

INFORMATION ITEMS

Week Ending March 23, 2018

REPORTS

1. Guelph Museums Advisory Committee 2017 Report
2. Public Sector Salary Disclosure – Taxation Year 2017

INTERGOVERNMENTAL CONSULTATIONS

1. Watershed Planning Guidance

CORRESPONDENCE

1. Crime Stoppers, *The Informant*, Spring 2018

BOARDS & COMMITTEES

1. Guelph Police Services Board Meeting Minutes – February 15, 2018

ITEMS AVAILABLE IN THE CLERK'S OFFICE

1. None

Information Report



Service Area	Public Services
Date	Friday, March 23, 2018
Subject	Guelph Museums Advisory Committee 2017 Report
Report Number	PS-2018-13

Executive Summary

Purpose of Report

To provide Council with the annual report of the Guelph Museums Advisory Committee.

Key Findings

The Council-appointed Guelph Museums Advisory Committee continues to guide and support the work of Guelph Museums, ensuring the Museums meet professional standards and actively engage citizens in meaningful ways. The Advisory Committee met nine times over the year, on the fourth Thursday of each month, except for July, August and December. Advisory Committee members contributed over 300 volunteer hours, participating in meetings and assisting at special events.

In 2017, the Advisory Committee launched a new strategic operating plan, focused on service excellence, sustainability and innovation. To this end, the Museums initiated activities to attract new and repeat visitation, increase earned revenue and donations, and embark on innovative approaches to enhance visitor experiences.

Financial Implications

N/A

Report

The objectives of the Guelph Museums Advisory Committee are:

- To participate in strategic planning activities;
- To act as ambassadors for Guelph Museums in the community;
- To initiate and participate in fundraising activities for the purpose of providing revenue, attracting new audiences, and increasing awareness within the community;
- To advise on approaches to increasing and maintaining members, visitors, volunteers and supporters;
- To approve community museum operating policies as required by the Ministry of Tourism, Culture and Sport;

- To serve as the museum-dedicated committee required by the Ministry of Tourism, Culture and Sport in order to be eligible to receive an annual Community Museum Operating Grant.

In 2017, the Museums initiated a new strategic operating plan with an aim to attract and satisfy diverse audiences, deepen audience engagement, increase earned revenue, increase donations and sponsorships, improve efficiency, establish community partnerships, embrace leading-edge museum practices, and make good use of technology and new media.

During the first year of this three-year plan, the Museums strived to increase new and repeat visitation by implementing special Canada 150, Guelph 190 activities; offering five feature exhibitions, eight case exhibitions and four Wall of Art exhibitions; and initiating interpretation at Locomotive 6167 with a well-attended event during Culture Days weekend. In addition, the Museums, responding to community input, increased access to museum exhibitions and programs by offering 46 free or admission-by-donation opportunities; 45 evening events; and extended hours on Family Day, Easter Sunday, and during March Break. These activities resulted in record-high attendance at the Museums of 32,033 visitors, marking a five percent increase over 2016.

Planning for future visitor attraction and retention, the Advisory Committee hosted a community conversation regarding engagement of an older adult audience, which will inform the development of new visitor experiences to be introduced in 2018. As well, the addition of wi-fi at the Civic Museum opened up opportunities for technology-enhanced programs and exhibitions.

With a commitment to sustainability, the Museums introduced a ticket sales strategy for premium events at McCrae House – Tea and Tours, and Backyard Theatre; strengthened the facility rental enterprise; and developed a foundation for donor and sponsor stewardship and engagement.

Looking ahead to 2018, the Advisory Committee will focus on implementing international initiatives to commemorate the 100th anniversary of Lt. Col. John McCrae's death; update educational programs; increase use of technology in exhibitions; and complete the refurbishment of the McCrae House Coach House.

Financial Implications

N/A

Consultations

Debra Nash-Chambers, Chair Guelph Museums Advisory Committee

Corporate Administrative Plan

Overarching Goals

Service Excellence
Financial Stability
Innovation

Service Area Operational Work Plans

Our Services - Municipal services that make lives better
Our People- Building a great community together

Attachments

N/A

Departmental Approval

Danna Evans, General Manager, Culture, Tourism and Community Investment

Report Author

Tammy Adkin



Approved By

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Information Report

Service Area Corporate Services

Date Friday, March 23, 2018

Subject **Public Sector Salary Disclosure – Taxation Year 2017**

Report Number CS-2018-40

Executive Summary

Purpose of Report

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

All participating organizations must report annually 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 1, 2017 there were a total of 2,349 full and part-time employees at the City of Guelph. A total of 232 employees in 2017 earned in excess of \$100,000 which was an increase of 54 from 2016. The chart below demonstrates the City's trend.

Employee Group	2013	2014	2015	2016	2017	Difference (2017 - 2016)
ATU	0	0	0	1	0	-1
CUPE 973	3	1	2	4	5	1
CUPE 241	1	0	2	2	1	-1
FIRE	49	68	68	64	102	38
NUME	90	85	93	96	114	18
OPSEU	1	5	13	11	10	-1
TOTAL	144	159	178	178	232	54

The increase in Fire is attributed to the recent arbitrated collective agreement. The growth in NUME is a combination of the annual increase approved by Council and other related compensation adjustments.

The numbers above include all City of Guelph employees and Library employees. Guelph Police Services report separately to the Province.

Financial Implications

N/A

Report

Since 1996, the Province of Ontario under the Public Sector Salary Disclosure Act (PSSDA) has required all organizations that receive public funding of at least one million dollars or 10 percent 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; and
- Hospitals.

The purpose of the PSSDA

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 7, 2018), a written record of salary and benefits paid in the previous year in respect of employees who were paid at least \$100,000 as salary. In addition, the City has submitted the 2017 information to the Province of Ontario as prescribed by the legislation.

All participating organizations must report annually 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

N/A

Consultations

Finance Department
City Clerk's Office

Corporate Administrative Plan

Overarching Goals
Service Excellence

Service Area Operational Work Plans
Our People- Building a great community together
Our Services - Municipal services that make lives better

Attachments

ATT-1 Public Salary Disclosure List for the 2017 Taxation Year

Report Author

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Approved By

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Public Salary Disclosure List for the 2017 Taxation Year

Surname	Given Name	Position	Taxable Benefit	Salary Paid
Abrushawar	Loai	Corporate Applications Analyst	\$ 698.72	\$ 100,166.48
Adhikari	Prasoon	Environmental Engineer	\$ 714.56	\$ 101,910.74
Adkin	Tammy	Manager Guelph Museums	\$ 769.08	\$ 108,378.40
Adlington	Geoffrey	Platoon Chief	\$ 601.71	\$ 133,776.99
Agnello	Tina	Deputy City Clerk	\$ 959.07	\$ 119,214.07
Aitkens	Jeffrey	Deputy City Solicitor	\$ 839.40	\$ 115,276.87
Alarie	Gilles	Fire Fighter	\$ 438.72	\$ 102,912.04
Allen	Paul	Program Manager Health and Safety	\$ 711.12	\$ 101,177.19
Angelo	Mary	Supervisor Development Engineering	\$ 976.82	\$ 108,378.40
Atkins	Dan	Director Operations Guelph Public Library	\$ 708.96	\$ 112,219.61
Atkinson	Gerald	Supervisor Operations Wastewater Services	\$ 688.44	\$ 108,190.46
Baker	Tara	General Manager Finance Treasurer	\$ 1,530.83	\$ 115,864.27
Ballah	Victoria	Manager Prosecutions Facility Operations	\$ 765.92	\$ 108,378.40
Banting	Bruce	Associate Solicitor	\$ 14.08	\$ 121,771.50
Barden	Scott	Platoon Chief In Training	\$ 545.40	\$ 121,757.47
Beck	Jonathan	Captain	\$ 465.48	\$ 115,117.02
Berwick	Scott	Fire Fighter	\$ 460.38	\$ 109,075.63
Beveridge	Andrew	Captain	\$ 557.52	\$ 122,695.74
Black	Howard	Fire Fighter	\$ 453.24	\$ 102,883.98
Boehmer	Christopher	Fire Fighter	\$ 438.72	\$ 103,042.92
Boorsma	David	Platoon Chief	\$ 601.71	\$ 138,386.90
Boshart	Paul	Commander Training and Regulation Compliance	\$ 454.08	\$ 105,601.86
Bottomley	Craig	Fire Prevention Officer	\$ 513.84	\$ 115,617.47
Boyle	David	Manager Information Technology Infrastructure and Operations	\$ 761.96	\$ 112,930.50
Boys	Steve	Fire Fighter	\$ 453.24	\$ 102,340.71
Bradley	Stuart	Fire Fighter	\$ 453.24	\$ 102,021.13
Brattan	David	Legal Advisor Guelph Municipal Holdings Incorporate	\$ -	\$ 101,866.95
Bratton	Gregory	Fire Fighter	\$ 453.24	\$ 103,714.88
Briggs	Lynne	Manager Recreation Services	\$ 844.92	\$ 124,143.14
Brnjac	Jonathan	Advance Care Paramedic	\$ 454.08	\$ 100,526.08
Brossault	Alexandre	Geographic Information Systems Program Manager	\$ 753.24	\$ 107,254.35
Broughton	Rob	Project Manager Corporate Property	\$ 698.72	\$ 115,650.14
Brydges	Paul	Captain	\$ 545.40	\$ 120,372.45
Busatto	Peter	General Manager Environmental Services	\$ 1,723.16	\$ 172,943.03
Caldwell	Blair	Supervisor Distribution Construction	\$ 642.95	\$ 106,861.89
Calma	Bruce	Commander	\$ 837.84	\$ 131,285.77
Cartwright	Peter	General Manager Development and Enterprise	\$ 1,723.16	\$ 161,786.29

Public Salary Disclosure List for the 2017 Taxation Year

Surname	Given Name	Position	Taxable Benefit	Salary Paid
Castellan Aldunat	Melissa	Manager Policy Planning Urban Design	\$ 868.41	\$ 123,379.38
Chapman	Alex	Manager Climate Change Office	\$ 701.69	\$ 104,044.90
Christensen	Sven	Captain in Training	\$ 460.38	\$ 111,349.35
Clack	Colleen	Deputy Chief Administrative Officer Public Services	\$ 7,398.20	\$ 208,109.80
Clarke	Dina	Fire Fighter	\$ 453.24	\$ 101,033.58
Clark	Walter Gregory	Acting Program Manager Finance	\$ 769.08	\$ 108,378.40
Clarke	Nancy	Director Customer Service Guelph Public Library	\$ 764.40	\$ 113,897.48
Cober	Karl	Project Manager Water Services	\$ 698.72	\$ 100,084.63
Cochrane	Andrew	Fire Fighter	\$ 438.72	\$ 100,102.75
Collison	Cynthia	Fire Fighter	\$ 453.24	\$ 105,472.54
Connell	Heather	Manager Integrated Services	\$ 769.08	\$ 111,575.86
Coutts	Bradley	General Manager Court Services	\$ 1,578.94	\$ 144,680.61
Craven	Robert	Captain	\$ 460.38	\$ 109,349.82
Cunning	Christopher	Fire Fighter	\$ 453.24	\$ 105,035.32
Curtis	Dean	Captain	\$ 558.91	\$ 126,165.83
Cutten	David	Fire Fighter	\$ 453.24	\$ 101,286.11
De Koning	Joseph	Manager Technical Services	\$ 742.20	\$ 105,949.65
Dedman	Kealy	General Manager Engineering Capital Infrastructure and City Engineer	\$ 1,735.40	\$ 166,934.15
Dekraker	Rodger	Fire Fighter	\$ 453.24	\$ 101,350.02
Deluca	Dean	Paramedic Field Superintendent	\$ 762.00	\$ 110,867.93
Desrosiers	Yvan-Denis	Manager Court Operations	\$ 769.08	\$ 108,912.40
Devriendt	Chris	Manager Development Planning	\$ 762.78	\$ 111,051.20
Dewar	Stephen	General Manager Emergency Medical Services Chief	\$ 1,041.93	\$ 154,503.51
Dixon	Christian	Captain in Training	\$ 453.24	\$ 105,057.09
Dmytrus	Steven	Captain	\$ 545.40	\$ 122,634.71
Dooling	Terrence	Manager Public Works	\$ 834.64	\$ 121,219.39
Drake	Kyle	Fire Fighter	\$ 453.24	\$ 106,527.14
Draper	Josef Robert	Paramedic Field Superintendent	\$ 762.00	\$ 108,962.04
Drohan	Patrick	Fire Fighter	\$ 453.24	\$ 100,838.70
Duncan	Andrew	Captain in Training	\$ 460.38	\$ 109,100.20
Dunn	Alan	Fire Fighter	\$ 453.24	\$ 104,199.95
Dunsmoor	Dwight	Captain in Training	\$ 460.38	\$ 108,992.13
Einwechter	Sasha	Manager Projects Strategy Digital	\$ 825.96	\$ 119,446.27
Elloway	David	Deputy Chief and Manager Administration Emergency Preparedness	\$ 1,043.36	\$ 149,927.54
Esmaili	Daryush	Manager Corporate Asset Management	\$ 788.04	\$ 113,290.83
Ewing	Mark	Fire Fighter	\$ 453.24	\$ 100,327.38
Farquharson	Allan	Platoon Chief	\$ 574.44	\$ 130,788.27
Fell	Robert	Captain	\$ 557.52	\$ 132,270.80

Public Salary Disclosure List for the 2017 Taxation Year

Surname	Given Name	Position	Taxable Benefit	Salary Paid
Fischer	Adam	Manager Information Technology Service Desk	\$ 973.44	\$ 111,577.07
Fitzpatrick	Brian	Captain	\$ 557.52	\$ 122,695.74
Flaherty	Heather	General Manager Parks and Recreation	\$ 1,600.64	\$ 142,981.43
Gallagher	Wayne	Division Manager Water Services	\$ 877.21	\$ 124,076.36
Garcia	Evarist Chris	Manager Water Operations	\$ 758.76	\$ 107,900.09
Garvin	David	Fire Fighter	\$ 438.72	\$ 103,732.87
Gayman	Terry	Manager Development Environmental Engineer	\$ 874.78	\$ 127,338.00
Gerus	Robin	Manager Transit Operations	\$ 718.78	\$ 101,874.45
Gervais	Matt	Fire Fighter	\$ 438.72	\$ 101,389.74
Giles	Neil	Fire Fighter	\$ 448.02	\$ 104,557.98
Godfrey	Douglas	General Manager Operations	\$ 1,509.76	\$ 134,934.58
Godwaldt	David	General Manager Human Resources	\$ 1,626.31	\$ 150,498.19
Goss	Alex	Manager Community Investment	\$ 706.60	\$ 100,800.37
Gow	Michelle	Paramedic Field Superintendent	\$ 762.00	\$ 110,439.06
Grau	Rich	Manager Sleeman Civic Precinct Facilities	\$ 21.12	\$ 108,789.08
Grills	Harry	Fire Fighter	\$ 458.90	\$ 103,465.74
Guyatt	Frank	Captain in Training	\$ 460.38	\$ 107,481.32
Haid	Arthur	Captain	\$ 545.40	\$ 120,403.29
Hambly	David	Fire Fighter House Mechanic	\$ 523.68	\$ 119,769.01
Hammill	Chris	Captain	\$ 545.40	\$ 124,481.40
Hanson	Robert	Lead Environmental Protection Officer	\$ 465.04	\$ 117,941.17
Harrington	Paul	Captain in Training	\$ 460.38	\$ 109,607.74
Head	Ron	Captain	\$ 574.44	\$ 132,132.15
Heffren	Kyle	Fire Fighter	\$ 453.24	\$ 101,487.85
Herbert	Gordon	Captain in Training	\$ 453.24	\$ 101,030.45
Hickey	Ian	Fire Prevention Officer	\$ 494.27	\$ 110,154.56
Hill	Robert	Paramedic Field Superintendent	\$ 762.00	\$ 112,838.06
Hindupur	Arun	Supervisor Infrastructure Engineering	\$ 712.58	\$ 101,909.42
Hoffman	Mark	Captain	\$ 565.98	\$ 134,254.23
Horvat	Marinko	Security Specialist Information Technology Services	\$ 698.72	\$ 101,792.16
Hunter	Colin	Platoon Chief In Training	\$ 565.98	\$ 146,374.35
Hurst	Andrew	Fire Fighter	\$ 460.38	\$ 111,092.71
Jacobson	Glenn	Captain	\$ 525.42	\$ 127,264.15
Janes	Andrew	Project Engineer	\$ 1,052.66	\$ 119,214.07
Jenkins	Esther	Primary Care Paramedic	\$ 408.96	\$ 101,724.60
Joginder	Charanjeet	Manager Complex Capital Projects	\$ 860.80	\$ 121,832.01
Johnston	Brian	Fire Prevention Officer	\$ 494.27	\$ 109,631.03
Kennedy	Cathy	Manager Policy and Intergovernmental Relations	\$ 750.92	\$ 108,178.09

Public Salary Disclosure List for the 2017 Taxation Year

Surname	Given Name	Position	Taxable Benefit	Salary Paid
Kentner	Ryan	Fire Fighter	\$ 453.24	\$ 105,472.54
King	John	Platoon Chief In Training	\$ 557.52	\$ 123,010.97
King	Tomoko	Manager Corporate Project Management Office	\$ 652.08	\$ 105,290.61
Klein	Kevin	Fire Fighter	\$ 460.38	\$ 111,319.50
Knighton	Michael	Platoon Chief In Training	\$ 570.21	\$ 133,342.38
Kornelsen	Wendy	Program Manager Programs Community Development	\$ 769.08	\$ 108,378.40
Kraft	Steven	Chief Executive Officer	\$ 980.08	\$ 158,842.91
Krauter	James	Deputy Treasurer and Manager Taxation and Revenue	\$ 920.95	\$ 128,402.70
Krusky	Matt	Captain	\$ 557.52	\$ 122,695.74
Kubik	Adam	Captain in Training	\$ 460.38	\$ 110,787.22
Kustra	Danna	General Manager Culture Tourism and Community Investment	\$ 1,428.32	\$ 117,747.18
Labelle	Blair	General Manager Technology and Innovation	\$ 1,621.96	\$ 153,519.04
Lacroix	John	Platoon Chief In Training	\$ 570.21	\$ 130,162.83
Laursen	Kari	Human Resources Advisor	\$ 960.03	\$ 101,748.91
Li	Wai San	Fire Fighter	\$ 438.72	\$ 102,677.97
Lin	Dong	Enterprise Integration Specialist	\$ 911.10	\$ 102,326.26
Lubitz	Dan	Manager Corporate Applications	\$ 831.32	\$ 116,304.78
Macculloch	Steve	Captain	\$ 545.40	\$ 121,372.75
MacDonald	Andrew R.	General Manager Emergency Services	\$ 450.00	\$ 146,845.93
MacDonald	Dan	Captain	\$ 505.44	\$ 122,085.80
MacIntyre	Lynne	Human Resources Manager Total Rewards and Human Resource Systems	\$ 860.38	\$ 128,544.67
Maeresera	Ronald	Senior Corporate Analyst Financial Planning	\$ 731.11	\$ 103,614.18
Maitland	Susan Jill	Senior Advisor Employee Relations	\$ 724.97	\$ 106,408.82
Maly	Barbara	Manager Economic Development	\$ 735.04	\$ 104,737.35
Manuel	David	Fire Fighter	\$ 438.72	\$ 103,174.39
Marshall	Andrew	Environmental Protection Officer	\$ 400.11	\$ 101,909.96
Martinell	David	Construction Inspector	\$ 466.48	\$ 102,116.28
Mast	Darrell	Associate Solicitor	\$ 844.92	\$ 119,214.07
McCausland	Catherine	Manager Operations Solid Waste Resource Centre	\$ 844.92	\$ 119,214.07
McCrone	Mike	Captain	\$ 545.40	\$ 119,910.78
McGillivray	Warren	Fire Fighter	\$ 460.38	\$ 110,184.58
McIlveen	Allister	Manager Transportation Services	\$ 21.12	\$ 124,634.93
Milhomens	Mary Jo	Manager Corporate Communications	\$ 661.94	\$ 103,020.00
Mitchell	Mark	Chief Training Officer	\$ 610.80	\$ 130,985.46
Mitchell	Kerri	Commander	\$ 837.84	\$ 120,901.53
Mitchell	M Kyle	Fire Fighter	\$ 438.72	\$ 101,592.02
Nasby	Graham	Water Supervisory Control And Data Acquisition Security Specialist	\$ 691.60	\$ 110,051.36
Nesrallah	Gabriel	Primary Care Paramedic	\$ 413.88	\$ 101,728.53

Public Salary Disclosure List for the 2017 Taxation Year

Surname	Given Name	Position	Taxable Benefit	Salary Paid
Neumann	Martin	Manager Parks Operations Forestry	\$ 844.92	\$ 125,174.83
Nuhn	Rob	Emergency Vehicle Technician	\$ 438.72	\$ 101,129.66
O'Brien	Stephen	City Clerk	\$ 1,784.68	\$ 139,700.63
Osborne	John	Fire Chief	\$ 1,182.44	\$ 176,066.45
Osborne	Joanne	Advance Care Paramedic	\$ 454.08	\$ 101,981.72
Page	Robert	Captain	\$ 545.40	\$ 119,826.20
Panabaker	Ian	Manager Downtown Renewal	\$ 769.08	\$ 110,842.50
Parker	Amy	Human Resources Advisor	\$ 770.59	\$ 104,447.79
Patterson	David	Platoon Chief	\$ 610.80	\$ 141,896.46
Pederson	Paul	Captain in Training	\$ 460.38	\$ 107,618.39
Pender	Loren	Captain	\$ 545.40	\$ 123,604.16
Perry	Grace	Advance Care Paramedic	\$ 433.92	\$ 100,085.67
Petricevic	Mario	General Manager Facilities Management	\$ 1,583.24	\$ 144,386.36
Petroczi	Laszlo	General Manager Guelph Junction Railroad	\$ 818.04	\$ 126,638.07
Pettersen	Jenny	Captain	\$ 545.40	\$ 119,910.78
Philips	Todd	Fire Fighter	\$ 453.24	\$ 103,043.77
Phillips	Gary	Platoon Chief	\$ 592.62	\$ 131,687.42
Phillips	Matthew	Supervisor Water Supply Operations	\$ 698.72	\$ 105,079.17
Pletch	Kerry-Ann	Human Resources Manager Talent and Organizational Development	\$ 825.96	\$ 118,676.24
Poder	Liisbet	Primary Care Paramedic	\$ -	\$ 100,443.23
Qaqish	Majde	Project Engineer	\$ 776.76	\$ 114,783.88
Rao	Michael	Fire Fighter	\$ 453.24	\$ 103,682.92
Raynard	Greg	Fire Prevention Officer	\$ 499.32	\$ 115,707.46
Reynen	Robert	Chief Building Official	\$ 1,324.56	\$ 140,478.44
Richardson	Bob	Construction Inspector	\$ 389.94	\$ 100,507.38
Rider	Peter	Sourcewater Risk Management Official	\$ 844.92	\$ 119,214.07
Ritchie	Todd	Fire Fighter	\$ 460.38	\$ 105,487.74
Roadknight	Mike	Fire Fighter	\$ 444.52	\$ 103,112.33
Robertson	Tim	Division Manager Wastewater Services	\$ 863.90	\$ 133,788.74
Ross	Peter	Advance Care Paramedic	\$ 433.92	\$ 100,716.49
Sabatini	Tony	Chief Fire Prevention Officer	\$ 610.80	\$ 132,351.46
Salter	Todd	General Manager Urban Design and Building Services	\$ 1,723.16	\$ 158,651.56
Sanvido	Andrew	Platoon Chief In Training	\$ 571.62	\$ 134,625.32
Schmidt	Adam	Captain in Training	\$ 460.38	\$ 107,149.23
Sciorilli	Joseph	Environmental Protection Officer	\$ 400.11	\$ 101,181.78
Scott	Chad	Manager Waste Collection	\$ 769.08	\$ 111,429.19
Seeley	James	Fire Fighter	\$ 453.24	\$ 101,605.68
Sheppard	Joshua	Fire Fighter	\$ 438.72	\$ 100,188.89

Public Salary Disclosure List for the 2017 Taxation Year

Surname	Given Name	Position	Taxable Benefit	Salary Paid
Simons	David	Training Officer	\$ 557.52	\$ 124,343.88
Singsomboon	Sombat	Corporate Applications Analyst	\$ 807.72	\$ 100,926.40
Smith	Jason	Captain in Training	\$ 460.38	\$ 106,237.17
Smith	Craig	Fire Fighter	\$ 453.24	\$ 100,088.00
Spence	Catherine	Internal Auditor	\$ 1,021.96	\$ 144,194.12
Sperling	Janet	Strategic Business Advisor	\$ 750.88	\$ 108,686.30
Spicer	Michael	General Manager Guelph Transit	\$ 1,621.96	\$ 144,235.08
Sprigg	Tara	General Manager Corporate Communications Customer Services	\$ 1,452.84	\$ 128,883.44
Standring	Kenneth	Platoon Chief	\$ 574.44	\$ 135,973.55
Stewart	Scott	Deputy Chief Administrative Officer Infrastructure Development and Enterprise	\$ 7,496.16	\$ 218,881.80
Stewart	William	Manager Procurement	\$ 1,052.66	\$ 120,474.99
Stewart	Andrea	Advance Care Paramedic	\$ 454.08	\$ 101,013.98
Stocker	Frank	Captain	\$ 485.22	\$ 111,704.31
Storey	Kevin	Fire Fighter	\$ 453.24	\$ 104,417.94
Surgeoner	Jade	Manager Financial Reporting and Accounting	\$ 807.42	\$ 115,855.52
Swantko	Leanne	Deputy Chief Emergency Medical Services	\$ 935.84	\$ 136,989.43
Swartzentruber	Barbara	Executive Director Strategy Innovation and Intergovernmental Services	\$ 1,555.41	\$ 122,794.56
Talbot	Jim	Server Specialist	\$ 702.54	\$ 102,864.62
Tavares	Brandon	Fire Fighter	\$ 453.24	\$ 102,628.32
Taylor	Ryan	Fire Fighter	\$ 453.24	\$ 101,972.11
Tessier	Ken	Fire Prevention Officer	\$ 488.62	\$ 108,694.75
Thomas	Mathew	Corporate Database Architect	\$ 698.72	\$ 104,326.06
Thomas	Keri	Advance Care Paramedic	\$ 433.92	\$ 103,319.22
Thomson	Derrick	Chief Administrative Officer	\$ 11,236.08	\$ 267,378.08
Trento	Steven	Captain	\$ 525.42	\$ 123,376.45
Tunney	Robin	Director Branch Bookmobile Services	\$ 844.92	\$ 119,208.85
Umar	Iqbal	Project Manager Design Construction	\$ 906.46	\$ 103,393.74
Ure	Dana	Human Resources Manager Client Services	\$ 849.19	\$ 119,214.07
Valeriotte	Matthew	Assistant Chief Fire Prevention Officer	\$ 557.52	\$ 125,792.62
Van Duzer	Josh	Fire Fighter	\$ 460.38	\$ 111,696.48
Van Eck	Adrian	Program Manager Inspections	\$ 750.92	\$ 107,099.89
Vander Meulen	Lori	Advance Care Paramedic	\$ 454.08	\$ 113,670.47
Vander Meulen	Mike	Paramedic Field Superintendent	\$ 762.00	\$ 111,379.70
Vigers	Scott	Fire Fighter	\$ 460.38	\$ 110,024.74
Vilkko	Antti	Manager Design and Construction	\$ 922.58	\$ 131,135.21
Walker	Geoff	Public Works Supervisor	\$ 694.00	\$ 101,014.85
Walsh	Cameron	Division Manager Solid Waste Resource Centre	\$ 929.48	\$ 131,129.20
Weatherhead	Kimberly	Fire Fighter	\$ 453.24	\$ 100,966.53

Public Salary Disclosure List for the 2017 Taxation Year

Surname	Given Name	Position	Taxable Benefit	Salary Paid
Wells	John	Fire Fighter	\$ 471.70	\$ 112,079.87
Whittard	Matthew	Fire Fighter	\$ 453.24	\$ 100,615.00
Wiedrick	David	Manager Bylaw Compliance Security and Licensing	\$ 570.87	\$ 104,312.73
Williams	Barry	Fire Prevention Officer	\$ 464.56	\$ 102,536.02
Young	Jeremy	Fire Fighter	\$ 438.72	\$ 100,113.96

Provincial/Federal Consultation Alert							
Title	Ministry	Consultation Deadline	Summary	Proposed Form of Input	Rationale	Lead	Link to Ministry Website
Watershed Planning Guidance EBR # 013-1817	Ministry of the Environment and Climate Change (MOECC) and Ministry of Natural Resources and Forestry (MNRF)	April 7, 2018	<p>The Province is seeking feedback on its draft Watershed Planning Guidance, which will help municipalities in implementing provincial direction related to watershed and sub-watershed planning.</p> <p>Watershed Planning Guidance supports the implementation of policy amendments to the four provincial land use plans (Growth Plan for the Greater Golden Horseshoe, Niagara Escarpment Plan, Oak Ridges Moraine Conservation Plan, Greenbelt Plan) which strengthen requirements for watershed planning. It also supports the Provincial Policy Statement which identifies the watershed and subwatershed as the ecologically meaningful scale for integrated and long-term planning.</p> <p>The draft Watershed Planning Guidance contains the following information to help municipalities and planning authorities to carry out watershed planning:</p> <ul style="list-style-type: none"> • Overview of watershed and subwatershed planning, including policy context, key principles, process and components of a watershed plan. • Direction on carrying out effective and meaningful engagement. • Indigenous interests and considerations in watershed planning. 	Staff comments will be submitted on the online Environmental Registry (EBR) and provided to Council via the Information Package following the consultation deadline.	<p>Staff input is considered appropriate and will be consistent with the City's position regarding land use planning.</p> <p>If interested, Council and the community can submit comment's directly to the Environmental Registry</p>	Planning, Urban Design and Building	http://www.ebr.gov.on.ca/ERS-WEB-External/displaynoticecontent.do?noticeId=MTMzOTI3&statusId=MjAzNzEw&language=en

			<ul style="list-style-type: none">• How to prepare elements of a watershed and subwatershed plan• How to use watershed and subwatershed planning to inform land use and infrastructure planning and decision-making.				
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YOUR
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THE INFORMANT



SPRING 2018

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IN THE NEWS

2017 CORNERSTONE AWARD



For a third year, Crime Stoppers Guelph Wellington (CSGW) has handed out this award to an individual, community organization, or business, who has demonstrated outstanding support of the CSGW program. This year's award was presented to **WIGHTMAN TV** in Clifford and Local Content TV Producer **Adam Olivero**.

CELEBRATING 30 YEARS!



CSGW was incorporated August 3rd 1988. This year marks our 30th Anniversary. We launched our celebrations during Crime Stoppers Month with a **Flag Raising in Guelph** on January 12th.

THANK YOU to Marden Branch Library, Guelph Fire Department H.Q., Township of Wellington North Fire Department, Elora Fire Station, CRESC, Guelph Fire Station #5 and CW Sportsplex for your participation in our *Annual Road Sign Awareness Campaign*.

PROGRAM STATISTICS

Stats since 1988 through February 2018 for Guelph and Wellington County

Arrests	1,537
Charges Laid	4,257
Narcotics Seized.....	\$27,306,987
Property Recovered	\$10,180,546
Authorized Rewards	\$164,925

We wish to **WELCOME** Jacob Addison of Guelph and Richard Beazley of Fergus to our Board.

We say goodbye to members Sophie Cranley and Laura Aston. Laura will continue with our program as a Friend of Crime Stoppers!



FUNDRAISING AND AWARENESS

CSGW BUCKET SALE



THANK YOU to the community for helping raise funds at our 3rd annual Bucket Sale! The event was held on January 20th in partnership with **Young's Home Hardware** in Mount Forest.

TRIVIA NIGHT



Our second annual Trivia Night event was held on February 17th in Elora at **Grand River Raceway**. A sell out! **THANK YOU** to everyone who came out to play. We raised \$1,485.00 for our program, surpassing last year.

We wish to recognize the **community** for their huge support in donating prizes for our silent auction table. We **THANK** our **media partners** for promoting our event. Watch for us again next year!

THANK YOU to the community for support of our program! For more details, please visit our website.
www.csgw.tips

MULCH SALE FUNDRAISERS



Saturday April 28th is the date for CSGW's 3rd Mulch Sale event in partnership with **Young's Home Hardware** at **525 Main Street North** in **Mount Forest**. This year's event will run from **9am to 2pm**. A drive-thru operation. Product is from Alltreat Farms, offered in three colour choices: Black Beauty, Red Devil and Decorative (un-dyed). **\$6 per bag—Cash & Carry.**



Saturday May 5th is the date for CSGW's 9th annual Mulch Sale in **Fergus**. **Sale starts at 8am until noon**. Location is the **Centre Wellington Sportsplex** at **550 Belsyde Ave**. We offer the same four product colour choices from Alltreat Farms: Black Beauty, Mocha Brown, Red Devil and Canada Red. **\$6 per 2cu ft bag—Cash & Carry.**

COUNTY AUCTION & CHARITY BBQ



Thursday June 14th at **Parr Auctions, 6866 Hwy 6** (6km north of Fergus). Viewing of the items recovered by OPP starts at 4pm. Auction begins at 5pm and CSGW will be hosting a charity BBQ!



Guelph Police Services Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1
Telephone: (519) 824-1212 #7213 Fax: (519) 824-8360
TTY (519)824-1466 Email: board@guelphpolice.ca

OPEN MEETING

MINUTES – FEBRUARY 15, 2018

An Open meeting of the Guelph Police Services Board was held on February 15, 2018.

Present: D. Drone, Chair
L. Griffiths, Member
J. Sorbara, Vice-Chair
C. Guthrie, Member
C. Billings, Member
C. Polonenko, Executive Assistant
J. DeRuyter, Chief of Police
P. Martin, Deputy Chief of Police
J. Sidlofsky Stoffman, Legal Services
S. Purton, Financial Services Manager
T. Harris, Human Resources Manager

Guests: Dale Gauley (Community Volunteer Patrol)
Guelph Police Service: Sergeant Paul Harding, Constable Brian Voisin, Constable Bryan Dean, Constable Dan Mosey and Lisa Toner (wife of B. Voisin), Sandra Odorico

1. **WELCOME AND INTRODUCTIONS**

2. **MEETING CALLED TO ORDER**

Chair D. Drone called the meeting to order at 2:35 p.m. in Meeting Room C, Guelph City Hall, 1 Carden Street, Guelph.

3. **MOTION TO GO INTO CLOSED SESSION**

Moved by L. Griffiths

Seconded by J. Sorbara

THAT the Guelph Police Services Board convene in closed session to discuss matters that it is of the opinion falls under Section 35(4) (a) or (b) of the *Police Services Act*.

-CARRIED-

4. **MOTION TO RECONVENE IN OPEN SESSISON**

Moved by L. Griffiths

Seconded by C. Guthrie

THAT the Guelph Police Services Board reconvene at 2:35 p.m. in Open Session.

-CARRIED-

5. **DECLARATION OF CONFLICT OR PECUNIARY INTEREST**

There were no declarations of conflict or pecuniary interest.

6. **CLOSED SESSION RESOLUTIONS**

The following Closed session resolution was tabled in open session:

THAT the Guelph Police Services Board support the Guelph Neighbourhood Support Coalition in the amount of \$3,500.00 with funds to be paid from the Community Account.

7. **PRESENTATIONS/DELEGATIONS**

7.1 **Retirements:** Chief DeRuyter noted that the four retiring Guelph Police Service officers represented 128 years of policing experience.

Sergeant Paul Harding: Sgt. Harding joined the Service in 1987 and worked in Uniform, Traffic and Communications. His expertise in collision reconstruction was recognized provincially. He was also committed to City Emergency Management. Chief DeRuyter thanked him for the professionalism he showed in his dedication to the Guelph Police Service.

Constable Dan Mosey: Cst. Mosey started his policing career with the Toronto Police Service in 1980, and joined our Service in 1998. He worked in Traffic, Investigative Services - Sexual Assault, and Major Case Investigations, and was involved in some significant investigations. He was dedicated to road safety and many traffic initiatives. Despite the thousands of tickets he has issued, he did not get complaints, attesting to his professionalism, fairness and consistency.

Constable Brian Voisin: Cst. Voisin joined the Service in 1986 and worked as a Firearms officer, in Training and Professional Development, in Courts and Traffic. He spent time in Use of Force recruiting and assisting with backgrounds and also lecturing at Conestoga College. As a senior member on the platoon, he brought stability, leadership and an example of professionalism.

Constable Bryan (Buzz) Dean: Cst. Dean started his policing career in 1987 in Niagara and joined our Service in 1997. He was in the Youth Office as the Downtown Liaison officer, and in his last year, as the Public Information Officer. He is known for his tireless work and dedication to the community in charitable ways, and is known by so many community members. He served on the Board for Better Beginnings Better Futures and was recognized in 2015 as Member of the Year by his colleagues.

Chief DeRuyter congratulated them and thanked them for their dedicated service. D. Drone expressed his sincere thanks on behalf of Chief, Deputy and previous Boards for the work that they accomplished and the legacy that they leave.

Sergeant Paul Harding, Constable Brian Voisin and guest, Constable Bryan Dean, and Constable Dan Mosey left the meeting at 2:47 p.m.

7.2 Community Volunteer Patrol Report for 2017

Chief DeRuyter introduced Dale Gauley, who has been dedicated to keeping the Community Volunteer Patrol operational and working together with the Service in community safety. Dale thanked the Board for the funding received last year. 2016 was the best year ever with 101 patrols, dropping to 48 in 2017, as many volunteers were lost to other police forces, border patrol, RCMP, and OPP. Currently, there are 17 members and the average age is 25-30. He reviewed the financial statement and noted that with the monies received from the Board, jackets and shirts were purchased, as well as gas cards for the volunteers.

Discussion followed and Mr. Gauley explained how the patrol operates. C. Guthrie thanked him very much for the work he is doing, and thanked Vice-Chair Sorbara for spearheading the funding. Dale expressed the need for dedicated candidates. D. Drone offered the Board's assistance with recruiting additional volunteers. Funding is not required this year; however, the Board invited Mr. Gauley to come back next year and request funding if needed and thanked him for his great work.

Dale Gauley left the meeting at 3:01 p.m.

8. APPROVAL OF MINUTES

Moved by L. Griffiths

Seconded by C. Guthrie

THAT the Minutes of the Open Meeting held Thursday, January 25, 2018 be approved as presented.

- CARRIED -

9. APPROVAL OF AGENDA

Moved by L. Griffiths

Seconded by C. Guthrie

THAT the Guelph Police Services Board approve the Agenda.

- CARRIED -

Moved by C. Billings

Seconded by C. Guthrie

THAT the Guelph Police Services Board adopt **Part 1 – Consent Agenda**, as identified below.

- CARRIED -

- 9.1 Headquarter Renovation and Expansion**
That the Report titled “Police Headquarters Renovation and Expansion Project” and dated February 15, 2018, be received for information.
- 9.2 Alarms Overview/Compliance Annual Report (2017)**
That the report titled “Alarms Overview and Compliance Annual Report” and dated February 15, 2018 be received for information.
- 9.3 Fundraising Annual Report (2017)**
That the report titled “2017 Fundraising Annual Report” and dated February 15, 2018 be received for information.
- 9.4 Freedom of Information Annual Report (2017)**
That the report titled “2017 Freedom of Information Statistics” and dated February 15, 2018 be received for information.
- 9.5 Community Account Annual Report (2017)**
That the report titled “Community Account Annual Report 2017” and dated February 15, 2018 be received for information.
- 9.6 Board Correspondence Report**
That the report titled “Board Correspondence Report” be received for information.

Part 2 – Discussion Agenda

9.7 Suspect Apprehension Annual Report (2017)

Deputy Martin reported that from January 1 to December 31, 2017, there were twelve suspect apprehension pursuits; nine were discontinued by the pursuing officer, two were discontinued at the command of a Supervisor, and one ended with the vehicle getting stuck in a ditch. The statistics are up slightly from previous years, which is consistent with the increase in stolen vehicles. Often a pursuit is discontinued because the officer has already identified the driver and the licence plate before activating the lights and will seek the person out or take out a warrant for arrest. Deputy Martin will provide statistics to the Board at the March meeting regarding these arrests.

Moved by C. Guthrie

Seconded by J. Sorbara

THAT the “Suspect Apprehension Annual Report (2017) and dated February 15, 2018 be received for information.

-CARRIED-

9.8 Chief's Monthly Report

Chief DeRuyter provided his schedule of upcoming internal and external community events and meetings. He invited the Board to join him at any events.

- a) **Hate crime:** In 2017, there were 16 incidents classified as hate crime in the City of Guelph and the University of Guelph. Seven were at the university, 12 involved graffiti or written material posted publicly, and 4 were criminal incidents. A few were directed toward an individual. In 2017, through the intelligence unit, there was a high school anti-hate poster contest. 30 entries were judged. Chief DeRuyter will send the top three posters to the Board through the Executive Assistant. We need to talk about it, recognize it is inappropriate, and not what our community is about.
- b) **Business Plan Pillar Report on Property Crime:** An entry on the last pillar report noted the challenges of staffing as it pertains to property crime, and this referred to the general investigative and special projects unit, only one portion of the Service's response to property crime. Chief DeRuyter will ensure that entries are clearer in future reports. He provided some statistics regarding property crimes: From 2015-2016, there was a 0.8% increase and from 2016-2017, a 4.2% increase. These statistics are driven by break and enters, mainly of garages and sheds, tied in to addictions and theft of bicycles. There has been an increase in fraud in relation to lodging and food, also related to addictions. On a positive note, clearance rates increased.

Through discussion, the Board made the following recommendations:

- Release statistics to the community on how many thefts are the result of unlocked vehicles, bicycles, garages or sheds so citizens take some responsibility for preventing crime. Chief DeRuyter noted the various campaigns that have been designed to educate the public i.e. Lock it or Lose it. He will check to see if data can be gathered from Niche.
 - Promote more the use of CopLogic so citizens are aware of property theft in their neighbourhood.
 - Have a member of the Service come to the Board in the next two months to explain the key components of the social media outreach of the Guelph Police Service to give a better understanding of what is being communicated to the public.
- c) **Bike Registry:** Chief DeRuyter reported that the final report is forthcoming with a recommendation to use a service implemented in Victoria, B.C.
 - d) **Red Light Cameras:** Chief DeRuyter has had conversations with senior city staff and other municipalities. He will bring this issue to the joint traffic committee. His position is that it should be a city-run initiative. The role of the police would be to assist the City, to provide data and communications. The Mayor will report back to Council on this issue.

- e) **Succession Planning:** Chief DeRuyter recommended that the Human Resources annual report in March cover succession planning, highlighting the work done over the past year and the challenges. He assured the Board that succession planning is taking place: the skills development policy, skill matrix, training plan, and transfer policy to name a few, are all working toward a succession plan. The committee meets regularly and has a plan. Resources are in the training budget and meetings are conducted to ensure funds are used responsibly. T. Harris noted that perhaps the concern of the Board stemmed from the number of recent retirements and were interested to know what is being done to ensure there are the skills to offer the services needed in the community. She expressed confidence that Guelph Police Service is in good standing.
- f) **Electronic transfer of tickets with the City:** Chief DeRuyter reported that this was now completed and operating.
- g) **St. Patrick's Day:** Inspector David Pringle is heading up planning and Sergeant Brad Saint is in charge of the production of the plan. As March 17th is a Saturday, there is less support staff to draw upon and the amount of activity, which is increasing from year to year, is weather dependent. The University and Guelph Police Service are working together well in advance to formulate a plan in light of the events that took place on Chancellor's Way during Homecoming this year. After a lot of work conducted by Sergeant Lester Tang, working with the provincial prosecutor and the University of Guelph, several charges of nuisance were laid against the organizers of this incident. Meetings have been held with the City, the University, municipal politicians, the Alcohol and Gaming Commission, and south-end community groups to make sure the right pieces are in place. 40-50 officers will be added that day and there will be messaging from Mayor and Chief of strict enforcement at the outset. An Incident Command structure will have Inspectors in charge to monitor activities and to ensure the Service meets the community's expectations. There will be a significant cost to this operation. Chief DeRuyter has held discussions with the City and the University regarding covering some cost. The Board supported the Chief's plan for stricter enforcement at the outset.

There was discussion regarding communications ahead of St. Patrick's Day. Ideas included proactive communication to Council and the media, and a press release a week before that the plan is developed as a result of partnerships with the community and the University. Community leaders could be chosen to receive communications during the day to get accurate information out to their followers. Police presence could be manifested at the LCBO in the south end. Communication should go to the high schools before they break for March Break. C. Guthrie respectfully requested that the Mayor and the Chief prepare a joint press release prior to St. Patrick's Day.

- h) **Human Trafficking:** Chief DeRuyter noted that there will be an update on

human trafficking at the March meeting. This is not just a police problem, it involves social services, health care and various agencies.

9.9 New Business - There was no new business noted.

10. INFORMATION ITEMS

- Next Open Meeting: Thursday, March 15, 2018, 2:30 p.m., Guelph City Hall, Meeting Room C
- Ontario Association of Police Boards Spring Conference and Annual General Meeting: May 23-26, 2018, Blue Mountain Resort **Registration now open.**
- Canadian Association of Police Governance Annual Conference: August 7-11, 2018, Winnipeg, MB

11. ADJOURNMENT

Moved by C. Billings

Seconded by C. Guthrie

THAT the Open meeting of the Guelph Police Services Board adjourn as at 3:59 p.m.

- CARRIED -

The minutes of this meeting were adopted this 15th day of March, 2018.

"D. Drone"

D. Drone, Chair

"C. Polonenko"

C. Polonenko, Executive Assistant