

THE MUNICIPAL CORPORATION OF TOWNSHIP OF ARMOUR

Agenda

August 26, 2025

VIDEO RECORDING DISCLAIMER AND LAND ACKNOWLEDGEMENT:

REGULAR MEETING AT 7:00 P.M.:

Confirmation of the minutes of the regular meeting of August 12, 2025

(1)

List of proposed resolutions

(2)

DECLARATION OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF:

DELEGATIONS: NONE

ACCOUNTS FOR APPROVAL: NONE

APPLICATIONS: NONE

BY-LAW(S):

By-law #52-2025 – To enter into a library agreement, rescinds By-law #21-2022

(3)

By-law #53-2025 – To enter into a lease agreement, 431 Berriedale Road

(4)

REPORTS:

AHHC – Draft Meeting Minutes of July 3, 2025

(5)

TRI Council Informal Sub Committee Meeting Minutes of August 5, 2025

(6)

DSSAB – Meeting of August 14, 2025

Library Board – Meeting of August 20, 2025

Agricultural Society – Meeting of August 21, 2025

TRI Council - Meeting of August 25, 2025

Any other reports?

CORRESPONDENCE:

#7 TO #16

UNFINISHED BUSINESS:

Staff Report: By-law Enforcement Officers Job Description Revisions (*resolution*)

(17)

Township of Ryerson – Resolution supporting negotiation of Circular Materials Change Notice

(18)

Village of Burk's Falls & Town of Kearney – DSSAB Nomination - Area 4 (*resolution*)

(19)

NEW BUSINESS:

2025 Playground Inspections: Halcyon Shores Beach and Doe Lake Beach

(20)

2025 ARBFAS Fall Fair Schedule

(21)

ADJOURNMENT:

DATES TO REMEMBER:

August 23, 2025 – HazMat Day

August 25, 2025 – TRI Council Meeting – 7:00 p.m. Katrine Community Centre

August 27, 2025 – Planning Board Meeting

August 28, 2025 – ACED Board Meeting – 6:00 p.m. Strong Twp

September 1, 2025 – Labour Day – Office Closed, Landfill Open

September 1, 2025 – Landfill Winter Hours Start: 10:00 a.m. to 4:00 p.m.

September 4, 2025 – AHHC Meeting

September 8, 2025 – KCC Meeting

September 9, 2025 – Regular Council Meeting

September 10, 2025 – OPP Detachment Board Meeting

Any member of the public who wishes to attend the virtual Council meeting may contact the CAO by 4:00 pm on Tuesday, August 26, 2025 via telephone at 705-382-3332 or by email at cao@armourtownship.ca



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THE MUNICIPAL CORPORATION OF THE TOWNSHIP OF ARMOUR

MINUTES

August 12, 2025

The regular meeting of the Council of the Township of Armour was held on Tuesday, July 8, 2025 at 7:00 p.m. Those in attendance were: Mayor Rod Ward; Councillors Rod Blakelock, Wendy Whitwell, Dorothy Haggart-Davis and Jerry Brandt; Delegations: Amy Tilley, Waste Administrator and Dave Creasor, Roads Supervisor; Guests: Alice Hewitt, Don Murphy, Darcy Prentice, Barry Burton, Sarah Cooke, Owen Gray, Ana Cultraro, Dino Cultraro, Marie Odorizzi, Elizabeth Hewitt, D. Balesdent, and Nieves Guijarro; Staff: Dave Gray, CAO and Charlene Watt, Municipal Clerk.

VIDEO RECORDING DISCLAIMER:

Participants were informed that the meeting will be recorded to provide a record of discussions and agreements held within the meeting. By staying in the meeting, virtually or in-person, participants consented to being recorded. Participants also agreed to recordings being posted to YouTube or other distribution services.

INDIGENOUS LAND ACKNOWLEDGEMENT:

Council acknowledged the traditional lands of the Anishinaabe and recognized the historical and contemporary contributions of the local First Nations and the peoples of Turtle Island.

CONFIRMATION OF THE MINUTES OF THE PREVIOUS MEETINGS:

The minutes of the regular Council meeting held on July 22, 2025 was approved as circulated.

DECLARATION OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF:

No pecuniary interest and general nature thereof were declared.

DELEGATIONS:

Amy Tilley, Waste Management Administrator, presented her August 2025 report and the monthly bag counts for 2025 with comparisons to previous years. Budget and financial matters were addressed, including maintenance on the compactor and skid steer. A fire extinguisher for the compactor is required and will be included in the 2026 budget. The consulting engineer for the landfill will be retiring this year. An RFP will be issued mid-September with input from the outgoing consultant. The resolution from Council dated July 22, 2025 regarding the opposition to the change notice for the Depot Operations Agreement has been forwarded to Circular Materials Ontario and the TRI partners. Due to extreme heat, the landfill has been shut down early a couple times this summer. The public was advised via social media. Bottle return depots were discussed. The Waste Management Administrator will investigate establishing the service and the impact on operating costs. Questions were asked and answered.

Amy Tilley, Health and Safety Co-ordinator advised Council that as we continue to grow, more formal training will be provided to ensure consistency in departmental inspections and safety activities. Certification and training for workers and managers will occur over the next few years.

Dave Creasor, Roads Supervisor, presented his August 2025 report which detailed equipment usage and maintenance summaries. Weather events and responses, summer operations, current construction projects, including the North Pickerel Lake Road Bridge replacement and Cogeco fiber project updates were discussed. The footings for the bridge have been poured in preparation for the installation of the prefabricated bridge, which will come in six sections for assembly via crane. Dust suppression and road grading are a priority with the dry weather. Questions were asked and answered.

ACCOUNTS FOR APPROVAL:

The list of accounts for August 2025 was approved by resolution.

APPLICATIONS: NONE

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BY-LAWS:

By-law #49-2025 being a by-law to enter into a site plan agreement with Daniel Bowering and Lesley Kataric, with respect to Part Lot 17, Concession 5, PSR 1997, Part 3 and 42R-8352 Part 2 fronting on Three Mile Lake and known as 943 Relative Road was read in its entirety and passed by resolution.

By-law #50-2025 being a by-law to confirm the proceedings of Council at its July meetings was read in its entirety and passed by resolution.

By-law #51-2025 being a by-law to enter into a site plan agreement with Chauhan Pavitar Preet Singh with respect to Part Lot 5, Concession 6, being Lot 9 of Plan 42M-675 was read in its entirety and passed by resolution.

UNFINISHED BUSINESS:

Council reviewed Resolution No. 2025-244 from the Village of Burk's Falls expressing opposition to the Battery Energy Storage System proposed by SolarBank Corporation in the Township of Armour. The resolution has been circulated to provincial Members of Parliament and all municipalities across Ontario. Council also reviewed a response letter from the Mayor of the Township of Armour to the Council of the Village of Burk's Falls, which addresses the concerns raised and affirms a municipal commitment to an open and transparent process aligned with applicable provincial policies. The Mayor's letter was supported by Council and it was reiterated that no payout or negotiations have been discussed with the applicant. A process is to be followed and no position on the application has been taken by Council. Council is confident that they will make the right decision at the right time.

REPORTS:

Council reviewed the August 2025 Planning Report.

Council reviewed the August 2025 Building Permit Report. Written data from NBMCA on septic statistics were requested.

Council reviewed the minutes from the July 21, 2025 Historical Society meeting. The water, heater and toilet are to be installed in the new red building this week.

A verbal report was given on the July 23, 2025 Planning Board meeting. The Prentice Subdivision application was discussed with a fair number of questions. The application was supported. Not all of all the Township's conditions were implemented as written. Council had no concerns with the conditions in the Notice of Decision and the revisions were considered minor in nature. The Town of Kearney has submitted a request to MMAH to pull out of the Planning Board. If granted, consents and subdivisions will be handled entirely by municipal staff.

Council reviewed the Director's Report, ACED Board resolution supporting funding contribution for memberships, a resolution from the Village of Sundridge opposing the funding models and minutes from the ACED June 26, 2025 meeting. The July 2025 meeting was cancelled due to storm weather but will meet in August.

Council reviewed a report from the Mayor concerning governance of family health teams and called upon support for standardization. Council passed a resolution urging the Province of Ontario to implement a standard and mandatory governance model for the boards of Family Health Teams across the province, which ensures that community members make up 50% of the overall board membership to ensure appropriate representation for the communities which use and support healthcare in their local area.

Council reviewed correspondence from the District of Parry Sound Social Services Administration Board (DSSAB) noting that, as of August 13, 2025, no appointment has been received in response to their June 16, 2025 request for a new member to jointly represent Area 4. It was noted that the seat remains vacant and must be filled as soon as possible. Deputy Mayor Sean Cotton of the Village of Burk's Falls has expressed

THE MUNICIPAL CORPORATION OF THE TOWNSHIP OF ARMOUR

MINUTES

August 12, 2025

REPORTS: cont'd.

interest in the appointment. A resolution supporting his nomination is expected to be considered by the relevant councils before the end of the month. Council acknowledged the importance of ensuring Area 4 is fully represented at the DSSAB and supports moving the appointment process forward.

A verbal update was provided regarding the TRI Council Sub-Committee meeting held on August 5, 2025. The meeting was noted as productive, with open and constructive communication among members. The primary focus was on matters related to the library, including a review of the draft library agreement, which is expected to be presented at the next TRI Council meeting for formal consideration. Under the proposed agreement, funding contributions would be based on population, resulting in an increase to Armour Township's share from 39% to 46.16%. Clause 1(c) from the draft agreement that limited consecutive terms was not supported by Council. The TRI partners will be made aware of the revision request.

CORRESPONDENCE:

Council reviewed a letter from the Town of Aurora requesting support in expressing opposition to Bill 5 in its current form and urged the Government of Ontario to work collaboratively with municipalities. Council passed a supporting resolution.

Council reviewed a letter from the Town of Aurora requesting support in opposing Bill 17 in its current form and urged the Government of Ontario to restore meaningful municipal input. Council passed a supporting resolution.

Council reviewed a resolution from the Township of Nairn and Hyman requesting support in petitioning the Government of Ontario and opposing the transportation or placement of niobium mine tailings at the Agnew Lake Tailings Management Area and urging the Ministries involved to conduct a transparent, science-based, and precautionary review of all disposal options, prioritizing public health and environmental safety. Council passed a supporting resolution.

Council reviewed a news release from Muskoka Algonquin Healthcare recognizing the new billboards at each of the new hospital sites that spotlight the Made-in-Muskoka Healthcare.

Council reviewed a news release from Ontario News advising the Province is investing \$3 million to support cleaner and healthier communities.

Council reviewed a news release from Ontario News advising the Province is protecting walleye from illegal fishing.

Council reviewed a news release from Ontario News advising Ontario is investing \$56.8 million to expand nursing enrollment. The investment will add 2,200 nurses to the province's health-care workforce by 2029.

Council reviewed a media release from Canada Post advising that the majority of CUPW represented employees have rejected Canada Post's final offers.

Council reviewed a news release from Ontario News advising that the Province is investing \$28 million to boost non-profit programs.

Council reviewed a public service announcement from the North Bay Parry Sound District Health Unit providing a community drug alert following sharp increase in overdoses rates between July 23 and August 2, 2025. Nine overdoses have been reported that involved opioids.

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UNFINISHED BUSINESS:

Council reviewed resolution #2025-241 from the Village of Burk's Falls endorsing the Township of Armour's Resolution No. 208, dated July 8, 2025. The resolution directs the Waste Management Administrator to convey Council's position to Circular Materials Ontario and to engage in negotiations for revised compensation terms that ensure fair and equitable remuneration for the continued provision of depot operations and promotion and education services.

Council reviewed resolution #2025-256 from the Village of Burk's Falls supporting the Township of Ryerson's acceptance of RFP 2025-007 for the design and build for the new firehall from DOMM Construction in the amount of \$3,634,900.50 + HST.

Council reviewed resolution #2025-257 from the Village of Burk's Falls supporting the application under the NOHFC's Community Enhancement Program for the new fire hall build project and the commitment to cover their share of the project, along with any project cost overruns.

A verbal report was provided regarding the development of an access road for the industrial park off Highway 520. The Municipal Engineer reviewed the original concept plans and the approved highway entrance, confirming that the access point off Highway 520 will remain unchanged. However, approximately 100 metres onto the property, a hydro pole has been installed in a location that would be costly to relocate. Additionally, the proposed route encounters a steep hill and rocky terrain, leading into unusable land. It was noted that the site plan contours would result in the loss of approximately 5 to 6 acres of potentially developable land, and winter road maintenance would present further challenges. A revised access road plan was recommended by the Engineer as a more practical solution for future development. The revised alignment would open the property to potential buyers without the need for a fully developed internal road. Council directed staff to proceed with road construction in accordance with the Municipal Engineer's recommendation.

NEW BUSINESS:

Council received a request of donation from the Almaguin Anglers Association for the annual Kids Fishing Derby. Council passed a resolution approving a donation.

Council reviewed a proposal from the Magnetawan Nature River Hub regarding a collaboration opportunity to support a floating education centre to serve the community by animating the Magnetawan River's history, ecology and culture on a vessel called "River Hub." Council discussed the project and passed a resolution supporting the proposal in principle and expressed their intention to collaborate where reasonable to support the development, promotion, and use of the "River Hub" facility. Council recognized that many aspects of this project will require significant financial support and encouraged suitable funding organizations to strongly consider supporting this project.

Council reviewed the new draft library agreement and reflected on the discussion held earlier in the meeting. It was confirmed that the existing 2022 agreement is to be formally terminated, updated, and replaced with the revised version. Council members reaffirmed their position on the removal of the clause limiting consecutive terms for board members. The draft agreement is scheduled to be presented for consideration at the upcoming TRI Council meeting on August 26, 2025, at which time a resolution is expected from each respective Council authorizing the Mayors and Clerks to execute the agreement.

CLOSED SESSION:

The purpose of the closed meeting under Section 239(2) (b) and (e) of the Municipal Act to discuss personal matters about an identifiable individual, including municipal or local board employees and litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board.

A resolution was passed to move into closed session at 8:41 p.m.

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August 12, 2025

CLOSED SESSION: cont'd.

A resolution was passed to move out of the closed session at 9:55 p.m. The Mayor reported on the items that were discussed in the closed session.

RESOLUTIONS:

Resolution #243 - Moved by Dorothy Haggart-Davis, seconded by Jerry Brandt; That the Council of the Township of Armour approves the minutes of the regular council meeting held on July 22, 2025 as circulated. Carried

Resolution #244 - Moved by Rod Blakelock, seconded by Wendy Whitwell; That the Council of the Township of Armour approves the August 2025 accounts, in the amount of \$1,104,996.83 for payment, and the Mayor and the Treasurer are hereby authorized to sign cheques for same. Carried

Resolution #245 - Moved by Dorothy Haggart-Davis, seconded by Rod Blakelock; That the Council of the Township of Armour have read and approved By-law #49-2025 being a by-law to enter into a site plan agreement with Daniel Bowering and Lesley Kataric with respect to Part Lot 17, Concession 5, PSR 1997, Part 3 and 42R-8352 Part 2 fronting on Three Mile Lake and known as 943 Relative Road and that we authorize the Mayor and Clerk to sign this by-law and affix the seal of the Corporation thereto. Carried

Resolution #246 - Moved by Wendy Whitwell, seconded by Jerry Brandt; That the Council of the Township of Armour have read and approve By-law #50-2025 being a by-law to confirm the proceedings of Council at its July 2025 meetings and that we authorize the Mayor and Clerk to sign this by-law and affix the seal of the Corporation thereto. Carried

Resolution #247 - Moved by Jerry Brandt, seconded by Dorothy Haggart-Davis; That the Council of the Township of Armour have read and approved By-law #51-2025 being a by-law to enter into a site plan agreement with Chauhan Pavitar Preet Singh with respect to Part Lot 5, Concession 6, being Lot 9 of Plan 42M-675 and that we authorize the Mayor and Clerk to sign this by-law and affix the seal of the Corporation thereto. Carried

Resolution #248 - Moved by Jerry Brandt, seconded by Dorothy Haggart-Davis; WHEREAS Ontario's Family Health Teams provide team-based healthcare which is critical to our communities;

AND WHEREAS healthcare in Ontario is publicly funded;

AND WHEREAS municipalities invest significant additional public/taxpayer money in support of Family Health Teams and other healthcare-related organizations, including supports for primary care recruitment, healthcare facilities, and additional community healthcare needs;

AND WHEREAS the governance models for Family Health Teams in Ontario do not follow mandatory standards;

AND WHEREAS governance models are designed to ensure appropriate representation, transparency, and guardrails with respect to potential conflicts of interest for the organizations they represent;

AND WHEREAS many boards of Family Health Teams are not balanced in terms of representation from the communities and municipalities that they cover;

AND WHEREAS the lack of a standard and balanced governance model means that the needs of the local communities are not necessarily fully represented;

AND WHEREAS the province is directing the Primary Care Action Team (PCAT), through Dr. Jane Philpott, to ensure connected and convenient healthcare across the province;

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August 12, 2025

RESOLUTIONS: cont'd.

AND WHEREAS Family Health Teams are crucial in the delivery of the mandate of PCAT;

NOW THEREFORE BE IT RESOLVED THAT The Council of the Township of Armour urges the Province of Ontario to implement a standard and mandatory governance model for the boards of Family Health Teams across the province, which ensures that community members make up 50% of the overall board membership to ensure appropriate representation for the communities which use and support healthcare in their local area;

AND THAT a copy of this resolution be forwarded to the Honourable Doug Ford, Premier of Ontario; the Honourable Sylvia Jones, Deputy Premier and Minister of Health; Dr. Jane Philpott, Chair of the Primary Care Action Team; the Association of Municipalities of Ontario (AMO); the Association of Family Health Teams of Ontario (AFHTO); and all municipalities in Ontario. Carried

Resolution #249 - Moved by Rod Blakelock, seconded by Wendy Whitwell; That the Council of the Township of Armour supports the Town of Aurora's resolution expressing opposition to Bill 5 in its current form and urges the Government of Ontario to work collaboratively with municipalities, uphold environmental and heritage protections, engage Indigenous partners, and ensure transparent public consultation in the implementation of any legislative reforms. Carried

Resolution #250 - Moved by Dorothy Haggart-Davis, seconded by Rod Blakelock; That the Council of the Township of Armour supports the Town of Aurora's resolution opposing Bill 17 in its current form and urges the Government of Ontario to restore meaningful municipal input, maintain strong environmental and heritage safeguards, and ensure public participation and accountability in planning processes. Carried

Resolution #251 - Moved by Dorothy Haggart-Davis, seconded by Jerry Brandt; That the Council of the Township of Armour supports the Township of Nairn and Hyman in opposing the transportation or placement of niobium mine tailings at the Agnew Lake Tailings Management Area and urges the Ministries involved to conduct a transparent, science-based, and precautionary review of all disposal options, prioritizing public health and environmental safety. Carried

Resolution #252 - Moved by Dorothy Haggart-Davis, seconded by Jerry Brandt; That the Council of the Township of Armour approves a donation in the amount of \$500 to the Almaguin Angler Association to support the 2025 Kids Annual Fishing Derby. Carried

Resolution #253 - Moved by Dorothy Haggart-Davis, seconded by Wendy Whitwell; WHEREAS the Council of the Township of Armour recognizes through their Official Plan (Con. 2024) that the environment, including the Magnetawan River, is the most important natural resource in the Township;

AND WHEREAS Council's understanding of the River Hub proposal issued by the Magnetawan River Nature Hub pertains to the creation of an eco-destination through the establishment of a floating education centre on the Magnetawan River that will celebrate the River's history, ecology, and history;

AND WHEREAS Armour Township has adopted the 2018 Almaguin Highlands Regional Economic Development Strategic Plan which recommends that regional partners maintain and expand recreational, sports and cultural opportunities and recognizes this project as a direct fit within this recommendation;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Township of Armour hereby declare their support in principle for the proposal and express their intention to collaborate where reasonable to support the development, promotion, and use of the River Hub facility. Council recognizes that many aspects of this project will require significant financial support and encourages suitable funding organizations to strongly consider supporting this project. Carried

THE MUNICIPAL CORPORATION OF THE TOWNSHIP OF ARMOUR

MINUTES

August 12, 2025

RESOLUTIONS: cont'd.

Resolution #254 - Moved by Dorothy Haggart-Davis, seconded by Jerry Brandt; That the Council of the Township of Armour hereby move into closed session at 8:41 p.m. as per Section 239(2) (b) and (e) of the Municipal Act to discuss personal matters about an identifiable individual, including municipal or local board employees and litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board. Carried

Resolution #256 - Moved by Wendy Whitwell, seconded by Dorothy Haggart-Davis; That the Council of the Township of Armour hereby adjourn and move out of closed session at 9:55 p.m. and report. Carried

Resolution #257 - Moved by Dorothy Haggart-Davis, seconded by Wendy Whitwell; That the Council of the Township of Armour adjourns this regular council meeting at 9:56 p.m. until the next regular council meeting scheduled for August 26, 2025 or at the call of the Mayor or the Clerk. Carried

Rod Ward, Mayor

Charlene Watt, Clerk

LIST OF PROPOSED RESOLUTIONS FOR AUGUST 26, 2025

ITEM # ON AGENDA

(1)

That the Council of the Township of Armour approve the minutes of the regular council meeting held on August 12, 2025 as circulated.

ITEM # ON AGENDA

(3)

That the Council of the Township of Armour have read and approve By-law #52-2025 being a by-law to enter into a Library Agreement with The Village of Burk's Falls and the Township of Ryerson and that we authorize the Mayor and Deputy Clerk to sign this by-law and affix the seal of the Corporation thereto.

ITEM # ON AGENDA

(4)

That the Council of the Township of Armour have read and approve By-law #53-2025 being a by-law to enter into a lease agreement for 431 Berriedale Road with Hans Junger and that we authorize the Mayor and Deputy Clerk to sign this by-law and affix the seal of the Corporation thereto.

ITEM # ON AGENDA

(7)

That the Council of the Township of Armour supports the Municipality of West Nipissing and formally requests that the Honourable Mike Harris Jr., Minister of Natural Resources and Forestry, reconsider the planned use of glyphosate-based herbicides in the Nipissing Forest and suspend the aerial spraying initiative until further independent research and updated risk assessments are completed and reviewed.

ITEM # ON AGENDA

(17)

That the Council of the Township of Armour hereby receives the Staff Report from the CAO dated August 26, 2025 and approves the position descriptions and job evaluation results for the Manager of Municipal Law Enforcement and Municipal Law Enforcement Officer positions;
And Further That Council approves the creation of the title "Manager of Municipal Law Enforcement";
And Further That Staff be directed to implement these changes effective September 1, 2025.

ITEM # ON AGENDA

(18)

WHEREAS the District of Parry Sound Services Board Area 4 Representative has forfeited their position,
AND WHEREAS there is a requirement for a new Area 4 Representative on the Board;
NOW THEREFORE be it resolved that the Council of the Township of Armour rescinds Motion #134 dated May 9, 2023 nominating Councillor Ryan Baptiste;
AND HEREBY supports the nomination of Councillor Sean Cotton from the Village of Burk's Falls to represent Area 4 on the District of Parry Sound Social Services Board.

ITEM # ON AGENDA

That the Council of the Township of Armour adjourns this regular council meeting at _____ p.m. until the next regular council meeting scheduled for September 9, 2025 or at the call of the Mayor or the Clerk.

The Municipal Corporation of the Township of Armour
By-Law #52-2025

Being a by-law to enter into a Library Agreement.

WHEREAS Section 5(1) of the *Public Libraries Act*, R.S.O. 1990, C.P. 44, authorizes two or more municipalities to make an agreement for the establishment of a union public library;

AND WHEREAS Council deems it appropriate to enter into a new Agreement with the Village of Burk's Falls and the Township of Ryerson to govern the existing The Burk's Falls, Armour and Ryerson Union Public Library Board;

NOW THEREFORE the Council of The Municipal Corporation of the Township of Armour enacts as follows:

- 1. That the agreement between the Township of Ryerson, the Township of Armour, and the Village of Burk's Falls with respect to the Burk's Falls, Armour, Ryerson Union Public Library, hereby attached as Schedule A and being part of this by-law, be entered into.
- 2. That the Mayor and the Clerk be given the authority to sign the agreement on behalf of the Township of Armour.
- 3. That this By-law repeals By-law #21-2022.
- 4. That this By-law shall take effect upon its passing.

Read in its entirety, approved,
signed and the seal of the
Corporation affixed thereto and
finally passed in open Council
this 26th day of August, 2025.

Rod Ward, Mayor

Dave Gray, Deputy Clerk

LIBRARY AGREEMENT

BETWEEN

**THE MUNICIPAL CORPORATION OF THE TOWNSHIP OF ARMOUR
THE CORPORATION OF THE TOWNSHIP OF RYERSON
AND THE CORPORATION OF THE MUNICIPALITY OF
THE VILLAGE OF BURK'S FALLS**

WHEREAS the councils of two or more municipalities may make an agreement for the establishment of a union public library, *Public Libraries Act, R.S.O. 1990, c. P. 44* (hereinafter the "Act");

AND WHEREAS a union public library was established under the *Public Libraries Act, 1984, S.O. 1984, c.57* by The Municipal Corporation of the Township of Armour, The Corporation of the Township of Ryerson and The Corporation of the Municipality of the Village of Burk's Falls, effective January 1990 and such union public library was continued under agreement dated March 22nd, 2022 (the 2022 Agreement);

AND WHEREAS the municipal parties wish to terminate, update and replace the 2022 Agreement

NOW THEREFORE, the parties hereto agree as follows:

1. ESTABLISHMENT OF A UNION PUBLIC LIBRARY

- a. The union public library being a corporation known in English as The Burk's Falls, Armour and Ryerson Union Public Library Board (which may be referenced hereinafter as "the Board") is continued and shall be governed by the Act and this Agreement. The aforementioned 2022 Agreement is hereby terminated.
- b. The Burk's Falls, Armour and Ryerson Union Public Library Board shall be composed of seven (7) members as prescribed herein:
 - i. One (1) Councillor from each of the participating municipalities
Township of Armour – one (1)
Township of Ryerson – one (1)
Village of Burk's Falls – one (1);
 - ii. Four (4) Community Members
Community Members at Large – 4.
- c. Members shall hold office for a term concurrent with the term of the appointing Council, or until a successor is appointed. No person shall be appointed for more than two consecutive terms.
- d. Council Members shall be appointed by their respective Councils. Community Members at large shall be appointed jointly by the parties which joint appointment shall be based upon a simple majority of the three Municipal Councils

2. APPOINTMENT OF CHIEF EXECUTIVE OFFICER, SECRETARY AND TREASURER

- a. The Burk's Falls, Armour & Ryerson Union Public Library Board shall appoint a Chief Executive Officer who shall have general supervision over and

direction of the operations of the public library and its staff, shall attend all Board meetings and shall have the other powers and duties that the Board assigns to him or her from time to time.

- b. The Board shall appoint a Secretary who shall;
 - i. Conduct the Board's correspondence; and
 - ii. Keep minutes of every meeting of the Board.
- c. The Board shall appoint a Treasurer who shall;
 - i. Receive and account for all the Board's money;
 - ii. Open an account or accounts in the name of the Board in a chartered bank, trust company or credit union, approved by the Board;
 - iii. Deposit all money received on the Board's behalf to the credit of that account or accounts; and
 - iv. Disburse the money as the Board directs.
- d. The same person may both be the Secretary and the Treasurer, and the Chief Executive Officer appointed under subsection (2) may be the Secretary and the Treasurer.
- e. The Municipal Corporation of the Township of Armour shall be responsible for the provision of bookkeeping services on behalf of the Library Board for a period of one (1) year from the latest date of execution of this agreement. Upon the expiry of the foregoing, the Board shall be responsible for its bookkeeping.

3. COMMUNICATION

- a. The key contacts for the Library Board shall be the Chief Executive Officer (CEO) and the Chair of the Board. The key contact for each municipality shall be the Municipal Clerk.
- b. Formal communications related to governance, budgeting, policy matters, or strategic planning shall be directed in writing between the designated key contacts.
- c. The Library Board shall provide timely notice to the Municipal Clerks of any Board decisions or matters requiring municipal input or approval under the Act. The participating municipalities shall provide timely notice of any Council decisions or matters related to the Library Board or its operations.

4. ESTIMATES

- a. The Board shall submit its proposed annual budget to each Municipal Council by October 1st.
- b. The Board shall submit, with its estimates, a statement as to the proportion of the estimates that is to be charged to each of the municipalities, and if the estimates of the Board are approved or amended and approved by the Councils of the municipalities representing more than one-half of the population of the area for which the Board was established, they are binding on all municipalities.
- c. The estimate proportion for each of the Councils shall be determined annually based on the population of each municipality as a percentage of the total population of the member municipalities. Population shall be based upon the most recent Census Data available from Statistics Canada. The current census data and percentages are as follows:

Union Member	2021 Population	Percentage
Township of Armour	1459	46.16%
Village of Burk's Falls	957	30.27%
Township of Ryerson	745	23.57%

- d. Payment from the municipalities to the Burk's Falls Armour & Ryerson Union Public Library will be made as follows;
 - i. First payment due between January 1st and January 31st equal to one-half the municipal payment of the previous year;
 - ii. Remainder due when the new budget is approved.

5. DISPUTE RESOLUTION

- a. In the event of any dispute arising out of, or in connection with, this agreement, participating municipalities agree to first attempt to resolve the matter through mediation. If mediation fails the dispute may be referred to arbitration in accordance with the rules of the Ontario Arbitration Act.
- b. The dispute resolution process must be followed as prescribed in section 5, item a. prior to any participating municipality becoming eligible to withdraw from this agreement.

6. AGREEMENT WITHDRAWAL

- a. Any participating municipalities wishing to withdraw from this agreement must:
 - i. Engage the dispute resolution process prescribed in section 5 of this agreement; and
 - ii. Provide a minimum of 1-year written notice to all other participating municipalities.
- b. Upon the withdrawal, the withdrawing party shall not be entitled to any of the assets or responsible for the future liabilities of the Board.

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7. ENTIRE CONTRACT

- a. In the event of a conflict between any provisions of this Agreement and any provisions of the Act, the provision of the Act prevails.
- b. This Agreement constitutes the entire Agreement between the parties.

IN WITNESS THEREOF THE MUNICIPAL CORPORATION OF THE TOWNSHIP OF ARMOUR HAS HERETO AFFIXED ITS CORPORATE SEAL ATTESTED BY THE HAND OF ITS PROPER SIGNING OFFICERS.

Dated at Armour, this ____ day of _____, 2025

Rod Ward, Mayor

Charlene Watt, Clerk

IN WITNESS THEREOF THE CORPORATION OF THE TOWNSHIP OF RYERSON HAS HERETO AFFIXED ITS CORPORATE SEAL ATTESTED BY THE HAND OF ITS PROPER SIGNING OFFICERS.

Dated at Ryerson, this ____ day of _____, 2025

George Sterling, Mayor

Nancy Field, Clerk

IN WITNESS THEREOF THE CORPORATION OF THE MUNICIPALITY OF VILLAGE OF BURK’S FALLS HAS HERETO AFFIXED ITS CORPORATE SEAL ATTESTED BY THE HAND OF ITS PROPER SIGNING OFFICERS.

Dated at Burk’s Falls, this ____ day of _____, 2025

Chris Hope, Mayor

Denis Duguay, Clerk

THE MUNICIPAL CORPORATION OF THE TOWNSHIP OF ARMOUR

BY-LAW # 53-2025

Being a by-law to enter into a lease agreement for
431 Berriedale Road with Hans Junger

WHEREAS Section 9 of the *Municipal Act*, S.O. 2001, c. 25 provides that a municipality has the capacity, rights, powers & privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS Section 10 (2) 4 of the *Municipal Act*, S.O. 2001, c. 25, provides that by-laws may be passed for public assets of the municipality acquired for the purpose of exercising its authority under this or any other Act;

NOW THEREFORE the Council of The Municipal Corporation of the Township of Armour enacts as follows:

1. That the Agreement attached hereto as Schedule "A" between The Municipal Corporation of the Township of Armour and Hans Junger be entered into by the municipality.
2. That the Mayor and the Deputy Clerk be authorized to execute all documentation necessary to fulfill the Agreement.
3. The Clerk of the Township of Armour is hereby authorized to make any minor modifications or corrections of an administrative, numeric, grammatic, semantic or descriptive nature or kind to the by-law and schedule(s) as may be deemed necessary after the passage of this by-law, where such modifications or corrections do not alter the intent of the by-law.
4. That this by-law comes into effect on the 1st day of January, 2026.

Read in its entirety, approved,
signed and the seal of the
Corporation affixed thereto and
finally passed in open Council
this 26th day of August, 2025.

Rod Ward, Mayor

Dave Gray, Deputy Clerk

Schedule "A" to By-Law # 53-2025

LEASE

THIS INDENTURE made (in duplicate) the 1st day of January in the year of our Lord two thousand and twenty-six (2026).

IN PURSUANCE OF THE SHORT FORMS OF LEASES ACT

BETWEEN THE MUNICIPAL CORPORATION OF THE TOWNSHIP OF ARMOUR herein called the Lessor, of the First Part

AND Hans Junger, herein called the Lessee, of the Second Part

WITNESS THAT in consideration of the rents, covenants and agreements hereinafter reserved and contained on part of the Lessee, the Lessor do demise and lease unto the Lessee, their executors, administrators, successors and assigns, all that messuage or tenement situate, lying and being,

Concession 13, Part Lot 10, Township of Armour, North East corner of North Pickerel Lake Road and Berriedale Road also known as 431 Berriedale Road.

TO HAVE AND TO HOLD THE said premises for and during the term of twenty-four (24) months to be computed from the 1st day of January two thousand and twenty-six (2026) with the option to renew upon negotiation the lease for another term commencing January 1st, 2028.

YIELDING AND PAYING therefore monthly unto the said Lessor the sum of one hundred and fifty dollars and forty-four cents (\$154.87) plus HST (\$175.00) to be payable on the 1st of each month; the first of such payments (\$175.00) to become due and made on the 1st day of January, 2026.

AND the said Lessee covenants with the said Lessor to pay rent; and utilities (heat and hydro); and to maintain the grounds and dispose of garbage; and to repair, reasonable wear and tear and damage by fire, lightning, and tempest only excepted; and that the said Lessor may enter and view state of repair; and that the said Lessee will repair according to notice in writing, reasonable wear and tear and damage by fire, and will not assign or sub-let without leave, and such leave may, notwithstanding any statutory enactment to the contrary, be arbitrarily refused by the Lessor in his sole and uncontrolled discretion; and may do improvements at the expense of the Lessee only after being approved by the Lessor.

AND the Lessee will not carry on upon the said premises any business that may be deemed nuisance.

AND that they will leave the premises in good repair, reasonable wear and tear excepted.

THE Lessee covenants that they are the sole owners of all goods and chattels that are to be brought upon the premises, and that they are free from any mortgage, lien or other charge, with the exception of goods and consignment.

PROVIDED that the Lessee may remove their fixtures if all rent due hereunder has been paid.

PROVIDED also that during the last two months of the tenancy hereby granted, the Lessee will allow prospective tenants to be admitted to view the said premises at reasonable hours any day except Sunday on producing a written order to that effect signed by the Lessor or his agent.

The Lessor will provide 60 days' notice prior to the end of the term of lease that the said premises are needed for the use of the Lessor and within 60 days from the date of notice the lease shall be terminated and the Lessor shall remove all goods and chattels from the premises.

THE Lessee covenants that they will not do or permit to be done on the said premises anything which may be annoying to the Lessor, or which the Lessor may deem to be a nuisance, and that the Lessee will use and occupy the said premises as a commercial operation for the selling of antiques, collectibles and gifts approved by the Lessor and will not carry on or permit to be carried on therein any trade or business not approved. THE Lessee covenants that they will not do or permit to be done any act or thing which may make void or voidable any insurance upon any building, or part thereof, upon the said premises or which may cause any increased or additional premium to be payable for any such insurance.

THE Lessor to carry property liability and fire insurance on the building, the Lessee to carry content insurance and name the Township of Armour as insured on their liability insurance.

THE Lessee shall not allow any refuse, garbage or other loose or objectionable material to accumulate in or about the building, yards or passages of the said premises, and will at all times keep the said premises in clean and wholesome conditions, and shall, immediately before the termination of the term hereby granted, wash the floors, windows and woodwork of the said premises.

THE Lessee covenants that they will keep the said premises free of snow and ice; and that the Lessee shall not, during the said term, injure or remove any shade trees, shrubbery, hedges, or other trees or plant which may be in, upon or about the said premises without prior approval; and that they will keep in good condition the sodded spaces about the said premises.

THE said Lessor covenants with the said Lessee for quiet enjoyment.

IN consideration of the foregoing and of the leasing and letting by the Lessor to the Lessee of the premises hereby demised for the term hereby granted (and it is upon that express understanding that this indenture is entered into); the Lessee hereby covenants and agrees with the Lessor that notwithstanding any statute or law to the contrary, none of the goods or chattels of the Lessee on the said premises at any time during the continuance of the said term shall be exempt from levy by distress for rent in arrears by the Lessee and that upon any claim being made for such exemption by the Lessee, or on distress being made by the Lessor, this covenant and agreement may be pleaded as an estoppel against the Lessee in any action brought to test the right to the levying upon any such goods as are named as exempted in any such statute or law, the Lessee waiving, as they hereby do, all and every benefit that could or might have accrued to them under and by virtue of any such statute or law but for the above covenant.

PROVIDED that the Lessee remains in occupation of the demised premises after the expiration of the term hereby granted without written agreement to the contrary the Lessee shall not be deemed to be a tenant from year to year but shall be a monthly tenant only at a rental equivalent to the monthly payment of rent herein provided for, payable in advance, and all the terms and conditions hereof, so far as applicable, shall apply to such monthly tenancy.

THE Lessee hereby acknowledges that they are responsible for replacing the locks and providing two (2) keys to the municipality.

THE Lessee hereby acknowledges that the Lessor does not guarantee potable water on the property.

THE Lessee hereby acknowledges that the structures are not to be used for human habitation.

IT IS agreed between the parties hereto that every covenant, provision, and agreement herein contained shall enure to the benefit of and be binding upon the parties hereto, and their respective heirs, executors, administrators, successors and assigns, and that all covenants herein contained shall be constructed as being joint, and several, and that when the context so requires or permits the singular number shall be read as if the plural were expressed, and the masculine gender as if the feminine or neuter, as the case may be, were expressed.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seals.

MAYOR ROD WARD - LESSOR

HANS JUNGER - LESSEE

DAVE GRAY, DEPUTY CLERK - LESSOR



705-382-2900
www.almaguin-health.org

Minutes: July 3, 2025, 10:00 am in person & via Zoom and at the Township of Perry Municipal Office

Present: Rod Ward (Chair), Delynne Patterson, Margaret Ann MacPhail, Vicky Roeder-Martin (Vice-Chair), Sean Cotton, Brad Kneller, Jim Ronholm, Cheryl Philip, Tom Bryson, Luke Preston, Deb Duce (Secretary).

Regrets: Norm Hofstetter.

Guest: Dr. Sarah MacKinnon, Shelly van den Heuvel, Sandy Zurbrigg, Courtney Metcalfe, Greg Stevens, David Gravelle, Nav Othi.

Called to order at 10:00 a.m. by Chair R. Ward.

1. **2025-17** Moved by Margaret Ann MacPhail - Seconded by Vicky Roeder-Martin
THEREFORE BE IT RESOLVED THAT the Almaguin Highlands Health Council adopt the minutes from the regular meeting of June 5, 2025, as circulated. Carried.
2. **DECLARATION OF PECUNIARY OF INTEREST:** None
3. **DELEGATIONS:**
 - a) **Muskoka Almaguin Ontario Health Team (MAOHT), HHR Recruiter 3-Year Funding Renewal Request**
Greg Stevens, David Gravelle, Nav Othi, with Dr. Sarah MacKinnon and Shelly van den Heuvel.

The MAOHT team presented the recommendation of the Health & Human Resources Task Force to continue with a 3-year extension of the 3-year Recruiter funding term that expires on December 31, 2025. The initial term was implemented to address the persistent shortage of primary care providers; municipalities in Muskoka Almaguin contributed as well as healthcare services organizations (health teams/hospital/foundations).

The presentation overview included a workforce analysis, population growth throughout the regions, totals for unattached patients, ideas, plans for expansion of access to healthcare support and services, and recruiter engagement at conferences and physician recruitment events in the UK, USA, and other provinces.

Sundridge District Medical Centre shared they have been fortunate in part because of recruiter support, programs such as Practice Ready Ontario (PRO), and

assistance with the recruitment process (appointments, tours, dinners, hotels, etc.). Almaguin Highlands Family Health Team also benefited from the support.

It was noted that primary care provider recruitment will continue to be a problem until there is a larger solution by the MOH/OH across the province.

Council members noticed that Joly Township and Town of Kearney were not included in the first term and asked that they be included in the recommendation from AHHC to municipalities in Almaguin Highlands.

4. RESOLUTIONS PASSED:

2025-18 Moved by Delynn Patterson - Seconded by Tom Bryson.

THEREFORE BE IT RESOLVED THAT Be it resolved that the Almaguin Highlands Health Council will request commitment from each municipality for \$1000 per year for the years 2026, 2027, and 2028 for the continued MAOHT Health Human Resources Recruiter

5. ITEMS FOR DISCUSSION:

a) Almaguin Health and Wellness Summit – October 7, 2025

The plan for the summit scheduled was amended following a discussion on what healthcare providers are doing now and how they would like to do things in the future. A survey will be created and distributed to healthcare providers and organizations. Following a review of the survey data, one-on-one interviews may be coordinated to gather greater detail. The information received will be used to create a report to the municipalities on what the desired and future needs in healthcare and what they can do to help.

Members shared questions on building requirements (planning/development), patient waitlists, PCAT funding (\$1.6 billion), feedback from patients, families and caregivers (PFC), and access to a list of resources that are available to assist people navigating the healthcare system (i.e. MAOHT Community Helpline & other [community resources](#)). D. Duce will share links to information following the meeting and introduce them to the MAOHT communications leads – Jessica North and Louise Picot – who will be able to assist in creating healthcare resource lists for distribution at summer events and community offices.

Next steps include a presentation to the MAOHT Alliance Council or Collaboration Steering Committee to connect with healthcare providers and organizations and promote the information gathering survey. S. van den Heuvel will coordinate the survey plan (questions, marketing, accessibility) with a team. L. Metcalf will create the online survey. D. Duce will connect with G. Stevens regarding presentation at the August CSC meeting.

The Summit on October 7th will be put on hold with the committee determining plans following the review of survey data.

b) Progress Report:

At the next meeting, a proposal for municipal funding supports for an in-depth building engineering study will be presented

c) **Other Business: none**

6. ADJOURNMENT

2025-19 Moved by Jim Ronholm - Seconded by Tom Bryson

THEREFORE, BE IT RESOLVED THAT the Almaguin Highlands Health Council adjourn at 11:20 a.m. to meet again on September 4, 2025, at 10:00 am at Perry Township. Carried.

TRI COUNCIL INFORMAL SUB-COMMITTEE MEETING **MINUTES**

Tuesday, August 05, 2025 – 1:30PM

Location: Young at Heart Seniors Centre, 136 Yonge, Burk's Falls

Attendance: Armour Township: Councillor Wendy Whitwell, CAO Dave Gray
Ryerson Township: Councillor Delynn Patterson, CAO/Treasurer Brayden Robinson
Village of Burk's Falls: Deputy Mayor Sean Cotton (attended by Zoom)
CAO/Clerk Denis Duguay

Meeting called to order at 1:30 PM

Discussion Items:

Library Agreement review

The committee revisited the agreement changes discussed at the previous meeting, redirecting the conversation to earlier concerns about council members' and members-at-large terms on the board. The focus was on the legality of enforcing capped term limits and the overall number of board members. Armour CAO mentioned that legal counsel had not provided a response in time for the meeting.

The committee then turned to the selection process for members-at-large. It was suggested that selections be made based on the individuals' skills, with the appointment process guided by a consensus among the partners.

The committee reviewed the section of the agreement outlining the current bookkeeping process and recommended transferring responsibility for bookkeeping to the library board in one year, allowing sufficient time for staff training. There was also a question raised about whether bookkeeping duties are included in the current job descriptions or should be considered in future updates, as job descriptions are currently under review. This review could potentially impact pay equity and the pay grid, highlighting the possibility of a service delivery review.

The discussion then expanded to the potential for more comprehensive training for councillors serving on the board, focusing specifically on the Library Act.

Following that, the conversation shifted to the funding formula in the agreement, exploring the feasibility of applying a uniform formula across all agreements in order to standardize the approach.

New Library Build

The committee suggested including the topic of the new library build at the TRI-COUNCIL meeting in October, aiming to secure in principle commitments from all three partners, similar to the approach taken with the New Fire Hall project. Concerns were raised regarding the differences between a new library and a new fire hall, highlighting the importance of circulating a previously conducted "needs assessment" Strategic Plan.

Regional Services (Future of Almaguin)

The committee discussed the future of Almaguin, focusing on the services that will be needed to meet the region's evolving demands. They also explored how community integration education could help partners address these future needs. The conversation shifted to the importance of standardizing agreements that could serve multiple municipalities. Additionally, the committee considered the structure of a shared services group, discussing how it could be organized to foster greater collaboration and efficiency across the region.

Next Step: Shared Services Agreements

Actions:

- Funding formula (%) standard for all agreements
- Timeline for the new library build
- Partner concerns/comments regarding current Fire and Arena agreements
- Partner input for sub-committees to handle operational process for individual agreements (Fire, Library, Landfill, Arena).

Armour CAO, Dave Gray, will present the library agreement at the August TRI-COUNCIL meeting for approval from all partners.

Next Meeting:

Monday September 15 @ 1:30 PM – Township of Armour Municipal Office

Adjournment
3:05 PM



West Nipissing Ovest

CORPORATION OF THE MUNICIPALITY OF WEST NIPISSING

Council - Committee of the Whole

Resolution # 2025-263
Title: Approve Resolution Requesting a Moratorium on Aerial Spraying of Glyphosate in the Nipissing Forest
Date: August 12, 2025

Moved by: Councillor Fern Pellerin
Seconded by: Councillor Kaitlynn Nicol

WHEREAS the Province of Ontario, through the Ministry of Natural Resources and Forestry, is planning to begin aerial spraying of glyphosate-based herbicides in late August 2025 in the Nipissing Forest; and

WHEREAS the Nipissing Forest covers a significant portion, if not all, of the Municipality of West Nipissing, and residents and ecosystems may be impacted by this activity; and

WHEREAS new scientific evidence published since Health Canada's last assessment of glyphosate in 2017 has linked glyphosate-based end-use products to cancer, metabolic and neurological diseases, reproductive toxicity, and ecosystem harm; and

WHEREAS the Province of Quebec banned the use of glyphosate for forestry purposes in 2001 and replaced aerial herbicide spraying with manual forest thinning as a safer alternative forest management method; and

WHEREAS many residents have expressed concern regarding the potential environmental and public health risks associated with aerial spraying of glyphosate-based herbicides;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Municipality of West Nipissing formally request that the Honourable Mike Harris Jr., Minister of Natural Resources and Forestry, reconsider the planned use of glyphosate-based herbicides in the Nipissing Forest and suspend the aerial spraying initiative until further independent research and updated risk assessments are completed and reviewed; and

BE IT FURTHER RESOLVED THAT this resolution be forwarded to:

The Honourable Mike Harris Jr., Minister of Natural Resources and Forestry

The Honourable Sylvia Jones, Minister of Health

MPP John Vanthof, Timiskaming-Cochrane

AMO (Association of Municipalities of Ontario)

FONOM (Federation of Northern Ontario Municipalities)

All municipalities within Northeastern Ontario

CARRIED

-RESOLUTION-

Ministry of Natural Resources

Development and Hazard Policy
Branch
Policy Division
300 Water Street
Peterborough, ON K9J 3C7

Ministère des Richesses naturelles

Direction de la politique d'exploitation des
ressources et des risques naturels.
Division de l'élaboration des politiques
300, rue Water
Peterborough (Ontario) K9J 3C7



August 13, 2025

Subject: Proposed regulations to support the implementation of the proposed
Geologic Carbon Storage Act, 2025, if passed by the Legislature

Hello,

Over the past three years, the Ministry of Natural Resources (MNR) has been taking a measured and phased approach to enabling and regulating geologic carbon storage (further referred to as carbon storage) in Ontario. Carbon storage is new to the province and developing a comprehensive framework to regulate this activity would help ensure that it is done responsibly, with measures in place to safeguard people and the environment.

Carbon storage involves injecting captured carbon dioxide into deep geological formations for permanent storage. This technology could provide industries in Ontario with a critical tool for managing their emissions and contributing to the achievement of Ontario's emissions reduction targets.

As you may be aware, the proposed *Geologic Carbon Storage Act, 2025* was introduced into the Ontario legislature on May 27th, 2025 as part of Bill 27, Resource Management and Safety Act, 2025. The Bill has now reached second reading in the Legislature, and debate of the Bill will continue after the legislature resumes on October 20th, 2025. The status of the Bill in the legislative process can be viewed on the Legislative Assembly of Ontario [website](#).

The proposed Act, if passed by the Legislature, would require the development of supporting regulations that would cover the detailed regulatory requirements for the authorization of research and evaluation activities, and carbon storage activities, before the Act could be proclaimed and brought into force.

- Info -

We are writing to notify you that the MNR is seeking feedback on the general content of proposed regulations that are being considered under the proposed *Geologic Carbon Storage Act*, 2025, if it is passed by the Legislature.

More details on the general content of the proposed regulations can be viewed in a proposal notice on the Regulatory Registry, posting # [25-MNRF006](#). Feedback on the proposal can be provided directly to MNR through the email address provided below.

If you would like more information or have any questions, please contact Andrew Ogilvie, Manager of Resources Development Section, at 705-761-5815 or through email: Resources.Development@ontario.ca.

Sincerely,

A handwritten signature in black ink that reads "Jennifer Keyes". The script is fluid and cursive, with the first letters of each word being capitalized and prominent.

Jennifer Keyes
Director, Development and Hazard Policy Branch

AUG 11 2025

TOWNSHIP OF ARMOUR

9

Ministry of Natural Resources

Development and Hazard Policy
Branch
Policy Division
300 Water Street
Peterborough, ON K9J 3C7

Ministère des Richesses naturelles

Direction de la politique d'exploitation des
ressources et des risques naturels.
Division de l'élaboration des politiques
300, rue Water
Peterborough (Ontario) K9J 3C7



August 08, 2025

Subject: Proposed updates to certain operational policies under the *Aggregates Resource Act*

Hello,

Ontario's aggregate industry plays a key role in our government's vision to build Ontario, supporting vital development and jobs across the province. At this time, MNR is proposing updates to certain operational policies under the *Aggregate Resources Act*.

Over the last six years, changes to the Act, regulation, and the development of the Aggregate Resources of Ontario Standards, have left several aggregate resources policies outdated and/or inaccurate. New requirements and provisions introduced through these changes also need to be supported with new policy direction.

In a continued effort to clarify requirements and improve efficiencies, three policies are proposed to be updated (replacing seven outdated policies) related to new aggregate licence/permit applications addressing Water Report, Cultural Heritage Report, and Matters to be Considered in the Issuance of a Licence. One new policy based on the 2020 requirements in the Standards, Maximum Predicted Water Table Report is being proposed. In addition, the government is focused on reducing burden to businesses; this is why we are proposing to rescind 28 policies that are outdated or unnecessary.

Updated policies are an important step in modernizing the Ministry's aggregate program, ensuring transparency and consistency in program delivery, and providing certainty to industry and the public about the Ministry's expectations.

A complete summary of the proposed policy changes can be found on the [Environmental Registry](#) (search for notice: 025-0216) for a 48-day commenting period ending September 25, 2025.

We invite you to review the changes and offer comments.

There are several ways you can comment on this proposal, including:

1. Directly through the Environmental Registry posting (click on the "Submit a comment" button)

2. By email to aggregates@ontario.ca, or

3. By mail to:

Resources Development Section
Ministry of Natural Resources
300 Water Street, 2nd Floor South
Peterborough, ON K9J 3C7

For questions, contact Sheena Tower at aggregates@ontario.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Keyes", with a stylized flourish at the end.

Jennifer Keyes

Director, Development and Hazard Policy Branch

Policies Being Updated or Developed

1. Water Report Policy (Update)

- This updated policy replaces three outdated policies:
 - A.R. 2.01.06 – Licence Applications: Hydrogeological Report Standards
 - A.R. 3.01.04 – Wayside Permit Applications: Hydrogeological Report Standards
 - A.R. 4.01.05 – Aggregate Permit Applications: Hydrogeological Report Standards (Categories 10 & 12)
- It aligns direction and guidance with the 2020 **Aggregate Resources of Ontario: Technical Reports and Information Standards**.
[Environmental Registry of Ontario](#)

2. Cultural Heritage Report Policy (Update)

- This updated policy consolidates and replaces:
 - A.R. 2.01.08 – Licence Applications: Cultural Heritage Resource Report Standards
 - A.R. 3.01.06 – Wayside Permit Applications: Cultural Heritage Report Standards
 - A.R. 4.01.07 – Aggregate Permit Applications: Cultural Heritage Resource Report Standards (Categories 9–12)
- It ensures cultural heritage reporting requirements reflect current policy frameworks.
[Environmental Registry of Ontario](#)

3. Maximum Predicted Water Table Report Policy (New)

- This is a brand-new policy, developed in response to a requirement introduced in the 2020 **Technical Reports and Information Standards**.
- It addresses preparation of the Maximum Predicted Water Table Report for new aggregate licence or permit applications.
[Environmental Registry of Ontario](#)

4. “Matters to Be Considered in the Issuance of a Licence” Policy (New)

- This new policy pertains to **Section 12 of the ARA**, outlining key considerations by the Minister or the Ontario Land Tribunal when deciding on licence issuance or refusal.
- It serves to clarify evaluation criteria for applicants and guide staff recommendations.
[Environmental Registry of Ontario](#)

Summary Table

Policy	Type	Replaces / Purpose
Water Report Policy	Update	Replaces three hydrogeological report standards policies.
Cultural Heritage Report Policy	Update	Replaces three cultural heritage report standards policies.
Maximum Predicted Water Table Report Policy	New	Reflects new 2020 standards requirement for water table reporting.
Matters to Be Considered in Issuance of a Licence	New	Clarifies evaluation criteria under Section 12 of the ARA for licence decisions.

Additional Context

- The modernization initiative broadly aims to align outdated policy guidance with post-2009 changes to the **ARA**, related regulations (**Ontario Regulation 244/97**), and the **Aggregate Resources of Ontario: Standards**, improving clarity and consistency in policy delivery.
[Environmental Registry of Ontario](#)
- Once implemented, the three updated policies will fully replace a total of seven older policies, and a further **28 outdated or redundant policies** (including manual appendices) are proposed for rescission to eliminate confusion and streamline the policy framework.
[Environmental Registry of Ontario](#)

MONTHLY JOBS REPORT

June 2025

The Labour Market Group
Guiding partners to workforce solutions.

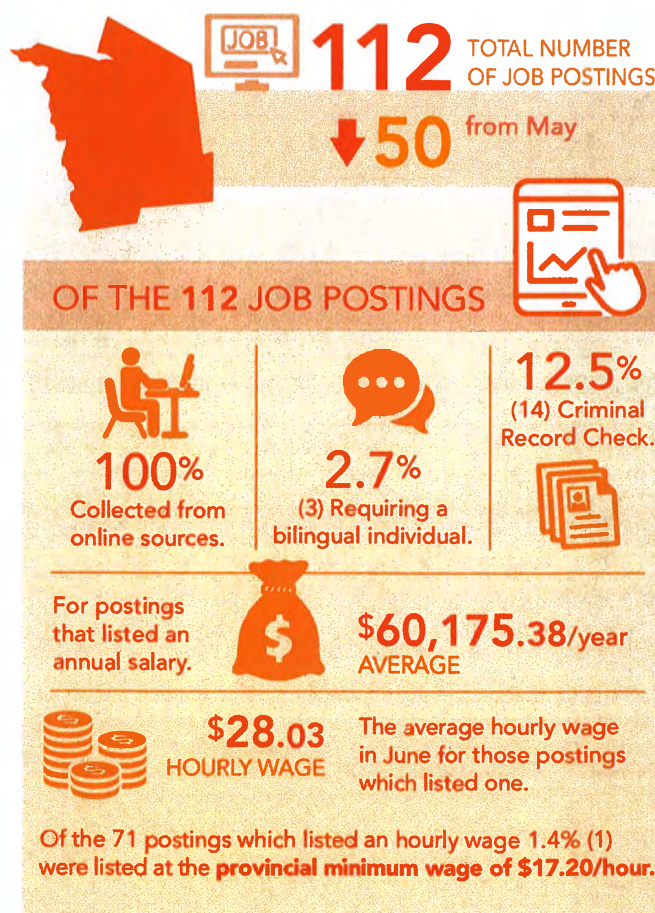
NIPISSING DISTRICT

There were 459 job postings recorded for Nipissing District in June. This figure is significantly lower in both, month-over-month (-18.6%, -105) and year-over-year (-21.7%, -127) comparisons. This month, there were 230 unique employers; a decrease in month-over-month (-13.5%, -36) comparisons, highlighting that there were not only fewer jobs but also fewer employers posting jobs.



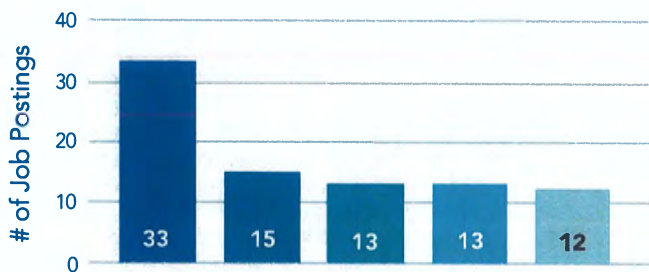
PARRY SOUND DISTRICT

There were 112 job postings recorded for the Parry Sound District in June. This is a significant decrease in month-over-month (-30.9%, -50) and year-over-year (-35.3%, -61) comparisons. There were 69 unique employers this month; lower in month-over-month (-25.8%, -24) comparisons, highlighting that there were not only fewer jobs but also fewer employers posting jobs.

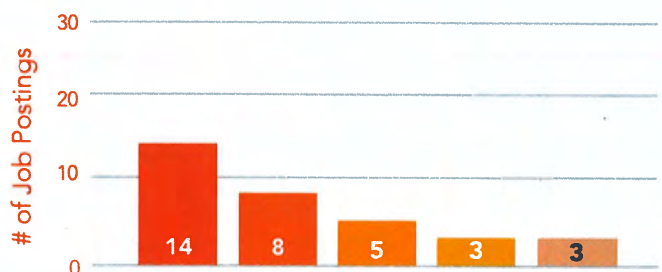


* North American Industry Classification System (NAICS) is the system utilized by the governments of Canada, United States and Mexico in order to classify companies based on their primary functions/objectives.

TOP 5 EMPLOYERS POSTING JOBS



TOP 5 EMPLOYERS POSTING JOBS



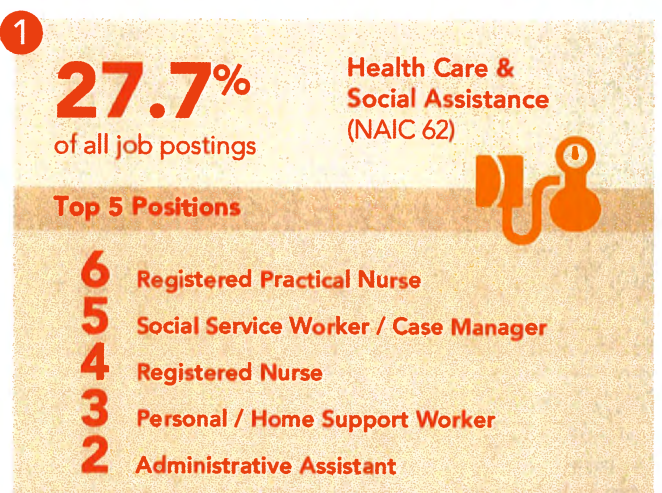
TOP 5 INDUSTRIES HIRING (NAICS)



- 2** 16.3%: Retail Trade (NAICS 44-45)
- 3** 11.1%: Educational Services (NAICS 61)
- 4** 7.2%: Transportation & Warehousing (NAICS 48-49)
- 5** 6.5%: Accommodation and Food Services (NAICS 72)

As expected, the Health Care and Social Assistance (NAICS-62) industry saw the most number of job postings in June with more than a quarter (26.4%, 121) of the total. The Educational Services (NAICS-61) industry saw the largest month-over-month decrease of -3.8%. The Administrative and Support, Waste Management and Remediation Services industry (NAICS-56) saw the largest month-over-month increase (+3.3%) in job posting representation.

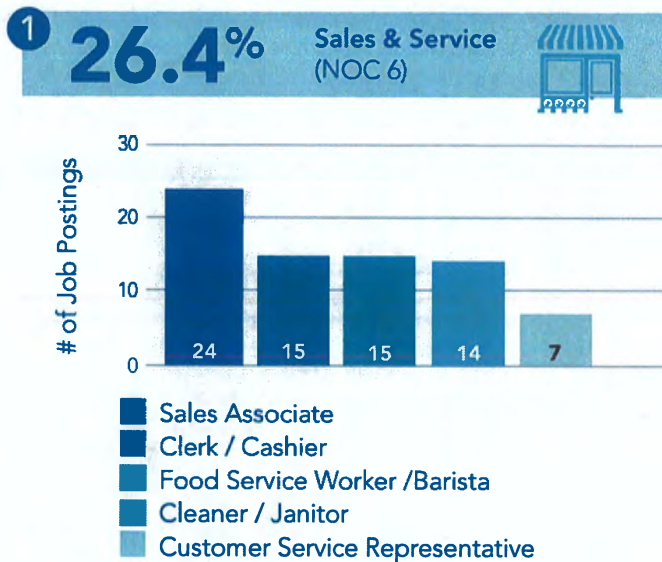
TOP 5 INDUSTRIES HIRING (NAICS)



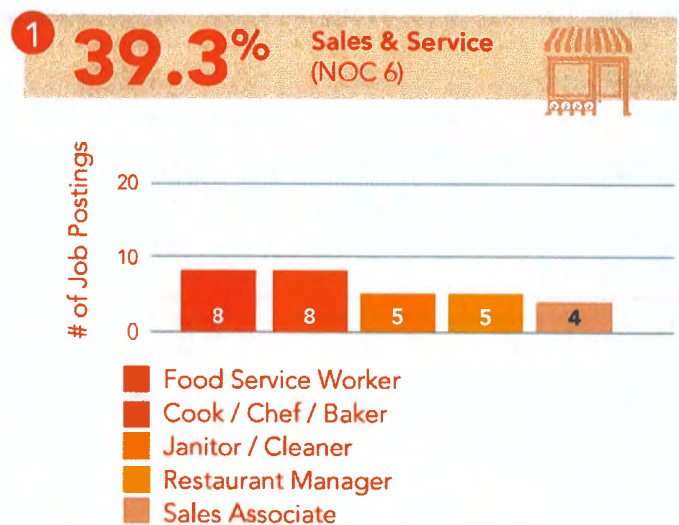
- 2** 17.9%: Accommodation and Food Services (NAICS 72)
- 3** 14.3%: Retail Trade (NAICS 44-45)
- 4** 8.9%: Public Administration (NAICS 91)
- 5** 8.9%: Manufacturing (NAICS 31-33)

The Health Care and Social Assistance (NAICS-62) industry saw the most number of job postings in June with slightly more than a quarter (27.7%, 31) of the total. The Accommodation and Food Services (NAICS-72) industry saw the largest increase (+5.5%). The Educational Services (NAICS-61) industry saw the largest month-over-month decrease -3.2%.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



TOP 3 OCCUPATIONAL CATEGORIES (NOC)



- Registered Nurse (17)
- Registered Practical Nurse (16)
- Pharmacist / Pharmacy Assistant (7)
- Lab Technician (5)
- Occupational / Physical Therapist (4)



- Social Service Worker / Case Manager (8)
- Teacher - Primary / Secondary / Early Childhood (4)
- Teaching Assistants (3)
- Home Support Worker (3)
- 3 occupations tied with (1) each



- Truck Driver (9)
- Mechanic - Truck / Bus / Other (8)
- Carpenter (6)
- Building Maintenance Worker (4)
- Automotive Service Technician (4)



- Labourer - Trades / Construction (5)
- Truck Driver (3)
- Automotive Service Technician (3)
- Equipment Operator (2)
- 4 occupations tied with (1) each

Sales and Service (NOC-6) based occupations made up 26.4% (121) of all the job postings listed in June. Contrary to May, the Education, Law and Social, Community and Government Services (NOC-4) based occupations saw the biggest decrease this month (-3.5%). The Business, Finance and Administration (NOC-1) based occupations saw the largest increase (+2.2%), this increase is exactly proportional to last month's decrease. Looking at managerial roles, 13 of 27 fell in the Sales and Service occupations and 4 each made up the Business, Finance and Administration and Natural and applied sciences and related occupations. As for the 5 senior managerial roles, all 5 were part of administrative services where 2 belonged to the Healthcare and Community industry, the other 2 to Finance and the last one to Transport.

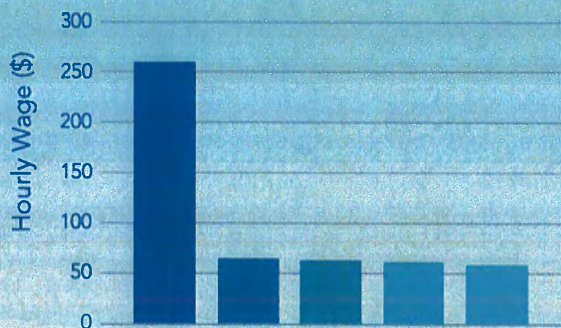
As expected, Sales and Service (NOC-6) based occupations represented the largest number of job postings in March with 42.5% (78) of all postings when compared to the other occupational classifications, making up almost half all job postings. Like February, it also saw the largest increase (+5.4%) in job postings this month, explained by hiring related to increased demand over the summer. Trades, Transportation, and Equipment Operators (NOC-7) saw the largest month-over-month decrease; -5.6%. Looking at managerial roles, of the 12 roles advertised, 7 fell in the Sales and Service occupations, and another 3 in the Trades and related occupations. Of the two senior manager roles advertised, one belonged to the Community and Social Services occupations and the other to Broadcasting.

TOP 5 HOURLY WAGE VACANCIES



\$252.00

Planificateur(trice) Financier(iere)
- Region Nipissing
@ Caisse Alliance



\$78.35 Nurse Practitioner
@ Casselholme Home for the Aged

\$77.00 Child Welfare Services Administrator
@ Nijjaansinaanik Child and Family Services

\$72.51 Director - Finance and Asset Management
@ Hands, TheFamilyHelpNetwork.ca

\$69.88 Nurse Practitioner
@ North Bay Regional Health Centre

TOP 3 ANNUAL SALARY VACANCIES

\$200,000.00

Product Sales Specialist
@ 401 Auto - North Bay Chrysler

\$188,000.00

Assistant Crown Attorney
@ Ministry of the Attorney General

\$183,000.00

Director - Planning & Development
@ Ontario Northland



Lowest Annual Salary \$36,000.00

Partsperson
@ CARQUEST Canada

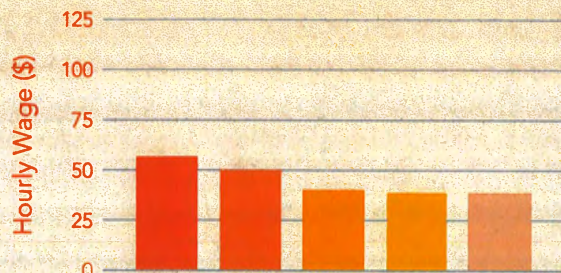
Nearly half, 49.5%, of jobs in June listed an hourly wage. The average was \$30.33/hour, higher (+8.7%, +\$2.43) than the current 12-month average of \$27.90/hour. Of the 227 postings, which listed an hourly wage, 7.5% (17) were listed at the provincial minimum wage of \$17.20/hour, this is a slight decrease from April and May. For postings that listed an annual salary, the average was \$77,911.49/year. This is slightly lower (-1.1%, -\$833.52) than the current 12-month average of \$78,745.01/year.

TOP 5 HOURLY WAGE VACANCIES



\$56.00

Registered Nurse
@ West Parry Sound Health Centre



\$49.40 Physiotherapist
@ One Kids Place Children's Medical Treatment Center of North East Ontario

\$40.00 Automotive Service Technician
@ Arborworks

\$38.64 Building Permit Coordinator
@ Township of The Archipelago

\$38.32 Case Manager - Crisis
@ Canadian Mental Health Association - Muskoka Parry Sound Branch

TOP 3 ANNUAL SALARY VACANCIES

\$111,000.00

Geriatric Assessor and Care Navigator
@ West Parry Sound Health Centre

\$110,000.00

Automotive Service Technician
@ Bourgeois Ford North

\$78,000.00

Sales Supervisor - Retail
@ The Home Depot - Parry Sound



Lowest Annual Salary \$36,000.00

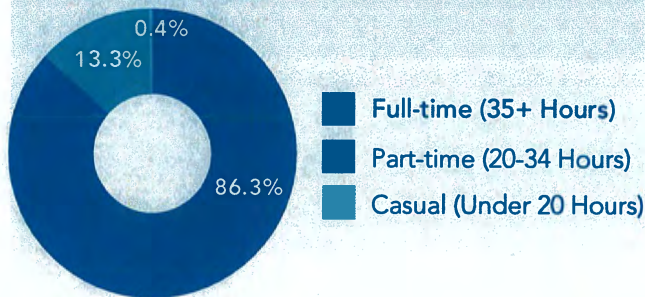
Food Service Worker - Night
@ Tim Hortons - Parry Sound

Nearly two thirds (63.4%) of the job postings listed an hourly wage in June. The average was \$28.03/hour. This is higher; +3.0% (+\$0.82/hour), to the current 12-month average of \$27.21/hour. Of the 71 postings which listed an hourly wage, only 1 (1.4%) was listed at the provincial minimum wage of \$17.20/hour. The average annual salary listed was \$60,175.38 significantly lower than the current 12-month average (-17.4%, -\$12,706.84).

FULL-TIME / PART-TIME BREAKDOWN

86.3% of listings in June
↓ **1.1%** from May

86.3% (396) of the listings in June indicated that the employment offered would be classified as full-time. This figure is slightly lower, -1.1%, from the previous month when 87.4% of the job postings were classified as full-time.

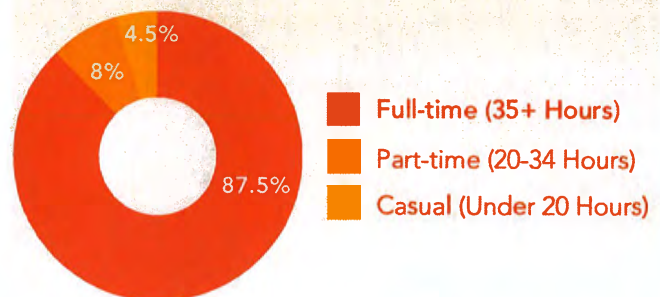


459 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

87.5% of listings in June
↓ **1.4%** from May

87.5% (98) of the listings in June indicated that the employment offered would be classified as full-time. This is a slight decline; -1.4%, from the previous month where 88.9% of the job postings were classified as full-time.

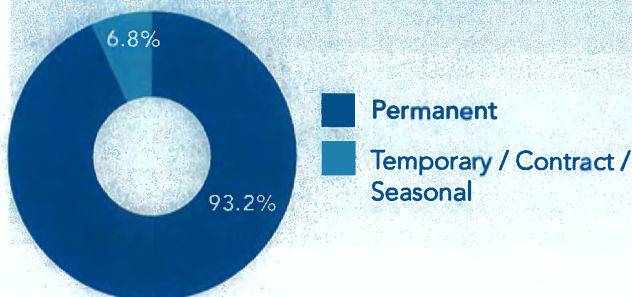


112 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

93.2% of listings in June
↑ **1.0%** from May

93.2% (428) of the listings in June stated that the opportunity in question would be permanent. This is almost identical (+1.0%) to the previous month's figure of 92.2%.

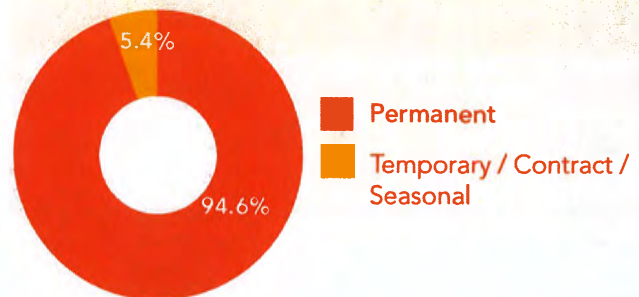


459 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

94.6% of listings in June
↓ **4.2%** from May

94.6% (106) of the listings in June stated that the opportunity in question would be permanent. This is lower (-4.2%) than the previous month's figure of 98.8%.



112 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

401 Auto - North Bay Chrysler	Conseil Scolaire Catholique Franco-Nord	Municipality of West Nipissing	Sobeys - North Bay
A1 Blasting Mats	Conseil scolaire public du Nord-Est de l'Ontario	MyCar	Sobeys Flowers
Algonquin Nursing Home of Mattawa	Contrans Flatbed Group	Near North District School Board	Spectrum Telecom Group Ltd.
American Eagle Outfitters	Cooper Equipment Rentals	New North Exteriors	Spencer Gifts
Appleton Denture Clinic	CRC Solutions	Niijaansinaanik Child and Family Services	Spirit Halloween
Aramark Canada Ltd.	Crisis Centre North Bay	Nipissing Serenity Hospice	Staples Canada
Arborworks	CTS Canadian Career College	Nipissing Transition House	Stockfish Automotive Group
Ardene	Designed Roofing Inc	Nipissing University	Structure Spine and Sport
Ashley HomeStore North Bay	District of Nipissing Social Services Administration Board	Nipissing-Parry Sound Catholic District School Board	Subway - Lakeshore Drive
Au Chateau	Dyno Nobel	Nordic Minesteel Technologies Inc.	Subway - Main Street
Avison Electrical	Eclipse Stores Inc	North Bay Animal Hospital	Subway - Pinewood Park Drive
Baker Tilly	Ed Seguin & Sons Trucking and Paving	North Bay Cycle and Sports	Subway - Shirreff Ave.
Bay Builders	Edge Imaging Inc	North Bay Golf & Country Club	Subway - Sturgeon Falls
Bay City Animal Hospital	Enbridge Inc.	North Bay Humane Society	Super 8 Hotel
Bay Commercial Roofing	Evergreen Landscaping	North Bay Hydro	Sword Management
Bay Roofing and Exteriors Ltd.	Express Parcel	North Bay Indigenous Hub	Talize
Bayland Property Management	Feldcamp Equipment Limited	North Bay Machining Centre Inc.	Tan Tan Wok
Bee-Clean Building Maintenance	Fifty's Diner	North Bay Museum	Tank Traders
Bentley & Co Ltd	Fire & Flower Inc	North Bay Parry Sound District Health Unit	Taylormaid
Best Buy	First Onsite	North Bay Police Service	TC Energy
Best Western North Bay Hotel & Conference Centre	First Student / First Transit	North Bay Regional Health Centre	TD Bank - North Bay
Bin City Liquidation	GardaWorld	Northern Diversified Limited	The Block Public House
Binx Professional Cleaning	Gateway Dental	Northern Shores Pharmacy	The Body Sculptors
Boart Longyear Inc.	GFL Environmental	OCP Construction Supplies	The Brick North Bay
Boutique Marie Claire Inc	Giant Tiger - North Bay	Old Dutch Foods	The Corporation of the City of North Bay
BudsSmoke	Glen Garry Motel and Cottages	One Kids Place Children's Medical Treatment Center of North East Ontario	The Erb Group of Companies
Bulk Barn Foods Limited	goeasy	Ontario Health	The Home Depot - North Bay
Burger King - Lakeshore Drive	GoodLife Fitness	Ontario Ministry of Transportation	The Lindsay Weld Centre for Children
Burger World - Hammond	Hamelins Outdoor Power Equipment	Ontario Northland	The Salvation Army
Caisse Alliance	Hands, TheFamilyHelpNetwork.ca	Ontario Provincial Police	The Sisters of St. Joseph of Sault Ste. Marie
Callon Dietz	IPC	Paramed Home Health Care	The Skyline Group of Companies
Campus Living Centres	Kal Tire	Partner's Billiards and Bowling	The Submarine Place
Canada Cartage	Kennedy Insurance Brokers Inc.	Peter Conti Custom Woodworking & Design	The Township of Armour
Canadian Addiction Treatment Centres	Kentucky Fried Chicken - Algonquin Ave.	PHARA	The Urban Cafe
Canadian Addiction Treatment Pharmacy	Kia North Bay	Pizza Hut - North Bay	Tim Hortons - North Bay
Canadian Adventure Camp	Kohltech Windows & Entrance Systems	PosPro Financial	TJX Companies - Homesense
Canadian Forces Morale and Welfare Services	Labonte Concrete Ltd	Quantum Lifecycle Partners LP	Tokyo Smoke
Canadian Mental Health Association - North Bay and Area	Lafarge Canada Inc	Rahnmet	Torba Restaurants Inc
Canadian Red Cross	Lawn Care Plus	Rainbow Concrete Industries Ltd.	Trans Canada Safety
Canadore College	Levante Living - Barclay House	Redpath Mining Contractors and Engineers	True North Motor Sports
Canadore College - Aviation Campus	LifeLabs	Regis Canada	Tulloch Engineering
Canadore College - College Drive	Literacy Alliance of West Nipissing	Responsible Gambling Council	Tutor Match
Occupational / Physical Therapist	Loblaws Companies Limited	Riv Chip Stand	Under the Hood Automotive
Canadore College - Commerce Court	Manchesters	Rogers Communications Inc.	United Group of Companies
CannAmm	Marina Point Village	Roots Canada	United Rentals of Canada Inc.
CarePartners	Mattawa Golf And Ski Resort	Royal LePage Real Estate	Victorian Order of Nurses / VON
CARQUEST Canada	Mattawa Hospital	Savage Ford Sales Limited	Village of Burk's Falls
Cascades Casino	McDougall Energy Inc.	Science North	Voyageur Aviation Corp
Casey's Grill Bar	McDougall Insurance and Financial	Scotiabank - North Bay	Voyago
Cassellholme Home for the Aged	Metal Fab Ltd.	Seaboard Transport Group	VS Group
Cecil's Brewhouse & Kitchen	Metis Nation of Ontario	Serco Canada Inc.	Wacky Wings
CIBC - North Bay	Mincon Canada	ServiceMaster Restore North Bay	Walmart - North Bay
Cineplex Inc.	Mindfield	Shoppers Drug Mart	West Nipissing General Hospital
CJ Limited - Charm Diamond Centres	Ministry of the Attorney General	Sienna Senior Living	WhisBay Traders Ltd.
Closing the Gap Healthcare	Money Mart Financial Services	Simcoe Northern Supply	Winmar Property Restoration
Comfort Inn - Airport	Motion	Sneak-A-Peek Baby	Winners
Commissionaires	Mr Seamless Eavestroughing Ltd		Wolseley Canada Inc.
Community Living North Bay	Municipality of Calvin		YMCA of Northeastern Ontario
			Zedd Customer Solutions

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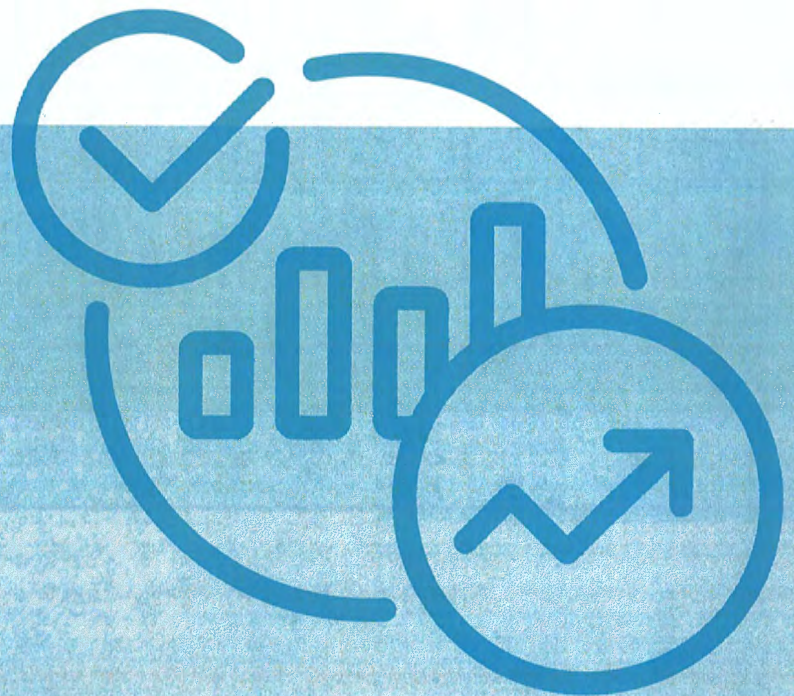
PARRY SOUND DISTRICT

180 Smoke
1886 Lake House Bistro
Adams Bros. Construction
Almaguin Highlands Community Living
Almex Group
Aramark Canada Ltd.
Arborworks
Belvedere Heights
Best Western Plus Parry Sound
Bourgeois Ford North
BudsSmoke
Camp Manitou
Canadian Mental Health Association -
Muskoka Parry Sound Branch
CarePartners
Connor Industries
Country Haven Acres Residential
Services Inc
Dave's Heating and Cooling 2010 Limited

Dawson Dental - Callander Bay Dental
Dent Bay Baking Company
District of Parry Sound Social Services
Administration Board
Dreamweaver Stonescape
Dynacare
EDC Custom Contracting Inc.
Edgewater Park Lodge
Glenn Burney Lodge
Gomoll Timber Mart
Home Comfort Care Services
Iron Design Welding
Karis Disability Services (formerly
Christian Horizons)
Killbear Park Mall
Lakeside Cottage Care
Legend Spirits
Magnetawan Grill and Grocery
Marshall Well Drilling

McDougall Insurance and Financial
Mosquito Busters Inc.
Muskoka Lumber
Nails by Siri
Near North District School Board
Oakcrest Co.
One Kids Place Children's Medical
Treatment Center of North East Ontario
Osprey Links Golf Course
Paramed Home Health Care
Parry Sound Forest School
Parry Sound Steel Inc.
Pizza Hut - Parry Sound
Popeyes Chicken - North Bay
Rose Point Marina
Scotiabank - Parry Sound
SMRT Computer Solutions
Sobeys - Parry Sound
Stacked Pancake and Breakfast House

Starbucks
Subway - Parry Sound
Terrace Suites
The Friends
The Home Depot - Parry Sound
The Wagon Wheel
Tim Hortons - Parry Sound
Township of Joly
Township of the Archipelago
Vandermeer's Painting
Victorian Order of Nurses / VON
Walmart - Parry Sound
Wasauksing First Nation
Wave Fibre Mill
West Parry Sound Health Centre
Woodhouse Homes
YMCA of Simcoe/Muskoka



WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by the Labour Market Group.

Each month we compile this report based on our job portal readysethired.ca.

Readysethired.ca is an online job portal that provides and collects real time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and provide job seekers with a one stop shop for local current employment opportunities.

FOR MORE INFORMATION & FURTHER DETAILS ABOUT LOCAL JOBS, PLEASE CONTACT :

The Labour Market Group
readysethired.ca
info@thelabourmarketgroup.ca



The Labour Market Group
Guiding partners to workforce solutions.

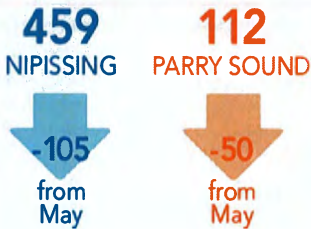
July 2025

LABOURFOCUS


The Labour Market Group

JOBS REPORT JUNE 2025

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social Assistance (26.4%)

PARRY SOUND

Health Care & Social Assistance (27.7%)

To view the full report, visit our website
www.thelabourmarketgroup.ca
readysethired.ca

Questions or concerns?
Feel free to contact us at
info@thelabourmarketgroup.ca



T. 705.478.9713

150 First Ave. West
Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



CONNECTING SKILLS:

Using online job postings to unravel the demand for skills in the labour market

In 2023, there were **4,552 unique skills** extracted from almost 3.1 million job postings (Vicinity Jobs). Notably, the most unique skills appear in a limited number of postings, with only 710 skills appearing in 500 or more.



Social-emotional (or soft) skills account for nine of the 10 most frequently requested skills. Customer service (primarily associated with sales and service roles) is **the only occupational skill** among the top 10.



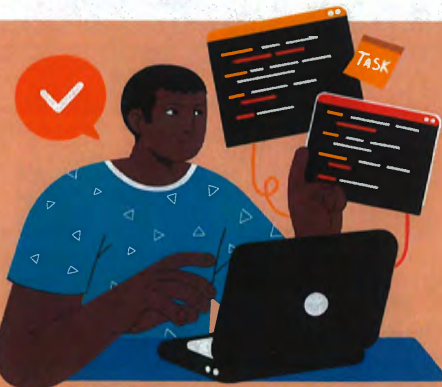
Teamwork, communication skills, and customer service are the most frequently requested skill types, appearing in 48%, 39% and 33% of postings, respectively.



Relationships between skills vary across occupations, indicating that employers have **different expectations for skills depending on occupation.**



Certain skills predict the presence of others in postings. For example, strong writing skills correlate with demand for overall communication skills; being goal-oriented is often requested alongside teamwork skills; and operating a cash register is linked to demands for customer service skills.

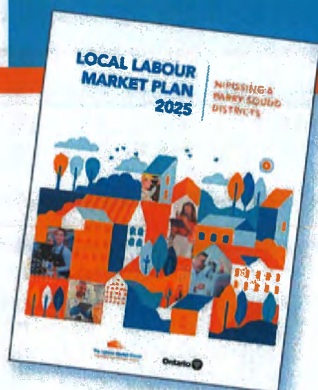


Source:

<https://lmic-cimt.ca/connecting-skills-using-online-job-postings-to-unravel-the-demand-for-skills-in-the-labour-market/>

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COUNTING SKILLS:

Demonstrating how to identify demand for skills based on frequency in online job postings



The most in-demand skills cited are:

TEAMWORK: as this skill is broadly requested across occupations, it offers a point of consistency for exploring how the relationship between skills shifts with different approaches.

COMMUNICATION SKILLS: With varied demand across occupations, these provide an example of how context affects the relationships between skills.

CUSTOMER SERVICE SKILLS: Primarily associated with sales and service roles, we explore how specialized skills function within their primary occupational group and in other fields.

Percentage of job postings requesting the top 10 skills (2023)

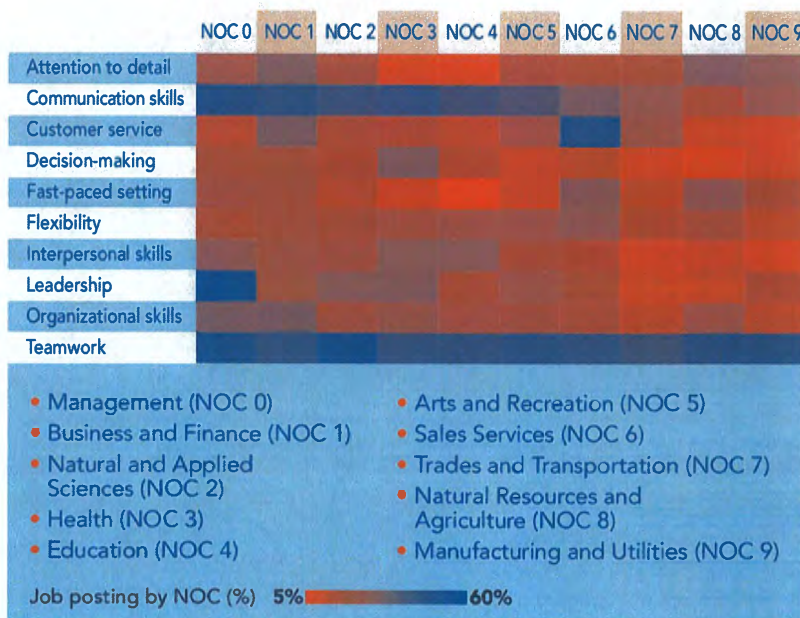
While many skills appear in only a small fraction of job postings, some appear much more frequently. The 10 most in-demand skills from the 2023 data were present in 17% to 48% of job postings. These top 10 skills were so widely used that 87% of the 2023 job postings included at least one of them. Social-emotional skills account for nine of the top 10 most frequently requested skills, with customer service (an occupational skill) being the only exception.



Skill group: ■ Social-emotional skills ■ Occupational skills

Top 10 skills in job postings by occupation

Teamwork and **Communication Skills** stand out as valued across all major occupations. **Leadership** is notable for its high demand in one single occupation, namely Management (NOC 0) at 57% of postings, while **Customer Service** specifically appears in 54% of job postings for Sales Services (NOC 6), which also generates the highest volume of postings.



Source:

<https://lmic-cimt.ca/connecting-skills-using-online-job-postings-to-unravel-the-demand-for-skills-in-the-labour-market/>

www.thelabourmarketgroup.ca

NEWS RELEASE

Ontario Investing \$7.7 Million to Support Indian Residential School Survivors

Applications now open for communities and organizations that provide supports to survivors and their families impacted by burial investigations

August 11, 2025

[Indigenous Affairs and First Nations Economic Reconciliation](#)

TORONTO – The Ontario government is investing \$7.7 million to launch the Indian Residential School Community Engagement Fund (IRSCEF). This funding is available to communities and organizations to provide culturally appropriate mental health and wellness supports to survivors and their families impacted by ongoing burial investigations at former Residential Schools.

“Ontario is continuing its steadfast support for Indigenous communities and organizations to deliver programs that support the healing of Residential School Survivors and their families,” said Greg Rickford, Minister of Indigenous Affairs and First Nations Economic Reconciliation. “This investment is in direct response to what communities have told us they need – flexible, community-driven resources that address the impacts of this difficult work. We are committed to walking this path with Indigenous partners by supporting healing, truth-telling and education in a way that reflects their priorities and leadership.”

Eligible communities and organizations can receive up to \$250,000 for initiatives such as public education and awareness, survivor engagement, gatherings, commemoration initiatives and research activities that connect community members to ongoing investigations. Applications for funding are open through the Ontario government’s [Transfer Payment Ontario website](#) until September 8, 2025.

The IRSCEF is part of the \$32.1 million included in the [2025 Budget: A Plan to Protect Ontario](#) to support burial investigations at former Indian Residential Schools. This includes \$17.1 million for planned and ongoing burial investigations and up to \$15 million in mental health, addictions and trauma supports.

Ontario continues to advance meaningful reconciliation by working with Indigenous partners to explore opportunities that strengthen the collective awareness and understanding of the painful legacy of these institutions. To date,

- 1067 -

Ontario has invested \$124.5 million to support the identification, investigation, protection and commemoration of burials at former Residential Schools across the province.

Related Topics

Government

Learn about the government services available to you and how government works.

[Learn more](#)

Health and Wellness

Get help navigating Ontario's health care system and connecting with the programs or services you're looking for. [Learn more](#)

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NEWS RELEASE

Province Launching Protect Ontario Financing Program to Support Sectors Impacted by U.S. Tariffs

\$1 billion program will deliver on province's commitment to protect workers and critical supply chains

August 13, 2025

[Finance](#)

TORONTO — Today, the Ontario government launched the Protect Ontario Financing Program, the first phase of the \$5 billion Protecting Ontario Account that was announced in the 2025 provincial [Budget](#). The Protect Ontario Financing Program will provide Ontario-based businesses that have been impacted by higher (section 232) tariff rates, including the steel, aluminum and auto sectors, with up to \$1 billion in liquidity support in the form of loans to protect workers and operations.

"Our government is leaving no stone unturned in our efforts to protect workers and businesses from the economic challenges facing Ontario," said the Honourable Peter Bethlenfalvy, Minister of Finance. "The Protect Ontario Financing Program will help keep workers on the job in sectors that are being hit hard by tariffs while building a more resilient and self-reliant Ontario economy for the long term."

Ontario-based businesses in these sectors that are facing tariff-related challenges, such as payroll, lease payments and utility payments, will be able to access the Protect Ontario Financing Program in addition to federal government supports, such as loans and loan guarantees, and would undergo rigorous assessment and due diligence to determine eligibility and ensure taxpayer funds are used responsibly. This funding will help businesses avoid closures and layoffs as well as protect critical supply chains in the face of U.S. tariffs and economic uncertainty.

"The tariffs levied by the U.S. government have left Ontario's steel, aluminum, and auto sectors exposed to unprecedented challenges," said the Honourable Vic Fedeli, Minister of Economic Development, Job Creation and Trade. "Through the Protect Ontario Financing Program, our government will provide \$1 billion in critical

relief to protect workers and businesses at the front lines of our economy, ensuring that critical supply chains are equipped to weather the uncertainty of today, while building resilience to seize the opportunities of tomorrow.”

To help Ontario-based businesses determine if they are eligible for funding under the Protect Ontario Financing Program, the province is launching a [website](#). Impacted businesses in applicable sectors are encouraged to visit the site for program details and complete an eligibility tool to determine their potential eligibility for loan support under the program. Businesses that successfully screen through the preliminary eligibility requirements will be contacted to discuss their applications and next steps to qualify. To ensure an agile and flexible approach, a third-party financial agent will be procured to effectively and efficiently process applications that have passed the initial screening process.

This approach ensures a flexible and agile response to support the steel, aluminum and auto industries that are most impacted by unfair U.S. tariffs, helping sustain these sectors and build economic resilience during this turbulent time.

Quick Facts

- Section 232 of the Trade Expansion Act authorizes the U.S. President to place tariffs (among other actions) on goods from other countries if those imports are deemed to threaten national security. Using Section 232, the U.S. has placed unjustified tariffs on Canadian steel, aluminum and auto materials, threatening Ontario jobs and businesses.
- Due to tariffs and trade uncertainty, companies may lose sales, scale back hiring and investing and see their margins shrink. These pressures can result in reduced production, worker hours or employment, where strained finances could increase liquidity challenges and threaten their business survival. The Protect Ontario Financing Program will help businesses in tariff-impacted sectors meet these challenges and keep workers on the job.
- Ontario is the leading province for manufacturing key industrial materials and is the steel making hub of Canada, home to three large producers with a supply chain that supports 16,500 workers. The steel and aluminum industry is highly integrated and a safe and secure supplier to the broader North American manufacturing sector and the U.S. market.
- Ontario's auto sector is highly integrated with the U.S. and tariffs are hurting businesses and workers on both sides of the border.
- Financial supports are also being offered to tariff-impacted businesses at the federal level, including through the Export Development Canada (EDC) Tariff

Impact Program, the Business Development Bank of Canada - Pivot to Grow Program, and the Large Enterprise Tariff Loan Facility.

Additional Resources

[Protect Ontario Financing Program](#)

[2025 Ontario Budget: A Plan to Protect Ontario](#)

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NEWS RELEASE

Ontario Investing \$13 Million to Build and Maintain Northern Winter Roads

Investment will connect remote and northern communities and protect northern residents in the face of economic uncertainty

August 15, 2025

[Northern Economic Development and Growth](#)

NORTHERN ONTARIO — The Ontario government is increasing its annual funding for the Winter Roads Program to \$13 million to build and maintain nearly 3,200 kilometres of winter roads in the North. In the face of economic uncertainty, the government is doubling down on efforts to protect northern families and businesses by investing in infrastructure they need to build strong, resilient communities. The increased funding for these vital connections to Ontario's network of roads will help more than 24,000 people in remote areas continue to connect to jobs, services and family during the winter months and will support the transport of essential goods to support local economies.

"Winter roads are a lifeline for northern communities that keep people connected and help local businesses move goods and supplies," said George Pirie, Minister of Northern Economic Development and Growth. "This investment will strengthen the seasonal road network, improve access to services and help Northern Ontario remain resilient in the face of economic uncertainty from U.S. tariffs."

The province is investing \$8 million this year to help 32 remote First Nation communities and the Town of Moosonee build and operate nearly 3,200 kilometres of winter roads. These seasonal routes provide connections to all-season roads and make it easier for communities to bring in essential goods and services such as food, medical supplies and construction materials. Community members also rely on winter roads to access cultural and sporting events, visit friends and family and travel to health care and other appointments.

The government is also investing \$5 million through the Bridges and Culverts Stream of the Winter Roads Program to help remote First Nation communities purchase and install pre-engineered bridges and culverts and to repair existing

- Info -

water-crossing structures along the winter roads network. These improvements make seasonal routes safer and help keep goods, services and people moving across the North.

“Under the leadership of Premier Ford, our government is investing nearly \$600 million to build, repair and expand highways, roads and bridges across Northern Ontario this year,” said Prabmeet Sarkaria, Minister of Transportation. “This funding will help First Nations and other communities across the North stay connected, protecting Ontario’s economy, keeping people moving and allowing Ontario families to access essential goods and services during the winter months.”

“Winter roads are lifelines for remote Indigenous families, connecting communities and commerce across the Far North,” said Greg Rickford, Minister of Indigenous Affairs and First Nations Economic Reconciliation and Minister Responsible for Ring of Fire Economic and Community Partnerships. “This investment strengthens those corridors and reflects our commitment to meaningful reconciliation through infrastructure that supports opportunity and future prosperity.”

Quick Facts

- At 3,200 kilometres, Ontario’s winter roads network is the longest in Canada. The network serves a population of approximately 24,000 across 32 remote Indigenous communities and the Town of Moosonee. Typically, these roads are open for approximately six to 11 weeks per year, from late January until the end of March.
- In 2025-26, the Winter Roads Program – Bridges and Culverts Stream funding will support the installation of pre-engineered bridges on winter roads and geotechnical studies to support future bridge installations on water crossings across the winter roads network.
- The Ontario government is also investing over \$16 million in Northern Ontario to support repairs for municipal roads and bridges that connect people to jobs, support the movement of goods and stimulate economic growth through the 2025-26 Connecting Links program.

Additional Resources

- [Connecting the North: A Draft Transportation Plan for Northern Ontario](#)
-

Media Assets



Related Topics

Driving and Roads

Information about road conditions, driver's licences, vehicle registration and commercial vehicles. [Learn more](#)

Rural and North

Information about the province's Far North and rural communities. Get connected to business improvement organizations and learn more about funding and programs that support rural, northern and Indigenous communities. [Learn more](#)

Media Contacts

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Media Desk, Communications Branch

mediadesk.MNEDG@ontario.ca

Ontario Investing \$75 Million to Train More Students for In-Demand Jobs in Construction

Investment will train thousands of students in skilled trades and urban planning to build a strong workforce in the face of U.S. tariffs

August 15, 2025

[Colleges, Universities, Research Excellence and Security](#)

WHITBY — As part of its plan to protect Ontario and deliver on an ambitious infrastructure plan, the Ontario government is investing \$75 million to train up to 7,800 additional students at colleges, universities and Indigenous Institutes across the province for in-demand jobs in construction and urban planning. This investment will strengthen the province's pipeline of highly skilled construction workers that are needed to fulfill the government's ambitious plan to build more homes, highways, hospitals and other critical infrastructure, no matter what comes our way.

"Our government has bold plans to build the Ontario of tomorrow, and it is critical that we have the homegrown, highly skilled workers to get it done," said Nolan Quinn, Minister of Colleges, Universities, Research Excellence and Security. "From designing roadways to building homes, this investment will ensure our students have the training they need to launch rewarding, in-demand careers that protect and strengthen Ontario's future in the face of economic uncertainty caused by U.S. tariffs."

This investment will fund up to 7,500 new seats at colleges and Indigenous Institutes for construction programs such as welding, carpentry and renovation techniques. The funding will also support up to 300 new seats for graduate students at universities to train vital urban and land use planners across the province by 2028.

"In the midst of U.S. tariffs and global economic uncertainty, it's more important than ever to strengthen our skilled workforce," said David Piccini, Minister of Labour, Immigration, Training and Skills Development. "We have an ambitious plan

to build Ontario, and by investing in more seats for skills training today, we are protecting the jobs of tomorrow. Each of these additional seats will help ensure Ontario workers can land better jobs with bigger paycheques.”

Colleges receiving funding to expand enrollment in the construction programs starting as early as September 2025 include: Cambrian College, Confederation College, Collège Boréal, La Cité, Centennial College, Durham College, George Brown College, Humber Polytechnic, Conestoga College, Fleming College, Georgian College, Niagara College and Fanshawe College, as well as Kenjgewin Teg, an Indigenous Institute.

Universities receiving funding to expand enrollment in their graduate level planning programs include: Queen’s University, Toronto Metropolitan University, University of Guelph, York University and University of Waterloo. Students interested in careers in construction and the skilled trades can visit [My Career Journey](#) to learn more.

“Investments like this strengthen Durham College’s ability to transform lives by preparing career-ready graduates who will help meet Ontario’s housing and infrastructure needs,” said Dr. Elaine Popp, President of Durham College. “Through future-focused training in skilled trades and construction, we equip them with the skills and experience to thrive—building sustainable, connected communities and shaping the province’s future.”

Ontario’s historic \$200 billion plan to build requires a strong, highly skilled workforce to make it happen. To meet this demand and protect Ontario workers in the face of U.S. tariffs, the government continues to make strategic investments in education and training opportunities to support key sectors and launch rewarding careers in the skilled trades and other in-demand sectors.

Quick Facts

- There are approximately 240 construction-related techniques and technician programs offered at Ontario postsecondary institutions.
- Ontario is home to six universities that offer accredited graduate-level planning programs.
- Ontario has a ten-year, \$200 billion infrastructure plan to build homes, highways, hospitals and community infrastructure that is needed to support the province’s growth.
- On July 29, the government announced an investment of \$260 million to launch the sixth round of the Skills Development Fund, as part of its \$2.5 billion investment in SDF to help workers train and upskill for in-demand jobs.



Ombudsman ONTARIO

J. Paul Dubé, Ombudsman

Greetings,

It is my great pleasure to send you two hard copies (one English, one French) of my 2024-2025 Annual Report as we mark Ombudsman Ontario's 50th anniversary.

In this milestone year, we helped more people with more issues than ever before. This report reviews key trends in the 30,675 complaints and inquiries we received, including a 55% increase in cases about provincial correctional facilities, and a record 3,908 cases about municipalities. We also saw record or near-record numbers of cases about school boards, post-secondary education and children's services.

In keeping with our 50 years of protecting the rights of Ontarians, this report pays special attention to the rights of vulnerable children and youth, people with disabilities and Ontarians seeking provincial services in French. It also describes progress on our efforts to co-develop an Indigenous Services Plan (pages 8-10), as well as on our strategic plan (p. 11).

We encourage you to read the chapters of the report that relate to the topic areas relevant to your interests. In each chapter, we discuss the most common issues and the types of cases we have resolved. Please feel free to share this information with your colleagues and any other interested parties.

You can find the entire report, media materials and statistics on our website. We would be happy to provide more copies upon request.

Should you have any questions about the report or cases related to your organization, please do not hesitate to contact us. We are also happy to assist you with any general questions about our work. Our staff can be reached via email at info@ombudsman.on.ca.

Sincerely,



Paul Dubé,
Ombudsman of Ontario

* See Clerk for viewing Report



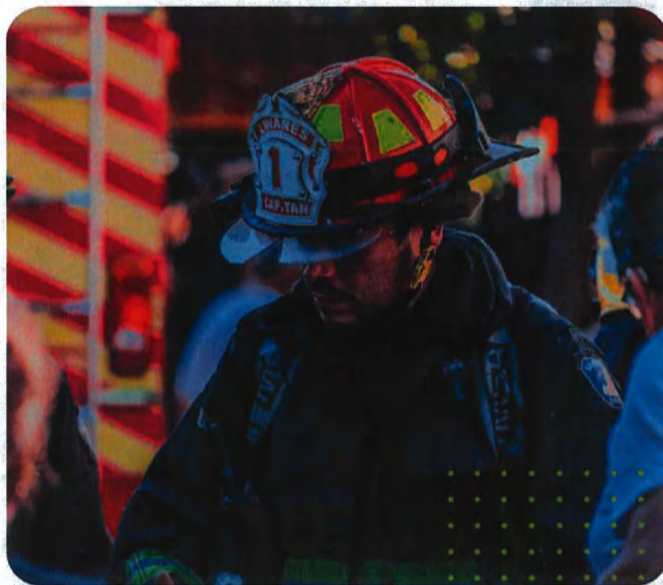
BATTERY ENERGY STORAGE SYSTEMS (BESS): *Common Questions & Myths About BESS Safety*

1) HOW HIGH IS THE RISK OF THERMAL RUNAWAY IN STANDARD LITHIUM ION BESS?

Modern battery energy storage systems (BESS) use multiple layers of safety features to prevent fires and thermal runaway. Cell-to-cell protections, passive design features, active protections, and real-time electronic monitoring all combine to help ensure that any BESS fire incidents are avoided or contained before they can worsen. Further, these designs are required to be validated through several levels of safety and abuse testing. Though adverse incidents can happen, very few of them are attributable to single-cell thermal runaways.

2) ARE FIRE INCIDENTS INCREASING AS MORE BESS ARE BEING BUILT & ENERGIZED?

Fire-related incidents at battery storage facilities remain exceptionally rare. In fact there have been only 23 reported cases in the US in the last decade as reported by the Electric Power Research Institute, despite a 25,000% increase in energy storage deployment since 2018. For context, in 2022, 12,600 fires were attributed to electrical failure or equipment in non-residential buildings according to the US Fire Administration; per the EPRI database, however, there were only six BESS fire events.



3) ARE BESS FIRES MORE DANGEROUS THAN OTHER TYPES OF STRUCTURE FIRES?

All fires are dangerous and all fires release smoke that contains toxins. Research and field experience to-date indicates that emissions in the smoke from a BESS fire in an outdoor setting are comparable to those of a residential/commercial structure fire.

4) IF A BESS FIRE OCCURS, ARE THERE RELIABLE METHODS TO EXTINGUISH THE FIRE & PREVENT THE FIRE FROM SPREADING TO NEIGHBORING AREAS?

Best practice for a BESS fire is defensive containment, which is a common tactic in substation and electrical equipment, as well as other challenging fires. Direct, offensive water application is not recommended in these types of incidents. Instead, it is recommended that fire services respond by protecting adjacent battery enclosures and structures, monitor the perimeter of the site, and use water from hose lines to knock down any low-level plumes. Proper siting, setback, and fire service planning and training combine to negate the risk of fire spread. Additionally, new large-scale fire testing requirements mean that systems will be able to burn passively without posing a risk to any adjacent exposure while local fire service personnel can focus on protecting the adjacent area and community as needed.

5) WILL BESS INSTALLATIONS IN A REGION PUT ADDITIONAL STRAIN ON FIRST RESPONDERS IN TERMS OF TRAINING OR EQUIPMENT?

They should not. BESS fires are exceptionally rare and a modern BESS properly installed and maintained should present no additional workload for first responders. There is a far greater risk of fire from commercial buildings' electrical systems than a BESS system. For context, in 2022, 12,600 fires were caused by electrical failures in U.S. commercial buildings, while there were only six (6) BESS fire incidents in the U.S. Should an event occur, proper training and planning will help make the response more efficient, and, if necessary, fire departments may utilize mutual aid as needed to support operations until the incident can be turned over to a 3rd party organization that can manage it.

6) IF A BESS FIRE OCCURS WHAT ARE THE LONG-TERM EFFECTS ON THE AREA?

A BESS fire would likely have no long-term environmental impact, as suggested by data from other similar events. Further, given that the vast majority of BESS are in small, modular containers designed to prevent propagation, any emissions or other substances generated by a fire would naturally be less than those produced by a large commercial or industrial fire.

All fires—from a backyard campfire to a full-scale skyscraper inferno—release smoke that contains toxins. Research and field experience to date indicate any gases emitted during a BESS fire in an outdoor setting are comparable to a residential or commercial structure fire. Field experience to date has not found air quality impacts beyond the property on which a BESS container is located, and onsite smoke emissions dissipate quickly. Additionally, best practices for fire response do not include the use of water except preventively on surrounding structures. Therefore, any water run-off should be negligible.





7) DOES THE RISK OF FIRE FOR BESS ASSETS DIMINISH PROPERTY VALUES FOR THE AREA?

There have not been long-term property value analyses done regarding the impact of BESS systems, and in most cases, the sites are small and low-profile. Studies on large industrial or utility-scale photovoltaic projects have shown generally neutral impacts on property values despite vocal concerns to the contrary. Property values are determined by many factors, including supply and demand, location, and size. However, if nearby fire risks are a key factor in property value, commercial and industrial buildings pose a far higher risk than BESS systems. In 2022, 12,600 fires were caused by electrical failures in U.S. commercial buildings, while there were only six (6) BESS fire incidents.

8) IF A FIRE OCCURS, HOW WILL RESIDENTS AND LIVESTOCK BE EVACUATED SAFELY?

ESRG does not typically recommend automatic evacuations during BESS fires. As emissions are comparable to other fires, and as fire services' best practices include monitoring a fire and hazardous events, ESRG recommends BESS incidents be managed in the same manner, with monitoring of air quality and weather patterns so incident commanders can make informed decisions as needed to protect communities, life, and property. In numerous containerized battery fire events where air quality data was available, no offsite emissions were detected, though ESRG will always recommend the fire service monitor these events and make decisions as they would with any other comparable event. Along with these considerations, it is important to note that many of the battery fires or failures in the US have been limited in scale and are unlikely to even be noticeable offsite.

Should there be some unique detail of a project that would necessitate an evacuation or shelter-in-place pre-plan, then ESRG, or a similar entity, should work with stakeholders and experts to determine the potential events, which would force such action, and how best to structure those actions.

9) IS THERE A RISK OF EXPOSURE TO ELECTROMAGNETIC FIELDS (EMF) THAT WOULD IMPACT HUMAN AND LIVESTOCK HEALTH?

No. BESS systems are primarily batteries and the direct current energy they generate inherently does not produce electromagnetic waves. Beyond the batteries, inverters and transformers, which are common to any electrical equipment or substation, are housed within metal structures to protect them from the elements and will be shielded based on requirements for such equipment. They should not emit electrical fields. Further, even the alternating current voltages on sites are typically considered medium voltage, and their EM potential will be lower than transmission-scale or higher voltage infrastructure or substations.

10) CAN PROPERTY USED TO HOST BESS PROJECTS EVER BE USED FOR ANYTHING ELSE?

Yes. Lithium-ion batteries are sealed and should not leak or release any materials during their lifecycles. Other equipment on site is common at any electrical substation and can be removed easily as well. Like any property previously used for commercial or industrial purposes, sites with BESS systems may be reused after completion following prescribed decommissioning practices.



About Energy Storage Canada

Founded in 2016, Energy Storage Canada (ESC) is a not-for-profit organization and the only national trade association in Canada dedicated solely to the growth and market development of the country's energy storage sector to ensure affordable, sustainable, and resilient electricity grid with diversified energy storage technology and applications deployed across all provinces and territories, supported by an end-to-end Canadian value chain. We support this development through advocacy, collaboration, research, and education with subject experts like the Energy Safety Response Group.



ESRG About Energy Safety
ENERGY SAFETY
RESPONSE GROUP Response Group



STAFF REPORT

Date: August 26, 2025
From: Dave Gray, CAO
Subject: Municipal Law Enforcement Department Position Evaluation Results

Recommendation

THAT the Council of the Township of Armour accept and approve the position descriptions and job evaluation results for the Manager of Municipal Law Enforcement and Municipal Law Enforcement Officer positions. Furthermore, that Council approve the creation of the Manager of Municipal Law Enforcement Role and direct staff to implement these changes effective September 1, 2025.

Background

Council received a staff report from the Senior Municipal Law Enforcement Officer regarding the evolution of municipal law enforcement (MLE) at the June 24, 2024 Regular Council Meeting. The report outlined an increased need for services, an overview of growth and service expansion considerations, and the rising need to consider and respond to a variety of complex social issues in the course of performing departmental duties.

Council passed resolution 2025-201 directing staff to review and revise the MLE department's position descriptions, score the positions using the framework set out in the Township of Armour Employment Policy, consult with the CAO and Treasurer, and report back to Council.

Council's direction has been carried out. Copies of the new position descriptions are attached to this report. Within the proposed changes, the creation of the Manager of Municipal Law Enforcement position is being recommended as well as various changes to the Municipal Law Enforcement Officer description. These changes will render the Senior Municipal Law Enforcement inactive. As such, the position was not revised through this process. Should departmental growth and/or demand for services increase to a point that necessitates additional MLE staff, the position will be re-evaluated at that time.

The Armour Township MLE Department is a Township Centre of Excellence serving 7 municipal partners in the Almaguin Region. The Senior MLE Officer has communicated the re-evaluation process to all municipal partners through their regular monthly reporting.

-RESOLUTION-

Evaluation Results

The Employment Review Committee met on Friday, August 8th, 2025 to review the position descriptions and perform the job evaluation.

Manager of Municipal Law Enforcement:

- Job Evaluation Result – Grade 8

Municipal Law Enforcement Officer:

- Job Evaluation Result – Grade 7 (raised from level 6)

Financial Considerations

Implementing these changes effective September 1, 2025 will result in a total wage increase of \$5,460.48 in 2025 which will be shared amongst all partners per established service agreements.

The total expected wage increases in 2026 is \$27,453.26 shared amongst all partners per established service agreements.

Others Consulted:

The Township of Armour Employment Committee
Charlene Watt, Municipal Clerk
Alison McGregor, Treasurer

Attachments:

Job Description – Manager of Municipal Law Enforcement
Job Description – Municipal Law Enforcement Officer



CORPORATION OF THE TOWNSHIP OF ARMOUR

RESOLUTION

Date: June 24, 2025

Motion # 201

That the Staff Report from the Senior By-law Enforcement Officer dated June 24, 2025, regarding the evolution of municipal law enforcement services role, community impact and organizational recommendations be received and directs staff and the Employment Committee to:

1. Review and revise the job descriptions for the Municipal Law Enforcement Officer and Senior Municipal Law Enforcement Officer to accurately reflect their expanded responsibilities, risks, and required competencies.
2. Rescore the updated positions using the Township's pay equity and compensation framework, and propose new grid placements that reflect current duties.
3. Consult with Human Resources & the Treasurer to assess implementation options and impacts.
4. Report back to Council with proposed amendments, pay grid changes, and budget considerations for approval.

Moved by: Blakelock, Rod ☐
Brandt, Jerry ☐
Haggart-Davis, Dorothy ☒
Ward, Rod ☐
Whitwell, Wendy ☐

Seconded by: Blakelock, Rod ☐
Brandt, Jerry ☐
Haggart-Davis, Dorothy ☐
Ward, Rod ☐
Whitwell, Wendy ☒

Carried Defeated

Declaration of Pecuniary Interest by: _____

Recorded vote requested by: _____

Recorded Vote:

	For	Opposed
Blakelock, Rod	<input type="checkbox"/>	<input type="checkbox"/>
Brandt, Jerry	<input type="checkbox"/>	<input type="checkbox"/>
Haggart-Davis, Dorothy	<input type="checkbox"/>	<input type="checkbox"/>
Ward, Rod	<input type="checkbox"/>	<input type="checkbox"/>
Whitwell, Wendy	<input type="checkbox"/>	<input type="checkbox"/>



POSITION DESCRIPTION
Manager of Municipal Law Enforcement

REPORTS TO:

Clerk

POSITION PURPOSE:

The Manager of Municipal Law Enforcement provides senior leadership and strategic direction for the Municipal Law Enforcement Department. This position oversees departmental operations, supervises staff, and ensures consistent, effective enforcement of municipal by-laws and other applicable legislation.

The Manager is also responsible for mentoring and supporting staff, guiding complex investigations, and resolving escalated complaints. They also review and recommend updates to by-laws to ensure relevance, legal compliance and alignment with community standards. The role supports the delivery of professional, community-focused enforcement services that promote public safety trust.

MAJOR DUTIES & RESPONSIBILITIES:

1. Oversees daily operations, scheduling, and coordination of departmental staff; ensures equitable workload distribution and promotes efficiency.
2. Provides leadership, orientation, mentoring, and debriefing support for staff well-being and professional development.
3. Performs complex inspections and enforcement duties under applicable legislation and municipal by-laws, as needed.
4. Acts as a designated Provincial Offences Officer for initiating legal action, issuing administrative monetary penalties, and overseeing compliance-related enforcement.
5. Responds to and resolves escalated complaints; conducts complex investigations and prepares Crown briefs, summonses, and compliance letters.
6. Promotes voluntary compliance through effective communication and collaboration with residents, contractors, and property owners.
7. Provides regular reports and presentations to Council regarding enforcement activities, emerging trends, and by-law recommendations.
8. Ensures accurate and complete recordkeeping for the department in accordance with municipal policies and legal requirements.
9. Oversees animal control operations and shelter coordination; may administer prescribed sedatives to aggressive animals and manage emotionally distressing cases involving cruelty or euthanasia.
10. Designated as the Animal Control Officer, Weed Inspector, Property Standards Officer and Fence Viewer. Other designations may also be required.



POSITION DESCRIPTION
Manager of Municipal Law Enforcement

11. Ensures staff compliance with the Township's policies, Occupational Health and Safety Act, and relevant procedures in all served municipalities.
12. Manages after-hours enforcement procedures; triages complaints and coordinates appropriate agency or staff response.
13. Maintains effective liaison with other departments, municipalities, agencies, and the public to support collaborative enforcement.
14. Attends department head and management meetings and participates in strategic discussions.
15. Contributes to budget development for the enforcement department and monitors expenditures.
16. Represents the department at Council meetings as required, to provide information and clarity on existing, changing, or new by-laws. Attend community meetings and public events as required.
17. Stays current on enforcement-related legislation, regulations, and best practices through ongoing training and professional development.
18. Uses service vehicles and equipment responsibly; reports fleet concerns to the CAO.
19. Performs other related duties and special projects as assigned by Clerks of the respective municipalities.

EDUCATION / EXPERIENCE / SKILLS:

1. Minimum three (3) year college diploma in law enforcement or a related field.
2. Minimum three to five (3-5) years experience in a municipal law enforcement setting.
3. Certification or intent to obtain certification through the Municipal Law Enforcement Officers Association of Ontario.
4. Certification or intent to obtain certification as a Property Standards Officer through the Ontario Association of Property Standards Officers.
5. Managerial or supervisory experience is an asset.
6. Excellent verbal and written communication skills; able to interact professionally with elected officials, staff, and the public.
7. Exceptional organizational, time management and administrative skills.
8. Strong conflict resolution, negotiation, and problem-solving abilities with demonstrated integrity, initiative, and emotional maturity.
9. Ability to lead with tact, diplomacy, and sound judgment, both independently and as part of a team.



POSITION DESCRIPTION
Manager of Municipal Law Enforcement

10. In-depth understanding of enforcement frameworks, by-laws, and legislation, as well as investigative best practices.
11. Knowledge of court processes and emergency response protocols.
12. Must be able to work frequently with vulnerable sectors including youth, seniors, homeless, mental health and addictions.
13. Experience working with vulnerable populations, including seniors, youth, and individuals experiencing homelessness, addiction, or mental health challenges.
14. Demonstrated resilience and healthy coping strategies for managing exposure to distressing or traumatic situations.
15. Ability to remain current in legislative developments and facilitate ongoing staff knowledge transfer.
16. Capable of coordinating enforcement services across multiple municipalities.
17. Experience working with external partners including MNRF, MOECCP, PSDSSAB, NBPSDHU, NBMC, OMFA, Paramedicine Program, Animal Welfare, and other services as required.
18. Able to respond to high-conflict or emergent situations calmly and effectively, with personal and team safety as a priority.
19. Physically able to walk long distances, climb various terrain, and work in remote or rugged environments, and maintain visual acuity to meet investigative standards.
20. Experienced in presenting to Council and communicating enforcement matters clearly and professionally.
21. Valid G driver's license with a clean driver abstract satisfactory to the Municipality; use of personal vehicle may be required.
22. Valid Pleasure Craft Operator Card.
23. Must provide and maintain a clean criminal record check.
24. Strict adherence to confidentiality and health and safety regulations.

Independence of Action

This position requires that changes be recommended to established methods or procedures. Work involves a choice of methods or procedures or sequence of operation.

Mental Effort

Variety of duties with almost continuous periods of intermediate mental, visual and/or aural concentration required when, managing personnel, investigating, making notes or going to court.



POSITION DESCRIPTION

Manager of Municipal Law Enforcement

Physical Effort

Work may involve physically demanding and exhausting activities which may include aiding in emergency response situations and be involved in physically dangerous and confrontational situations.

Dexterity

The coordination of fine motor skills is required when operating office equipment, vehicles, taking notes, writing reports, and use other equipment.

Accountability

Actions could result in serious loss of time or resources and could affect the work of others.

This position is accountable to multiple municipalities through shared service agreements, requiring adaptability to differing community needs and by-law frameworks.

Safety of Others

Considerable degree of care required to prevent injury or harm to others.

Supervision

This position requires the employee to assume, on a continuous basis, the normal supervisory duties over others. May perform some duties similar to those of the employee supervised.

Contacts

Has frequent contacts for investigations and/or discussions of a difficult, specialized or sensitive nature and needs to be able to influence and persuade a person or persons to co-operate and follow the legislation.

Working Conditions

Work is performed mostly outside with the unavoidable externally imposed conditions. Work involves dealing with difficult individuals and includes exposure to physically dangerous and confrontational situations.

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position. The Township of Armour reserves the right to amend responsibilities to reflect organizational needs.



POSITION DESCRIPTION
Municipal Law Enforcement Officer

REPORTS TO:

Manager of Municipal Law Enforcement

POSITION PURPOSE:

The Municipal Law Enforcement Officer is responsible for enforcing municipal by-laws and other applicable legislation, while promoting public awareness and education to ensure the safety and protection of residents, property, and municipal employees. The position requires a flexible schedule to accommodate the varying needs of the community and enforcement activities.

This role also includes providing enforcement services to other municipalities, as outlined in agreements with the Township of Armour. The Officer will work collaboratively with the public, internal departments, and external partners to identify and address underlying factors affecting compliance and public safety, supporting a proactive and coordinated approach to municipal law enforcement.

MAJOR DUTIES & RESPONSIBILITIES:

1. Conducts a variety of inspections and enforces municipal by-laws and applicable legislation through both proactive patrols and response to complaints.
2. Designated as the Provincial Offences Officer under applicable legislation to initiate legal action on by-laws and issue administrative monetary penalties and compliance notices.
3. Promotes voluntary compliance through persuasive communication, written correspondence, and on-site education.
4. Works collaboratively with property owners, contractors, and residents to resolve non-compliance issues.
5. Investigates by-law violations and prepares detailed documentation including evidence gathering, witness interviews, registered correspondence, and court briefs. Initiates legal proceedings as required, including issuing summonses and preparing materials for prosecution.
6. Maintains thorough and accurate records of enforcement activity in compliance with municipal policy and legal standards.
7. Responds to public inquiries, complaints, and enforcement requests with professionalism and a strong customer service focus.
8. Coordinates enforcement services and shares information with internal departments, partner agencies and other municipalities through shared services agreements.
9. Attends Council meetings, community meetings and public events as required.
10. Provides after-hours field support for complex investigations and urgent public safety concerns.
11. Maintains a system to receive complaints 24/7; triages service requests and coordinates appropriate agency call-outs when safety risks are identified.



POSITION DESCRIPTION
Municipal Law Enforcement Officer

12. Assists with animal control and transports animals to an animal shelter designated by the municipality. May be required to administer medications as prescribed to sedate aggressive animals. May be exposed to emotionally distressing situations involving animal cruelty and euthanasia.
13. Keeps informed of by-law enforcement-related matters, including legislation, regulations, practices, and procedures, and attend seminars, workshops, conferences and training courses as required.
14. Maintains effective and cooperative liaison with staff, staff, other municipalities, government agencies, external organizations, and the public to promote a high standard of customer service and public relations at all times.
15. Wears and maintains required personal protective equipment (PPE), including body armour and biohazard protections, during field activities.
16. Works in compliance with the Township of Armour policies, and the Occupational Health and Safety Act and its regulations. Understands and adheres to established procedures of each municipality served.
17. Uses service area equipment and fleet vehicles responsibly. Reports fleet issues to the CAO.
18. Performs additional duties and special projects as assigned by the Clerks of the respective municipalities.

EDUCATION / EXPERIENCE / SKILLS:

1. Minimum two (2) year college diploma in law enforcement or a related field.
2. Minimum two (2) years experience in municipal enforcement or investigative fieldwork.
3. Certification from, or willingness to obtain certification from, the Municipal Law Enforcement Officers Association of Ontario and the Ontario Association of Property Standards Officers.
4. Excellent verbal and written communication skills; able to interact professionally with elected officials, colleagues, and the public.
5. Strong public relations skills and the ability to foster voluntary compliance through effective communication.
6. Must be able to work frequently with vulnerable sectors including youth, seniors, individuals experiencing homelessness, and those affected by mental health or addiction issues.
7. Strong working knowledge of municipal by-laws, regulatory legislation and enforcement frameworks.
8. Proficient in investigative procedures, including note-taking and evidence collection and preparation of Crown briefs.



POSITION DESCRIPTION
Municipal Law Enforcement Officer

9. Knowledge of court procedures and legal documentation requirements, including issuing summonses and preparing for testimony.
10. Ability to coordinate enforcement services across multiple municipalities and triage service requests efficiently.
11. Demonstrated conflict resolution, negotiation, and de-escalation skills, with the ability to remain calm, objective and maintain personal safety in high-stress or confrontational situations.
12. Capable of managing exposure to emotionally challenging situations including those involving trauma, grief, domestic conflict, or animal cruelty, while maintaining professionalism and emotional resilience.
13. Able to work independently and as part of an enforcement team, exercising sound judgement and discretion.
14. Experience collaborating with external agencies such as MNRF, MOECCP, PSDSSAB, NBPSDHU, NBMCA, OMFRA, Animal Welfare, and emergency services providers
15. Ability to support a proactive and integrated approach to public safety and enforcement through interagency collaboration.
16. Strong organizational, time management, and administrative skills.
17. Ability to maintain accurate records, prepare detailed reports, and manage enforcement files in compliance with municipal policies and privacy requirements.
18. Comfortable wearing PPE and able to walk long distances, climb various terrain, and work in remote or rugged conditions.
19. Visual acuity must meet acceptable standards for investigative work.
20. Able to operate Township vehicles and equipment responsibly; reports maintenance issues promptly.
21. Available to respond during municipal emergencies or emergency management activations.
22. Willing to conduct occasional after-hours patrols and investigations.
23. Valid G driver's license with a clean driver abstract required; use of personal vehicle may be required.
24. Possession of a valid Pleasure Craft Operator Card.
25. Must provide and maintain a clean criminal record check.
26. Must maintain strict confidentiality and comply with all applicable workplace safety regulations.



POSITION DESCRIPTION

Municipal Law Enforcement Officer

Independence of Action

This position requires the application of established guidelines, methods or procedures and includes a choice of methods.

Mental Effort

Variety of duties with frequent interruptions. Mental, visual and/or aural concentration required when, investigating, making notes or going to court.

Physical Effort

Work may involve physically draining and exhausting activities, which may include aiding in emergency response situations and be involved in physically dangerous and confrontational situations.

Dexterity

The coordination of fine motor skills is required when operating office equipment, vehicles, taking notes, writing reports, and using other documentation tools.

Accountability

Actions could result in significant loss of time or resources and could affect the work of others.

This position is accountable to multiple municipalities through shared service agreements, requiring adaptability to differing community needs and by-law frameworks.

Safety of Others

Considerable degree of care required to prevent injury or harm to others during enforcement duties.

Supervision

Supervisory responsibility is not normally part of the job requirement, however there may be a requirement to show or train others how to perform tasks or duties.

Contacts

Has frequent contacts for investigations and/or discussions of a difficult, specialized or sensitive nature and needs to be able to influence and persuade a person or persons to co-operate and follow the legislation.

Working Conditions

Work is performed mostly outside with the unavoidable externally imposed conditions. Work involves dealing with difficult individuals and includes exposure to physically dangerous and confrontational situations.

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position. The Township of Armour reserves the right to amend responsibilities to reflect organizational needs.



CORPORATION OF THE TOWNSHIP OF RYERSON

Date: August 12, 2025

Resolution Number: R- 115 - 25

Moved by: Councillor Miller

Seconded by: Councillor Patterson

Be it resolved that the Township of Ryerson receives the Waste Management Administrator Report for the month of July;

And further supports the resolution from the Township of Armour to Circular Materials.

Carried ☒ **Defeated** ☐



(Chair Signature)

Declaration of Pecuniary Interest by: _____

RECORDED VOTE					
Vote called by Clerk in random order, Chair to vote last					
Members of Council		Yea	Nay	Abstention	Absent
Councillors	Beverly Abbott				
	Glenn Miller				
	Delynne Patterson				
	Dan Robertson				
Mayor	George Sterling				



The Municipality of the
VILLAGE OF BURK'S FALLS

Moved By: AVK Date: August 19, 2025
Seconded By: AB Resolution # 2025- 282

Be it resolved;

Whereas the District of Parry Sound Social Services Board Area 4 Representative has forfeited their position;

And whereas there is a need for a new Area 4 representative on the board;

Now therefore be it resolved that the Council for the Village of Burk's Falls wishes to nominate SEAN COTTON to represent Area 4 on the District of Parry Sound Social Services Board.
COUNCIL

Recorded Vote requested by: _____

Ryan Baptiste	for / opposed
Ashley Brandt	for / opposed
Sean Cotton	for / opposed
Chris Hope	for / opposed
Nancy Kyte	for / opposed

b Carried Defeated Deferred

Pecuniary Interest declared by:

AB

Mayor

- RESOLUTION -



Town of Kearney

COUNCIL RESOLUTION # 2025 - 223

Date: August 13, 2025

MOVED BY:

- ☐ Beaucage, Keven
- ☐ Pateman, Heather
- ☒ Rickward, Michael – Deputy Mayor
- ☐ Sharer, Jill

SECONDED BY:

- ☐ Beaucage, Keven
- ☐ Pateman, Heather
- ☐ Rickward, Michael – Deputy Mayor
- ☒ Sharer, Jill

BE IT RESOLVED that the Council of the Corporation of the Town of Kearney hereby receives the request from DSSAB regarding a Board Vacancy for Area 4 Representation;

AND FURTHER supports the appointment of:

1. Sean Cotton or
2. _____

CARRIED ☒

DEFEATED ☐

Recorded Vote Requested by: _____

Recorded Vote:

For

Opposed

Beaucage, Keven	<input type="checkbox"/>	<input type="checkbox"/>
Pateman, Heather	<input type="checkbox"/>	<input type="checkbox"/>
Philip, Cheryl – Mayor	<input type="checkbox"/>	<input type="checkbox"/>
Rickward, Michael – Deputy Mayor	<input type="checkbox"/>	<input type="checkbox"/>
Sharer, Jill	<input type="checkbox"/>	<input type="checkbox"/>



June 16, 2025

RE: DSSAB Board Vacancy – Area 4 Representation

Dear Mayors, Reeves, and Members of Council for the Municipalities of Armour, Burk's Falls, Kearney, McMurrich-Monteith, Perry, and Ryerson,

Please be advised that a vacancy has arisen on the District of Parry Sound Social Services Administration Board (DSSAB). Mr. Ryan Baptiste is no longer serving as a representative for Area 4, as he has forfeited his seat in accordance with Section 12 of the DSSAB Procedural Rules, which states that a Board Member is considered to have forfeited their position after missing three consecutive meetings without Board authorization. Please see the attached resolution confirming this.

In accordance with the DSSAB Act, a new representative must now be jointly appointed by the councils of the municipalities within Area 4, which includes Armour, Burk's Falls, Kearney, McMurrich-Monteith, Perry, and Ryerson.

Mr. Jerry Brandt continues to serve as one of the current representatives for Area 4. The DSSAB Act permits two representatives from this area. The current Board term runs until December 31, 2026. Board meetings are held virtually on the second Thursday of each month at 6:30 p.m.

If you have any questions or require further information, please feel free to contact me at 705-746-7777 ext. 5264 or via email at jblower@psdssab.org.

Sincerely,

A handwritten signature in black ink that reads "JJ Blower".

JJ Blower
Communications Officer

Parry Sound Office
1 Beechwood Drive, Parry Sound, ON. P2A 1J2
705-746-7777 / 1-800-461-4464
www.psdssab.org

South River Office
16 Toronto Avenue, Box 1600, South River, ON.
POA 1X0
705-386-2358 or 1-800-661-3230
www.psdssab.org

Moved By: **Irene Smit**

Seconded By: **Teri Brandt**

Carried: **X**


Defeated: _____

WHEREAS Section 12 of the Procedural Rules of the District of Parry Sound Social Services Administration Board states that a Board Member is considered to have forfeited their membership upon missing three (3) consecutive meetings, unless such absences are authorized by the Board; and

WHEREAS Ryan Baptiste, the appointed representative for Area 4, has been absent from four (4) consecutive meetings of the Board without providing notice or seeking authorization for such absences;

NOW THEREFORE BE IT RESOLVED THAT Ryan Baptiste be deemed to have forfeited his position as a Member of the Board; and

BE IT FURTHER RESOLVED THAT communication with the municipalities of Area 4 be initiated to begin the process of appointing a new representative to the Board.


 Rick Zanussi, Board Chair

	<u>FOR</u>	<u>AGAINST</u>		<u>FOR</u>	<u>AGAINST</u>
Ryan Baptiste	_____	_____	Teresa Hunt	_____	_____
Jerry Brandt	_____	_____	Ted Knight	_____	_____
Teri Brandt	_____	_____	Tom Lundy	_____	_____
Janice Bray	_____	_____	Jamie McGarvey	_____	_____
Ted Collins	_____	_____	Peter McIsaac	_____	_____
Joel Constable	_____	_____	Sharon Smith	_____	_____
Irene Smit	_____	_____	Rick Zanussi	_____	_____
Gail Finnon	_____	_____			

Customer Finalized Summary

Rec-Check Inspections Inc 2025

NAME: Township Of Armour

LOCATION: Halycon Beach and Doe Lake Park-Playgrounds							
Q. #	Model	Description	Material	Serial	Capacity	Base	Exit
1	1000	1000	1000	1000	1000	1000	1000
2	1000	1000	1000	1000	1000	1000	1000
3	1000	1000	1000	1000	1000	1000	1000
4	1000	1000	1000	1000	1000	1000	1000
5	1000	1000	1000	1000	1000	1000	1000
6	1000	1000	1000	1000	1000	1000	1000
7	1000	1000	1000	1000	1000	1000	1000
8	1000	1000	1000	1000	1000	1000	1000
9	1000	1000	1000	1000	1000	1000	1000
10	1000	1000	1000	1000	1000	1000	1000
11	1000	1000	1000	1000	1000	1000	1000
12	1000	1000	1000	1000	1000	1000	1000
13	1000	1000	1000	1000	1000	1000	1000
14	1000	1000	1000	1000	1000	1000	1000
15	1000	1000	1000	1000	1000	1000	1000
16	1000	1000	1000	1000	1000	1000	1000
17	1000	1000	1000	1000	1000	1000	1000
18	1000	1000	1000	1000	1000	1000	1000
19	1000	1000	1000	1000	1000	1000	1000
20	1000	1000	1000	1000	1000	1000	1000
21	1000	1000	1000	1000	1000	1000	1000
22	1000	1000	1000	1000	1000	1000	1000
23	1000	1000	1000	1000	1000	1000	1000
24	1000	1000	1000	1000	1000	1000	1000
25	1000	1000	1000	1000	1000	1000	1000
26	1000	1000	1000	1000	1000	1000	1000
27	1000	1000	1000	1000	1000	1000	1000
28	1000	1000	1000	1000	1000	1000	1000
29	1000	1000	1000	1000	1000	1000	1000
30	1000	1000	1000	1000	1000	1000	1000
31	1000	1000	1000	1000	1000	1000	1000
32	1000	1000	1000	1000	1000	1000	1000
33	1000	1000	1000	1000	1000	1000	1000
34	1000	1000	1000	1000	1000	1000	1000
35	1000	1000	1000	1000	1000	1000	1000
36	1000	1000	1000	1000	1000	1000	1000
37	1000	1000	1000	1000	1000	1000	1000
38	1000	1000	1000	1000	1000	1000	1000
39	1000	1000	1000	1000	1000	1000	1000
40	1000	1000	1000	1000	1000	1000	1000
41	1000	1000	1000	1000	1000	1000	1000
42	1000	1000	1000	1000	1000	1000	1000
43	1000	1000	1000	1000	1000	1000	1000
44	1000	1000	1000	1000	1000	1000	1000
45	1000	1000	1000	1000	1000	1000	1000
46	1000	1000	1000	1000	1000	1000	1000
47	1000	1000	1000	1000	1000	1000	1000

PASS

MONITOR
END

FAIL

[illegible]

REC-CHECK

INSPECTIONS INC.

Rec-Check: Playground Inspection Certificate

18411954178

Reference Number:

20250818-18411954178

Form Name:

Rec-Check: Playground Inspection Certificate

Submitter Name:

Kyle Pinder | kylepinder

Date Sent on Device:

Aug 18, 2025 1:05:02 PM EDT

Location:

2136 Pickerel & Jack Lake Rd, Burk's Falls, ON P0A 1Z0, Canada Aug 18, 2025 1:03:37 PM EDT [[View Map](#)]

PLAYGROUND INSPECTION CERTIFICATE

Site Details

Inspection type

Re-inspection

Customer

Township of Armour

Location

Halcyon Beach

School address

2136 Pickerel & Jack Lake Rd - Burk's Falls ON

School number

0

Manufacturer

Landscape structures

Age specific

1.5 years - 12 years

Play area number

1

Surface type

Sand

Note for surfacing

Play structure is on a beach

Was rototilling done at this time

No

Rototilling comment

Was impact testing done at this time

Yes

Impact comment

Surface Depth In "

15

Surfacing Measurement Photo



Surface Drainage	Present
Area size	55ft x 40ft
Age of structure	2020
Max fall height	7ft 9in
Add picture of playground unit	



Daycare only: Does the fencing meet the 1.2 m (minimum) requirement in height	N/a
Daycare Only : Is there a gate and does it lock?	N/a
Surround	No
What type?	
Size (in feet)	

Items

Surfacing	OK
Add photo	
Comments	
Retaining wall	N/A
Add photo	
Comments	
Hardware	OK
Add photo	
Comments	
Overall condition	OK
Add photo	
Comments	
P.S.Z stationary	N/A
Add photo	
Comments	
P.S.Z rocking/swinging	OK
Add photo	
Comments	
P.S.Z moving	OK
Add photo	
Comments	
P.S.Z slides	N/A
Add photo	
Comments	
P.S.Z swings	OK
Add photo	
Comments	
Head and neck entrapment	OK
Add photo	
Comments	
Partially bound openings	OK
Add photo	

Comments	
Accessible bolt ends	OK
Add photo	
Comments	
Impalement protrusion	OK
Add photo	
Comments	
Entanglement protrusion	OK
Add photo	
Comments	
Non compliant s-hooks	N/A
Add photo	
Comments	
Suspended hazards	OK
Add photo	
Comments	
Step and ring cautions	OK
Add photo	
Comments	
Guard rail / Barrier compliance	N/A
Add photo	
Comments	
Balance beams	N/A
Add photo	
Comments	
Upper body equipment	N/A
Add photo	
Comments	
Slide poles	N/A
Add photo	
Comments	
Slide compliance	N/A
Slide: Deck Height	N/A
Slide: Colour	Red

Second Slide: Deck Height	N/A
Second Slide:Colour	N/A
Add photo	
Comments	
Drawstring entanglement	OK
Add photo	
Comments	
Crush & sheer points	OK
Add photo	
Comments	
Track rides	N/A
Add photo	
Comments	
Swings compliance	OK
Add photo	
Comments	
No encroachment swings	OK
Add photo	
Comments	
Climbing components	N/A
Add photo	
Comments	

Sign Off

Playground photo	
Red = Fail , Yellow = Monitor, Green = Pass	
Recommendation : DO NOT USE until all repairs have been fully completed. (If applicable)	
Risk rating	Green
Unit Status	Safe
Additional comments	
CSA Compliance Rating	C1
Hazard Rating	NA
Repair Priority :	N/A

Additional photos**Technician name**

Kyle Pinder

Would you like to add additional photos

No

Technician initials (2 letters only)

KP

Technician signature

KP

Date

Aug 18, 2025

Certificate number

KP251257

DISCLAIMER:

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children's Playground Equipment and Surfacing.

REC-CHECK

INSPECTIONS INC.

Rec-Check:Drop Test

18411951440

Reference Number:

20250818-18411951440

Form Name:

Rec-Check:Drop Test

Submitter Name:

| tylers

Date Sent on Device:

Aug 18, 2025 1:07:26 PM EDT

Location:

2125 Pickerel & Jack Lake Rd, Burk's Falls, ON P0A 1C0, Canada Aug 18, 2025 1:06:53 PM EDT [[View Map](#)]

DROP TEST

Site Details

Customer

Township of Armour

School

Halcyon Beach

City

2136 Pickerel & Jack Lake Rd - Burk's Falls ON

Site Conditions

Height (cm)

240

Play Area Number

1

Weather Condition

Sunny

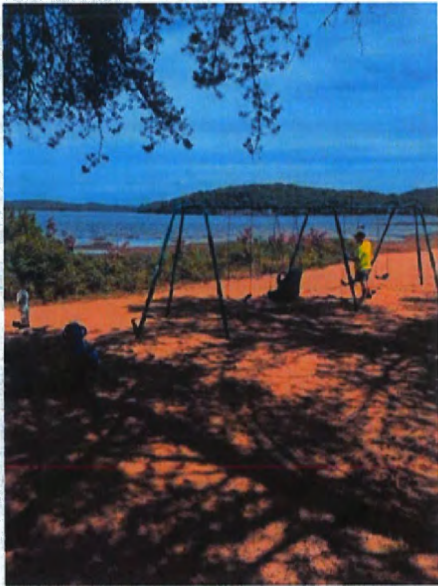
Weather Temperature (In Celsius)

18

Surfacing

Sand

Playground Picture



Area 1 -Drop 1

Drop One Picture




GMAX	85
HIC	265

Drop 2

GMAX	67
HIC	189

Drop 3

GMAX	69
HIC	167
Average	
Average-Drop1 GMAX (□ 200)	68
Average HIC (□ 1000)	178
Area 2 - Drop 1	
Area 2-Drop Photo	
GMAX	64
HIC	142
Drop 2	
GMAX	56
HIC	126
Drop 3	
GMAX	52
HIC	108

Average	
Average GMAX (□ 200)	54
Average HIC (□ 1000)	117
Area 3-Drop 1	
Drop 1 Photo	
GMAX	0
HIC	0
Drop 2	
GMAX	0
HIC	0
Drop 3	
GMAX	0
HIC	0
Average	
Average GMAX (□ 200)	0
Average HIC (□ 1000)	0
Unit Summary	
Drop Test Result Status	Safe
Sign Off	
Technician name	Kyle Pinder
Technician Initials	TS

Technician Signature

KP

Date

Aug 18, 2025 12:58:39 PM EDT

Certificate Number

TS251258

DISCLAIMER:

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children’s Playground Equipment and Surfacing.

REC-CHECK

INSPECTIONS INC.

Rec-Check: Playground Inspection Certificate

18411946811

Reference Number:

20250818-18411946811

Form Name:

Rec-Check: Playground Inspection Certificate

Submitter Name:

Kyle Pinder | kylepinder

Date Sent on Device:

Aug 18, 2025 12:32:08 PM EDT

Location:

1070 Ferguson Rd, Armour, ON P0A 1J0, Canada Aug 18, 2025 12:32:06 PM EDT [[View Map](#)]

PLAYGROUND INSPECTION CERTIFICATE

Site Details

Inspection type

Re-inspection

Customer

Township of Armour

Location

Doe Lake Park Municipal Beach and Playground

School address

1014 Ferguson Road - Burks Falls

School number

0

Manufacturer

Landscape structures

Age specific

5 years - 12 years

Play area number

1

Surface type

EWf (engineered wood fiber)

Note for surfacing

Was rototilling done at this time

No

Rototilling comment

Was impact testing done at this time

Yes

Impact comment

Surface Depth In "

8

Surfacing Measurement Photo



Surface Drainage	Present
Area size	70ft x 45ft
Age of structure	N/A
Max fall height	6ft 7in

Add picture of playground unit



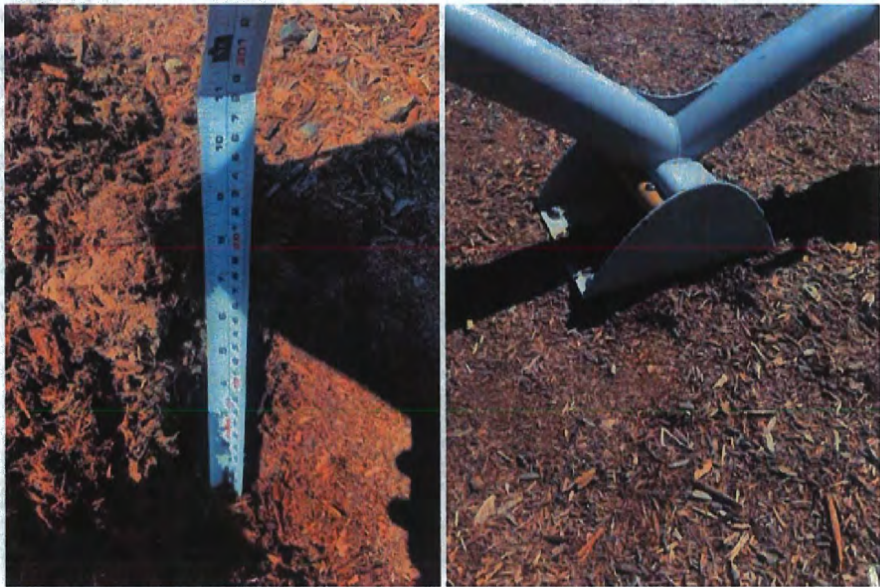
Daycare only: Does the fencing meet the 1.2 m (minimum) requirement in height	N/a
Daycare Only : Is there a gate and does it lock?	N/a
Surround	Yes
What type?	Plastic
Size (in feet)	4ft Z style

Items

Surfacing

Not ok

Add photo



Comments

Only 8 inches of surface low spots all over play structure

Retaining wall

OK

Add photo


Comments

Hardware

Not ok

Add photo



Comments	 Missing hardware on plastic drums
Overall condition	OK
Add photo	
Comments	
P.S.Z stationary	OK
Add photo	
Comments	
P.S.Z rocking/swinging	OK
Add photo	
Comments	
P.S.Z moving	OK
Add photo	
Comments	
P.S.Z slides	OK
Add photo	
Comments	
P.S.Z swings	N/A
Add photo	
Comments	
Head and neck entrapment	OK
Add photo	
Comments	
Partially bound openings	OK
Add photo	
Comments	
Accessible bolt ends	OK
Add photo	
Comments	
Impalement protrusion	OK
Add photo	
Comments	
Entanglement protrusion	OK
Add photo	
Comments	

Non compliant s-hooks	N/A
Add photo	
Comments	
Suspended hazards	OK
Add photo	
Comments	
Step and ring cautions	OK
Add photo	
Comments	
Guard rail / Barrier compliance	OK
Add photo	
Comments	
Balance beams	N/A
Add photo	
Comments	
Upper body equipment	OK
Add photo	
Comments	
Slide poles	N/A
Add photo	
Comments	
Slide compliance	OK
Slide: Deck Height	6 feet
Slide: Colour	Grey
↳ Colour of Slide	↳ Grey
Second Slide: Deck Height	4 feet
Second Slide: Colour	Tan
↳ Slide Colour	↳ Tan
Add photo	
Comments	
Drawstring entanglement	OK
Add photo	
Comments	
Crush & sheer points	OK

Add photo**Comments****Track rides**

N/A

Add photo**Comments****Swings compliance**

N/A

Add photo**Comments****No encroachment swings**

N/A

Add photo**Comments****Climbing components**

OK

Add photo**Comments****Sign Off****Playground photo****Red = Fail , Yellow = Monitor, Green = Pass****Recommendation : DO NOT USE until all repairs have been fully completed. (If applicable)****Risk rating**

Yellow

Unit Status

Monitor

Additional comments**CSA Compliance Rating**

C3

Hazard Rating

H3

Repair Priority :

Surfacing / missing hardware

Additional photos**Technician name**

Kyle Pinder

Would you like to add additional photos

No

Technician initials (2 letters only)

KP

Technician signature

KP

Date

Aug 18, 2025

Certificate number

KP251218

DISCLAIMER:

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children's Playground Equipment and Surfacing.

Reference Number:

20250818-18411946496

Form Name:

Rec-Check: Playground Inspection Certificate

Submitter Name:

Kyle Pinder | kylepinder

Date Sent on Device:

Aug 18, 2025 12:14:02 PM EDT

Location:

1014 Ferguson Rd, Armour, ON P0A, Canada Aug 18, 2025 12:13:47 PM EDT [[View Map](#)]

PLAYGROUND INSPECTION CERTIFICATE

Site Details

Inspection type

Re-inspection

Customer

Township of Armour

Location

Doe Lake Park Municipal Beach and Playground

School address

1014 Ferguson Road - Burks Falls

School number

0

Manufacturer

N/A

Age specific

1.5 years - 12 years

Play area number

2

Surface type

Sand

Note for surfacing

Was rototilling done at this time

No

Rototilling comment

Was impact testing done at this time

Yes

Impact comment

Surface Depth In "

12

Surfacing Measurement Photo



Surface Drainage

Present

Area size

30ft x 28ft

Age of structure

N/A

Max fall height

9ft 3in

Add picture of playground unit



Daycare only: Does the fencing meet the 1.2 m (minimum) requirement in height

N/a

Daycare Only : Is there a gate and does it lock?

N/a

Surround

No

What type?

Size (in feet)

Items

Surfacing OK**Add photo****Comments****Retaining wall** OK**Add photo****Comments****Hardware** OK**Add photo****Comments****Overall condition** OK**Add photo****Comments****P.S.Z stationary** N/A**Add photo****Comments****P.S.Z rocking/swinging** OK**Add photo****Comments****P.S.Z moving** OK**Add photo****Comments****P.S.Z slides** N/A**Add photo****Comments****P.S.Z swings** OK**Add photo****Comments****Head and neck entrapment** OK**Add photo****Comments****Partially bound openings** OK**Add photo**

Comments**Accessible bolt ends**

OK

Add photo**Comments****Impalement protrusion**

OK

Add photo**Comments****Entanglement protrusion**

OK

Add photo**Comments****Non compliant s-hooks**

OK

Add photo**Comments****Suspended hazards**

OK

Add photo**Comments****Step and ring cautions**

N/A

Add photo**Comments****Guard rail / Barrier compliance**

N/A

Add photo**Comments****Balance beams**

N/A

Add photo**Comments****Upper body equipment**

N/A

Add photo**Comments****Slide poles**

N/A

Add photo**Comments****Slide compliance**

N/A

Slide: Deck Height

N/A

Slide: Colour

Red

Second Slide: Deck Height	N/A
Second Slide:Colour	N/A
Add photo	
Comments	
Drawstring entanglement	OK
Add photo	
Comments	
Crush & sheer points	OK
Add photo	
Comments	
Track rides	N/A
Add photo	
Comments	
Swings compliance	OK
Add photo	
Comments	
No encroachment swings	OK
Add photo	
Comments	
Climbing components	N/A
Add photo	
Comments	

Sign Off

Playground photo

Red = Fail , Yellow = Monitor, Green = Pass

Recommendation : DO NOT USE until all repairs have been fully completed. (If applicable)

Risk rating Green

Unit Status Safe

Additional comments

CSA Compliance Rating C1

Hazard Rating NA

Repair Priority :

Additional photos**Technician name** Kyle Pinder**Would you like to add additional photos** Yes**Technician initials (2 letters only)** KP**Technician signature**

KP

Date Aug 18, 2025**Certificate number** KP251207**DISCLAIMER:**

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children's Playground Equipment and Surfacing.

Reference Number: 20250818-18411946400	Form Name: Rec-Check:Drop Test
Submitter Name: tylers	Date Sent on Device: Aug 18, 2025 12:06:54 PM EDT
Location: 1014 Ferguson Rd, Armour, ON P0A, Canada Aug 18, 2025 12:06:52 PM EDT [View Map]	

DROP TEST

Site Details

Customer	Township of Armour
School	Doe Lake Park Municipal Beach and Playground
City	1014 Ferguson Road - Burks Falls

Site Conditions

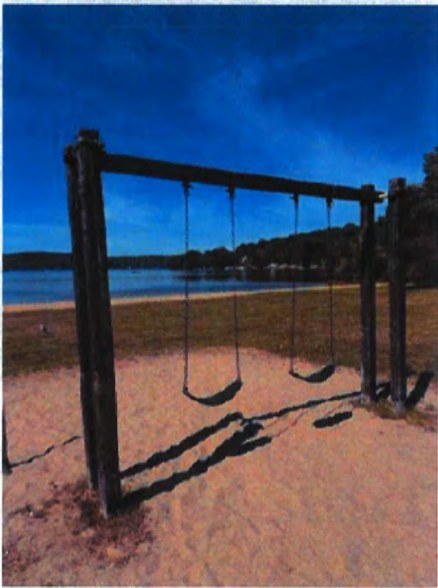
Height (cm)	260
Play Area Number	3
Weather Condition	Sunny
Weather Temperature (In Celsius)	17
Surfacing	Sand

Playground Picture



Area 1 -Drop 1

Drop One Picture



GMAX	91
HIC	285

Drop 2

GMAX	84
HIC	276

Drop 3

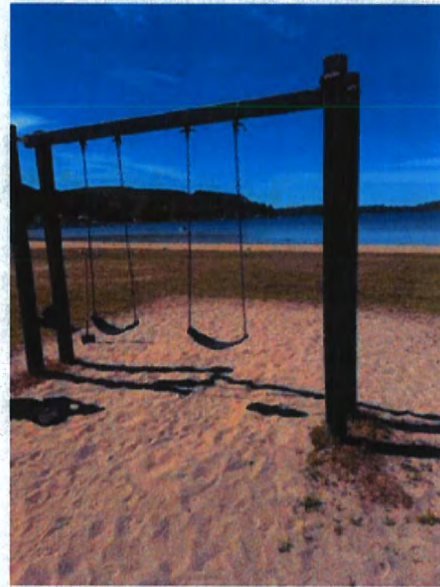
GMAX	106
HIC	337

Average

Average-Drop1 GMAX (\square 200)	95
Average HIC (\square 1000)	306.5

Area 2 - Drop 1

Area 2-Drop Photo



GMAX	71
HIC	212

Drop 2

GMAX	82
HIC	215

Drop 3

GMAX	65
HIC	167

Average

Average GMAX (□ 200) 73.5

Average HIC (□ 1000) 191

Area 3-Drop 1

Drop 1 Photo

GMAX 0

HIC 0

Drop 2

GMAX 0

HIC 0

Drop 3

GMAX 0

HIC 0

Average

Average GMAX (□ 200) 0

Average HIC (□ 1000) 0

Unit Summary

Drop Test Result Status Safe

Sign Off

Technician name Kyle Pinder

Technician Initials KP

Technician Signature

KP

Date

Aug 18, 2025 11:52:57 AM EDT

Certificate Number

KP251152

DISCLAIMER:

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children's Playground Equipment and Surfacing.

REC-CHECK

INSPECTIONS INC.

Rec-Check:Drop Test

18411950485

Reference Number:

20250818-18411950485

Form Name:

Rec-Check:Drop Test

Submitter Name:

| tylers

Date Sent on Device:

Aug 18, 2025 12:30:03 PM EDT

Location:

1014 Ferguson Rd, Armour, ON P0A, Canada Aug 18, 2025 12:29:47 PM EDT [[View Map](#)]

DROP TEST

Site Details

Customer

Township of Armour

School

Doe Lake Park Municipal Beach and Playground

City

1014 Ferguson Road - Burks Falls

Site Conditions

Height (cm)

Play Area Number

3

Weather Condition

Sunny

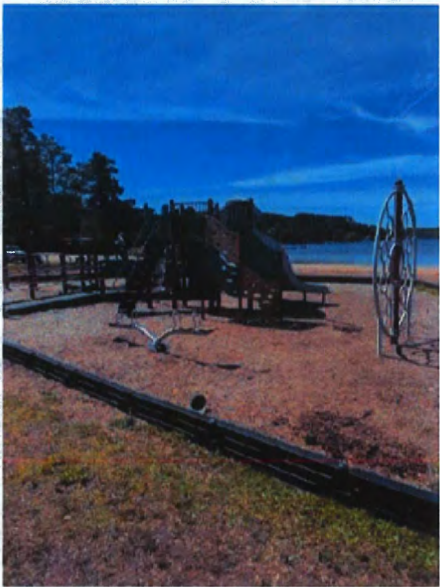
Weather Temperature (In Celsius)

17

Surfacing

EWF

Playground Picture



Area 1 -Drop 1

Drop One Picture




GMAX	52
HIC	153

Drop 2

GMAX	54
HIC	151

Drop 3


GMAX	53
HIC	165
Average	
Average-Drop1 GMAX (□ 200)	53.5
Average HIC (□ 1000)	158
Area 2 - Drop 1	
Area 2-Drop Photo	
GMAX	77
HIC	314
Drop 2	
GMAX	65
HIC	246
Drop 3	
GMAX	68
HIC	259

Average

Average GMAX (200)	66.5
Average HIC (1000)	252.5

Area 3-Drop 1

Drop 1 Photo



GMAX	63
HIC	187

Drop 2

GMAX	59
HIC	167

Drop 3

GMAX	60
HIC	175

Average

Average GMAX (200)	59.5
----------------------	------

Average HIC (1000)	171
----------------------	-----

Unit Summary

Drop Test Result Status	Safe
-------------------------	------

Sign Off

Technician name	Kyle Pinder
Technician Initials	KP
Technician Signature	KP
Date	Aug 18, 2025 12:16:33 PM EDT
Certificate Number	KP251216

DISCLAIMER:

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children's Playground Equipment and Surfacing.

Reference Number: 20250818-18411946525	Form Name: Rec-Check:Drop Test
Submitter Name: tylers	Date Sent on Device: Aug 18, 2025 12:15:35 PM EDT
Location: 1014 Ferguson Rd, Armour, ON P0A, Canada Aug 18, 2025 12:15:14 PM EDT [View Map]	

DROP TEST

Site Details

Customer	Township of Armour
School	Doe Lake Park Municipal Beach and Playground
City	1014 Ferguson Road - Burks Falls

Site Conditions

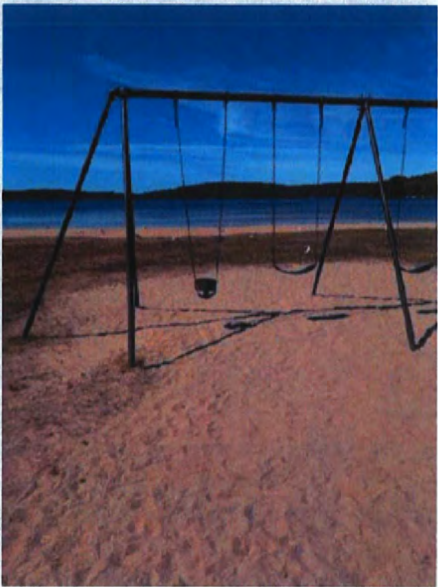
Height (cm)	285
Play Area Number	2
Weather Condition	Sunny
Weather Temperature (In Celsius)	17
Surfacing	Sand

Playground Picture



Area 1 -Drop 1

Drop One Picture




GMAX	42
HIC	97

Drop 2

GMAX	80
HIC	283

Drop 3

GMAX	83
HIC	160
Average	
Average-Drop1 GMAX (□ 200)	81.5
Average HIC (□ 1000)	221.5
Area 2 - Drop 1	
Area 2-Drop Photo	
GMAX	44
HIC	107
Drop 2	
GMAX	53
HIC	149
Drop 3	
GMAX	43
HIC	103

Average

Average GMAX (□ 200)	48
Average HIC (□ 1000)	126

Area 3-Drop 1

Drop 1 Photo	
GMAX	0
HIC	0

Drop 2

GMAX	0
HIC	0

Drop 3

GMAX	0
HIC	0

Average

Average GMAX (□ 200)	0
Average HIC (□ 1000)	0

Unit Summary

Drop Test Result Status	Safe
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Sign Off

Technician name	Kyle Pinder
Technician Initials	KP

Technician Signature

KP

Date

Aug 18, 2025 12:06:56 PM EDT

Certificate Number

KP251206

DISCLAIMER:

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children's Playground Equipment and Surfacing.

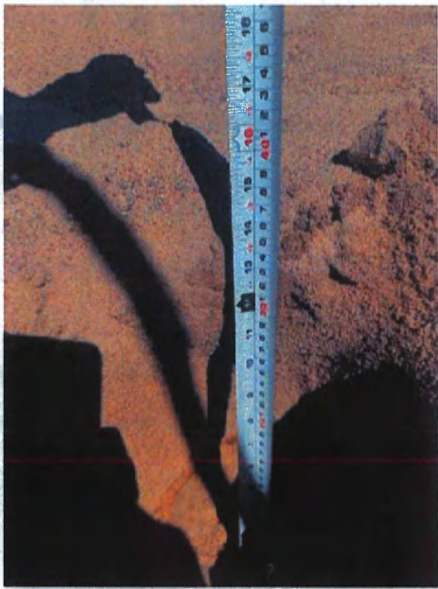
Reference Number: 20250818-18411948250	Form Name: Rec-Check: Playground Inspection Certificate
Submitter Name: Kyle Pinder kylepinder	Date Sent on Device: Aug 18, 2025 12:05:44 PM EDT
Location: 1070 Ferguson Rd, Katrine, ON P0A 1J0, Canada Aug 18, 2025 12:04:28 PM EDT [View Map]	

PLAYGROUND INSPECTION CERTIFICATE

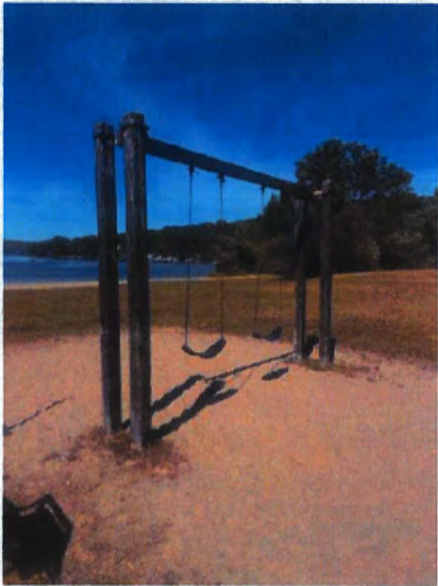
Site Details

Inspection type	Re-inspection
Customer	Township of Armour
Location	Doe Lake Park Municipal Beach and Playground
School address	1014 Ferguson Road - Burks Falls
School number	0
Manufacturer	N/A
Age specific	5 years - 12 years
Play area number	3
Surface type	Sand
Note for surfacing	
Was rototilling done at this time	No
Rototilling comment	
Was impact testing done at this time	Yes
Impact comment	
Surface Depth In "	14



Surfacing Measurement Photo



Surface Drainage	Present
Area size	30ft x 20ft
Age of structure	N/A
Max fall height	8ft 6in
Add picture of playground unit	



Daycare only: Does the fencing meet the 1.2 m (minimum) requirement in height	N/a
Daycare Only : Is there a gate and does it lock?	N/a
Surround	No
What type?	
Size (in feet)	

Items	
Surfacing	OK
Add photo	
Comments	
Retaining wall	N/A
Add photo	
Comments	
Hardware	<div>✗</div> Not ok
Add photo	
<div></div>	
Comments	Play structure is using receiver pins that are missing cotter pins has hardware recommend replacing two actual bolts and nuts
Overall condition	OK
Add photo	
Comments	
P.S.Z stationary	N/A
Add photo	
Comments	
P.S.Z rocking/swinging	OK
Add photo	
Comments	
P.S.Z moving	OK

Add photo	
Comments	
P.S.Z slides	N/A
Add photo	
Comments	
P.S.Z swings	OK
Add photo	
Comments	
Head and neck entrapment	OK
Add photo	
Comments	
Partially bound openings	OK
Add photo	
Comments	
Accessible bolt ends	OK
Add photo	
Comments	
Impalement protrusion	OK
Add photo	
Comments	
Entanglement protrusion	OK
Add photo	
Comments	
Non compliant s-hooks	OK
Add photo	
Comments	
Suspended hazards	N/A
Add photo	
Comments	
Step and ring cautions	N/A
Add photo	
Comments	
Guard rail / Barrier compliance	N/A
Add photo	

Comments	
Balance beams	N/A
Add photo	
Comments	
Upper body equipment	N/A
Add photo	
Comments	
Slide poles	N/A
Add photo	
Comments	
Slide compliance	N/A
Slide: Deck Height	N/A
Slide: Colour	Red
Second Slide: Deck Height	N/A
Second Slide:Colour	N/A
Add photo	
Comments	
Drawstring entanglement	OK
Add photo	
Comments	
Crush & sheer points	OK
Add photo	
Comments	
Track rides	N/A
Add photo	
Comments	
Swings compliance	OK
Add photo	
Comments	
No encroachment swings	OK
Add photo	
Comments	
Climbing components	N/A
Add photo	

Comments**Sign Off****Playground photo****Red = Fail , Yellow = Monitor, Green = Pass****Recommendation : DO NOT USE until all repairs have been fully completed. (If applicable)****Risk rating** Yellow**Unit Status** Monitor**Additional comments****CSA Compliance Rating** C3**Hazard Rating** H3**Repair Priority :** Hardware on swing pivot points**Additional photos****Technician name** Kyle Pinder**Would you like to add additional photos** Yes**Technician initials (2 letters only)** KP**Technician signature**

KP

Date Aug 18, 2025**Certificate number** KP251154**DISCLAIMER:**

The validity of this certificate is for work which was specially requested. This certificate is the result of work performed in conformance with applicable specifications and standards to the best of our ability AND intent. We will not be held responsible for deviations within the norms of accuracy in accordance with standard practices.

This inspection was completed by a certified playground inspector through CPRA-ACPL. All inspection results are based on CSA Z614-20 Children's Playground Equipment and Surfacing.

Schedule for Fair Day 1: Aug. 30, 2025



7:30 - 10:00 A.M. Breakfast Booth Open

The Agricultural Society Food Booth will host breakfast for equestrian competitors and the public. Breakfast Sandwiches and Hot Beverages will be served.

9:00 A.M. Fair Grounds Open to Public

The Fair grounds are open from 9 A.M. until the completion of the cowboy competition.

9:00 A.M. Extreme Northern Cowboys Start

Location: Main Ring

Schedule for Fair Day 2: Aug. 31, 2025



7:30 - 10:00 A.M. Breakfast Booth Open

The Agricultural Society Food Booth will host breakfast for equestrian competitors and the public. Breakfast Sandwiches and Hot Beverages will be served.

9:00 A.M. Fair Grounds Open to Public

The Fair grounds are open from 9 A.M. until the completion of the horse shows.

9:00 A.M. English Horse Show Starts

Location: English Ring

12:00 P.M. Western Horse Games Start

Location: Main Ring

Schedule for Fair Day 3: Sept. 1, 2025



Activities and entertainment running throughout the day:

- Great Canadian Lumberjacks
- John the Chainsaw Carver
- Tickled Teals Entertainment
- Steam Driven Antique Tools
- Petting Zoo by TTT Farm
- Pony Walkabout
- Poultry Barn and Judging
- Bouncy Play Parks
- Foam Cannon & Gyroscope

Vendors will be located in the Arena lobby and throughout the fair grounds.

Musical Entertainment

- Tracy Delfino and Eddy
- Briar Summers
- Acoustic on Fire

7:30 - 10:00 A.M. Breakfast Booth Open

The Agricultural Society Food Booth will host breakfast for equestrian competitors and the public. Breakfast Sandwiches and Hot Beverages will be served.

9:00 A.M. Fair Grounds Open to Public

The Fair grounds are open from 9 A.M. until 4 P.M.

9:00 A.M. Western Horse Performance

Location: Main Ring

10:00 A.M. Exhibit Hall Opens

10 A.M. - 4 P.M. Admire the baking, art, crafts, vegetables, flowers, maple syrup and more made by your neighbours here in Armour, Ryerson, and Burk's Falls in a friendly - but still fierce - competition!

11:00 A.M. Food Booth Opens

Enjoy food provided by your hosts, the Armour, Ryerson, & Burk's Falls Agricultural Society!

12:00 P.M. Heavy Horse Pull starts

Find out the meaning of horse power! Watch massive draft horses in a competition to see who can pull the greatest amount of weight.