

Community Centrum: Grand Bay Room – Televised Meeting for the Public

1. Call to Order

Mayor Merrifield called the meeting to order at 7:00 pm.

2. Acknowledgement of Treaty Land

We respectfully acknowledge that Grand Bay-Westfield exists on the traditional Wolastoqey (WOOL-US-TOOK-WAY) land.

The lands of Wabanaki (WAH-BAH-NAH-KEE) people are recognized in a series of Peace and Friendship Treaties to establish an ongoing relationship of peace, friendship and mutual respect between equal nations.

The river that runs by our town is known as Wolastoq (WOOL-LUSS-TOOK), along which live Wolastoqiyik (WOOL-US-TOO-GWEEG) - the people of the beautiful and bountiful river.

We, the staff, and elected representatives, pay respect to the elders, past and present, and descendants of this land.

3. Mayor's Comments

4. Record of Attendance

Mayor Merrifield, Councillor Balemans, Deputy Mayor Toole, Councillor Balcomb, Councillor Day and Councillor McIntosh Lawrence in attendance.

Staff Attendance: Bruce Gault, Gary Clark, Troy Gautreau, John Enns-Wind, Greg Yeomans, David Taylor, and Nicole Kelly

Guests: Sgt. Luc Samson – RCMP

5. Agenda Approval

That the Council of the Town of Grand Bay-Westfield approve the Agenda of November 8, 2021 as presented.

Motioned by: Councillor Balemans

Seconded by: Councillor McIntosh Lawrence

Carried

6. Disclosure of Conflict of Interest

None

7. Public Hearings/Presentations/Delegations/Petitions

a) RCMP

That the Council of the Town of Grand Bay-Westfield accept this information as presented.

Motioned by: Deputy Mayor Toole

Seconded by: Councillor Balcomb

Carried

8. Minutes of Previous Meeting

- a) That the Council of the Town of Grand Bay-Westfield adopt the Minutes of the Special Council Meeting of Council October 13, 2021 as presented.

Motioned by: Councillor McIntosh Lawrence

Seconded by: Councillor Day

Carried

- b) That the Council of the Town of Grand Bay-Westfield adopt the Minutes of the Regular Council Meeting of October 25, 2021 as presented.

Motioned by: Councillor Balemans

Seconded by: Councillor McIntosh Lawrence

Carried

- c) That the Council of the Town of Grand Bay-Westfield adopt the Minutes of the Special Council Meeting of Council November 4, 2021 as presented.

Motioned by: Councillor Day

Seconded by: Councillor Balemans Carried

9. Unfinished Business

None

10. Bylaws

a) **Zoning By-law Amendment #122A**

First Reading:

ZONING BY-LAW 122A, AMENDMENT TO THE ZONING BY-LAW

Motioned by: Deputy Mayor Toole

Seconded by: Councillor McIntosh Lawrence

Carried

Second Reading (by TITLE)

Motioned by: Councillor Balcomb

Seconded by: Deputy Mayor Toole

Carried

Zoning By-law No 122A Amendment to the Zoning By-law was Read by Title.

b) **Traffic By-law Amendment By-Law 80H**

First Reading (in entirety):

TRAFFIC BY-LAW 80H, AMENDMENT TO THE TRAFFIC BY-LAW

Motioned by: Deputy Mayor Toole

Seconded by: Councillor Balcomb

Carried

Traffic By-law Amendment No 80H was posted on Town Website in lieu of Reading in its Entirety.

Second Reading (by Title):

TRAFFIC BY-LAW 80H, AMENDMENT TO THE TRAFFIC BY-LAW

Motioned by: Councillor Balcomb

Seconded by: Councillor McIntosh Lawrence

Carried

Traffic By-law 80H Amendment to the Traffic By-law was Read by Title.

c) **Subdivision By-law #123**

That the Council of Grand Bay-Westfield provide Notice of Intent to Enact a new Subdivision Bylaw 123, beginning with readings to start on November 22, 2021, with a copy of the Draft By-law being available for review at the Town Office during normal business hours and on the Town's website, and request views on the By-law from the Planning Advisory Committee as set out in the Community Planning Act Section 110(1).

Motioned by: Deputy Mayor Toole

Seconded by: Councillor Day

Carried

d) **Sanitary Wastewater System Bylaw Amendment #20A**

First Reading (in entirety)

SANITARY WASTEWATER SYSTEM BYLAW AMENDMENT #20A

Motioned by: Councillor McIntosh Lawrence

Seconded by: Councillor Day

Carried

Sanitary Wastewater System By-law Amendment #20 A was Read in its Entirety.

Second Reading (by Title)

SANITARY WASTEWATER SYSTEM BY-LAW AMENDMENT, BY-LAW #20A

Motioned by: Councillor Balcomb

Seconded by: Deputy Mayor Toole

Carried

Sanitary Wastewater System By-law Amendment #20 A was Read by Title.

11. New Business/Recommendations

a) **Surplus Property 42 Hillandale Drive PID #00099168**

That the Council of the Town of Grand Bay-Westfield purchase 42 Hillandale Drive, PID #00099168 from DTI "as is, where is" for \$18,000 plus HST.

Motioned by: Councillor Balcomb

Seconded by: Councillor McIntosh Lawrence

Defeated

b) Town Facilities Rental Fee Review

That the Council of the Town of Grand Bay-Westfield approve the Proposed Aligned Rental Fees for the Brundage Point River Centre and the Grand Bay-Westfield Community Centrum as follows effective immediately:

Business/Private

Hourly Rate 1 hour

\$30.00

Half Day (4 Hours) 9 am – 1 pm or 1 pm – 5 pm

\$120.00

Full Day 9 am – 5 pm

\$200.00

Weekday / Evening / Sun – Thurs / 6 pm – 1 am

\$180.00

Weekend / Evening / Fri – Sat / 6 pm – 1 am

\$225.00

Non-Profit/Community Service/Youth ages 6 – 18

Hourly Rate 1 hour

\$20.00

Half Day (4 Hours) 9 am – 1 pm or 1 pm – 5 pm

\$70.00

Full Day 9 am – 5 pm

\$140.00

Weekday / Evening / Sun–Thurs / 6 pm – 1 am

\$130.00

Weekend / Evening / Fri – Sat / 6 pm – 1 am

\$150.00

Motioned by: Councillor Balemans

Seconded by: Deputy Mayor Toole

Carried

c) RCMP: Municipal Cost Impacts FCM

WHEREAS the recent collective agreement between the RCMP and National Police Federation includes significant retroactive pay going back to 2017 as well as pay increases going forward; and

WHEREAS Our municipality and others that depend on RCMP contract policing are facing significant, unbudgeted costs that may force us to make very difficult choices at a time when our primary focus needs to be on economic recovery from the COVID-19 pandemic; and

WHEREAS Municipalities were not consulted at any stage of the negotiations process, despite the outcome of these negotiations having a direct and significant impact on municipal operations; and

WHEREAS RCMP cost increases will disproportionately impact rural communities; and

WHEREAS municipalities are eager to work more closely with other orders of government and the RCMP on contract policing issues to ensure the financial sustainability of contract policing and to maintain the service levels necessary for community safety; therefore

BE IT RESOLVED that the Town of Grand Bay-Westfield joins the Federation of Canadian Municipalities in calling on the federal government to absorb all retroactive costs associated with the implementation of the new RCMP labour relations regime; and

BE IT FURTHER RESOLVED that the federal government should commit to ensuring municipalities are properly consulted prior to implementation of measures that impact local fiscal sustainability and ability to maintain effective levels of police services in communities.

Motioned by: Deputy Mayor Toole

Seconded by: Councillor McIntosh Lawrence

Carried

d) Equity, Diversity, Inclusion and Anti-Racism Workshops

That the Council of the Town of Grand Bay-Westfield enroll all interested staff and Councillors in the workshops at \$450 per person for all workshops.

Motioned by: Councillor Balcomb

Seconded by: Deputy Mayor Toole

Carried

12. Bills for Payment

- a) That the Council of the Town of Grand Bay-Westfield authorize the November 8, 2021 bills for payment as presented in the amount for \$334,330.42

Motioned by: Councillor Day

Seconded by: Deputy Mayor Toole

Carried

13. Consent Agenda

- a) GNB - Bulletin #77 Amendments to Vaccination Policy

That the Council of the Town of Grand Bay-Westfield receive and file the GNB Bulletin #77 Amendments to Vaccination Policy.

- b) RVCC Board Meeting Minutes – April 20, 2021

That the Council of the Town of Grand Bay-Westfield receive and file the RVCC Board Meeting Minutes of April 20, 2021.

- c) RVCC Board Meeting Minutes – May 18, 2021

That the Council of the Town of Grand Bay-Westfield receive and file the RVCC Board Meeting Minutes of May 18, 2021.

- d) RVCC Board Meeting Minutes – September 21, 2021

That the Council of the Town of Grand Bay-Westfield receive and file the RVCC Board Meeting Minutes of September 21, 2021.

- e) PAC Meeting Minutes – October 4, 2021

That the Council of the Town of Grand Bay-Westfield receive and file PAC Meeting Minutes of October 4, 2021.

- f) Solar Array Pilot Project

That the Council of the Town of Grand Bay-Westfield receive and file the information provided regarding the Solar Array Pilot Project.

- g) Capital Project Status Tracking

That the Council of the Town of Grand Bay-Westfield receive and file the Capital Project Status Tracking.

- h) PAC Member Expirations

That the Council of the Town of Grand Bay-Westfield receive and file the memo provided on the PAC Term Expirations.

- i) PAC Budget

That the Council of the Town of Grand Bay-Westfield receive and file the memo provided regarding the 2022 PAC Operating Budget.

End of Consent Agenda

14. Council Reports

15. Business Arising from Committee of the Whole

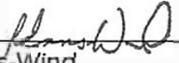
16. Adjournment

That the Council of the Town of Grand Bay-Westfield adjourned the meeting at 8:08pm.

Motioned by: Councillor Balemans

Seconded by: Councillor Day

Carried



John Enns-Wind
CAO



Brittany Merrifield
Mayor

Vision: A welcoming place to live, grow and thrive
Mission: Facilitating growth, wellness, and prosperity through effective and forward-thinking leadership.

Council Meeting:

Date: 11/08/21

TITLE: ZONING BY-LAW AMENDMENT, BY-LAW #122A

PREPARED BY: DEVELOPMENT OFFICER

DEPARTMENT: PLANNING

For Information

For Discussion

For Decision

RELATED TO STRATEGIC PLAN:

- Sustainability

ATTACHMENTS:

1. Copy of DRAFT Zoning By-law 122A
-

BACKGROUND

Draft By-law, Public Hearing and RECOMMENDATIONS from Planning Advisory Committee have been received by Council.

COMMENT

Advertisements for the By-law and Public Hearing was posted from September 13, 2021.

FINANCIAL IMPLICATIONS

None.

RECOMMENDATION

That the Council of the Town of Grand Bay-Westfield proceed with Readings of the By-law 122A for adopting the new By-law Amendment. The By-law has been presented with both the proposed revisions as presented to Council at the Public Hearing held on October 25th and how the by-law will read by removing the two recommended by PAC to be removed. Where No member of Council objects, a public Notice under Section 15 of the Local Governance Act, will permit readings to proceed by Title only.

MOTION

First Reading

ZONING BY-LAW 122A, AMENDMENT TO THE ZONING BY-LAW

Second Reading (by TITLE)

CAO COMMENTS

APPROVAL

Department Head: *David Tappin*

Date: 11/05/21

CAO: *John Dowse*

Date: / /21

Vision: A welcoming place to live, grow and thrive
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Council Meeting:

Date: 10/25/21

TITLE: TRAFFIC BY-LAW AMENDMENT, BY-LAW 80H

PREPARED BY: DEVELOPMENT OFFICER

DEPARTMENT: PLANNING

For Information

For Discussion

For Decision

RELATED TO STRATEGIC PLAN:

- Infrastructure

ATTACHMENTS:

1. Copy of DRAFT Traffic By-law 80H
 2. Copy of Approval letter received from Registrar of Motor Vehicles dated Oct. 21, 2021
 3. Copy of CONSOLIDATED Traffic Bylaw #80, with amendments 80A-80H
-

BACKGROUND

ENGLOBE Corp. conducted a Traffic Study for Bayview Rd., Beach Rd. and Ash Glen Lane.

COMMENT

A 3-way traffic Intersection was recommended.

FINANCIAL IMPLICATIONS

The Works Department estimates a cost of \$400.00 including labour, materials and equipment.

RECOMMENDATION

That the Council of the Town of Grand Bay-Westfield proceed with Readings of the By-law for adopting the new By-law Amendment. Where the By-law is very short, Council is not required to advertise in advance of the readings, where the By-law shall be read three times by title, AND in its entirety at least once before third reading by title.

MOTION

First Reading (in entirety):

TRAFFIC BY-LAW 80H, AMENDMENT TO THE TRAFFIC BY-LAW

The Council of the Town of Grand Bay-Westfield under authority vested in it by Section 10 of the *Local Governance Act, 2017* and amendments thereto enacts an Amendment to By-law No. 80, Town of Grand Bay-Westfield Traffic By-law.

- (1) Schedule "B" of the Town of Grand Bay-Westfield Traffic By-law No. 80 is hereby amended by adding the following reference to a 3-way stop to item (49) to read:
 - (49) Bayview Road & Beach Road (3-way stop)
 - Bayview Road & Ash Glen Lane (3-way stop).

Second Reading (by Title):

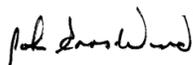
TRAFFIC BY-LAW 80H, AMENDMENT TO THE TRAFFIC BY-LAW

CAO COMMENTS

APPROVAL

Department Head: 

Date: 10/26/21

CAO: 

Date: / /21

Vision: A welcoming place to live, grow and thrive
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Council Meeting:

Date: 11/08/21

TITLE: SUBDIVISION BY-LAW #123

PREPARED BY: DEVELOPMENT OFFICER

DEPARTMENT: PLANNING

For Information

For Discussion

For Decision

RELATED TO STRATEGIC PLAN:

- Population Growth to Achieve Financial Sustainability, Infrastructure Sustainability & Climate Adaptability

ATTACHMENTS:

1. Draft Subdivision By-law 123
-

BACKGROUND

The request to eliminate the Infrastructure Charge for Subdivisions (including Col. Nase Blvd.) requires a new Subdivision By-law to be adopted under the provisions of the new Community Planning Act. The new Act has provisions for Development Charge By-laws which can be adopted for specific purposes of covering costs of extending services.

COMMENT

The Draft Subdivision By-law falls under provisions of the Community Planning Act Section 110(1) which will require Council to seek written views of the Planning Advisory Committee prior to enacting the Subdivision By-law. Section 111(2) exempts the requirement for holding a Public Hearing of Objections for the Subdivision By-law. Under Section 74(3) the By-law comes into effect upon filing in the Registry Office. Advertisement under provisions of the Local Governance Act will allow readings by Title only for the enactment process.

FINANCIAL IMPLICATIONS

Infrastructure Charges (in the Case of Col. Nase Blvd. specifically currently set at \$451.21 per m) for the creation of new vacant lots would no longer be applied. The Application Fee has been revised from \$100.00 to \$200.00.

RECOMMENDATION

That the Council of the Town of Grand Bay-Westfield proceed with Notification of Readings for the enactment of By-law 123.

MOTION

That the Council of Grand Bay-Westfield provide Notice of Intent to Enact a new Subdivision By-law 123, beginning with readings to start on November 22, 2021, with a copy of the Draft By-law being available for review at the Town Office during normal business hours and on the Town's website, and request views on the By-law from the Planning Advisory Committee as set out in the Community Planning Act Section 110(1).

CAO COMMENTS

The net result of the new By-law is the removal of the frontage fees along Col. Nase Blvd. a separate bylaw will be developed indicating that the suspension of frontage fees is for 3 years.

Infrastructure Charges- Col. Nase Boulevard

APPROVAL

Department Head: *David Tappin*

Date: 11/01/21

CAO: *John David Wood*

Date: 11/05/21

Vision: A welcoming place to live, grow and thrive
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Council Meeting:

Date: 11/8/21

TITLE: SANITARY WASTEWATER SYSTEM BY-LAW AMENDMENT, BY-LAW #20A

PREPARED BY: DEVELOPMENT OFFICER

DEPARTMENT: PLANNING

For Information

For Discussion

For Decision

RELATED TO STRATEGIC PLAN:

- Sustainability
- Infrastructure

ATTACHMENTS:

1. Copy of DRAFT Sanitary Wastewater System By-law #20A
-

BACKGROUND

Following revisions to the By-law in 2020, which removed a \$15 discount for payments prior to a fixed deadline and the increase in rates from \$270 to \$285, a further increase to \$325 is proposed to generate Capital Reserves for future planned infrastructure projects to maintain the system.

COMMENT

No advertisements are required for the By-law where the changes to the sewerage user rate will be easily read into the public record through the Readings process. Readings by Title only are permitted, where the By-law is read in its entirety at least once before third reading.

FINANCIAL IMPLICATIONS

The increase is primarily to ensure that the operating cost is sufficiently covered due to the debenture payments beginning. The operating costs plus debenture payments total \$307 per unit. The remainder is to pay for this year's anticipated capital works and to stabilize funding.

RECOMMENDATION

That the Council of the Town of Grand Bay-Westfield proceed with Readings of the By-law #20A for adopting the new By-law Amendment, with the First reading in its entirety and subsequent readings by Title.

MOTION

First Reading (in entirety)

The Council of the Town of Grand Bay-Westfield under authority vested in it by Section 10 of the *Local Governance Act*, S.N.B. 2017 c.18 and amendments thereto enacts an amendment to By-law #20, Town of Grand Bay-Westfield By-law respecting the Sanitary Wastewater System.

By-law No. 20 is amended as follows:

1. Section 26(1.1), is deleted and replaced with a new section 26(1.1) which reads as follows:

26(1.1) Subject to subsection 26(1.3) hereof, the annual user charge per user unit referred to in subsection 26(1) of this By-law shall be **\$325.00**.

This by-law comes into force on the date of final passing thereof.

Second Reading (by Title)

Sanitary Wastewater System By-law #20A

Sanitary WasteWater System By-law Amendment, By-law #20A

CAO COMMENTS

Sewer rates have been raised once since 2007 and that was last year. Using the Bank of Canada Inflation Calculator set at the rate of \$270 and calculating how much sewer rates would be in 2021 if the rates kept pace with inflation, then the sewer rate in 2021 would be \$344.80. Further, funds from reserves have been used for price stability and some capital projects. The Town is no longer in the situation to use reserves for price stability and capital projects. Outstanding debenture for sewerage total \$1,204,000 by the end of 2022.

APPROVAL

David Telford

Department Head:

Date: 10/28/21

CAO: *Jack Davis Wood*

Date: 11/04/21

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Council Meeting: November 8, 2021

Date: 10/08/21

TITLE: SURPLUS PROPERTY 42 HILLANDALE DRIVE, PID #00099168

PREPARED BY: DEVELOPMENT OFFICER

DEPARTMENT: PLANNING

For Information

For Discussion

For Decision

RELATED TO STRATEGIC PLAN:

- COMMUNITY VITALITY

ATTACHMENTS:

1. Proposal from Property Services Branch
-

BACKGROUND

This vacant lot was put up for tax sale in 2015, with no clear disposition, leaving it assigned to the Department of Finance. In 2018 the Town was trying to work with the Province for an opportunity for a Habitat for Humanity home on this lot. A dispute with the neighbouring property owner over the use of a portion of this lot for the neighbour's driveway stalled the negotiations with the Province and resulted in another property being purchased for the Habitat home. A 4 m wide strip of land was sold to the neighbour in question in 2019.

COMMENT

There is no identified purpose for the Town to purchase this lot. The lot is within a Rural Residential Zone requiring a 1-acre lot (actual lot size 4584 m² or 1.18 acres) for development of an onsite septic system. Although the road frontage is less than required by a newly created lot, a minimum sized home 7.5x12.45 m or 93 m² would still fit within the 19.74 m width of the lot closer to the road without requiring a variance. Before proceeding with public sale, DTI offers surplus properties to the municipality. An answer is requested by December 2, 2021.

FINANCIAL IMPLICATIONS

The current assessment on the property is \$36,600 for 2021, but the sale price being offered to the Town is \$18,000 ("as is, where is") plus HST, registration fees and any required survey costs required by the Department.

MOTION

That the Council of the Town of Grand Bay-Westfield purchase 42 Hillandale Drive, PID #00099168 from DTI "as is, where is" for \$18,000 plus HST.

CAO COMMENTS

APPROVAL

Department Head: 

Date: 29/10/21

CAO: 

Date: 11/04/21

Vision: A welcoming place to live, grow and thrive
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Council Meeting: November 8, 2021

Date: 11/03/21

TITLE: RENTAL FEE REVIEW

PREPARED BY: GARY CLARK

DEPARTMENT: RECREATION

For Information

For Discussion

For Decision

RELATED TO STRATEGIC PLAN:

- Community Vitality

ATTACHMENTS:

1. Proposed Aligned Rental Fees

BACKGROUND

With the recent Town re-organization, the Brundage Point River Centre is now part of the Grand Bay-Westfield Recreation Department. The Grand Bay-Westfield Community Centrum and Brundage Point River Centre have two different user rental rates and historically have been used by people wanting to book facilities as competing for rentals. This rental review is to align the Brundage Point River Centre and the Grand Bay-Westfield Community Centrum under the same rental fees to enhance and simplify service delivery. The intent is to have the same rental rate apply to each facility with the preference for booking approval to first be at the Brundage Point River Centre as the Town's primary rental facility.

COMMENT

Staff are proposing the fees from the Brundage Point River Centre which is considered too high and the fees for the Grand Bay-Westfield Community Centrum which is considered low to be aligned and simplified to encourage more rentals at the Brundage Point River Centre. The Town of Grand Bay-Westfield has recently adopted the Parks and Recreation Comprehensive Master Plan, and this would align with making the fees more equitable and inclusive.

FINANCIAL IMPLICATIONS

There are no significant financial implications in adopting the rental fees, however, this will aid in future decision making for rentals and bookings.

RECOMMENDATION

That the Council of the Town of Grand Bay-Westfield approve the Proposed Aligned Rental Fees for the Brundage Point River Centre and the Grand Bay-Westfield Community Centrum.

Rental Fee Review

MOTION

That the Council of the Town of Grand Bay-Westfield approve the Proposed Aligned Rental Fees for the Brundage Point River Centre and the Grand Bay-Westfield Community Centrum as follows effective immediately:

Business/Private

Hourly Rate 1 hour
\$30.00
Half Day (4 Hours) 9 am – 1 pm or 1 pm – 5 pm
\$120.00
Full Day 9 am – 5 pm
\$200.00
Weekday / Evening / Sun – Thurs / 6 pm – 1 am
\$180.00
Weekend / Evening / Fri – Sat / 6 pm – 1 am
\$225.00

Non-Profit/Community Service/Youth ages 6 – 18

Hourly Rate 1 hour
\$20.00
Half Day (4 Hours) 9 am – 1 pm or 1 pm – 5 pm
\$70.00
Full Day 9 am – 5 pm
\$140.00
Weekday / Evening / Sun–Thurs / 6 pm – 1 am
\$130.00
Weekend / Evening / Fri – Sat / 6 pm – 1 am
\$150.00

CAO COMMENTS

APPROVAL

Department Head: *Gary Clark*

Date: 11/03/21

CAO: *John D. [Signature]*

Date: 11/04/21

Municipal cost impacts RCMP collective bargaining agreement

Issue summary

In August 2021, a first-ever collective bargaining was announced between the federal government and National Police Federation, representing nearly 20,000 RCMP officers across Canada. The agreement includes a significant increase in pay for RCMP officers and retroactive pay going back to 2017, which will have a substantial national financial impact on municipalities that use contract RCMP police services. Municipalities pay a growing share of policing costs but were not consulted and have limited financial tools to absorb these costs.

FCM is calling on the federal government to (1) absorb all retroactive costs associated with implementation and 2) commit to ensuring municipalities are properly consulted on measures that would impact local fiscal sustainability and ability to maintain effective levels of police services.

Background

The new RCMP collective agreement covers a period of six years beginning on April 1, 2017 and includes an economic increase to salaries of 1.75 per cent each year. It also includes market adjustments, distributed over the course of the six-year contract, valued at 11.53 per cent, to address wage differences between RCMP members and reservists and other police services across Canada.

The RCMP provides contract policing services to communities across Canada, which operate under Police Service Agreements, or contracts, signed by all three orders of government. Presently, contract policing covers 75% of Canada's geography, including much of rural Canada, all the Canadian north, and many towns and urban areas in contract provinces. Apart from Ontario and Quebec, each of which has its own police service, every province and territory participates in contract policing—as do the 153 municipalities that have direct contracts with the RCMP.

Key challenges

- ▶ **Municipalities were not consulted at any stage—prior to or during the collective bargaining process—despite the outcome of these negotiations having a direct impact on municipal operations.** Understandably, many local governments, especially rural municipalities who are disproportionately impacted by this change are now concerned about how they are supposed to pay for these significant, unbudgeted costs.
- ▶ **The cost estimates that were given to municipalities turned out to be far too low.** Where municipalities were advised to prepare, estimates of 2.5% per year increases turned out to be far below the final agreement's 23.7% increase over six years, with retroactive pay going back to 2017.

- ▶ **Municipalities do not have the tools to absorb new, significant and unbudgeted increases to the costs of policing.** Local governments continue to pay a rapidly growing share of policing costs, but they have no ability to run deficits, and the revenue generation tools at their disposal are limited and inflexible.
- ▶ **Municipalities could be forced to make difficult choices – such as making cuts to essential services or passing on increases in property taxes to local residents.** Some notable examples from [recent media](#):
 - The City of Airdrie, AB estimates that the new collective agreement will have a financial impact of \$3.5 - \$4 million on local budget, which is equivalent to a five per cent tax increase for its population of 68,000 residents.
 - The City of Richmond, BC estimates the retroactive pay lump sum will cost between \$9 million and \$11 million, in addition to the annual pay increase itself, which translates into a one-time 2.5 to 3.5 per cent tax increase for their 216,000 residents.
 - Similar municipal cost estimates are emerging across the country.
- ▶ Without support from other orders of governments, a significant increase in pay and unbudgeted retroactive payments for RCMP officers will impact residents and increase financial pressures on local governments at a time when primary focus needs to be on economic recovery from the COVID-19 pandemic.

FCM solutions

As the new RCMP labour relations framework is implemented, FCM is calling on the federal government to:

1. **Absorb all retroactive costs associated with the implementation of the new RCMP labour relations regime.**
2. **Commit to ensuring municipalities are properly consulted prior to implementation of measures that impact local fiscal sustainability and ability to maintain effective levels of police services in communities.**

Going forward, municipalities are eager to work more closely with the federal and provincial governments and RCMP on critical issues including contract policing. By strengthening our partnership on public safety across orders of government we can better ensure the financial sustainability of contract policing services and maintain the service levels necessary for community safety.



WHERE TO
START
TO MAKE MY
ORGANISATION
AN ALLY

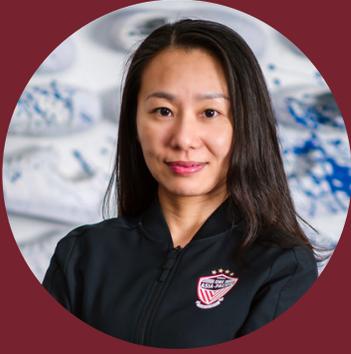
**EQUITY, DIVERSITY, INCLUSION
AND ANTI-RACISM**

WORKSHOPS

www.dialoguenb.org

ORGANISATIONS
DIALOGUE
ORGANIZATIONS

BEHIND THE WORKSHOPS



JANE XU

Director of Organizational Development
Dialogue NB

Jane brings 25 years' experience in Human Resources, including 14 years as HR Business Partner and 11 years specialized in Talent Management and Learning.

Having taken different roles in Adidas group, Schneider Electric and other multinational companies in China and Singapore, Jane has accumulated rich experience in adult learning, succession planning, performance management, competency model, employee engagement, etc.

In the past few years, Jane has also been involved into Diversity & Inclusion projects, eg. Female Leadership Program, D&I Training, etc. In her current role of Director, Organizational Development in Dialogue New Brunswick, Jane has devoted to build an EDI Total Solution-MAP Model to enable organizations transforming to a more equitable and inclusive workplace.

Jane has Post Graduate degrees in Human Resources and Training. She has moved to Halifax since July 2021 after living and working in Singapore for 8 years.

Are you struggling to:

- *attract, recruit, retain and engage talents from diverse background?*
- *create real team cohesion?*
- *foster innovation?*

Do you want your organization...

... to embody a culture of belonging that activates teamwork, engagement, creativity, and innovation?

Do you need...

... the keys to get started now and take the first concrete steps, to make your organization play its social and societal role by becoming a true advocate of Equity, Diversity, Inclusion and Anti-racism.

**For you, we have created
3 inspiring and practical
workshops.**



THREE HALF-DAYS PRACTICAL WORKSHOPS, TO GET YOU STARTED AND MAKE YOUR ORGANISATION AN ALLY



STRATEGIC TOOLS

These thematic workshops will give you the foundation to implement an effective and sustainable Equity, Inclusion, Diversity and Anti-Racism strategy.



A SHORT FORMAT, TO GET STRAIGHT TO THE POINT

Each workshop lasts 3.5 hours, an ideal format for getting straight to the point and obtaining concrete tools that you can put immediately into action in your workplace. .



FULL OF PERSONALISED ADVICE

The small group format (12 participants maximum) is conducive to dialogue, and will allow you to receive personalised advice. After the workshop, we will be on hand to answer any questions you may have.

Who should attend these workshops?

- Executives and management committees of companies, NPOs, associations.
- HR directors and managers.
- Team managers.
- Communication directors and managers.

Benefits

- Higher employee engagement level;
- Better employee retention rate;
- better team spirit;
- better innovation.



WORKSHOP 1

UNDERSTANDING UNCONSCIOUS BIAS

Unconscious bias in the workplace has the potential to contribute to poor business decision making, human rights complaints and other forms of workplace discrimination and biases. Awareness, thinking, dialogue and tools help mitigating and reducing unconscious bias, motivating healthy change.



BENEFITS

This half day workshop help learners:

- **Gain a foundational understanding of unconscious bias and how it is formed.**
- **Be cognizant of the impact of how unconscious, implicit or cultural bias in the workplace and society.**
- **Explore strategies of mitigating unconscious biases in the workplace.**



CERTIFICATE

A certificate of completion will be given to you at the end of this workshop

What is unconscious bias?

Unconscious bias is an implicit attitude, stereotype, motivation or assumption that may arise in a person's mind without their knowledge, in a way that is beyond their control and will. Unconscious bias arises from our personal experiences and affects people of all kinds. Gender bias, cultural bias, ageism, language bias and institutional bias are all examples of unconscious bias.



Next available date: November 18, 2021

From 1pm to 4.30pm

Where: on Zoom

Workshop duration: 3,5 hours

WORKSHOP 2

USING BEHAVIOR INTERVIEW TO MITIGATE UNCONSCIOUS BIAS

Though 'first impression' or 'good chemistry' is often heard during hiring, this doesn't necessarily lead to capability and performance. To mitigate unconscious bias, ie. Halo or Horn Effect during interviews, hiring managers should consider more objective selection tools, eg. behavior interview etc. to evaluate the candidate's competency.



BENEFITS

This half day workshop helps learners:

- **Explore barriers in recruitment and selection.**
- **Explore different mechanisms of selecting candidates.**
- **Learn the behavior interview model.**



CERTIFICATE

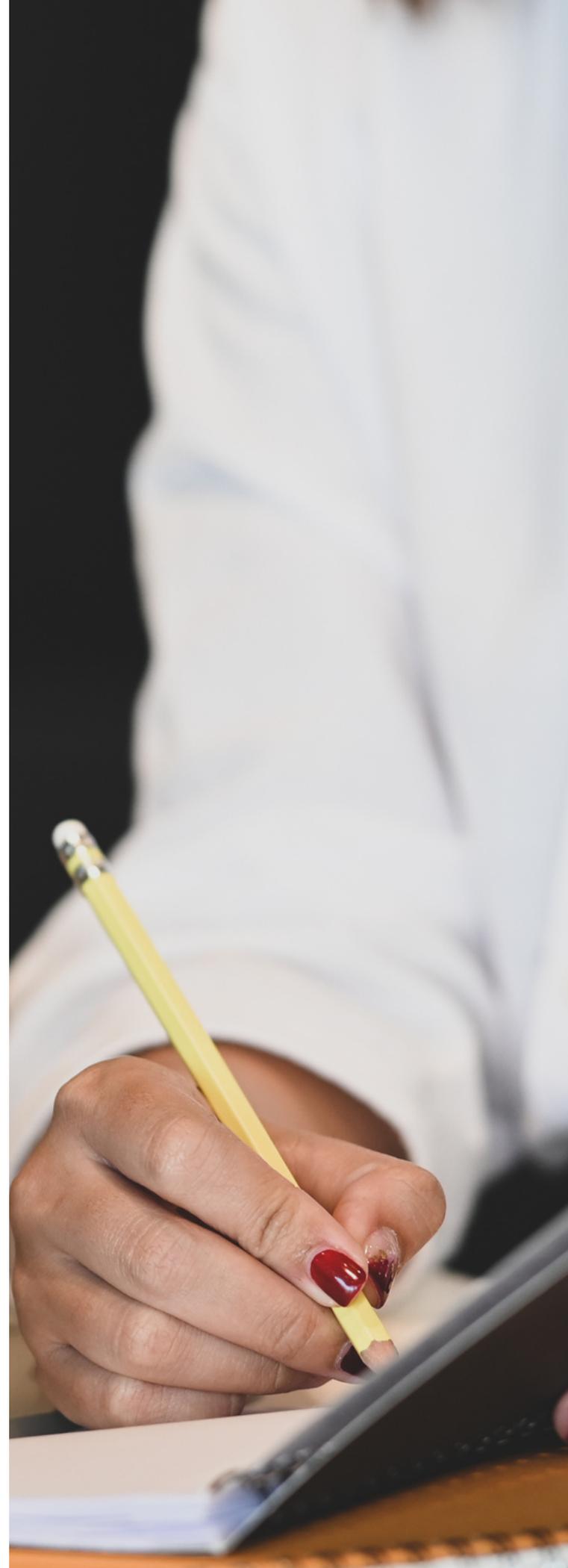
A certificate of completion will be given to you at the end of this workshop

Next available date: December 16, 2021

From 1pm to 4.30pm

Where: on Zoom

Workshop duration: 3,5 hours





WORKSHOP 3

UNDERSTANDING COGNITIVE DIVERSITY

Diversity includes, but is not limited to, ancestry, culture, ethnicity, gender, language, physical and intellectual ability, race, religion, sexual orientation, and socio-economic status. Especially in the workplace, staff might have different way of thinking, communicating and working. Embracing cognitive diversity will lead to better collaboration, problem solving and innovation.



BENEFITS

This half day workshop helps learners:

- **Understand Cognitive Diversity.**
- **Learn their own cognitive strengths through a self assessment.**
- **Learn how cognitive diversity should impact the team's performance.**



CERTIFICATE

A certificate of completion will be given to you at the end of this workshop

Next available date: January 20, 2021

From 1pm to 4.30pm

Where: on Zoom

Workshop duration: 3,5 hours

ABOUT DIALOGUE NB

Dialogue NB is a non-profit organization, led by a volunteer board of directors, with a mandate to help the Province of New Brunswick to be a more socially cohesive community. The organization develops programs and initiatives to help inspire communities and individuals to live together in greater harmony – respecting and celebrating all people as valued members of society.

The ultimate hope is to contribute to the social cohesion of our province.

REGISTRATION FEES

For each workshop: \$149 per person (+taxes)

You can attend one or more workshops. The three themes are complementary and have been designed so that you can build your strategy on the right foundations.

Only 12 participants per workshop.

REGISTRATION AND INFORMATION

Jane Xu

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These workshops are offered in English for the time being. (A bilingual written briefing could be provided afterwards). They will be rolled out in English and French in the future.

25%

Companies with greater gender diversity were 25% more likely to have above average profitability compared to their peers*.

35%

Companies with greater ethnic and cultural diversity were 36% more likely to have above average profitability than their counterparts*.

92%

of companies associate diversity with innovation in human resource management, recruitment practices and staff development practices.**

*Diversity Wins: How inclusion matters. - McKinsey - report 2020
** Diversité Gestion Compétitivité Innovation, cadre de référence en matière de gestion de la diversité ethnoculturelle en entreprise - Government of Quebec



We acknowledge the support of the Government of Canada.

Canada 

**TOWN OF GRAND BAY-WESTFIELD
BILLS FOR PAYMENT**

BILLS FOR PAYMENT				
November 8, 2021				
	ACCOUNT NAME	DEPARTMENT	\$	DESCRIPTION
1	GALBRAITH CONSTRUCTION LTD.	GEN.CAP.	88,147.32	Holdback Release
2	GOVERNMENT FRAMEWORKS	GEN.GOV.	36,800.00	Annual Fees
			124,947.32	
BILLS FOR RATIFICATION				
November 8, 2021				
	ACCOUNT NAME	DEPARTMENT	\$	DESCRIPTION
3	4 IMPRINT INC.	FIRE	568.62	Tote Bags
4	A.L.P.A. EQUIPMENT LTD.	TRANS.	448.91	Parts
5	BELL ALIANT-monthly	BLDG.	28.08	Telephone
6	CHANDLER SALES (2)	BLDGS.	765.47	Supplies
7	CLASSIC ASPHALT LTD.	TRANS.	2,561.05	Asphalt Mix
8	CLASSIC CONSTRUCTION (2012) LTD.	TRANS.	64,876.03	Asphalt Services
9	CODIAC PRINTING INC.	TRANS.	94.00	Street Sign
10	COY, JEFF	BLDG.	350.00	Boat Rental (Dock Removal)
11	DILLON CONSULTING LTD.	ENV.DEV.	3,085.01	Professional Services
12	DILLON CONSULTING LTD. (2)	GEN.CAP.	9,201.55	Professional Services
13	ENVISION SAINT JOHN - quarterly	ENV.DEV.	9,000.00	Core Funding
14	ENVISION SAINT JOHN - quarterly	ENV.DEV.	9,000.00	Core Funding
15	FUNDY REGIONAL SERVICE COMM.- monthly	TRANS.	110.36	Refuse
16	GALLANT, SHERRIE	LEGIS.	152.00	Meals
17	GRAND BAY PHARMACY	BLDG.	92.33	Supplies
18	ISPIRE-INSPIRED TECHNOLOGIES	GEN.GOV.	2,469.97	IT Services
19	KEEL CONSTRUCTION LTD. (3)	TRANS.	6,639.77	Road Repairs and Maintenance
20	KENNEBECASIS RENTALS (1992) LTD.	TRANS.	186.88	Chainsaw chain/oil
21	KETCHUM MANUFACTURING INC.- annually	PROT.SVCS.	302.39	Dog Tags
22	MARK'S COMMERCIAL	TRANS.	280.22	Clothing Allowance
23	MINISTER OF FINANCE	SPEC.EVENTS	30.00	Special Occasion Permit
23	MYLES HOME HARDWARE	REC.	137.18	Supplies
24	NB POWER - (6) monthly	SEW.REV.	580.73	Power
25	NB POWER - (7) monthly	VARIOUS	423.31	Power
26	NB POWER - (5) monthly	VARIOUS	1,011.67	Power
27	NB POWER - monthly	SEW.REV.	31.45	Power
28	NB POWER - (9) monthly	VARIOUS	2,342.85	Power
29	NB POWER - (7) monthly	TRANS.	410.20	Power
30	NB POWER - (7) monthly	SEW.REV.	2,485.57	Power
31	NB POWER - monthly	BLDG.	652.46	Power
32	NB POWER - monthly	BLDG.	72.54	Power
33	NEDALIFT BOOM TRUCK SERVICES	BLDG.	828.00	Boom Truck
34	NOVA FIRE EQUIPMENT LTD.	FIRE	4,965.13	Turnout Gear/Gloves
35	PERRY, MATTHEW	TRANS.	400.00	Professional Services
36	QUALITY SOUND ALARM	BLDG.	104.94	Alarm System
37	QUALITY AGGREGATES	TRANS.	56.70	Gravel
38	ROADWAY SYSTEMS LIMITED	TRANS.	6,037.50	Repair Crosswalk Pole
39	ROGERS CABLE INC.	FIRE/BLDG.	159.76	Cable TV
40	ROYAL CANADIAN LEGION	LEGIS.	100.00	Remembrance Day Wreath
41	SAINT JOHN LABORATORY SERVICES LTD.	SEW.REV.	204.70	Water Testing
42	SANSOM EQUIPMENT LIMITED	GEN.CAP.	65,544.25	Generator (Centrum)
43	SAVOY, ANN	PROT.SVCS.	1,241.72	Dog Control Services
44	SCOTIABANK VISA	VARIOUS	3,547.96	Supplies/Equipment
45	SOBEYS- FOODLAND	FIRE	68.07	Supplies
46	SOURCE ATLANTIC LIMITED	TRANS.	560.73	Supplies
47	SOURCE ATLANTIC LIMITED	TRANS.	220.39	Supplies
48	STAR-KEY ENTERPRISES LTD.	TRANS.	112.61	Oil Change
49	STAR-KEY ENTERPRISES LTD.	FIRE	265.02	Oil Change
50	STAR-KEY ENTERPRISES LTD.	TRANS.	222.96	Motor Vehicle Inspection
51	SUBWAY	LEGIS.	114.58	Meals
52	THE CRITTER GITTER	BLDG.	51.75	Pest Control
53	THE CRITTER GITTER	SEW.REV.	230.00	Pest Control
54	THE WESTFIELD STORE & EATERY	LEGIS.	109.19	Meals
55	TROY LIFE & FIRE SAFETY LTD.	FIRE	276.00	Service Call

**TOWN OF GRAND BAY-WESTFIELD
BILLS FOR PAYMENT**

BILLS FOR RATIFICATION				
November 8, 2021				
	ACCOUNT NAME	DEPARTMENT	\$	DESCRIPTION
56	WEED MAN	BLDG.	1,423.16	Fall Aeration
57	WELSHMAN, RHODA	REC.	243.00	Professional Services
58	WEX CANADA LTD.	TRANS/FIRE	3,904.38	Fuel
	BILLS FOR PAYMENT		124,947.32	
	BILLS FOR RATIFICATION		209,383.10	
	TOTAL BILLS FOR PAYMENT		334,330.42	