
General Committee

Date

2019/03/20

Time

9:00 AM

Location

Civic Centre, Council Chamber,
300 City Centre Drive, Mississauga, Ontario, L5B 3C1

Members

Mayor Bonnie Crombie	
Councillor Stephen Dasko	Ward 1
Councillor Karen Ras	Ward 2
Councillor Chris Fonseca	Ward 3
Councillor John Kovac	Ward 4
Councillor Carolyn Parrish	Ward 5
Councillor Ron Starr	Ward 6
Councillor Dipika Damerla	Ward 7
Councillor Matt Mahoney	Ward 8
Councillor Pat Saito	Ward 9
Councillor Sue McFadden	Ward 10
Councillor George Carlson	Ward 11 (Chair)

Contact

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and archived at Mississauga.ca/videos

GENERAL COMMITTEE INDEX - March 20, 2019**1. CALL TO ORDER****2. APPROVAL OF AGENDA****3. DECLARATION OF CONFLICT OF INTEREST****4. PRESENTATIONS – Nil****5. DEPUTATIONS**

5.1. Ralph Fornari, Resident, regarding neighbourhood grading concerns (Ward 1)

6. PUBLIC QUESTION PERIOD - 15 Minute Limit (5 minutes per speaker)

Pursuant to Section 42 of the Council Procedure By-law 0139-2013, as amended:
General Committee may grant permission to a member of the public to ask a question of
General Committee, with the following provisions:

1. The question must pertain to a specific item on the current agenda and the speaker will state which item the question is related to.
2. A person asking a question shall limit any background explanation to two (2) statements, followed by the question.
3. The total speaking time shall be five (5) minutes maximum, per speaker.

7. CONSENT AGENDA**8. MATTERS TO BE CONSIDERED**

8.1. Regional Governance Review - Preferred Reform Option for the City of Mississauga

8.2. Regional Governance Review (Draft motion submitted by Mayor Crombie for discussion related to Item 8.1)

8.3. Parking Prohibition – Tudor Gate and Harkiss Road (Ward 8)

8.4. Administration of Parking Tickets Issued at Lester B. Pearson International Airport

8.5. Yellow Fish Road Storm Drain Marking Program

8.6. 2018 Council Remuneration and Expenses

8.7. Policies related to Pregnancy and Parental Leave

9. ADVISORY COMMITTEE REPORTS

9.1. Governance Committee Report 1-2019 - February 25, 2019

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- 9.2. Accessibility Advisory Committee Report 1 - 2019 - February 25, 2019
- 9.3. Road Safety Committee Report 2 - 2019 - February 26, 2019
- 9.4. Heritage Advisory Committee Report 3 - 2019 - March 5, 2019
- 9.5. Mississauga Cycling Advisory Committee Report 3 - 2019 - March 5, 2019
10. **MATTERS PERTAINING TO REGION OF PEEL COUNCIL**
11. **COUNCILLORS' ENQUIRIES**
12. **OTHER BUSINESS/ANNOUNCEMENTS**
13. **CLOSED SESSION** – Nil
14. **ADJOURNMENT**

City of Mississauga

Corporate Report



Date: 2019/03/12

To: Chair and Members of General Committee

From: Janice Baker, FCPA, FCA, City Manager and Chief Administrative Officer

Originator's files:

Meeting date:
2019/03/20

Subject

Regional Government Review – Preferred Reform Option for the City of Mississauga

Recommendation

1. That General Committee endorse Mississauga to become a single tier city as the preferred reform option for regional government as outlined in the report entitled “Regional Government Review – Preferred Reform Option for the City of Mississauga”.
2. That the report entitled “Regional Government Review – Preferred Reform Option for the City of Mississauga” be forwarded to Provincial advisors Ken Seiling and Michael Fenn, the Minister of Municipal Affairs and Housing, the Chair of the Region of Peel and the Mayors of Brampton and Caledon.

Report Highlights

- Provincially appointed advisors will be making recommendations to the Minister of Municipal Affairs and Housing in June 2019 on regional government in accordance with the terms of reference for a review approved by the Minister.
- As the third largest municipality in Ontario, the City of Mississauga should be a single tier city in order to have local autonomy over municipal decisions within its jurisdiction similar to other single tier municipalities such as Guelph, Hamilton, London, Ottawa, Sudbury, and Windsor.
- The details of how transition to a single tier municipality could happen are beyond the scope of this report as those details will depend on Provincial decisions, timelines and processes.
- Should the Province not approve single tier status, staff recommend that significant reform to the Region of Peel's mandate is needed, especially in the areas of land use planning, transportation, and other areas where removal of overlapping jurisdiction can facilitate improvements in customer service and municipal service delivery.

- Regional restructuring through amalgamation of Mississauga, Brampton, Caledon and the Region of Peel, as has been done by a previous government, is not an acceptable alternative. Studies done by various researchers and academics have concluded that amalgamations in Ontario and in other provinces have resulted in cost increases, not cost savings or service efficiencies.

Background

History of Regional Government in Ontario

Ontario's first regional municipality (Metro Toronto) was created in 1954, followed by the creation of Ottawa-Carleton in 1969. In response to a significant shift from rural to urban living and a growing population, between 1970 and 1974 the Province of Ontario replaced many county and local governments with regional governments, including creating the Regions of Halton, York, Durham and Peel to administer large scale programs, regional planning and service delivery.

The next era in regional governance took shape in the mid-1990s in the form of regional restructuring. Two important studies were commissioned during this period by two different Provincial governments to provide insight into regional reform. Both of these reports called for the elimination of regional governments in the GTA:

- Golden Report (1996) – Appointed by the NDP government on April 1, 1995 and chaired by Anne Golden. The report concluded that the five upper tier (metropolitan and regional) governments be eliminated and proposed the creation of a new service board covering the entire GTA.
- "Who Does What Panel" (1996) – Appointed by the newly elected conservative government and chaired by David Crombie. It also recommended that the five upper tier governments be eliminated along with the consolidation of some of the lower tier-municipalities across the GTA. The Panel did not specify the details of any consolidations.

The Harris Government introduced a number of amalgamations in Ontario, starting with the City of Toronto in 1998 and followed by the amalgamations of Hamilton, Sudbury and Ottawa in 2001. In addition, the Provincial Government created the Greater Toronto Services Board (GTSB) in 1998 in accordance with the *Greater Toronto Services Act*. The GTSB was a super-regional government made up of Mayors and Chairs from impacted municipalities in the GTA and Hamilton, and a number of councillors from the amalgamated City of Toronto to oversee and implement regional transit growth. The GTSB was not given direct taxing authority, nor did it have control over funding for capital expansion. The GTSB was a largely failed experiment that was dissolved in 2001.

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Looking at the history of regional government in Ontario, there has been no consistent approach across the municipal sector to creating two tiers versus single tier municipalities. One could argue that its application has been arbitrary instead of considering the unique factors of each area when determining the best structure for municipal governance. The amalgamations forced in 1998-2001 were done in direct opposition to local preferences, and, as discussed later in the report, did not generate the desired outcomes.

Regional Government Review in 2019

In January 2019, the Ministry of Municipal Affairs and Housing announced that it had appointed two special advisors (Ken Seiling and Michael Fenn) to review regional government in Ontario. The Region of Peel is one of nine upper tier municipalities that has been included in this review. The advisors will be making recommendations to the Minister by June 2019 for the purpose of “improving governance, decision making and service deliveries.” A copy of the Ministry’s Terms of Reference is attached as Appendix 1. The Provincial review affords the City of Mississauga with the opportunity to endorse a preferred reform option for the Region of Peel in advance of the advisors’ forthcoming recommendations. On March 13, 2019, the Ministry announced that it had opened its online consultation to allow persons who live or work in Mississauga to provide their own feedback. Participants can either complete a survey or provide customized comments by email or mail to the Ministry’s office. The online consultation is set to close on April 23, 2019.

Comments

Overview

The purpose of this report is to obtain direction from General Committee in how to respond to the review of the Region of Peel that is currently underway. Since the Provincial direction is unclear, it is important to lay out what is desirable, what is acceptable and what is unacceptable from Mississauga’s perspective regarding options for regional reform in Peel.

This report will discuss the following options:

- (1) **Single Tier Status:** Mississauga would become a single tier city, giving it full authority to provide its municipal services similar to many other municipalities in Ontario, including some who have much smaller populations (e.g. Windsor).
- (2) **Regional Reform:** Significant reform to the Region of Peel to eliminate areas of duplication and overlapping jurisdiction and barriers to municipal service delivery in Mississauga.
- (3) **Amalgamation:** Combining Mississauga, Brampton and Caledon and the Region into one municipal entity.

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1. Single Tier Status

As early as 1995, the City of Mississauga has advocated for single tier status. Below is a brief history of the steps Mississauga has taken to achieve independence from regional government:

- In 2002, Council appointed 18 volunteer citizen members to a Citizens' Task Force to review regional governance. The Task Force prepared a report recommending in part that the City of Mississauga become a single tier city.
- In 2003, Council commissioned a report to look at the financial implications of becoming a single tier municipality. The report determined that Mississauga would save approximately \$32 million dollars a year, in part due to efficiencies, and in part due to the elimination of cross-subsidization (i.e.) property tax dollars being paid by Mississauga taxpayers that paid for services delivered in Brampton and Caledon.
- In 2004, staff initiated the "One City, One Voice" campaign in support of Mississauga gaining single tier status. The results of the campaign showed a strong support for a single tier city. These results along with a recommendation for the mayor to present a plan for single tier status to the Province were endorsed by Council. The Provincial Government appointed Hon. Justice George W. Adams to make recommendations in response to Mississauga's request.
- In 2005, the Ministry of Municipal Affairs and Housing endorsed the recommendations from Justice Adams to: (1) increase the representation at Regional Council and (2) for Mississauga, Brampton and Caledon to work together to implement changes to planning, construction, regional roads and development to improve upon municipal service levels.
- In 2006, two reports were brought forward to Council addressing the second Adams recommendation:
 - Planning – Mississauga Council endorsed a matrix of region and area municipal planning responsibility but acknowledged that significant reform would require amendments to the *Planning Act*.
 - Regional Roads – Mississauga Council approved a recommendation for each area municipality to have jurisdiction and financial responsibility over the regional roads within their boundaries. This recommendation was defeated at Regional Council and instead the direction was given for Peel Public Works to continue their road rationalization review.

The City of Mississauga is a world class city with a unique culture and identity. It has the size, resources, stability and experience to deliver municipal services to its residents autonomously, similar to comparable single tier municipalities in Ontario. Staff's recommendation for single tier status is based on the following factors:

- Population – Mississauga has the population to warrant becoming a single tier city similar to other large municipalities such as Toronto, Hamilton and Ottawa.
- Stability – Mississauga is fiscally strong, has strong resident support and has the necessary capacity and experience to operate as a single tier municipality.

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- Municipal Service Delivery – A number of duplications, barriers and complexities in municipal service delivery could be eliminated if Mississauga became a single tier city.
- Future City Building – Single tier status would give Mississauga full autonomy to focus on city initiatives related to its future growth and development.
- Cost – A preliminary review by staff has determined that Mississauga currently cross subsidizes both Brampton and Caledon by as much as \$85 million per year.

Population

In 1974, the Region of Peel was created and at the same time some smaller municipalities were amalgamated to form Mississauga (pop. 222,329), Brampton (pop. 91,842) and Caledon (pop. 20,582). Mississauga now has a population approaching 800,000, which makes us the third largest city in Ontario and sixth largest city in Canada. According to Mississauga's Long-Range Forecasts (2013), our population is expected to grow to almost 900,000 by 2041.

Among municipalities in Ontario, Mississauga stands out as the largest lower tier municipality, and is larger than most single tier municipalities. Mississauga's population is larger than entire regional populations, including those of Halton and Durham. Below is a chart comparing Mississauga's population to other municipalities in Ontario to highlight its unique place within regional government.

Top 10 Single Tier Populations *		Top 10 Lower Tier Populations *	
Toronto	2,731,571	Mississauga	721,599
Ottawa	934,243	Brampton	593,938
Hamilton	536,917	Markham	328,966
London	383,822	Vaughan	306,233
Windsor	217,188	Kitchener	233,222
Sudbury	161,531	Richmond Hill	195,022
Guelph	131,400	Oakville	193,022
Kingston	123,400	Burlington	183,314
Thunder Bay	107,909	Oshawa	159,458
Chatham-Kent	101,647	St. Catharines	133,113

*Federal census data from 2016

At over 600,000 people, Brampton is one of the fastest growing cities in Canada and is projected to reach a population of one million by 2041. Brampton has a very different identity from Mississauga, creating its own strength and attracting many because of it. Unlike Mississauga and Brampton, the Town of Caledon identifies as a series of villages near large urban centres.

Two lower tier municipalities with significant population levels and strong but different community identities connected to one predominately rural, small municipality makes Peel unique.

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Attached as Appendix 2 are tabled statistics of the population, employment, and household growth and projections in the Region of Peel.

Stability

The City of Mississauga stands out as a leader in governance and financial stability. We are a large urban centre with a strong assessment base. The city has received “AAA-stable” rating from Standard & Poor’s for the fifteenth straight year. In the 2015 book “*Is Your City Healthy? Measuring Urban Fiscal Health*”, the authors studied the fiscal health of the 30 largest municipalities in Ontario and concluded that Mississauga ranked among the top.

Strong resident support also demonstrates that Mississauga’s overall stability and fiscal performance is recognized by residents. Polling consistently shows that Mississauga residents and businesses believe that they get value from their tax dollar and support existing service levels. The City’s Citizen Satisfaction Survey from 2017 found that:

- 89% rated the quality of life as excellent or good
- 87% agreed that Mississauga is an open and welcoming community
- 84% indicated they are proud to say they are from Mississauga
- 82% of residents are either satisfied or somewhat satisfied with the services provided by the City”
- 76% agree that Mississauga is moving in the right direction to ensure it is a dynamic and beautiful global city

In addition to resident feedback, the level of voter support in the 2018 election for our incumbent members of council shows a high level of satisfaction with the job they are doing.

City staff already has broad experience delivering municipal services to a diverse population of residents. For example, the City’s strong planning and transportation teams have the requisite technical and administrative knowledge to continue to provide the same high level of service delivery as a single tier as it does right now as part of the Region of Peel, but with the benefit of greater efficiency. The City’s economic development and corporate services teams have always ensured our local needs are met and are seen as leaders winning many awards in their respective areas.

Finally, Mississauga’s experience of governing and servicing a large number of residents is at least comparable to other single tier municipalities. Mississauga represents the second highest average number of constituents per member of council in Ontario. The third largest average belongs to the City of Brampton.

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Average Number of Constituents Per Councillor Across Ontario

Single Tier Municipalities		Lower Tier Municipalities	
Toronto	109,263*	Mississauga	60,133
Ottawa	38,927	Brampton	53,967
Hamilton	33,557	Markham	25,305
London	25,588	Vaughan	34,026
Windsor	19,744	Kitchener	21,202
Sudbury	12,425	Richmond Hill	21,669
Guelph	10,108	Oakville	14,910
Kingston	9,492	Burlington	26,188
Thunder Bay	8,301	Oshawa	14,496
Chatham-Kent	5,647	St. Catharines	10,239

*Before Toronto's Council was reduced to 25 councillors in 2018, its average number was 58,119

Municipal Services – Duplications, Barriers and Complexities

The main criticism of the Region of Peel (beyond unfair representation for Mississauga and Brampton) is that when you have two levels of municipal government, there are inherent inefficiencies in the delivery of municipal services. This is best understood as:

- **Duplications:** The Region of Peel and City of Mississauga provide the same or similar service resulting in an unnecessary duplication.
- **Barriers:** Co-ordination or approval requirements at the Region of Peel impedes or delays the City of Mississauga's ability to provide its services as efficiently and effectively as possible.
- **Complexities:** Difficulties for residents in understanding which level of government provides which service and who is paying for it.

(a) Duplications

Service duplications could be eliminated if Mississauga became a single tier city. For example:

- **Planning** – Local policy planning, site plan approval and development applications require a review at the regional level. Both levels of government are required to prepare and approve Official Plans. The City must wait for the Region to update its planning documents before it can make the necessary updates to City plans, which creates even more delay and when agreement is not reached the City and the Region send legal and planning staff to LPAT hearings with different instructions that can contradict.
- **Regional Roads** – Ownership of roads at the regional and local level is an unnecessary duplication. It complicates Mississauga ability to service roads within its municipal boundaries, and it delays planning approvals when access and servicing requests for development occur on both a Regional and local road. Under the current two-tier road structure, the City cannot implement measures such as red light cameras in many locations where safety would warrant them. There have been a number of unsuccessful

attempts to rationalize regional roads over the years at Regional Council including most recently in 2017, but Mississauga could never get support from the other lower tiers primarily because of the financial impact.

- Transportation – Transit is currently provided by both levels of government (i.e MiWay and Transhelp). Transportation master plans are also duplicated at both levels.
- Maintenance and Works - Contractors are required to receive local and regional permits for work that crosses both Mississauga and regional roads.
- Enforcement - Efforts are duplicated through the enforcement of similar by-laws by both levels of government.
- Revenue – Both levels of government make tax policy decisions. Billing and collections services are performed by the City and the Region.

(b) Barriers

Regional government can impede local service delivery or result in unnecessary delays and complications. For example:

- The Region's lack of support of the downtown Community Improvement Plan approved by Council prevents Mississauga from maximizing the incentives that can be used to attract office development. Developers have shown that without the Region's participation, the business case for office in downtown Mississauga is not yet at a level where new office development is likely in the short term.
- The Region is required to implement a Municipal Comprehensive Review before conversions to employment lands can be made. Responsibility for these policy planning would rest solely with Mississauga if it became single tier.
- Revenue - Approval of the tax ratio by the Province is required as a result of the Region's delegation of tax ratio to Mississauga. In addition, most of the authority is given to the Region for tax policy decisions resulting in the City having to wait for the Region to pass necessary by-laws before we can bill or administer a program.
- Legal Agreements – Facilities, road and property management issues between the Region and the City can involve the execution of service or realty legal agreements that could be eliminated if certain ownership resided only with the local municipality.

When two levels of government are involved in a municipal service and they have different priorities for its delivery, it can toughen these existing barriers. Should the City of Mississauga become a single tier city, it will allow Mississauga to have one set of priorities, and streamline these types of services, leading to faster decision making and efficiencies that are harder to implement when two levels of government are involved. These efficiencies become critical when we are trying to meet service demands and when we compete globally for business to locate here.

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(c) Complexities

The distribution of service deliveries amongst the two tiers is often confusing for residents. Many residents call Mississauga 3-1-1 not knowing that they are calling in regards to a regional service. In the last five years alone, staff transferred over 30,000 calls to the Region of Peel because residents were unsure as to what level of government was responsible for a particular service.

Removing duplications, barriers and complexities would help eliminate the unnecessary overlap that current exists within the Region of Peel. It would also lead to greater accountability for service delivery by making one level of government responsible.

City Building and the Future of Mississauga

In addition to the day to day efficiencies that could be found moving to a single tier system, the City of Mississauga would have full autonomy to focus on city building issues related to its future development.

Regional planning can act as a barrier to city building in Mississauga. For example, a number of projects require the Region of Peel to first complete a Municipal Comprehensive Review (MCR) before conversions to employment lands can be made. Once a regional MCR is in place, a local municipality is able to create its own MCR so long as it is in compliance with the Region's. This affects some significant City initiatives including Lakeview Waterfront and Dixie Employment Area on the Dundas Corridor. Without this regional oversight, the responsibility for MCRs would rest solely with the City of Mississauga. Given Mississauga's understanding of local planning sensitivities, it is more practical for this responsibility to reside only with the level of government closest to its residents.

As noted above, the City's Community Improvement Plan for the downtown core is aimed at attracting more office development to this important growth area. The Region has declined to participate in this initiative, despite repeated requests. As a result the City has not been able to maximize the incentives necessary to attract office development to the downtown core.

Another important future initiative involves transportation. Staff has identified some regional roads as priority corridors for higher order transit, which can involve capital investment for roadway design. Implementing this transportation policy would be streamlined if Mississauga had ownership and control of these roads. MiWay set a new record in 2018 by providing more than 40 million revenue rides to customers. A single tier system would give Mississauga the independence to focus on this important issue and eliminate the need to co-ordinate pieces with the Region.

Financial Analysis

In 2003, the City of Mississauga commissioned a financial report to forecast the property tax implications if Mississauga became a single tier city. The analysis was limited to services which were directly funded by property taxes. Attached as Appendix 3 is a copy of the Executive Summary of the Financial Report by Day & Day Chartered Accountants (the “Day & Day Report”). At that time, the report found that Mississauga residents cross subsidize Brampton and Caledon up to \$32 million a year. This report was based on a number of assumptions including: service levels would be maintained, salaries would not be harmonized and one time transition costs would be funded from provincial grants and/or reserves.

The Day & Day Report determined that assessment was not the most accurate basis for apportioning Regional costs. Assessment bears no relationship to the consumption of services or service levels in a municipality. Cost allocation is better reflected utilizing population as a way to allocate costs between municipalities. Therefore the Day & Day Report concluded “the current distribution of taxes is probably unfair and inequitable in our opinion, restructuring will assist in correcting these inequities.”

An updated analysis of the Day & Day Report was performed by staff to determine if there was a change to the subsidy numbers found in 2003 if Mississauga became a single tier city. This analysis concluded that in 2019 Mississauga residents cross subsidize Brampton and Caledon up to an estimated \$85 million a year, based on similar assumptions to the Day and Day Report. This increase of \$53 million from 2003 is a result of three driving factors: (1) inflation/service adjustments (2) assessment impact and (3) population impact. Attached as Appendix 4 is the Updating Day & Day Report 2003 to 2019.

An important consideration supporting a single tier city for Mississauga is that its property taxpayers subsidize Brampton and Caledon for programs delivered by the Region. For key regional services, there is unequal distribution of the benefits versus tax levy paid as demonstrated in the chart below. Tax levies would be more equitable if they were based more on user pay (e.g. water and wastewater, solid waste collection) or a benefits received model.

The chart below shows that even in 2018, Mississauga still pays a disproportionate share of taxes relative to its population.

Regional Distribution of Taxes (2018)

	Weighted Assessment	Solid Waste (costs allocated by tonnage)	Police (costs allocated by household)
Mississauga	59.228%	55.641%	63.065% PRP
Brampton	34.688%	39.074%	36.935% PRP
Caledon	6.084%	5.285%	100% OPP

The question we must ask is can Mississauga continue to allow our property tax dollars to flow to provide service in other municipalities? We have infrastructure funding pressures as growth funded infrastructure comes up for repair and replacement, and we have to look to property tax to close that gap. We have increasingly complex urban challenges such as affordable housing, and demand for more services in critical areas like transit and transportation, cycling, sport and recreation and emergency response.

On the capital side, there have been assertions made that Brampton and Caledon paid for Mississauga's growth, and by advocating for single tier status, we would be unfairly leaving Brampton and Caledon to deal with growth on their own. However, these statements do not seem to take into consideration how infrastructure to support growth is funded. To support growth and development, the Region's primary responsibilities are water and wastewater, as well as regional roads. Growth infrastructure is paid for by developers through levies (now development charges) based on where growth is occurring. Water and wastewater makes up the majority of Regional DC's. To the extent that most of the growth occurred in Mississauga, it was developers building in Mississauga who paid for the infrastructure to support it. The same would be true in Brampton and Caledon. For water and wastewater, major trunk infrastructure has to be built up front, so it is one of the easiest services to match where pipes are going with who is paying for it. Other growth infrastructure such as local roads, transit, community centres, parks etc. are already the responsibility of the lower tier municipalities, so there can be no grounds to argue cross subsidization occurring there since we each pay for our own.

2. Regional Reform

Should the province decide not to grant Mississauga single tier status, in the alternative, regional restructuring that leads to improvements in customer service and municipal service delivery, and eliminates areas of overlapping jurisdiction should be mandated. The most significant areas in need of reform are representation at Regional Council, planning and regional road ownership. The financial subsidies paid by Mississauga taxpayers should also be reduced or eliminated, with more Regional services costs being allocated on a benefits received model rather than assessment.

Representation at Regional Council

A persistent challenge to effective governance for the Region of Peel for the past 45 years has been local representation at Regional Council. Currently, Mississauga, Brampton and Caledon hold 12, 7 and 5 seats respectively. This distribution does not reflect representation by population which is a pillar of our democratic system. Representation by population is important because it gives residents a reasonably equal voice in the decision-making process.

Changes to regional representation have been periodically debated at Regional Council over the years with Mississauga, Brampton and Caledon all having made efforts to change its composition. Furthermore, changing the number of seats is an onerous process. In addition to

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being subject to a “triple majority”, it involves Provincial approvals, public meetings and passing by-laws accordingly.

Below is a historical summary of some of the concerns raised around regional representation at the Region of Peel:

- 1973 – According to submissions from the town of Streetsville at the time, its council did not support the version of regional government proposed because it did not address the problem with representation that existed with County government. Up until 2005, Mississauga had less than 50% of the vote Regional Council.
- 2005 - The composition of Regional Council was increased to 24 members when a provincially appointed arbitrator gave Mississauga two additional seats and Brampton one extra seat in an attempt to balance representation.
- 2012 – Brampton Council passed a resolution to form a task force to develop, recommend and implement a strategy to increase Brampton’s representation at the Region of Peel by four seats.
- 2013 – Regional Council set up a Task Force to consider Brampton’s request for additional seats. Regional Council later endorsed the Task Force’s recommendation to maintain the status quo for the 2014 election but to report back to the newly elected Regional Council in early 2015 to initiate a review of Regional governance for the 2018 election.
- 2015 - Regional Council established a Task Force consisting of the Mayors of Mississauga, Brampton and Caledon to consider changes to representation in advance of the 2018 election. A Governance Review Facilitator was appointed to lead this review.
- 2016 – Regional Council endorsed one of the options presented by the Task Force to increase the size of Regional Council to 32 and sent a letter to the Ministry. This option was later rejected by Mississauga in accordance with the “triple majority” rule because Mississauga did not agree that more councillors were needed.

Mississauga represents over 60% of the regional population, pays 59% of the regional taxes yet has 50% of the voting base at Regional Council. Given this distribution of decision-making authority, Mississauga cannot make a decision for its residents without the support from either Brampton or Caledon. An argument can be made that the lack of representation based on population size is one of the factors that prevented the GTSB from achieving the success that many had hoped for.

An important point not made earlier is that Mississauga as a single tier city would not have the distraction of trying to balance the interests of others in setting the size of Council.

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Planning

Regional reform to planning is critical because regional involvement leads to duplications and barriers in local service deliveries as mentioned earlier in the report. The most obvious duplication is the existence of two Official Plans. Currently, all policy planning and development applications must be consistent with both the Regional Official Plan and the Mississauga Official Plan in addition to the Provincial Policy Statement. These plans must by legislation overlap with respect to transportation, heritage, aircraft noise, goods movement and environmental impacts to name a few.

Development and servicing agreements take longer to complete because they need to be negotiated with two different local governments looking at similar issues that overlap, such as when a regional road and a local road are impacted by the same development or capital project. When matters are appealed to the Local Planning Appeal Tribunal, there is duplication as two sets of planning and legal staff may be engaged, when our interests should be the same.

Regional policy planning could be eliminated in Mississauga because there is no longer a value add as the City has been sufficiently built out. Current and future decisions do not require a regional analysis as issues are now strictly local in nature. The future of policy planning in Mississauga will be based on intensification of previously developed lands. This requires the sole input of local experts who understand the community sensitivities to implement good policy planning. The City has the expertise and the capacity to develop a planning framework that meet provincial policy requirements and ensures provincial targets are met.

Transition policies would not be difficult to implement if Regional policy planning was eliminated. Regional Plans could remain in-force for a period of time until the City updates its plans to meet any expanded requirements. In many cases, the City's Official Plan already meets and/or exceeds Provincial guidelines. Also, there is no added burden in undertaking this exercise as planning documents must be updated every five years; in fact it creates efficiencies and greater certainty for the development community by requiring only one update.

Regional Roads

Reform to the Region of Peel should include the return of regional roads to its lower tier municipalities. Regional roads are the arteries of transportation in Mississauga and affect a number of different service deliveries including construction, planning and maintenance that could effectively be streamlined if ownership of all roads rested with Mississauga.

There are 485 lane kilometres of regional roads in Mississauga including portions of Dixie Rd, Cawthra Rd, Queensway, Erin Mills Parkway, Britannia and Winston Churchill. These roads account for approximately 10% of all roads in Mississauga.

Regional Roads are an area that heavily contributes to the over taxation of Mississauga taxpayers. Only 29% of Regional Roads are located within the City of Mississauga, however the City pays for 60% of the Regional levy.

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Mississauga already has the experience and expertise to provide operational and maintenance support to roadways in Mississauga. In addition, Mississauga currently provides support to the Region in the operation and maintenance of its roads, including:

- Bus Stops – maintenance and operation;
- Maintenance – the City performs winter maintenance, street sweeping, graffiti removal, road/curb repair on 85 lane km of regional roads;
- Sidewalks/Multi Use Trails – maintenance and operation;
- Street Lighting – maintenance and operation; and
- Traffic Signals – maintenance and operation.

3. Amalgamation

A wave of amalgamations starting in the mid-1990s saw the number of municipalities in Ontario reduced from 839 to 444. The Harris Government at the time implemented these changes with the goal of reducing costs and inefficiencies in municipal service deliveries.

However, a number of independent reports and studies by researchers and academics over the last 20 years have consistently shown the reverse effect to be true when amalgamations involve large municipalities. In Ontario, municipal amalgamations have not resulted in cost savings and have been shown to negatively impact good governance. Other challenges with amalgamation include:

- the conflict when rural and urban municipalities are merged, and the levelling up of services;
- non-unionized workforces become unionized which can lead to culture change; and
- the perception of loss of community and local identity.

Based on these past experiences and given the size and unique character of the municipalities that form the Region of Peel, the City of Mississauga does not support amalgamation of Mississauga with Brampton and Caledon as an option. The Region of Peel does not fit the model for amalgamation which typically absorbs smaller municipalities into larger ones with the expectation that efficiencies will be created.

Do Amalgamations Save Money?

Despite the belief that amalgamations lead to cost savings, studies have shown that amalgamating municipalities do not result in any long term savings to local taxpayers. In 2015, the Fraser Institute release a paper that highlighted some of the financial harms that emerge as a result of amalgamation. The report confirmed that ten years post amalgamation, the municipalities studied (Kawartha Lakes, Essex and Haldimand and Norfolk) had experienced overall increases to property taxes and long term debt.

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Another issue is that amalgamations can lead to increases in employee compensation. Having reviewed the empirical evidence for a 2009 report, Enid Slack (Director of the Institute on Municipal Finance and Governance at the University of Toronto) found that “there is a tendency for salaries and benefits to harmonize upward with higher municipal expenditures generally outweighing any cost savings”.

Although amalgamations may lead to initial cost savings through staff reduction, this does not necessarily translate into long term savings. According to a 2004 article in the Canadian Journal of Regional Science, Harvey Schwartz found that Toronto’s amalgamation actually resulted in a net increase in employment. Between 1998 and 2002, approximately 2,700 positions were eliminated however an additional 3,600 were added to improve service levels, as services tend to level up to the highest standard.

Reduction in Citizen Involvement

A core tenet to effective governance is political participation and citizen involvement. Great care must be taken to ensure public engagement is not lost through a change in local governance. According to the Golden Report from 1996, “smaller government units allow the average citizen greater access to public officials and more influence over policy decision”. In a 2013 paper from the International Center for Public Policy, its authors suggested that amalgamating Toronto led to a reduction in its political engagement by local residents. Mississauga residents know and trust their members of council to do what is right for them and if the ability for the same councillors to make decisions was eroded by being part of a new amalgamated city, that trust and confidence would suffer.

Reduction in Accessibility

Reducing the number of elected officials through amalgamation can negatively impact a resident’s ability to access its members of council. A 2014 report from the Institute on Municipal Finance & Governance (co-written by advisor Michael Fenn), outlined the support for the theory that “local governments have superior access to local information...allowing them to better respond to local needs.” As mentioned earlier in this report, Mississauga already has one of the highest average number of constituents per councillors in Ontario. It is more likely than not those numbers would increase through an amalgamation.

Reduction in Accountability

Another potential threat to good governance as a result of an amalgamation is a reduction in politically accountability. According to Enid Slack’s report from 2009, “the ability of the public to monitor the behaviour of decision makers falls as the size of governments increase”. The report goes on to suggest local decisions should be decided locally to ensure that resources are allocated responsibly. There should be a close link between expenditures and the body making the decisions.

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Forced amalgamations can lead to further disruptions if the new council members maintain former “municipal lines” that impede its decision making. In a 2004 report published for the Institute of Intergovernmental Relations School of Policy Studies, David Siegel commented that the “kinds of territorial disputes that used to occur between municipalities now occur with council” post amalgamation. These kinds of disputes have occurred in some of Ontario’s amalgamated municipalities:

- Toronto - Some believe that Toronto’s Council remains divided twenty years after amalgamation. The former municipalities of Etobicoke, “old” Toronto and Scarborough continue to have distinct interests and identities that contribute to the public’s perception that Toronto’s council is dysfunctional.
- Ottawa – In 2018, filling of committee positions became contentious because it was felt urban councillors were underrepresented on said committees in comparison to more rural areas of the City.

It is conceivable that the challenges around Regional representation outlined earlier in this report would persist as a result of an amalgamation of the Region of Peel and its three lower tier municipalities mirroring the disruptions still seen today at Toronto’s and Ottawa’s council.

Challenges to Service Delivery

A municipality’s ability to deliver municipal services can be negatively impacted by amalgamation. According to the Golden Report (1996):

“When municipal services are provided by the local government, local preferences can be reflected in the quantity and quality of services consumed. A government representing a large, diversified area is less effective at meeting the demands of its residents because it tends to provide a uniform level of service”

Negative feedback on service delivery has also been reported by residents post amalgamation. According to a 2003 report coming out of Brock University, it found that some residents in Chatham-Kent and Kingston experienced a decrease in service delivery three years post amalgamation.

Preserving Mississauga’s Identity

The City of Mississauga has developed a distinct municipal identity that could be gradually eroded if it were amalgamated with Brampton and Caledon. Mississauga residents and businesses identify with Mississauga and are proud to be part of the City and to be represented by the current Mayor and Council. A number of factors including geographic, demographic, cultural, economic and historical go towards creating community. According to the Mississauga Community Foundation’s 2018 Vital Signs Report, Mississauga boasts a number of distinct features including:

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- Cultural Diversity: Mississauga's population is one of the most diverse in Canada. The top five countries of birth are India, Pakistan, The Philippines, China and Poland.
- Employment: Currently, there are 75 Fortune 500 companies in Mississauga along with over 20,000 smaller businesses. Mississauga remains a net importer of jobs with more people coming into Mississauga for work than leaving to work in another city.
- Community Engagement: Over 1.5 million people attended and participated in City funded festivals, events and arts and culture initiatives in 2016.
- Housing: Living in Mississauga is distinct from life in Caledon and Brampton. 65% of Peel's renters live in Mississauga. 78% of Peel's high rise units are in Mississauga. The opportunities and challenges of housing in Mississauga are different from the rest of Peel.

Mississauga also has distinct neighbourhoods with rich histories that might also be eroded under an amalgamated municipal structure. Individual, neighbourhood and community issues are likely to be less effectively addressed by larger, more centralized governments. These neighbourhoods require local input to ensure their sense of community is preserved.

Mississauga also boasts important business districts including its four business improvement areas of Clarkson, Malton, Port Credit and Streetsville. These areas allow local business owners to organize to foster a business identity and promote economic development for the area. Mississauga has the experience of overseeing these areas in accordance with the *Municipal Act, 2001* and that responsibility would transfer over to a new, larger and more centralized government as a result of an amalgamation.

Feedback from Residents

Previous public engagement has shown that residents support Mississauga becoming a single tier municipality. In 2003, during the "One City, One Voice" campaign, the City used mail back pledge cards and telephone surveys to gauge the residents' support for a single tier city. Of the 20,000 pledge cards sent out, 99% were returned in support for a single tier. The telephone survey included 400 participants who demonstrated over 70% support. We are currently considering ways to engage residents, including a new poll and a dedicated website to both inform and get feedback. The Province has not yet provided a means for public engagement on this issue.

Transition Timeline and Process

The details of how Mississauga's transition into a single tier municipality would be implemented are beyond the scope of this report given the time constraint set by the Ministry for its review. The details of transition are impossible to predict with certainty until Provincial decisions are made. Issues like effective date of the change, whether the province would assist with one-time costs, and whether any provincial constraints would be placed on how restructuring of services

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could be implemented all play a role. However, we believe that a full deconstruction of all regional services is neither necessary nor prudent.

Some points to consider are:

- Some regional services can be absorbed by Mississauga (i.e. planning, regional roads, Transhelp) with little to no disruption to service levels.
- Peel Regional Police operates under separate legislation, and already has a Police Services Board that has representation from Mississauga and Brampton. It does not service Caledon. This model could continue.
- Water and wastewater could be managed through a utility model, as it is currently rate based.
- Finally, social and health services (i.e. child care, Ontario Works, Office of the Medical Officer of Health) must be delivered in compliance with applicable legislation and funding arrangements from the Province. However as a principle, we would want those services to be delivered locally.
- Social housing is administered under a separate Board today and that model would need to be reviewed.

In past restructuring examples, transition teams have been established to work through the best way to implement the changes. Similar consultation and work would be required to implement any changes. It is typical that one-time costs are incurred to complete this phase. It is also important to note that some phasing of financial impacts may be necessary in order to manage the transition and smooth the financial impacts for those negatively affected.

Financial Impact

The financial impact of the Province's regional review cannot be determined until the advisors have submitted their recommendations and the Minister of Municipal Affairs and Housing has determined any next steps.

Conclusion

There is no "one size fits all model" for regional review in Ontario. Any decision needs to consider the specific population size, fiscal base, geography, governance structure, municipal maturity, experience, local identity, economic stability and other local circumstances.

Staff recommend that General Committee endorse the reform option where Mississauga becomes a single tier city, governing independent of the Region of Peel similar to other cities such as London, Hamilton and Windsor. In the alternate, staff recommend that reform to the Region of Peel in the areas of planning and road ownership is needed to remove unnecessary jurisdiction overlap to allow for more efficient service delivery at the local level. Finally, staff do not endorse an option that would see Mississauga, Brampton, Caledon and the Region of Peel amalgamate. Amalgamations across Canada have not resulted in either cost savings or service efficiencies.

Attachments

Appendix 1: Terms of Reference for the Province's Review of Regional Government

Appendix 2: Region of Peel Statistics

Appendix 3: Executive Summary of the Financial Report by Day & Day Chartered Accountants

Appendix 4: Updating Day & Day Report 2003 to 2019



Janice Baker, FCPA, FCA, City Manager and Chief Administrative Officer

Prepared by: Robert Genoway, Strategic Advisor, City Manager's Office

Appendix 1 - Terms of Reference for the Province's Review of Regional Government

Background

Since Ontario's regional municipalities were established in the 1970s, populations have grown or changed, infrastructure pressures have increased, and taxpayers' dollars are being stretched.

The government is committed to undertaking a review of regional government and Simcoe County to help ensure that the upper- and lower-tier municipalities in these geographic areas are efficient and accountable to their residents and businesses.

The review will cover Ontario's eight regional municipalities (Halton, York, Durham, Waterloo, Niagara, Peel, Muskoka District, and Oxford County) and their lower-tier municipalities. Simcoe County and its lower-tier municipalities will be included in the review because of its rapid growth and associated challenges.

Mandate

1. The mandate of the advisory body is to provide expert advice to the Minister of Municipal Affairs and Housing and to make recommendations to the government on opportunities to improve regional governance and service delivery.

Recommendations from the advisory body will focus on the following questions:

Questions on municipal governance and decision-making;

- a. Is the decision-making (mechanisms and priorities) of upper- and lower-tier municipalities efficiently aligned?
- b. Does the existing model support the capacity of the municipalities to make decisions efficiently?
- c. Are two-tier structures appropriate for all of these municipalities?
- d. Does the distribution of councillors represent the residents well?
- e. Do the ways that regional councillors/heads of council get elected/appointed to serve on regional council help to align lower- and upper-tier priorities?

Questions on municipal service delivery;

- f. Is there opportunity for more efficient allocation of various service responsibilities?
- g. Is there duplication of activities?
- h. Are there opportunities for cost savings?
- i. Are there barriers to making effective and responsive infrastructure and service delivery decisions?

Responsibilities of the advisory body

2. The responsibility of the advisory body is to deliver expert advice to the Minister based on the subject-matter expertise of the two special advisors and the assessment of feedback received through the consultation process.

The advisory body will solicit input from elected and appointed council members, municipal and business stakeholders and members of the public from the nine upper-tier municipalities and 73 lower-tier member municipalities. The consultation process will include, but is not limited to:

- a. initial interviews with all upper and lower-tier heads of council in early 2019 to elicit their views on an individual basis and to prepare for group consultations in spring 2019
- b. consultations with all nine upper-tier councils as well as the Mayors and Regional Chairs of Ontario (MARCO)
- c. engaging key municipal associations such as the Association of Municipalities of Ontario (AMO), the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO), etc.
- d. a provincially-hosted online consultation targeted to residents and businesses within the regions and Simcoe County
- e. accessing background information and expertise as needed to inform the review by meeting with municipal staff and appointed/elected officials, or by reviewing research, reports, and other materials
- f. other consultation methods deemed appropriate to solicit additional input from other stakeholders, communities and/or organizations

Support for the advisory body

3. Staff from the Ministry of Municipal Affairs and Housing will provide administrative support to the advisory body as needed. This may include, but is not limited to, logistical and writing support, the provision of access to relevant background information (e.g. research, reports), subject-matter expertise and setting meetings with municipal staff or elected and appointed officials. The advisory body will direct media inquiries to the Ministry.

Deliverables

4. The advisory body will develop a work plan that will outline the proposed approach for delivering on the review and submit it to the Ministry on or before January 18, 2019 for approval.

5. The advisory body will develop a detailed consultation plan for the review and submit it to the Ministry on or before January 31, 2019 for approval.

6. The advisory body will develop recommendations for the Minister for the purpose of improving governance, decision-making and service delivery in the regions/Simcoe County and their lower-tier municipalities, and actionable options for implementation.

7. These recommendations will be submitted in the form of a written document to the Minister, and could be specific to particular regions/Simcoe County to account for their different needs, challenges, resources and objectives.

Timeframe

8. The work of the advisory body will begin on December 20, 2018. Recommendations will be submitted to the Minister in early Summer 2019. The Minister may retain the special advisors to assist with additional advice until September 30, 2019.

Conflict of interest

9. Members of the advisory body are required to declare to the Ministry any actual, potential, or perceived conflict of interest arising in regard to any matter under discussion as part of the review.

Confidentiality and access to information

10. Members of the advisory body shall not use or disclose any confidential information, either during or after the appointment, obtained as a result of their appointment for any purpose unrelated to the duties of the appointment, except if required to do so by law or authorized to do so by the Minister.

11. All materials produced by the advisory body, including research analysis, reports and recommendations, are the exclusive property of the Ministry and may be released publicly at the discretion of the Ministry.

12. Background research reports prepared for the advisory body are the exclusive property of the Ministry and may be made available to the public at the discretion of the Ministry.

13. Documents in the possession of the Ontario Public Service related to the work or support for the advisory body will be subject to the provisions of the *Freedom of Information and Protection of Privacy Act*.

Appendix 2 – Region of Peel Statistics

Table 2.1: Population, Employment and Household Numbers in the Region of Peel from 1974 to 2016

	1974	1984	1994	2004	2016
Population					
Mississauga	222,329	361,754	528,555	673,814	721,599
Brampton	91,842	178,343	262,980	407,380	593,638
Caledon	20,582	29,360	39,150	56,842	66,502
Employment					
Mississauga	98,470	197,660	289,820	411,280	438,732
Brampton	39,980	68,800	100,520	146,980	369,836
Caledon	4,020	7,930	13,720	20,200	45,354
Number of Households					
Mississauga	63,247	111,599	162,679	207,010	240,910
Brampton	24,829	51,713	76,917	114,580	168,010
Caledon	5,674	8,518	11,828	17,372	21,260

The tabled data represent census data distributed by Statistics Canada. Data for years between censuses are estimated based on data collected in census years. <http://www.peelregion.ca/planning/pdc/data/census/population-1971-2006.htm>

Table 2.2: Future Population, Employment and Household Growth Predictions in Mississauga

	2031	2036	2041	2046	2051
Population	829,100	853,900	878,400	904,200	930,700
Employment	526,870	536,710	552,020	569,340	589,200
Number of Households	272,500	280,800	288,700	296,700	305,100

The tabled data is from the City of Mississauga, Planning & Building Department, 2014 Growth Forecasts

EXECUTIVE SUMMARY

INTRODUCTION:

We have been retained by the City of Mississauga to determine the financial and municipal property tax impacts that would result from the creation of a single tier municipality to be known as the City of Mississauga. Although not intended to preclude other municipal restructuring options available to the remnant Region of Peel and its member municipalities, our Report assumes the creation of three single tier municipalities. The three single tier municipalities would retain the same municipal boundaries as the existing City of Mississauga, City of Brampton and Town of Caledon.

Our review and Report is limited to predicting municipal property tax impacts of the creation of three single tier municipalities. As such we have not analyzed education or utility rate supported programs such as hydro, water and wastewater. We do note however that the expenditures incurred to support water and wastewater programs are presently funded on a user pay basis such as that which would be proposed in a restructured single tier City of Mississauga.

PROJECTED RESTRUCTURING SAVINGS AND COST RE-APPORTIONMENT OF EXISTING REGIONAL PROGRAMS:

In this proposed restructuring, the majority of financial impacts would result from a change in the way that each program presently provided by the Region is funded. Unlike the current method of Regional program cost apportionment, each municipality would become responsible for actual costs incurred for each program or service provided to their taxpaying public. Mississauga, Brampton and Caledon would raise property taxes from their respective property assessment base as they do today, however such amounts would be retained by them to fund all municipal services to be delivered to their taxpayers.

We predict the following financial impacts on Mississauga, Brampton and Caledon as a result of the creation of a single tier City of Mississauga. It is important to note that our predictions of financial impact consider both amalgamation savings as well as impacts resulting from a re-apportionment of existing Region of Peel program costs to reflect actual costs predicted to be incurred by each single tier municipality. We believe our predictions of financial impact to be realistic, however wish to point out that the final outcomes will be directly dependant upon the decisions of municipal councils and administrations.

Summary of Restructuring Savings (Additional Costs)

Program	Mississauga (\$000' s)	Brampton (\$000' s)	Caledon (\$000' s)
Elected Officials	164	(16)	18
Administration	2,516	(251)	276
Roads	10,928	(1,507)	(5,706)
Waste Management	0	0	0
Planning	308	(31)	34
TransHelp	193	(224)	30
Children's Services	615	(648)	33
Public Health	531	(614)	83
Long Term Care	2,193	(1,526)	(667)
Housing Policy and Program	2,412	(2,791)	379
Heritage	0	0	0
Ambulance and Emergency Programs	979	(787)	(192)
Non-Program <input type="checkbox"/> Tax Supported	1,508	(1,044)	(464)
Ontario Works	2,028	(2,346)	318
Peel Regional Policing	7,507	(7,507)	0
Conservation Authorities	(189)	155	33
Assessment Services	356	(288)	(67)
GO Transit	(227)	133	94
GTA Pooling	0	0	0
Total Projected Impact <input type="checkbox"/> Savings (Cost)	31,822	(19,292)	(5,792)

PROJECTED PROPERTY TAX IMPACTS:

Based on estimated savings of \$31.8 million to Mississauga, and additional costs of \$19.3 million to Brampton and \$5.8 million to Caledon we estimate the following municipal property tax impacts to each of the municipalities based on 2003 tax levels.

Projected municipal property tax impact on a residential property assessed at \$250,000

Municipality	Restated Tax (\$)	Projected Tax (\$)	Projected Change (\$)	Projected Change (%)
Mississauga	\$1,997	\$1,878	(\$119)	(5.97%)
Brampton	\$2,390	\$2,556	\$166	6.94%
Caledon	\$1,877	\$2,127	\$250	13.30%

Although the majority of population and assessment growth in the Region of Peel since its inception in 1974 has been in the City of Mississauga, it is predicted that the City of Brampton will lead the way in growth over the next 10 years and beyond.

Mississauga staff has provided predictions for population, assessment and road length for the year 2013. Our Report has projected financial impacts of restructuring in the year 2013 by applying the staff predictions for population, assessment and road length for 2013 to the 2003 Regional levy. Based on the same methodology used to project restructuring savings and cost re-apportionment of Regional programs, we predict savings of \$30.6 million to Mississauga, and additional costs of \$20.7 million to Brampton and \$3.2 million to Caledon. The resulting municipal property tax impacts to each of the municipalities are predicted.

Projected municipal property tax impact on a residential property assessed at \$250,000 using 2013 projections for assessment, population and roads

Municipality	Restated Tax (\$)	Projected Tax (\$)	Projected Change (\$)	Projected Change (%)
Mississauga	\$1,997	\$1,883	(\$114)	(5.73%)
Brampton	\$2,390	\$2,568	\$178	7.43%
Caledon	\$1,877	\$2,014	\$137	7.29%

In every restructuring study, municipal property taxes for some of the affected municipalities increase while others decrease. This tax shift generally occurs due to changes in the basis of sharing municipal costs and municipal property assessment. Those municipalities projected to experience tax increases will often oppose the restructuring plan based on unfair and inequitable tax increases. Their opposition stems from their assumption that the current distribution of taxes across municipalities is fair. We point out however that the current distribution of taxes is not always fair. Where the method of funding upper tier municipal services is not reflective of service levels, needs or levels of usage by the lower tier municipality the current distribution of taxes is probably unfair and inequitable. In our opinion, restructuring will assist in correcting these inequities.

REGION OF PEEL CAPITAL BUDGET AND SOURCES OF FUNDING

The Region of Peel Capital budget projects gross expenditures of \$724.3 million, of which \$451 million (62.3 percent) is utility rate supported and \$273.3 million (37.7 percent) is tax supported.

2003 Capital expenditures are planned to be funded from reserves (52.5 percent), development charges (36.7 percent) and other external sources (10.8 percent). Similar to operating expenditures, capital expenditures for utility rate supported programs (water and wastewater) are funded directly by the users of the services based on consumption. Property tax supported functions are predominantly funded from development charges where the capital expenditure is growth related or, alternatively from Regional Reserves and Reserve Funds. With the exception of waste management, Regional Reserves and

Reserve Funds have been funded by contributions from lower tier municipalities through the annual levy process based on weighted assessment sharing percentages.

Based on the Region's extensive use of Development Charge Reserve Funds and other Capital Reserves and Reserve Funds to finance its capital expenditure program, it is clear that the high growth municipality within the regional government structure has and will continue to contribute their fair share towards capital expenditures incurred by the Region. It is critically important however that restructured municipalities recognize the potentially significant future capital costs associated with the renewal of deteriorating municipal infrastructures presently attended to by the Region. In particular, a single tier City of Mississauga will become responsible for the Regional infrastructure located within the City boundary, an infrastructure that will require more immediate attention due to its relative age. Although each single tier municipality will be entitled to a proportionate share of Regional Reserves and Reserve Funds to assist in funding these types of expenditures, the inability to fund such costs from development charge levies will place additional pressure on property tax rates.



City of Mississauga
Updating Day & Day Report
2003 to 2019

Municipal Restructuring Analysis

Background

In 2003, the City of Mississauga commissioned Day & Day Chartered Accountants to prepare a financial report to forecast the property tax implications if Mississauga became a single tier city. The report assumed the creation of three single tier municipalities: The City of Mississauga, The City of Brampton, and the Town of Caledon. The analysis was limited to services which were directly funded by property taxes. It was assumed that water and wastewater services would remain funded on a user fee basis. There was no inventory taken of Regional assets, reserves, or Development Charges (DC's). These could impact the operating budget if they are over/under funded.

The report was based on a number of assumptions including: maintaining existing service levels, no harmonization of salaries, ensuring municipal boundaries are unchanged, and any transition costs would be funded from Provincial grants and Peel reserves. The report used the 2001 Region of Peel Financial Information Return (FIR), the 2003 Regional Budget, the 2003 Regional Levy for Tax Supported Services, and 2001 Statistic Census for population.

Some savings were identified through program rationalization such as administration costs. They also concluded that assessment was not the most accurate basis for apportioning Regional costs. Assessment bears no relationship to the consumption of services or service levels in a municipality. Cost allocation is better reflected utilizing population as a way to allocate costs between municipalities. Therefore the Day & Day report concluded "the current distribution of taxes is probably unfair and inequitable in our opinion, restructuring will assist in correcting these inequities."

The report concluded that Mississauga residents would benefit from \$31.8 million a year in savings.

Methodology

In accordance with the Provincial announcement on Regional Governance Review, an updated analysis was performed using the 2003 Day & Day report as a base. The updated analysis was undertaken at a high level using the most recent information available. The purpose was to update the numbers using similar assumptions as in 2003.

The following resources were used to prepare the 2019 analysis:

- 2016 Stats Canada Census
- 2017 Financial Information Returns (FIR's)
- 2018 Final Tax Levy Bylaws
- 2018 Municipal & Regional Budgets
- Region of Peel Report □ □ Financial Implications of Transfer of Jurisdictional and Financial Responsibility for Regional Roads □ (Meeting Date : 2017-06-22) □ Option #3

Regional costs have been updated to 2018. As with all public organizations over a fifteen year period there have been multiple organizational changes. These include new services, or the deletion of services, changes to existing service levels, varying funding sources (including uploading and downloading services) from the Provincial Government. Accordingly, the analysis tries to match service categories as closely as possible. No significant administrative savings were assumed.

Similar to the Day & Day report, revised costs are based upon population rather than assessment as this was felt to be more reflective of the cost of the service within the municipality. The roads cost and impacts are based on the Region of Peel Report □ □ Financial Implications of Transfer of Jurisdictional and Financial Responsibility for Regional Roads □ □ Option #3 with the additional Regional costs removed. We have not taken an inventory of regional assets, reserves, or debt in this analysis and therefore have not accounted for any surplus or deficiencies in these areas. While we are aware that the Development Charge (DC) would change, an in-depth analysis could not be accommodated in the timeframe allocated for this work.

The 2003 Day & Day position that Mississauga is subsidizing the rest of the Region has been validated using current data. This is also a consistent conclusion from the Regional Roads review undertaken in 2017.

The \$32 million subsidy identified in 2003 has grown up to an estimated \$85 million today due to three main drivers, namely: inflation/service adjustments, assessment, and population.

Although this report uses the population methodology to allocate costs rather than assessment, a single tier model could change the way municipalities deliver services. Transition teams and processes in each municipality will be necessary to review services, service levels, and cost allocation.

2019 Analysis Summary 2019 Operating Costs

The chart below represents an updated summary of the restructuring subsidy and the resulting property tax impacts to 2019 from the 2003 Day & Day report, based on the population methodology.

Program	Projected Subsidy/(Cost) 000's		
	Mississauga	Brampton	Caledon
Roads & Transportation	20,090	(3,783)	(16,308)
Accessible Transportation	1,627	(1,923)	295
Waste Management	0	0	0
Land Use Planning	232	(274)	42
Adult Day	152	(179)	28
Child Care	570	(673)	103
Employment Support	241	(284)	44
Homelessness Support	917	(1,083)	166
Housing Support	8,048	(9,508)	1,461
Income Support	1,682	(1,988)	305
Chronic Disease Prevention	846	(999)	153
Early Growth and Development	1,029	(1,216)	187
Heritage Arts and Culture	411	(485)	75
Infectious Disease Prevention	674	(796)	122
Community Investment	573	(678)	104
Long Term Care	2,386	(2,819)	433
Paramedic Services	3,627	(4,285)	658
Executive Office (CAO Office, Council & Chair)	254	(301)	46
Service Innovation, Information Technology	1,176	(1,389)	213
Corporate Services	1,300	(1,536)	236
Finance	558	(659)	101
Non-Program, Capital Allocation	2,262	(2,673)	411
OPP	0	0	0
Peel Regional Police	32,926	(32,926)	0
Conservation Authorities	1,771	(2,092)	321
MPAC	1,329	(1,570)	241
Total	84,680	(74,120)	(10,560)

Municipal Property Tax Impacts

	Single Tier Total Taxes	Projected Change (\$)	Revised Single Tier Total Taxes	Projected Change (%)
Mississauga	3,267	(250.35)	3,017	(7.7%)
Brampton	4,328	384.32	4,712	8.9%
Caledon	3,350	311.03	3,661	9.3%

The change from \$32 million in 2003 up to an estimated \$85 million in 2019 can be explained by three drivers:

- Inflation/Service Adjustments
- Assessment
- Population

		Mississauga	Brampton	Caledon
	Day & Day Report 2003	31,822	(19,292)	(5,792)
1	Inflation/Service Adjustments	22,355	(21,172)	(7,876)
2	Assessment Impact	(55,567)	53,785	1,737
3	Population Impact	86,070	(87,441)	1,370
	2018 Levy with 2018 Tax assessment and 2016 population - 2019 Analysis	84,680	(74,120)	(10,560)

1. Inflation/Service Adjustments

The Regional Levy in 2003 was \$518 million versus \$1,040 million in 2018. This increase not only reflects inflationary adjustments but also represents service growth, uploading and downloading from the Province, and other revenue changes. This adjustment, keeping all other variables constant (at 2003 Report levels) causes a change in the subsidy from \$32 million to \$54 million for the City of Mississauga, an increase of \$22 million.

2. Assessment Impact

As the Region has grown, there have been fluctuations in assessment proportions amongst the three municipalities.

	2001	2018
Mississauga	65.68%	59.23%
Brampton	28.63%	34.69%
Caledon	5.70%	6.08%
Total	100%	100%

Based on the changes above to assessment, Brampton picks up a larger share of the regional levy, with a net assessment reduction to the City of Mississauga of \$56 million.

3. Population Impact

Using the population methodology, Brampton's significant population growth will result in a shift of costs benefitting Mississauga by \$86 million.

	2001	2001 Share of Population	2016	2016 Share of Population
Mississauga	612,925	61.98%	721,599	52.22%
Brampton	325,428	32.91%	593,638	42.96%
Caledon	50,595	5.12%	66,502	4.81%
Total	988,948	100.00%	1,381,739	100.00%

Regional Governance Review

WHEREAS the City of Mississauga is a 45-year-old growing, urban municipality with a population approaching 800,000 residents, home to over 91,000 businesses. By 2041, the population of Mississauga is expected to be over 900,000; and

WHEREAS the City of Mississauga is the 3rd largest city in Ontario and 6th largest in Canada, and the largest municipality in Ontario that is part of a two-tier, regional governance model; and

WHEREAS other smaller municipalities in Ontario are single tier and not part of a regional governance model; and

WHEREAS the Region of Peel is unique in that it is the smallest region in the province in terms of number of lower-tier member municipalities, two of which are the 3rd and 4th largest cities in the province; and

WHEREAS the City of Mississauga, the City of Brampton, and the Town of Caledon are in different stages of growth and development, often resulting in the member municipalities of the Region of Peel having different or competing priorities; and

WHEREAS while regional government may be used to cost-share the delivery of services and the building of capital infrastructure between multiple municipalities that member municipalities would otherwise not have the financial capacity to provide on their own, the City of Mississauga has the administrative and financial capacity to govern our own affairs, independent of a regional government; and

WHEREAS the ability of Mississauga to deliver services to our residents and businesses, as well as enact policies and programs that are in the best interests of our residents is often made more difficult because of considerable, and unnecessary duplication of the delivery of the same services between the City of Mississauga and the Region of Peel; and

WHEREAS, the City of Mississauga currently provides 59 percent of the funding to the Region of Peel, but only maintains 50 percent of the vote at Regional Council; and

WHEREAS the residents and businesses of the City of Mississauga contribute an additional \$84 million annually in additional funding to the region, beyond what is provided back to the City of Mississauga; and

WHEREAS the City of Mississauga has a distinct identity from the Region of Peel and the two other member municipalities, and residents most often identify as residents of Mississauga and not as residents of Peel; and

WHEREAS the residents of the City of Mississauga have through citizen satisfaction surveys repeatedly expressed confidence in the City's ability to deliver services, satisfaction with the quality of life in our City, and a strong desire for Mississauga to continue to grow and prosper; and

WHEREAS between 2004 and 2005, the Council of the City of Mississauga made a strong business case, supported by a Citizens' Taskforce, to the Ontario Government, led by former Mayor Hazel McCallion and supported unanimously by the Council of the day, that Mississauga should be given single-tier status; and

WHEREAS the City of Mississauga Council and residents have long held the view that Mississauga can operate as a single-tier municipality, independent of regional government; and

WHEREAS on every measure, Mississauga is working and should be used as an example by the Province of Ontario of a well-governed, successful municipality; and

WHEREAS the Ontario Government has announced a review of regional governance across the province, including the Region of Peel and has asked the affected upper tier and lower tier municipalities for their feedback on the effectiveness of regional governance; and

WHEREAS this opportunity provides the City of Mississauga with an opportunity to present a single, unified voice to the province about the

future governance of our city.

THEREFORE BE IT RESOLVED THAT:

1. The formal position of the City of Mississauga Council through the province's Regional Governance Review is that the Government of Ontario pass legislation to make the City of Mississauga a single tier municipality, independent of the Region of Peel, maintaining the current municipal borders of the City of Mississauga;
2. If the Province of Ontario does not grant single-tier status to the City of Mississauga, that the Ontario government better delineate the roles and responsibilities of upper and lower-tier municipalities to eliminate duplication, better enhance service delivery and address the needs of residents in each member municipality, including more closely adhering to the principle of representation by population; and
3. The City of Mississauga is opposed to the amalgamation of the City of Mississauga with any other municipality; and
4. The City of Mississauga forward this resolution and report to the Premier, the Minister of Municipal Affairs and Housing, local Members of Provincial Parliament, the Province's Advisors on Regional Governance, Michael Fenn and Ken Seiling, the Chair of the Region of Peel, the Mayors of Brampton and Caledon and the Association of Municipalities of Ontario;
5. The City of Mississauga engages in a public education campaign to raise awareness about the Regional Governance Review and the City's position, and further that the City of Mississauga encourages the public to provide their comments and feedback through the formal public consultation portal.

City of Mississauga

Corporate Report



Date: 2019/03/05

To: Chair and Members of General Committee

From: Geoff Wright, P. Eng., MBA,
Commissioner of Transportation and Works

Originator's files:
MG.23.REP
RT.10.Z24

Meeting date:
2019/03/20

Subject

Parking Prohibition – Tudor Gate and Harkiss Road (Ward 8)

Recommendation

That a by-law be enacted to amend the Traffic By-law 555-00, as amended, to implement a parking prohibition on both sides of Tudor Gate and Harkiss Road on Saturday from 8:00 a.m. to 5:00 p.m. as outlined in the report from the Commissioner of Transportation and Works, dated March 5, 2019, entitled "Parking Prohibition – Tudor Gate and Harkiss Road (Ward 8)".

Background

The Transportation and Works Department has received a completed petition from an area resident to implement a parking prohibition on Saturday from 8:00 a.m. to 5:00 p.m., on both sides of Tudor Gate and Harkiss Road. Presently, parking is prohibited on both sides of Tudor Gate and Harkiss Road between 8:00 a.m. and 8:00 p.m., Monday to Friday.

Comments

To determine the level of support for parking prohibition on Saturday from 8:00 a.m. to 5:00 p.m. on both sides of Tudor Gate and Harkiss Road, a parking questionnaire was distributed to the residents of Tudor Gate and Harkiss Road.

Fifteen questionnaires were delivered and eleven (73%) were returned; ten (91%) supported the implementation of parking prohibition on Saturday from 8:00 a.m. to 5:00 p.m. and one (9%) was opposed. Since greater than 66% of the total respondents support a parking prohibition on Saturday from 8:00 a.m. to 5:00 p.m., the Transportation and Works Department recommends implementing a parking prohibition on Saturday from 8:00 a.m. to 5:00 p.m. on both sides of Tudor Gate and Harkiss Road.

General Committee

2019/03/05

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Originators files: MG.23.REP

RT.10.Z24

The Ward Councillor supports the proposal for parking prohibition. A location map is attached as Appendix 1.

Financial Impact

Costs for the sign installation can be accommodated in the 2019 Operating Budget.

Conclusion

Based on the results of the questionnaire, the Transportation and Works Department supports parking prohibition on Saturday from 8:00 a.m. to 5:00 p.m., on both sides of Tudor Gate and Harkiss Road.

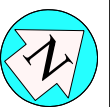
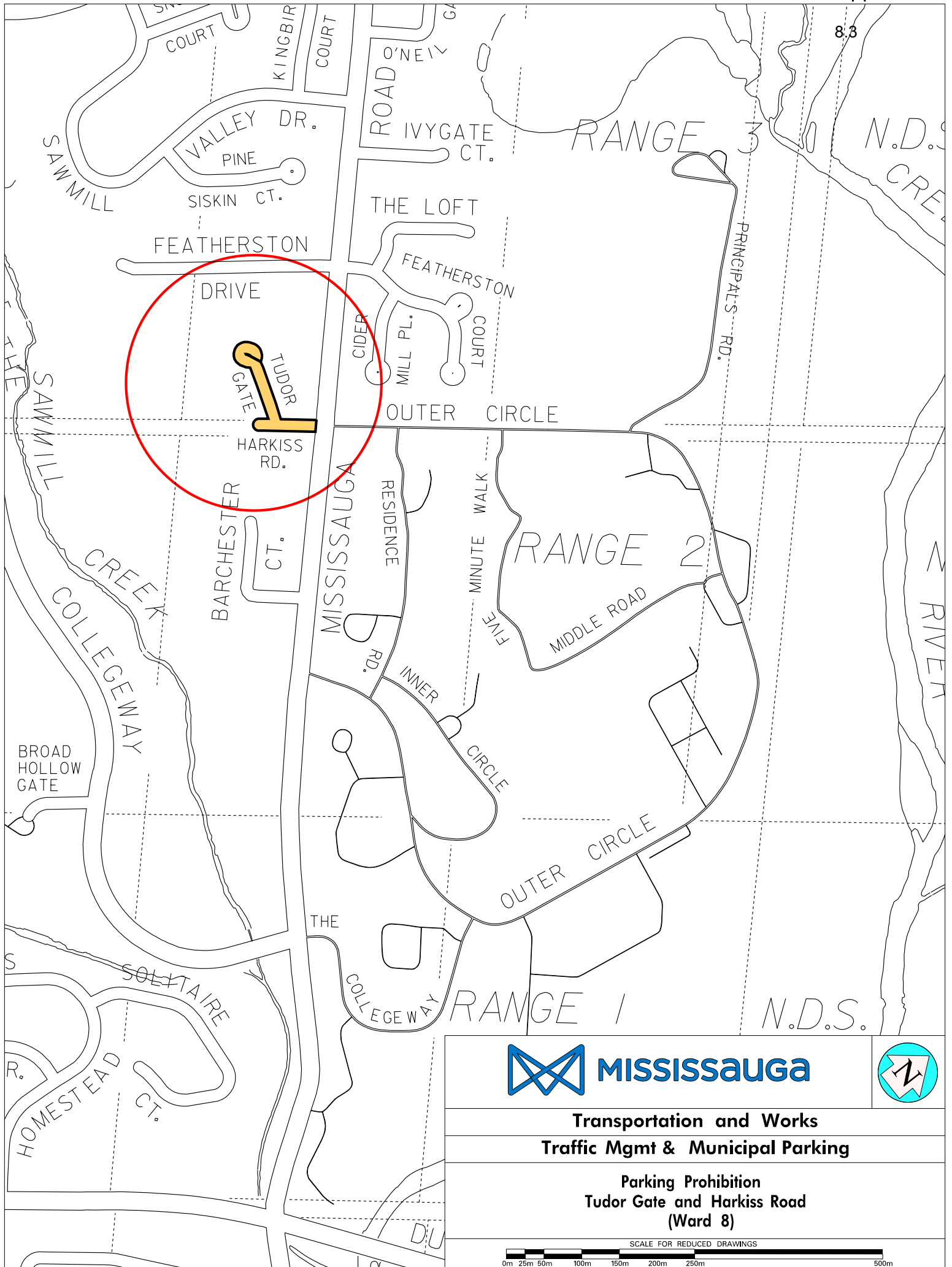
Attachments

Appendix 1: Location Map – Parking Prohibition – Tudor Gate and Harkiss Road (Ward 8)



Geoff Wright, P. Eng., MBA, Commissioner of Transportation and Works

Prepared by: Khulud Sheeraz, Traffic Operations Technician



Transportation and Works
Traffic Mgmt & Municipal Parking

Parking Prohibition
Tudor Gate and Harkiss Road
(Ward 8)



City of Mississauga Corporate Report



Date: 2019/03/05

To: Chair and Members of General Committee

From: Geoff Wright, P. Eng, MBA, Commissioner of
Transportation and Works

Originator's files:

Meeting date:
2019/03/20

Subject

Administration of Parking Tickets Issued at Lester B. Pearson International Airport

Recommendation

That a by-law be enacted authorizing the Mayor and Clerk to execute an agreement between The Corporation of the City of Mississauga and Her Majesty the Queen in Right of Canada, as represented by the Minister of Justice and Attorney General of Canada, and any ancillary documents, to provide for the administration of parking tickets issued at Lester B. Pearson International Airport, all in a form satisfactory to the City Solicitor.

Background

The Enforcement Division received confirmation from the Department of Justice that they wish to renew its further agreement with the City of Mississauga for the administration of parking tickets issued at Lester B. Pearson International Airport on behalf of the Greater Toronto Airport Authority (GTAA). These agreements have existed between the City and the Department of Justice since 1994.

Comments

Staff from the Enforcement Division and Legal Services negotiated the terms of the new agreement and recommend that it be accepted. The new agreement is consistent with previous agreements.

Financial Impact

The agreement provides for an equal division of all revenue received through parking tickets issued at the airport, less all costs to Mississauga with respect to the administration and enforcement of the *Contraventions Act*. The administration costs include two regular full-time court administration assistants required under the agreement to provide bilingual service as a requirement of the *Official Languages Act*.

General Committee	2019/03/05	2
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Mississauga will receive a contribution from the *Contraventions Act* Fund in an amount not to exceed \$1,343,606.57 for the period of April 1, 2018 to March 31, 2023, to cover the costs to administrate and enforce the *Contraventions Act*. The net increase from the previous agreement is \$592.903.57 over the five-year period.

Conclusion

The contractual arrangement with the Minister of Justice to administer parking tickets on behalf of the GTAA at Lester B. Pearson International Airport continues to be beneficial to the City and a new agreement should be executed for the new five-year term.

Attachments

Appendix 1: Contraventions Act Administration and Enforcement Agreement



Geoff Wright, P. Eng, MBA, Commissioner of Transportation and Works

Prepared by: Samuel Rogers, Director, Enforcement

Minister of Justice
and Attorney General of Canada



Ministre de la Justice
et procureur général du Canada

The Honourable / L'honorable Jody Wilson-Raybould, P.C., Q.C., M.P. / c.p., c.r., députée
Ottawa, Canada K1A 0H8

20 DEC. 2018

Her Worship Bonnie Crombie
Mayor of Mississauga
300 City Centre Drive
Mississauga ON L5B 3C1

Dear Mayor Crombie:

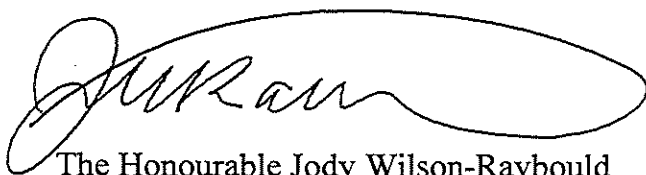
It is my pleasure to provide you with two duly signed copies of the *Contraventions Act* Administration and Enforcement Agreement between the City of Mississauga and Canada for your signature and return.

The agreement allows the City of Mississauga to administer and enforce federal contraventions on behalf of Canada. I would also like to inform you that the Department of Justice Canada will provide a contribution from the *Contraventions Act* Fund in an amount not to exceed \$1,343,606.57 for the period of April 1, 2018 to March 31, 2023.

The administration and enforcement of the *Contraventions Act* at the City of Mississauga is an example of cooperation between our two governments in the work we both do to foster access to justice and respect for the law. Our efforts will contribute to ensuring federal offences are enforced in an efficient and reliable manner, reducing the burden on offenders and the courts.

I am pleased that our officials have worked collaboratively to develop a mutually beneficial arrangement that will allow the City of Mississauga to continue to enforce federal contraventions.

Respectfully,



The Honourable Jody Wilson-Raybould

Enclosures

Canada

**CONTRAVENTIONS ACT ADMINISTRATION
AND ENFORCEMENT AGREEMENT**

B E T W E E N:

HER MAJESTY THE QUEEN IN RIGHT OF CANADA,
as represented by the Minister of Justice and Attorney General of Canada
(hereinafter called "Canada")

AND

THE CORPORATION OF THE CITY OF MISSISSAUGA
(hereinafter called "Mississauga")

WHEREAS the *Contraventions Act*, S.C. 1992, c. 47 and subsequent amendments, provides for a procedure for the prosecution of contraventions that is in addition to the procedures set out in the *Criminal Code*, R.S.C. 1985, c. C-46 and subsequent amendments for the prosecution of contraventions and other offences;

AND WHEREAS sections 65.2 and 65.3 of the *Contraventions Act* provide that the Minister of Justice of Canada may enter into an agreement with the government of a province and a municipality respecting the administration and enforcement of the Act

AND WHEREAS the *Contraventions Act* Fund, which is subject to the Treasury Board of Canada's Policy on Transfer Payments, provides Mississauga with funding to implement measures ensuring the use of both official languages pursuant to the *Official Languages Act*, R.S.C. 1985, c.31 and subsequent amendments and the *Criminal Code* in proceedings instituted under the *Contraventions Act*;

AND WHEREAS the parties agree that this Agreement replaces the previous Agreement between Canada and Mississauga signed on June 28, 2013;

NOW THEREFORE, Canada and Mississauga wish to enter into this agreement to administer and enforce the *Contraventions Act*, and therefore they agree as follows:

1. ADMINISTRATION AND ENFORCEMENT

Term

- 1.1 This Agreement shall take effect on April 1, 2018 and terminate on March 31, 2023.

Undertakings of Canada

- 1.2 Canada shall notify Mississauga of any amendments to the *Contraventions Act*, the *Application of Provincial Laws Regulations*, and the *Contraventions Regulations* before their publication in Part II of the *Canada Gazette*, recognizing the confidentiality of such amendments and if they were not previously published under Part I of the *Canada Gazette*.
- 1.3 Canada shall provide Mississauga, upon request, with relevant documentation for training and may, upon request, participate in training.

Undertakings of Mississauga

- 1.4 With respect to the administration and enforcement of the *Contraventions Act* in its jurisdiction, Mississauga shall:
- 1.4.1 Collect fines, fees and other penalties imposed in respect of contraventions and enforce their payment;
- 1.4.2 If applicable, for any fiscal year or part thereof (the period commencing on April 1st in one calendar year and ending on March 31st in the next calendar year), withhold from the fines, fees and other penalties it collects in respect of contraventions, all costs to Mississauga in respect of the administration and enforcement of the *Contraventions Act*;

- 1.4.3 For any fiscal year or part thereof, withhold after the costs referred to in clause 1.4.2 are deducted, an amount representing fifty percent of the balance of the fines, fees and other penalties collected; the remainder shall be remitted to the Receiver General of Canada at the address referred to in clause 3.2;
- 1.5 With respect to contraventions alleged to have been committed in its jurisdiction, Mississauga shall ensure that:
 - 1.5.1 The contraventions scheme is administered on a cost recovery basis using means such as administrative provincial fees charged in addition to the amount of the fine indicated on the ticket;
 - 1.5.2 The tickets and other documents issued under the *Provincial Offences Act* and that are to be used for the prosecution of contraventions are distributed at no cost and as required to enforcement authorities as defined under the *Contraventions Act*;
 - 1.5.3 The federal offences designated as contraventions that are enforced at Lester B. Pearson International Airport are entered into the computerized offence processing system or its replacement;
 - 1.5.4 The tickets and other documents issued under the *Provincial Offences Act* and that are to be used for the prosecution of contraventions are processed and prosecution commenced as required under that *Act*;
 - 1.5.5 An administration report be provided to Canada annually, on or about the 31st day of August, in paper and electronic forms, containing the following information:
 - 1.5.5.1 Number of tickets issued specifying the Act or Regulations under which the offences were committed;
 - 1.5.5.2 Number of tickets for which the fine was paid voluntarily;
 - 1.5.5.3 Number of trials requested in French;
 - 1.5.5.4 Number of trials requested in English;
 - 1.5.5.5 Number of trials held in French;
 - 1.5.5.6 Number of trials requested in French and scheduled but not held (with explanation);
 - 1.5.5.7 Number of complaints concerning non-compliance to the *Official Languages Act* and Regulations; and,
 - 1.5.5.8 Calculation of how Mississauga arrives at Net Fine Revenues (total fine amounts collected plus administrative fees and other penalties collected less costs to administer the contraventions scheme) in conformity with clauses under 1.4.
 - 1.5.6 Subject to the authority of the Attorney General of Canada to institute such prosecutions on his own initiative, and subject to the provisions hereinafter enumerated, with respect to prosecutions, Mississauga shall ensure that:
 - 1.5.6.1 The prosecution of contraventions is undertaken in accordance with the procedure provided for in the *Provincial Offences Act* of Ontario;
 - 1.5.6.2 Contraventions are prosecuted under Part II of the *Provincial Offences Act* as well as the conduct of appeals of these prosecutions;

- 1.5.6.3 Pursuant to the terms of the Transfer Agreement involving the transfer of the prosecution of offences commenced under Part II of the *Provincial Offences Act* to Municipal Partners, maintain a reporting protocol to notify the local Crown Attorney, the Attorney General of Ontario and the Director of the Federal Prosecution Service for the Ontario Region as expeditiously as possible, of any matter that appears likely to raise a substantive legal issue at trial or appeal, including anything that may affect the administration, constitutional validity or enforceability of the *Contraventions Act* or the administration, validity or enforceability of a federal enactment for which there is a contravention. Canada shall then decide whether it will be a party to the court proceedings, in whichever court the proceedings are instituted.
- 1.5.6.4 The Director of the Federal Prosecution Service for the Ontario Region is notified as expeditiously as possible, of any matter that appears likely to raise a substantive legal issue at trial or appeal, including anything that may affect the administration, constitutional validity or enforceability of the *Contraventions Act* or the administration, validity or enforceability of a federal enactment for which there is a contravention, with respect to proceedings commenced under Part II of the *Provincial Offences Act* that are prosecuted by the Office of the Crown Attorney. Canada shall then decide whether it will be a party to the court proceedings, in whichever court the proceedings are instituted.
- 1.5.6.5 Pursuant to the Transfer Agreement, in the circumstances described in clause 1.5.6.3, upon receipt of a decision rendered by a court, send the Director of the Federal Prosecution Service for the Ontario Region a copy of the decision and reasons and inform the Director of the Federal Prosecution Service for the Ontario Region in writing of its own position concerning a possible appeal.
- 1.5.6.6 The Director of the Federal Prosecution Service for the Ontario Region receive a copy of the decision and reason pursuant to clause 1.5.6.4, upon receipt of a decision rendered by a court and inform the Director of the Federal Prosecution Service for the Ontario Region in writing of its own position concerning a possible appeal.
- 1.5.7 Canada and Mississauga may agree in writing, from time to time, on any new division or allocation of responsibilities with respect to the prosecution of contraventions.
- 1.5.8 Nothing in clause 1.5.6 takes away from either party that party's right at law to appeal a decision or intervene in an appeal, an application for judicial review or another proceeding relating to a contravention.
- 1.6 With respect to language requirements, Mississauga shall ensure that:
- 1.6.1 The tickets and other documents referred to in clause 1.5.2 being used for the prosecution of contraventions are printed in both official languages;
- 1.6.2 A bilingual prosecutor is available for any proceeding under Part II of the *Provincial Offences Act* in relation to a contravention where the proceeding is to be conducted in French. A proceeding is deemed to include a trial and early resolution meeting;
- 1.6.3 In respect of any proceeding for contraventions, the language regime applicable to trials for offences prosecutable by summary conviction under the *Criminal Code* is available to any accused offender;
- 1.6.4 In respect of communications and services to the public prior to and after such trials, that the language rights referred to in Part IV of the *Official Languages Act* are respected.

- 1.6.5 A mechanism is put in place for monitoring and following up on any complaint respecting communications with and services to the public provided accordingly to the *Official Languages Regulations (Communications with and Services to the Public)*;
 - 1.6.6 Canada be immediately informed of any complaints concerning non-compliance to the *Official Languages Act* and Regulations and provide a statement of the measures taken to address the complaint;
 - 1.6.7 Any entity which is vested under a change referred to in clause 1.8 with some of Mississauga's undertakings under this Agreement, shall, in respect of contraventions, undertake to respect the language requirements referred to in clause 1.6.
- 1.7 With respect to documentation and training, Mississauga shall:
- 1.7.1 Provide, in cooperation with Canada, all documentation and training material on the *Provincial Offences Act* and on the *Contraventions Act* to all provincial, federal and municipal officials involved in the administration, enforcement and prosecution of contraventions under this Agreement;
 - 1.7.2 Provide, in cooperation with Canada, training sessions concerning the application of the provincial penal regime set out in the *Provincial Offences Act* to all provincial, federal and municipal officials involved in the administration, enforcement and prosecution of contraventions under this Agreement.
- 1.8 Obtain Canada's approval of any contractual arrangement that would have the effect of vesting in another entity some of Mississauga's undertaking under this Agreement.

2. OBJECTIVE AND CONDITIONS OF THE *CONTRAVENTIONS ACT* FUND

- 2.1 Canada agrees to provide a financial contribution from the *Contraventions Act* Fund to Mississauga in order to enable Mississauga to implement measures, on behalf of Canada, to permit the use of both official languages in proceedings instituted under the *Contraventions Act* and in conformity with the *Official Languages Act* and the *Criminal Code*.

Maximum Amount of Contributions

- 2.2 Subject to Mississauga having fulfilled its obligations under this Agreement, Canada will pay Mississauga approved eligible expenditures incurred up to a maximums identified in Schedule 1.
- 2.3 Unexpended funds may not be transferred from one fiscal year to another fiscal year.

Type and Nature of Eligible Expenditures

- 2.4 The financial contribution from the *Contraventions Act* Fund is to cover agreed upon expenditures of the undertakings of Mississauga that are identified in Schedule 1.
- 2.5 The financial contribution shall be used solely for the agreed upon eligible expenditures in Schedule 1 that are actually incurred in the fiscal year and directly related to Mississauga's undertakings in clauses under 1.6 of the Agreement.
- 2.6 Mississauga may transfer funds between categories of expenditures in Schedule 1.

Method and Schedule of Payment

- 2.7 Canada agrees to make progress payments to Mississauga upon receipt and acceptance of a financial statement showing expenditures incurred to date, up to the maximum of 80% of Canada's financial contribution per fiscal year pursuant to Schedule 1.

- 2.8 Canada agrees to make advance payments up to six months in advance based on the cash flow requirements and other supporting documents supplied by Mississauga up to a maximum of 80% of Canada's financial contribution per fiscal year pursuant to Schedule 1.
- 2.9 Canada agrees to make a final payment of Canada's financial contribution for each fiscal year upon receipt and acceptance of the administration report referred to in clause 1.5.5. The final payment will be based on actual expenditures incurred and identified in the financial statement pursuant to clause 2.12.
- 2.10 Mississauga agrees that Canada can claim from Mississauga, an amount owing to Her Majesty the Queen in Right of Canada as an unexpended balance, surplus or an expense which Canada has disallowed, and that Canada may recover this amount by deducting it from any other amount that the Receiver General of Canada may owe to Mississauga with respect to the *Contraventions Act* Fund now or in the future.
- 2.11 Mississauga's financial statement for all eligible expenditures will be net of any relief of the Harmonized Sales Tax (HST) rebate from Canada Revenue Agency.

Financial Statement

- 2.12 Mississauga shall submit to Canada, on or about the 31st day of August of each year, in paper and electronic forms, a financial statement showing all actual expenditures pursuant to Schedule 1 incurred in the previous fiscal year.
- 2.13 Mississauga shall ensure that the financial statement is signed by its Treasurer, or by Mississauga's auditor or by a qualified auditor or, with the agreement of Canada, an entity designated by Mississauga to conduct an audit confirming that these expenditures represent fairly the agreed upon eligible costs pursuant to Schedule 1; that they are in compliance with the terms and conditions of this Agreement; and, that they have been verified using generally accepted accounting principles.

Audit and Control of Funding

- 2.14 Subject to the *Municipal Freedom of Information and Protection of Privacy Act*, R.S.O. 1990, c.M.56, Canada has the right to audit, on 30 days' notice, the accounts and financial records of Mississauga pertaining to expenditures pursuant to Schedule 1 and defrayed by the *Contraventions Act* Fund, and may choose to rely on the information contained in the financial statements submitted by Mississauga pursuant to clause 2.12, without forfeiting the right to conduct an audit, in the manner prescribed by this provision, if it deems it appropriate.
- 2.15 Canada may also direct Mississauga to conduct an audit of accounts and financial records of any other entities entrusted with the administration and implementation of contraventions and make the results of the audit available to Canada within 30 days of its completion.
- 2.16 Subject to the *Municipal Freedom of Information and Protection of Privacy Act*, Mississauga shall ensure that the auditors appointed by Canada have access, during normal business hours, to all the accounts, documents and financial statements required for the audit conducted for the purposes described herein, and shall provide the said auditors with all the information they may reasonably request in order to be able to verify the amounts of the eligible expenditures claimed by Mississauga in its financial statement and also to verify that these eligible expenditures are in keeping with the terms and conditions of this Agreement.
- 2.17 Mississauga shall keep all accounts and financial statements for a minimum of three years following the end of the fiscal year to which these accounts and statements apply.
- 2.18 Canada shall bear all costs and expenses for audits under clauses 2.14 and 2.15.
- 2.19 Notwithstanding clause 2.18, Mississauga shall bear all costs and expenses where audits performed under clauses 2.14 and 2.15 report a material breach of any standard or requirement under the Agreement.

Acknowledgement

- 2.20 Mississauga agrees to acknowledge the financial contribution of Canada in any appropriate public announcement concerning the Agreement, or in any materials produced as a result of this Agreement.

Appropriation

- 2.21 Notwithstanding any other provision of this Agreement, the parties acknowledge that Canada's financial contribution is subject to the appropriation of funds by the Parliament of Canada, and that this may result in the reduction or elimination of funding should the funding levels be changed or not approved by Parliament.

Public Disclosure

- 2.22 Canada may make available to the public reports on evaluations, audits and other reviews related to the funding provided under this Agreement.

Assignment

- 2.23 Mississauga agrees not to assign, delegate or subcontract the responsibility or management of the undertakings funded under this Agreement to any organization or individual, except as noted in this Agreement, without Canada's written permission.

3. OTHER PROVISIONS

Notice

- 3.1 Any notice to be given under this Agreement shall be in writing; all notices shall be addressed to the representatives of Canada and Mississauga set out below (or to such substitutes as each party may from time to time notify the other).

- 3.2 Canada's address for communications is:

Director
Department of Justice
Programs Branch
Innovations, Analysis and Integration Directorate
284 Wellington Street, 6th Floor
Ottawa, ON K1A 0H8

- 3.3 Mississauga's address for communications is:

Director of Enforcement
Transportation and Works Department
The Corporation of the City of Mississauga
300 City Centre Drive
Mississauga, ON L5B 3C1

- 3.4 Notice will be considered as received four (4) working days after the date sent.

Dispute Resolution

- 3.5 Conflicts and disputes concerning the application or interpretation of this Agreement shall be the subject of consultations between the respective representatives of the parties and shall be resolved by these representatives.
- 3.6 In order to resolve conflicts and disputes concerning the application or interpretation of this Agreement, the respective representatives of the parties may decide to refer such disputes and conflicts to mediation or another dispute resolution process, subject to terms and conditions agreed upon in writing by the duly authorized representatives of the parties.

- 3.7 If the consultations provided for in clause 3.5 fail to resolve the conflict or dispute, or if the representatives of the parties do not agree on a referral under clause 3.6, or the dispute or conflict is still unresolved following the referral, resolution of the conflict or dispute shall then be the subject of consultations between the Minister of Justice and Attorney General of Canada and Mississauga for the purpose of resolving the conflict or dispute.

Amendments

- 3.8 Canada and Mississauga may amend this Agreement from time to time by mutual agreement signed in writing by both parties prior to the termination of the Agreement.

Termination

- 3.9 Either party to this Agreement may terminate it, even in the absence of a breach of its provisions, by giving the other party written notice of termination. Termination shall take effect automatically 180 days following receipt of this notice.
- 3.10 Upon the expiry or termination of this Agreement, Mississauga shall provide a financial statement to Canada within 90 days of such expiry or termination and agrees to repay to the Receiver General of Canada immediately all or any part of the yearly contribution it received from the *Contraventions Act* Fund under Schedule 1 that is unspent and/or uncommitted.
- 3.11 Further to clause 3.10, Canada agrees to pay Mississauga for all or any part of the yearly contribution it should receive from the *Contraventions Act* Fund under Schedule 1 necessary for processing the remaining contraventions.

Transition Clause

- 3.12 Upon the expiry or termination of this Agreement, Mississauga's obligations concerning contraventions alleged to have been committed before the expiry or termination date shall continue to apply until these contraventions have been paid, processed or subjected to a final decision by a court.

Members of the Senate and the House of Commons

- 3.13 No member of the Senate or House of Commons shall be admitted to any share or part of this Agreement, or to any benefit to arise therefrom, that is not otherwise available to the general public.

Survival

- 3.14 Section 2.4 shall survive the expiry or termination of this Agreement.

Confidential Matters

- 3.15 Subject to the *Municipal Freedom of Information and Protection of Privacy Act*, if Mississauga becomes aware of any information that Canada indicates is confidential, it will be treated as confidential by Mississauga, during and after the period of this Agreement.

Preamble and Schedules

- 3.16 The Preamble is an integral part of this Agreement.
- 3.17 Schedule 1, Eligible Expenditures, is attached and shall form part of this Agreement.

Severability

- 3.18 If any provision of this Agreement is invalid or illegal to any extent, the remainder of this Agreement will not be affected or impaired thereby and will be valid and enforceable to the extent permitted by law.

Conflict of Interest

- 3.19 Mississauga agrees and will ensure that no current or former public servant or public office holder to whom the *Conflict of Interest Act*, S.C. 2006, c. 9 and subsequent amendments, the *Conflict of Interest and Post-Employment Code for Public Office Holders*, the *Conflict of Interest Code for Senators* or the *Values and Ethics Code for the Public Service* applies shall derive direct benefit from the funding Agreement unless the provision or receipt of such benefits is in compliance with such legislation and codes.

General Provisions

- 3.20 This Agreement shall be governed and construed in accordance with the laws of Canada and the Province of Ontario.

Monitoring and evaluation

- 3.21 Mississauga shall co-operate in any review undertaken by Canada to evaluate the *Contraventions Act* and the *Contraventions Act* Fund for effectiveness and efficiency.
- 3.22 Mississauga shall provide to Canada information on any anticipated unexpended funds upon periodic request on a quarterly basis.

Coming into Force

3.23 This Agreement is deemed to come into force on the date set under clause 1.1.

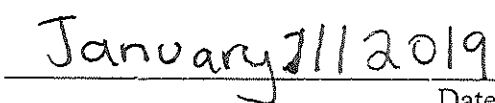
IN WITNESS WHEREOF the parties have signed this Agreement in duplicate.

This is page 9 of the *Contraventions Act* Administration and Enforcement Agreement between Her Majesty the Queen in Right of Canada as represented by the Deputy Minister of Justice and Deputy Attorney General of Canada and Title.

The Corporation of the
City of Mississauga
as represented by the
Mayor and Clerk



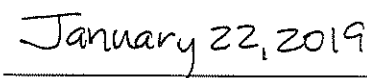
Bonnie Crombie
Mayor



Date

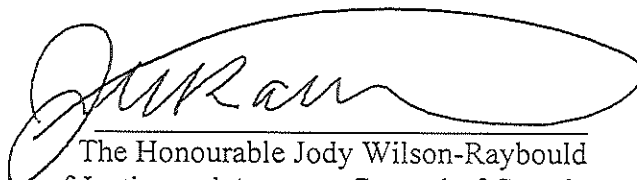


Clerk



Date

HER MAJESTY THE QUEEN IN RIGHT OF
CANADA as represented by the
Minister of Justice and
Attorney General of Canada



The Honourable Jody Wilson-Raybould
Minister of Justice and Attorney General of Canada

20 DEC. 2018

Date

City of Mississauga

Corporate Report



Date: 2019/03/05

To: Chair and Members of General Committee

From: Geoff Wright, P. Eng., MBA, Commissioner of
Transportation and Works

Originator's files:
EC.03.CIT

Meeting date:
2019/03/20

Subject

Yellow Fish Road Storm Drain Marking Program (All Wards)

Recommendations

1. That a by-law be enacted authorizing the Commissioner of Transportation and Works to execute, on behalf of The Corporation of the City of Mississauga ("City"), a 10-year agreement as well as any necessary ancillary documents and amendments, between the City and Trout Unlimited Canada to continue the operation of the Yellow Fish Road Storm Drain Marking Program in Mississauga, in a form satisfactory to the City Solicitor; and
2. That, for housekeeping purposes, resolution 0087-2003 and recommendation GC-0235-2003 be repealed.

Background

The Yellow Fish Road Storm Drain Marking Program is a nationally offered stormwater education program developed by Trout Unlimited Canada based in the Province of Alberta. Trout Unlimited Canada partners with communities across Canada to deliver education about stormwater quality protection in the form of a volunteer-delivered stencilling program for municipal and private catchbasins as well as the delivery of stormwater education flyers to residential homes in the neighbourhood. Participating volunteers, residents and businesses learn about ways to protect water quality in creeks and rivers by changing land-based behaviours that contribute to water pollution.

Since Council's approval of the Yellow Fish Road Storm Drain Marking Program in 1993 (Resolution 176-93) and their renewed support of the program in 2003 (Resolution 0087-2003), the Environmental Services Section of the Transportation and Works Department has facilitated delivery of the program within the City. Thousands of catchbasins have been stencilled by program volunteers throughout the City. Program bookings, particularly with schools and the Girl Guides of Canada, continue to increase annually as interest in water quality, climate change and the environment continue to grow among Mississauga's youth.

General Committee	2019/03/05	2
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Comments

Provincial and Conservation Authority data continues to indicate that water quality in Mississauga's creeks and Lake Ontario, Mississauga's drinking water source, are impacted by non-point source pollution such as paints, oil, soaps, and yard waste. Stormwater pollution is of concern to both the City and residents. As a long-time municipal Partner in the national Yellow Fish Road program, the City of Mississauga has engaged with close to 3000 community volunteers and local schools and facilitated the marking of close to 9% of the City's neighbourhood storm drains in an effort to raise public awareness of the connection between land-based activities and the quality of water in our creeks, rivers and lakes.

Municipal storm drainage systems are largely underground and not easily visible to the public. Consequently, stormwater education about what the system does and how to use it properly is important. Community partners across Canada, like Mississauga, benefit from the Yellow Fish Road Program by increasing the online profile and reach of simple stormwater pollution-prevention messages delivered uniformly by other partner municipalities and groups across Canada.

Interested volunteers can also connect more easily online with their local partner-agency which increases customer satisfaction. Both participating volunteers and the neighbourhood where stencilling takes place, learn together about the activities that threaten our water and the specific actions that can prevent stormwater pollution.

Since 1993, Trout Unlimited Canada has applied annually for a blanket road occupancy permit that provides formal permission for registered volunteer groups to apply the yellow markings on curbs next to the storm drains. The permit process also ensures that required insurance requirements for program participants have been satisfied. Over the years, participation in the program has increased and staff has recommended that with the increasing growth of the program and specific insurance requirements, a formal agreement should be established between the City of Mississauga and Trout Unlimited Canada to continue to operate the program within Mississauga.

Strategic Plan

The Yellow Fish Road Storm Drain Marking Program supports the Living Green Pillar of the Strategic Plan.

Financial Impact

The ongoing delivery of the Yellow Fish Road Program is funded under the existing Stormwater operating budget.

Conclusion

The purpose of this report is to obtain authority for the Commissioner of Transportation and Works to enter into an agreement with Trout Unlimited Canada in order to continue to enable the delivery of the Yellow Fish Road Storm Drain Marking Program within Mississauga.

The pairing of public stormwater education with an effective municipal stormwater program can help protect our source water in Lake Ontario for present and future generations. The Yellow Fish Road Storm Drain Marking Program is part of this solution and a long-term agreement with Trout Unlimited Canada will help to ensure that the program continues to operate in Mississauga.



Geoff Wright, P. Eng., MBA, Commissioner of Transportation and Works

Prepared by: Michelle Charbonneau, B.Sc., Environmental Services Specialist

City of Mississauga

Corporate Report



Date: 2019/03/02

To: Chair and Members of General Committee

From: Gary Kent, CPA, CGA, ICD.D,
Commissioner of Corporate Services and Chief
Financial Officer

Originator's files:

Meeting date:
2019/03/20

Subject

2018 Council Remuneration and Expenses

Recommendation

That the 2018 statement of remuneration and expenses detailed in Appendix 1 attached to the report dated March 2, 2019 from the Commissioner of Corporate Services and Chief Financial Officer entitled 2018 Council Remuneration and Expenses be received for information.

Background

In accordance with the Municipal Act 2001, S.O. 2001, C.25, Section 284, a statement of remuneration and expenses paid to Members of Council, local boards and committees in the preceding year must be submitted to Council by March 31 of each calendar year.

Under the Municipal Act, a Business Improvement Area is a board of management and therefore considered a local board of the municipality and must be included in this report to Council.

Only members of local boards and committees that received payment in the form of remuneration and/or expenses in 2018 are listed in this report. All other committee or board members not in receipt of compensation were excluded.

At the December 2, 2015 Budget Committee meeting (BC-0062-2015), a recommendation was passed to transfer any remaining unspent funds in each Councillor's budget at the end of year to their next year's budget during their four year term of Council. Subsequently, this recommendation was adopted by Council on December 9, 2015. As per the Council decision, no monies will carry over from one term of Council to the next one.

General Committee

2019/03/02

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Financial Impact

No financial Impact.

The remuneration and expenses paid to all elected officials are in accordance with City of Mississauga By-law 511-2002.

All elected official expenditures are within the budgets approved for 2018.

Conclusion

Appendix 1 itemizes the 2018 remuneration and expenses of the Mayor, Members of Council, and members of local boards and committees, that are appointed by Council, including Enersource Corporation.

Attachments

Appendix 1: 2018 Statement of Remuneration and Expenses



Gary Kent, CPA, CGA, ICD.D, Commissioner of Corporate Services and Chief Financial Officer

Prepared by: Mark Beauparlant, Manager Financial and Treasury Services

APPENDIX 1

**MEMBERS OF COUNCIL AND COMMITTEES
FOR THE CITY OF MISSISSAUGA
STATEMENT OF REMUNERATION AND EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2018**

MEMBERS OF COUNCIL

		TOTAL SALARY	SEVERANCE ¹	FRINGE BENEFITS ²	CAR ALLOWANCE	CONSTITUENCY EXPENSES	
						ACTUAL	BUDGET
Crombie, B.	Mayor	139,374.03	0.00	28,133.76	0.00	82,743.85	104,100.00 ³
Tovey, J.	Ward 1	5,705.73	65,448.00	5,200.09	1,442.00	423.74	4,494.74 ³
Cook, D.	Ward 1	69,014.05	7,381.08	6,191.20	13,410.60	6,942.54	25,900.00
Dasko, S.	Ward 1	5,109.98	0.00	1,642.20	1,442.00	2,618.31	4,266.67
Ras, K.	Ward 2	88,220.52	0.00	22,468.76	17,304.00	22,950.19	46,208.56 ³
Fonseca, C.	Ward 3	88,220.52	0.00	22,468.76	17,304.00	28,054.63	47,648.24 ³
Kovac, J.	Ward 4	88,220.52	0.00	19,415.84	17,304.00	18,083.54	68,718.10 ³
Parrish, C.	Ward 5	88,220.52	0.00	7,554.73	17,304.00	30,811.13	31,480.12 ³
Starr, R.	Ward 6	88,220.52	0.00	4,501.84	17,304.00	22,052.92	42,427.05 ³
Iannicca, N.	Ward 7	83,110.55	88,573.00	21,590.69	15,862.00	24,874.52	44,667.42 ³
Damerla, D.	Ward 7	5,109.98	0.00	1,642.20	1,442.00	1,683.27	4,691.67
Mahoney, M.	Ward 8	88,220.52	0.00	22,468.76	17,304.00	20,884.85	60,732.12 ³
Saito, P.	Ward 9	88,220.52	0.00	19,060.11	17,304.00	33,748.71	42,164.44 ³
McFadden, S.	Ward 10	88,220.52	0.00	22,468.81	17,304.00	37,485.48	37,710.87 ³
Carlson, G.	Ward 11	88,220.52	0.00	22,468.76	17,304.00	24,797.65	44,125.28 ³

1. Severance paid in 2018.

2. Benefit coverage costs in accordance with members of Council Remuneration By-law (#05-11-2002).

3. Budget includes previous year's unspent budget carryover for Councillors.

ACCESSIBILITY ADVISORY COMMITTEE - CITY APPOINTED MEMBERS

	TRANSPORTATION EXPENSES	PARKING EXPENSES
Buckner, M.	0.00	40.00
Chafe, C.	56.00	0.00
Husain, N.	21.00	0.00
Lowe, C. R.	42.00	0.00
Smith, A.	0.00	40.00
Taddeo, M.	42.00	0.00
Zaidi, A.	56.00	0.00

ALECTRA BOARD OF DIRECTORS - CITY APPOINTED DIRECTORS

	HONORARIUM	MEETING PER DIEM	OTHER EXPENSES
Beasley, G.	30,999.96	30,000.00	2,145.62
Loberg, N.	75,000.00		2,961.96
Crombie, B.	24,999.96	15,000.00	56.50

BUSINESS IMPROVEMENT ASSOCIATION - PORT CREDIT

	OTHER EXPENSES
Bozzo, J.	854.00
Klein, H.	459.00
Morewood, M.	411.00
Pedler, J.	390.00

COMMITTEE OF ADJUSTMENT - CITY APPOINTED MEMBERS

	TOTAL SALARY	FRINGE BENEFITS	MILEAGE EXPENSES	PARKING EXPENSES	MEMBERSHIP EXPENSES	CONFERENCE EXPENSES
George, D.	10,716.96	253.56	1,960.00	82.75	117.07	0.00
Kennedy, D.	8,754.13	207.10	1,600.00	82.75	117.07	0.00
Page, J.	9,421.13	634.45	1,720.00	82.75	117.07	949.70
Patrizio, S.	9,855.23	670.18	1,800.00	82.75	117.07	1,009.08
Quinn, P.	10,059.49	687.15	1,840.00	82.75	117.07	0.00
Reynolds, D.	9,635.22	665.41	1,760.00	82.75	117.07	0.00
Robinson, J.	8,747.81	585.94	1,600.00	82.75	117.07	0.00

ENVIRONMENTAL ACTION COMMITTEE

	PARKING EXPENSES
McKee, B.	40.00

ENERSOURCE CORPORATION - CITY APPOINTED DIRECTORS

	HONORARIUM	MEETING PER DIEM
Borealis	13,500.00	2,600.00
Kuga Pikulin, L.	13,500.00	2,600.00
Starr, R.	13,500.00	2,600.00
Warner, D.	24,500.00	2,600.00

HERITAGE ADVISORY COMMITTEE

	CONFERENCE EXPENSES	PARKING EXPENSES
Mateljan, R.	1,103.15	0.00
McCuaig, C.	0.00	40.00

MISSISSAUGA APPEAL TRIBUNAL

	MEETING PER DIEM
Chera, S. S.	100.00
Chopra, R.	100.00
Chung, R.	100.00
Laverriere, L.	100.00
Lyn, L.	100.00

MISSISSAUGA CYCLING ADVISORY COMMITTEE

	MILEAGE EXPENSES	PARKING EXPENSES	CONFERENCE EXPENSES
Giggs, J.	0.00	0.00	389.28
Nayer, I.	43.59	9.01	0.00
Verwey, L.	0.00	40.00	200.98

MISSISSAUGA PUBLIC LIBRARY BOARD

	MILEAGE EXPENSES
Chopra, R.	88.99

PROPERTY STANDARDS COMMITTEE - CITY APPOINTED MEMBERS

	MEETING PER DIEM
Alvi, M.	100.00
Jokhio, R.	100.00
Shalamay, G.	100.00
Zoerb, M.	100.00

ROAD SAFETY COMMITTEE

	CONFERENCE EXPENSES
Decaire, A.	203.52
Hayes, A.M.	203.52
Matthew M.	203.52
Power, T.	203.52
Sharma, S.	203.52

TRAFFIC SAFETY COUNCIL - CITY APPOINTED MEMBERS

	MILEAGE EXPENSES	CONFERENCE EXPENSES	PARKING EXPENSES
Beniuk, S.	177.97	0.00	40.00
Coulson, T.	0.00	0.00	40.00
Goegan, L.	601.29	0.00	0.00
Kumra, S.	135.20	1,344.86	0.00
Relf, H.	31.70	0.00	0.00
Sharma, A.	0.00	0.00	40.00
Sherwani, M.	0.00	1,246.23	0.00
Suess, D.	284.78	0.00	0.00
Westbrook, P.	0.00	0.00	40.00

City of Mississauga

Corporate Report



Date: 2/6/2019

To: Chair and Members of General Committee

From: Gary Kent, CPA, CGA, ICD.D
Commissioner of Corporate Services and
Chief Financial Officer

Originator's files:

Meeting date:
3/20/2019

Subject

Policies related to Pregnancy and Parental Leave

Recommendation

1. That the draft Parental Leave Benefits Supplement Policy, attached as Appendix 1 to this Corporate Report dated March 6, 2019 from the Commissioner of Corporate Services and Chief Financial Officer, be approved.
2. That the following revisions to the current Corporate Policies be approved:
 - a. Maternity Benefits Supplement 01-05-03, attached as Appendix 2 and 3
 - b. Pregnancy Leave/Parental Leave 01-06-05, attached as Appendix 4 and 5.

Report Highlights

- The City of Mississauga has an existing Maternity Benefit Supplement Policy which was approved in 2008. It provides a supplemental benefit which is a "top-up" to the income received from Employment Insurance benefits ("EI") for 17 weeks for eligible employees.
- In light of a number of legislative changes that have been implemented and/or are scheduled to be implemented in 2019 regarding pregnancy (maternity) leave and parental leave, the City's Human Resources division has undertaken a proactive review of the related policies.
- Benchmarking for both Maternity and a new Parental top up benefits included: Municipal Peer Comparators, Ontario Municipal Human Resources Association, Broader Public Sector (Colleges, Hospitals, and Universities), Private and other Public Employers across Canada (Energy Companies, Insurance, and Banks), Federal Government Employers.
- As the majority of surveyed comparators provide a Parental top up benefit for their employees, it is recommended to implement a new Parental Leave Supplement policy for non-union employees that provide payments to eligible employees.

- In addition to parental benefits provided by EI, it is recommended to bring the employee's income before deductions to 55% of their regular employment earnings (12 months option) or 33% (18 months option) to align with EI percentages. The income for either option will remain aligned and relatively equal, therefore employees will not receive a greater / lesser benefit based on the chosen option.
- It is also recommended to align the City's Policies with the most recent legislative changes regarding: the EI waiting period change; introduction of the new Parental Sharing benefit; Bill 68 requiring municipalities to maintain policies with respect to pregnancy leaves and parental leaves for members of Council.
- Proposed changes as described in this corporate report to Council were received and discussed at the closed Council session on January 14, 2019.

Background

Existing Policies

Currently the City has two policies that address pregnancy (maternity) and parental leaves; Pregnancy/Parental Leave (01-06-05) and Maternity Benefit Supplement (01-05-03).

The City's Maternity Benefit Supplement policy was implemented in 2008 and provides payments to eligible employees in addition to pregnancy (maternity) benefits provided by Employment Insurance (EI) to bring the employee's income before deductions to:

- 95% of their regular employment earnings for the first six weeks of pregnancy (maternity) leave.
- 55% of their regular employment earnings for the remaining weeks 7-17 of the pregnancy (maternity) leave for employees who earn more than the maximum yearly insurable earnings used by EI.

The City does not currently offer any formal supplement for employees on parental leave.

2017 Legislative changes

1. **EI waiting period change:** Effective January 1, 2017, the waiting period for Employment Insurance benefits was reduced from two weeks to one week with the goal of reducing the application processing times; the duration of the EI paid benefits however remained unchanged at 15 weeks. Employers who have a top-up policy (income replacement benefit) in place are required to update those policies by January 3, 2021. It is recommended to align the City's maternity supplement benefit policy by moving week 2 of the supplement to week 17. The revisions are reflected in Appendix 3, Comparison Chart – Maternity Benefits Supplement.

General Committee	2019/03/20	3
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2. **Providing an extended leave option for up to 18 months** (with relatively equal financial benefit): effective December 3, 2017:

- Parents are now allowed to choose to receive EI parental benefits over an extended period of up to 18 months at a lower EI benefit rate of 33% of weekly insurable earnings; or,
- EI parental benefits will continue to be available at the existing benefit rate of 55% of weekly insurable earnings over a period of up to 12 months.

As Employers were required to comply with the changes immediately, the Human Resources Division has updated relevant policies to reflect these legislated changes.

2019 Legislative changes

1. **New Federal Parental Sharing Benefit change** (effective March 17, 2019) - introduces additional Regular Parental Benefits of up to 5 weeks (or up to 8 weeks of Extended Parental Benefits) to be used by two-parent families, where the second parent agrees to share the parental leave. The additional weeks of EI parental benefits will be available if both parents choose to take a parental leave and share the available EI benefits.
2. **Municipal Act, 2001 changes: Bill 68, Modernizing Ontario's Municipal Legislation Act, 2017** (effective March 1, 2019): Bill 68 established that Council is required to grant an extended leave of absence for a Member if the absence is related to pregnancy or parental leave for twenty (20) consecutive weeks or less.

Comments

In the context of a number of legislated changes made to support parents in the workplace as well as the fact that the City's Maternity Supplement Policy was created over 10 years ago, the City's Human Resources staff has completed a comprehensive benchmarking review for both Maternity and Parental Leave Policies. Although the City is aligned with its comparators on the Maternity Benefit top-up, the chart below demonstrates the gaps identified regarding the Parental Top-up benefit.

Surveyed	Parental Leave Top-up (Income Replacement)	Duration	Top up Amount
OMHRA (Municipalities in Ontario) ^{1,2}	32 of 76 respondents (42%)	10-35 weeks	70-90%
Broader Public Sector (Hospitals, Colleges, Universities)	11 of 11 surveyed (100%)	15-35 weeks	82-100%
Municipal Peer Comparators (11)	9 of 11 (82%)	10-35 weeks	75-93%
Federal Government	4 of 4 (100%)	10-35 weeks	93%
Public & Private across Canada (Aon Hewitt pulse survey, 2017)	24%	Significant variance	majority: 75 and 100%

Recommendations

Human Resources recommend the following:

- Realign the Maternity Benefit Supplement Policy in accordance with the change in EI waiting period as described above (Revised Policy draft and comparison chart are attached as Appendix 2 and 3)
- Implement a new Parental Leave Supplement (top-up) policy for non-union full-time permanent employees that provides payments in addition to parental benefits provided by EI benefits, as demonstrated in the chart below:

ESA Leave	Weeks	City Income Replacement Benefit (Top up)	Employment Insurance (EI) Maternity Benefit	EI Benefit Paid To	Maximum Number of Weeks Paid under EI
Parental Leave ¹	35 – 40 ¹ (12 months)	Difference between 55% of REBD & 55% of the MIE under EI	55% of MIE	Biological, adoptive or legally recognized parent	35 weeks shared between both parents (37 weeks if Maternity Leave not taken)
	61 - 66 ¹ (18 months)	Difference between 33% of REBD & 33% of the MIE under EI	33% of MIE		61 weeks shared between both parents (63 weeks if Maternity Leave not taken)

¹ New parental sharing benefit of 5 (12 months) or 8 weeks (18 months). If parents agree to share a leave will be added as per ESA

If approved, the new policy will include a repayment clause if the employee leaves the City within a year of their return from their parental leave. The draft of the Parental Leave Benefit Supplement Policy is attached as Appendix 1.

- Update existing Policies and proposed new Parental Top-up Policy with changes regarding new Parental Sharing Benefit effective March 17, 2019.

- In accordance with Bill 68, *Modernizing Ontario's Municipal Legislation Act, 2017* (effective March 1, 2019), amend the City's Pregnancy Leave / Parental Leave Policy to add Members of Council. The Policy will allow 20 consecutive weeks of absence without a Council resolution; draft of the Policy is attached as Appendix 4 and the changes are reflected as Comparison Chart in Appendix 5.

Financial Impact

As the maternity leave supplement benefit is not budgeted due to its nature (it is difficult to predict how many employees will be on leave in any given year), costs incurred due to the introduction of the above changes will be absorbed by labour gapping.

The additional estimated cost to the City for the parental top up supplement benefit per employee is projected at \$12,500 based on average salary and time taken off.

Conclusion

Most recently, the legislative landscape has been changing to introduce measures to support parents in the workplace. In order to remain a competitive and progressive employer, it is recommended that the City introduce a new Parental top-up Policy for non-union permanent full time employees.

Attachments

- Appendix 1: Parental Leave Benefit Supplement Draft Policy
- Appendix 2: Maternity Benefit Supplement Draft Policy
- Appendix 3: Comparison of Current and Proposed Policy - Maternity Benefit Supplement
- Appendix 4: Pregnancy Leave Parental Leave Draft Policy
- Appendix 5: Comparison of Current and Proposed Policy - Pregnancy Leave Parental Leave



Gary Kent, CPA, CGA, ICD.D, Commissioner of Corporate Services and Chief Financial Officer

Prepared by: Elena Shiganova, Senior Manager Total Rewards

City of Mississauga

Corporate Policy & Procedure



Policy Title: Parental Leave Benefit Supplement

Policy Number: [Policy No.]

Draft Only – Clean Copy - January 24, 2019

Section:	Human Resources	Subsection:	Benefits
Effective Date:	[Effective Date]	Last Review Date:	[Last Review]
Approved by: Click here to enter text.		Owner Division/Contact: Human Resources – Total Rewards	

Policy Statement

City of Mississauga employees may continue to receive a portion of their regular income from the City, above Canada Employment Insurance Benefits, while on a parental leave.

Purpose

This policy identifies eligible employees and outlines the supplemental benefit available while on a parental leave.

Scope

Eligibility

All permanent full-time non-union staff with a minimum of three months service with the City are eligible for this supplemental benefit providing the employee also qualifies for Employment Insurance (EI).

Part-time, temporary and contract employees are not eligible to receive a parental benefit supplement.

Union employees are not covered by this policy and should refer to their particular collective agreement.

Definitions

For the purposes of this policy:

“Birth Mother” means a biological mother, including a surrogate mother.

A "Parent" includes:

- A Birth Mother
- An adoptive parent (whether or not the adoption has been legally finalized), or

Policy Number: [Policy No.]	Effective Date: [Effective Date]	
Policy Title: Parental Leave Benefit Supplement	Last Review Date: [Last Review]	2 of 3

- A person who is in a relationship of some permanence with a parent of the child and who plans on treating the child as their own. This includes same-sex couples.

Employment Insurance

The Canada *Employment Insurance Act* provides for the payment of parental benefits for a maximum of 35 weeks or 61 weeks to Birth Mothers who took pregnancy leave. Birth Mothers who did not take pregnancy leave and all other new Parents are entitled to up to 37 weeks or 63 weeks parental leave or 40 weeks or 69 weeks if parental leave is shared. The two Parents can share the benefits, inclusive of a one week waiting period; however, the additional five or eight weeks are only available to the second Parent. For additional information on your entitlement during parental leave refer to Corporate Policy - Human Resources - Leave of Absence - Pregnancy Leave/Parental Leave.

To receive parental benefits each Parent who applies for benefits must have worked for 600 hours in the last 52 weeks. Both Parents can apply for EI parental benefits but have to share the total number of weeks (e.g. the Birth Mother takes 15 weeks and the other Parent takes 20 weeks). The basic parental benefit rate paid by EI is 55% of average weekly insured earnings, up to a maximum amount for a 35 week parental leave, or 40 weeks if parental leave is shared, or 33% of average weekly insured earnings, up to a maximum amount for a 61 week parental leave or 69 weeks if parental leave is shared. The maximum yearly insurable earnings are outlined in the Canadian Employment Insurance Benefits, which change from time to time. Employees should contact a Service Canada Centre for information on their entitlement to EI benefits.

To receive parental benefits, a statement must be signed declaring the newborn's date of birth or, when there is an adoption, the child's date of placement for the purposes of the adoption and the name and address of the adoption authority. In cases where the child is not legally adopted, parental benefits could be payable from the date the adoptive parent attests that the placement is a permanent one and that it is the applicant's intent to adopt the child placed with them at the earliest opportunity.

The Parental Leave Benefit Supplement paid by the City is not considered income for the purposes of calculating your EI entitlement and will not be deducted from your EI Parental Leave Benefits.

Parental Leave Benefit Supplement

The Parental Leave Benefit Supplement provided by the City of Mississauga provides payments to eligible employees, in addition to parental benefits provided by EI, to bring the employee's income before deductions to 55% of their regular employment earnings for the 35/40 or 37/42 weeks parental leave option or 33% of their regular employment earning for the 61/69 or 63/71

Policy Number: [Policy No.]

Effective Date: [Effective Date]

Policy Title: Parental Leave Benefit Supplement

Last Review Date: [Last Review]

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weeks parental leave option. The Parental Leave Benefit Supplement is not pensionable, as described in the OMERS section of this policy.

Additional Income

As per EI legislation, employees cannot further supplement their parental leave benefit with paid vacation days or overtime pay while collecting EI Benefits on parental leave.

Statutory Holidays

The weekly Parental Leave Benefit Supplement will not be affected by statutory holidays that fall within the benefit period.

Benefit Coverage

The City will continue to pay all City-paid group benefit premiums, unless the employee elects in writing not to remain covered.

Any employee paid group benefit premiums must be paid by the employee if the employee wishes to remain covered. Employees who elect to remain covered will continue to have any employee paid group benefit premiums deducted from their Parental Leave Benefit Supplement. If the employee's Parental Leave Benefit Supplement is not sufficient to cover the premiums, the balance of the premiums for full benefit coverage must be paid monthly by post-dated cheques, dated the first day of each month for the complete leave period.

OMERS

Parental Leave Benefit Supplements are not subject to OMERS contributions and service accumulation. The employee receives the option of purchasing their broken service, as per OMERS regulations, upon completion of the parental leave. Contact the Payroll Section, Financial and Treasury Services Division, Corporate Services Department for additional information.

Repayment

Employees who resign from the City within a year of their return from a parental leave will be required to repay the Parental Leave Benefit Supplement.

Revision History

Reference	Description

City of Mississauga

Corporate Policy & Procedure



Policy Title: Maternity Benefit Supplement

Policy Number: 01-05-03

Draft Only – Clean Copy – January 28, 2019

Section:	Human Resources	Subsection:	Benefits
Effective Date:	April 1, 2008	Last Review Date:	May 2013
Approved by:	Council	Owner Division/Contact:	Human Resources Business partner Manager

Policy Statement

City of Mississauga employees may continue to receive a portion of their regular income from the City, above Canada Employment Insurance Benefits, while on a pregnancy leave.

Purpose

This policy identifies eligible employees and outlines the supplemental maternity benefit available while on a pregnancy leave.

Scope

Eligibility

All permanent full-time salaried and hourly, non-union staff, with a minimum of three months service with the City are eligible for this benefit providing the employee also qualifies for Employment Insurance (EI).

Part-time, temporary and contract employees are not eligible to receive a maternity benefit supplement.

Union employees are not covered by this policy and should refer to their particular collective agreement.

Definitions

For the purposes of this policy:

“Birth Mother” means a biological mother, including a surrogate mother.

Employment Insurance

The Canada *Employment Insurance Act* provides for the payment of maternity benefits to the Birth Mother for a maximum of 15 weeks. To receive maternity benefits the Birth Mother is

Policy Number: 01-05-03

Effective Date: April 1, 2008

Policy Title: Maternity Benefit Supplement

Last Review Date: May 2013

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required to have worked for 600 hours in the last 52 weeks or since their last claim. EI requires that Birth Mothers prove their pregnancy by signing a statement declaring the expected due or actual date of birth.

The Birth Mother may start collecting maternity benefits either up to 12 weeks before the expected due date or at the week she gives birth. Maternity benefits may be collected within 17 weeks of the actual or expected week of birth, whichever is later. The date the Birth Mother's claim is filed is very important in order to receive the maximum entitlement to maternity benefits. For additional information on your entitlement during pregnancy leave please reference the Corporate Policy - Human Resources - Leave of Absence - Pregnancy Leave/Parental Leave.

The basic benefit rate paid by EI is 55% of average insured earnings up to a yearly maximum insurable amount. The maximum yearly insurable earnings is established by the Federal Government and changes from time to time. Employees should contact a Service Canada Centre for information on their entitlement to EI benefits. To receive maternity benefits an EI application must be submitted on-line or in person to a Service Canada Centre.

The Maternity Benefit Supplement paid by the City is not considered income for the purposes of calculating EI entitlement and is not to be deducted from EI Maternity Benefits. The Maternity Benefit Supplement is not pensionable, as described in the OMERS section of this policy.

Maternity Benefit Supplement

The Maternity Benefit Supplement provided by the City of Mississauga provides payments to eligible Birth Mothers in addition to Maternity Benefits provided by EI to bring the Birth Mother's income before deductions to 95% of her regular employment earnings for weeks 1 through 5 and week 17 of pregnancy leave.

Birth Mothers with regular employment earnings more than the maximum yearly insurable earnings used by EI will continue to receive the Maternity Benefit Supplement to bring their income before deductions to 55% of regular employment earnings for weeks 6 to 16 of their pregnancy leave.

Entitlement

Week 1

The City will pay the Birth Mother 95% of her regular employment earnings before deductions for the first week of her pregnancy leave, otherwise known as the EI one week unpaid waiting period.

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Effective Date: April 1, 2008

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Weeks 2 to 5

For weeks 2 to 5 of the pregnancy leave, the City pays the Birth Mother the difference between 95% of her regular weekly earnings before deductions and 55% of the maximum insurable earnings as defined by EI.

Weeks 6 to 16

For weeks 6 to 16 of the pregnancy leave, the City pays the difference between 55% of the Birth Mother's regular weekly earnings before deductions and 55% of the maximum weekly insurable earnings.

Week 17

The City will pay the employee 95% of her regular employment earnings before deductions for week 17 of her pregnancy leave.

Employees with regular weekly earnings equal to or less than the maximum insurable earnings paid by EI will not receive a Maternity Benefit Supplement for weeks 6 to 16.

Additional Income

As per EI legislation, employees cannot further supplement their Maternity Benefit with paid vacation days or overtime pay while collecting EI Maternity Benefits on pregnancy leave.

Statutory Holidays

The weekly Maternity Benefit Supplement will not be affected by statutory holidays that fall within the benefit period.

Benefit Coverage

The City will continue to pay all City-paid group benefit premiums, unless the Birth Mother elects in writing not to remain covered.

Any employee paid group benefit premiums must be paid by the Birth Mother if she wishes to remain covered. Birth Mothers who elect to remain covered will continue to have any employee paid group benefit premiums deducted from their Maternity Benefit Supplement. If the Maternity Benefit Supplement is not sufficient to cover the premiums, the balance of the premiums for full benefit coverage must be paid monthly by post-dated cheques, dated the first day of each month for the complete leave period.

OMERS

Maternity Benefit Supplements are not subject to OMERS contributions and service accumulation. There is the option of purchasing broken service, as per OMERS regulations, upon completion of the Pregnancy/ Parental Leave. Contact Corporate Financial Services Division, Payroll Section, Corporate Services Department for information.

Policy Number: 01-05-03

Effective Date: April 1, 2008

Policy Title: Maternity Benefit Supplement

Last Review Date: May 2013

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Revision History

Reference	Description
GC-0187-2008 – 2008 03 26	
August 08, 2013	Scheduled review – Minor revisions to Benefit Coverage and OMERS sections for clarity.

Comparison of Current and Proposed Policy – Maternity Benefit Supplement

<i>Current Policy – What Exists Today in the Maternity Benefit Supplement policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
POLICY STATEMENT City of Mississauga employees may continue to receive a portion of their regular income from the City, above Canada Employment Insurance Benefits, while on a pregnancy leave.	POLICY STATEMENT No change.	
PURPOSE This policy identifies eligible employees and outlines the supplemental maternity benefit available while on a pregnancy leave.	PURPOSE No change.	
SCOPE Eligibility All permanent full-time salaried and hourly, non-union staff, with a minimum of three months service with the City are eligible for this benefit providing the employee also qualifies for Employment Insurance (EI). Part-time, temporary and contract employees are not eligible to receive a maternity benefit supplement. Union employees are not covered by this policy and should refer to their particular collective agreement.	SCOPE Eligibility No change.	

Comparison of Current and Proposed Policy – Maternity Benefit Supplement

<i>Current Policy – What Exists Today in the Maternity Benefit Supplement policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
	<p>DEFINITIONS</p> <p>For the purposes of this policy:</p> <p>“Birth Mother” means a biological mother, including a surrogate mother.</p>	<p>Definition added for clarity and ease of reading. “Birth Mother” replaces “birth mother or surrogate mother” and “employee” throughout the revised policy.</p>
<p>EMPLOYMENT INSURANCE</p> <p>The <i>Canada Employment Insurance Act, 2000</i> provides for the payment of maternity benefits to the birth mother or surrogate mother for a maximum of 15 weeks, following a 2 week waiting period. To receive maternity benefits you are required to have worked for 600 hours in the last 52 weeks, or since your last claim. EI requires that you prove your pregnancy by signing a statement declaring the expected due or actual date of birth.</p> <p>The mother can start collecting maternity benefits either up to 8 weeks before she is expected to give birth or at the week she gives birth. Maternity benefits can be collected within 17 weeks of the actual or expected week of birth, whichever is later. The date you file your claim is very important in order for you to receive the maximum maternity benefits to which you are entitled. For additional information on your entitlement during pregnancy leave please reference the Corporate Policy - Human Resources - Leave of Absence - Pregnancy</p>	<p>Employment Insurance</p> <p>The <i>Canada Employment Insurance Act</i> provides for the payment of maternity benefits to the Birth Mother for a maximum of 15 weeks. To receive maternity benefits the Birth Mother is required to have worked for 600 hours in the last 52 weeks or since their last claim. EI requires that Birth Mothers prove their pregnancy by signing a statement declaring the expected due or actual date of birth.</p> <p>The Birth Mother may start collecting maternity benefits either up to 12 weeks before the expected due date or at the week she gives birth. Maternity benefits may be collected within 17 weeks of the actual or expected week of birth, whichever is later. The date the Birth Mother’s claim is filed is very important in order to receive the maximum entitlement to maternity benefits. For additional information on your entitlement during pregnancy leave please reference the Corporate Policy - Human Resources - Leave of Absence - Pregnancy Leave/Parental Leave.</p>	<p>Minor correction to the Employment Insurance Act – removed “2000”. Removed reference to the two-week waiting period, as it is has been revised and is addressed later in the policy.</p> <p>Minor wording revisions to reflect the change from 8 to 12 weeks to start collecting EI and to simply wording.</p>

Comparison of Current and Proposed Policy – Maternity Benefit Supplement

<i>Current Policy – What Exists Today in the Maternity Benefit Supplement policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
<p>Leave/Parental Leave.</p> <p>The basic benefit rate paid by EI is 55% of your average insured earnings up to a yearly maximum insurable amount. The maximum yearly insurable earnings is established by the Federal Government and changes from time to time. Employees should contact a Service Canada Centre for information on their entitlement to EI benefits. To receive maternity benefits you must submit an EI application on-line or in person to your Service Canada Centre.</p> <p>The Maternity Benefit Supplement paid by the City is not considered income for the purposes of calculating your EI entitlement and will not be deducted from your EI Maternity Benefits.</p>	<p>No change.</p> <p>The Maternity Benefit Supplement paid by the City is not considered income for the purposes of calculating EI entitlement and is not to be deducted from EI Maternity Benefits. The Maternity Benefit Supplement is not pensionable, as described in the OMERS section of this policy.</p>	<p>Added information related to OMERS.</p>
<p>MATERNITY BENEFIT SUPPLEMENT</p> <p>The Maternity Benefit Supplement provided by the City of Mississauga provides payments to eligible employees in addition to Maternity Benefits provided by EI to bring the employee’s income before deductions to 95% of her regular employment earnings for the first six weeks of pregnancy leave.</p>	<p>MATERNITY BENEFIT SUPPLEMENT</p> <p>The Maternity Benefit Supplement provided by the City of Mississauga provides payments to eligible Birth Mothers in addition to Maternity Benefits provided by EI to bring the Birth Mother’s income before deductions to 95% of her regular employment earnings for weeks 1 through 5 and week 17 of pregnancy leave.</p>	<p>Revised to reflect changes to EI. As of January 1, 2017 the waiting period was reduced to one week, speeding up application processing times; however, the duration of EI benefits (15 weeks) remains unchanged. Due to this change, the City’s maternity benefit supplement has been updated as</p>

Comparison of Current and Proposed Policy – Maternity Benefit Supplement

<i>Current Policy – What Exists Today in the Maternity Benefit Supplement policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
<p>Employees with regular employment earnings more than the maximum yearly insurable earnings used by EI will continue to receive the Maternity Benefit Supplement to bring their income before deductions to 55% of regular employment earnings for weeks 7 to 17 of their pregnancy leave.</p>	<p>Birth Mothers with regular employment earnings more than the maximum yearly insurable earnings used by EI will continue to receive the Maternity Benefit Supplement to bring their income before deductions to 55% of regular employment earnings for weeks 6 to 16 of their pregnancy leave.</p>	<p>follows:</p> <ul style="list-style-type: none"> • Week 1 = 95% of salary • Weeks 2 – 5 = EI plus difference between 95% and 55% EI • Weeks 6 – 16 = EI plus the difference between 55% of the Birth Mother’s regular income and the max EI benefit • Week 17 = 95% of salary <p>These changes are reflected in the Entitlement sections below.</p>
<p>Entitlement Weeks 1 and 2</p> <p>The City will pay the employee 95% of her regular employment earnings before deductions for the first two weeks of her pregnancy leave, otherwise known as the EI two week unpaid waiting period.</p>	<p>Entitlement Weeks 1</p> <p>The City will pay the Birth Mother 95% of her regular employment earnings before deductions for the first week of her pregnancy leave, otherwise known as the EI one week unpaid waiting period.</p>	
<p>Weeks 3 to 6</p> <p>For weeks 3 to 6 of the pregnancy leave, the City pays the difference between 95% of the employee’s regular weekly earnings before deductions and 55% of the maximum insurable earnings as defined by EI.</p>	<p>Weeks 2 to 5</p> <p>For weeks 2 to 5 of the pregnancy leave, the City pays the Birth Mother the difference between 95% of her regular weekly earnings before deductions and 55% of the maximum insurable earnings as defined by EI.</p>	

Comparison of Current and Proposed Policy – Maternity Benefit Supplement

<i>Current Policy – What Exists Today in the Maternity Benefit Supplement policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
Weeks 7 to 17 For weeks 7 to 17 of the pregnancy leave, the City pays the difference between 55% of the employee’s regular weekly earnings before deductions and 55% of the maximum weekly insurable earnings when the employee’s regular weekly earnings are greater than the maximum insurable earnings paid by EI.	Weeks 6 to 16 For weeks 6 to 16 of the pregnancy leave, the City pays the difference between 55% of the Birth Mother’s regular weekly earnings before deductions and 55% of the maximum weekly insurable earnings.	
Employees with regular weekly earnings equal to or less than the maximum insurable earnings paid by EI will not receive a Maternity Benefit Supplement for weeks 7 to 17.	Week 17 The City will pay the employee 95% of her regular employment earnings before deductions for week 17 of her pregnancy leave. Employees with regular weekly earnings equal to or less than the maximum insurable earnings paid by EI will not receive a Maternity Benefit Supplement for weeks 6 to 16.	
ADDITIONAL INCOME As per EI legislation, employees cannot further supplement their Maternity Benefit with paid vacation days or overtime pay while collecting EI Maternity Benefits on pregnancy leave.	ADDITIONAL INCOME No change.	
STATUTORY HOLIDAYS The weekly Maternity Benefit Supplement will not be affected by statutory holidays that fall within the benefit period.	STATUTORY HOLIDAYS No change.	

Comparison of Current and Proposed Policy – Maternity Benefit Supplement

<i>Current Policy – What Exists Today in the Maternity Benefit Supplement policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
<p>BENEFIT COVERAGE</p> <p>The City will continue to pay all City-paid group benefit premiums, unless the employee elects in writing not to remain covered.</p> <p>Any employee paid group benefit premiums must be paid by the employee if the employee wishes to remain covered. Employees who elect to remain covered will continue to have any employee paid group benefit premiums deducted from their Maternity Benefit Supplement. If the employee’s Maternity Benefit Supplement is not sufficient to cover the premiums, the balance of the premiums for full benefit coverage must be paid monthly by post-dated cheques, dated the first day of each month for the complete leave period.</p>	<p>BENEFIT COVERAGE</p> <p>No change.</p>	
<p>OMERS</p> <p>Maternity Benefit Supplements are not subject to OMERS contributions and service accumulation. The employee receives the option of purchasing her broken service, as per OMERS regulations, upon completion of the Pregnancy/ Parental Leave. Contact Corporate Financial Services Division, Payroll Section and Corporate Services Department for information.</p>	<p>OMERS</p> <p>Maternity Benefit Supplements are not subject to OMERS contributions and service accumulation. There is the option of purchasing broken service, as per OMERS regulations, upon completion of the Pregnancy/ Parental Leave. Contact the Payroll Section, Financial and Treasury Services Division, Corporate Services Department for information.</p>	<p>Minor revision for ease of reading and to reflect current Finance division name.</p>

Corporate Policy & Procedure

Policy Title: Pregnancy Leave / Parental Leave

Policy Number: 01-06-05

Draft Only – Clean Copy - February 8, 2019

Section:	Human Resources	Subsection:	Leave of Absence
Effective Date:	December 3, 2017	Last Review Date:	August, 2018
Approved by: Council	Owner Division/Contact: Human Resources		

Policy Statement

Employees are entitled to pregnancy leave and/or parental leave in accordance with the provisions of Ontario's *Employment Standards Act, 2000* (ESA) and Canada's *Employment Insurance Act* (the Act). Members of Council are provided with pregnancy and parental leave in accordance with the *Municipal Act, 2001* and this policy.

Purpose

The purpose of this policy is to identify the requirements and entitlement for pregnancy and parental leaves.

Scope

Employees

This policy provides employees with information regarding the requirements of employees and employers with respect to leaves taken under the ESA. Employees should contact a Service Canada Centre for information on their entitlement to Employment Insurance benefits while on leave.

Employee Eligibility

All non-union employees are covered by this policy.

Union employees should refer to the terms of their particular collective agreement.

A fixed-term contract employee whose contract term expires during the pregnancy or parental leave period may not be guaranteed employment at the end of the leave. Contract employees should refer to the terms of their particular employment contract.

Policy Number: 01-06-05

Effective Date: December 3, 2017

Policy Title: Pregnancy Leave / Parental Leave

Last Review Date: August, 2018

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Members of Council

This policy provides Members of Council with information regarding pregnancy/parental leave.

Legislative Requirements

The ESA provides for unpaid pregnancy and parental leaves to employees who meet statutory qualifications. The leave entitlements under provincial legislation are separate and distinct from Canada Employment Insurance benefits to which employees may be eligible while on pregnancy or parental leave. In the event of amendments to either the ESA or the Act which result in a conflict with this policy, the provisions of the legislation will be applied.

Section 270 of the *Municipal Act, 2001* provides for pregnancy and parental leaves to Members of Council.

Definitions

For the purposes of this policy:

“Birth Mother” means a biological mother, including a surrogate mother.

A “parent” includes a person with whom a child is placed for adoption and/or a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his or her own.

“Members of Council” means the Mayor and Members of Council, one representing each of the City's wards.

Policy Structure

This policy is divided into the following sections:

Employee Pregnancy Leave – pages 2 – 4

Employee Parental Leave – pages 4- 6

Members of Council Pregnancy/Parental Leave – pages 6 - 7

Employee Pregnancy Leave

Entitlement

The Birth Mother is entitled to an unpaid pregnancy leave of up to 17 weeks, if she was employed by the City for at least 13 weeks preceding the estimated date of delivery.

When Leave May Begin

The pregnancy leave may begin no earlier than 17 weeks before the estimated date of delivery. The leave may begin no later than the earlier of the estimated date of delivery or the date on

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which the Birth Mother gives birth. If the leave has not already begun, it must begin on the actual date of delivery.

Notice Required

A Leave of Absence Request Form 271 must be completed and submitted to the supervisor at least two weeks before the commencement of the leave. A certificate from a legally qualified medical practitioner, attesting to the pregnancy and stating the estimated date of delivery, is required to establish benefit entitlement. The Birth Mother is responsible for obtaining the certificate and submitting it to her supervisor at least two weeks before the commencement of the leave.

Changing Notice to Begin Leave

The leave may commence on an earlier date if the employee gives at least two weeks written notice before the earlier date. The leave may commence on a later date if the employee gives at least two weeks written notice before the original date. The supervisor may waive the notice requirements to begin the leave on a later date.

Special Circumstances

The employee may be unable to provide two weeks' notice due to complications caused by the pregnancy or due to a miscarriage, birth or still birth that happens earlier than the expected delivery date.

In these cases, written notice must be provided within two weeks of stopping work, stating the date the pregnancy leave began or is to begin. In addition, the employee must submit a medical certificate stating that she is unable to perform her duties due to complications caused by the pregnancy and stating the expected delivery date or stating the date of birth, still birth or miscarriage and the date she was expected to give birth.

The normal duties of a position may be modified to accommodate an employee who is unable to perform her normal duties due to health reasons related to the pregnancy. If no accommodated work is available the employee may be entitled to disability income benefits. Employee Health Services, Human Resources Division, must be consulted before taking action. Refer to Corporate Policy and Procedure – Income Protection Program for additional information on disability income benefits.

Health Information

Health information received to support a request for pregnancy leave is retained by the supervisor, with the Leave of Absence Request.

Health information required to support a disability income claim or request for short-term or long-term accommodation is retained by Employee Health Services, in accordance with the Income Protection Program policy.

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Effective Date: December 3, 2017

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Normal End of Leave

The pregnancy leave of an employee who is entitled to take parental leave ends 17 weeks after the leave began.

If the employee is not entitled to take parental leave, the pregnancy leave ends on the later of the day that is 17 weeks after the pregnancy leave began or the day that is twelve weeks after the birth, still birth or miscarriage.

Notice Required to Change End of Leave

An employee wishing to end the pregnancy leave on an earlier date is required to give the supervisor four weeks written notice.

An employee who has given notice to end the leave on a date earlier than the normal end of the leave may change the return by providing at least four weeks written notice before the earlier date. The end of the leave may be changed to a later date, which may not exceed the normal end of the leave, if the employee gives at least four weeks written notice before the end date specified in the original notice.

The supervisor may waive the notice requirements to end the leave on an earlier date.

Resignation of Employment

An employee who decides to resign from her employment before returning from a pregnancy leave should provide four weeks written notice.

Employee Parental Leave**Entitlement**

An employee who is the parent of a child and who has been employed by the City for at least 13 weeks is entitled to an unpaid parental leave following the birth of the child or the coming of the child into the employee's custody, care and control for the first time. If the employee also took a pregnancy leave, the parental leave may be up to 35 or 61 weeks in duration. If the employee did not take a pregnancy leave, the parental leave may be up to 37 or 63 weeks in duration.

Additional weeks are available where parents share parental leave. The second parent may take an additional five weeks, for a total of 40 weeks or an additional eight weeks, for a total of 69 weeks in duration.

When Leave May Begin

Parental leave must begin within 78 weeks of the birth or of the date the child comes into custody, care or control of a parent for the first time.

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Effective Date: December 3, 2017

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Last Review Date: August, 2018

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Parental leave begins immediately following a pregnancy leave, unless the child has not yet come into the custody, care or control of a parent for the first time.

Notice Required

A Leave of Absence Request Form 271 must be completed and submitted to the supervisor at least two weeks before the commencement of the leave, whether or not the parental leave immediately follows a pregnancy leave. Employees must select either a 35 week or 61 week parental leave option at the commencement of their leave.

Changing Notice to Begin Leave

The leave may start on an earlier date, if the employee gives at least two weeks written notice before the earlier date. The leave may start on a later date, if the employee gives at least two weeks written notice before the original date.

Special Circumstances

If the employee stops working because the child comes into the custody, care and control of a parent for the first time sooner than expected, written notice must be given within two weeks of the day the employee stopped working. The leave begins on the day the employee stops working.

Normal End of Leave

Parental leave ends 35 or 61 weeks after it began, or 40 weeks or 69 weeks if parental leave is shared, if the employee also took a pregnancy leave and 37 or 63 weeks after it began, or 42 weeks or 71 weeks if parental leave is shared, if the employee did not take a pregnancy leave.

Notice Required to Change End of Leave

An employee wishing to return to work before the normal end of a parental leave is required to give the supervisor four weeks written notice before the earlier return date. An employee who has given notice to end the leave on a date earlier than the normal end of the leave may change the return by providing at least four weeks written notice before the earlier date. The end of the leave may be changed to a later date, which may not exceed the normal end of the leave, if the employee gives at least four weeks written notice before the end date specified in the original notice.

The supervisor may waive the notice requirements to end the leave on an earlier date.

Resignation of Employment

An employee who decides to resign from their employment before returning from a parental leave should provide four weeks written notice.

Policy Number: 01-06-05

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Employment Status on Return to Work

An employee returning to work when the leave ends is entitled to resume work in his/her former position or, if the position no longer exists, in a position involving equal responsibilities and pay. The employee is entitled to a rate of pay equivalent to that which the employee would have earned if the leave had not occurred.

Failure to Return to Work

An employee who fails to return to work on the agreed upon date is not guaranteed employment unless the employee's supervisor has agreed to guarantee the position.

Benefit Coverage

The City will pay all City-paid benefit premiums, unless the employee elects in writing not to remain covered.

Any employee paid group benefit premiums must be paid by the employee if the employee wishes to remain covered. Employees who elect to remain covered will provide the City with monthly post-dated cheques.

OMERS Coverage

The employee receives the option of purchasing his/her broken service as per OMERS regulations upon completion of the Pregnancy/Parental Leave. Contact Financial and Treasury Services, Payroll Section, Corporate Services Department for information.

Vacation Credits

Vacation credits continue to accrue during a pregnancy leave or parental leave. Employees are reminded that all credits earned in one calendar year (i.e. from January 1 to December 31) must be used by December 31 of the following year, unless otherwise approved by the department head. On December 31 of each year any vacation credits in excess of those earned in the current calendar year will be forfeited by the employee, unless the department head has approved a carry-over, in writing. Refer to Corporate Policy and Procedure - Vacation for more information.

Members of Council Pregnancy/Parental Leave

Members of Council are eligible for 20 weeks of pregnancy/parental leave, not to extend beyond a Member's term of office.

In accordance with Section 259 (1.1) of the *Municipal Act, 2001*, the office of a Member of Council does not become vacant if the Member is absent from Council meetings for three consecutive months if the absence is the result of the Member's pregnancy, birth of the Member's child or adoption of a child. Therefore, a resolution of Council is not required for a

Policy Number: 01-06-05

Effective Date: December 3, 2017

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Member of Council to be absent from Council meetings due to a Pregnancy or Parental Leave of 20 weeks duration.

Should a Member of Council decide to extend their leave past 20 weeks it must be in accordance with the provisions of the *Municipal Act, 2001* Section 259 (1)(c) where a Resolution of Council may be required.

Process

The Member of Council must notify the City Clerk, Legislative Services, Corporate Services Department, approximately two weeks prior to the intended leave. The notice should include:

- The intended start date
- Information about which duties, if any, the Member of Council will continue to undertake during the leave

Duties While on Leave

A Member of Council may continue to oversee the operation of their ward office during their leave or may delegate some administrative duties to the City Clerk or to the Acting Mayor in the case of a Mayor's leave. The Member may also attend Council and committee meetings and exercise all rights and privileges of their office.

Compensation and Benefits

A Member of Council will continue to receive their regular salary and benefits for the duration of a pregnancy/parental leave, to a maximum of 20 weeks. Any Member of Council paid group benefit premiums must be paid by the Member if they wish to remain covered. Members of Council who elect to remain covered will provide the City with monthly post-dated cheques.

Revision History

Reference	Description
AF – 1987 02 10 – effective 1988 01 01	
GC-240-92 – 1992 09 30	
1996 10 16	Revised – Housekeeping
GC-0737-2000 2000 11 29	
GC-0136-2002 - 2002 02 27	
March 26, 2008	Housekeeping - Amendment to reference the Maternity Benefit Supplement Policy 01-05-03
November 27, 2013	Scheduled review – Minor admin changes

Policy Number: 01-06-05

Effective Date: December 3, 2017

Policy Title: Pregnancy Leave / Parental Leave

Last Review Date: August, 2018

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	for clarity
August 28, 2018	Bill 148 – revised to reflect changes to pregnancy leave, effective Dec. 3, 2017.

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy	Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.	Rationale – Why changes (deletions and/or additions) to the revised policy were made.
POLICY STATEMENT Employees are entitled to pregnancy leave and/or parental leave in accordance with the provisions of Ontario's <i>Employment Standards Act, 2000</i> (ESA) and Canada's <i>Employment Insurance Act</i> (the Act).	POLICY STATEMENT Employees are entitled to pregnancy leave and/or parental leave in accordance with the provisions of Ontario's <i>Employment Standards Act, 2000</i> (ESA) and Canada's <i>Employment Insurance Act</i> (the Act). Members of Council are provided with pregnancy and parental leave in accordance with the <i>Municipal Act, 2001</i> and this policy.	Revised to include Members of Council to comply with Bill 168, effective March 1, 2019.
PURPOSE The purpose of this policy is to identify the requirements and entitlement for pregnancy and parental leaves.	PURPOSE No change.	
SCOPE Employees This policy provides employees with information regarding the requirements of employees and employers with respect to leaves taken under the ESA. Employees should contact a Service Canada Centre for information on their entitlement to Employment Insurance benefits while on leave.	SCOPE Employees No change.	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
<p>ELIGIBILITY</p> <p>All non-union employees are covered by this policy.</p> <p>Union employees should refer to the terms of their particular collective agreement.</p> <p>A fixed-term contract employee whose contract term expires during the pregnancy or parental leave period may not be guaranteed employment at the end of the leave. Contract employees should refer to the terms of their particular contract.</p>	<p>EMPLOYEE ELIGIBILITY</p> <p>No change.</p> <p>A fixed-term contract employee whose contract term expires during the pregnancy or parental leave period may not be guaranteed employment at the end of the leave. Contract employees should refer to the terms of their particular employment contract.</p>	<p>Revised section title to reflect new policy structure.</p> <p>Minor revision to clarify “employment contract”.</p>
	<p>Members of Council</p> <p>This policy provides Members of Council with information regarding pregnancy/parental leave.</p>	<p>New section to include Members of Council.</p>
<p>LEGISLATIVE REQUIREMENTS</p> <p>The ESA provides for unpaid pregnancy and parental leaves to employees who meet statutory qualifications. The leave entitlements under provincial legislation are separate and distinct from Canada Employment Insurance Benefits to which employees may be eligible while on pregnancy or parental leave. In the event of amendments to either the ESA or the Act which</p>	<p>LEGISLATIVE REQUIREMENTS</p> <p>No change.</p>	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy	Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.	Rationale – Why changes (deletions and/or additions) to the revised policy were made.
result in a conflict with this policy, the provisions of the legislation will be applied.	Section 270 of the <i>Municipal Act, 2001</i> provides for pregnancy and parental leaves to Members of Council.	Added reference to legislation that pertains to leave for Members of Council.
DEFINITIONS For the purposes of this policy: “Birth Mother” means a biological mother, including a surrogate mother.	DEFINITIONS For the purposes of this policy: No change.	
A “parent” includes a person with whom a child is placed for adoption and/or a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his or her own. This includes same-sex couples.	A “parent” includes a person with whom a child is placed for adoption and/or a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his or her own.	Removed the reference to same-sex couples being included, as this can be assumed.
	“Members of Council” means the Mayor and 11 Members of Council, one representing each of the City's wards.	New definition to reflect expanded Scope.
	POLICY STRUCTURE This policy is divided into the following sections: Employee Pregnancy Leave – pages 2 – 4 Employee Parental Leave – pages 4- 6	New section to clarify the layout of the revised policy. Since Members of Council and employees have distinct legislation impacting pregnancy and

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy	Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.	Rationale – Why changes (deletions and/or additions) to the revised policy were made.
	Members of Council Pregnancy/Parental Leave – pages 6 - 7	parental leave the information for each is clearly separated.
PREGNANCY LEAVE Entitlement The Birth Mother is entitled to an unpaid pregnancy leave of up to 17 weeks, if she was employed by the City for at least 13 weeks preceding the estimated date of delivery.	EMPLOYEE PREGNANCY LEAVE Entitlement No change.	Revised section title to reflect new policy structure.
When Leave May Begin The pregnancy leave may begin no earlier than 17 weeks before the estimated date of delivery. The leave may begin no later than the earlier of the estimated date of delivery or the date on which the Birth Mother gives birth. If the leave has not already begun, it must begin on the actual date of delivery.	When Leave May Begin No change.	
Notice Required A Leave of Absence Request Form 271 must be completed and submitted to the supervisor at least two weeks before the commencement of the leave. A certificate from a legally qualified medical practitioner, attesting to the pregnancy and stating the estimated date of delivery, is required to establish benefit entitlement. The	Notice Required No change.	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
<p>Birth Mother is responsible for obtaining the certificate and submitting it to her supervisor at least two weeks before the commencement of the leave.</p>		
<p>Changing Notice to Begin Leave The leave may commence on an earlier date if the employee gives at least two weeks written notice before the earlier date. The leave may commence on a later date if the employee gives at least two weeks written notice before the original date. The supervisor may waive the notice requirements to begin the leave on a later date.</p>	<p>Notice Required No change.</p>	
<p>Special Circumstances The employee may be unable to provide two weeks’ notice due to complications caused by the pregnancy or due to a miscarriage, birth or still birth that happens earlier than the expected delivery date.</p> <p>In these cases, written notice must be provided within two weeks of stopping work, stating the date the pregnancy leave began or is to begin. In addition, the employee must submit a medical certificate stating that she is unable to perform her duties due to complications caused by the</p>	<p>Notice Required No change.</p>	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
<p>pregnancy and stating the expected delivery date or stating the date of birth, still birth or miscarriage and the date she was expected to give birth.</p> <p>The normal duties of a position may be modified to accommodate an employee who is unable to perform her normal duties due to health reasons related to the pregnancy. If it is impossible to accommodate the employee, she may be entitled to disability income benefits. Employee Health Services, Human Resources Division, must be consulted before taking action. Refer to Corporate Policy and Procedure – Income Protection Program for additional information on disability income benefits.</p>	<p>The normal duties of a position may be modified to accommodate an employee who is unable to perform her normal duties due to health reasons related to the pregnancy. If no accommodated work is available the employee may be entitled to disability income benefits. Employee Health Services, Human Resources Division, must be consulted before taking action. Refer to Corporate Policy and Procedure – Income Protection Program for additional information on disability income benefits.</p>	<p>Minor wording revision – no change to intent.</p>
<p>Health Information Health information received to support a request for pregnancy leave is retained by the supervisor, with the Leave of Absence Request.</p> <p>Health information required to support a disability income claim or request for short-term or long-term accommodation is retained by Employee Health Services, in accordance with the Income Protection Program policy.</p>	<p>Notice Required No change.</p>	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
<p>Normal End of Leave The pregnancy leave of an employee who is entitled to take parental leave ends 17 weeks after the leave began.</p> <p>If the employee is not entitled to take parental leave, the pregnancy leave ends on the later of the day that is 17 weeks after the pregnancy leave began or the day that is twelve weeks after the birth, still birth or miscarriage.</p>	<p>Normal End of Leave No change.</p>	
<p>Notice Required to Change End of Leave An employee wishing to end the pregnancy leave on an earlier date is required to give the supervisor four weeks written notice.</p> <p>An employee who has given notice to end the leave on a date earlier than the normal end of the leave may change the return by providing at least four weeks written notice before the earlier date. The end of the leave may be changed to a later date, which may not exceed the normal end of the leave, if the employee gives at least four weeks written notice before the end date specified in the original notice.</p> <p>The supervisor may waive the notice requirements to end the leave on an earlier date.</p>	<p>Notice Required to Change End of Leave No change.</p>	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
Resignation of Employment An employee who decides to resign from her employment before returning from a pregnancy leave must provide four weeks written notice	Resignation of Employment An employee who decides to resign from her employment before returning from a pregnancy leave should provide four weeks written notice	Minor revision to replace “must provide...” with “should provide”, as circumstances may allow for four weeks’ notice.
PARENTAL LEAVE Entitlement An employee who is the parent of a child and who has been employed by the City for at least 13 weeks is entitled to an unpaid parental leave following the birth of the child or the coming of the child into the employee's custody, care and control for the first time. If the employee also took a pregnancy leave, the parental leave may be up to 35 or 61 weeks in duration. If the employee did not take a pregnancy leave, the parental leave may be up to 37 or 63 weeks in duration.	EMPLOYEE PARENTAL LEAVE Entitlement No change. Additional weeks are available where parents share parental leave. The second parent may take an additional five weeks, for a total of 40 weeks or an additional eight weeks, for a total of 69 weeks in duration.	Revised section title to reflect new policy structure. New section to reflect changes to legislation.
When Leave May Begin Parental leave must begin within 52 weeks of the birth or of the date the child comes into custody, care or control of a parent for the first time.	When Leave May Begin No change.	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
Parental leave begins immediately following a pregnancy leave, unless the child has not yet come into the custody, care or control of a parent for the first time.		
Notice Required A Leave of Absence Request Form 271 must be completed and submitted to the supervisor at least two weeks before the commencement of the leave, whether or not the parental leave immediately follows a pregnancy leave. Employees must select either a 35 week or 61 week parental leave option at the commencement of their leave.	Notice Required No change.	Note: The Leave of Absence Request Form 271 may need to be changed to reflect the additional weeks.
Changing Notice to Begin Leave The leave may start on an earlier date, if the employee gives at least two weeks written notice before the earlier date. The leave may start on a later date, if the employee gives at least two weeks written notice before the original date.	Changing Notice to Begin Leave No change.	
Special Circumstances If the employee stops working because the child comes into the custody, care and control of a parent for the first time sooner than expected, written notice must be given within two weeks of	Special Circumstances No change.	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
the day the employee stopped working. The leave begins on the day the employee stops working.		
Normal End of Leave Parental leave ends 35 or 61 weeks after it began if the employee also took a pregnancy leave and 37 or 63 weeks after it began if the employee did not take a pregnancy leave.	Normal End of Leave Parental leave ends 35 or 61 weeks after it began, or 40 weeks or 69 weeks if parental leave is shared, if the employee also took a pregnancy leave and 37 or 63 weeks after it began, or 42 weeks or 71 weeks if parental leave is shared, if the employee did not take a pregnancy leave.	Revised to reflect legislation in effect March 17, 2019 that provides additional weeks of EI for shared parental leave.
Notice Required to Change End of Leave An employee wishing to return to work before the normal end of a parental leave is required to give the supervisor four weeks written notice before the earlier return date. An employee who has given notice to end the leave on a date earlier than the normal end of the leave may change the return by providing at least four weeks written notice before the earlier date. The end of the leave may be changed to a later date, which may not exceed the normal end of the leave, if the employee gives at least four weeks written notice before the end date specified in the original notice.	Notice Required to Change End of Leave No change.	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
The supervisor may waive the notice requirements to end the leave on an earlier date.		
Resignation of Employment An employee who decides to resign from their employment before returning from a parental leave must provide four weeks written notice.	Resignation of Employment An employee who decides to resign from their employment before returning from a parental leave should provide four weeks written notice.	Minor revision to replace “must provide...” with “should provide”, as circumstances may allow for four weeks’ notice.
EMPLOYMENT STATUS ON RETURN TO WORK An employee returning to work when the leave ends is entitled to resume work in his/her former position or, if the position no longer exists, in a position involving equal responsibilities and pay. The employee is entitled to a rate of pay equivalent to that which the employee would have earned if the leave had not occurred.	EMPLOYMENT STATUS ON RETURN TO WORK No change.	
Failure to Return to Work An employee who fails to return to work on the agreed upon date is not guaranteed employment unless the employee’s supervisor has agreed to guarantee the position.	Failure to Return to Work No change.	
BENEFIT COVERAGE The City will pay all City-paid benefit premiums, unless the employee elects in writing not to remain covered.	Benefit Coverage No change.	This is now a sub-section of the employee part of the policy.

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
Any employee paid group benefit premiums must be paid by the employee if the employee wishes to remain covered. Employees who elect to remain covered will provide the City with monthly post-dated cheques.		
OMERS COVERAGE The employee receives the option of purchasing his/her broken service as per OMERS regulations upon completion of the Pregnancy/Parental Leave. Contact Financial and Treasury Services, Payroll Section, Corporate Services Department for information.	OMERS Coverage No change.	This is now a sub-section of the employee part of the policy.
VACATION CREDITS Vacation credits continue to accrue during a pregnancy leave or parental leave. Employees are reminded that all credits earned in one calendar year (i.e. from January 1 to December 31) must be used by December 31 of the following year, unless otherwise approved by the department head. On December 31 of each year any vacation credits in excess of those earned in the current calendar year will be forfeited by the employee, unless the department head has approved a carry-over, in writing. Refer to Corporate Policy and Procedure - Vacation for more information.	Vacation Credits No change.	This is now a sub-section of the employee part of the policy.

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy	Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.	Rationale – Why changes (deletions and/or additions) to the revised policy were made.
	MEMBERS OF COUNCIL PREGNANCY/ PARENTAL LEAVE Members of Council are eligible for 20 weeks of pregnancy/parental leave, not to extend beyond a Member’s term of office.	New sections to outline entitlement to pregnancy/parental leave for Members of Council.
	In accordance with Section 259 (1.1) of the <i>Municipal Act, 2001</i> , the office of a Member of Council does not become vacant if the Member is absent from Council meetings for three consecutive months if the absence is the result of the Member’s pregnancy, birth of the Member’s child or adoption of a child. Therefore, a resolution of Council is not required for a Member of Council to be absent from Council meetings due to a Pregnancy or Parental Leave of 20 weeks duration.	
	Should a Member of Council decide to extend their leave past 20 weeks it must be in accordance with the provisions of the <i>Municipal Act, 2001</i> Section 259 (1)(c) where a Resolution of Council may be required.	
	Process The Member of Council must notify the City Clerk, Legislative Services, Corporate Services Department, approximately two weeks prior to the	

Comparison of Current and Proposed Policy – Pregnancy Leave/Parental Leave

<i>Current Policy – What Exists Today in the Pregnancy Leave/Parental Leave policy</i>	<i>Proposed Policy – If the information in a specific section is unchanged, or has required minimal revision to terminology only, “No change” will appear.</i>	<i>Rationale – Why changes (deletions and/or additions) to the revised policy were made.</i>
	<p>intended leave. The notice should include:</p> <ul style="list-style-type: none"> • The intended start date • Information about which duties, if any, the Member of Council will continue to undertake during the leave 	
	<p>Duties While on Leave</p> <p>A Member of Council may continue to oversee the operation of their ward office during their leave or may delegate some administrative duties to the City Clerk or to the Acting Mayor in the case of a Mayor’s leave. The Member may also attend Council and committee meetings and exercise all rights and privileges of their office.</p>	
	<p>Compensation and Benefits</p> <p>A Member of Council will continue to receive their regular salary and benefits for the duration of a pregnancy/parental leave, to a maximum of 20 weeks. Any Member of Council paid group benefit premiums must be paid by the Member if they wish to remain covered. Members of Council who elect to remain covered will provide the City with monthly post-dated cheques.</p>	

REPORT 1-2019

To: CHAIR AND MEMBERS OF GENERAL COMMITTEE

The Governance Committee presents its first report for 2019 and recommends:

GOV-0001-2019

That the deputation and associated presentation by Jeffrey Abrams, Integrity Commissioner with respect to the Council Code of Conduct, be received.

(GOV-0001-2019)

GOV-0002-2019

1. That the motion submitted by Councillor Parrish with respect to suggested amendments to the Council Code of Conduct be received and referred to the Council Code of Conduct Review;
2. That the Integrity Commissioner meet with Councillor Parrish for follow-up on questions posed by the Councillor at the February 25, 2019 Governance Committee meeting.

(GOV-0002-2019)

GOV-0003-2019

That the Governance Committee meet to review the Council Code of Conduct and discuss possible amendments, upon completion of the citizen appointments to the Committee for the current term of Council.

(GOV-0003-2019)

GOV-0004-2019

That the Governance Committee Work Plan, updated for the February 25, 2019 Governance Committee meeting, be received.

(GOV-0004-2019)

REPORT 1 - 2019

To: CHAIR AND MEMBERS OF GENERAL COMMITTEE

The Accessibility Advisory Committee presents its first report for 2019 and recommends:

AAC-0001-2019

That the deputation and associated presentation by Rob Cummins, Manager Digital Strategy & Experience presenting on the Digital Modernization Project be received.

(AAC-0001-2019)

AAC-0002-2019

That the deputation by Keith Sheardown, Video Production Contractor, Transit Academy requesting volunteers to be in the MiWay Training Video be received.

(AAC-0002-2019)

AAC-0003-2019

That the deputation and associated presentation by Michelle Berquist, Project Leader Transportation, Transportation & Works presenting on the Mississauga Moves Update be received.

(AAC-0003-2019)

AAC-0004-2019

That the deputation and associated presentation by Jennifer Cowan, Accessibility Specialist and Alana Tyers, Manager Service Development, MiWay presenting on Annual Accessibility Report and MiWay Annual Accessibility Report be received.

(AAC-0004-2019)

AAC-0005-2019

That the verbal update provided by Jennifer Cowan, Accessibility Specialist with respect to the *Accessibility For Ontarians with Disabilities Act* (AODA) be received.

(AAC-0005-2019)

AAC-0006-2019

That the verbal update provided by Naz Husain and Carol-Ann Chafe, Citizen Members and Members of the Region of Peel Accessibility Advisory Committee be received.

(AAC-0006-2019)

AAC-0007-2019

1. That the memorandum by Jennifer Cowan, Accessibility Specialist dated February 1, 2019 with respect to the Update on the 2018 Annual Report of the Multi-Year Accessibility Plan for the City of Mississauga and MiWay be received for information.

2. That the 2018 Annual Report of the Multi-Year Accessibility Plan be approved.

3. That the MiWay 2018 Annual Accessibility Report be approved.

4. That the 2018 Municipal Elections Accessibility Report be approved.

(AAC-0007-2019)

AAC-0008-2019

That the Council Resolution 0001-2019 pertaining to the guidelines related to City's festivals and events be received for information.

(AAC-0008-2019)

AAC-0009-2019

That the updated Accessibility Advisory Committee Terms of Reference be approved.

(AAC-0009-2019)

AAC-0010-2019

1. That the Accessibility Advisory Committee Work Plan, be received.
2. That staff update and complete the 2015-2018 Accessibility Committee Work Plan and forward any outstanding items to a future AAC Work Plan.

(AAC-0010-2019)

REPORT 2 - 2019

To: CHAIR AND MEMBERS OF GENERAL COMMITTEE

The Road Safety Committee presents its second report for 2019 and recommends:

RSC-0007-2019

That the deputation by Joe Avsec, Manager, Traffic and Sustainable Transportation, Region of Peel and Megan McCombe, Supervisor, Environmental Education, Region of Peel regarding the Overview of the Region of Peel Vision Zero Road Safety Strategic Plan; Proposed 2019 Road Safety Strategic Plan and Countermeasures Implementation Plan, and Pedestrian Education Initiative be received.

(RSC-0007-2019)

RSC-0008-2019

That the Road Safety Committee Chair or designate attend the Region of Peel Vision Zero Task Force meeting.

(RSC-0008-2019)

RSC-0009-2019

That the Road Safety Committee endorsed the Vision Zero Framework proposed in the Draft Transportation Master plan, as amended.

(RSC-0009-2019)

RSC-0010-2019

That the Road Safety Committee Terms of Reference be amended at a future meeting with its new members.

(RSC-0010-2019)

RSC-00011-2019

That the email dated February 14, 2019 entitled The Use of Countdown Timers at Intersections from Sunil Sharma, Citizen Member, be received.

(RSC-00011-2019)

RSC-0012-2019

That the January 2019 Road Watch Statistics be received.

(RSC-0012-2019)

REPORT 3 - 2019

To: CHAIR AND MEMBERS OF GENERAL COMMITTEE

The Heritage Advisory Committee presents its third report for 2019 and recommends:

HAC-0017-2019

That the deputation by Rebecca Sciarra and Annie Veilleux from ASI, regarding an update to Phase 1 of the Cultural Heritage Landscape Project be received for information.
(HAC-0017-2019)

HAC-0018-2019

That the property at 26 Ann Street, which is listed on the City's Heritage Register, is not worthy of heritage designation, and consequently, that the owner's request to demolish proceed through the applicable process, as per the Corporate Report from the Commissioner of Community Services dated February 19, 2019.
(Ward 1)
(HAC-0018-2019)

HAC-0019-2019

That the property at 869 Sangster Avenue, which is listed on the City's Heritage Register, is not worthy of heritage designation, and consequently, that the owner's request to alter and demolish proceed through the applicable process, as per the Corporate Report from the Commissioner of Community Services dated February 19, 2019.
(Ward 2)
(HAC-0019-2019)

HAC-0020-2019

1. That the Memorandum dated February 11, 2019 from Paul Damaso, Director, Culture Division entitled New Heritage Designation Plaque Design, be received;
2. That staff be directed to further investigate the intention of changing the current Heritage Designation plaque design and look into options that would incorporate the City's rebranding into the current design.

(HAC-0020-2019)

HAC-0021-2019

That the Memorandum dated January 24, 2019 from Paul Damaso, Director, Culture Division entitled New Construction Adjacent to a Listed Property: 3650 Eglinton Avenue West (Ward 8), be received.
(Ward 8)
(HAC-0021-2019)

REPORT 3 - 2019

To: CHAIR AND MEMBERS OF GENERAL COMMITTEE

The Mississauga Cycling Advisory Committee presents its third report for 2019 and recommends:

MCAC-0016-2019

That the summary of Cycling Network Priorities Discussion dated February 24, 2019 be received.

(MCAC-0016-2019)

MCAC-0017-2019

That the memorandum dated February 28, 2019 from Matthew Sweet, Manager, Active Transportation entitled Review of Bicycle Traffic Signal Installations be received.

(MCAC-0017-2019)

MCAC-0018-2019

That Transportation and Works staff implement the following safety measures at crossride intersections:

- a) To implement 'No Right Turn on Red' restrictions
- b) To paint crossride intersections green
- c) That increased enforcement is needed from the Peel Regional Police at crossride locations

(MCAC-0018-2019)