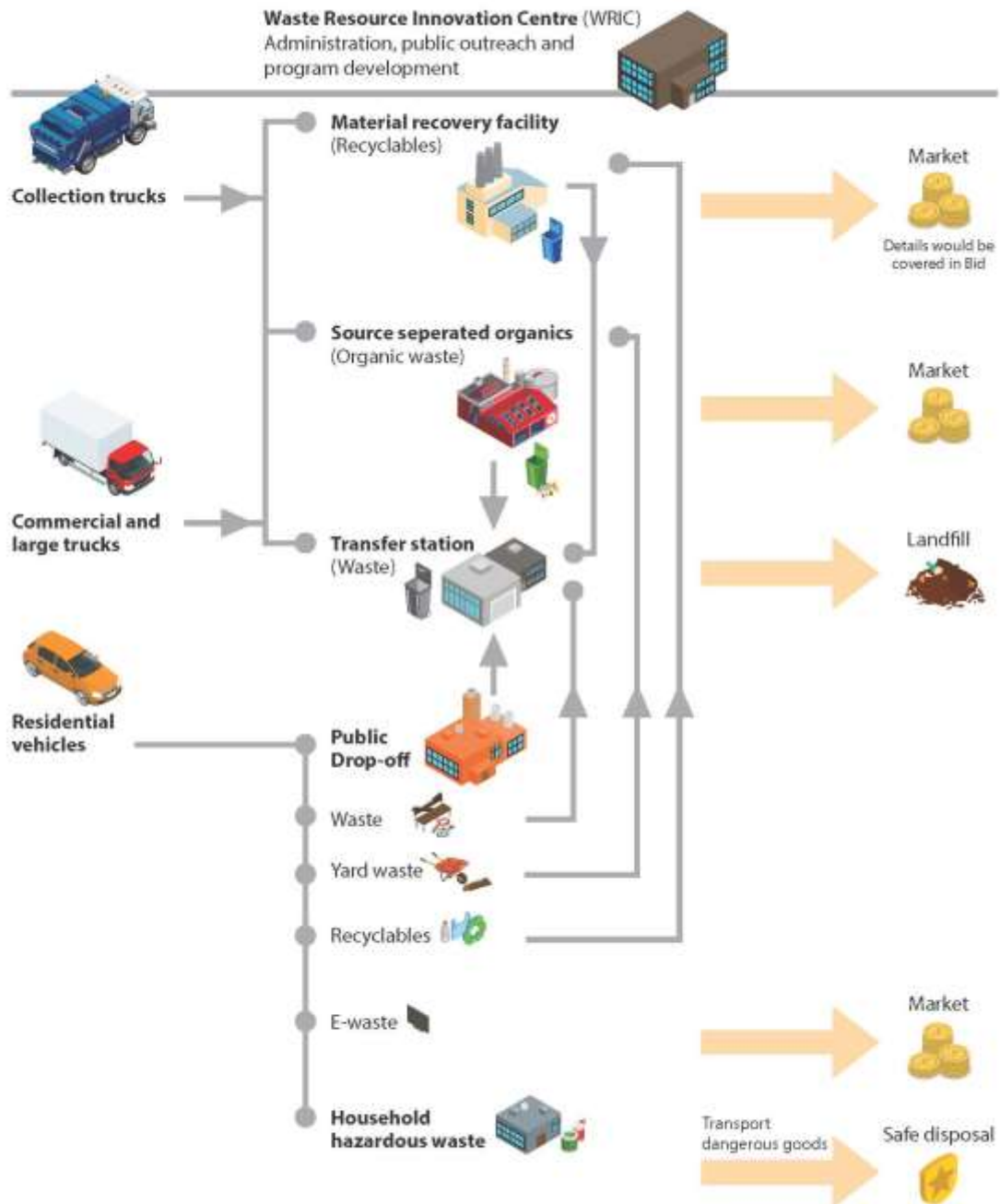
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## Attachment 1

A high level summary of the Solid Waste Resources operations



# Information Report

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Service Area	Infrastructure, Development and Enterprise Services
Date	Friday, March 6, 2020
Subject	<b>2019 Wastewater Services Update</b>
Report Number	IDE-2020-28

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## Executive Summary

### Purpose of Report

To provide an overview of Wastewater Services programs including the successes and key achievements for 2019.

### Key Findings

Wastewater Services' commitment to environmental protection drives our programs. Staff are continually improving processes and seeking innovative ways to protect our planet through the re-use of biosolids, implementing new education programs and investigating ways to achieve the City's goal of Net Zero Carbon by 2050. The Wastewater Treatment plant has been recognized by the Grand River Conservation Authority (GRCA) at the silver level for efforts to improve the water quality of the Speed River.

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## Report

This report is designed to provide feedback to Council on the services that the teams within wastewater services have provided the community over the course of 2019.

### Details

Wastewater Services is responsible for the operation and maintenance of a Class III Wastewater Collection system and a Class IV Wastewater Treatment Plant, as well as, environmental protection through the enforcement of the sewer use by-law

Sanitary sewage flows by gravity from people's homes and businesses through a series of collection pipes and pump stations to the Wastewater Treatment plant. It is imperative that the wastewater collection system be maintained to ensure the removal of blockages that could cause back-ups into people's homes and businesses or even into the environment. In order to facilitate that, wastewater collection staff have:

- Flushed 107 km of pipe through the preventative maintenance program for the sanitary system

- Staff also responded to 429 service calls to peoples' homes for sewer blockages

The Wastewater Treatment Plant treats the sanitary sewage three times before it is released into the river. In 2019, 20.6 billion liters of wastewater was treated to the highest quality before being released to the Speed River. This equates to an average daily flow of 56,580m<sup>3</sup> or approximately 56 million liters per day. The treatment plant used 90% of biogas generated through the digestion process as a fuel source for the cogeneration of electricity for on-site use. Projects are being explored with Facilities and Energy Management to use 100% of the biogas. The treatment plan also beneficially reuses 100% of biosolids produced through land application as a fertilizer product.

For the second year, the wastewater treatment facility was recognized by the GRCA as a silver recipient for efforts to improve the water quality of the Speed River. This year the collection system was upgraded from a Class II to a Class III in order to reflect the changes to system since the previous Ministry assessment.

The sewer use by-law helps protect the environment and wastewater infrastructure through education and outreach and enforcement activities. The Environmental Protection Officers conducted over 600 industrial inspections. They also responded to 398 calls for spills mitigation, often supporting Guelph Police Service and Guelph Fire Department at motor vehicle accidents.

### **Sample Collection**

Samples are collected and analyzed for process control, compliance reporting and river quality monitoring. The wastewater treatment operations team collected and analyzed just over 11,000 samples in 2019. This process control sampling enables the existing infrastructure to be fully utilized.

Our onsite accredited laboratory performed over 5000 tests in 2019. The majority of these results were used to report to the Ministry of Environment, Conservation and Parks (MECP) on the performance of the wastewater treatment plant against the facilities environmental compliance approval (ECA). The results of these tests were all within the compliance limits.

As a proactive measure, in 2019 the Environmental Protection team continued with the river sampling program. This program entails 6 sample sets taken at 5 different locations throughout the year. Each location is analyzed for 40 parameters per sampling event. This data provides quality assurance of water incoming and exiting the Speed and Eramosa rivers. A total of 360 samples were collected in 2019. This baseline data can be used to help determine the impact of an environmental spill that reaches the Eramosa or Speed River.

### **A collaborative approach between Wastewater Services and other City departments**

The collaborative approach between Wastewater Services, Engineering and Transportation Services and Facilities and Energy Management aligns with the strategic plan priorities of Sustaining our Future and Building our Future and ensures a full service wastewater program that all customers can rely on.



- Wastewater Services continued to build a strong health and safety culture.  
Working with Health and Safety, wastewater uses metrics such as near miss reporting and safety related work orders to track progress. An innovative approach to contractor safety orientation, with the use of video training and sign off is required prior to any contractor work commencing. In 2019, 58 different contractors went through this orientation program, meaning that 133 contractors were well aware of our safety first culture before they started work
- Wastewater Services successfully completed the biennial MECP inspection in the Spring of 2019.

An Environmental Management System is currently under development to support a quality management approach to delivering wastewater services and supporting compliance requirements.

- Working with Engineering and Transportation Services to manage wastewater infrastructure

In 2019 Wastewater services continued to work closely with Engineering and Transportation which resulted in enhanced collaboration through the support of capital projects involving sanitary bypasses. As part of the Environmental Services team, Wastewater is also participating in the development of a work order management program continued to improve through enhanced work order and preventative maintenance programs. This will inform the Corporate Asset Management Program.

- Wastewater continues to be engaged in benchmarking operational metrics with municipal comparators across Canada.

Metrics are the backbone of evidence based decision making. The Water and Wastewater Benchmarking Initiative allows the City to review best practices of wastewater delivery across the country. This enables the identification of continuous improvement opportunities and sharing of best practices

- Collaborating with Facilities and Energy Management for energy efficiency projects

The aeration basin blower and controls upgrades that will result in significant energy savings as well as seeking opportunities to further enhance and optimize the biosolids gas program are two examples of such collaborative projects underway.

### **Meaningful Exchange of Information**

Identifying strategic partnerships with regulators, industry experts, consultants and universities provides opportunities for the meaningful exchange of information to address future challenges in the wastewater industry.

In 2019, staff initiated a feasibility study to investigate water re-use. Recommendations for a practical and implementable Reclaimed Water Program with an initial focus on sanitary sewer flushing is expected by the end of the first quarter 2020. Building partnerships with our regulator is something we continually strive towards. For the third year, Wastewater Services opened up our doors to provide

the MECP with a training ground for new Water Program inspectors from across Ontario.

In kind support was provided through special sample requests for ongoing research at the Ontario Water Consortium research facility. Involvement with such research increases awareness of innovative solutions and emerging technologies to address possible regularity changes.

### **Customer Service and outreach programs**

Customer Service and outreach programs support our community and share the value and availability of the services provided. An important part of the work Wastewater Services does to protect the environment is to educate the public on ways we can work together to take care of the sanitary sewer system. Wastewater Services regularly opens our doors for tours and 42 tours were conducted in 2019 that represented over 800 guests. Many were grade 8 students through our partnership with the GRCA Water program, while other guests were made up of academics, peer groups and industry partners. Wastewater also completed a video to highlight all of the services our team provides the community.

A very important outreach program was initiated in 2019 to support the restaurants in the downtown. Backups at restaurants can be caused by fats, oil and grease disposals in the sanitary system. Fats, oils and grease can also impact the collection pipes and cause wide spread back-ups. The environmental protection team completed the inaugural year to inform and educate restaurateurs of the importance of proper fats, oils and grease disposals and the effects downstream of improper handling. Sixty of a possible 142 restaurants were approached in 2019, and this program will continue. The added benefit of this program could be reduced flushing in areas which are prone to fat buildups.

### **Financial Implications**

All financial implications related to this report are already accounted for in the approved Wastewater Operating and Capital budget.

### **Consultations**

Departmental consultation completed in support of the 2019 Wastewater Services Update Report, include:

- Engineering and Transportation Services
- Facilities and Energy Management
- Finance, Client Services – Environment Services Corporate Analyst

### **Strategic Plan Alignment**

This report is aligned with the Strategic Plan Priorities of Sustaining our Future by providing wastewater collection and treatment in a sustainable way, Building our Future by maintaining and replacing wastewater assets and Working Together for Our Future through our collaborative approach for the delivery of all Wastewater Services

## Departmental Approval

Tim Robertson, Division Manager, Wastewater Services

## Report Authors

Mari MacNeil, Technical Services Manager, Wastewater Services

Matt Phillips, Operations Manager, Wastewater Services

Shawna Hughes, Business Services Supervisor, Wastewater Services



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# Information Report



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Service Area	Corporate Services
Date	Friday, March 6, 2020
Subject	<b>Public Sector Salary Disclosure – Taxation Year 2019</b>
Report Number	CS-2020-19

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## Executive Summary

### Purpose of Report

This report provides information with respect to the Public Sector Salary Disclosure Act (PSSDA) and reporting requirements for all organizations, including municipalities that receive public funding of a least one million dollars or 10 per cent of their gross revenues from the Province.

Annually, all participating organizations must report salary paid plus additional compensation such as overtime, premium pays, and retroactive adjustments for qualifying employees. This means that amounts reported to the Province can be more than an employee's base salary.

### Key Findings

As of December 31, 2019, there were 2,351 full- and part-time employees at the City of Guelph. In 2019, 328 employees earned in excess of \$100,000, which was a decrease of 11 employees from 2018. The chart below demonstrates the City's trend.

Employee Group	2015	2016	2017	2018	2019	Difference (2018-2019)
ATU	0	1	0	4	2	-2
CUPE 973	2	4	5	6	9	+3
CUPE 241	2	2	1	1	1	0
FIRE	68	64	102	139	133	-6
NUME	93	96	114	146	142	-4
OPSEU	13	11	10	43	40	-3
MAYOR AND COUNCIL	0	0	0	0	1	+1

<b>Employee Group</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>Difference (2018-2019)</b>
<b>TOTAL</b>	<b>178</b>	<b>178</b>	<b>232</b>	<b>339</b>	<b>328</b>	<b>-11</b>

The decrease is attributed to turnover and the increased number of employees above the \$100,000 threshold in 2018 due to retroactive payments made as a result of collective bargaining. The numbers above include all City of Guelph employees and Library employees. Guelph Police Services report separately to the Province.

## **Financial Implications**

None

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## **Report**

### **Details**

#### **The Purpose of the PSSDA**

Since 1996, the Province of Ontario (Province) under the PSSDA has required all organizations that receive public funding of at least one million dollars or 10 per cent of their gross revenues from the Province, to disclose annually the names, positions, salaries and taxable benefits of all employees paid \$100,000 or more in a year.

The following organizations meet this criterion:

- Ontario Public Service
- Legislative Assembly
- Provincial Crown Corporations
- Municipalities
- School Boards
- Colleges & Universities
- Hospitals

The purpose of the Act is to improve accountability and transparency in government for taxpayers.

Municipalities are required to provide the Ministry, no later than the fifth business day in March (March 6, 2019), a written record of salary and benefits paid in the previous year of employees who were paid at least \$100,000 as salary. In addition, the City has submitted the 2019 information to the Province as prescribed by the legislation.

Annually, all participating organizations must report salary paid plus additional compensation such as overtime, premium pays, and retroactive adjustments for qualifying employees. This means that amounts reported to the Province can be more than an employee's base salary.

Also reported are taxable benefits, which includes items such a life insurance, and for eligible employees, items such as car allowance, tool allowance, personal use of

City vehicles (i.e. for those employees who are required to use a City vehicle and be on call/standby).

### **Financial Implications**

None

### **Consultations**

None

### **Strategic Plan Alignment**

The City's compensation aligns with the Strategic Plan and plays a key role in the attraction, retention, and engagement of the right employees to deliver against all strategic plan priorities. Compensation drives employment engagement and engaged employees create a culture of innovation and high performance.

### **Attachments**

Attachment-1: Public Sector Salary Disclosure Listing for the 2019 Taxation Year

### **Departmental Approval**

N/A

### **Report Author**

Amy Parker, Manager, Total Compensation and Human Resources Systems



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# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Abushawar	Loai	Corporate Applications Analyst	\$ 105,584.39	\$ 1,503.40
Adhikari	Prasoon	Environmental Engineer	\$ 113,002.78	\$ 937.60
Adkin	Tammy	Manager Guelph Museums	\$ 112,259.70	\$ 945.88
Adlington	Geoffrey	Platoon Chief	\$ 149,184.24	\$ 761.88
Ahmed	Javairia	Advanced Care Paramedic	\$ 103,682.54	\$ 570.50
Aitkens	Jeffrey	Deputy City Solicitor	\$ 130,777.60	\$ 1,251.96
Alarie	Gilles	Fire Fighter	\$ 113,462.61	\$ 572.85
Allen	Paul	Senior Program Manager Health and Safety	\$ 110,054.81	\$ 938.52
Amaral	Jose	Manager Fleet Services	\$ 123,483.22	\$ 1,038.44
Anderson	Steve	Manager Transportation Engineering	\$ 102,427.99	\$ 969.15
Andrada	Deo-Genesis	Fire Fighter	\$ 107,795.62	\$ 521.24
Angelo	Mary	Supervisor Development Engineering	\$ 113,585.43	\$ 1,380.52
Atkins	Dan	Director Operations Guelph Public Library	\$ 124,352.25	\$ 935.80
Aubrey	David	Fire Fighter	\$ 105,235.46	\$ 521.24
Auger	Scott	Fire Fighter	\$ 115,737.22	\$ 572.85
Azzarello Juneau	Ariel	Primary Care Paramedic	\$ 102,277.26	\$ -
Baker	Tara	General Manager Finance/City Treasurer	\$ 160,073.26	\$ 1,925.12
Ballah	Victoria	Manager Prosecutions and Facility Operations	\$ 112,367.64	\$ 945.88
Banting	Bruce	Associate Solicitor	\$ 123,483.22	\$ -
Barden	Scott	Platoon Chief In Training	\$ 145,633.85	\$ 719.61
Bartholomew	Michael	Geographic Information System Analyst Information Technology Services	\$ 103,474.03	\$ 863.44
Bauman	Jared	Fire Fighter	\$ 107,542.98	\$ 521.24
Beaton	Jeffrey	Human Resources Advisor	\$ 102,042.08	\$ 863.44
Beaton	David	Program Manager Trails and Natural Areas Stewardship	\$ 106,737.25	\$ 844.24
Bechard	Sue	Payroll Pension and Benefits Specialist	\$ 109,931.63	\$ 781.92
Beck	Jonathan	Captain	\$ 133,989.47	\$ 683.19
Bedard	Greg	Supervisor Taxation and Revenue	\$ 102,041.98	\$ 859.76
Bell	Marcus	Supervisor Corporate Property Maintenance	\$ 102,042.08	\$ 863.44
Benn	Amy	Advanced Care Paramedic	\$ 103,181.21	\$ 570.50
Berwick	Scott	Fire Fighter	\$ 122,591.77	\$ 588.69
Biggs	Darryl	Fire Fighter	\$ 108,851.26	\$ 572.85
Black	Howard	Fire Fighter	\$ 113,172.61	\$ 572.85
Boehmer	Christopher	Fire Fighter	\$ 122,196.31	\$ 567.57
Borris	Jeff	Fire Fighter	\$ 109,268.00	\$ 572.85
Boshart	Paul	Commander Training and Regulatory Compliance	\$ 158,317.72	\$ 887.28
Bottomley	Craig	Fire Prevention Officer	\$ 127,922.19	\$ 646.17
Bowes	Jason	Fire Fighter	\$ 108,813.77	\$ 572.85
Boyle	David	Manager Information Technology Infrastructure	\$ 124,158.83	\$ 1,464.80
Boys	Steve	Fire Fighter	\$ 121,408.01	\$ 572.85

# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Bradley	Stuart	Fire Fighter	\$ 115,348.23	\$ 572.85
Bratton	Gregory	Fire Fighter	\$ 122,176.04	\$ 588.69
Bridgwater	Derek	Primary Care Paramedic	\$ 100,207.61	\$ 63.90
Briggs	Lynne	Manager Recreation Services	\$ 123,483.22	\$ 1,038.44
Brnjas	Jonathan	Advanced Care Paramedic	\$ 102,082.70	\$ 570.50
Brossault	Alexandre	Program Manager Geographical Information System and Data	\$ 112,259.70	\$ 945.88
Brown	Anthony	Lead House Technician	\$ 108,219.54	\$ 503.07
Brown	James	Advanced Care Paramedic	\$ 108,562.46	\$ 570.50
Brydges	Paul	Platoon Chief In Training	\$ 137,628.45	\$ 704.37
Buhrow	Dwayne	Primary Care Paramedic	\$ 104,803.18	\$ 520.08
Bulloch	Richard	Primary Care Paramedic	\$ 105,152.64	\$ -
Caldwell	Blair	Supervisor Water Distribution	\$ 119,860.87	\$ 863.19
Calma	Bruce	Commander	\$ 131,512.10	\$ 1,030.16
Cameron	Scott	Transit Operator	\$ 107,104.55	\$ 621.60
Castellan Aldunate	Melissa	Manager Policy Planning and Urban Design	\$ 135,831.76	\$ 1,130.00
Cheng	Qiu Wei	Network Security Specialist	\$ 106,439.48	\$ 863.44
Christensen	Sven	Captain	\$ 132,686.43	\$ 683.19
Clack	Colleen	Deputy Chief Administrative Officer Public Services	\$ 224,009.93	\$ 7,814.24
Clark	Zachary	Primary Care Paramedic	\$ 100,360.42	\$ 527.78
Clark	Walter Gregory	Manager Financial Strategy and Long Term Planning	\$ 120,042.20	\$ 999.96
Clarke	Dina	Fire Fighter	\$ 118,300.69	\$ 572.85
Clarke	Nancy	Director Customer Service Guelph Public Library	\$ 125,711.92	\$ 995.40
Cochrane	Andrew	Fire Fighter	\$ 107,950.75	\$ 560.97
Collison	Cynthia	Fire Fighter	\$ 121,310.54	\$ 572.85
Connell	Heather	Manager Business and Technical Services	\$ 124,502.41	\$ 1,014.56
Cooper	Christopher	General Manager Legal Realty and Court Services/City Solicitor	\$ 181,177.94	\$ 2,111.12
Cosby	Chris	Fire Fighter	\$ 114,002.36	\$ 557.01
Coutts	Conrad	Project Manager Quality Assurance and Continuous Improvement	\$ 102,060.20	\$ 863.44
Craven	Robert	Captain	\$ 131,065.95	\$ 683.19
Cunning	Christopher	Fire Fighter	\$ 121,245.54	\$ 588.69
Curtis	Dean	Captain	\$ 142,106.63	\$ 719.61
Cutten	David	Fire Fighter	\$ 123,894.35	\$ 572.85
Dedman	Kealy	Deputy Chief Administrative Officer Infrastructure Development and Enterprise	\$ 182,224.98	\$ 3,873.52
Dejong	Matthew	Fire Fighter	\$ 111,366.01	\$ 567.57
Dekraker	Rodger	Fire Fighter	\$ 113,769.88	\$ 583.41
Deluca	Dean	Paramedic Field Superintendent	\$ 110,171.43	\$ 940.36
Demanche	Mike	Corporate Applications Analyst	\$ 102,041.98	\$ 859.76
Des Roches	Thomas	Fire Fighter	\$ 119,768.80	\$ 557.01
Desrosiers	Yvan-Denis	Manager Court Operations	\$ 112,259.70	\$ 945.88



# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Devriendt	Chris	Manager Development Planning	\$ 126,702.38	\$ 1,432.76
Dewar	Stephen	General Manager Guelph Wellington Paramedic Service/Chief	\$ 169,295.14	\$ 5,595.98
Dixon	Christian	Fire Fighter	\$ 123,845.84	\$ 588.69
Dmytrus	Steven	Captain	\$ 131,060.39	\$ 683.19
Dooling	Terrence	Manager Public Works	\$ 123,483.22	\$ 1,038.44
Doughty	Matthew	Fire Fighter	\$ 110,094.55	\$ 567.57
Downes	Connor	Advanced Care Paramedic	\$ 103,683.62	\$ 548.42
Drake	Kyle	Fire Fighter	\$ 116,443.48	\$ 572.85
Drewery	Randy	Program Manager Forestry	\$ 105,290.25	\$ 844.24
Drohan	Patrick	Fire Fighter	\$ 128,074.79	\$ 583.41
Duncan	Andrew	Captain In Training	\$ 119,953.02	\$ 588.69
Dunn	Alan	Fire Fighter	\$ 117,997.84	\$ 572.85
Dunsmoor	Dwight	Captain In Training	\$ 122,007.82	\$ 588.69
Einwechter	Sasha	General Manager Information Technology	\$ 140,259.85	\$ 1,554.72
Elloway	David	Deputy Fire Chief Administration and Emergency Preparedness	\$ 157,134.87	\$ 7,084.87
Embro	Louis	Manager Corporate Building Maintenance	\$ 102,395.31	\$ 863.22
Ewing	Mark	Fire Fighter	\$ 116,127.38	\$ 583.41
Fan	Malcolm	Advanced Care Paramedic	\$ 106,505.34	\$ 570.50
Febrey	James	Fire Fighter	\$ 114,901.79	\$ 572.85
Fell	Robert	Training Officer	\$ 149,411.46	\$ 699.06
Fesuk	Christopher	Fire Fighter	\$ 107,609.88	\$ 567.57
Fischer	Adam	Manager Information Technology Service Desk	\$ 123,483.72	\$ 1,464.80
Fitzgerald	Garrett	Advanced Care Paramedic	\$ 107,531.84	\$ 570.50
Fitzsimmons	Shaun	Primary Care Paramedic	\$ 102,539.27	\$ 478.85
Flaherty	Heather	General Manager Parks and Recreation	\$ 149,400.64	\$ 1,851.80
Fleischhacker	Darcie	Information Technology Project Manager	\$ 102,042.08	\$ 863.44
Forsey	Peter	Advanced Care Paramedic	\$ 104,831.34	\$ 570.50
Foster	Stephen	Primary Care Paramedic	\$ 103,014.41	\$ 44.49
Franklin	Tim	Environmental Protection Officer	\$ 100,415.56	\$ 503.07
Fulton	Laura	Advanced Care Paramedic	\$ 103,728.71	\$ 548.42
Gaddye	John	Public Works Supervisor	\$ 102,845.44	\$ 939.32
Galliher	Wayne	Division Manager Water Services	\$ 135,831.96	\$ 1,131.84
Garcia	Evarist Chris	Manager Water Operations	\$ 119,583.62	\$ 995.40
Garvin	David	Fire Fighter	\$ 117,388.04	\$ 567.57
Gayman	Terry	General Manager Engineering and Transportation Services	\$ 139,853.37	\$ 1,267.56
Gerus	Robin	General Manager Guelph Transit	\$ 142,260.10	\$ 1,779.52
Gervais	Matt	Fire Fighter	\$ 110,952.61	\$ 560.97
Giles	Neil	Assistant Emergency Vehicle Technician	\$ 122,663.19	\$ 651.51
Godfrey	Douglas	General Manager Operations	\$ 143,037.90	\$ 1,786.80

# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Goode	Steven	Deputy Fire Chief Operations	\$ 163,766.30	\$ 13,598.72
Gordon	Carrie	Advanced Care Paramedic	\$ 102,345.59	\$ 570.50
Goss	Alex	Manager Community Investment	\$ 112,531.37	\$ 933.04
Gourley	Mitchell	Fire Fighter	\$ 105,038.54	\$ 488.56
Gouweloos	Kelly	Advanced Care Paramedic	\$ 105,367.74	\$ 60.62
Grassi	Margaret	Strategic Business Advisor	\$ 109,071.10	\$ 909.57
Grau	Rich	Manager Sleeman Civic Precinct Events	\$ 112,259.70	\$ 25.32
Gregory	Kristen	Primary Care Paramedic	\$ 105,421.63	\$ 128.15
Gregson	Christel	Senior Corporate Analyst Financial Strategy	\$ 102,042.08	\$ 863.44
Guthrie	Cam	Mayor	\$ 156,639.61	\$ 11,017.69
Gutscher	Sandra	Fire Fighter	\$ 107,685.37	\$ 567.57
Guyatt	Frank	Captain In Training	\$ 119,276.67	\$ 588.69
Haid	Arthur	Captain	\$ 131,060.39	\$ 683.19
Hall	James	Development Infrastructure Engineer	\$ 102,042.08	\$ 863.44
Hambly	David	Fire Fighter House Mechanic	\$ 129,541.74	\$ 656.70
Hamilton	Wendy	Fire Prevention Officer	\$ 120,185.76	\$ 25.92
Hammill	Chris	Captain	\$ 131,091.65	\$ 683.19
Hanson	Robert	Lead Environmental Protection Officer	\$ 115,920.33	\$ 548.46
Harrington	Paul	Captain In Training	\$ 129,568.38	\$ 588.69
Hasson	Michael	Fire Fighter	\$ 101,027.50	\$ 424.44
He	George	Primary Care Paramedic	\$ 101,464.85	\$ -
Heffren	Kyle	Fire Fighter	\$ 115,036.41	\$ 572.85
Henning	Jim	Fire Fighter	\$ 112,030.49	\$ 588.69
Herbert	Gordon	Fire Fighter	\$ 123,687.38	\$ 588.69
Hickey	Ian	Fire Prevention Officer	\$ 122,549.87	\$ 630.27
Hindupur	Arun	Supervisor Infrastructure Engineering	\$ 112,721.65	\$ 937.60
Hishon	Nicholas	Fire Fighter	\$ 111,279.40	\$ 572.85
Ho-Yan	Bryan	Program Manager Energy	\$ 102,321.84	\$ 851.52
Hudman	Ian	Public Works Supervisor	\$ 100,693.19	\$ 926.12
Hughes	John	Primary Care Paramedic	\$ 100,819.43	\$ 520.08
Hughes	Katherine	Associate Solicitor Real Estate Development	\$ 123,483.22	\$ 1,038.44
Hunter	Colin	Platoon Chief In Training	\$ 164,627.55	\$ 719.61
Hurst	Andrew	Fire Fighter	\$ 131,585.25	\$ 588.69
Inglis	Glen	Public Works Supervisor	\$ 105,457.09	\$ 2,242.36
Irvine	Mark	Fire Fighter	\$ 110,868.85	\$ 572.85
Jacobson	Glenn	Captain	\$ 134,157.67	\$ 683.19
Jefferson	Luke	Manager Open Space Planning	\$ 111,211.51	\$ 934.14
Jelacic	Robert	Internal Audit Specialist	\$ 105,075.77	\$ 885.71
Jenkins	Esther	Primary Care Paramedic	\$ 109,182.54	\$ 520.08

# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Kellman	Philip	Lead Hand Boulevards	\$ 107,934.01	\$ 400.84
Kelly	Stephen W	Primary Care Paramedic	\$ 103,221.23	\$ 527.78
Kennedy	Cathy	Manager Smart Cities	\$ 113,986.74	\$ 961.44
Kentner	Ryan	Fire Fighter	\$ 116,215.08	\$ 572.85
King	John	Platoon Chief In Training	\$ 147,030.85	\$ 719.61
Klein	Kevin	Fire Fighter	\$ 122,254.52	\$ 588.69
Knetsch	Dylan	Fire Fighter	\$ 112,218.74	\$ 567.57
Knighton	Michael	Platoon Chief In Training	\$ 139,786.87	\$ 719.61
Kornelsen	Wendy	Program Manager Recreation Support Services	\$ 112,259.70	\$ 945.88
Kraft	Steven	Chief Executive Officer Guelph Public Library	\$ 171,235.46	\$ 1,282.12
Krauter	James	Manager Taxation and Revenue/Deputy Treasurer	\$ 135,832.36	\$ 1,133.68
Krusky	Matt	Captain	\$ 140,549.68	\$ 699.06
Kubik	Adam	Captain In Training	\$ 121,465.17	\$ 588.69
Kustra	Danna	General Manager Culture Tourism and Community Investment	\$ 130,087.82	\$ 1,681.40
Kwan	Andrew	Manager Information Technology Guelph Public Library	\$ 113,660.96	\$ 924.84
Lacey	S Dain	Fire Fighter	\$ 108,929.02	\$ 572.85
Langdon	Paul	Fire Fighter	\$ 109,396.26	\$ 567.57
Laur	Jeremy	Chief Building Official/Manager Building Services	\$ 123,068.18	\$ 1,977.48
Laursen	Kari	Compensation and Data Analyst	\$ 105,044.43	\$ 1,138.81
Lee	Trevor	Deputy Chief Administrative Officer Corporate Services	\$ 206,808.54	\$ 7,663.12
Leis	Rebecca	Paramedic Field Superintendent	\$ 140,234.11	\$ 550.44
Li	Wai San	Fire Fighter	\$ 115,130.66	\$ 567.57
Lin	Dong	Enterprise Integration Specialist	\$ 104,740.76	\$ 1,298.08
Linton	Rick	Fire Fighter	\$ 110,843.02	\$ 583.41
MacCulloch	Steve	Captain	\$ 137,175.85	\$ 699.06
MacDonald	Dan	Captain	\$ 131,114.31	\$ 683.19
Maedel	Jeffrey	Fire Fighter	\$ 109,586.81	\$ 572.85
Maendel	Kimberley	Fire Fighter	\$ 108,624.16	\$ 567.57
Maeresera	Ronald	Senior Corporate Analyst Financial Planning	\$ 102,042.08	\$ 863.44
Maerz	Brent	Primary Care Paramedic	\$ 114,191.59	\$ -
Manuel	David	Fire Fighter	\$ 115,568.33	\$ 567.57
Marcus	Anthony Glenn	Strategic Business Advisor	\$ 108,442.00	\$ 909.57
Marshall	Andrew	Environmental Protection Officer	\$ 104,842.79	\$ 503.07
Martinell	David	Construction Inspector	\$ 102,181.75	\$ 950.67
Martinello	John	Captain	\$ 107,349.24	\$ 683.19
May	Jeff	Corporate Applications Analyst	\$ 102,449.90	\$ 859.76
McCrone	Mike	Platoon Chief	\$ 140,794.27	\$ 725.13
McDonald	Bryce	Supervisor Water Treatment and Maintenance	\$ 106,743.35	\$ 812.60
McDonough	Stewart	Community Activator	\$ 101,501.76	\$ 811.24

# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
McGillivray	Warren	Captain	\$ 130,705.67	\$ 675.48
McIntyre	Phil	Supervisor Lab and Environmental Compliance	\$ 101,976.58	\$ 835.92
McLaren	D'Arcy	Advanced Care Paramedic	\$ 103,080.83	\$ 570.50
McMahon	Dylan	Manager Legislative Services/Deputy City Clerk	\$ 102,253.45	\$ 855.20
McReynolds	Colin	Manager Business Solutions	\$ 114,842.17	\$ 938.80
Milhomens	Mary Jo	Manager Corporate Communications	\$ 102,042.08	\$ 863.44
Mitchell	M Kyle	Fire Fighter	\$ 114,630.27	\$ 567.57
Mitchell	Kerri	Commander	\$ 124,824.14	\$ 1,030.16
Moore	Patrick	Fire Fighter	\$ 111,984.65	\$ 588.69
Moussa	Daniel	Information Technology Infrastructure Specialist	\$ 108,674.77	\$ 800.15
Mucci	Nick	Fire Fighter	\$ 109,671.55	\$ 572.85
Narayanan	Muralitharan	Corporate Applications Analyst	\$ 107,100.16	\$ 1,819.76
Nasby	Graham	Water Scada and Security Specialist	\$ 130,327.39	\$ 863.44
Nesrallah	Gabriel	Primary Care Paramedic	\$ 109,367.34	\$ 527.78
Newland	Karen	Manager Finance Client Services	\$ 123,483.32	\$ 1,038.44
Nuhn	Rob	Emergency Vehicle Technician	\$ 108,302.58	\$ 557.01
Nuhn	William	Manager Theatre Civic Events	\$ 112,259.70	\$ 945.88
O'Brien	Stephen	General Manager City Clerk's Office/City Clerk	\$ 149,400.64	\$ 1,851.80
Oliver	Joanne	Talent and Organizational Development Specialist	\$ 102,103.76	\$ 863.44
Osborne	Joanne	Advanced Care Paramedic	\$ 102,747.97	\$ 570.50
Page	Robert	Captain	\$ 131,054.92	\$ 683.19
Parker	Amy	Manager Total Compensation and Human Resources Systems	\$ 121,783.17	\$ 1,337.92
Payne	Joseph	Fire Fighter	\$ 118,388.32	\$ 567.57
Pederson	Paul	Captain	\$ 128,637.32	\$ 612.48
Pender	Loren	Platoon Chief In Training	\$ 141,458.61	\$ 707.91
Perry	Grace	Advanced Care Paramedic	\$ 106,419.63	\$ 548.42
Petroczi	Laszlo	General Manager Guelph Junction Railroad	\$ 131,798.97	\$ 1,033.86
Pettersen	Jenny	Captain	\$ 131,066.64	\$ 683.19
Philips	Todd	Fire Fighter	\$ 118,026.78	\$ 572.85
Phillips	Matthew	Manager Operations Wastewater Services	\$ 111,918.56	\$ 932.58
Plater	John	Fire Fighter	\$ 117,494.16	\$ 583.41
Pletch	Kerry-Ann	Manager Talent and Organizational Development	\$ 123,483.22	\$ 1,038.44
Pradhan	Manjusha	Manager Data Delivery Digital	\$ 105,728.52	\$ 890.92
Preston	Leslie	Program Manager Fleet Maintenance	\$ 101,088.30	\$ 846.00
Puskas	Jonathan	Fire Fighter	\$ 116,418.10	\$ 583.41
Puskas	Marjorie	Captain In Training	\$ 121,541.69	\$ 591.99
Puskas	Robin	Project Manager Water Services	\$ 102,600.58	\$ 842.56
Quinlan	Elyse	Primary Care Paramedic	\$ 112,635.80	\$ 128.15
Radojcin	Borislav	Advanced Care Paramedic	\$ 102,844.13	\$ 570.50

# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

Last Name	First Name	Position Title	Salary	Taxable Benefits
Rao	Michael	Fire Fighter	\$ 117,617.98	\$ 572.85
Raynard	Greg	Fire Prevention Officer	\$ 121,574.16	\$ 620.32
Redman	Hayley	Paramedic Field Superintendent	\$ 122,181.25	\$ 638.12
Richardson	Bob	Construction Inspector	\$ 104,916.00	\$ 493.71
Rider	Peter	Sourcewater Risk Management Official	\$ 122,940.44	\$ 1,038.44
Ritchie	Todd	Fire Fighter	\$ 121,920.90	\$ 588.69
Roadknight	Mike	Fire Fighter	\$ 112,177.18	\$ 567.57
Roberts	Michelle	Fire Fighter	\$ 112,678.01	\$ 572.85
Robertson	Lorna	Corporate Applications Analyst	\$ 102,041.98	\$ 859.76
Robertson	Tim	Division Manager Wastewater Services	\$ 144,720.89	\$ 1,129.08
Robinson	Malea Jennifer	Advanced Care Paramedic	\$ 112,564.47	\$ 570.50
Rooney	Brian	Advanced Care Paramedic	\$ 111,679.70	\$ 570.50
Rose	Jennifer	General Manager Environmental Services	\$ 101,346.18	\$ 1,218.80
Rosenberg	Nicholas	Program Manager Permits	\$ 102,782.36	\$ 1,031.35
Ross	Peter	Advanced Care Paramedic	\$ 109,091.58	\$ 548.42
Rutherford	Adam	Program Manager Programming and Community Development	\$ 102,101.25	\$ 854.28
Sabatini	Tony	Chief Fire Prevention Officer	\$ 144,736.94	\$ 761.88
Salter	Todd	General Manager Planning and Building Services	\$ 160,541.06	\$ 1,974.60
Sambol	Chris	Geographic Information System Analyst Information Technology Services	\$ 102,042.08	\$ 1,070.44
Sanvido	Andrew	Platoon Chief	\$ 149,057.53	\$ 737.21
Saxena	Sanjay	Compensation and Data Analyst	\$ 103,298.71	\$ 861.60
Sayyed	Bashar	Program Manager Parks Infrastructure and Horticulture	\$ 100,719.33	\$ 798.36
Schipper	Lyndy	Advanced Care Paramedic	\$ 102,951.83	\$ 548.42
Schmidt	Adam	Captain In Training	\$ 121,236.10	\$ 588.69
Schneider	Richard	Lead Bylaw Compliance Officer	\$ 104,539.89	\$ 505.54
Sciorilli	Joseph	Environmental Protection Officer	\$ 106,549.80	\$ 503.07
Scott	Robert	Transit Operator	\$ 104,176.57	\$ 621.60
Scott	Chad	Manager Logistics and Site Operations	\$ 128,033.32	\$ 1,014.56
Seeley	James	Fire Fighter	\$ 109,738.62	\$ 572.85
Sheehy	Patrick	Program Manager Zoning	\$ 102,042.08	\$ 863.44
Sheppard	Joshua	Fire Fighter	\$ 111,384.60	\$ 557.01
Shody	Mark	Technical Lead Commercial Inspections	\$ 117,860.48	\$ 575.22
Simmons	Jason	Manager Transit Operations	\$ 110,999.83	\$ 922.12
Simons	David	Chief Training Officer	\$ 148,329.12	\$ 751.74
Singsomboon	Sombat	Corporate Applications Analyst	\$ 104,644.37	\$ 1,823.44
Slater	Jennifer	Manager Information Privacy and Elections/Deputy City Clerk	\$ 102,041.78	\$ 858.88
Smart	Andrew	Advanced Care Paramedic	\$ 103,848.64	\$ 562.22
Smith	Jeremy	Server Specialist	\$ 106,321.10	\$ 846.92
Smith	Jennifer	Manager Corporate and Community Strategic Initiatives	\$ 109,010.85	\$ 1,860.96

# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

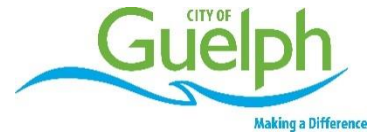
Last Name	First Name	Position Title	Salary	Taxable Benefits
Smith	Brendan	Fire Fighter	\$ 109,633.31	\$ 560.97
Smith	Stuart	Primary Care Paramedic	\$ 118,149.69	\$ 520.08
Smith	Craig	Fire Fighter	\$ 127,422.69	\$ 583.41
Smith	Jason	Captain	\$ 130,583.65	\$ 675.48
Solomon	Noah	Advanced Care Paramedic	\$ 105,325.54	\$ 570.50
Spence	Tim	Supervisor Water Distribution	\$ 101,617.29	\$ 632.11
Sprigg	Tara	General Manager Corporate Communications and Customer Service	\$ 135,831.96	\$ 1,730.88
Stahl	Emily	Manager Technical Services Water Services	\$ 106,697.13	\$ 890.00
Starchuk	Jean	Project Manager Facilities	\$ 101,733.71	\$ 863.44
Stewart	Andrea	Advanced Care Paramedic	\$ 104,742.11	\$ 570.50
Stewart	William	Manager Procurement	\$ 123,483.22	\$ 1,516.52
Stewart	Scott	Chief Administrative Officer	\$ 232,579.29	\$ 8,567.51
Stocco	Regan	Fire Fighter	\$ 108,968.13	\$ 572.85
Stocker	Frank	Captain	\$ 138,481.93	\$ 683.19
Storey	Kevin	Fire Fighter	\$ 122,374.04	\$ 583.41
Sullivan	Kate	Communication Advisor	\$ 102,042.08	\$ 1,298.08
Sutton	Eric	Fire Fighter	\$ 107,732.89	\$ 567.57
Swantko	Leanne	Deputy Chief Guelph Wellington Paramedic Services	\$ 134,896.97	\$ 1,183.08
Swartzentruber	Barbara	Executive Director Smart Cities	\$ 163,480.08	\$ 1,949.84
Talbot	Jim	Server Specialist	\$ 109,566.50	\$ 1,293.22
Talpur	Mohsin	Development Environmental Engineer	\$ 103,776.94	\$ 863.44
Tavares	Brandon	Fire Fighter	\$ 119,519.47	\$ 572.85
Taylor	Ryan	Fire Fighter	\$ 113,473.55	\$ 572.85
Taylor	Kier	Supervisor Metering and Locates	\$ 113,518.92	\$ 859.76
Tessier	Ken	Fire Prevention Officer	\$ 119,555.46	\$ 630.27
Thatcher	Matthew	Fire Fighter	\$ 110,468.30	\$ 567.57
Thomas	Mathew	Enterprise Architect	\$ 109,880.07	\$ 873.73
Thomas	Keri	Advanced Care Paramedic	\$ 111,351.69	\$ 548.42
Townsend	Steven	Fire Fighter	\$ 119,459.22	\$ 567.57
Trento	Steven	Captain	\$ 136,976.75	\$ 683.19
Umar	Iqbal	Project Manager Design and Construction	\$ 109,586.93	\$ 863.44
Valeriot	Matthew	Assistant Chief Fire Prevention Officer	\$ 142,362.42	\$ 699.06
Van Der Kraak	Wade	Fire Fighter	\$ 117,502.24	\$ 557.01
Van Duzer	Josh	Fire Fighter	\$ 132,441.23	\$ 588.69
Van Eck	Adrian	Program Manager Inspections	\$ 112,259.70	\$ 1,905.88
Vander Meulen	Mike	Paramedic Field Superintendent	\$ 113,899.00	\$ 940.36
Vanderwal	Ken	Manager Technical Services	\$ 112,934.78	\$ 930.10
Vandevyvere	Kevin	Fire Fighter	\$ 108,849.76	\$ 572.85
Vigers	Scott	Fire Fighter	\$ 128,602.92	\$ 588.69

# Public Sector Salary Disclosure Listing for the 2019 Taxation Year

<b>Last Name</b>	<b>First Name</b>	<b>Position Title</b>	<b>Salary</b>	<b>Taxable Benefits</b>
Vilkkko	Antti	General Manager Facilities Management	\$ 149,400.84	\$ 1,896.32
Virag	Stephen	Fire Fighter	\$ 114,961.33	\$ 557.01
Walker	Geoff	Public Works Supervisor	\$ 106,144.23	\$ 863.44
Walsh	Cameron	Division Manager Solid Waste Resources	\$ 138,948.16	\$ 1,347.08
Weatherhead	Kimberly	Fire Fighter	\$ 116,123.79	\$ 583.41
Wells	John	Fire Fighter	\$ 134,714.62	\$ 588.69
Whittard	Matthew	Fire Fighter	\$ 108,849.76	\$ 572.85
Wiedrick	David	Manager Bylaw Compliance Security and Licensing	\$ 119,581.07	\$ 1,939.64
Williams	Barry	Fire Prevention Officer	\$ 121,019.71	\$ 630.27
Wittig	Tobias	Fire Fighter	\$ 110,073.54	\$ 572.85
Wooder	David	Supervisor Residential Waste Collection	\$ 106,073.74	\$ 787.40
Yetman	Jeremy	Fire Fighter	\$ 109,993.12	\$ 572.85
Young	Jeremy	Fire Fighter	\$ 107,735.49	\$ 567.57
Zantinge	Adele	Primary Care Paramedic	\$ 107,898.66	\$ 527.78
Zettle	Jamie	Program Manager Parking	\$ 102,614.57	\$ 1,887.60
Zhang	Guanyu	Transportation Planning Engineer	\$ 102,650.89	\$ 1,183.44

# Provincial and Federal Consultation Alert

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## Connecting the Southwest: A draft transportation plan for southwestern Ontario

### Ministry

Ontario Ministry of Transportation

### Consultation Deadline

March 17, 2020

### Summary

The Ministry of Transportation has published a draft transportation plan for southwestern Ontario and invited municipalities, businesses, and the general public to provide feedback. This is the first of a number of regional plans.

### Proposed Form of Input

That the City complete an online [survey](#) and send a letter to the Minister of Transportation.

### Rationale

Though Guelph falls just outside the boundary of southwestern Ontario as identified in the plan, the plan makes two mentions of Guelph and covers topics such as GO train passenger service, the new Highway 7 between Guelph and Kitchener, and public transit. The City should also comment when the regional plan for the Greater Golden Horseshoe is released.

### Lead

Engineering and Transportation Services with input from Guelph Transit

### Link to Ministry Website

[Connecting the Southwest: A Draft Transportation Plan for Southwestern Ontario - Consultation](#)

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## **Contact Information**

Intergovernmental Services:

Chief Administrative Office

City Hall, 1 Carden Street, Guelph ON N1H 3A1

519-837-5602

TTY: 519-826-9771

# Provincial and Federal Consultation Alert

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## Potential for Cannabis Consumption Establishments and/or Special Occasion Permits

### Ministry

Ministry of the Attorney General

### Consultation Deadline

March 10, 2020

### Summary

The Ontario government is seeking feedback on the potential sale and consumption of cannabis in establishments like lounges and cafes, and at entertainment venues, festivals and events through cannabis special occasion permits.

### Proposed Form of Input

Through the feedback form provided on the [Regulatory Registry site](#).

### Rationale

The City will emphasize that the regulations under the City's smoking bylaw and the feedback from recent community engagement on smoking must be considered if the Province moves forward with these changes. The City will also express its desire to be involved in the approval process.

### Lead

Doug Godfrey, General Manager, Operations

### Link to Ministry Website

<https://www.ontariocanada.com/registry/view.do?language=en&postingId=31588>

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### Contact Information

#### Intergovernmental Services

Chief Administrative Office

City Hall, 1 Carden Street, Guelph ON N1H 3A1

519-37-5602

TTY: 519-826-9771

# Provincial and Federal Consultation Alert

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## Proposed regulatory changes under the Aggregate Resources Act

### Ministry

Ministry of Natural Resources and Forestry

### Consultation Deadline

March 30, 2020

### Summary

The Province is proposing changes to the way extraction of aggregate resources is regulated in Ontario. This includes proposed changes for new pits and quarries, including how site plans are created and implemented; for existing pits and quarries, including operating and reporting requirements; and allowing minor extraction for personal or farm use.

### Proposed Form of Input

Submit comment to the [Environmental Registry posting](#) and participate in technical briefing as invited by the Ministry.

### Rationale

Aggregate extraction operations could potentially affect Guelph's drinking water supply. Guelph is one of the largest cities in Canada to rely almost exclusively on groundwater for its drinking water.

### Lead

Water Services

### Link to Ministry Website

<https://ero.ontario.ca/notice/019-1303>

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## Contact Information

### Intergovernmental Services

Chief Administrative Office

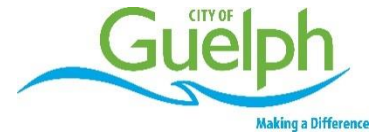
City Hall, 1 Carden Street, Guelph ON N1H 3A1

519-37-5602

TTY: 519-826-9771

# Provincial and Federal Consultation Alert

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## Community Benefit Charge/ Development Charge regulatory proposal

### Ministry

Ministry of Municipal Affairs and Housing

### Consultation Deadline

March 30, 2020

### Summary

The Province has released the second regulatory proposal for public feedback on the proposed components of a new community benefits charge (CBC) authority. The changes made by the "More Homes, More Choice Act, 2019" will mean that municipalities will have two primary funding streams (down from three previously) to pay for the increased need for services due to growth.

This regulatory proposal tables significant changes compared to the first regulatory proposal in June 2019. Notably, it proposes to add a number of services back into the Development Charge (DC) authority, including public libraries, long-term care, park development (but not land acquisition), public health, and recreation facilities. It also proposes a structure for the CBC.

### Proposed Form of Input

A letter to be submitted through the Environmental Registry of Ontario (ERO) site.

### Rationale

The proposed regulations will have implications for Guelph's capacity to pay for growth-related services and capital facilities.

### Lead

General Manager of Finance/ City Treasurer with input from Parks and Recreation, Engineering, Legal Services and Planning.

### Link to Ministry Website

<https://ero.ontario.ca/notice/019-1406>

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### Contact Information

#### Intergovernmental Services

Chief Administrative Office

City Hall, 1 Carden Street, Guelph ON N1H 3A1

519-837-5602

TTY: 519-826-9771

March 3, 2020

SENT VIA E-MAIL

Honourable Doug Ford, Premier of Ontario  
Premier's Office, Room 281  
Legislative Building, Queen's Park  
Toronto, ON M7A 1A1

Honourable Premier Ford:

**SUBJECT: PROVINCIALY SIGNIFICANT WETLANDS DESIGNATION**

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At its regular meeting held on February 25, 2020, Council for the Municipality of West Nipissing passed resolution **2020/080**, attached hereto. The resolution supports a request circulated by the Village of Merrickville-Wolford, asking the Ministry of Natural Resources and Forestry to respectfully review its practices and procedures to include a requirement to provide supporting evidence, to impacted municipalities, when designating Provincially Significant Wetlands within their boundaries.

We trust the enclosed is self-explanatory.

Respectfully,



Deputy Clerk / Assistant to the  
Chief Administrative Officer

\Encl.

cc: Minister of Natural Resources and Forestry  
Minister of Municipal Affairs and Housing  
Association of Municipalities of Ontario (AMO)  
Rural Ontario Municipal Association (ROMA)  
Ontario Municipalities



**The Corporation of the Municipality of West Nipissing /  
La Corporation de la Municipalité de Nipissing Ouest**

Resolution No.

**2020 / 0 8 0**

**FEBRUARY 25, 2020**

Moved by / Proposé par :

Seconded by / Appuyé par :

**WHEREAS** the Municipality of West Nipissing received resolution no. R-029-20 from the Village of Merrickville-Wolford, attached hereto; pertaining to the Ministry of Natural Resources and Forestry's practices and procedures when designating of Provincially Significant Wetlands;

**BE IT RESOLVED THAT** Council for the Municipality of West Nipissing supports the Village of Merrickville-Wolford requesting that the Ministry of Natural Resources and Forestry to respectfully provide supporting evidence with respect to the expansion of wetlands designations within their boundaries;

**BE IT FURTHER RESOLVED THAT** Council for the Municipality of West Nipissing calls upon the Ministry of Natural Resources and Forestry to respectfully review its practices and procedures to include a requirement to provide supporting evidence, to impacted municipalities, when designating Provincially Significant Wetlands within their boundaries;

**BE IT FURTHER RESOLVED THAT** a copy of this resolution be forwarded to the Premier of Ontario, the Minister of Natural Resources and Forestry, the Minister of Municipal Affairs and Housing, the Association of Municipalities of Ontario (AMO), the Rural Ontario Municipal Association (ROMA) and all Ontario municipalities.

	YEAS	NAYS
DUHAIME, Yvon		
FISHER, Christopher		
LARABIE, Roland		
MALETTE, Léo		
ROVEDA, Dan		
SÉGUIN, Jeremy		
SÉNÉCAL, Denis		
SÉNÉCAL, Lise		
SAVAGE, Joanne (MAYOR)		

CARRIED: \_\_\_\_\_

DEFEATED: \_\_\_\_\_

DEFERRED OR TABLED: \_\_\_\_\_

Established 1793  
Incorporated  
Wolford 1850  
Merrickville 1860  
Amalgamated 1998



Telephone (613) 269-4791  
Facsimile (613) 269-3095

## VILLAGE OF MERRICKVILLE-WOLFORD

February 5, 2020

**The Honourable Doug Ford, Premier of Ontario**

Premier's Office, Room 281  
Legislative Building, Queen's Park  
Toronto, ON, M7A 1A1

Dear Premier Ford:

**Re: Provincially Significant Wetlands Designation**

Please find attached the Council of the Corporation of the Village of Merrickville-Wolford's Resolution No. R-029-20, with respect to the Village's concerns surrounding the Ministry of Natural Resources and Forestry's practices and procedures while implementing designations of Provincially Significant Wetlands.

While the attached resolution is tailored to a Village-specific issue, it is Council's position that the concerns expressed therein are being experienced by municipalities Province-wide.

Thank you in advance for the consideration that you give this matter.

Yours truly,

A handwritten signature in black ink, appearing to read "Doug Robertson".

Doug Robertson  
CAO/Clerk/Director, Economic Development

c. Honourable John Yakabuski, Minister of Natural Resources and Forestry  
Honourable Steve Clark, Minister of Municipal Affairs and Housing  
Andy Brown, CAO of the United Counties of Leeds and Grenville  
Association of Municipalities of Ontario  
Rural Ontario Municipal Association  
All Ontario municipalities



## VILLAGE OF MERRICKVILLE-WOLFORD

For Clerk's use only, if  
required:

**Recorded Vote Requested  
By:**

Cameron	Y	N
Foster	Y	N
Halpenny	Y	N
Molloy	Y	N
Struthers	Y	N

Resolution Number: R - 029 - 20

Date: January 27, 2020

Moved by: Cameron Foster Halpenny Molloy

Seconded by: Cameron Foster Halpenny Molloy

WHEREAS the Village of Merrickville-Wolford is endeavouring to adopt a new Official Plan as required per Section 17 of the *Planning Act* and the Village is required to incorporate the Provincial Policy Statements of the Act;

AND WHEREAS the Provincial Policy Statements require the Village to provide in its Official Plan the updated provisions of new and expanded Provincially Significant Wetlands designations;

AND WHEREAS the Council of the Corporation of the Village of Merrickville-Wolford is concerned that the expansion of these wetlands is detrimentally affecting certain landowners and the Village's assessment base;

AND WHEREAS the Council of the Corporation of the Village of Merrickville-Wolford is concerned that designations of Provincially Significant Wetlands have occurred throughout the Province of Ontario without the provision of supporting evidence;





## **VILLAGE OF MERRICKVILLE-WOLFORD**

**AND WHEREAS** the Council of the Corporation of the Village of Merrickville-Wolford is concerned about the expansion of the Provincially Significant Wetlands in the Northeast quadrant of the Village;

**AND WHEREAS** the Council of the Corporation of the Village of Merrickville-Wolford is concerned that these wetlands designations have been expanded without the Ministry of Natural Resources and Forestry having provided to the Village supporting evidence to justify said expansion;

**NOW THEREFORE BE IT RESOLVED THAT** the Council of the Corporation of the Village of Merrickville-Wolford does hereby respectfully request that the Ministry of Natural Resources and Forestry provide the Village with supporting evidence with respect to the expansion of these wetlands designations;

**AND THAT** the Ministry of Natural Resources and Forestry re-evaluate the subject properties without delay;

**AND THAT** a copy of this resolution be sent to the Honourable Premier Doug Ford, Minister of Natural Resources and Forestry, the Minister of Municipal Affairs and Housing, the United Counties of Leeds and Grenville, the Association of Municipalities of Ontario and the Rural Ontario Municipal Association and all Ontario municipalities.

Carried / Defeated

  
J. Douglas Struthers, Mayor