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## REVISED

### General Committee

**Date:** May 12, 2021  
**Time:** 9:30 AM  
**Location:** Online Video Conference

#### Members

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

#### Participate Virtually and/or via Telephone

Advance registration is required to participate and/or make a comment in the virtual meeting. Questions for Public Question Period are required to be provided to Clerk's staff at least 24 hours in an advance of the meeting. Any materials you wish to show the Committee during your presentation must be provided as an attachment to the email. Links to cloud services will not be accepted. Comments submitted will be considered as public information and entered into public record.

To register, please email [dayna.obaseki@mississauga.ca](mailto:dayna.obaseki@mississauga.ca) and for Residents without access to the internet via computer, smartphone or tablet, can register by calling Dayna Obaseki at 905-615-3200 ext. 5425 **no later than Monday, May 10, 2021 before 4:00PM**. You will be provided with directions on how to participate from Clerks' staff.

#### Contact

Dayna Obaseki, Legislative Coordinator, Legislative Services  
905-615-3200 ext. 5425  
Email: [dayna.obaseki@mississauga.ca](mailto:dayna.obaseki@mississauga.ca)

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1. **CALL TO ORDER**

2. **APPROVAL OF AGENDA**

3. **DECLARATION OF CONFLICT OF INTEREST**

4. **PRESENTATIONS - Nil.**

5. **DEPUTATIONS**

5.1. Kevin Anderson, Director of Swimming, Mississauga Aquatic Club regarding Olympic Pool Project

5.2. Item 9.1 - Robert Trewartha, Director, Strategic Initiatives

\*5.3. Item 9.3 - Margaret Dunn, Resident

6. **PUBLIC QUESTION PERIOD - 15 Minute Limit**

**Public Comments:** Advance registration is required to participate and/or to make comments in the virtual public meeting. Any member of the public interested in speaking to an item listed on the agenda must register by calling 905-615-3200 ext. 5425 or by emailing [dayna.obaseki@mississauga.ca](mailto:dayna.obaseki@mississauga.ca) by **Monday, May 10, 2021 before 4:00PM.**

Pursuant to Section 42 of the Council Procedure By-law 0139-2013, as amended:

General Committee may grant permission to a member of the public to ask a question of General Committee, with the following provisions:

1. Questions shall be submitted to the Clerk at least 24 hours prior to the meeting;
2. A person is limited to two (2) questions and must pertain specific item on the current agenda and the speaker will state which item the question is related to;
3. The total speaking time shall be five (5) minutes maximum, per speaker, unless extended by the Mayor or Chair; and
4. Any response not provided at the meeting will be provided in the format of a written response.

7. **MATTERS PERTAINING TO COVID-19**

8. **CONSENT AGENDA**

9. **MATTERS TO BE CONSIDERED**

9.1. Results of the City of Mississauga's 2020 Workforce Diversity and Inclusion Survey

9.2. Automated Speed Enforcement Agreement Update

9.3. Easement Acquisition During Development Approval Process & Request for Removal of

Easement on 1510 Pinetree Crescent (Ward 1)

- 9.4. Proposed Street Names to be assigned to public and private roads within the Brightwater development site in the City of Mississauga (Ward 1) (CONSENT)
- 9.5. Naming of Park P-524 and Park P-525 as “Fairwinds Park”, northeast corner of Eglinton Avenue West and Fairwind Drive (Ward 5) (CONSENT)
- 9.6. Additional Funding Request for Meadowvale Theatre Renovation – Ward 9 (CONSENT)
- 9.7. 2021 Tax Ratios, Rates and Due Dates
- 9.8. Expansion and Continued Lifecycle of Cisco Network Hardware, Software, and Collaboration Infrastructure; File Ref: PRC001284/FA.49.607-12 (Cisco), PRC001292/FA.211-13 (OnX) (CONSENT)
- 9.9. Single Source Procurement of Zoll AED3 Defibrillators (CONSENT)

**10. ADVISORY COMMITTEE REPORTS**

- 10.1. Road Safety Committee Report 4-2021 - April 27, 2021

**11. MATTERS PERTAINING TO REGION OF PEEL COUNCIL**

**12. COUNCILLORS' ENQUIRIES**

**13. OTHER BUSINESS/ANNOUNCEMENTS**

**14. CLOSED SESSION**

- 14.1. Litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board:

**RioTrin Properties (Burnhamthorpe) Inc., 3900-3980 Grand Park Drive, LPAT Decision, Ward 7**

**\*15. CORRESPONDENCE**

- \*15.1. An letter dated Monday, May 10, 2021 from Jim Holmes, President, Mississauga Sports Council supporting the Olympic Pool Project

**Item 5.1**

- \*15.2. An letter dated Monday, May 10, 2021 from Ellen McGregor, CEO, Fielding Environmental regarding RioTrin Properties LPAT decision

**Item 14.1**

**16. ADJOURNMENT**

# Olympic Pool Project

## Club History and City Relationship

- More than 50 years a club in good standing in the City of Mississauga
- Approximately 600 children annually in our programs from across all wards
- Utilize approximately 5000 hours of pool time annually
- Have worked in cooperation with the city, managing/operating the GF pool since 2012 (\$46,000 annually)
- Invested \$35k of upgrades at GF pool this year, additional 50k previously
- Spend more than \$200,000/year on pool rent in Mississauga, have spent many millions in pool rent throughout our time in Mississauga
- Employ 6 full time personnel and 25 part time personnel and provide in excess of \$600,000 in annual salary
- Organize programs from development levels to high-performance without encroaching on city learn to swim programs
- Introducing philanthropic program summer 2021 for newcomers to Canada
- We travel outside the city in order to host competitions or to access Olympic Pools for training purposes spending approximately \$50,000 annually on event pool rental, generating sport tourism economic impact for Markham and Toronto.





## Project Overview

5.1

- Invested \$40,000 on studies
- Hired Isaac Sports Group for the feasibility study and business case
- Hired KCI Philanthropy for the capital campaign study
- Looked at 4 facility types: all include a secondary program/leisure warm water pool component as currently included in city pool designs
- Looked at facility add on of a current community center and a facility expansion of a proposed city project such as South Common
- Other aquatic sport groups verbally support and project using the facility and will be engaged formally going forward
- Endorsements from: Swim Ontario, Ontario Artistic Swimming, Lifesaving Sport, Mississauga Canoe Club, Mississauga Artistic Swimming Club
- We ask that council direct staff to work with us, evaluate our proposal and provide a corporate report back to council with recommendations by September.

Mississauga is  
the largest  
Canadian city  
without an  
Olympic Pool

Currently there  
are no city  
aquatic facilities  
that can  
support elite  
sport or event  
hosting

### Top 20 Cities Based on Population – Only 3 Cities Without an Olympic Pool

Toronto – 2,731,571  
Montreal – 1,704,694  
Calgary – 1,543,283  
Ottawa – 934,243  
Edmonton – 932,546  
**Mississauga – 721,599**  
Winnipeg – 705,224  
Vancouver – 631,486  
**Brampton – 593,638**  
Hamilton – 536,917  
Quebec City – 531,902  
Surrey – 517,887  
Laval – 422,993  
Halifax – 403,131  
London – 383,822  
Markham – 328,966  
**Vaughn – 306,233**  
Gatineau – 276,245  
Saskatoon – 246,376  
Longueuil – 239,700

5.1

### Other Canadian Cities With Olympic Pools

Waterloo – 104,986  
Windsor – 217,188  
Regina – 215,106  
Richmond B.C. – 198,309  
Sudbury – 161,531  
Sherbrooke – 161,323  
Guelph – 131,794  
Kelowna – 127,380  
Saanich – 114,148  
St. John's – 108,860  
Thunder Bay – 107,909  
Brantford – 97,496  
Lethbridge – 92,729  
Kamloops – 90,280



Project Goal - Develop a facility that can be used for elite sport training while protecting and enhancing community recreation programming.

All 4 designs in our study will accomplish both while 2 designs will provide a significant economic impact through Sports Tourism.



## 4 Design Concepts – Capital and Operating Summary for Facility Expansion or Facility Addition

<b>OPTION</b>	<b>Total Capital Incremental Costs- Expansion</b>	<b>Total Capital Incremental Costs- Addition</b>	<b>Incremental Operation Expenses</b>	<b>Incremental Revenue</b>	<b>Net Operations Cost</b>
<b>Training Design 1</b>	\$0.9M	\$1.3 to \$1.6M	\$135,683	\$123,638	\$(12,044)
<b>Training Design 2</b>	\$6.7 to \$9.3M	\$7.6 to \$9.2M	\$559,580	\$626,197	\$66,617
<b>Event Design 1</b>	\$18.9 to \$22.3M	\$14.6 to \$17.4M	\$746,213	\$840,277	\$94,065
<b>Event Design 2</b>	\$20.9 to \$24.2M	\$15.4 to \$18.4M	\$771,750	\$928,294	\$156,544

# 4 Design Concepts

## Annual Economic Impact From Sports Tourism

	Training Design 2	Event Design 1	Event Design 2
Event Days	9	30	41
Total Participants	2,000	6,350	8,650
Total Attendees	4,913	15,950	21,900
Hotel Room Nights	458	2,731	6,000
Direct Attendee Spending	\$446,025	\$2,644,000	\$4,339,000
Total Annual Economic Impact	\$713,640	\$4,230,250	\$6,942,200

# Potential Capital Help from Fundraising Campaign

# of Gifts	Gift Amount	Gift Amount Total	Cumulative Total	% of Total Goal
1	\$1,000,000	\$1,000,000	\$1,000,000	33%
1	\$500,000	\$500,000	\$1,500,000	50%
2	\$250,000	\$500,000	\$2,000,000	66%
3	\$100,000	\$300,000	\$2,300,000	77%
4	\$50,000	\$200,000	\$2,500,000	83%
10	\$25,000	\$250,000	\$2,750,000	92%
15	\$10,000	\$150,000	\$2,900,000	97%
20	\$5,000	\$100,000	<b>\$3,000,000</b>	100%



## Factors To Consider

- Fundraise \$2,000,000 - \$3,000,000 to contribute to capital
- As an anchor tenant we can mitigate ongoing operational risk
- Consolidate some MSSAC programming and training space, opening up more time for community use and access in other facilities during prime hours
- MSSAC has qualified through Infrastructure Ontario to apply for loans and can access and service a debt of approximately \$1,000,000
- MSSAC can apply to Swim Canada and Swim Ontario to organize and host large Provincial/National/International competitions if the city would like to pursue the event pool options and broaden sport tourism.
- Our proposal ensures municipal programming is not compromised and can actually be enhanced with the 50m pool.
- The facility is designed around latest energy efficiency pool systems.
- Mississauga and all cities of this size should have at least 1 facility for elite sport, this facility will provide this and enhanced community recreation/leisure programs.
- Need to understand what can actually be achieved vs what we think can be achieved







# Workforce Diversity and Inclusion Employee Survey Results

General Committee  
May 12, 2021



# Background

- Recommendation 2.2 of the *Workforce Diversity and Inclusion Strategy*
- Conducted October 16 – November 22, 2020
- Open to all employees (full and part time) and promoted through internal communications channels
- **Purpose:** to gain a better understanding of demographics of employees and their perceptions of the City as a diverse and inclusive employer

# Response Rates

- **Response Rate of 47%**
- **Union vs non-union:** 44% vs 48%
- **Part-Time vs Full Time:** 20.8% vs 69%
- **Leadership** response rate of 90% and High Potential Employees 89%
- **Comparison:** Brampton (28%) pre-COVID, and Region of Peel (50%) during COVID
- The data should not be considered fully conclusive or representative of the diversity at the City of Mississauga. However, the data do provide a **strong and reliable** baseline about diversity and perceptions of inclusivity at the City.

# Questions

- **Demographics**
  - Questions focused on age, gender, languages spoken, sexual orientation, Indigenous identity, racial and ethnic background, gender identity, spirituality, and disability.
  - Matched to positions of leadership to gain a better understanding of the demographic make-up of the City's leadership.
- **Inclusivity:**
  - Questions regarding their perceptions about inclusion at the City of Mississauga.
  - Broken down by personal identifiers

# Key Takeaways - Demographics

- Under-representation of equity-seeking groups within the corporation and in leadership positions, when compared to 2016 Canadian Census data.
- The 30-49 age cohort makes up 47% of the City's workforce. This cohort is 50% racialized, and 43% are women. This suggests that the City is well situated to develop a more representative talent pipeline.
- Leadership in the City is predominantly non-racialized. The same is true of our high potential employees suggesting there may be systemic barriers for racialized employees in gaining access to the HiPo talent pool and leadership positions
- Women make up 41% of leadership positions 46% of the HiPo pool

# Key Takeaways – Inclusivity

- While employees in the aggregate (73%) believe Mississauga is committed to diversity and inclusion, the data tells a different story when it is disaggregated by race and ethnicity, whether an employee immigrated to Canada or was born here, sexual orientation, Indigenous identity, and disability.
- **Not every employee experiences the corporation in the same way or feels we are as committed to diversity and inclusion at the same level.**

# Key Takeaways – Inclusivity



# Using the Data

1. Identify current gaps and areas for improvement within the WD&I Strategy where under-representation of equity-seeking groups may exist and working to develop strategies to address these gaps and barriers.
2. Review in totality EDI work to date and assess next steps, including those that may be outside of the Strategy, including strategic partnerships
3. Use the results to analyze the actions taken to date on the Diversity and Inclusion Strategy and assess what actions need to be taken in the short, medium, and long-term
4. Engage in conversations with leadership and departmental teams throughout the corporation about what the data means
5. Define our future goals as an organization regarding equity, diversity and inclusion
6. Review the survey data and engage with the newly created Employee Equity Advisory Committee to seek their input, feedback, and guidance
7. Review the data with DIAC, AAC, and Black Caucus



# Using the Data

Staff have begun to use the data to:

- Have conversations with leadership
- Begin a needs assessment of D&I training and Learning Plan development
- Undertake a review of hiring and promotional process
- Applying a D&I lens on succession planning to remove bias
- Partnerships: ONYX, Achev, Ready, Willing and Able
- Establish an Employee Equity Advisory Committee
- Monthly Equity Alerts to all staff
- Hired D&I Consultant and D&I Strategic Leader
- Developing a training program for HR staff who do workplace investigations to recognize and mitigate unconscious bias

**Thank You**  
Questions?

# City of Mississauga Corporate Report



<p>Date: April 26, 2021</p> <p>To: Chair and Members of General Committee</p> <p>From: Paul Mitcham, P.Eng, MBA, City Manager and Chief Administrative Officer</p>	<p>Originator's files:</p> <hr/> <p>Meeting date: May 12, 2021</p>
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## Subject

**Results of the City of Mississauga's 2020 Workforce Diversity and Inclusion Survey**

## Recommendation

That the report entitled dated April 26, 2021 from the City Manager and Chief Administrative Officer "Results of the City of Mississauga's 2020 Employee Diversity and Inclusion Survey" be received for information.

## Executive Summary

- Council and City of Mississauga (City) leadership have identified equity, diversity and inclusion as strategic priorities for the organization;
- Conducting a Diversity and Inclusion Survey (the Survey) is a best-practice and a recommendation from the City's Workforce Diversity and Inclusion Strategy (2.2);
- Overall, of the City's 7,143 employees at the time of the survey, 3,354 employees responded, representing a 47% response rate. It is important to note the Survey was conducted while the majority of part time employees were laid off as a result of facility closures due to COVID-19;
- Based on survey responses, the data should not be considered fully conclusive or representative of the workforce composition at the City. However, the data does provide a strong and reliable baseline about diversity and perceptions of inclusivity at the City;
- At a high level, the results from the survey indicate that:
  - Racialized and Indigenous employees are significantly under-represented in the City's workforce composition as a whole when compared to the proportion of non-racialized employees, and to the population make-up of Mississauga (via Statistics Canada 2016 census data).
  - Some members of equity-seeking groups (racialized, immigrants, LGTBQ+, Indigenous) are significantly under-represented in leadership positions
  - Women make up over 41% of leadership positions within the City.

- The 30-49 age cohort makes up 47% of the City's overall workforce and over 50% racialized, and 43% are women.
- The HiPo pool is comprised of 46% women, but only 28% of the HiPo pool is racialized. Women are well positioned for leadership. More work needs to be done to further diversify the HiPo program.
- Those in the 50-69 age cohort represent 41% of the workforce and 25% of the HiPo talent pool.
- Initiatives already underway as a result of this data include:
  - A needs assessment of required diversity and inclusion learning initiatives to design a comprehensive Diversity and Inclusion Learning Plan for both leaders and employees;
  - A review of the City's hiring and promotional processes for accessibility, fairness, transparency and consistency;
  - Implementing a diversity and inclusion lens on succession planning addressing any bias in succession planning processes to improve fairness;
  - Partnering with the ONYX Initiative, Achiev, and Ready, Willing and Able;
  - Creating an Employee Equity Advisory Committee of employees from across the organization who will act in an advisory role to Human Resources and the City Manager's Office and operate as a space for sharing knowledge and piloting ideas/processes; and
  - Sharing monthly Equity Alerts have launched as a means to raise employee awareness on equity, diversity and inclusion (EDI) related topics.
- In addition to the above actions that are already underway, staff will utilize the Survey data in these additional internal activities:
  - Identify current gaps and areas for improvement within the Strategy where under-representation of equity-seeking groups may exist and working to develop strategies to address these gaps and barriers.
  - Review in totality EDI work to date and assess next steps, including those that may be outside of the Strategy, including further strategic partnerships
  - Build a sustainable plan for the Survey moving forward, in conjunction with the Human Resources Employee Engagement Survey plan.
  - Engage in conversations with leadership and teams throughout the corporation about what the data means.
  - Use the results to analyze the actions taken to date on the Strategy and assess what actions need to be taken in the short, medium, and long-term as a result of this data. Strategic Initiatives and Human Resources will work together to form the work plan for the next 1 to 3 years.
  - Define and refine our future goals as an organization regarding equity, diversity and inclusion.
  - Review the survey data and engage with the newly created Employee Equity Advisory Committee to seek their input, feedback, and guidance.
  - Review the Survey data with the Diversity and Inclusion Advisory Committee (DIAC) on May 12, 2021, and the Mayor's Black Caucus.

## Background

Between October 15 and November 22, 2020, the City administered its first ever Employee Diversity and Inclusion Survey of employees facilitated by Metrics@Work, a vendor the City has used for multiple iterations of the Employee Engagement Survey dating back to 2005.

Participation in the Survey was voluntary, but highly encouraged by the City's leadership team. The Survey was open to all employees in the corporation, including full and part-time employees. Employees were guaranteed anonymity, assuring their responses would only be reported at an aggregate level and would not be used to identify any individual employee. Participation in the survey was promoted through the City's traditional internal communication channels. Undertaking a Survey is recommendation 2.2 from the City's 2017 Workforce Diversity and Inclusion Strategy.

The Survey questions were divided into two categories:

**Demographics:** Questions focused on age, gender, languages spoken, sexual orientation, Indigenous identity, racial and ethnic background, gender identity, spirituality, disability, religion, and family status. The purpose of these questions was to gain a better understanding of the demographic make-up of the corporation's workforce. The responses were matched to positions of leadership to gain a better understanding of the demographic make-up of the City's leadership.

**Inclusivity:** Participants were asked a series of questions regarding their perceptions about inclusion at the City of Mississauga. This was done to better understand how employees experience the City of Mississauga's corporate culture as it relates to parity in visibility, respect, support, and access for equity-seeking communities in the workplace. This data was overlaid with the demographic data to provide a clearer picture of diverse employee groups' lived experience and the extent to which the Corporation's commitments to a culture that centres equity, diversity and inclusion is being upheld.

Combined, the two sets of questions provide the City with a strong and reliable baseline to measure the diversity and inclusivity of the corporation, as well as a benchmark to measure the success and impact of future EDI activities. Appendix 1 contains the full list of questions that were asked in the Survey.

## Present Status

The Survey is a snapshot in time, but an opportunity to form a baseline of results that allows the City to measure our efforts to date and how the organization compares against 2016 Canadian Census data for Mississauga. Equity, diversity and inclusion are core strategic priorities for the City and through the Survey there is a genuine desire to better understand workplace culture and whether it works well for everyone. Through the Survey, the City will have a more detailed understanding of workforce demographics as well as employees' perceptions of inclusivity; in turn, providing quantitative data not previously available on workforce make up, help identify gaps where under-representation of equity-seeking groups may exist and work to develop strategies to address these gaps and barriers.

The data collected from the Survey will be used to help identify priorities for improving workplace inclusion through policy development; recruitment, hiring, succession planning and retention; and, creating programs and initiatives, and further refining our organizational learning plans from an equity, diversity and inclusion perspective. The findings of this survey in no way comment on the quality of current employees or how dedicated they are to their jobs and to public service. The results instead force us to look at our operations, our policies, procedures and practices through a diversity and equity lens to ensure we are meeting our obligation to create a safe and inclusive environment.

To make the right decisions requires the right data. The Ontario Human Rights Commission has long recommended the use of data in equity, diversity and inclusion efforts:

“Organizations that collect such data recognize that to effectively thrive in an increasingly globalized competitive business environment, they must promote and inclusive and equitable work culture throughout the organization, take steps to attract and retain the best and brightest people available, and find innovative way to improve service delivery and programming to meet the needs and wants of an increasingly diverse population base.” (OHRC, 2009)

The Ontario Human Rights Code creates positive obligations on corporations like the City to address systemic barriers in employment. Collecting data and redressing gaps in representation is a way to meet this obligation. Collecting data and measuring the attitudes of employees about the City’s commitment to diversity and inclusion ensures the City of Mississauga is meeting its legal obligations under the Ontario Human Rights Code (OHRC) and is using best practices and data-driven approaches to advance equity across workplace policies, practices and procedures.

## Comments

### Important Notes About the Data

Before reviewing the Survey results, it is important to note the following important factors:

1. The Survey was initially scheduled to be conducted in March 2020, but the onset of the COVID-19 pandemic delayed commencement to October 2020.
2. During the period when the Survey was conducted, the City was under COVID-19 restrictions. A majority of employees had been working from home since March 2020. At the same time, the majority of the 2,000 part-time staff were on lay-off, mainly in the Community Services Department, due to the closure of recreation facilities and libraries. All employees, including those on lay-off, were invited to participate in the survey.
3. The data should not be considered fully conclusive or representative of the diversity at the City of Mississauga. However, the data do provide a strong baseline about diversity and perceptions of inclusivity at the City.

## Definitions

For the purposes of this Survey, the following are important definitions:

**Gender non-conforming:** denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.

**Equity-Seeking Groups:** those groups that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation. For the purposes of this Survey, these include LGBTQ2S, Indigenous, women, racialized people, those with a disability, and immigrants.

**Leadership:** City Manager, Commissioners, Directors and Managers. Specific leadership positions were not differentiated in the survey.

**HiPo:** High potential employee, identified by leadership to be future leaders within the organization.

## Response Rate

- Of the 7,143 employees at the City at the time of the survey, 3,354 completed the survey, for a response rate of 47% across the entire corporation.
- The response from union and non-union employees was almost the same - union employees responded 44% compared to 48% for non-unionized employees.
- The response rate for part-time employees was 20.8% compared to 69% for permanent, salaried employees. The low response rate for part time employees is likely attributable to the large number on layoff.
- Only 35.9% of employees said they were fully aware of the City's Diversity and Inclusion Strategy, with 44% saying they were somewhat familiar.
- Of the 478 leadership (managers, directors, commissioners, and City Manager) employees, 431 completed the survey for a response rate of 90%.
- Of the 264 employees identified as High Potential (HiPo), 237 responded, for an 89% response rate.

## Key Takeaways From the Survey

### Demographics

- Equity-seeking groups within the corporation are under-represented when compared to the available labour pool in the City of Mississauga, based on 2016 Statistics Canada Census data for Mississauga, and particularly underrepresented in positions of leadership;
- Majority groups (for example, White, heterosexual, able-bodied men) within the workplace perceive the corporation to be more committed to diversity and inclusion than members of equity-seeking groups who express a different lived experience than the majority group based on responses to the inclusion questions;

- The 30-49 age cohort makes up 47% of the City's workforce. Among employees aged 30-49, there is a higher proportion of racialized employees than other age-based cohorts in the City. This cohort is 50% racialized, and 43% are women. This suggests that the City is well situated to develop a more representative talent pipeline.
- The High Potential (HiPo) talent pool is comprised of predominantly White employees. Only 28% of the HiPo pool is racialized. Although, the majority of the HiPo employees are in the 30-49 cohort, the HiPo pool does not reflect the diversity of this cohort, which suggests there may be systemic barriers for racialized employees in gaining access to the HiPo talent pool.
- Women comprise 43% of the HiPo pool and 41% of leadership positions.
- Approximately 90% of the City's leadership and HiPo employee pool participated in the Survey. This is considered an excellent response rate for a workforce census survey, and indicates that the City's leaders are committed to engaging in and supporting efforts to advance equity, diversity and inclusion (EDI) initiatives.

### **Inclusivity**

- While employees in the aggregate believe Mississauga is committed to diversity and inclusion, the data tells a different story when it is disaggregated by race and ethnicity, whether an employee immigrated to Canada or was born here, sexual orientation, Indigenous identity, and disability. Not every employee feels the corporation is as committed to diversity and inclusion at the same level.
- The response rate from our leadership (90.2%) and HiPo (89.8%) employees was higher than the City average, indicating affinity and support for EDI initiatives.
- Familiarity with the Strategy suggests more work needs to be done to educate and inform employees about the City's equity, diversity and inclusion efforts and the Strategy in general.

The 47% response rate compares favourably to other local municipalities who recently undertook similar surveys. The Region of Peel had a response rate of 50%, and City of Brampton had a 28% response rate. Brampton's Survey was conducted pre-pandemic (2019), while the Region's was completed during the pandemic (2020).

### **Demographic Responses**

The first set of questions asked of respondents were demographic in nature. Respondents were asked to identify their age, gender identity, race and ethnicity, the languages they speak other than English, disclose whether they immigrated to Canada or were born here, their sexual orientation, whether they identify as Indigenous, if they identify as having a disability, whether they follow a religion, and their family status. A full list of the questions is available in Appendix 1.



Demographics	Data	Key Takeaways
<b>Age</b>	<ul style="list-style-type: none"> <li>The largest cohort of employees within the organization are those aged 30-49 (47.3%). 50.8% of this age group identifies as racialized.</li> <li>68% of all HiPos are in the 30-49 age group.</li> <li>The next largest cohort are those ages 50-69 (33.1%) This cohort is predominantly White and occupies 41% of all leadership positions and 25% of the HiPo pool</li> </ul>	<ul style="list-style-type: none"> <li>33% of the City's workforce is or is at or is approaching retirement age. These employees occupy 41% of the leadership positions within the City and they are almost entirely White</li> <li>As this cohort retires, there is an opportunity for workforce planning to ensure more representative leadership.</li> </ul>
<b>Gender Identity</b>	<ul style="list-style-type: none"> <li>Majority of employees surveyed identify as either man (50.2%) or woman (44.9%).</li> <li>Those identifying as non-binary or gender non-conforming represent 1.3% of the workforce, with an additional 3.6% of respondents choosing not to answer the question of gender.</li> <li>There is almost an even split between women (46%) and men (50.4%) in the HiPo talent pool.</li> </ul>	<ul style="list-style-type: none"> <li>Men make up the highest percentage of leaders (55.6%) compared to women at 41.1%.</li> <li>Women and men are approaching parity in the HiPo pool at 46.2% and 50.4% respectively.</li> <li>8% of City leaders and 13.5% of our HiPos are racialized women</li> </ul>
<b>Race and Ethnicity</b>	<ul style="list-style-type: none"> <li>29.6% of survey respondents identified as racialized compared to Statistics Canada data that shows 57% per cent of Mississauga residents identify as racialized.</li> <li>The highest represented groups other than White were South Asian (13.3%), Asian (7.8%), Black (5.4%), Latin American (2.1%), West Asian/Middle Eastern (2.4%).</li> <li>17% of leadership positions are held by racialized employees</li> <li>HiPo employees identifying as racialized comprise 28% of the HiPo talent pool.</li> <li>Broken down further, 69% of the HiPo pool is White, followed by 10% Indian/Pakistani/Sri Lankan, 6% Asian, 4% Black, 1% Latin American and 2% Middle Eastern</li> </ul>	<ul style="list-style-type: none"> <li>Racialized employees are significantly under-represented across the workforce compared to the population at large.</li> <li>All ethnic groups other than White are under-represented in the City's workforce when compared to Statistics Canada census data for the City.</li> <li>White employees occupy the majority of the leadership positions in the City, with 76% being in leadership and 69% being in the HiPo talent pool.</li> <li>A significant proportion of diverse employees is available in the younger cohorts (30-49) and represents a key opportunity for leveraging this talent pool to support the City's goal of building a more representative leadership pool.</li> </ul>

<b>Languages Spoken</b>	<ul style="list-style-type: none"> <li>• 43.7% of employees surveyed speak at least one language other than English</li> <li>• The top 5 languages spoken other than English: French (11.7%), Hindi (11.5%), Punjabi (8.7%), Italian (7.7%), and Urdu (7.5%).</li> </ul>	<ul style="list-style-type: none"> <li>• From the 2016 Canadian Census Survey, the top 5 languages spoken in Mississauga are: Chinese Languages (4.3%), Urdu (3.1%), Arabic (2.3%), Polish (2.1%), and Punjabi (1.8%)</li> </ul>
<b>Immigration</b>	<ul style="list-style-type: none"> <li>• 35.1% of respondents state that they immigrated to Canada, compared to 61.6% who state they were born in Canada. The Canadian Census data shows in Mississauga 55% of people immigrated to Canada versus 44% who were born here.</li> <li>• Those employees born in Canada occupy 76% of leadership positions and 68% of the HiPo positions.</li> </ul>	<ul style="list-style-type: none"> <li>• Immigrants and racialized employees are under-represented in terms of leadership, especially compared to their percentage of the Mississauga population.</li> </ul>
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>• 8.6% of survey respondents identified as LGBTQ+ versus 79.6% identified as heterosexual.</li> <li>• 11% chose not to disclose their response to this question</li> </ul>	<ul style="list-style-type: none"> <li>• 41.7% of respondents, selected that they do not feel comfortable disclosing their sexual identity in the workplace. There is no comparative Census data for this section.</li> </ul>
<b>Indigenous Identity</b>	<ul style="list-style-type: none"> <li>• 1.7% of respondents identify as Indigenous, compared to 93.8% who do not identify as Indigenous.</li> </ul>	<ul style="list-style-type: none"> <li>• Federal Census data can under-reflect the actual representation of Indigenous Peoples in an available labour market pool due to a number of systemic issues including histories of colonial violence impacting participation and disclosure of self-identification data.</li> </ul>
<b>Disability</b>	<ul style="list-style-type: none"> <li>• 7.1% of all respondents identified as having a disability.</li> <li>• The most common disabilities cited were mental and emotional health (22.8%), chronic health conditions (15.9%), mobility limitations (15.1%), learning disabilities (10.6%), and vision (8%).</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals with disabilities were under-represented in leadership positions, where they accounted for 5.4% of respondents</li> <li>• 11% of respondents preferred not to identify themselves as having or not having a disability</li> <li>• The impact of the COVID19 pandemic on mental health will be better known when this Survey is undertaken again in the future.</li> </ul>

<b>Religion</b>	<ul style="list-style-type: none"> <li>• 44% of respondents identify as being affiliated with a religious or spiritual group. Of that, 75% identify as Christian, compared to 8% Muslim, 4% Sikh, 3% Hindu, and 1% Buddhist</li> <li>• 11% of respondents say they require accommodation for their religion</li> </ul>	<ul style="list-style-type: none"> <li>• Religious accommodation is not a significant factor for employees at the City</li> </ul>
<b>Family Status</b>	<ul style="list-style-type: none"> <li>• 51% of respondents provide care for an elderly or child dependant.</li> <li>• 63% of leaders are caring for a dependant and 68% of HiPo employees are doing the same.</li> </ul>	<ul style="list-style-type: none"> <li>• There may be additional pressure placed on employees due to responsibilities associated with caring for dependants. This may be exacerbated by COVID-19.</li> </ul>

### **Perceptions on Diversity and Inclusion**

Following the demographic questions, employees were also given a series of statements about the City's commitment to diversity and inclusion and were asked whether they agreed or disagreed with the statements. These questions can be found in Appendix 1.

#### **Key Takeaways: Inclusivity Survey Responses**

- Overall, 77% of all respondents agreed that the City is "committed to diversity and inclusion."
- However, for those who do not identify as heterosexual and White, these numbers decline. 82.4% of those identifying as non-racialized agree with this statement, and 69.7% of those who identify as racialized agree.
- For Black employees in particular, the number is 56%. The same is true for those identifying as LGBTQ+ (71.8%), with a disability (66.8%), gender non-conforming (53.8%), and Indigenous (53%).
- The data underscores that while members of dominant groups (such as White, heterosexual employees) may experience the workplace to be inclusive, members of equity-seeking groups are having a different experience. Black, LGBTQ+, people with disabilities, gender non-conforming, and Indigenous employees are disproportionately impacted.

#### **Using the Survey Data**

The data collected through the Survey will be used to inform the EDI work of the City moving forward. Staff have already begun implementing a number of measures based on the results from the data:

- Discussions about the data and what they mean with the City's leadership teams
- Human Resources is currently conducting a needs assessment of required diversity and inclusion learning initiatives to design a comprehensive Diversity and Inclusion Learning Plan for both leaders and employees.

- Human Resources is conducting a review of our hiring and promotional processes for accessibility, fairness, transparency and consistency using an external consultant.
- Human Resources is developing and implementing a diversity and inclusion lens on succession planning addressing any bias in succession planning processes to improve fairness using an external consultant.
- As part of our continued outreach efforts, the City has partnered or will be partnering with the following outreach organizations:
  - ONYX Initiative (partnership confirmed) - a not for profit organization committed to expanding the Black talent pipeline by closing the systemic gap that exists in the recruitment and selection of Black college and university students for roles in corporate Canada.
  - Achev – Career Pathways for Women (partnership confirmed), which provides assistance in employment opportunities for immigrant women.
  - Ready, Willing and Able (partnership confirmed) - supports Canadian businesses to build an inclusive workplace that capitalizes on the skills and qualifications of people with an intellectual disability or Autism Spectrum Disorder (ASD).
- Strategic Initiatives is creating an Employee Equity Advisory Committee of employees from across the organization who will act in an advisory role to Human Resources and the City Manager's Office and operate as a space for sharing knowledge and piloting ideas/processes.
- Monthly Equity Alerts have launched as a means to raise employee awareness on equity, diversity and inclusion (EDI) related topics.
- Human Resources has hired a Diversity and Inclusion Consultant focused on talent management, and Strategic Initiatives has hired a Strategic Leader for Diversity and Inclusion.

While the data is a snapshot in time, it will inform the EDI work plan and strategy moving forward. Staff will undertake the following actions using the Survey data:

- Identify current gaps and areas for improvement within the Strategy where under-representation of equity-seeking groups may exist and working to develop strategies to address these gaps and barriers.
- Review in totality EDI work to date and assess next steps, including those that may be outside of the Strategy, including strategic partnerships
- Build a sustainable plan for the Survey moving forward, in conjunction with the Human Resources Employee Engagement Survey plan.
- Engage in conversations with leadership teams throughout the corporation about what the data means.

- Use the results to analyze the actions taken to date on the Strategy and assess what actions need to be taken in the short, medium, and long-term as a result of this data. Strategic Initiatives and Human Resources will work together to form the work plan for the next 1 to 3 years.
- Define our future goals as an organization regarding equity, diversity and inclusion.
- Review the survey data and engage with the newly created Employee Equity Advisory Committee to seek their input, feedback, and guidance.

### **Communications Rollout**

The Survey data will be communicated to all staff through the City's internal communications channels. A public report (Appendix 2) has been prepared and will be hosted on the City's website, alongside the Workforce Diversity and Inclusion Strategy (2017).

The Survey data will also be reviewed with the Mayor's Black Caucus, the City's Diversity and Inclusion Advisory Committee, and the Accessibility Advisory Committee.

## **Strategic Plan**

The Survey results support the Strategic Plan Pillars of Belong and Connect.

## **Financial Impact**

There is no financial impact as a result of this report.

## **Conclusion**

This is the first diversity and inclusion survey conducted by the City. It forms baseline of data against which the City's EDI actions can be compared when the survey is undertaken again. The data collected from the Survey provides greater insight into not only the demographic composition of employees, but also their perceptions of the work environment, and in particular, the commitment to diversity and inclusion.

The Survey data shows the City has an under-representation of most equity-seeking groups across the workforce and overall the composition is not representative of the community. The under representation is highest for positions of leadership. When reviewing the inclusivity data, while members of dominant groups find the workplace to be inclusive, members of equity seeking groups are having a different lived experience, with a lower percentage stating that they believe their workplace is committed to diversity and inclusion.

On a positive note, while there is still work to be done, younger employees (ages 30-49) are more representative of Mississauga's population according to the 2016 Canadian Census Survey. This represents an opportunity for fostering future leaders with competencies in equity, diversity and inclusion, to be more representative of the City.

The City is committed to doing more to achieve the vision of the Workforce Diversity and Inclusion Strategy, which is to create a respectful and supportive workplace that fosters a culture of diversity and inclusion, and to attract, retain, and develop a talented diverse workforce that broadly reflects the communities and citizens we serve.

The data collected from the survey will be used to help identify priorities for improving workplace inclusion through policy development; recruitment, hiring, succession planning and retention; creating programs and initiatives and further refining our organizational learning plans from an equity, diversity and inclusion perspective.

## Attachments

Appendix 1: Public Report on Diversity and Inclusion Survey Data



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Paul Mitcham, P.Eng, MBA, City Manager and Chief Administrative Officer

Prepared by: Robert Trewartha, M.A., Director of Strategic Initiatives

2021  
SURVEY  
RESULTS  
REPORT





## Table of Contents

Introduction.....	3
Why a Diversity and Inclusion Survey?.....	4
Infographic.....	6
Definitions.....	7
Response Rates .....	8
Demographics Results.....	8
Age .....	8
Gender Identity .....	9
Languages Spoken.....	11
Racial Identity/Ethnicity.....	12
Immigration .....	14
Indigenous Identity.....	15
Sexual Orientation .....	16
Disability .....	17
Religion and Spirituality .....	18
Family Status .....	19
Demographic Conclusions.....	20
Inclusivity Results .....	21
Overall Familiarity .....	21
Gender.....	23
Sexual Orientation .....	23
Racial Identity and Ethnicity.....	23
Indigenous .....	23
Disability .....	23
Inclusivity Conclusion .....	24
Appendix A: Frequently Asked Questions .....	25
Appendix B: Survey Questions .....	28



## Table of Figures

Figure 1: Age of City of Mississauga Staff Respondents .....	8
Figure 2: Leadership Breakdown at City of Mississauga by Age .....	9
Figure 3: Gender Identity – Staff Respondents vs. Mississauga Census Data 2016.....	10
Figure 3.1: Female Employees in Leadership Positions.....	10
Figure 4: Languages spoken in addition to English – Staff Respondents .....	11
Figure 5: Languages spoken in addition to English/French – Census Respondents .....	11
Figure 6: Identification as a racialized persons – Staff Respondents .....	12
Figure 7: Ethnic Background – Staff Respondents vs. Census Data 2016 .....	12
Figure 8: Leadership Breakdown at City of Mississauga by Identification as Racialized	13
Figure 9: Leadership Breakdown at City of Mississauga by Ethnic Background .....	13
Figure 10: Born in Canada – Staff Respondents vs. Census Data 2016 .....	14
Figure 11: Indigenous Identity – Staff Respondents vs. Census Data 2016.....	15
Figure 12: Sexual Orientation – City of Mississauga Staff Respondents .....	16
Figure 13: Identification as a Person with a Disability – Staff Respondents .....	17
Figure 14: Affiliation with Religious and/or Spiritual Group – Staff Respondents.....	18
Figure 15: Religious Affiliation Requiring Accommodation – Staff Respondents .....	18
Figure 16: Provides Care for Dependents – City of Mississauga Staff Respondents ....	19
Figure 17: Familiarity with City’s Workplace Diversity & Inclusion Strategy .....	21
Figure 18: Leadership by Familiarity with Diversity Strategy – Staff Respondents .....	21
Figure 19: Demographic Breakdown of the % Agreement to the Statement “My workplace is committed to diversity and inclusion” .....	23



## Introduction

Between October 15 and November 22, 2020, the City of Mississauga conducted its first ever *Diversity and Inclusion Survey* (“The Survey”) to employees. Participation in the Survey was voluntary yet highly encouraged by the City’s leadership team. The Survey was open to all full and part-time employees. Participation was promoted through the City’s traditional internal communications channels. Anonymity was guaranteed, assuring the responses would only be reported at an aggregate level and would not be used to identify any individual employee.

Of the 7,143 City employees at the time of the survey, 3,354 completed it, representing an overall response rate of 47 per cent.

The Survey questions were divided into two categories:

1. **Demographics** – Questions focused on age, gender, languages spoken, sexual orientation, Indigenous identity, racial and ethnic background, gender identity, spirituality, and disability. The purpose of these questions was to gain a better understanding of the demographic makeup of the corporation. Leadership data was also overlaid to indicate the demographics of those in leadership positions.
2. **Inclusivity** – Participants were asked a series of questions regarding their perceptions about inclusion at the City of Mississauga. This was done to better understand how employees experience the City of Mississauga’s corporate culture as it relates to parity in visibility, respect, support, and access for equity-seeking communities in the workplace. This data was overlaid with the demographic data to provide a clearer picture of diverse employee groups’ lived experience and the extent to which the Corporation’s commitments to a culture that centres equity, diversity and inclusion is being upheld.

The two sets of questions combined provide the City of Mississauga with a strong data set to measure the corporation’s diversity and inclusivity.

## Why Undertake this Survey?

The City of Mississauga Council and leadership team are committed to ensuring the City is representative of the entire population we serve. Undertaking a Diversity and Inclusion Survey was a recommendation of the City's 2017 Workforce Diversity and Inclusion Strategy. The Survey is a snapshot in time. It is also an opportunity to form a baseline of results that allows us to measure our efforts to date and how we compare against Canadian Census data for Mississauga.

Equity, diversity and inclusion are core strategic priorities for the City. Through the workplace Diversity and Inclusion Survey we genuinely want to better understand our workplace culture and whether it works well for everyone. Through the survey, we will have a more detailed understanding of our City's workforce demographics as well as employees' perceptions of inclusivity; in turn, providing the City with quantitative data not previously available on our workforce makeup. This will help the City identify gaps where under-representation of equity-seeking groups may exist, and develop strategies to address these gaps and barriers.

The data collected will be used to help identify priorities for improving workplace inclusion through policy development; recruitment, hiring, succession planning and retention; creating programs and initiatives and further refining our organizational learning plans from an equity, diversity and inclusion perspective.

To make the right decisions requires the right data. The Ontario Human Rights Commission has long recommended and advocated for the use of data in equity, diversity and inclusion efforts.

The Ontario Human Rights Code creates positive obligations for corporations like the City of Mississauga to address systemic barriers in employment. Collecting diversity and inclusion data and using that data to build proactive hiring programs to address gaps in representation is

### Ontario Human Rights Commission

Organizations that collect such data recognize that to effectively thrive in an increasingly globalized competitive business environment, they must:

- Promote an inclusive and equitable work culture throughout the organization
- Take steps to attract and retain the best and brightest people available
- Find innovative ways to improve service delivery and programming to meet the needs and wants of an increasingly diverse population base.

OHRC, 2009



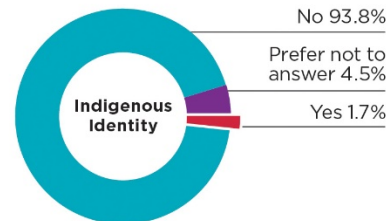
a way to meet this obligation. The City of Mississauga is committed to fulfilling its legal and ethical obligations under the Code, ensuring accommodation is met for all code-protected groups in order to help remove the barriers that prevent these groups and individuals from fully taking part in, and contributing to, the community.

## City of Mississauga Diversity and Inclusion Survey Results

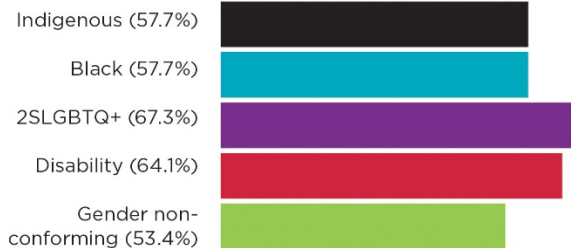
### City's talent pipeline is younger and more diverse

51% identify as racialized

30-49 years old



#### Perception of the City's Commitment to Diversity and Inclusion



**7%** of staff identified having a disability

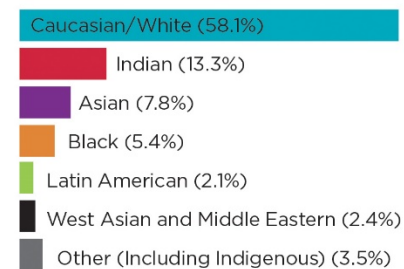
#### The most prevalent included:

- Mental and emotional health
- Chronic health conditions
- Mobility limitations
- Learning disabilities
- Vision

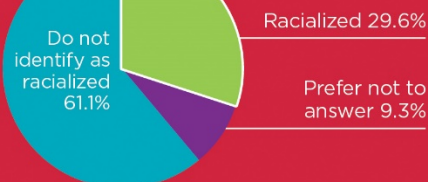
### City staff primarily identify as male or female with a small percentage identifying as gender non-conforming



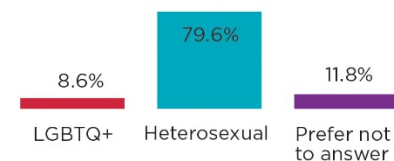
### The majority of employees in leadership positions identify as Caucasian or White



#### Fewer employees identify as racialized



#### Sexual Orientation





## Important Notes

A few important notes about the data collected:

1. The Survey was initially scheduled to be conducted in March 2020; the onset of the COVID-19 pandemic delayed the launch to October 2020.
2. During the period when the Survey was conducted, the City of Mississauga was under COVID-19 restrictions. A majority of employees had been working from home since March 2020. At the same time, the majority of our 2,000 part-time staff were on layoff, mainly in the Community Services Department, due to the closure of recreation facilities and libraries.
3. The data should not be considered fully conclusive or fully representative of the diversity at the City of Mississauga. However, the data does provide a strong baseline about diversity and perceptions of inclusivity at the City.

## Definitions

**Gender non-conforming:** denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.

**Equity-Seeking Groups:** those groups that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation. For the purposes of this Survey, these include LGBTQ2S, Indigenous, women, racialized people, those with a disability, and immigrants).

**Leadership:** City Manager, Commissioners, Directors and Managers. Specific leadership positions were not differentiated in the survey.

**HiPo:** High potential employee, identified by leadership to be future leaders within the organization.

## Response Rate

- Of the 7,143 employees at the City at the time of the survey, 3,354 completed the survey, for a response rate of 47 per cent across the entire corporation.
- 35.9 per cent of employees said they were fully aware of the City's Diversity and Inclusion Strategy, with 44 per cent saying they were somewhat familiar.
- The response rate for part-time employees was 20.8% compared to 69% for permanent, salaried employees. The low response rate for part time employees is likely attributable to the large number on temporary layoff.
- Of the 478 leadership employees (managers, directors, commissioners, and City Manager), 431 completed the survey for a response rate of 90 per cent.
- Of the 264 employees identified as High Potential (HiPo), 237 responded, for an 89 per cent response rate.

## Demographics Survey Results

### Methodology

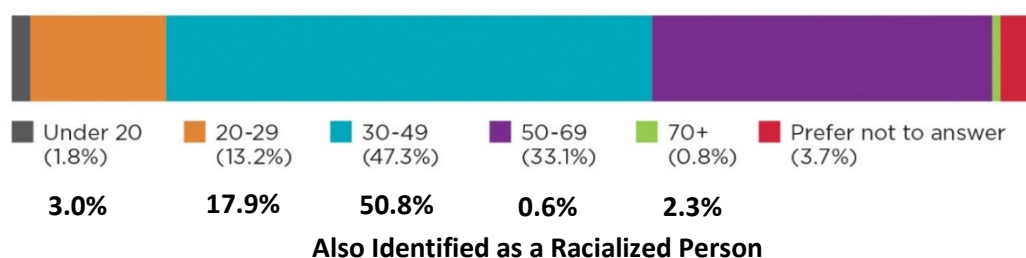
The following section is a detailed summary of the demographic breakdown at the City of Mississauga. Comparison is made to the City's Statistics Canada 2016 Census data where available and applicable.

### Age

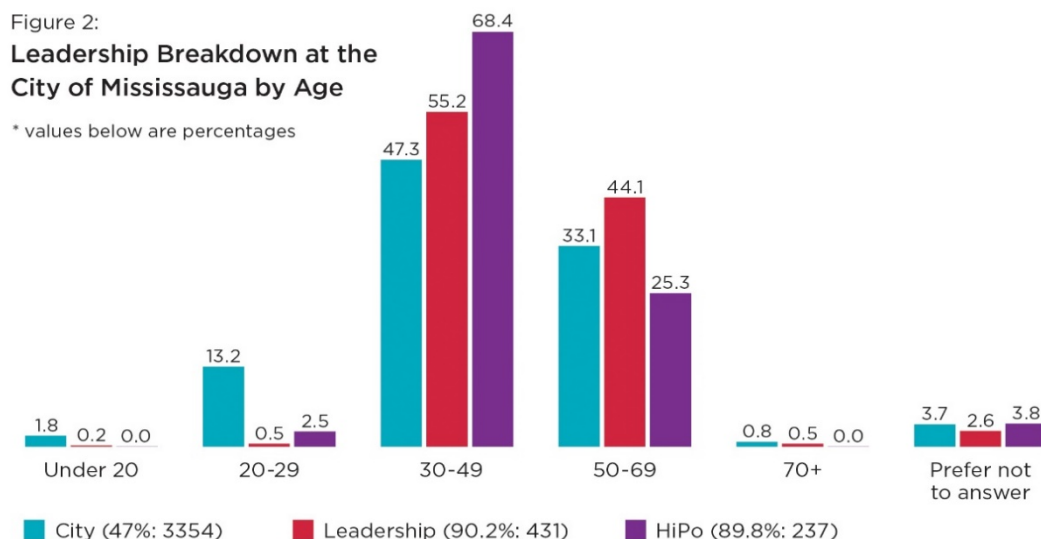
Employees were asked to choose a defined age range: under 20, 20-29, 30-49, and 50-69. Of those that responded, the largest age cohort of employees are those ages 30-49 (47 per cent), followed by ages 50-69 (33.1 per cent), and 20-29 (13.2 per cent). This is in keeping with 2016 Mississauga Census data.

**Figure 1** provides an overview of the percentage of employees in each age cohort, overlaid with data on racial identity.

Figure 1:  
Age of City of Mississauga Staff Respondents



**Figure 2** illustrates the differential in leadership and HiPo positions by age



### Key Takeaways:

- The majority of the HiPo employees surveyed are in the 30-49 age range and within that age range, 50.8 per cent identify as racialized, compared to only 0.6 per cent for those aged 50-69. 68% of all HiPos are in the 30-49 age group.
- Leadership at the City is also becoming younger, with 55.2 per cent of leaders aged 30-49, compared to 41.1 per cent for those aged 50-69.
- One-third of the City's workforce is at or is approaching retirement age. These employees occupy 41 per cent of the leadership positions within the City and are almost entirely non-racialized. As this cohort retires, there is an opportunity for workforce planning to ensure more representative leadership.

### Gender Identity

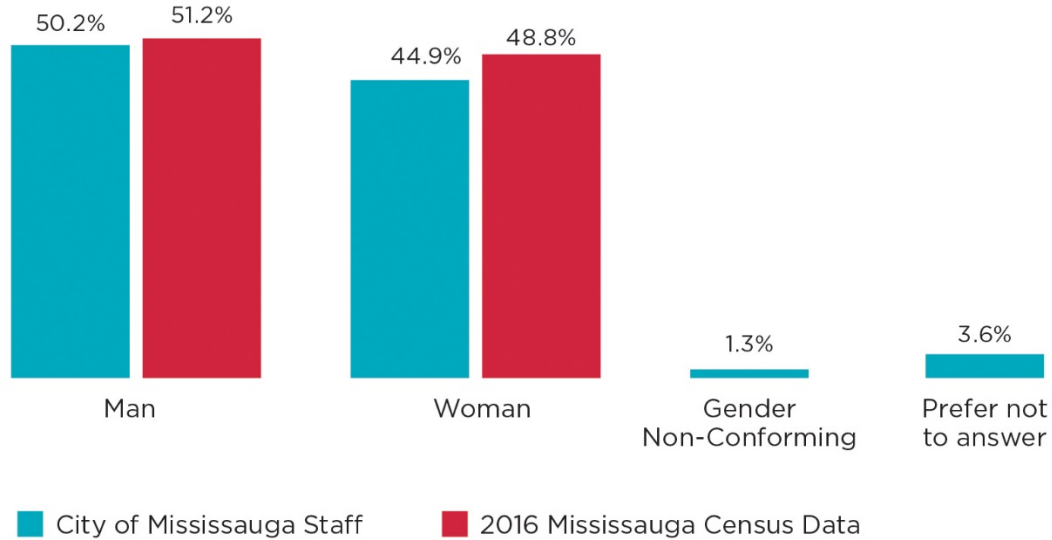
There is a 6% gap in representation between those who identify as man and woman. The City of Mississauga results are similar to the 2016 City of Mississauga Statistics Canada Census Survey.



**Figure 3** provides a breakdown of gender identity of employees compared to 2016 Canadian Census data for Mississauga

Figure 3:

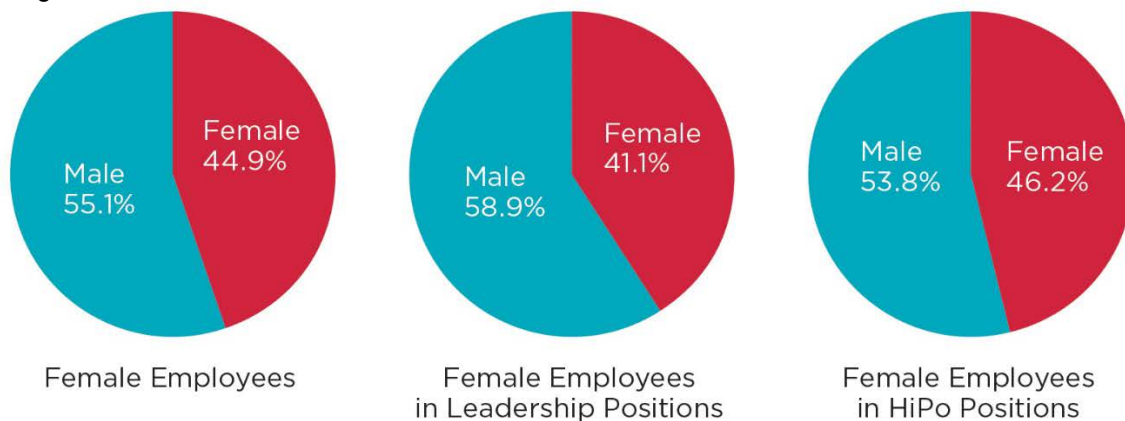
**Gender Identity - City of Mississauga Staff Respondents  
versus Mississauga Census Data 2016**



**Figure 3.1** shows by gender who holds leadership and HiPo positions in the corporation.

**Female Employees in Leadership Positions**

Figure 3.1



## Key Takeaways

- The largest group was those who identify as Man at 50.2 per cent, followed by those who identify as Woman at 44.9 per cent.
- 1.3 per cent of respondents identified as Gender Non-Conforming. (*Note: Gender Non-Conforming includes: Non-Binary, Gender Queer, or a similar term, “I do not identify with a gender, Two-Spirit, Transman, Transwoman and I would like to specify an identity.”*)
- Men continue to occupy more leadership positions within the corporation. 55.6 per cent of men are leaders, compared to 41.1 per cent per cent of women.
- There is greater gender balance among HiPo positions, with men occupying 50.4 per cent of the spaces and women occupying 46.2 per cent.
- Of those who identify as woman, 33 per cent are aged 50-69, and 43 per cent are aged 30-49.
- 30.5 per cent of both ‘woman’ and ‘man’ respondents also identify themselves as racialized.
- 8% of City leaders and 13.5% of HiPos are racialized women.

## Languages Spoken

43% of employees who responded speak at least one language other than English. In addition to English, the most spoken languages among City employees are French, Hindi, Punjabi, Italian and Urdu.

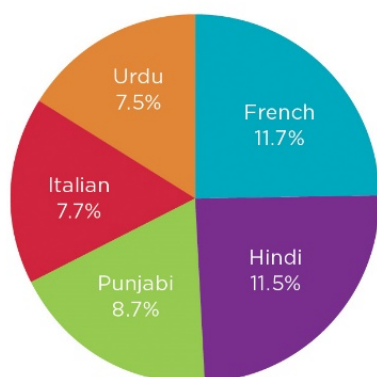


Figure 4:  
Top languages spoken in addition to English – City of Mississauga Staff Respondents

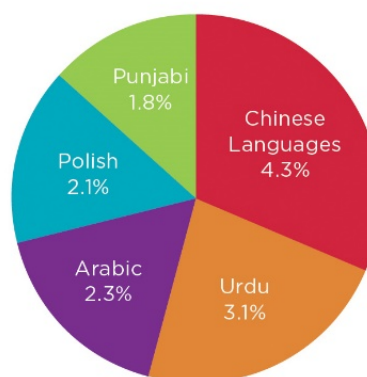
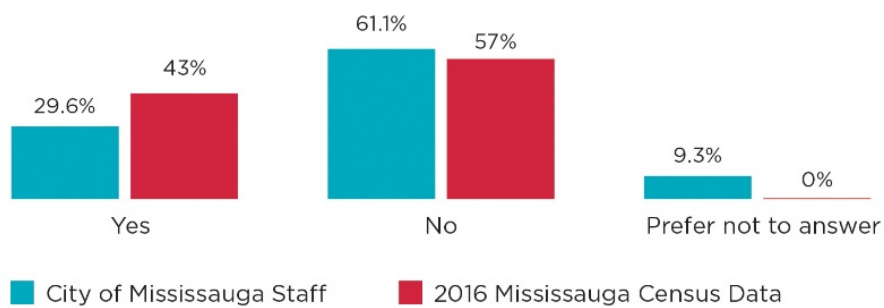


Figure 5:  
Top languages spoken in addition to English and/or French – City of Mississauga Census Respondents

## Racial Identity and Ethnicity

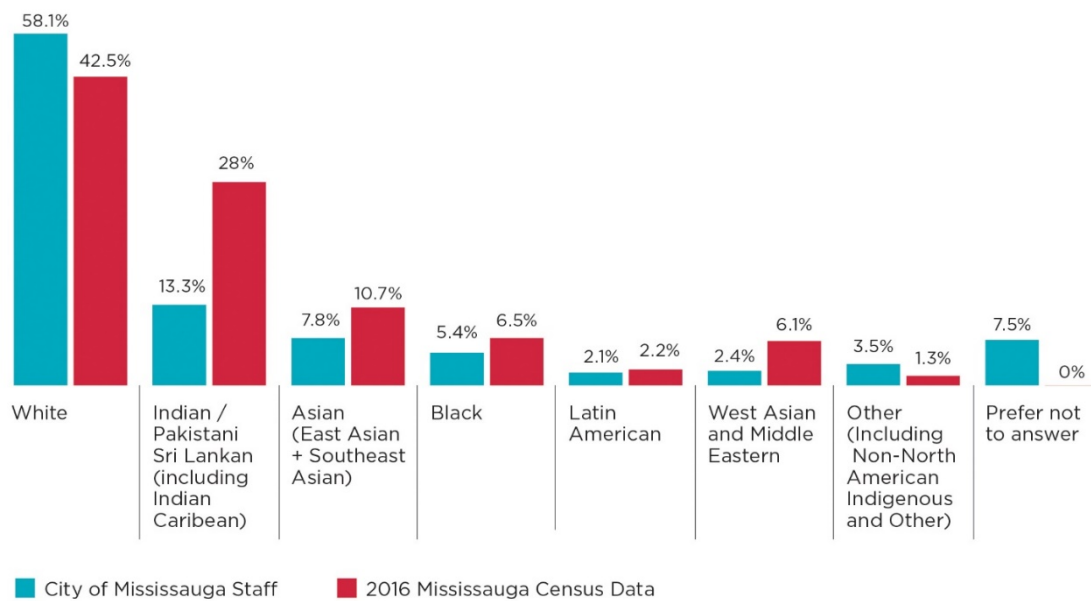
**Figure 6** provides an overview of racial identity compared to the 2016 Census Survey Data for Mississauga

Figure 6:  
Identification as a Racialized Person – City of Mississauga Staff Respondents



**Figure 7** breaks down respondents in terms of their identified ethnicity.

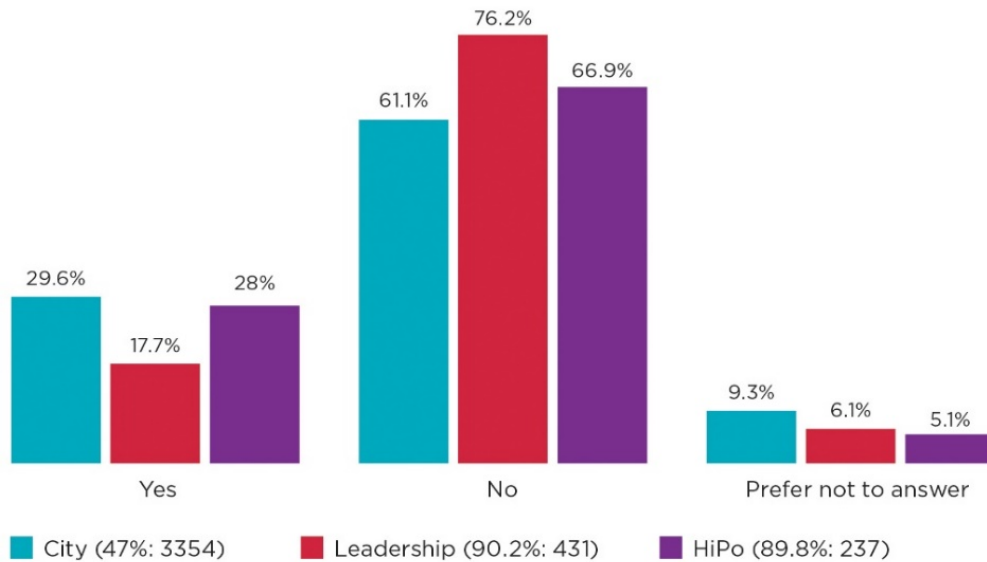
Figure 7:  
Ethnic Background – City of Mississauga Staff Respondents versus Mississauga Census Data 2016



**Figure 8** illustrates the leadership breakdown at the City of Mississauga by respondents' identification as racialized.

Figure 8:

**Leadership Breakdown at City of Mississauga by Identification as Racialized**

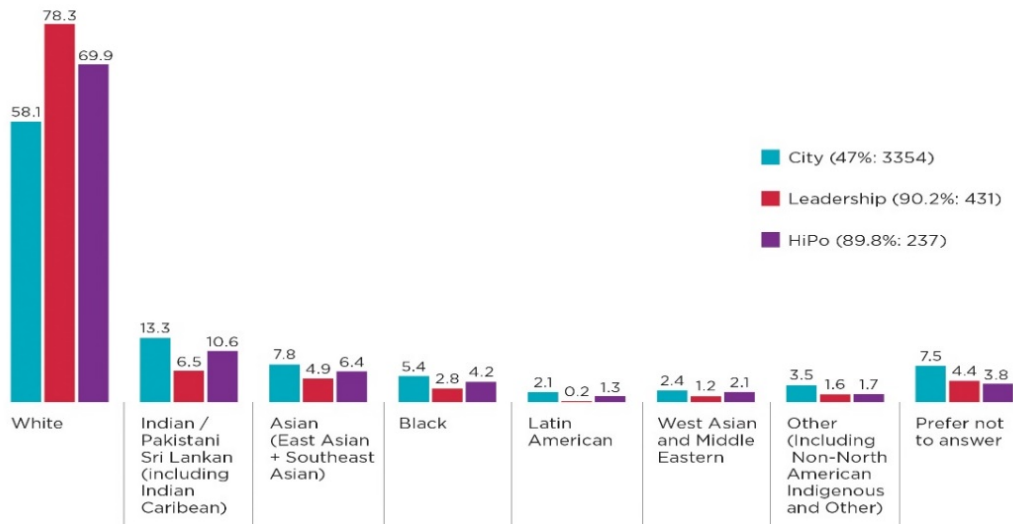


**Figure 9** further disaggregates the responses by declared ethnicity

Figure 9:

**Leadership Breakdown at City of Mississauga by Ethnic Background**

\* values below are percentages



## Key Takeaways

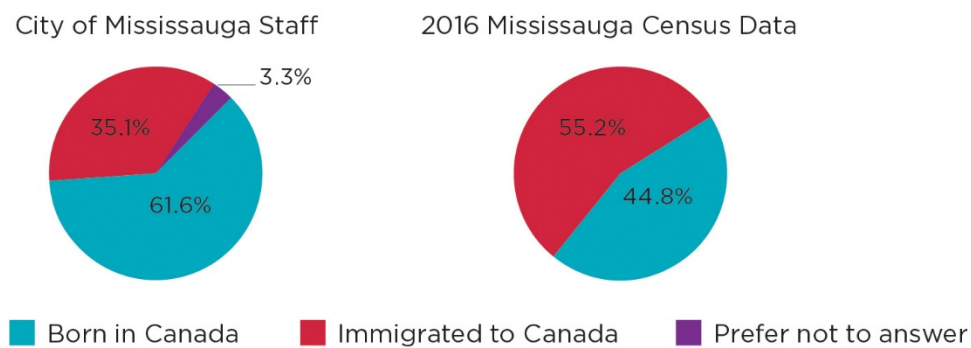
- In terms of where those who identify as racialized, 17.7 per cent of those who identify as racialized were in leadership positions, compared to 76.2 per cent who did not identify as racialized.
- Racialized employees are significantly under-represented across the workforce compared to the population at large.
- All ethnic groups other than White are under-represented in the City's workforce when compared to the 2016 Census Survey data for Mississauga.
- White employees occupy the majority of the leadership positions in the City, with 76% being in leadership and 69% being in the HiPo talent pool.
- A significant proportion of diverse employees is available in the younger cohorts (30-49) and represents a key opportunity for leveraging this talent pool to support the City's goal of building a more representative leadership pool.

## Immigration

Almost two-thirds of Mississauga's employees that responded to the survey were born in Canada, compared to just over one-third who were not.

**Figure 10** compares staff responses on immigration to the 2016 Canadian Census Data for Mississauga.

Figure 10:  
**Born in Canada - City of Mississauga Staff Respondents  
versus Mississauga Census Data 2016**



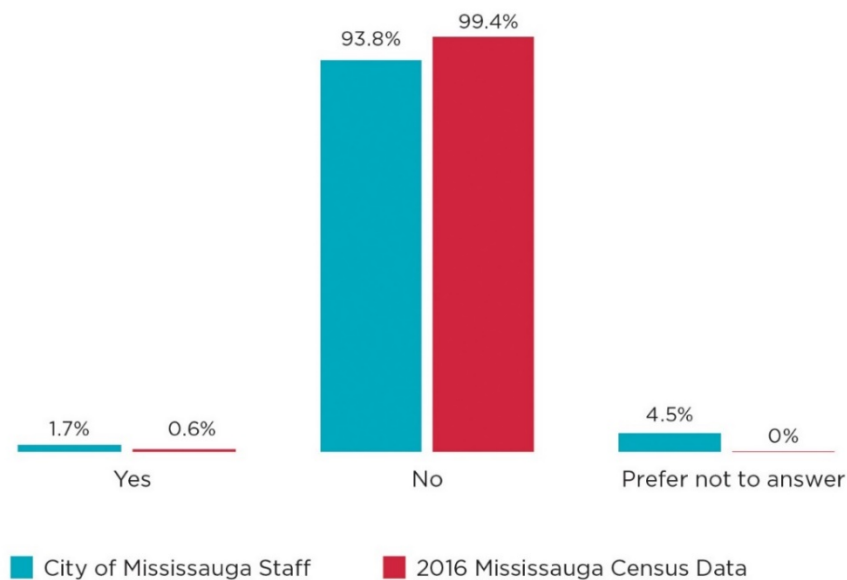
## Key Takeaways

- 35.1% of respondents state that they immigrated to Canada, compared to 61.6% who state they were born in Canada. The Canadian Census data shows in Mississauga 55% of people immigrated to Canada versus 44% who were born here.
- Those employees born in Canada occupy 76% of leadership positions and 68% of the HiPo positions.
- 50 per cent of those who immigrated identify as Man and 45 per cent identify as Woman.
- Immigrants and racialized employees are under-represented in terms of leadership, especially compared to their percentage of the Mississauga population.

## Indigenous Identity

**Figure 11** indicates only 1.7 per cent of all respondents identified as an Indigenous Person of North America. However, federal Census data can under-reflect the actual representation of Indigenous Peoples in an available labour market pool due to a number of systemic issues including histories of colonial violence impacting participation and disclosure of self-identification data.

Figure 11:  
Indigenous Identity – City of Mississauga Staff  
Respondents versus Mississauga Census Data 2016

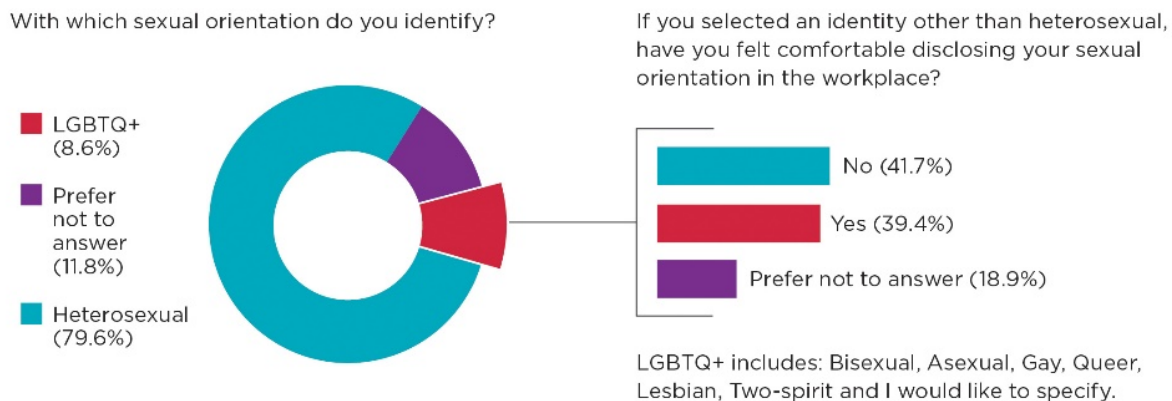


## Sexual Orientation

When asked about sexual orientation, 79.6 per cent of City of Mississauga staff respondents identified as heterosexual/straight, and 8.6 per cent identified as one of the LGBTQ+ response options (which included bisexual, asexual, gay, queer, lesbian, two-spirit and 'I would like to specify'). Since 2001, Statistics Canada Census surveys have asked questions about same-sex couples, both married and common-law, but do not include questions about sexual orientation for individuals.

**Figure 12** provides insight into the sexual orientation of survey respondents.

Figure 12:  
Sexual Orientation – City of Mississauga Staff Respondents



## Key Takeaways

- 8.6 per cent of City of Mississauga respondents identified as 2SLGBTQ+. Note: LGBTQ+ includes: Two Spirited, Lesbian, Gay, Bisexual, Transgender, Queer, and 'I would like to specify'.
- 11% chose not to disclose their response to this question.
- 41 per cent of respondents indicated they were not comfortable disclosing their sexual orientation in the workplace. There was no option presented to explain why those who did not feel comfortable disclosing their sexual orientation in the workplace chose that response.

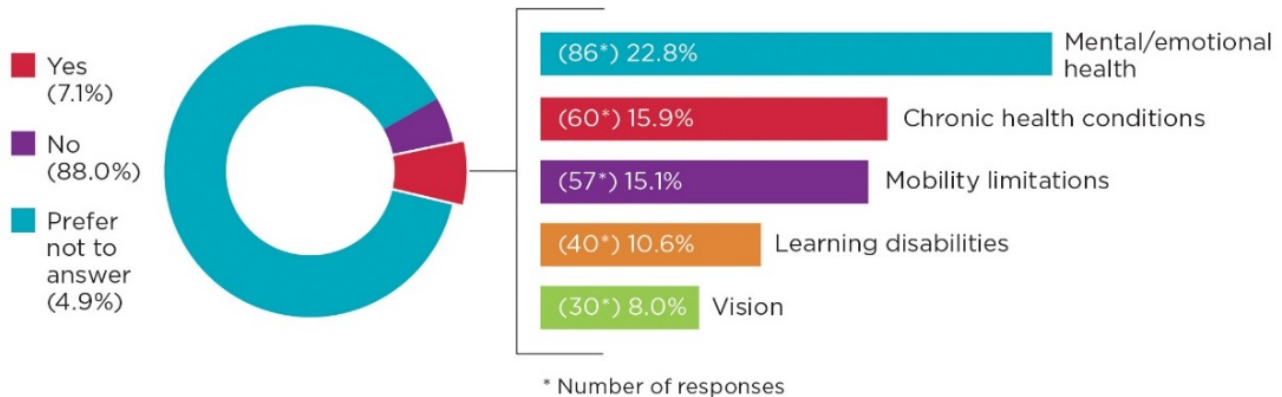
## Disability

When asked about disabilities, 7.1 per cent of City of Mississauga staff identified as living with a disability. 88 per cent of respondents identified as not living with a disability. For those who provided additional information on the nature of their disability, the most frequent response was “mental health condition” (22.8 per cent of responses), followed by “chronic medical condition,” (15.9 per cent of responses).

**Figure 13** provides a breakdown of staff identifying as having a disability and the type of disability identified.

Figure 13:

### Identification as a Person with a Disability



## Key Takeaways

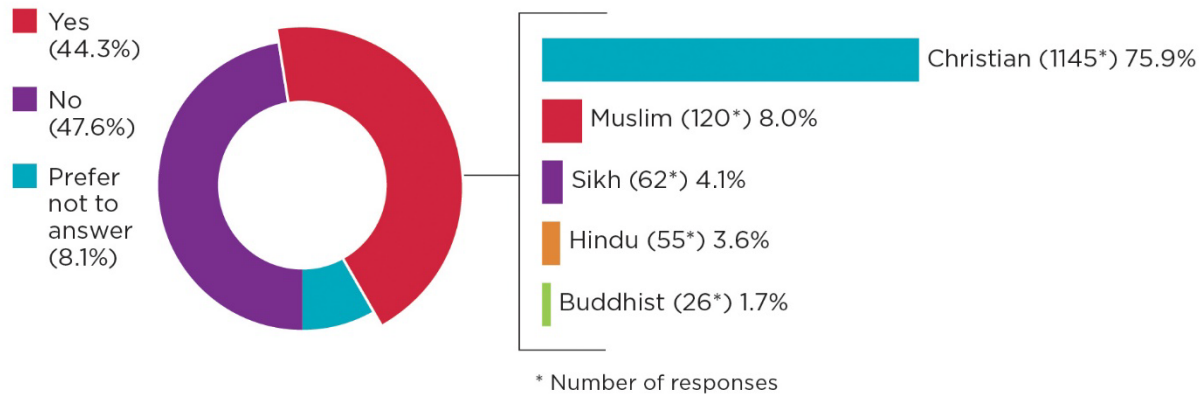
- 7.1% of respondents identified as a person with a disability.
- The most common disabilities cited were mental and emotional health (22.8%), chronic health conditions (15.9%), mobility limitations (15.1%), learning disabilities (10.6%), and vision (8%).
- The impact of the COVID19 pandemic on mental health will be better known when this Survey is undertaken again in the future.



## Religion and Spirituality

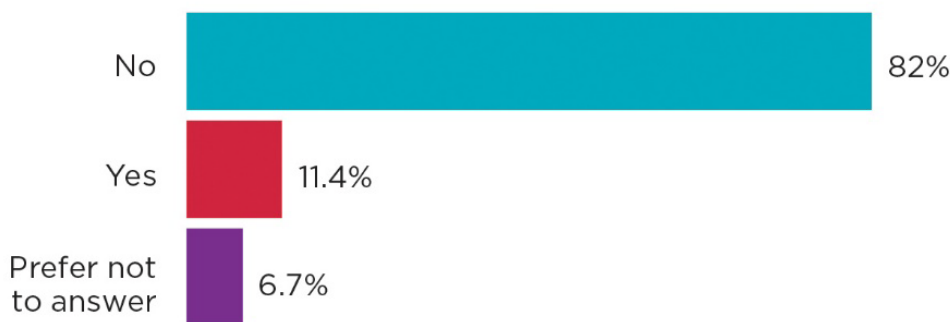
**Figure 14** outlines the respondents who claim to be affiliated with a religious or spiritual group.

### Staff Who are Affiliated with a Religious or Spiritual Group



**Figure 15** provides insight into employees requiring accommodation for their religion or spiritual practice.

### Staff that practice a religion that requires special accommodations or time-off outside of the observed holidays by the City of Mississauga



## Key Takeaways

- 44% of respondents identify as being affiliated with a religious or spiritual group. Of that, 75% identify as Christian, compared to 8% Muslim, 4% Sikh, 3% Hindu, and 1% Buddhist
- 11% of respondents say they require accommodation for their religion.

## Family Status

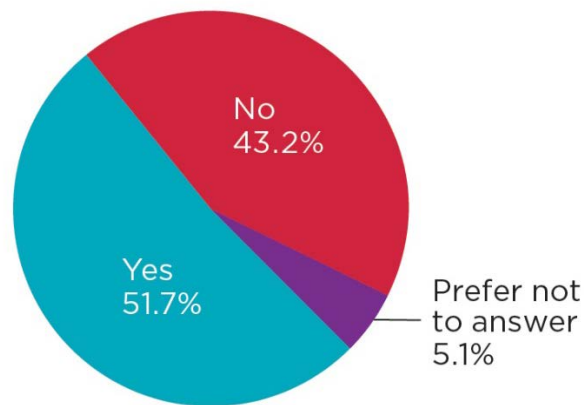
**Figure 16** provides insight into the family situation of respondents and whether they care for dependents.

### Key Takeaways

- 51% of respondents provide care for an elderly or child dependant.
- 63% of leaders are caring for a dependant and 68% of HiPo employees are doing the same.
- There may be additional pressure placed on employees due to responsibilities associated with caring for dependants. This may be exacerbated by COVID-19.

Figure 16:

#### Staff Who Provide Care for Dependents



## Conclusions - Demographics

- Equity-seeking groups within the corporation are under-represented when compared to the available labour pool in the City of Mississauga, based on 2016 Statistics Canada Census data for Mississauga, and particularly underrepresented in positions of leadership;
- Majority groups (for example, White, heterosexual, able-bodied men) within the workplace perceive the corporation to be more committed to diversity and inclusion more than members of equity-seeking groups who express a different lived experience than the dominant group based on responses to the inclusion questions;
- The 30-49 age cohort makes up 47% of the City's workforce. Among employees aged 30-49, there is a higher proportion of racialized employees than other age-based cohorts in the City. This cohort is 50% racialized, and 43% are women. This suggests that the City is well situated to develop a more representative talent pipeline.
- The High Potential (HiPo) talent pool is comprised of predominantly White employees. Only 28% of the HiPo pool is racialized. Although, the majority of the HiPo employees are in the 30-49 cohort, the HiPo pool does not reflect the diversity of this cohort (as described above), which suggests there may be systemic barriers for racialized employees in gaining access to the HiPo talent pool.
- Women comprise 43% of the HiPo pool and 41% of leadership positions, however racialized women only comprise 8% of leadership positions and 13.5% of the HiPo positions.

## Inclusivity Results

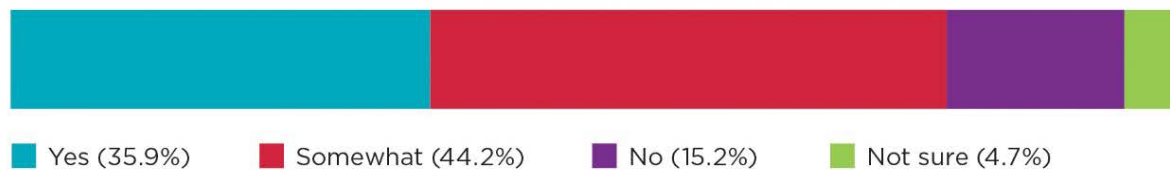
### Methodology

The Diversity and Inclusion Survey asked City of Mississauga employees if they were familiar with the City's Workplace Diversity & Inclusion Strategy which was implemented in September of 2017.

Percentages are based on the arithmetic mean of responses across a 7-point Likert response scale, taking into account all questions included in each specific Inclusivity question, and then converted to a 0 to 100 (percent) range. Therefore, the per cent's represent an average level of agreement (i.e., NOT a proportion of people). Scores of 75 per cent or higher represent strong positive results and scores of 50 per cent or less represent potential areas for improvement.

**Figure 17** highlights the familiarity with the City's Workplace Diversity and Inclusion Strategy

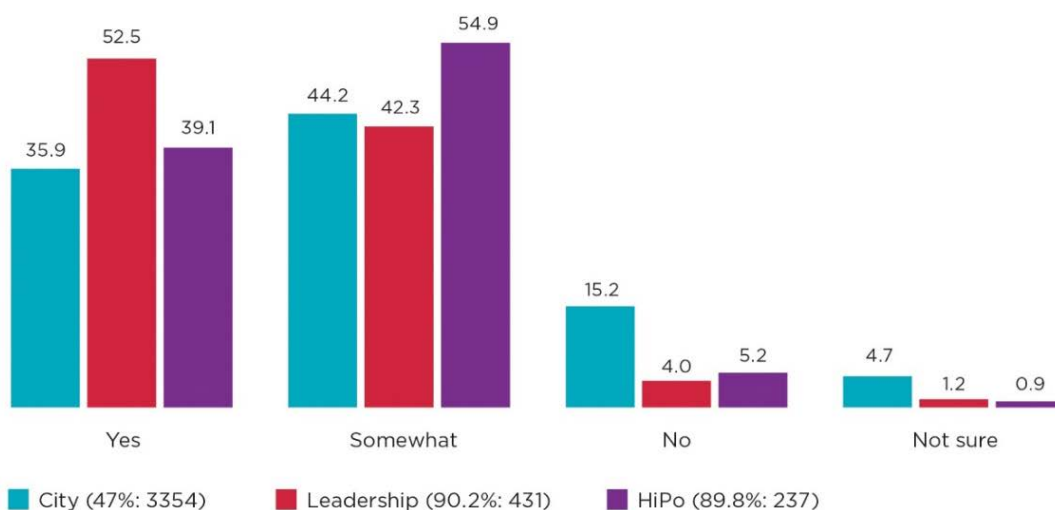
Familiarity with City's Workplace Diversity and Inclusion Strategy



**Figure 18** breaks down familiarity with the Workplace Diversity and Inclusion Strategy by leadership and HiPo position.

Leadership Breakdown by Familiarity with Diversity Strategy  
– City of Mississauga Staff Respondents

\* values below are percentages



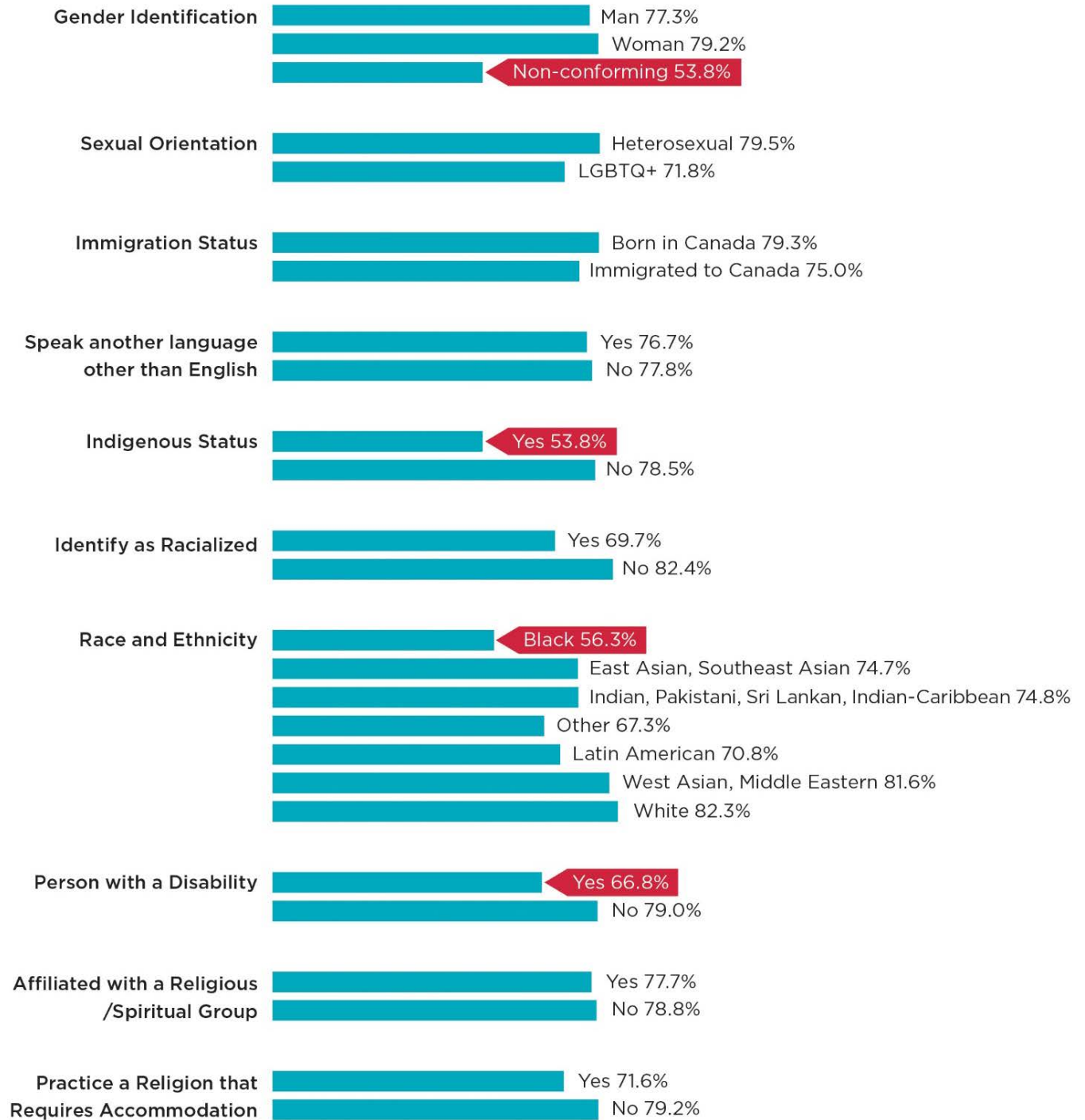


### **Demographic Breakdown of Agreement with the Statement “*My workplace is committed to diversity and inclusion*”**

When asked whether the City of Mississauga was committed to diversity and inclusion, respondents answered with varying levels of agreement. In the aggregate, the levels of agreement are predominantly positive. However, there are key demographics that do not believe the City is as committed to diversity and inclusion, signalling that not all employees experience the City in the same way. In particular, respondents who identified as ‘gender non-conforming, racialized (in particular Black), Indigenous, and as having a disability are less positive and assured about the City’s commitment to diversity and inclusion.

**Figure 19** breaks down the demographics of City of Mississauga employees and their belief in the City’s commitment to diversity and inclusion.

Figure 19:





## Conclusions – Inclusivity

- Overall, 77% of all respondents agreed that the City is “committed to diversity and inclusion.”
- However, for those who do not identify as heterosexual and/or White, these numbers decline. 82.4% of those identifying as non-racialized agree with this statement, and 69.7% of those who identify as racialized agree.
- For Black employees in particular, the number is 56%. The same is true for those identifying as LGBTQ+ (71.8%), with a disability (66.8%), gender non-conforming (53.8%), and Indigenous (53%).
- The data underscores that while members of dominant groups (such as White, heterosexual employees) may experience the workplace to be inclusive, members of equity-seeking groups are having a different experience. Black, LGBTQ+, people with disabilities, gender non-conforming, and Indigenous employees are disproportionately impacted.
- The high response rates to the Survey from leaders is encouraging, although more work needs to be done to ensure a majority of staff are familiar with the City’s Workforce Diversity and Inclusion Strategy.

## Appendix A: Frequently Asked Questions

### Q1. Why did the City conduct an employee Diversity and Inclusion Survey?

Conducting a workplace Diversity & Inclusion Survey is one of the recommendations that are part of the Workforce Diversity and Inclusion Strategy. The survey will provide accurate quantitative data on the City of Mississauga's workforce make up, their perceptions about inclusiveness and where under-representation of equity-seeking groups may exist. We will use this information to develop strategies to address barriers.

### Q2. Were City employees required to complete the survey?

Participation is completely voluntary however we do encourage staff to complete the survey as it provides an understanding of where we are today and will help us plan and change for the future. Each demographic question gives employees the opportunity to select "prefer not to answer" and the inclusivity questions gives the employee the option to select "don't know" or "neither agree or disagree".

### Q3. What do the survey results say about diversity and inclusion at the City of Mississauga?

As compared to the 2016 Canadian Census Survey Data for Mississauga, equity-seeking groups in the corporation are under-represented, particularly in leadership positions. Perceptions of the City's commitment to diversity and inclusion are more favorable among majority groups than members of equity-seeking groups. The highest proportion of racialized employees at the City is among employees aged 30 to 49. This cohort makes up 47 per cent of the City's workforce. They are over 50 per cent racialized and 43 per cent are women. This suggests the City's talent pipeline is becoming younger and more diverse. Overall, the results suggest that while we are making progress, there is much more work to be done.

### Q4. How will the City act on the survey results?

The City will use the Survey data to:

- Identify gaps and areas for improvement in the City's WD&I Strategy and develop actions to address any barriers where under-representation of equity-seeking groups may exist.
- Review the actions the City has taken to date, determine what needs to be done in the short, medium, and long term, and form the City's work plan for the next one to three years.
- Explore opportunities to form strategic partnerships to support and inform the City's efforts.
- Ensure the City's leadership and departmental teams have an understanding of what the data indicates and together define our future goals as an organization regarding equity, diversity and inclusion.
- Engage with the newly-created Employee Equity Advisory Committee to seek their input, feedback and guidance.





## Q5. What actions has the City taken in response to the Survey?

As of May 2021, City staff have already begun using the results of the Survey to:

- Conduct a needs assessment of required diversity and inclusion learning initiatives to design a comprehensive Diversity and Inclusion Learning Plan for both leaders and employees.
- Undertake a review of our hiring and promotional processes for accessibility, fairness, transparency and consistency using an external consultant.
- Develop and implementing a diversity and inclusion lens on succession planning addressing any bias in succession planning processes to improve fairness using an external consultant
- Partner or will be partnering with the following outreach organizations:
  - ONYX Initiative (partnership confirmed) - a not for profit organization committed to expanding the Black talent pipeline by closing the systemic gap that exists in the recruitment and selection of Black college and university students for roles in corporate Canada.
  - Achev – Career Pathways for Women (partnership confirmed), which provides assistance in employment opportunities for immigrant women.
  - Ready, Willing and Able (partnership confirmed) - supports Canadian businesses to build an inclusive workplace that capitalizes on the skills and qualifications of people with an intellectual disability or Autism Spectrum Disorder (ASD).
- Create an Employee Equity Advisory Committee of employees from across the organization who will act in an advisory role to Human Resources and the City Manager's Office and operate as a space for sharing knowledge and piloting ideas/processes.
- Send monthly Equity Alerts as a means to raise employee awareness on equity, diversity and inclusion (EDI) related topics.
- Hire a Diversity and Inclusion Consultant in Human Resources focused on talent management, and a Diversity and Inclusion Strategic Leader in the City Manager's Office to implement the City's Workforce D&I Strategy and lead change initiatives across the corporation.

## Q6. Why is it important to have a diverse and inclusive workplace?

The City of Mississauga is a public sector organization with a responsibility to serve everyone in our diverse community. When our employees bring with them a broad diversity of lived experiences and perspectives, we are better positioned to make decisions that respond to the needs of everyone in our community.

Research shows that increasing diversity and inclusion in the workplace can lead to an increase in mental health and well-being for all employees, as well as increased employee satisfaction, retention and productivity.



### Q7. How will recruitment and hiring practices change based on the survey results?

The City of Mississauga is committed to attracting a talented, diverse workforce that broadly reflects the communities and citizens it serves as well selecting the best candidates for all positions. As part of our next steps, we will review our recruitment and hiring practices based on this data to ensure we are working effectively to achieve this goal. By collecting workforce census data and comparing it to the 2016 Canadian Census Survey Data for Mississauga, we now have a baseline of information we can use to identify gaps, barriers and areas for improvement that may impact current and future employees.

### Q8. What is the difference between equity, diversity and inclusion?

The [Ontario Human Rights Commission](#) defines equity, diversity, and inclusion as follows:

**Equity** – Fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life. It is important to note that equality does not mean equity.

**Diversity** – The presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise.

**Inclusion** – Appreciating and using our unique differences – strengths, talents, weaknesses and frailties – in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

### Q9. Was the Survey conducted to understand if a quota system on hiring a specific number of under-represented people is required?

No. A quota system is an ineffective way of tackling issues of diversity and inclusion in the workplace. Demographic data collected to understand the full picture of the workforce is imperative to having a complete understanding of diversity and inclusion in an organization, in order to review and revise strategic planning for the City.

### Q10. Do other municipalities collect demographic data of their employees?

The Ontario Human Rights Commission encourages municipalities to collect demographic data this is now becoming an increasingly well-known practice across Ontario.

## Appendix B: Diversity and Inclusion Survey Questions

### Section One: Demographic Questions:

#### Immigrants to Canada

1. Please indicate which statement applies to you:

- ☐ I was born in Canada
- ☐ I was born in another country, and immigrated to Canada within the last 5 years (on or after January 1, 2015)
- ☐ I was born in another country, and immigrated to Canada before January 1, 2015
- ☐ Prefer not to answer

#### Age

2. What is your age:

- ☐ Under 20
- ☐ 20-29
- ☐ 30-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60-69
- ☐ 70-79
- ☐ Over 79
- ☐ Prefer not to answer

#### Languages Spoken

3. Please select all languages you can speak fluently, in addition to English. This checklist is based on the top 20 languages spoken in Mississauga according to the 2016 Census. Please provide all additional languages by specifying them in the text box.

- |                                 |                                  |   |
|---------------------------------|----------------------------------|---|
| <input type="radio"/> Urdu      | <input type="radio"/> Vietnamese | <input type="radio"/> Korean  |
| <input type="radio"/> Mandarin  | <input type="radio"/> Portuguese | <input type="radio"/> Farsi   |
| <input type="radio"/> Arabic    | <input type="radio"/> Tamil      | <input type="radio"/> Russian                                       |
| <input type="radio"/> Polish    | <input type="radio"/> Hindi      | <input type="radio"/> Serbian                                       |
| <input type="radio"/> Punjabi   | <input type="radio"/> Gujarati   | <input type="radio"/> Prefer not to answer                          |
| <input type="radio"/> Cantonese | <input type="radio"/> Ukrainian  | <input type="radio"/> I would like to specify additional languages: |
| <input type="radio"/> Spanish   | <input type="radio"/> Italian    | <hr/>   |
| <input type="radio"/> Tagalog   | <input type="radio"/> French     | <input type="radio"/> Prefer not to answer                          |

### Indigenous Peoples of North America/Turtle Island

#### 4. Do you identify as an Indigenous Person of North America/Turtle Island?

- ☐ Yes  
☐ No  
☐ Prefer not to answer

If yes, please select all that apply:

- ☐ First Nations (includes status and non-status, treaty or non-treaty)  
☐ Inuit  
☐ Métis  
☐ Native American/Alaskan Native/Native Hawaiian Peoples  
☐ Prefer not to answer

### Race and Ethnicity

#### 5. Do you identify as a Racialized Person?

For the purposes of the Diversity and Inclusion Survey, the term 'racialized person' includes people who are non-Caucasian in race or non-white in colour and does not include Indigenous Peoples of North America/Turtle Island. A separate question about Indigenous Peoples is in the survey.

- ☐ Yes  
☐ No  
☐ Prefer not to answer

#### 6. With which race(s) and/or ethnicities do you identify? Select all options that apply, e.g. to reflect mixed heritage. To specify identities not listed below, please provide them in the text box.

- |   |  |  |
|---|--|--|
| <input type="radio"/> Black - African (e.g., Ghanaian, Kenyan, Somali)        | <input type="radio"/> Indigenous person from outside North America           | <input type="radio"/> West Asian and Middle Eastern (e.g. Arab, Lebanese, Iraqi)   |
| <input type="radio"/> Black - Caribbean (e.g., Barbadian, Jamaican)           | <input type="radio"/> Latin American (e.g. Columbian, Ecuadorian)            | <input type="radio"/> White - European (e.g., English, Italian, Portuguese, Irish) |
| <input type="radio"/> Black - North American (e.g., Canadian, American)       | <input type="radio"/> South Asian (e.g. Indian, Pakistani, Sri Lankan)       | <input type="radio"/> White - North American (e.g., Canadian, American)            |
| <input type="radio"/> East Asian (e.g. Chinese, Japanese, Korean)             | <input type="radio"/> Southeast Asian (e.g. Cambodian, Filipino, Vietnamese) | <input type="radio"/> I would like to specify an identity not listed:              |
| <input type="radio"/> Indian-Caribbean (e.g., Guyanese with origins in India) |  | <hr/>  |
|   |  | <input type="radio"/> Prefer not to answer   |

### Disability

7. Do you identify as a person with a disability? Disability covers a broad range and degree of conditions, and may be temporary, sporadic, or permanent.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

If yes, please select any of the following categories that apply to you. The following checklist is illustrative and not exhaustive and additional options may be specified in the textbox.

- ☐ Mobility/dexterity limitations (e.g. a broad term referring to any physical disability that limits the physical function of one or more limbs.)
- ☐ Hearing (e.g. Hard of hearing, Deafness)
- ☐ Vision (e.g. Glaucoma, Vision loss)
- ☐ Speech/language (e.g. Difficulty generating or emitting verbal messages, such as Aphasia)
- ☐ Neurological Disorders (e.g. Epilepsy, Chronic Pain, Parkinson's Disease or Multiple Sclerosis)
- ☐ Developmental disabilities (e.g. Tourette's, Autism Spectrum)
- ☐ Mental/emotional health (e.g. Depression, Anxiety Disorder, Schizophrenia, Post-Traumatic Stress Disorder or Substance Use Disorder)
- ☐ Learning or behavioral disabilities (e.g. Dyslexia, Deficit/Hyperactivity Disorder)
- ☐ Chronic Health Conditions (e.g. health conditions or disease that is persistent or otherwise long lasting)
- ☐ I would like to specify: \_\_\_\_\_
- ☐ Prefer not to answer

### Gender Identity

8. How do you identify with regards to your gender?  
Select all that apply.

- ☐ Woman
- ☐ Man
- ☐ Non-Binary, Gender Queer, or a similar term
- ☐ Two-Spirit
- ☐ Transwoman
- ☐ Transman
- ☐ I would like to specify an identity: \_\_\_\_\_
- ☐ I do not identify with a gender
- ☐ Prefer not to answer

### Sexual Orientation

#### 9. With which sexual orientations do you identify?

Select all that apply.

- ☐ Asexual
- ☐ Bisexual
- ☐ Two-spirit
- ☐ Gay
- ☐ Heterosexual / Straight
- ☐ Lesbian
- ☐ Queer
- ☐ I would like to specify an identity: \_\_\_\_\_
- ☐ Prefer not to answer

If you selected an identity other than heterosexual/straight, have you felt comfortable disclosing your sexual orientation in the workplace?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

### Religious/ Spirituality

#### 10. Are you affiliated with a religious or spiritual group?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

If you selected yes, which of the following best describes your religious or spiritual affiliations?

This checklist is based on Religions listed in the Statistics Canada 2011 National House Survey.

Check multiple options if they apply:

- ☐ Buddhist
- ☐ Christian (includes, but not limited to, Anglican, Baptist, Catholic, Christian Orthodox, Lutheran, Pentecostal, Presbyterian, and United Church)
- ☐ Hindu
- ☐ Indigenous Spirituality
- ☐ Jewish
- ☐ Muslim
- ☐ Sikh
- ☐ I would like to specify an additional religion or spiritual affiliation: \_\_\_\_\_
- ☐ Prefer not to answer

11. Do you practice a religion that requires special accommodations (e.g., to pray) or time-off outside of the observed holidays by the City of Mississauga?

- ☐ Yes  
☐ No  
☐ Prefer not to answer

#### Family Status

12. Do you provide care for elder or child dependents? This refers to a parent/child relationship.

- ☐ Yes  
☐ No  
☐ Prefer not to answer

### Section Two: Inclusivity Questions:

13. Are you familiar with the City's Workplace Diversity & Inclusion Strategy?

- ☐ Yes  
☐ Somewhat  
☐ No  
☐ Not Sure

14. I feel my workplace is committed to diversity and inclusion.

- ☐ Strongly disagree  
☐ Disagree  
☐ Somewhat disagree  
☐ Neither agree nor disagree  
☐ Somewhat agree  
☐ Agree  
☐ Strongly agree  
☐ Don't Know

15. My workplace is supportive of employees...

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Do Not Know
a) Who are visible minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) With different ethnic backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) Who are people with all types of disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) Who are immigrants to Canada	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e) Of different religions or beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f) Of all ages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g) Of different genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h) Of different sexual orientations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2021  
SURVEY  
RESULTS  
REPORT





# City of Mississauga Corporate Report



9.2

Date: April 26, 2021

To: Chair and Members of General Committee

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

Originator's files:

Meeting date:  
May 12, 2021

## Subject

**Automated Speed Enforcement Agreement Update**

## Recommendation

That a by-law be enacted to amend By-law 0153-2020 to authorize the Purchasing Agent to execute an agreement with the City of Toronto and other partnering municipalities, including any ancillary documents and amending agreements, in the estimated amount of \$880,000.00 excluding taxes, for the City of Toronto to undertake the processing of Mississauga's Automated Speed Enforcement offence notices until July 15, 2026 and to execute amendments to the agreement with the City of Toronto and other partnering municipalities to increase the value as required to accommodate growth and expansion of the Automated Speed Enforcement Program where approved in the budget, all in a form satisfactory to Legal Services.

## Background

On July 2, 2020 Council approved By-law 0153-2020 (Appendix 1) authorizing the execution of the agreements necessary to implement the City's Automated Speed Enforcement (ASE) program. The first two agreements with Redflex Traffic Systems (Canada) Limited and the Ministry of Transportation Ontario have been executed.

The authority granted for the agreement term with the City of Toronto to undertake the processing of Mississauga's Automated Speed Enforcement offence notices, was for a period of four years starting when the agreement was executed, which would not be consistent with the end date set out in the multi-party agreement with the City of Toronto and other partnering municipalities.

## Comments

The Joint Processing Centre (JPC) operated by the City of Toronto processes all ASE charges in Ontario. In order to join the multi-party agreement with the City of Toronto and other partnering municipalities, each municipality must agree to contract terms and duration, which are consistent with all municipal partners.

An amendment to By-law 0153-2020 is required in order to enter the multi-party agreement with the City of Toronto and other partnering municipalities, which has an end date of July 15, 2026. For clarity, reference to “other partnering municipalities” is also being added to By-law 0153-2020, as the multi-party agreement is with the City of Toronto as well as other municipal partners.

The first six ASE sites have been announced and enforcement of the speed limits in these areas will not be impacted by the revised agreement date.

## Financial Impact

The program costs for the duration of the agreement remains unchanged at \$880,000 to undertake the processing of Mississauga’s Automated Speed Enforcement offence notices by the City of Toronto. Costs associated with ASE were approved as part of the 2021 Operating Budget in cost center 23971.

The financial impact for subsequent years will be included in the Operating Budget submission for consideration during the 2022 and respective future budget process.

## Conclusion

Staff from the Transportation and Works Department request Council grant authority to enter into an agreement the City of Toronto and other partnering municipalities to undertake the centralized municipal processing of Mississauga’s ASE offence notices until July 15, 2026.

## Attachments

Appendix 1: By-law 0153-2020



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

Prepared by: Colin Patterson C.E.T., RSP, Road Safety Supervisor



THE CORPORATION OF THE CITY OF MISSISSAUGA

BY-LAW NUMBER 0.153-2020

A by-law to authorize the Commissioner of Transportation and Works and the Purchasing Agent to execute agreements required for the Automated Speed Enforcement Program

**WHEREAS** pursuant to section 11 (3)1 of the *Municipal Act, 2001*, S.O. 2001, c. 25 as amended, a Council may enact by-laws respecting highways, including parking and traffic on highways;

**AND WHEREAS** section 128 (2) of the *Highway Traffic Act*, R.S.O. 1990, c. H.8, as amended (the "*Highway Traffic Act*"), authorizes the council of a municipality to prescribe by by-law a speed limit for motor vehicles that is not greater than 100 kilometres per hour driven on any highway or portion of highway under its jurisdiction;

**AND WHEREAS** section 128 (2.1) of the *Highway Traffic Act* authorizes the council of a municipality to pass a by-law to set a speed limit less than 50 km/h for all roads within a designated area;

**AND WHEREAS** section 205.1 of the *Highway Traffic Act* of authorizes the use of automated speed enforcement systems in community safety zones where the speed limit is below 80 kilometres per hour and in school zones;

**AND WHEREAS** Ontario Regulation 398/19 enacted pursuant to the *Highway Traffic Act* as amended, allows municipalities to operate automated speed enforcement in community safety zones and school zones;

**AND WHEREAS** the City of Toronto, with the participation of The Corporation of the City of Mississauga (the "City") and other municipalities, issued a Request for Proposal for Automated Speed Enforcement ("ASE"), which resulted in the selection of Redflex Traffic Systems (Canada) Limited as the successful vendor;

**AND WHEREAS** the City of Mississauga approved an Automated Speed Enforcement Phase 1 Program ("ASE Program") to advance the City's commitment to action speeding problems on many roadways, along with Council's approved Neighbourhood Area Speed Sign ("NASS") Project to implement 40 km/h neighbourhood area speed zones, 30 km/h neighbourhood area school zone speed limits and school area community safety zones approved as part of the 2020 Budget;

**AND WHEREAS** on June 24, 2020, Council for The Corporation of the City of Mississauga approved a number of recommendations outlined in the report from the Commissioner of Transportation and Works, dated June 5, 2020 and entitled "Automated Speed Enforcement Update", authorizing the Commissioner of Transportation and Works and Purchasing Agent (as defined in the Purchasing By-law 374-06, as amended) to execute agreements, amending agreements and any ancillary documents for the supply, installation, operation, maintenance required for the ASE Program;

**NOW THEREFORE**, the Council of The Corporation of the City of Mississauga **ENACTS** as follows:

1. That the Purchasing Agent be authorized to execute an agreement with Redflex Traffic Systems (Canada) Limited, including any ancillary documents and amending agreements, in the estimated amount of \$520,000.00 excluding taxes, for the supply, installation, operation and maintenance of Automated Speed Enforcement Systems for a four (4) year period, starting when the agreement is executed, in accordance with the terms and conditions of the Request for Proposal executed by the City of

Toronto on behalf of the City of Mississauga and other participating Automated Speed Enforcement municipalities, in a form satisfactory to Legal Services.

- 2. That the Purchasing Agent be authorized to execute amendments to the agreement with Redflex Traffic Systems (Canada) Limited to increase the value as required to accommodate growth and for expansion of the ASE Program where approved in the budget.
- 3. That the Purchasing Agent be authorized to execute an agreement with the City of Toronto, including any ancillary documents and amending agreements, in the estimated amount of \$880,000.00 excluding taxes, for a four (4) year period, starting when the agreement is executed, to undertake the processing of Mississauga's Automated Speed Enforcement offence notices, in a form satisfactory to Legal Services.
- 4. That the Purchasing Agent be authorized to execute amendments to the agreement with the City of Toronto to increase the value as required to accommodate growth and expansion of the ASE Program where approved in the budget.
- 5. That the Commissioner of Transportation and Works be authorized to execute an agreement with the Ontario Ministry of Transportation related to the operation of the Automated Speed Enforcement Program, including any ancillary documents and amending agreements, in a form satisfactory to Legal Services.

ENACTED AND PASSED this 8<sup>th</sup> day of July, 2020.

APPROVED AS TO FORM City Solicitor MISSISSAUGA			
<u>M. Kotecha</u>			
Date	2020	07	02

Bonnie Crombie

MAYOR

[Signature]

CLERK



Date: April 27, 2021

To: Chair and Members of General Committee

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

Originator's files:  
MG.23.REP

Meeting date:  
May 12, 2021

## Subject

**Easement Acquisition During Development Approval Process & Request for Removal of Easement on 1510 Pinetree Crescent (Ward 1)**

## Recommendations

1. That the Corporate Report dated April 27, 2021 from the Commissioner of Transportation & Works regarding "Easement Acquisition During Development Approval Process & Request for Removal of Easement on 1510 Pinetree Crescent," be received for information; and
2. That, pursuant to a deputation from the resident at 1510 Pinetree Crescent, the easement acquired through the Site Plan Approval process at 1510 Pinetree Crescent remain as-is in order to continue the City's ability to access infrastructure for maintenance purposes and protect natural assets.

## Executive Summary

- The ability to secure an easement or dedication related to drainage and conservation, through the development approval process, is established in the *Planning Act*.
- The acquisition of easements through the development approval process provides the municipality an opportunity to secure lands for maintenance of infrastructure and conservation of natural assets, and the rationale behind the requirement is further substantiated in Sections 6 (Value the Environment) and 19 (Implementation) of the City's Official Plan.
- Easements do not enable or oblige the City to undertake private works on behalf of property owners. But rather, enable the City to access the watercourse to undertake rehabilitative works on its infrastructure that serve to protect property and infrastructure adjacent to the watercourse. These works may include projects for erosion control, flood mitigation and storm drainage improvements.

- The easement in question on 1510 Pinetree Crescent was established through Site Plan Approval file SP 04/074 in 2004. This type of easement exists on many properties around the City, including approximately 20 similar easements that have been acquired by the City along the Credit River, between Lakeshore Road and the Queen Elizabeth Way, through the development approval process over the last twenty years alone.
- In the vicinity of 1510 Pinetree Crescent, a future capital project has been flagged on the Credit River to provide erosion protection to the eastern bank of the river south of the Queen Elizabeth Way. In the most recent Council approved Capital Plan (2021-2030) the Environmental Assessment phase is scheduled for 2024 and will be immediately followed by the Design phase. The Construction phase is scheduled for 2026. These timelines are subject to change as part of watercourse evaluations and Capital programming.
- In regards to 1510 Pinetree Crescent, the easement should remain as-is on the basis that: (1) the easement was obtained in a manner consistent with a standard approach utilized through the development approval process; (2) the scope of the easement is necessary for its stated purpose; and, (3) future project work relating to bank stabilization along the Credit River may require use of the easement.

## Background

This report will describe the process and rationale for the City's acquisition of easements related to drainage and conservation through the development approval process. On February 24, 2021 General Committee received a deputation from Margaret Dunn, regarding the request for "Removal of the City's Easement," on her property at 1510 Pinetree Crescent. Council subsequently approved resolution GC-0085-2021 that staff respond to the request through a report back to General Committee. Although this report is prompted by the deputation, the question echoes a broader inquiry that has arisen many times in recent years.

The easement in question on 1510 Pinetree Crescent was established through Site Plan Approval file SP 04/074 in 2004. During the Site Plan approval process the greatest natural hazard on the property was delineated, which considers the floodplain, top-of-bank, stable slope or erosion setback. The principle is that a hazard limit was established and the easement conveyed prior to Site Plan Approval in favour of the City of Mississauga for the following purposes: "*namely to operate, maintain, improve, inspect, alter, channelize and repair an open natural watercourse known as the Credit River*".

This type of easement exists on many properties around the City, as secured through various development approval processes that will be described later. At 1510 Pinetree Crescent specifically, the concerns raised to Council were that:

1. The request for an easement is not a standard condition;
2. The scope of the easement is not necessary for its stated purpose; and,
3. The scope of the easement is excessive.

As such, this report will speak to the broader inquiry beyond the subject property, while also addressing the specific points above relating to the easement removal at 1510 Pinetree Crescent. This report will respond to the above points respectively by speaking to:

1. The standard process for acquisition of easements of this nature through the development approval process;
2. The intended use of these easements; and,
3. Examples that support use of these easements

## Comments

### STANDARD PROCESS FOR EASEMENT ACQUISITION

The ability to secure an easement or dedication, through the development approval process, is established in the *Planning Act*. An easement or dedication may be requested by the Municipality for conservation and maintenance purposes through Draft Plans of Subdivision and Applications for Consent. In addition, an easement may be requested through Site Plan Applications.

The establishment of the greatest natural hazard requires delineation on the property. This is undertaken primarily for maintenance purposes but also for conservation of natural assets. Consideration of these natural hazards includes:

- A site walk with Conservation Authority staff to stake a visually identifiable “top-of-bank,” which is the point at which the flatter developable land is separated from steeper valley land. Often, the top-of-bank is the greatest hazard, however there are some instances where another hazard may govern to establish the easement limit.
- Reflecting the limit of the floodplain on the proposed development plan, based on latest information from the Conservation Authority.
- Indicating the top of stable slope line based on pertinent soils investigation.
- Showing any erosion setback based on technical findings related to the watercourse.

Once the hazards are established and documented on the proposed development plan, the greatest limit is used to set the easement. The rationale for securing such an easement is further substantiated in the City’s Official Plan under Section 6 – Value the Environment and Section 19 - Implementation.

There are multiple sections (e.g. 6.11, 6.3.1, 6.3.24, 6.3.38) that identify that Mississauga will protect, enhance, restore and expand the Natural Heritage System. These sections speak to placing those areas identified for protection, enhancement, restoration and expansion in public ownership, where feasible. Consideration is given to public acquisition of these areas through the development approval process or through the City’s land securement process.

In Section 19.18 Greenlands, the following sections also speak to the acquisition of natural hazard lands:

*“19.18.1 As a condition of development approval, **natural hazard lands** may be placed in public ownership for their long term protection.*

*19.18.2 Greenlands is determined on a site by site basis and is defined by natural hazards associated with **watercourse** corridors and Lake Ontario, and the limits of identified natural areas. The limits of the Greenlands are determined in consultation with the City and appropriate conservation authority and through studies, where required, completed by the proponent to the satisfaction of the City and the appropriate conservation authority.”*

As evidence of the City’s application of this practice, it is noted that between Lakeshore Road and the Queen Elizabeth Way, there are approximately 20 similar easements that have been acquired by the City along the Credit River through development processes over the last twenty years alone. In some limited instances, there may be cases when the property owners are voluntarily granting easements for rehabilitation of the Credit River banks.

In regard to 1510 Pinetree Crescent, some confusion arose as to why an easement was not requested for a building renovation on a neighbouring property. It has since been clarified that although the adjacent property is subject to Site Plan Control, the renovation was considered to be minor in nature, and not defined as development under the *Planning Act*. As a result, it was processed as a Site Plan Express application. In addition, the property in question applied for a Building Permit. Following on the above commentary, easement acquisition cannot be requested through the Site Plan Express or Building Permit processes.

#### INTENDED USE OF THE EASEMENT

The terms of each easement are registered on title along with the easement description and accompanying reference plan that illustrates the limits. For the type of easements being discussed in this report, the terms generally speak to the ability for the City to be able to maintain its infrastructure. With respect to 1510 Pinetree Crescent, as stated earlier, the easement is for the following purposes: *“namely to operate, maintain, improve, inspect, alter, channelize and repair an open natural watercourse known as the Credit River”*.

These easements do not enable or oblige the City to undertake private works on behalf of property owners. But rather, enable the City to access the watercourse to deal with stormwater-related issues. To that end, there are often prohibitions to the landowner that the easement lands should be kept clear of structures (e.g. garage, shed) while soft landscaping is generally permissible. In instances where the City requires access to the easement, notice is typically given to the landowner for purposes of coordination.

#### EXAMPLES THAT SUPPORT USE OF THE EASEMENT

The easements along watercourses allow the City the opportunity to undertake rehabilitative works on its infrastructure that serve to protect property and infrastructure adjacent to the



watercourse. These works may include projects for erosion control, flood mitigation and storm drainage improvements.

The City's watercourse infrastructure is assessed on a regular basis through the Watercourse Monitoring Program, and issues that are identified may be programmed for appropriate works in the City's forecast. It is important to note that the projects in the City's forecast are re-evaluated annually, may be re-prioritized accordingly and are all subject to Council approval. **Table 1** below lists some of the projects that have been recently completed. Note that all the listed projects involve lands on which the City has an easement in its favour.

**Table 1:** Recently completed watercourse projects (selected):

Watercourse Name	Project Location
Cooksville Creek	Willa Road to Orano Avenue (Ward 1)
Little Etobicoke Creek	5226 Timberlea Boulevard (Ward 5)
Applewood Creek	1582 Myron Drive (Ward 1)
Kenolie Creek	1376 Mineola Road West (Ward 1)
Mullet Creek	2030 Montcrest Court (Ward 11)
Cooksville Creek	Q.E.W. to Elaine Trail (Ward 1)

In the vicinity of 1510 Pinetree Crescent, a future capital project has been flagged on the Credit River to provide erosion protection to the eastern bank of the Credit River south of the Queen Elizabeth Way. In the most recent Council approved Capital Plan (2021-2030) the Environmental Assessment phase is scheduled for 2024 and will be immediately followed by the Design phase. The Construction phase is scheduled for 2026. As previously noted, these timelines are subject to change as part of watercourse evaluations and Capital programming.

### CONCLUSION

Based on the foregoing commentary, in regards to 1510 Pinetree Crescent, the easement should remain as-is on the basis that:

1. The easement was obtained in a manner consistent with a standard approach utilized through the development approval process;
2. The scope of the easement is necessary for its stated purpose; and,
3. Future project work relating to bank stabilization along the Credit River may require use of the easement.

## Strategic Plan

Acquisition of easements for the purposes of maintaining infrastructure, as described herein, falls within the *Connect* Strategic Pillar under its strategic goal to *Build and Maintain Infrastructure*. Additionally, the conservation of natural assets falls within the *Green* Strategic Pillar under its strategic goal to *Conserve, Enhance and Connect Natural Environments*.

## Financial Impact

There are no financial impacts resulting from the recommendations in this report.

## Conclusion

The acquisition of easements through the development approval process provides the municipality an opportunity to secure lands for maintenance of infrastructure and conservation of natural assets. In order to uphold these initiatives, the easement on 1510 Pinetree Crescent should remain as-is.

## Attachments

Appendix 1: Deputation of February 24, 2021 by Margaret Dunn, Resident, regarding the request for "Removal of the City's Easement"



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

Prepared by: Muneef Ahmad, Manager Stormwater Projects & Approvals  
Emma Calvert, Manager Development Engineering & Construction

Good morning.

My name is Margaret Dunn. I have been a resident of Mississauga since 1987 residing at my current address since 1995.

My presentation today concerns a “Top of Bank Easement” which was taken on my property by the City in 2004 as a necessary condition of a site plan approval. I respectfully request that this Council act to remove the easement for three reasons.

First, despite the representations of the City, similar easements have not been required from similarly situated residents and are not a “standard condition” of obtaining site plan approval. Second, the easement is not necessary or proportionate to the City’s interest in its stated purpose. And third, even if the purpose was accepted, the scope of the easement is excessive.

For your reference, I provide a number of figures and diagrams. Figure 1 is the location of my property (encircled). Figure 2 shows the extent of my property covered by the easement, representing approximately 55.75% of the lot. Figure 3 provides the text of the easement.

First, I submit that an easement of this nature is not a standard condition of site plan approvals, contrary to the representations of the City. At the time of my

application for site plan approval I did not anticipate the need to grant an easement because I was aware of several properties backing onto the Credit River in my neighbourhood which had obtained approval without providing any easement. However, City Representatives at the time communicated that my application would, under no circumstances, be granted in the absence of an easement. Figure 4 provides written confirmation of the City's position its representative Mr. Terminese, stating that a top of bank easement was a "standard condition" imposed by the City "for all lands below regional flood lines or top of bank, whichever is greater". Despite these representations, several properties backing onto the Credit have been granted site plan approval in the intervening years without the need for an easement. Most recently, in July 2020, my immediate neighbour, shown as 1496 in Figure 5 beside my home at 1510, commenced a significant renovation of their home - which is similar in size and style to my own - for which no easement was required. The City confirmed that no easement was imposed through an access application pursuant to the Municipal Freedom of Information and Protection of Privacy Act attached as Figures 6A – 6D. This inequitable application imposes a direct financial burden on me because the impairment created by the easement is not reflected in my MPAC Property Assessment, which I attach as Figure 7. I therefore am assessed for tax purposes on the same basis as my neighbour, yet have had to cede a significant property interest in my lot that has not been uniformly applied. I therefore submit to the Council that the City's misrepresentation of what

constituted a standard condition of site plan approval and subsequent failure to implement that standard on similarly situated properties has placed an inequitable and uncompensated impairment on my property that should be removed.

Second, the stated purpose of the easement, “namely to operate, maintain, improve, inspect, alter, channelize and repair an open natural watercourse known as the Credit River” is not served by the easement. During discussions with Mr. Terminesi in 2004, he represented that work pursuant to the easement would be done on the riverbank and, specifically, that the City would have the right in the event of flooding to enter onto my property to remove any structure that could exacerbate flooding upstream. The nexus of this flooding-related concern to my site plan approval has always been unclear, given that no work was contemplated near the riverbank. This lack of connection was independently confirmed by the Credit Valley Conservation authority in 2004, shown in Figure 8, which had “no concerns” with the building proposal and did not require a permit. Subsequent events have shown that the easement bears little, if any, connection to the City’s interests. Specifically, during the extensive flooding of 2017 and 2019, the lower portion of my property was flooded for several months in the summer, which led to the death of a variety of bushes (specifically selected at the direction of the Conservation Authority) and a large willow tree, shown in figures 9A – 9G. The willow tree when felled did, in fact, exacerbate upstream flooding

by impairing flow of the river. In October 2019 I met with Graham Walsh of the City of Mississauga Legal Services and Jessica Wiley of the City Forestry Service, following assistance from Councillor Dasko, to inquire how the City planned to remedy the flooding which it had been so concerned about and on which the easement was based. Mr. Walsh and Ms. Wiley communicated that the City had no interest in taking any action, despite the actual exacerbation of flooding. Jointly, these facts demonstrate that the easement is not serving any City interest while continuing to significantly impair my rights as a resident and landowner.

Third, and finally, even if the basis for the easement was stipulated, its extent is grossly disproportionate to the flooding-related interest. As Figures 9A to 9G demonstrate, even in a year of significant flooding, the water levels approached, at maximum around 5% of my lot. Given the topography of the land, which includes a significant incline from the river to my home, the placement of the easement at the top of the bank is unjustified and fails to adequately balance my interests as a private owner with those of the City.

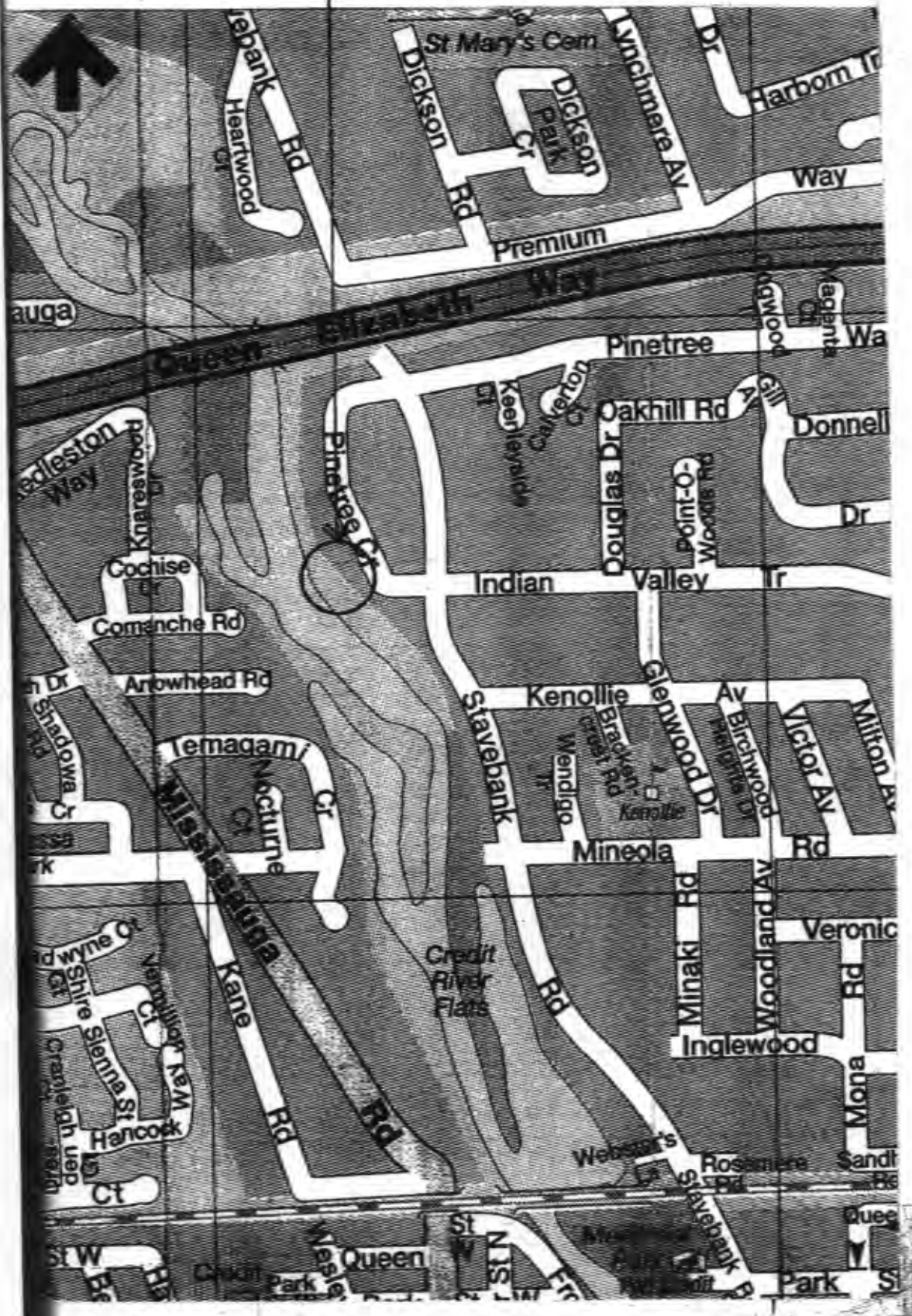
To conclude, I submit that the top of bank easement obtained by the City on my property in 2004 should be removed because (1) it is not a standard condition of site plan approval and has not been required of similarly situated residents, (2) the site plan approval it was obtained in connection with lacked any recognizable

connection with the City's stated interests, and (3) it is disproportionate, inequitable and fails to properly account for my interests as a resident and landowner.

Thank you for your consideration,

Margaret Dunn

FIGURE 1



KEY PLAN

SCALE 1:10 000

APPLICANT'S  
APPLICANT'S

OWNER'S  
OWNER'S

REVISION #1

LOT 9  
CITY

SPI 04

1510 PIN  
PROPOSE  
RESIDEN

Mil





### TOP OF BANK EASEMENT

1. The Transferor transfers to the Transferee, its successors and assigns, an easement in perpetuity upon, over, on, across and thorough the lands of the Transferor described as Part 3 on Plan 43R29433, herein being the servient tenement (the "Servient Lands") for the following purposes, namely to operate, maintain, improve, inspect, alter, channelize and repair an open natural watercourse known as the Credit River.

And for every such purpose and for all purposes reasonably necessary to the exercise of the rights hereby created, the Transferee, its successors and assigns, shall have access to the Servient Lands by its servants, agents and contractors and their machinery, materials, supplies and equipment.

The Transferee and its successors and assigns, in exercising the rights hereby created, shall take such actions as are necessary in the opinion of the Transferee to restore the elevation and surface conditions of the Servient Lands but shall not be liable for damages occasioned thereby except for the negligent performance of such restoration.

The Dominant Tenement of the Transferee consists of the system of storm sewer pipes and open watercourse system of the Transferee situate in the City of Mississauga, Regional Municipality of Peel, together with the buildings and plant of the Transferee situate on land owned by the Transferee and including in part the public highways proximate thereto and vested in the Transferee.

Nothing in the foregoing easement grants public access to the Servient Lands and the Transferor and Transferee agree that the Servient Lands remain private lands owned by the Transferor and used as an essential amenity to her adjoining residential use of Lot 9, Plan 595 designated as Parts 1, 2 and 3 on Plan 43R29433.

Notwithstanding any rule of law or equity, any pipes, drains or the construction and appurtenances thereto, located upon the Servient Lands pursuant to this easement, shall be the property of the Transferee, even though the same may have become annexed or affixed to the Servient Lands.

2. The Transferor, for herself and her heirs, executors, administrators and assigns, further covenants and agrees with the Transferee, its successors and assigns, for those lands described as Parts 2 and 3 on Plan 43R29433, herein called the "Restricted Lands", that:

The Transferor will not deposit any fill on, or remove existing earth from the Restricted Lands except as may be approved in writing by the Transferee, such approval not to be unreasonably withheld; provided that the foregoing restriction will not prevent the maintenance and repair of existing buildings and structures on Parts 1, 2 and 3, Plan 43R29433.

The Transferor will not use the Restricted Lands except for private open space uses and will not pave with concrete or construct any buildings or structures requiring building permits on the Restricted Lands without the prior approval of the Transferee granted by means of site plan approval. Nothing in the foregoing prevents the use by the Transferor of the Restricted lands for flower beds, gardens, grass, shrubs and ground cover and maintenance of trees.

FIGURE 4.

A

**From:** Ozzie Terminesi  
**To:** Jane Rodman  
**Date:** 2004/07/06 4:02:17 pm  
**Subject:** 1510 Pinetree Crescent-Mrs Dunn (SP047/04)

Hi Jane

Mrs Dunn is required to obtain site plan approval for a proposed second storey addition to her house. The property backs on to the Credit River and a standard condition that we impose is that the applicant has to provide the City an easement for all lands below regional flood lines or top of bank, whichever is greater.

The applicant was aware of this requirement back in March 2004 as it was noted in our site plan comments.

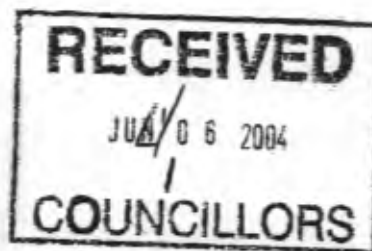
On May 5, 2004 the CVC staked the top of bank which is the limit of the required easement. To date we have not received this easement.

Mrs Dunn will not be able to obtain a building permit until she receives Site Plan approval and this easement is required prior to our Department clearing the Site Plan.

Please advise if you need more information

Ozzie

**CC:** Martin Powell; Scott Holmes



With the compliments of

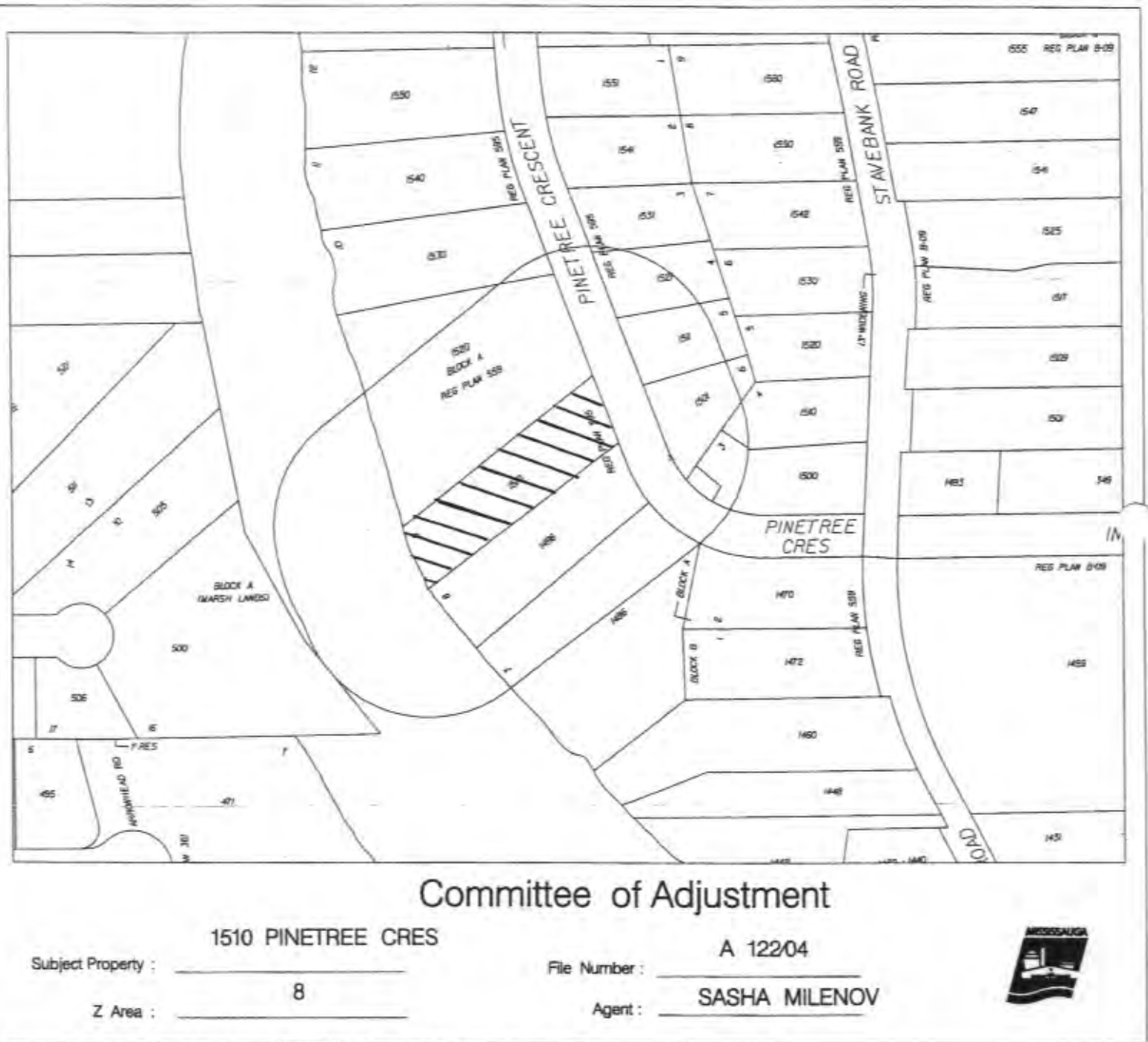
**Carmen Corbasson**

Councillor, Ward 1

**City of Mississauga**  
300 City Centre Drive  
MISSISSAUGA ON L5B 3C1  
Tel: 905-896-5100  
Res: 905-278-4111  
FAX: 905-896-5463

carmen.corbasson@city.mississauga.on.ca

Figure 5





margaret dunn [REDACTED]

---

**RE: Freedom of information Request; FOI Request  
2020-0515**

6 messages

**Paul Wan** <Paul.Wan@mississauga.ca>

25 November 2020 at 10:38

To: margaret dunn [REDACTED]

Cc: Rita Najm &lt;Rita.Najm@mississauga.ca&gt;

Dear Margaret,

Thank you for your email inquiries sent to our  
privacy.info@mississauga.ca

We apologies for the delays in our response.

\* We have conducted a search for any City owned easement records but did not find any. Notwithstanding, you may wish to obtain a parcel abstract from the province's Land Registry Office which will show all the easements registered on the property. Please visit their website here:  
<https://www.onland.ca/ui/>

I have attached a copy of the property report which is publicly available from the City website concerning 1496 Pinetree Crescent. It lists all of the building permits as well as site plan application(s) associated to the address.

Please do not hesitate to let me know if you require any of the records contained in these applications or have any questions concerning this matter.

Once again, please accept our sincere apologies for the delay. We genuinely appreciate your patience during this difficult time.

Sincerely,



**Paul Wan, CIAPP-P, MIS**

Access & Privacy Officer

T 905-615-3200 ext.5952

[paul.wan@mississauga.ca](mailto:paul.wan@mississauga.ca)

City of Mississauga | Corporate Services Department,

Legislative Services Division

[Click here to learn more about Freedom of Information \(FOI\)](#)



Figure 6B

# Access or Correction Request

under the Municipal Freedom of Information and Protection of Privacy Act

Information about Freedom of Information requests is available on the City's website:  
www.mississauga.ca/portal/cityhall/freedomofinformation



Mail or deliver with the \$5 application (payable to City of Mississauga) to:  
Office of the City Clerk  
City of Mississauga  
300 City Centre Dr., 2<sup>nd</sup> Floor  
Mississauga ON L5B 3C1

The City has 30 days to respond to this request; however the response time for drawing/plan requests is usually 10 working days. If you have any questions, please email [privacy.info@mississauga.ca](mailto:privacy.info@mississauga.ca) or phone 905-615-3200 ext. 5181 or 5952.

Personal information on this form is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act. The personal information will be used for the processing and administration of your request. Questions about this collection should be directed to the Access and Privacy Officer, Office of the City Clerk, 300 City Centre Drive, Mississauga ON L5B 3C1, Telephone 905-615-3200 ext. 5181.

## Requester's Information

<input type="checkbox"/> Mr. <input type="checkbox"/> Miss	<input type="checkbox"/> Mrs. <input checked="" type="checkbox"/> Ms	First Name <b>MARGARET</b>	Last Name <b>DUNN</b>
Company/Organization Name (if applicable)			

Mailing Address [REDACTED]		
City <input checked="" type="checkbox"/> Mississauga or	Province <b>ONT</b>	Postal Code <b>L5G 2S8</b>
Telephone Number (daytime)	Other Telephone Number	Email Address

## Type of Request (check one only)

<input type="checkbox"/> Architectural drawings/plans only:	Are you the owner of the property?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No - If no, attach the permission of the owner.
<input checked="" type="checkbox"/> General Records	<input type="checkbox"/> Your Own Personal Information	<input type="checkbox"/> Another's Personal Information by Authorized Party - Attach authorization document.
		<input type="checkbox"/> Correction of Personal Information - Attach any supporting documentation.

Preferred method of access to records: ☒ Receive copy of records ☐ Examine original records

## Description of Records Requested or Correction to be Made

Property address(es) (if applicable) and detailed description of records or correction. Include the names of any staff members or offices that may be involved with the records and/or actions related to the subject of the request.

**1496 Pinetree Crescent Mississauga.**

Please confirm and advise whether any Easement and/or restrictive covenant has been requested from or granted by the owner/owners of 1496 Pinetree Crescent to the city of Mississauga in connection with any site plan approval or

building permit or for any other purpose. Please forward a copy of same if it exists including the particulars of the easement.

Time period of the records (if applicable) From: <b>[REDACTED]</b> To:	Date <b>Nov 2, 2020</b>
Your signature <b>Margaret</b>	

For Office Use Only		
Date received	Request number	Comments

Figure 6C



## Property Information Report

City of Mississauga, 300 City Centre Drive, Mississauga, Ontario Canada L5B 3C1

### Property Details

**Address:** 1496 PINETREE CRES  
**Legal Description:** PLAN 595 PT LOT 8  
**Roll Number:** 21-05-010-018-04400-0000  
**Common Name:**  
**Property Code:** SINGLE FAMILY DETACHED (NOT ON WATER)  
**Ward:** 1  
**Councillor:** STEPHEN DASKO  
**Area:** 3.558 51

### Detail Map



### Property Zoning Information

The zone(s) for this property are listed below. To access the Mississauga Zoning By-law, please visit [www.mississauga.ca/zoningbylaw](http://www.mississauga.ca/zoningbylaw). If you have any questions about the zoning information displayed below, please contact 311 (905-615-4311 outside City limits) or visit [www.mississauga.ca/zoning](http://www.mississauga.ca/zoning).

Zone	Master Bylaw	Enacting Bylaw	OMB Case/File No.	Status
G1	0225-2007	BL-0225/07	N/A	In Force
R1-2	0225-2007	BL-0131/18	N/A	In Force

### Aerial Map



### Property Building Permits

Below is a listing of all Building Permits associated with the property. Since properties may contain multiple buildings, you may see different addresses than originally requested in your lookup. Building permit data is displayed in order of Application Date with the most recent application appearing first in the list below. If you have any questions about the building permit data displayed below, please contact 311 (905-615-4311 outside City limits) or visit [www.mississauga.ca/permits](http://www.mississauga.ca/permits).

App Number	App Date	Address	Description	Scope	Type Description	Issue Date	Status
BP 9ALT 20-2334	2020-07-10	1416 PINETREE CRES	DEMO AND RECONFIGURE REAR WALL, INTERIOR ALTERATIONS, PARTIAL NEW ROOF, REAR PORCH & BALCONY	ADDITION AND ALTERATION	DETACHED DWELLING	2020-10-08	ISSUED PERMIT
BP 9ALT 20-2334	2020-07-10	1496 PINETREE CRES	DEMO AND RECONFIGURE REAR WALL, INTERIOR ALTERATIONS, PARTIAL NEW ROOF, REAR PORCH & BALCONY	ADDITION AND ALTERATION	DETACHED DWELLING	2020-10-08	ISSUED PERMIT
HCC 84-195874	1984-10-09	1416 PINETREE CRES	ALTERATIONS, ENTRY HALL ONLY, CODE: 3166 PER#59291 NOV 8/84				HISTORY COMMENT PERMIT



Figure 6D



## Property Information Report

City of Mississauga, 300 City Centre Drive, Mississauga, Ontario Canada L5B 3C1

HCC 84-195874	1984-10-09	1496 PINETREE CRES	ALTERATIONS, ENTRY HALL ONLY, CODE: 3166 PER#59291 NOV 8/84	HISTORY COMMENT PERMIT
HCC 84-207322	1984-09-27	1416 PINETREE CRES	A415/84 MINOR VARIANCE	HISTORY COMMENT PERMIT
HCC 84-207322	1984-09-27	1496 PINETREE CRES	A415/84 MINOR VARIANCE	HISTORY COMMENT PERMIT
HCC 84-195873	1984-07-27	1416 PINETREE CRES	ADDITION & ALT. CODE 1917 PER#58107 SEPT 6/84	HISTORY COMMENT PERMIT
HCC 84-195873	1984-07-27	1496 PINETREE CRES	ADDITION & ALT. CODE 1917 PER#58107 SEPT 6/84	HISTORY COMMENT PERMIT
HCC 81-207321	1981-04-27	1416 PINETREE CRES	ABCO CONCRETE & DRAIN DRAIN CONVERSION CODE 1636 38035	HISTORY COMMENT PERMIT
HCC 81-207321	1981-04-27	1496 PINETREE CRES	ABCO CONCRETE & DRAIN DRAIN CONVERSION CODE 1636 38035	HISTORY COMMENT PERMIT
HCC 62-207320	1962-01-22	1416 PINETREE CRES	PLG PERMIT 6781	HISTORY COMMENT PERMIT
HCC 62-207320	1962-01-22	1496 PINETREE CRES	PLG PERMIT 6781	HISTORY COMMENT PERMIT
HCC 61-207319	1961-11-08	1416 PINETREE CRES	POOL	HISTORY COMMENT PERMIT
HCC 61-207319	1961-11-08	1496 PINETREE CRES	POOL	HISTORY COMMENT PERMIT
HCC 61-207318	1961-10-27	1416 PINETREE CRES	SINGLE FAMILY DWELLING 2630	HISTORY COMMENT PERMIT
HCC 61-207318	1961-10-27	1496 PINETREE CRES	SINGLE FAMILY DWELLING 2630	HISTORY COMMENT PERMIT

### Development Applications

Below is a listing of all Development Applications associated with the property. Development Applications are, in some cases, the pre-requisite to a Building Permit. These applications include Re-zoning, Site Plan and Official Plan Amendment. Development Application data is displayed in order of Application Date with the most recent application appearing first in the list below. If you have any questions about the development application data displayed below, please contact our Planning Division at (905) 615-3200 ext 3541.

App Number	Type	Location	Description	App Date	Status
SPAX 20-41	SITE PLAN EXPRESS	South of the QEW, West of Hurontario Street	Interior alterations to existing dwellings, enclose rear 2nd floor balcony	2020-03-24	APPROVED

### Committee of Adjustment Applications

The Committee of Adjustment is authorized by the Ontario Planning Act to grant minor variances from the provisions of the Zoning By-law, to permit extensions, enlargements or variations of existing legal non-conforming uses and give consent to an owner of land who wishes to sell, convey or transfer an interest "part" of their land.

Address/Description: 1416 PINETREE CRES  
App Number: A 20-337  
App Date: 16-Sep-2020



Figure 7

Issue Date:  
November 18, 2020

## Property Assessment Notice

For the 2021  
property tax year

008325 000002211  
DUNN MARGARET



### THIS IS NOT A TAX BILL.

The Municipal Property Assessment Corporation (MPAC) is responsible for assessing and classifying all properties in Ontario. Your municipality will use your assessment to calculate your 2021 property taxes.

Your property's assessed value as of January 1, 2016 is: **\$4,029,000**

#### PROPERTY OVERVIEW:

Roll number:

Location  
and description: 1510 PINETREE CRES  
PLAN 595 LOT 9

Municipality: MISSISSAUGA CITY

Tax class: Residential Taxable

School support: English-Public

This notice contains important information about an update made to your property during the year.

Please visit [mpac.ca](http://mpac.ca) to learn more about why you are receiving this notice.

Please review and keep for your records.

#### ASSESSMENT OVERVIEW:

Your property's assessed value as of **January 1, 2016:** **\$4,029,000**

Your property's assessed value as of **January 1, 2012:** **\$3,517,000**

Between **2012** and **2016**, your property's assessed value changed by: **\$512,000**

#### What happens if my assessed value has changed?

Your updated assessed value will be used to calculate your property taxes for the 2021 tax year.

Tax year	Assessed value
2021	\$4,029,000

To learn more about how phase in works, please visit [mpac.ca](http://mpac.ca).

MPAC assesses and classifies all properties in Ontario in compliance with the *Assessment Act* and regulations set by the Government of Ontario.

#### IMPORTANT UPDATE:

The Ontario



## Figure 8

March 11, 2004

City of Mississauga  
Planning and Building  
300 City Centre Drive,  
Mississauga, Ontario L5B 3C1

Attention: John Hardcastle

Dear Mr. Hardcastle:

Re: SP 04/074  
Margaret Dunn  
1510 Pinetree Crescent  
Part of Lots 4 & 7, Range 2 CIR  
City of Mississauga

Staff of the Credit Valley Conservation have had an opportunity to review the above noted application and provide the following comments.

The subject property is partially within the Flood Regulated area and entirely within the Fill Regulated area associated with the Credit River. Therefore the Fill, Construction and Alteration to Waterways Regulation (Ontario Regulation 146/90, as amended) applies and a permit may be required. Also, the subject property is traversed by a valley slope and contains portions of the Credit River – QEW – CNR Environmentally Significant Area.

The proposal is for a second story addition to an existing dwelling. Staff have reviewed this proposal found that the proposed works are adequately setback from the top of bank and do not intrude into the ESA. Therefore, CVC has no concerns and because there will be no filling or grading associated with the works, a permit from the CVC is not required.

If you have any further questions, please do not hesitate to contact this office.

Yours very truly,

  
Ken Thayer  
Junior Planner

KT/rf

cc: Sasha Milenov  
63 St. Clements Avenue  
Toronto, Ontario M4R 1H1

Margaret Dunn  
1510 Pinetree Crescent  
Mississauga, Ontario L5G 2S8

John D. Oates  
City of Mississauga  
Zoning Plans Examiner - Manager

Credit Valley Conservation 1255 Old Derry Road, Mississauga, Ontario L5N 6R4  
Phone (905) 670-1615 Fax (905) 670-2210

"Conservation Through Cooperation"









**Figure 9C**



Figure 9D





**Figure 9E**



**Figure 9F**



**Figure 9G**

Date: April 22, 2021

To: Chair and Members of General Committee

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

Originator's files:  
RT.21.STR

Meeting date:  
May 12, 2021

## Subject

**Proposed Street Names to be assigned to public and private roads within the Brightwater development site in the City of Mississauga (Ward 1)**

## Recommendation

1. That the following street names be approved to name new public and private roads within a new mixed-use development at 70 Mississauga Road South, Ward 1 (Brightwater):  
  
**Beachside, Bow, Catamaran, Coveside, Coveview, Dockfield, Dockpoint, Dockview, Dockyard, Dragonboat, Furlan, Headwind, Highwater, Kiln, Masonry, Missinhe, Mortar, Pierview, River Run, Riverboat, Rowboat, Sailboat, Sailor, Sailors, Shining Water, Ships Landing, Shorefield, Shorepoint, Shoreside, Shoreview, Skipjack, Snow Apple, Steamship, The Brightwater, Trusting, Tugboat, Turtle, Wharf, and Yacht.**
2. That any names not assigned to the roads within the Brightwater development site be added to the City of Mississauga Approved Street Name Reserve List for use elsewhere in Ward 1.

## Background

The owner of the Brightwater development at 70 Mississauga Road South is working to satisfy its conditions of Draft Plan Approval, which includes assigning names to the new public and private roads within the development prior to the registration of the subdivision. Several names have been selected, which have been reviewed in consultation with the Ward Councillor.

## Comments

Street names proposed within the City of Mississauga are reviewed by the Region of Peel Street Names Committee, which includes staff from the City of Mississauga Transportation and Works Department and Fire and Emergency Services.

This committee reviews all names proposed for use from a regional perspective and makes recommendations on whether the proposed names should be approved. Approved names that are not immediately used are added to a reserve list for future use.

The Region of Peel Street Names Committee has reviewed all of the names selected and has no objection to their use.

The cost of the signs and installation are to be borne by the owner of the development site. The standard City of Mississauga street name signs (blue letters on a white background for private roads, and white letters on a blue background for public roads) will be erected at the appropriate locations within the development.

## Financial Impact

There are no financial impacts to the City associated with the approval of this report.

## Conclusion

The selected names have been reviewed and approved by the Region of Peel Street Names Committee for use in the City of Mississauga. These names will be used to name new public and private roads within a new mixed-use development at 70 Mississauga Road South, Ward 1 (Brightwater). Any of the names that are not assigned to the roads within the development site should be added to the Approved Street Name Reserve List for use elsewhere in Ward 1.



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

Prepared by: Joe Alava, Coordinator, Development Engineering and Construction

# City of Mississauga Corporate Report



9.5

Date: April 21, 2021

To: Chair and Members of General Committee

From: Shari Lichterman, CPA, CMA, Commissioner of  
Community Services

Originator's files:  
CD.10.524 and  
CD.10.525

Meeting date:  
May 12, 2021

## Subject

**Naming of Park P-524 and Park P-525 as "Fairwinds Park", northeast corner of Eglinton Avenue West and Fairwind Drive (Ward 5)**

## Recommendation

1. That General Committee consider, for a period of 30 days, the naming of Park P-524 and Park P-525 as "Fairwinds Park".
2. That Community Services staff be directed to provide notice as set out in the "Facility Naming" Corporate Policy 05-02-02 of the proposed naming of Park P-524 and Park P-525 as "Fairwinds Park".

## Executive Summary

- The subject report outlines the recommended naming for Park P-524 and Park P-525 as "Fairwinds Park".
- In accordance with the City's "Facility Naming" Corporate Policy, Park Planning undertook research and recommends "Fairwinds Park" as the preferred name for its direct geographic connection with the subject parklands located along Fairwind Drive.
- The park will feature a playground with a ship theme. The name Fairwinds Park includes a nautical term that connects well with this theme, while still keeping a clear relationship to its geographic location.

## Background

In accordance with the City's "Facility Naming" Corporate Policy 05-02-02, the Community Services Department is directed to present names for the General Committee and Council's consideration for the purposes of naming parks, trails, and facilities in the City of Mississauga.

In accordance with the policy, General Committee is requested to consider the recommended name presented by the Community Services Department for a period of 30 days, after which the Committee is asked to make a final recommendation to Council.

The subject report outlines the recommended park naming for Park P-524 and Park P-525 as “Fairwinds Park”. The new community park is located at the corner of Eglinton Avenue and Fairwind Drive.

## Comments

This new community park, located in the northeast corner of Eglinton Avenue West and Fairwind Drive (Ward 5), has a combined area of 5.22 ha (Park 524 is 1.10 ha and Park 525 is 4.12 ha).

The park will serve the neighbourhood recreational needs which were identified through engagement with residents and which reflect the amenity needs for this service area based on recommendations from Future Directions 2019 Parks & Forestry Master Plan. Amenities in the park will include an adventure playground, a basketball court, tennis courts, outdoor fitness stations, informal sports field, trails and natural areas. The park will also have an art piece associated with the natural areas that was donated by Pinnacle International.

Park construction was initiated in October 2020 and it is anticipated to be complete by fall 2021. In accordance with the City’s “Facility Naming” Corporate Policy, Park Planning undertook research and recommend “Fairwinds Park”. The recommended park name is consistent with the selection criteria which gives preference to names that “have a direct relationship” and “reflect the geographic location” of the park. In this case the park is located along Fairwind Drive.

The Ward 5 Councillor has been consulted and supports the recommended park name.

## Financial Impact

As per the Corporate Policy and Procedure for Official City Openings/Events, this event falls under Category B: Small-scale Projects with Capital Budgets. However, the timing and type of ceremony is dependant on pandemic-related restrictions.

If a small official opening event is planned for spring 2022, it would have a budget of up to \$5,000. Costs related to the opening event will be carried by the existing Parks, Forestry and Environment capital budget source for this project, PN 17-312.

## Conclusion

The recommended name of “Fairwinds Park” is in accordance with the Facility Naming Corporate Policy 05-02-02 and should be considered by General Committee for approval for 30 days, as per the policy.

## Attachments

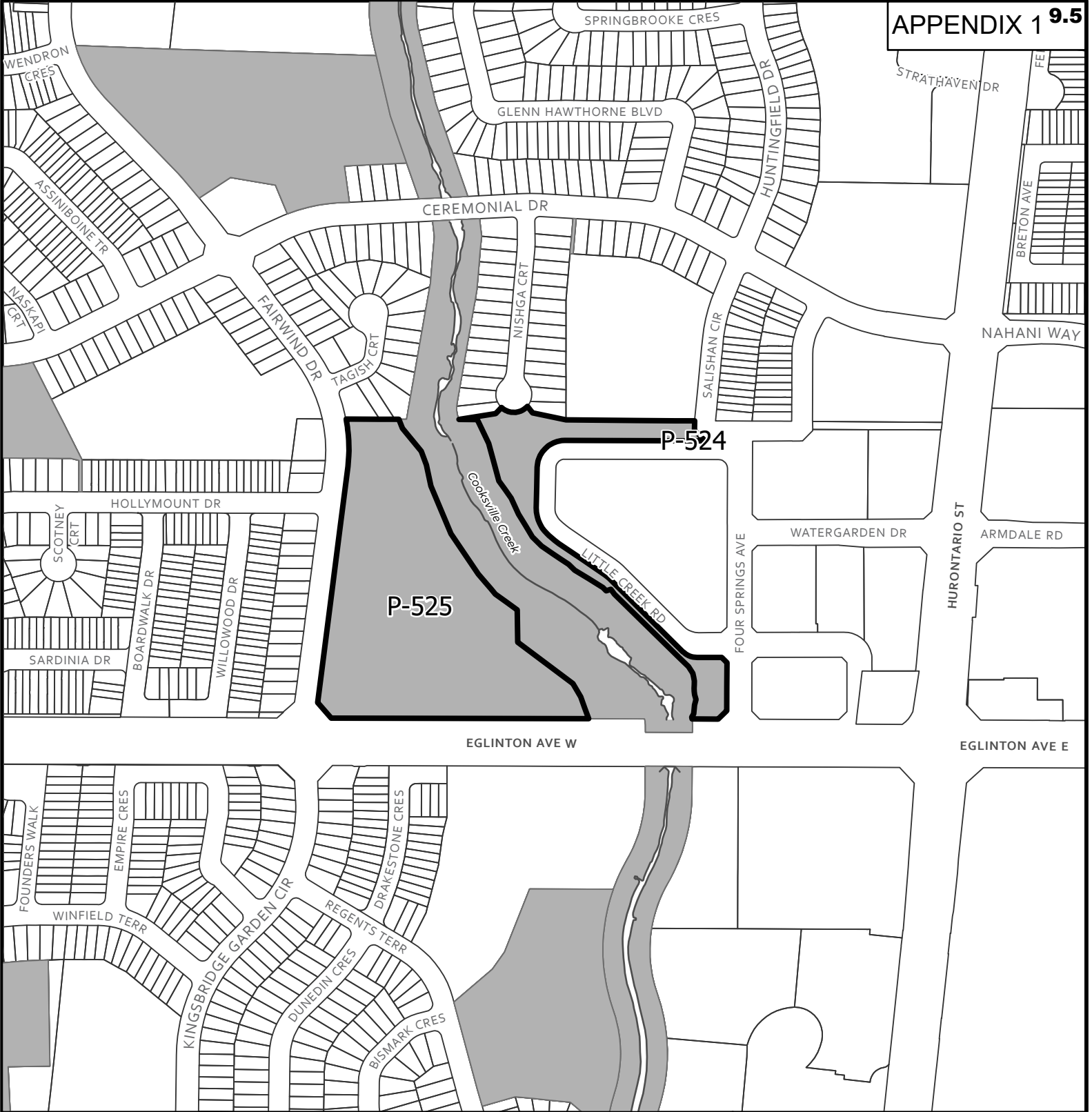
Appendix 1: Location Map for P-524 and P-525.



Shari Lichterman, CPA, CMA, Commissioner of Community Services

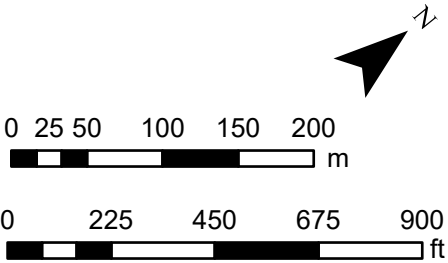
Prepared by: Olav Sibille, Team Leader, Park Planning





Location Map for P-524 and P-525

 Subject Properties P-524 and P-525





# City of Mississauga Corporate Report



9.6

Date: April 1, 2021

To: Chair and Members of General Committee

From: Shari Lichterman, CPA, CMA, Commissioner of  
Community Services

Originator's files:

Meeting date:  
May 12, 2021

## Subject

**Additional Funding Request for Meadowvale Theatre Renovation – Ward 9**

## Recommendation

1. That the Corporate Report entitled “Additional Funding Request for Meadowvale Theatre Renovation (Ward 9)” dated April 1, 2021 from the Commissioner of Community Services be approved.
2. That funding of \$915,000 be transferred from the Federal Gas Tax Reserve Fund (35183) and \$35,000 from the Tax Capital Reserve Fund (33121) for a total of \$950,000 to PN 20496 Meadowvale Theatre Renovation; resulting in a revised net budget of \$6,382,700.
3. That all necessary by-law(s) be enacted.

## Executive Summary

- Meadowvale Theatre is more than 30 years old and is due for a major refresh and renewal to ensure it continues to function as a modern and efficient community space and theatre venue.
- The renovation plan includes the refinishing of the exterior fly tower and exterior façade, new exterior marque and building signage, layout changes to the interior spaces for better functionality, lifecycle building improvements, improved accessibility and energy upgrades to the interior and exterior spaces.
- Through the detailed design phase and as a result of material increases in the market due to COVID-19 impacts, staff are seeking additional funding of \$950,000 to proceed with the construction phase of the project.

## Background

Meadowvale Theatre, located at 6315 Montevideo Road in Mississauga opened in 1989 and is connected to the West Credit Secondary School. This community theatre is a 395 seat, 22,130 sq. ft. performing arts facility that is home to many thriving community theatre organizations and offers performances in music, dance, drama, comedy and musical theatre. The venue caters not only to theatre going audiences, but also to corporate and professional events as well as various community programs including summer camps.

Since the Theatre was built in 1989, there have not been any major upgrades to the facility and as such, a major refresh and renewal is well overdue. As part of the overall renovation, the scope of work addresses deferred maintenance and life cycle upgrades. The programmatic and aesthetic enhancements to the buildings interior addresses functional requirements of the spaces to be more flexible and usable for many different events. The renovation will also improve accessibility and improve energy efficiencies in the facility. The exterior space enhancements include the front plaza, roundabout and back patio and will include addressing the entrance to give it more of an identity. The refinished exterior cladding and signage will provide the facility with greater street presence and a unique identity to the community.

Current project schedule forecasts construction start in Spring 2021 with substantial completion in Spring 2022 and building opening to the public in Summer 2022.

## Comments

Through the detailed design process, additional interior and exterior elements associated with building programming and operational requirements were added to the project scope. The primary drivers for the \$950,000 increase to the project budget are as follows:

- Building façade enhancements to the fly tower and signage improvements are essential to create a modern yet timeless design that highlights the building. This improvement will provide the theatre with a unique and updated look and set it apart from the adjoining school building.
- The removal and redesign of the large encroaching control booth stair will provide operational advantages to city staff and external stakeholders renting out the theatre for productions.
- Providing additional exterior lighting and power will allow more flexibility.
- Additional lifecycle replacements of the roof assembly and mechanical air system units are required to ensure proper environmental controls.
- Material increases due to COVID-19 impacts on the construction market have resulted in higher than expected costs.

## Financial Impact

Current project budget is \$5,432,700 and an additional \$950,000.00 is required to proceed with the construction phase of the project.

The funding of \$915,000 be transferred from the Federal Gas Tax Reserve Fund (35183) and \$35,000 from the Tax Capital Reserve Fund (33121) (labour chargeback) for a total amount of \$950,000 to PN 20496 Meadowvale Theatre Renovation, for a revised net project budget of \$6,382,700.

## Conclusion

This report recommends that Council approve \$950,000 in additional funds in order to proceed with the construction of the Meadowvale Theatre renovation project.



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Shari Lichterman, CPA, CMA, Commissioner of Community Services

Prepared by: Melissa Agius, Manager, Celebration Square, Meadowvale Theatre & Culture  
Technical Services

# City of Mississauga Corporate Report



9.7

Date: April 5, 2021

To: Chair and Members of General Committee

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

Originator's files:

Meeting date:  
May 12, 2021

## Subject

**2021 Tax Ratios, Rates and Due Dates**

## Recommendation

1. That the report of the Commissioner of Corporate Services and Chief Financial Officer dated April 5, 2021 entitled "2021 Tax Ratios, Rates and Due Dates" be received.
2. That the 2021 net operating municipal property tax levy be approved at \$555,050,439.
3. That the tax ratios for the City of Mississauga be approved as follows:

Residential	1.000000
Commercial	1.516977
Industrial	1.615021
Multi-Residential	1.265604
New Multi-Residential	1.000000
Pipeline	1.313120
Farmland	0.250000
Managed Forest	0.250000
4. That the 2021 tax rates for the City of Mississauga be established as outlined in Appendix 1 of this report.
5. That the 2021 residential property tax due dates be set for July 8, August 5 and September 2, 2021.
6. That the 2021 non-residential property tax due date be set for August 5, 2021.
7. That the 2021 due dates for properties enrolled in the City's pre-authorized Tax Payment Plan be set based on their chosen withdrawal date.
8. That the 2021 budgets for the Clarkson, Cooksville, Malton, Port Credit and Streetsville Business Improvement Areas (BIAs) as set out in Appendix 2 requiring tax levies of \$73,000, \$273,000, \$146,140, \$801,000 and \$406,750 respectively, be approved as submitted and that the necessary budget adjustments be made.

9. That the rates to levy the 2021 taxes for the Clarkson, Cooksville, Malton, Port Credit and Streetsville BIAs be established as set out in Appendix 3 to this report.
10. That the 2021 operating budget be adjusted to reflect a transfer to the Capital Reserve Fund (#33121) in the amount of \$709,431.
11. That all necessary by-laws be enacted.

## Executive Summary

- Approval is being sought for the City's 2021 net levy, tax ratios, tax rates, tax due dates and budgets submitted by the Clarkson, Cooksville, Malton, Port Credit and Streetsville BIAs.
- A Budget adjustment of \$709,431 is proposed to reflect the final assessment growth compared to the estimated growth to be allocated to the Capital Reserve Fund.
- The 2021 tax rebate amount for low-income seniors and low-income persons with disabilities be adjusted to \$445 reflecting the increase based on the blended tax impact.
- The 2021 taxes on a typical single family residential dwelling will increase by \$124.83, \$59.12 relating to the increase in City taxes and \$65.71 relating to the tax increase for the Region of Peel.
- In response to the COVID-19 pandemic, the Province of Ontario delayed the provincial wide reassessment in 2020. The assessment values used for 2021 taxes remain based on a valuation date of January 1, 2016. Therefore property owners will not experience a tax change relating to the phase-in of assessment changes.
- The uptake in the 2021 Tax Deferral Program is 897 applications (793 residential, 104 non-residential) approved to defer all 2021 taxes to December 15, 2021.
- The total interim taxes deferred is approximately \$9.3 million, \$2.3 million residential and \$7.0 million non-residential (City \$2.5 million, Region \$3.1 million and Education \$3.7 million).
- Applications to defer final taxes will be accepted from June 1 to August 31, 2021.
- The proposed tax due dates remain consistent with prior years (excluding 2020) in the number and timing.

## Background

City Council approved the 2021 budget on February 24, 2021 which provided for a 2.7 percent average tax increase on the City's portion of the tax bill and equates to an average 1.0 percent increase on the total residential tax bill. The Region of Peel Council approved its 2019 budget with a 2.5 percent average tax levy increase for residents in Peel. The combined average blended tax impact for City and Regional services is 2.1 percent on the total residential tax bill. The Province of Ontario prescribes the education rates by regulation. There is one Province-wide rate for residential taxpayers.

Section 310 of the *Municipal Act, 2001* requires Council to establish tax ratios for property classes annually.

The Clarkson, Cooksville, Malton, Port Credit and Streetsville BIAs have submitted their 2021 budget requests. In accordance with section 205 of the *Municipal Act, 2001*, Council must approve the BIA budgets annually. Section 208 of the *Municipal Act, 2001* requires a special charge to be levied upon the BIA members to provide the revenues as identified in each of the BIA budgets.

This report outlines the decisions necessary by Council to establish the tax ratios and tax rates for 2021 and authorize the final tax levy.

## Comments

### Property Assessment

In response to the COVID-19 pandemic, the Province postponed the planned 2020 provincial wide reassessment. Property assessments for the 2021 taxation year continue to be based on a valuation date of January 1, 2016. This is the same valuation date as used for the 2020 taxation year. As the assessment increases from the 2016 reassessment were fully phased-in for the 2020 taxation year, there is no phase-in assessment adjustment for 2021.

For non-residential properties, the existing capping regime for commercial properties continues. The capping tools adopted by the Region has resulted in the Region exiting the capping regime for the industrial and multi-residential classes. In 2021, the preliminary capping calculation indicate that of the approximately 10,000 non-residential properties in Mississauga, only one commercial property remains capped and one will be clawed back to fund the cap. The remainder of commercial properties will pay taxes at CVA.

### Tax Ratios and Rates

Typically tax ratios are adjusted to address shifts in tax burden between property classes resulting from the phase-in of assessment changes. As there is no phase-in impact in 2021, the proposed tax ratios remain the same as 2020.

For 2021, the residential education rate remains unchanged from 2020 as the property assessment values for the 2021 taxation year will continue to be based on the same valuation date that was in effect for the 2020 taxation year. As announced in the 2020 Budget, the Province has reduced the tax rate for businesses to 0.88 percent for 2021 in all municipalities where the 2020 rate was higher than 0.88 percent. To ensure municipalities are not negatively impacted by the business education tax (BET) reduction, the Province is maintaining the 2020 BET rates for properties whose payments in lieu (PILT) of education taxes is retained by the municipality. Since the assessment values continue to be based on the same valuation date that was in effect for the 2020 taxation year, there is no shift in education taxes normally relating to the phase-in of assessment increases.

Attached as Appendix 1 are the tax rates based upon these ratios. Education tax rates as set by the Province through regulation are included in Appendix 1 for information purposes.

#### Levy Due Dates

It is proposed that the 2021 final levy for residential properties with regular instalment due dates be payable in three instalments on July 8, August 5 and September 2, 2021 and that the 2021 final levy for commercial, industrial and multi-residential properties on the regular instalment plan be payable in a single instalment on August 5, 2021. The final levy due dates recommended are consistent in time and number of instalments with previous years excluding 2020 where the instalments were deferred in response to the pandemic.

#### Levy Adjustment

When the 2021 budget was prepared in the fall of 2020, assessment growth for 2020 was projected at 0.40%. With receipt of the 2021 assessment roll, final assessment growth has been determined at 0.53%. The previous year's assessment forms the base for the current year's tax levy. Because the budget was approved before the final growth numbers were calculated, it is necessary to amend the budget and the 2021 levy by \$709,431 to reflect the final assessment growth. It is proposed that the additional funds be allocated to the Capital Reserve Fund.

#### 2021 BIA Budgets and Levy

The Clarkson, Cooksville, Malton, Port Credit, and Streetsville BIAs have submitted their 2021 budget requests which are summarized in Appendix 2. Staff have reviewed the submissions to ensure that adequate provisions have been made for audit fees. In keeping with past practice, other elements of the budgets have not been reviewed in detail. The BIA tax rates have been calculated as indicated in Appendix 3 using the CVA provided by the Municipal Property Assessment Corporation (MPAC) for the 2021 taxation year for the properties within each of the BIA boundaries in order to raise the required revenues.

### 2021 Tax Deferral

Council approved an application based tax deferral program allowing property owners to defer their 2021 taxes to a due date of December 15, 2021. During the first application window of February 1 to March 31, 2021 897 applications have been approved. 793 are for residential properties and 104 are for non-residential properties. The total interim taxes deferred is \$9.3 million, \$2.3 million residential and \$7.0 million non-residential. The total interim taxes deferred is shared \$2.5 million in City taxes, \$3.1 million in Region taxes and \$3.7 million in Education taxes. This does not reflect any partial payments that may have been received on these accounts since the instalments were deferred.

Once the final taxes are billed, the final tax instalments for these applicants will also be deferred. There is a second window from June 1 to August 31, 2021 that will allow additional property owners to defer their final tax instalments to a due date of December 15, 2021.

To date we have not received confirmation that the Region and Province will participate in the deferral program. We will continue to work with them on the distribution of their tax payments.

### Tax Collections

At the end of every month staff monitor the balance of outstanding taxes billed and due as a means to ensure that tax payments are being received. The table below shows the percentage of outstanding taxes for the current year taxes billed and due as at March 31 for the last four years. As indicated the percentage of outstanding taxes billed and due is consistent with the prior years.

<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
3.94%	3.88%	3.85%	3.55%

Staff are also currently tracking arrears by ward and by property type. This includes tax arrears, penalty and interest and outstanding fees and charges. Staff will continue to monitor the balance of outstanding taxes billed and due and tax arrears. Collection activities have resumed for all outstanding tax arrears, this will include Overdue notices in October for any outstanding balances following the last 2021 final tax due date in September. A reminder notice will also be sent in October to all participants in the 2021 Tax Deferral Program indicating the balance due on December 15, 2021.



The table below by property type shows the arrears for 2021 interim, 2020 and the arrears for all years as of April 16, 2021. The arrears outstanding for 2021 interim when compared to the total taxes that will be billed of \$1.78 billion for 2021 is approximately 2.9%. The arrears outstanding for 2020 when compared to total taxes billed in 2020 is approximately 2.0%.

	16-Apr-21			
Property Type	Property Count	Arrears for 2021	Arrears for 2020	Arrears for All Years
Single Family Dwelling	22,569	\$ 26,208,532	\$ 22,639,990	\$ 58,971,437
Residential Condominium	12,006	\$ 6,413,955	\$ 5,446,775	\$ 14,560,804
Multi-Residential	22	\$ 818,964	\$ 118,543	\$ 937,507
Shopping Centres	40	\$ 1,838,097	\$ 347,107	\$ 2,185,203
Retail	47	\$ 740,000	\$ 523,348	\$ 1,496,366
Office	71	\$ 1,211,861	\$ 316,378	\$ 1,528,259
Hotels	14	\$ 489,557	\$ 233,152	\$ 722,709
Restaurants	13	\$ 183,036	\$ 109,747	\$ 390,865
Airport Tenants	78	\$ 2,727,589	\$ 552,465	\$ 3,722,245
Automotive	35	\$ 474,277	\$ 129,850	\$ 604,128
Other Commercial	771	\$ 1,720,023	\$ 967,735	\$ 2,919,007
Industrial	927	\$ 7,847,733	\$ 2,745,991	\$ 13,461,070
Vacant Land	331	\$ 1,343,370	\$ 1,291,327	\$ 3,200,755
<b>Total</b>	<b>36,924</b>	<b>\$52,016,994</b>	<b>\$35,422,408</b>	<b>\$ 104,700,355</b>

The table below shows the same information by ward.

	16-Apr-21			
Ward	Property Count	Arrears for 2021	Arrears for 2020	Arrears for All Years
1	2,705	\$ 5,570,201	\$ 3,443,305	\$ 10,191,043
2	2,676	\$ 4,630,840	\$ 3,226,272	\$ 9,310,116
3	2,071	\$ 2,301,616	\$ 1,480,221	\$ 6,416,139
4	4,105	\$ 3,137,534	\$ 2,682,926	\$ 7,012,974
5	5,579	\$ 13,411,735	\$ 7,117,028	\$ 23,089,540
6	3,152	\$ 3,677,994	\$ 2,739,510	\$ 7,733,993
7	4,062	\$ 4,375,567	\$ 3,240,289	\$ 9,121,248
8	3,379	\$ 4,355,227	\$ 3,451,552	\$ 9,304,182
9	2,495	\$ 2,963,885	\$ 1,749,121	\$ 5,445,001
10	3,620	\$ 3,577,443	\$ 3,212,810	\$ 8,567,565
11	3,077	\$ 4,000,802	\$ 3,079,374	\$ 8,494,403
33 *	3	\$ 14,150		\$ 14,150
<b>Total</b>	<b>36,924</b>	<b>\$ 52,016,994</b>	<b>\$ 35,422,408</b>	<b>\$ 104,700,355</b>

Ward 33 is hydro, pipeline properties that are not ward specific

## Engagement and Consultation

As per legislation, in a two-tier municipality all tax policy decisions are the responsibility of the upper-tier municipality with the exception of setting tax ratios as this has been delegated to the lower-tier municipalities in the Region of Peel. City tax staff along with tax staff from Brampton and Caledon work with tax policy staff at the Region in establishing tax policy options on an annual basis.

## Financial Impact

Adjusting the 2021 operating budget to reflect the final assessment growth will result in an increase of \$709,431. It is proposed that the additional funds be allocated to the Capital Reserve Fund.

The tax levy changes affecting a typical single family home are as follows:

2020 taxes on \$730,000 assessment	\$5,737.52
City tax increase	59.12
Region tax increase	65.71
2021 taxes on \$730,000 assessment	<u>\$5,862.35</u>

## Conclusion

The 2021 tax rates have been calculated as shown in Appendix 1. The proposed final levy due dates are consistent with prior years excluding 2020 where due dates were deferred at the onset of the pandemic.

The 2021 budgets submitted by the Clarkson, Cooksville, Malton, Port Credit and Streetsville BIAs provide sufficient funds for audit fees. 2021 BIA tax rates have been calculated as shown in Appendix 3 to raise the required revenue for the purposes of the BIA Boards of Management specified in Appendix 2.

The uptake in the 2021 Tax Deferral Program is 897 applications (793 residential, 104 non-residential) approved to defer all 2021 taxes to December 15, 2021. The total taxes deferred is \$9.3 million (City \$2.5 million, Region \$3.1 million and Education \$3.7 million). This does not reflect any partial payments that may have been received on these accounts since the taxes were deferred. There is a second application window from June 1 to August 31, 2021 that will allow additional property owners to defer their final tax instalments to a due date of December 15, 2021.

## Attachments

Appendix 1: 2021 Final Tax Rates

Appendix 2: 2021 Business Improvement Area Budget Submissions

Appendix 3: 2021 Business Improvement Area Tax Rates



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

Prepared by: Louise Cooke, Manager, Revenue and Taxation

**Appendix 1**

**The Corporation of the City of Mississauga  
2021 Final Tax Rates**

<b>Description</b>	<b>Tax Class</b>	<b>2021 Final Tax Rate</b>
Residential	RT	0.803063%
Residential Shared (PIL for Ed)	RH	0.803063%
Residential Farm Awaiting Development I	R1	0.240919%
Residential Farm Awaiting Development II	R4	0.803063%
Residential - Education Only	RD	0.153000%
Multi-Residential	MT	0.975722%
Multi-Residential Farm Awaiting Development I	M1	0.240919%
Multi-Residential Farm Awaiting Development II	M4	0.975722%
New Multi-Residential	NT	0.803063%
Commercial	CT	1.866130%
Commercial Shared (PIL for Ed)	CH	1.930857%
Commercial Taxable (No Ed)	CM	0.986130%
Commercial Excess Land (PIL for Ed)	CK	1.930857%
Commercial Farm Awaiting Development I	C1	0.240919%
Commercial Farm Awaiting Development II	C4	1.866130%
Commercial Small Scale On-Farm Business	C7	0.466533%
Commercial Excess Land	CU	1.866130%
Commercial Vacant Land (PIL for Ed)	CJ	1.930857%
Commercial Vacant Land	CX	1.866130%
Commercial New Construction - Lower Tier and Education Only	XC	1.319096%
Commercial New Construction - Education Only	XD	0.880000%
Commercial New Construction Shared (PIL for Ed)	XH	1.930857%
Commercial New Construction Vacant Land (PIL for Ed)	XJ	1.930857%
Commercial New Construction Excess Land (PIL for Ed)	XK	1.930857%
Commercial New Construction - Upper Tier and Education Only	XL	1.427034%
Commercial New Construction	XT	1.866130%
Commercial New Construction Excess Land	XU	1.866130%
Commercial New Construction Vacant Land	XX	1.866130%
Office Building	DT	1.866130%
Office Building Shared (PIL for Ed)	DH	1.930857%
Office Building Excess Land	DU	1.866130%
Office Building Excess Land (PIL for Ed)	DK	1.930857%
Office Building New Construction - Lower Tier and Education Only	YC	1.319096%
Office Building New Construction - Education Only	YD	0.880000%
Office Building New Construction Shared (PIL for Ed)	YH	1.930857%
Office Building New Construction Excess Land (PIL for Ed)	YK	1.930857%
Office Building New Construction - Upper Tier and Education Only	YL	1.427034%
Office Building New Construction	YT	1.866130%
Office Building New Construction Excess Land	YU	1.866130%
Shopping Centre	ST	1.866130%
Shopping Centre Excess Land	SU	1.866130%
Shopping Centre New Construction - Lower Tier and Education Only	ZC	1.319096%
Shopping Centre New Construction - Education Only	ZD	0.880000%
Shopping Centre New Construction Shared (PIL for Ed)	ZH	1.930857%
Shopping Centre New Construction Excess Land (PIL for Ed)	ZK	1.930857%
Shopping Centre New Construction - Upper Tier and Education Only	ZL	1.427034%
Shopping Centre New Construction	ZT	1.866130%
Shopping Centre New Construction Excess Land	ZU	1.866130%

Description	Tax Class	2021 Final Tax Rate
Parking Lot	GT	1.866130%
Industrial	IT	1.929865%
Industrial Shared (PIL for Ed)	IH	2.115897%
Industrial Farm Awaiting Development I	I1	0.240919%
Industrial Farm Awaiting Development II	I4	1.929865%
Industrial Small Scale On-Farm Business	I7	0.482466%
Industrial Excess Land	IU	1.929865%
Industrial Vacant Land	IX	1.929865%
Industrial - Water Intake System	II	2.115897%
Industrial Vacant Land (PIL for Ed)	IJ	2.115897%
Industrial Excess Land (PIL for Ed)	IK	2.115897%
Industrial New Construction Shared (PIL for Ed)	JH	2.029865%
Industrial New Construction - Water Intake System (PIL for Ed)	JI	2.029865%
Industrial New Construction Vacant Land (PIL for Ed)	JJ	2.029865%
Industrial New Construction Excess Land (PIL for Ed)	JK	2.029865%
Industrial New Construction - Non-Generating Station (PIL for Ed)	JN	2.029865%
Industrial New Construction - Generating Station (PIL for Ed)	JS	2.029865%
Industrial New Construction	JT	1.929865%
Industrial New Construction Excess Land	JU	1.929865%
Industrial New Construction Vacant Land	JX	1.929865%
Large Industrial	LT	1.929865%
Large Industrial Shared (PIL for Ed)	LH	2.115897%
Large Industrial Vacant Land (PIL for Ed)	LJ	2.115897%
Large Industrial Excess Land (PIL for Ed)	LK	2.115897%
Large Industrial Excess Land	LU	1.929865%
Large Industrial New Construction Shared (PIL for Ed)	KH	2.029865%
Large Industrial New Construction - Water Intake System (PIL for Ed)	KI	2.029865%
Large Industrial New Construction Excess Land (PIL for Ed)	KK	2.029865%
Large Industrial New Construction - Non-Generating Station (PIL for Ed)	KN	2.029865%
Large Industrial New Construction - Generating Station (PIL for Ed)	KS	2.029865%
Large Industrial New Construction	KT	1.929865%
Large Industrial New Construction Excess Land	KU	1.929865%
Large Industrial New Construction Vacant Land	KX	1.929865%
Pipeline	PT	1.733610%
Farm	FT	0.200766%
Managed Forests	TT	0.200766%

## Business Improvement Associations Budget Submissions

## Appendix 2

## 2021 Budget

	Clarkson	Cooksville	Malton	Port Credit	Streetsville	Total
<b>Revenues:</b>						
Taxation	\$ 73,000	\$ 273,000	\$ 146,140	\$ 801,000	\$ 406,750	\$ 1,699,890
Membership Fees	2,000			800	3,000	5,800
Sponsorship	3,000		50,250	1,000	41,000	95,250
Vendor Fees				65,000		65,000
Grants & Donations			5,000			5,000
Marketing Income				15,000		15,000
Miscellaneous Income				11,000	7,200	18,200
Transfer from Reserves	15,000	60,000		130,000		205,000
Overlevy						-
<b>Total Revenues</b>	<b>\$ 93,000</b>	<b>\$ 333,000</b>	<b>\$ 201,390</b>	<b>\$ 1,023,800</b>	<b>\$ 457,950</b>	<b>\$ 2,109,140</b>
<b>Expenses:</b>						
Salaries	\$ -	\$ 82,500	\$ 64,080	\$ 228,000	\$ 94,495	\$ 469,075
Office Administration	19,350	30,000	24,600	69,500	56,050	199,500
Finance Expenses	150	600	500	2,000	3,200	6,450
Audit	1,250	2,500	1,200	2,700	1,200	8,850
Bookkeeping Services	1,750	1,000	3,000	12,000		17,750
Professional Services		2,000		7,500	12,505	22,005
Beautification and Maintenance	39,500	165,050	18,610	340,000	152,600	715,760
Marketing and Promotions	8,000	11,900	5,900	84,500	11,800	122,100
Project/Event Expenses	23,000	11,000	32,000	91,500	111,100	268,600
Sponsorship			11,500	75,000		86,500
Amortization				30,000	7,500	37,500
Capital		12,800	20,000	45,000	1,000	78,800
Transfer to Reserves			20,000		1,500	21,500
Underlevy		13,650		36,100	5,000	54,750
<b>Total Expenses</b>	<b>\$ 93,000</b>	<b>\$ 333,000</b>	<b>\$ 201,390</b>	<b>\$ 1,023,800</b>	<b>\$ 457,950</b>	<b>\$ 2,109,140</b>

## 2020 Budget

	Clarkson	Cooksville	Malton	Port Credit	Streetsville	Total
<b>Revenues:</b>						
Taxation	\$ 73,000	\$ 273,000	\$ 146,140	\$ 901,000	\$ 399,770	\$ 1,792,910
Membership Fees				800	4,000	4,800
Sponsorship	5,000		107,000	49,500	45,600	207,100
Grants & Donations			55,080		14,100	69,180
Marketing Income				15,000		15,000
Miscellaneous Income				13,000	7,200	20,200
Transfer from Reserves	7,000		40,597	40,000	2,500	90,097
Over Levy			5,375			5,375
<b>Total Revenues</b>	<b>\$ 85,000</b>	<b>\$ 273,000</b>	<b>\$ 354,192</b>	<b>\$ 1,019,300</b>	<b>\$ 473,170</b>	<b>\$ 2,204,662</b>
<b>Expenses:</b>						
Salaries		\$ 60,000	\$ 45,750	\$ 232,000	\$ 111,970	\$ 449,720
Office Administration	11,970	16,465	24,832	53,900	61,055	168,222
Finance Expenses	130	597	350	1,500	3,200	5,777
Audit	1,300	2,500	1,200	2,700	1,200	8,900
Bookkeeping Services	1,700	1,000	3,000	12,000	1,000	18,700
Professional Services		7,000		20,000		27,000
Beautification and Maintenance	37,000	165,040	5,500	346,000	142,995	696,535
Marketing and Promotions	10,400	6,200	6,400	101,000	11,800	135,800
Project/Event Expenses	22,500		152,160	105,800	124,950	405,410
Sponsorship			10,000	80,000		90,000
Amortization					7,500	7,500
Capital		10,000	105,000	34,500	2,500	152,000
Transfer to Reserves		4,198		10,197		14,395
Underlevy				19,703	5,000	24,703
<b>Total Expenses</b>	<b>\$ 85,000</b>	<b>\$ 273,000</b>	<b>\$ 354,192</b>	<b>\$ 1,019,300</b>	<b>\$ 473,170</b>	<b>\$ 2,204,662</b>

**Clarkson Business Improvement Area  
2021 Final Tax Rates and Levy**

	Description	Assessment for 2021	Tax Rate	Tax \$
CT	Commercial	92,281,810	0.071630%	66,102
CH	Commercial Shared (PIL for Ed)		0.071630%	0
CM	Commercial Taxable (No Ed)		0.071630%	0
CK	Commercial Excess Land (PIL for Ed)		0.071630%	0
C4	Commercial Farm Awaiting Development II		0.071630%	0
CU	Commercial Excess Land		0.071630%	0
CJ	Commercial Vacant Land (PIL for Ed)		0.071630%	0
CX	Commercial Vacant Land		0.071630%	0
XC	Commercial New Construction - Lower Tier and Education Only		0.071630%	0
XH	Commercial New Construction Shared (PIL for Ed)		0.071630%	0
XJ	Commercial New Construction Vacant Land (PIL for Ed)		0.071630%	0
XK	Commercial New Construction Excess Land (PIL for Ed)		0.071630%	0
XT	Commercial New Construction		0.071630%	0
XU	Commercial New Construction Excess Land		0.071630%	0
XX	Commercial New Construction Vacant Land		0.071630%	0
DT	Office Building		0.071630%	0
DH	Office Building Shared (PIL for Ed)		0.071630%	0
DU	Office Building Excess Land		0.071630%	0
DK	Office Building Excess Land (PIL for Ed)		0.071630%	0
YC	Office Building New Construction - Lower Tier and Education Only		0.071630%	0
YH	Office Building New Construction Shared (PIL for Ed)		0.071630%	0
YK	Office Building New Construction Excess Land (PIL for Ed)		0.071630%	0
YT	Office Building New Construction		0.071630%	0
YU	Office Building New Construction Excess Land		0.071630%	0
ST	Shopping Centre	9,630,700	0.071630%	6,898
SU	Shopping Centre Excess Land		0.071630%	0
ZC	Shopping Centre New Construction - Lower Tier and Education Only		0.071630%	0
ZH	Shopping Centre New Construction Shared (PIL for Ed)		0.071630%	0
ZK	Shopping Centre New Construction Excess Land (PIL for Ed)		0.071630%	0
ZT	Shopping Centre New Construction		0.071630%	0
ZU	Shopping Centre New Construction Excess Land		0.071630%	0
GT	Parking Lot		0.071630%	0
IT	Industrial		0.071630%	0
IH	Industrial Shared (PIL for Ed)		0.071630%	0
I4	Industrial Farm Awaiting Development II		0.071630%	0
IU	Industrial Excess Land		0.071630%	0
IX	Industrial Vacant Land		0.071630%	0
II	Industrial - Water Intake System (PIL for Ed)		0.071630%	0
IJ	Industrial Vacant Land (PIL for Ed)		0.071630%	0
IK	Industrial Excess Land (PIL for Ed)		0.071630%	0
JH	Industrial New Construction Shared (PIL for Ed)		0.071630%	0
JI	Industrial New Construction - Water Intake System (PIL for Ed)		0.071630%	0
JJ	Industrial New Construction Vacant Land (PIL for Ed)		0.071630%	0
JK	Industrial New Construction Excess Land (PIL for Ed)		0.071630%	0
JN	Industrial New Construction - Non-Generating Station (PIL for Ed)		0.071630%	0
JS	Industrial New Construction - Generating Station (PIL for Ed)		0.071630%	0
JT	Industrial New Construction		0.071630%	0
JU	Industrial New Construction Excess Land		0.071630%	0
JX	Industrial New Construction Vacant Land		0.071630%	0
LT	Large Industrial		0.071630%	0
LH	Large Industrial Shared (PIL for Ed)		0.071630%	0
LJ	Large Industrial Vacant Land (PIL for Ed)		0.071630%	0
LK	Large Industrial Excess Land (PIL for Ed)		0.071630%	0
LU	Large Industrial Excess Land		0.071630%	0
KH	Large Industrial New Construction Shared (PIL for Ed)		0.071630%	0
KI	Large Industrial New Construction - Water Intake System (PIL for Ed)		0.071630%	0
KK	Large Industrial New Construction Excess Land (PIL for Ed)		0.071630%	0
KN	Large Industrial New Construction - Non-Generating Station (PIL for Ed)		0.071630%	0
KS	Large Industrial New Construction - Generating Station (PIL for Ed)		0.071630%	0
KT	Large Industrial New Construction		0.071630%	0
KU	Large Industrial New Construction Excess Land		0.071630%	0
KX	Large Industrial New Construction Vacant Land		0.071630%	0
<b>Total</b>		<b>101,912,510</b>		<b>73,000</b>

**Cooksville Business Improvement Area  
2021 Final Tax Rates and Levy**

**Appendix 3**

	Description	Assessment for 2021	Tax Rate	Tax \$
CT	Commercial	287,677,364	0.067408%	193,918
CH	Commercial Shared (PIL for Ed)		0.067408%	0
CM	Commercial Taxable (No Ed)		0.067408%	0
CK	Commercial Excess Land (PIL for Ed)		0.067408%	0
C4	Commercial Farm Awaiting Development II		0.067408%	0
CU	Commercial Excess Land	771,200	0.067408%	520
CJ	Commercial Vacant Land (PIL for Ed)		0.067408%	0
CX	Commercial Vacant Land	15,310,300	0.067408%	10,320
XC	Commercial New Construction - Lower Tier and Education Only		0.067408%	0
XH	Commercial New Construction Shared (PIL for Ed)		0.067408%	0
XJ	Commercial New Construction Vacant Land (PIL for Ed)		0.067408%	0
XK	Commercial New Construction Excess Land (PIL for Ed)		0.067408%	0
XT	Commercial New Construction	10,077,700	0.067408%	6,793
XU	Commercial New Construction Excess Land		0.067408%	0
XX	Commercial New Construction Vacant Land		0.067408%	0
DT	Office Building	35,967,800	0.067408%	24,245
DH	Office Building Shared (PIL for Ed)		0.067408%	0
DU	Office Building Excess Land		0.067408%	0
DK	Office Building Excess Land (PIL for Ed)		0.067408%	0
YC	Office Building New Construction - Lower Tier and Education Only		0.067408%	0
YH	Office Building New Construction Shared (PIL for Ed)		0.067408%	0
YK	Office Building New Construction Excess Land (PIL for Ed)		0.067408%	0
YT	Office Building New Construction		0.067408%	0
YU	Office Building New Construction Excess Land		0.067408%	0
ST	Shopping Centre	19,950,599	0.067408%	13,448
SU	Shopping Centre Excess Land		0.067408%	0
ZC	Shopping Centre New Construction - Lower Tier and Education Only		0.067408%	0
ZH	Shopping Centre New Construction Shared (PIL for Ed)		0.067408%	0
ZK	Shopping Centre New Construction Excess Land (PIL for Ed)		0.067408%	0
ZT	Shopping Centre New Construction	15,759,300	0.067408%	10,623
ZU	Shopping Centre New Construction Excess Land		0.067408%	0
GT	Parking Lot	993,000	0.067408%	669
IT	Industrial	17,047,400	0.067408%	11,491
IH	Industrial Shared (PIL for Ed)		0.067408%	0
I4	Industrial Farm Awaiting Development II		0.067408%	0
IU	Industrial Excess Land	1,441,800	0.067408%	972
IX	Industrial Vacant Land		0.067408%	0
II	Industrial - Water Intake System (PIL for Ed)		0.067408%	0
IJ	Industrial Vacant Land (PIL for Ed)		0.067408%	0
IK	Industrial Excess Land (PIL for Ed)		0.067408%	0
JH	Industrial New Construction Shared (PIL for Ed)		0.067408%	0
JI	Industrial New Construction - Water Intake System (PIL for Ed)		0.067408%	0
JJ	Industrial New Construction Vacant Land (PIL for Ed)		0.067408%	0
JK	Industrial New Construction Excess Land (PIL for Ed)		0.067408%	0
JN	Industrial New Construction - Non-Generating Station (PIL for Ed)		0.067408%	0
JS	Industrial New Construction - Generating Station (PIL for Ed)		0.067408%	0
JT	Industrial New Construction		0.067408%	0
JU	Industrial New Construction Excess Land		0.067408%	0
JX	Industrial New Construction Vacant Land		0.067408%	0
LT	Large Industrial		0.067408%	0
LH	Large Industrial Shared (PIL for Ed)		0.067408%	0
LJ	Large Industrial Vacant Land (PIL for Ed)		0.067408%	0
LK	Large Industrial Excess Land (PIL for Ed)		0.067408%	0
LU	Large Industrial Excess Land		0.067408%	0
KH	Large Industrial New Construction Shared (PIL for Ed)		0.067408%	0
KI	Large Industrial New Construction - Water Intake System (PIL for Ed)		0.067408%	0
KK	Large Industrial New Construction Excess Land (PIL for Ed)		0.067408%	0
KN	Large Industrial New Construction - Non-Generating Station (PIL for Ed)		0.067408%	0
KS	Large Industrial New Construction - Generating Station (PIL for Ed)		0.067408%	0
KT	Large Industrial New Construction		0.067408%	0
KU	Large Industrial New Construction Excess Land		0.067408%	0
KX	Large Industrial New Construction Vacant Land		0.067408%	0
	<b>Total</b>	<b>404,996,463</b>		<b>273,000</b>

**Malton Business Improvement Area  
2021 Final Tax Rates and Levy**

**Appendix 3**

	Description	Assessment for 2021	Tax Rate	Tax \$
CT	Commercial	215,164,500	0.047028%	101,187
CH	Commercial Shared (PIL for Ed)		0.047028%	0
CM	Commercial Taxable (No Ed)		0.047028%	0
CK	Commercial Excess Land (PIL for Ed)		0.047028%	0
C4	Commercial Farm Awaiting Development II		0.047028%	0
CU	Commercial Excess Land	55,000	0.047028%	26
CJ	Commercial Vacant Land (PIL for Ed)		0.047028%	0
CX	Commercial Vacant Land	1,382,000	0.047028%	650
XC	Commercial New Construction - Lower Tier and Education Only		0.047028%	0
XH	Commercial New Construction Shared (PIL for Ed)		0.047028%	0
XJ	Commercial New Construction Vacant Land (PIL for Ed)		0.047028%	0
XK	Commercial New Construction Excess Land (PIL for Ed)		0.047028%	0
XT	Commercial New Construction	2,900,000	0.047028%	1,364
XU	Commercial New Construction Excess Land		0.047028%	0
XX	Commercial New Construction Vacant Land		0.047028%	0
DT	Office Building	1,672,200	0.047028%	786
DH	Office Building Shared (PIL for Ed)		0.047028%	0
DU	Office Building Excess Land		0.047028%	0
DK	Office Building Excess Land (PIL for Ed)		0.047028%	0
YC	Office Building New Construction - Lower Tier and Education Only		0.047028%	0
YH	Office Building New Construction Shared (PIL for Ed)		0.047028%	0
YK	Office Building New Construction Excess Land (PIL for Ed)		0.047028%	0
YT	Office Building New Construction		0.047028%	0
YU	Office Building New Construction Excess Land		0.047028%	0
ST	Shopping Centre	84,681,200	0.047028%	39,824
SU	Shopping Centre Excess Land		0.047028%	0
ZC	Shopping Centre New Construction - Lower Tier and Education Only		0.047028%	0
ZH	Shopping Centre New Construction Shared (PIL for Ed)		0.047028%	0
ZK	Shopping Centre New Construction Excess Land (PIL for Ed)		0.047028%	0
ZT	Shopping Centre New Construction		0.047028%	0
ZU	Shopping Centre New Construction Excess Land		0.047028%	0
GT	Parking Lot		0.047028%	0
IT	Industrial	3,584,700	0.047028%	1,686
IH	Industrial Shared (PIL for Ed)		0.047028%	0
I4	Industrial Farm Awaiting Development II		0.047028%	0
IU	Industrial Excess Land		0.047028%	0
IX	Industrial Vacant Land	1,313,000	0.047028%	617
II	Industrial - Water Intake System (PIL for Ed)		0.047028%	0
IJ	Industrial Vacant Land (PIL for Ed)		0.047028%	0
IK	Industrial Excess Land (PIL for Ed)		0.047028%	0
JH	Industrial New Construction Shared (PIL for Ed)		0.047028%	0
JI	Industrial New Construction - Water Intake System (PIL for Ed)		0.047028%	0
JJ	Industrial New Construction Vacant Land (PIL for Ed)		0.047028%	0
JK	Industrial New Construction Excess Land (PIL for Ed)		0.047028%	0
JN	Industrial New Construction - Non-Generating Station (PIL for Ed)		0.047028%	0
JS	Industrial New Construction - Generating Station (PIL for Ed)		0.047028%	0
JT	Industrial New Construction		0.047028%	0
JU	Industrial New Construction Excess Land		0.047028%	0
JX	Industrial New Construction Vacant Land		0.047028%	0
LT	Large Industrial		0.047028%	0
LH	Large Industrial Shared (PIL for Ed)		0.047028%	0
LJ	Large Industrial Vacant Land (PIL for Ed)		0.047028%	0
LK	Large Industrial Excess Land (PIL for Ed)		0.047028%	0
LU	Large Industrial Excess Land		0.047028%	0
KH	Large Industrial New Construction Shared (PIL for Ed)		0.047028%	0
KI	Large Industrial New Construction - Water Intake System (PIL for Ed)		0.047028%	0
KK	Large Industrial New Construction Excess Land (PIL for Ed)		0.047028%	0
KN	Large Industrial New Construction - Non-Generating Station (PIL for Ed)		0.047028%	0
KS	Large Industrial New Construction - Generating Station (PIL for Ed)		0.047028%	0
KT	Large Industrial New Construction		0.047028%	0
KU	Large Industrial New Construction Excess Land		0.047028%	0
KX	Large Industrial New Construction Vacant Land		0.047028%	0
	<b>Total</b>	<b>310,752,600</b>		<b>146,140</b>



**Port Credit Business Improvement Area  
2021 Final Tax Rates and Levy**

**Appendix 3**

	Description	Assessment for 2021	Tax Rate	Tax \$
CT	Commercial	276,801,462	0.210987%	584,014
CH	Commercial Shared (PIL for Ed)		0.210987%	0
CM	Commercial Taxable (No Ed)		0.210987%	0
CK	Commercial Excess Land (PIL for Ed)		0.210987%	0
C4	Comm Farm Awaiting Development II		0.210987%	0
CU	Commercial Vacant Units		0.210987%	0
CJ	Commercial Vacant (PIL for Ed)		0.210987%	0
CX	Commercial Vacant Land	240,000	0.210987%	506
XC	Commercial New Construction - Lower Tier and Education Only		0.210987%	0
XH	Commercial New Construction Shared (PIL for Ed)		0.210987%	0
XJ	Commercial New Construction Vacant Land (PIL for Ed)		0.210987%	0
XK	Commercial New Construction Excess Land (PIL for Ed)		0.210987%	0
XT	Commercial New Construction	30,389,936	0.210987%	64,119
XU	Commercial New Construction Excess Land		0.210987%	0
XX	Commercial New Construction Vacant Land		0.210987%	0
DT	Office Building		0.210987%	0
DH	Office Building Shared (PIL for Ed)		0.210987%	0
DU	Office Building Vacant Units		0.210987%	0
DK	Office Building Excess Land (PIL for Ed)		0.210987%	0
YC	Office Building New Construction - Lower Tier and Education Only		0.210987%	0
YH	Office Building New Construction Shared (PIL for Ed)		0.210987%	0
YK	Office Building New Construction Excess Land (PIL for Ed)		0.210987%	0
YT	Office Building New Construction	4,057,000	0.210987%	8,560
YU	Office Building New Construction Excess Land		0.210987%	0
ST	Shopping Centre	16,508,409	0.210987%	34,831
SU	Shopping Centre Vacant Units		0.210987%	0
ZC	Shopping Centre New Construction - Lower Tier and Education Only		0.210987%	0
ZH	Shopping Centre New Construction Shared (PIL for Ed)		0.210987%	0
ZK	Shopping Centre New Construction Excess Land (PIL for Ed)		0.210987%	0
ZT	Shopping Centre New Construction	49,806,064	0.210987%	105,084
ZU	Shopping Centre New Construction Excess Land		0.210987%	0
GT	Parking Lot	1,170,000	0.210987%	2,469
IT	Industrial		0.210987%	0
IH	Industrial Shared (PIL for educ)		0.210987%	0
I4	Industrial Farm Awaiting Development II		0.210987%	0
IU	Industrial Vacant Units		0.210987%	0
IX	Industrial Vacant Land	672,000	0.210987%	1,418
II	Industrial - Water Intake System (PIL for Ed)		0.210987%	0
IJ	Industrial Vacant (PIL for Ed)		0.210987%	0
IK	Industrial Excess Land (PIL for Ed)		0.210987%	0
JH	Industrial New Construction Shared (PIL for Ed)		0.210987%	0
JI	Industrial New Construction - Water Intake System (PIL for Ed)		0.210987%	0
JJ	Industrial New Construction Vacant Land (PIL for Ed)		0.210987%	0
JK	Industrial New Construction Excess Land (PIL for Ed)		0.210987%	0
JN	Industrial New Construction - Non-Generating Station (PIL for Ed)		0.210987%	0
JS	Industrial New Construction - Generating Station (PIL for Ed)		0.210987%	0
JT	Industrial New Construction		0.210987%	0
JU	Industrial New Construction Excess Land		0.210987%	0
JX	Industrial New Construction Vacant Land		0.210987%	0
LT	Large Industrial		0.210987%	0
LH	Large Industrial Shared (PIL for Ed)		0.210987%	0
LJ	Large Industrial Vacant (PIL for Ed)		0.210987%	0
LK	Large Industrial Excess Land (PIL for Ed)		0.210987%	0
LU	Large Industrial Vacant Units		0.210987%	0
KH	Large Industrial New Construction Shared (PIL for Ed)		0.210987%	0
KI	Large Industrial New Construction - Water Intake System (PIL for Ed)		0.210987%	0
KK	Large Industrial New Construction Excess Land (PIL for Ed)		0.210987%	0
KN	Large Industrial New Construction - Non-Generating Station (PIL for Ed)		0.210987%	0
KS	Large Industrial New Construction - Generating Station (PIL for Ed)		0.210987%	0
KT	Large Industrial New Construction		0.210987%	0
KU	Large Industrial New Construction Excess Land		0.210987%	0
KX	Large Industrial New Construction Vacant Land		0.210987%	0
	<b>Total</b>	<b>379,644,871</b>		<b>801,000</b>

**Streetsville Business Improvement Area  
2021 Final Tax Rates and Levy**

**Appendix 3**

	Description	Assessment for 2021	Tax Rate	Tax \$
CT	Commercial	125,135,785	0.257932%	322,765
CH	Commercial Shared (PIL for Ed)		0.257932%	0
CM	Commercial Taxable (No Ed)		0.257932%	0
CK	Commercial Excess Land (PIL for Ed)		0.257932%	0
C4	Commercial Farm Awaiting Development II		0.257932%	0
CU	Commercial Excess Land		0.257932%	0
CJ	Commercial Vacant Land (PIL for Ed)		0.257932%	0
CX	Commercial Vacant Land	4,343,000	0.257932%	11,202
XC	Commercial New Construction - Lower Tier and Education Only		0.257932%	0
XH	Commercial New Construction Shared (PIL for Ed)		0.257932%	0
XJ	Commercial New Construction Vacant Land (PIL for Ed)		0.257932%	0
XK	Commercial New Construction Excess Land (PIL for Ed)		0.257932%	0
XT	Commercial New Construction	6,773,000	0.257932%	17,470
XU	Commercial New Construction Excess Land		0.257932%	0
XX	Commercial New Construction Vacant Land		0.257932%	0
DT	Office Building		0.257932%	0
DH	Office Building Shared (PIL for Ed)		0.257932%	0
DU	Office Building Excess Land		0.257932%	0
DK	Office Building Excess Land (PIL for Ed)		0.257932%	0
YC	Office Building New Construction - Lower Tier and Education Only		0.257932%	0
YH	Office Building New Construction Shared (PIL for Ed)		0.257932%	0
YK	Office Building New Construction Excess Land (PIL for Ed)		0.257932%	0
YT	Office Building New Construction		0.257932%	0
YU	Office Building New Construction Excess Land		0.257932%	0
ST	Shopping Centre	20,937,730	0.257932%	54,005
SU	Shopping Centre Excess Land		0.257932%	0
ZC	Shopping Centre New Construction - Lower Tier and Education Only		0.257932%	0
ZH	Shopping Centre New Construction Shared (PIL for Ed)		0.257932%	0
ZK	Shopping Centre New Construction Excess Land (PIL for Ed)		0.257932%	0
ZT	Shopping Centre New Construction		0.257932%	0
ZU	Shopping Centre New Construction Excess Land		0.257932%	0
GT	Parking Lot	507,000	0.257932%	1,308
IT	Industrial		0.257932%	0
IH	Industrial Shared (PIL for Ed)		0.257932%	0
I4	Industrial Farm Awaiting Development II		0.257932%	0
IU	Industrial Excess Land		0.257932%	0
IX	Industrial Vacant Land		0.257932%	0
II	Industrial - Water Intake System (PIL for Ed)		0.257932%	0
IJ	Industrial Vacant Land (PIL for Ed)		0.257932%	0
IK	Industrial Excess Land (PIL for Ed)		0.257932%	0
JH	Industrial New Construction Shared (PIL for Ed)		0.257932%	0
JI	Industrial New Construction - Water Intake System (PIL for Ed)		0.257932%	0
JJ	Industrial New Construction Vacant Land (PIL for Ed)		0.257932%	0
JK	Industrial New Construction Excess Land (PIL for Ed)		0.257932%	0
JN	Industrial New Construction - Non-Generating Station (PIL for Ed)		0.257932%	0
JS	Industrial New Construction - Generating Station (PIL for Ed)		0.257932%	0
JT	Industrial New Construction		0.257932%	0
JU	Industrial New Construction Excess Land		0.257932%	0
JX	Industrial New Construction Vacant Land		0.257932%	0
LT	Large Industrial		0.257932%	0
LH	Large Industrial Shared (PIL for Ed)		0.257932%	0
LJ	Large Industrial Vacant Land (PIL for Ed)		0.257932%	0
LK	Large Industrial Excess Land (PIL for Ed)		0.257932%	0
LU	Large Industrial Excess Land		0.257932%	0
KH	Large Industrial New Construction Shared (PIL for Ed)		0.257932%	0
KI	Large Industrial New Construction - Water Intake System (PIL for Ed)		0.257932%	0
KK	Large Industrial New Construction Excess Land (PIL for Ed)		0.257932%	0
KN	Large Industrial New Construction - Non-Generating Station (PIL for Ed)		0.257932%	0
KS	Large Industrial New Construction - Generating Station (PIL for Ed)		0.257932%	0
KT	Large Industrial New Construction		0.257932%	0
KU	Large Industrial New Construction Excess Land		0.257932%	0
KX	Large Industrial New Construction Vacant Land		0.257932%	0
	<b>Total</b>	<b>157,696,515</b>		<b>406,750</b>

# City of Mississauga Corporate Report



9.8

Date: March 31, 2021

To: Chair and Members of General Committee

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

Originator's files:

Meeting date:  
May 12, 2021

## Subject

**Expansion and Continued Lifecycle of Cisco Network Hardware, Software, and Collaboration Infrastructure; File Ref: PRC001284/FA.49.607-12 (Cisco), PRC001292/FA.211-13 (OnX)**

## Recommendation

That the corporate report entitled, "Expansion and Continued Lifecycle of Cisco Network Hardware, Software, and Collaboration Infrastructure; File Ref: PRC001284/FA.49.607-12 (Cisco), PRC001292/FA.49.211-31 (OnX)", dated March 31, 2021 from the Commissioner of Corporate Services and Chief Financial Officer be received for information.

## Executive Summary

- Cisco is the recommended and required technology to continue to maintain and expand the City's network architecture for Voice and Data communications.
- The City has standardized on Cisco equipment for both wired and wireless infrastructure and awarded Network Replacement initiatives through a competitive procurement process to OnX Enterprise Solutions Ltd. with Cisco being the foundation technology for the City's network.
- Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. contracts and authority are in place, with Cisco expiring on December 31st, 2023 and OnX expiring on September 26th, 2023 respectively. An increase in the value of the existing contracts is required to maintain a state of good repair through infrastructure life cycle replacement and to accommodate additional growth.
- The combined total value of the contracts with Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. will be increased from approximately \$24.7M to approximately \$35.3M. The contract increases will be funded from IT operating and capital budgets, with any increases subject to future budget approvals.

- Additional Network and Wi-Fi growth pressures include Office Space Strategy (OSS) project, Network Core Replacement, Voice Infrastructure Replacement, Public Wi-Fi expansion in new development areas and yearly growth of public Wi-Fi throughout the City.
- The City's network infrastructure continues to evolve and grow at a fast pace to accommodate new technology requirements, capacity, growth and cloud adoption.
- In preparation for the next contracts, the City will either go to the market again for Cisco products competitively through a tender process or adopt the Ontario VOR to obtain the best discounted pricing to maximize savings.

## Background

The City of Mississauga provides services to citizens in many facilities including Libraries, Community Centres and Arenas as well as in open spaces such as Parks, Pathways and Celebration Square that are dependent on secure and reliable network infrastructure. The City provides key services to all internal business areas in the City including Transit, Fire Services, Works, Traffic and Parks and Forestry. Information Technology is responsible for the delivery of these services through the provisioning of wired and wireless networks to provide connectivity for voice and data communications as well as wireless connectivity for staff, public and machine to machine communications (i.e. Digital Signs). The City uses Cisco for Voice Communications, Phones, Jabber and WebEx Collaboration, WebEx Video Conferencing Systems, Call Centre support for 311 Operations, Mississauga Transit, and Works Dispatch.

Wireless technology is the “new normal” that provides secure connectivity to work areas and public spaces enhancing productivity, collaboration and promotes information sharing. The growth of wireless technology throughout all City buildings and public spaces has been exponential over the past few years, and continues to increase. Wireless technology is a vital technology connecting and supporting office workers, mobile field workers, Internet of Things (IoT) devices and sensors to internal networks, and for the public on Wireless Mississauga providing free internet access. As new devices are introduced onto wireless networks, the attack surface broadens and it is imperative to secure the network with modern security technologies from Cisco. With the growth of the City's Wireless network, security is always a top priority and associated supporting infrastructure is essential. Cisco network security technologies are instrumental for proactive security and these technologies are kept in a good state of repair providing the latest protection and security on the City's wireless and wired networks.

The City's network is supported by the Public Sector Network (PSN), which is a private fibre network that provides dedicated high-speed connectivity to the majority of all City Facilities with significant growth in the most recent years connecting things such as digital screens, pylon

signs, traffic signals, sensors and security cameras. The PSN has enabled the City to provide a very high level of service to a significant campus of facilities, staff, the public and machines in a very cost efficient way.

The City has standardized on Cisco equipment for both wired and wireless network infrastructure and awarded Network Replacement initiatives through a competitive procurement process to OnX Enterprise Solutions Ltd. with Cisco being the foundation technology for the City network.

Council, through a report dated May 1, 2012, approved \$3.034 million over five (5) years with Cisco Systems Canada Co. to implement the Technological Upgrades and Expansion to Network Infrastructure (GC-0378-2012).

Council, through a subsequent report dated June 10, 2014, approved to extend the term with Cisco Systems Canada Co. through 2023 for the supply of hardware, licenses, consulting and maintenance and support services to support the City's Technology Upgrades and expansion of the Network Infrastructure. Also, to increase the value of the contract to accommodate growth and where funding is approved in the budget planning process, with Cisco Systems Canada Co. (Cisco Systems) to continue to be designated a City Standard for the term ending in 2023. The upset limit increased to \$12.6 million. (GC-0345-2014).

## Comments

Cisco Systems Canada Co. is the City's current single source vendor until 2023. The City has standardized on Cisco equipment for its Network and Voice Communications Infrastructure. Cisco is the foundational technology required to manage and expand the City's network for Voice and Data Communications that includes network switching & routing, firewalls, web security, wireless controllers and access points (Wi-Fi), unified communication voice platform, video conferencing and collaboration tools.

The Network Replacement through a competitive procurement was awarded to OnX Enterprise Solutions Ltd. with Cisco being the foundation technology for the City network. Switching & Routing, Network Monitoring, Firewall Network Technologies and Load Balancers are supplied by OnX Enterprise Solutions Ltd. (Cisco Authorized Partner). OnX Enterprise Solutions Ltd. is the City's current vendor until 2023 for providing Cisco Network technology upgrades and expansion to existing Switching, Routing, Security Firewalls, and F5 infrastructure.

Both Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. contracts and authority are in place, with Cisco expiring on December 31st, 2023 and OnX expiring on September 26th, 2023 respectively.

Over the last 10 years, the Information Technology Division's capital budget program has more than tripled in value. The capital budget for Networks Services continues to grow at similar rates as a result of growth, new technology requirements, capacity demands and cloud

adoption. Traditionally, the hardware lifecycle of network components was refreshed every 10 years. However, due to the rapid changes in technology, critical network components are required to be replaced every 5 years. This ensures network systems meet the capacity for growth, remain current and are kept secure.

The City continues to grow in providing Cloud solutions such Amazon Web Services (AWS), Microsoft Azure and Microsoft Office 365. Connecting to Cloud providers requires expansion of our on-premises network equipment to accommodate highly available and secure connections that are capable of meeting the new bandwidth demands for the usage of these services. Bandwidth growth in general has put pressures on the City's network infrastructure to support Video streaming, Outdoor Camera Video Traffic, Outdoor Wi-Fi and Cloud Expansion requiring upgrades to equipment to support greater capacity needs.

The City continues to grow the wired and wireless networks to meet service demand and growth. All Network Technologies and Voice Infrastructure is life cycled approximately every five (5) years to ensure growth capacity, performance and security are maintained.

The network is built out using the latest Cisco based network technology for Switching and Routing, Firewall Security, Web Security, Wireless Controllers and Access Points, Unified Communications Hardware and Licensing, Video Conferencing Hardware, and Collaboration Subscriptions (WebEx).

There is a need to increase the value of the existing contracts with both Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. in order to support continued Network Infrastructure growth and planned life cycle replacement of network/voice infrastructure (wireless & wired) coterminous with the Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. agreements through to 2023. The current upset limits of \$12.61M for Cisco and \$12.1M for OnX Enterprise Solutions Ltd. will not be sufficient to carry our Network/Voice Hardware Life Cycle & Maintenance planned for from 2021 to 2023 through the Capital Budget process.

Various initiatives such as continued Wi-Fi Expansion, Network Core Replacement, Smart City, Internet of Things devices (IoT), Cloud Data Centre Networking, Office Space Strategy, Collaboration and Video Conferencing solutions have had a direct impact on both of these current contract values. There are also a number of initiatives to support the demands driven by the Covid-19 Pandemic that were not forecasted and captured in previous funding requests such as Cisco WebEx and Jabber subscription license expansion and Cisco Umbrella.

#### **Network & Wi-Fi Growth Pressures & Impacts:**

- **Outdoor Wireless and Public Wi-Fi** will have a significant impact on how we deliver our services to our residents. Our outdoor Public Wireless has enabled better outreach to the Citizens of Mississauga by providing free public access not only in our Libraries and Community Centres, but also to over 300 outdoor locations and parks due to the pandemic. The City is progressively enhancing free public Wi-Fi services for our citizens

such as Wi-Fi in parks/marinas, Business Improvement Areas, Internet of Things (IoT) devices and other Smart City initiatives. The number of connected devices continues to grow substantially year-over-year and will continue to grow exponentially as we continue to build out the City's Wi-Fi network, increase our mobile workforce and continue to connect IoT devices and sensors onto our network. This growth directly impacts network hardware requirements and maintenance. Currently the City has nine (9) wireless controllers and over 1435 Access Points for both indoor and outdoor wireless. These wireless systems require licensing, maintenance and lifecycle replacement every five (5) years.

- **Mobile Workers** require a balance of Wi-Fi and cellular connections to support field staff in Forestry, Parks, Security, Enforcement, Facilities & Property Management and City Staff. The use of wireless to carry out both field-based job duties and day-to-day operations of the City continues to grow at a significant rate. The Office Space Strategy Project is underway with initial groups adopting "Mobility" relocating to new office spaces starting in the spring of 2021. This will require additional wireless access points and collaboration devices for these new spaces.
- **New Developments** such as new Fire Halls, Community Centres, Bright Water and Lakeview Developments will include public Wi-Fi and Smart Technologies. Wi-Fi and smart technologies will be provided throughout these new communities for public spaces and roadways for public internet consumption. Outdoor Hubs will be designed providing spaces where people can work, learn, meet in open and public spaces; connect to services with access to high-speed internet. Kiosks, free Wi-Fi supporting the digital divide, Wi-Fi in parks/streets, living labs will all require network infrastructure and hardware.
- **Network Data Centre Infrastructure** includes eight (8) high performance physical core switches, 10 security appliances, 14 Firewalls, supporting approximately 1000+ switches/routers and 160 UPS's connecting over 100+ facilities. The Data Centre network appliances require life cycling and maintenance. In 2021, the City's Core Network Infrastructure and Network Security Firewalls will be life cycled to accommodate rapid growth of the City's Data Centers, Cloud Data Centers, Applications and increased bandwidth requirements. A Data Center Network Assessment is currently in progress to review and map out Data Center Network Design and rollout for hardware replacement of the major components of the City's Network Infrastructure to ensure best practices for Network Security are followed in order to support the various City applications.
- **Voice Infrastructure.** The City's Cisco Voice Hardware and Software Infrastructure needs to be upgraded and requires a replacement in 2021. The Voice Infrastructure has expanded over the past four (4) years to include Jabber/WebEx Collaboration and WebEx Video Conference devices in Collaboration Zones, City boardrooms, aligning with both the Mobility and the Office Space Strategy.

- **Office Space Strategy Initiatives.** Technologies such as Cisco WebEx virtual meetings and Cisco Jabber have been scaled up to meet the City's demand during the pandemic, requiring the procurement of a WebEx Enterprise License model and additional Jabber Softphone Voice licenses. This has positioned the City well to work from home, be mobile and be ready as early adopters for the Office Space Strategy rollout. Collaboration Licenses and Video Conference devices in Boardrooms are new initiatives as a result of the Office Space Strategy with a significant financial impact for these technologies.
- **Advanced Traffic Management System (ATMS)** is connected to our wireless IP network and has been a key driver contributing to the expansion of the network with now over 800 intersections on our Fibre, Wireless infrastructure and Rogers APN Networks. Support of all these locations is critical and the existing network equipment is replaced as required with a planned full hardware life cycle replacement in 2024.

Information Technology's Infrastructure Services has existing contracts in place with Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd., which are ending in 2023. In preparation for the next contracts, the City will either go to the market again for Cisco products competitively through a tender process or adopt the Ontario VOR to obtain the best-discounted pricing for the next contract. Leveraging the Ontario VOR has been advantageous to the City to take advantage of the same discounts provided to the Province from their previous competitive tenders.

### **Purchasing By-law Authorization**

Purchasing By-law 374-06 provides for the ability to increase the value of the contracts through Section 18 (2) (e) pertaining to Amendments, which states that, "Notwithstanding subsection (d) and (d.1) no Council approval for amendments to a High Value Acquisition is required if":

(iii) "Council has provided direction otherwise on the procurement at issue"

For Cisco Systems Canada Co., the authority to increase the value of the contract was issued through GC-0345-2014, with the following recommendation adopted by Council on July 2, 2014:

1. That the Purchasing Agent be authorized to issue contract amendments to increase the value of the contract where necessary to accommodate growth and where funding is approved in the budget planning process.

Or:



In the case of OnX Enterprise Solutions Ltd.,

(iv) “the amendment is required to increase the value of a multi-year Acquisition where increases in quantity and/or price were contemplated in the Bid Request and Original Commitment but were not confirmed with the exact quantity and/or price. For greater clarity, this subsection (iv) shall apply only if:

- A. the Commitment creates a relationship with a Vendor to provide goods and services over a multi-year supply contract but shall not include Commitments where the goods and/or services are supplied towards a single project requiring more than one year to complete (e.g. a construction project that requires more than one year to complete); and
- B. additional quantity is required as a result of changes to staffing levels, number, and/or size of City facilities or lands, consumption or usage; and
- C. the method of determining the price has been established in accordance with the Commitment and the resulting price represents Best Value.”

Information Technology, Legal Services and Materiel Management staff will collaborate to establish the detailed requirements, negotiate the final arrangements and prepare the contract agreements.

## Financial Impact

The required contracts identified in Appendix 1 represent a total estimated dollar increase of \$10.6M combined for both the existing contracts with Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. The combined total value of contracts will be increased from approximately \$24.7M to approximately \$35.3M. The existing contracts are funded in the 2021 approved IT operating and capital budgets. The contract increases will be funded from IT operating and capital budgets, with any increases subject to future budget approvals. The financial detail for each contract can be found in Appendix 1.

Information Technology establishes capital requests on an annual basis, based on business requests and good state of repair, along with the operating budget that reflects yearly maintenance and support. All purchases of products and services will be subject to budget approval and will leverage both existing Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. contracts in place until the end of 2023. Network Services has four categories of Network Technologies and spending. They are Network Switching & Routing (PN19500, 20500, 21500), Network Security (PN19508, 20542, 21542), Network Wireless (PN19504, 20504, 21504), and VoIP Systems/Phones (PN19505, 20505, 21505).

## Conclusion

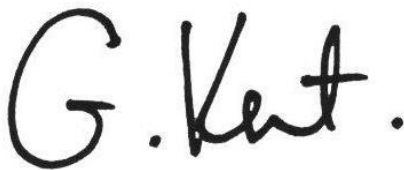
Over the past 8 years since 2013, it has been challenging to accurately forecast the actual growth and demands required for all the City's network systems. The City's network infrastructure continues to evolve and grow at a fast pace to accommodate new technology requirements, capacity, growth and cloud adoption. The City has standardized on Cisco Systems equipment for many years for both wired and wireless infrastructure including Network Replacement initiative with Cisco Systems being the foundation technology for the City Network.

Information Technology's Infrastructure Services Network and Voice Infrastructure continues to grow, requiring increased capacity, new technologies and life cycle replacement of hardware every five (5) years. Existing contracts in place with Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. are ending on December 31st, 2023 and September 26th, 2023 respectively. The estimated increase in contract value for 2021-2023 is \$3.722 M with Cisco Systems Canada Co. and \$6.952 M with OnX Enterprise Solutions Ltd. and will be subject to the annual operating and capital budget approvals.

For the next contracts, the City will either go to the market again for Cisco products competitively through a tender process or adopt the Ontario VOR to obtain the best-discounted pricing to maximize savings.

## Attachments

Appendix 1: Cisco & OnX – Statement of Work



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

Prepared by: Jeff Rowsell, Senior Manager, Information Technology, Infrastructure Services

**Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. - Statement of Work**

The following list of products and services from Cisco Systems Canada Co. and OnX Enterprise Solutions Ltd. will be purchased with existing contracts already in place that are expiring in 2023.

<b>Cisco Product &amp; Services</b>
Web Security Appliances and Licenses
Cloud Web Security - Cisco Umbrella Subscription
Wireless Controls and Licenses
Access Points (Indoor and Outdoor) and Antennas
UCS Servers for Voice Infrastructure and Licenses
Phone Hardware
Conferencing Hardware
Analog Terminal Devices (ATA)
Voice Gateway Devices
Phone System, Perpetual User Licenses
Collaboration Hardware and Licenses for Video Conferencing Devices
Voicemail Application and Licenses
Emergency Responder Application and Licenses
Call Center Application and Licenses
Instant Messaging/Presence Application and Licenses
Maintenance and Support
Professional Services
Additional Products & Services as required to support a good state of repair and City growth

<b>OnX Product &amp; Services</b>
Network Routers and Licensing
Network Switches and Licensing
Network Monitoring Tools/Software and Licensing (Solarwinds)
Network Security Firewalls (with IPS) and Licensing
Network Security Firewalls (no IPS) and Licensing
SFP's Cables
VPN Appliances
Identity Service Engine (ISE) – Security Authentication Authorization
F5 Technologies such LTM Load Balancers, GTM Site Selector, Web Application Firewall, APM, Licensing
Maintenance and Support
Professional Services
Additional Products & Services as required to support a good state of repair and City growth

**Capital Forecast:****Cisco System Canada Co. Contract**

Cisco Wireless Expansion, Life Cycle Replacement and Upgrades forecasted for 2021-2023.

The following Table provides a summary of these requirements from 2021 - 2023:

<b>Wireless Capital Requests (2021-2023)</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>Total</b>
ATMS Growth	\$35	\$35	\$35	\$105
Indoor Wireless Controller Life Cycle (Qty 8)	0	\$350	0	\$350
Tools & Accessories	\$20	\$20	\$20	\$60
Indoor Replacement of Wireless Access Points (Qty 255)	\$438	0	0	\$438
Indoor/Outdoor Wireless Growth, Maintenance, Licensing	\$260	\$260	\$260	\$780
Indoor Replacement of Wireless Access Points (Qty 136)	0	0	\$210	\$210
Professional Services	\$50	\$50	\$50	\$150
<b>Total Wireless Capital Requests (2021-2023)</b>	<b>\$0.803M</b>	<b>\$0.715M</b>	<b>\$0.575M</b>	<b>\$2.093M</b>

Cisco Voice Infrastructure will also require life cycle replacement and upgrades in 2021.

The following Table provides a summary of these requirements from 2021 - 2023:

<b>Voice Capital Requests (2021-2023)</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>Total</b>
Bell SIP Services- Cube Licenses (Inbound/Outbound Dialing)	\$60	\$60	\$60	\$180
Phone and Video Hardware Maintenance	\$100	\$100	\$100	\$300
Voice Gateways Life Cycle (Call Routing Appliance)	\$90	0	\$60	\$150
ESXi Host Hardware Life Cycle (Voice Systems Servers)	\$300	0	0	\$300
Video Conferencing Hardware Growth	\$50	\$50	\$50	\$150
CULW-Jabber Collaboration Licensing Growth	\$155	\$80	\$80	\$315
Webex EA Subscription Annual Renewal	\$266	\$266	\$266	\$798
Professional Services	\$210	\$60	\$60	\$330
Office Space Strategy Boardroom Video Conferencing Hardware	\$350	\$350	\$350	\$1,050
<b>Total Voice Capital Requests (2021-2023)</b>	<b>\$1.581M</b>	<b>\$0.966M</b>	<b>\$1.026M</b>	<b>\$3.573M</b>

Total funding required for Wireless and Voice Infrastructure Projects for 2021-2023 is **\$5.666M**

Voice Infrastructure	\$3.573M
Wireless Infrastructure	\$2.093M
<b>Cisco Total Capital Funding 2021-2023</b>	<b>\$5.666M</b>

**OnX Enterprise Solutions Ltd. Contract**

Cisco Network Security Appliances Life Cycle Replacement and Upgrades forecasted for 2021-2023.

The following Table provides a summary of these requirements from 2021-2023:

<b>Network Security Infrastructure Capital Forecasts 2021-2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>Total</b>
VPN Appliance Life cycle	0	\$100	0	\$100
Data Center Perimeter Firewall Life cycle	0	0	\$415	\$415
Peel Regional Police Firewall Life cycle	\$40	0	0	\$40
Email Web Security Appliances Life cycle	0	0	\$160	\$160
Identity Service Engine Appliance Life cycle	0	\$100	0	\$100
Data Center Core Firewall Life cycle	\$700	0	0	\$700
Security Licensing (Web, Email, AMP and Cloud Umbrella)	\$350	\$250	\$250	\$850
Professional Services	\$150	\$50	\$100	\$300
PCI Firewall Life cycle	0	\$400	0	\$400
<b>Network Security Infrastructure Capital Forecasts 2021-2023</b>	<b>\$1.240M</b>	<b>\$0.900M</b>	<b>\$0.925M</b>	<b>\$3.065M</b>

Cisco Network Routers, Switches will require Life Cycle Replacement and Upgrades in 2021-2023.

The following Table provides a summary of these requirements from 2021 - 2023:

<b>Switching &amp; Routing Infrastructure Capital Forecasts 2021-2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>Total</b>
Network Tools, Cables, SFP Cables, Racks, UPS Maintenance	\$250	\$200	\$200	\$650
Smart Optics (optical transceivers that handles data traffic)	0	0	\$200	\$200
Network Core Infrastructure Appliances Life Cycle in Data Centers	\$1,500	0	0	\$1,500
Cloud Router Lifecycle to 10 gig Capacity (AWS)	\$100	0	0	\$100
Cluster Router Lifecycle (Qty 43)	\$350	\$320	0	\$670
Global Network Assessment	0	\$250	0	\$250
Growth Access Switches (Wi-Fi, ATMS, Developments & Facilities)	\$150	\$150	\$150	\$450
Peel Region Police Network Switch Gear Life cycle	\$120	0	0	\$120
Professional Services	\$300	\$200	\$100	\$600
<b>Switching &amp; Routing Infrastructure Capital Forecasts 2021-2023</b>	<b>\$2.770M</b>	<b>\$1.120M</b>	<b>\$0.650M</b>	<b>\$4.540M</b>

Funding Required for Security, Switching & Routing Infrastructure Projects for 2021-2023 is **\$7.605M**

Security Infrastructure	\$3.065M
Switching & Routing Infrastructure	\$4.540M
<b>OnX Total Capital Funding Required (2021-2023)</b>	<b>\$7.605M</b>

**Operating Forecast:**

Forecasted Operating Maintenance & Support (Cisco and OnX) for 2022-2023 from Cost Centre 22344

Vendor	2021	2022	2023	Total
<b>Cisco</b>	\$256,000 (already paid)	\$ 400,000	\$ 400,000	\$800,000
<b>OnX</b>	\$422,480 (already paid)	\$ 655,000	\$ 675,000	\$1,330,000

**Total (Operating & Capital) Funding:**

Items	Cisco	OnX
Estimated Capital (2021-2023)	\$5.666M	\$7.605M
Estimated Operating (2022-2023)	\$0.800M	\$1.330M
<b>TOTAL Operating &amp; Capital Funding</b>	<b>\$6.466M</b>	<b>\$8.935M</b>

**Overall Summary Cisco Systems Canada Co.**

Voice Infrastructure	\$2.193 M
Wireless Infrastructure	\$1.943 M
Professional Services (Wireless &Voice)	\$0.480 M
Maintenance & Support	\$0.800 M
Projected Growth	<u>\$1.050 M</u>
Total	\$6.466 M
Spend to Date on Contract	\$9.866 M
Remaining Spending Authority on Contract	(\$2.744 M)
Additional Contract Value Required	\$3.722 M
Original Contract Value	\$12.61 M
TOTAL NEW UPSET LIMIT	\$16.33 M

**Overall Summary OnX Enterprise Solutions Ltd.**

Switching & Routing Infrastructure	\$3.490 M
Network Security Infrastructure	\$2.765 M
Professional Services	\$0.900 M
Maintenance & Support	\$1.330 M
Projected Growth	<u>\$0.450 M</u>
Total	\$8.935 M

Spend to Date on Contract	\$10.117 M
Remaining Spending Authority on Contract	(\$1.983 M)
Additional Contract Value Required	\$6.952 M
Original Contract Value	\$12.100 M
TOTAL NEW UPSET LIMIT	\$19.052 M



Date: April 20, 2021

To: Chair and Members of General Committee

From: Shari Lichterman, CPA, CMA, Commissioner of  
Community Services

Originator's files:

Meeting date:  
May 12, 2021

## **Subject**

**Single Source Procurement of Zoll AED3 Defibrillators**

## **Recommendation**

1. That Zoll Medical Canada, Inc. be approved as a single source supplier for the supply, delivery and maintenance of 62 frontline semi-automatic defibrillator units for use by Mississauga Fire & Emergency Services (MFES) for a period of 5 years, with the option to extend the term for an additional 5 years (Purchase).
2. That the Purchasing Agent or designate be authorized to execute all contracts and related ancillary documents with respect to the Purchase between the City and Zoll Medical Canada, Inc. for an estimated amount of \$170,000 exclusive of taxes and consumables.

## **Executive Summary**

- The original purchase of the current 54 Zoll Automated External Defibrillator (AED) Pro units was made over 12 years ago; the defibrillators are now nearing end of life and the current process of data transmission via USB and e-mail is outdated.
- This procurement includes utilizing Zoll Canada's secure online hosting environment where cardiac arrest event data can be uploaded, analysed, stored, and shared with medical professionals. Zoll's online environment provides automatic reporting of AED status, along with the ability to perform software upgrades on the AED devices remotely.
- Zoll Canada has an 80% market share across Canada, and is the only provider within the Region of Peel and the GTA. Compatibility of equipment across the Region with a consistent user interface will allow MFES staff a seamless transition to the new Zoll 3 AED, which will eliminate service gaps when responding to sudden cardiac arrest events.
- It is beneficial for MFES to remain compatible with the regional standard, which has established Zoll as the single source provider. As a result, Zoll is uniquely qualified. Section "A" of the Purchasing By-law provides for single source awards when (iv) *"the complete item, services, or system is unique to one vendor and no alternative or substitutes exists within Canada"*.

- The financial impact for the capital purchase of the defibrillator units will be approximately \$170,000, including a credit of approximately \$10,800 for the trade-in of the existing 54 units.

## Background

Each year, MFES responds to approximately 300 sudden cardiac arrest emergencies within the City of Mississauga. When most patients go into cardiac arrest, their initial cardiac rhythm will be ventricular fibrillation: a rapid and unsynchronized heart rhythm that originates in the heart's lower chambers (the ventricles). The heart must be "defibrillated" quickly in order to stop the unsynchronized rhythm as a victim's chance of surviving drops by 7-10% for every minute a normal heartbeat is not restored. The easiest way to defibrillate the heart is by utilizing an AED, which is a lightweight, portable device that delivers an electric shock through the chest to the heart. The shock has the potential to stop an irregular heartbeat (arrhythmia) and allow a normal rhythm to resume following sudden cardiac arrest.

MFES currently uses the Zoll AED Pro model defibrillator. This model has been resilient through the years to the physical demands of the Fire Service, while continuing without fail to treat patients in sudden cardiac arrest. The units have reached end of life.

## Comments

### Data Storage and Access

Zoll Canada provides a secure online hosting environment where cardiac arrest event data can be uploaded, analysed, stored, and shared with medical professionals. Zoll's online environment provides automatic reporting of AED status, along with the ability to perform software upgrades on the AED devices remotely. Personal information will NOT be stored, accessed, transmitted, disclosed, or used outside of Canada. Patients may request access to their own medical data. The new cloud solution is more secure and reliable than the current manual solution.

The City of Mississauga Cyber Security Team has reviewed the security and data handling and there were no concerns noted.

### Compatibility

Compatibility of the Zoll defibrillator refers to the ability to move between a public access defibrillator within Mississauga, to the MFES defibrillator, and finally the Peel EMS defibrillator. Currently, the entire Region of Peel has opted for the Zoll defibrillator that includes the following organizations:

- The City of Mississauga Public Access Defibrillator Program
- Peel Regional Paramedic Services (PRPS)
- Brampton Fire & Emergency Services
- Caledon Fire & Emergency Services

- GTAA Public Access Program
- GTAA Fire & Emergency Services

The advantage of remaining with Zoll defibrillator is that the CPR and defibrillator pads applied to the chest from a Zoll product can be used with any Zoll product. The most significant compatibility consideration is the seamless transition between MFES and PRPS during sudden cardiac arrest treatment. The defibrillator pads can be unplugged from MFES equipment and immediately plugged into the Paramedic defibrillator, providing a consistent process with CPR feedback for the user that is familiar to MFES staff.

Defibrillator pads do not only allow for the electrical energy from the defibrillator to be applied to the patient, but also visual feedback on the digital screen of the defibrillator as to the rate of compression, depth of compression, and recoil off the chest. Currently, the feedback mechanisms between MFES and PRPS are compatible, which improves patient care through instant visual and auditory signals.

MFES training equipment is only compatible with Zoll products – changing providers will require increased capital costs. The new Zoll 3 Defibrillator has a similar footprint to the current Zoll AED Pro model – this ensures the equipment will fit within the new MFES Medical Bags. Current Zoll Defibrillator consumables (pads and cables) are compatible with the Zoll AED 3 and can be used with no loss of consumable stock.

It is beneficial for MFES to remain compatible with the regional standard which has established Zoll as the single source provider. As a result, Zoll is uniquely qualified. Section “A” of the Purchasing By-law provides for single source awards when (iv) *“the complete item, services, or system is unique to one vendor and no alternative or substitutes exists within Canada”*.

Materiel Management has reviewed this report and supports the recommendation from a procurement perspective.

## Financial Impact

The financial impact for the capital purchase of the defibrillator units will be approximately \$170,000 and includes a trade-in credit of approximately \$10,800 for the trade-in of the existing 54 units.

## Conclusion

Zoll Medical Canada has had a longstanding relationship with MFES and the City of Mississauga as a whole, and has provided excellent service in the area of defibrillator sales, maintenance and technical support for over a decade. In addition to providing the City of Mississauga with equipment for the Public Access Defibrillator Program, Zoll Canada has maintained an 80% market share across Canada, and is the only provider within the Region of Peel, and the GTA.

Compatibility of equipment across the Region with a consistent user interface will allow MFES staff a seamless transition to the new Zoll 3 AED, which will eliminate service gaps when responding to sudden cardiac arrest events, opposed to retraining on an unfamiliar device. Quality assurance and record keeping will be enhanced with an automated program with improved data security, versus the current process developed “in-house” at MFES.

The administrative efforts of reporting to the MFES Medical Director, as well as the requirements under the data sharing agreements currently in place for cardiac arrest research will be improved via an automated system for external reporting. This will increase capacity of MFES staff as well as increase accuracy when retrieving cardiac arrest data from the defibrillator units.

## Attachments

Appendix 1: Statement of Work



Shari Lichterman, CPA, CMA, Commissioner of Community Services

Prepared by: John Crozier, Assistant Chief, Capital Assets, Mississauga Fire and Emergency Services

**MISSISSAUGA****Statement of Work****Single Source Procurement of Zoll AED3 Defibrillators**

Supply, delivery and maintenance of 62 Zoll AED3 automated external defibrillators and related consumables for a five (5) year period. Supplier to provide implementation services, train-the-trainer training sessions and related documentation, and secure online hosting environment to maintain Mississauga Fire Services' cardiac arrest event data.

## **REPORT 4 – 2021**

To: CHAIR AND MEMBERS OF GENERAL COMMITTEE

The Road Safety Committee presents its fourth for 2021 and recommends:

RSC-0016-2021

1. That the Speeding Awareness Campaign presented by Catherine Nguyen-Pham be received for information.
  2. That the Road Safety Committee approves the creative concept and design of the Communications tactic design and concept for the Speeding Awareness Campaign.
- (RSC-0016-2021)

RSC-0017-2021

That the presentation by Seema Ansari, Technical Analyst, Region of Peel, with respect to the 2019 Vision Zero Road Safety Strategic Plan - year two update be received for information.

(RSC-0017-2021)

RSC-0018-2021

That the Let's Move Mississauga Certificate of Participation design as presented by Catherine Nguyen-Pham be approved as presented.

(RSC-0018-2021)

RSC-0019-2021

1. That the email dated April 17, 2021 from James Fan, Citizen Member with respect to his resignation from the Road Safety Committee be received.
  2. That due to the resignation of James Fan, Citizen Member, a vacancy exists on the Road Safety Committee, and that the City Clerk be directed to fill the vacancy in accordance with the Corporate Policy #02-01-01 on Citizen Appointments to Committees, Boards and Authorities.
- (RSC-0019-2021)

RSC-0020-2021

That the Road Watch Statistics for the period ending April 16, 2021 be received for information.

(RSC-0020-2021)



## MISSISSAUGA SPORTS COUNCIL

*Dedicated to the promotion and development of sports in Mississauga*

May 10, 2021

Dear Mayor Crombie and City Council,

Re: MSC support of MSSAC's Request for City Council to direct staff to evaluate their 50m pool proposal and provide a corporate report back to Council with recommendations by Sept. 2021.

Sport and recreation are key building blocks in the development of physical and mental health. From the early benefits of emotional and physical literacy, sport builds capacity and unites our community by engaging youth, families, and neighbours; sport promotes inclusion, by enabling the advancement and celebration of diversity in ethnicity, age, ability, and gender; sport teaches life skills (including - discipline, teamwork, goal setting, confidence, resiliency); sport provides significant economic benefits through jobs, volunteering, event hosting and tourism; sport raises profile, and builds community collaboration and civic pride.

Mississauga is a city that can be proud of its neighbourhoods and the community centres and 25m pools that are a launch pad for our citizens to connect and stay safe, healthy, and active for life. From lifesaving "learn to swim" programs and training for youth as lifeguards (for many, their first jobs); through diverse opportunities for the community to enjoy recreational aquatic benefits, lane swims, competitions, aquafit programs for older adults, etc. - our 25m community pools have a significant impact on the engagement of residents and development of sport in our city.

We're proud to have 10 members of the Mississauga Sports Hall of Fame related to aquatics, from swimming, synchro swimming to masters swimming. Over the years MSC has presented over 30 aquatic recognition awards to our swimmers, coaches, officials, and sport builders including volunteers, high school athletes, female & male amateur competitors, national record setters, Olympians, and masters, world record setting, swimmers. A legacy to be proud of. These exceptional accomplishments started in our 25m pools – but for those striving to reach their full potential, to train at a high-performance level, they had to leave Mississauga to excel in a 50m pool.

With the devastating impact of Covid-19, rebuilding our community is a time for reflection and foresight. The time is right to evaluate MSSAC's feasibility study, to engage community members in a



**Mississauga Sports Council**

5500 Rose Cherry Place – Suite 101, Mississauga, ON L4Z 4B6

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common goal through - collaboration, dedication, focus, inspiration, and vision. A vision for what our city can look like as we rebuild. The kind of vision that includes consideration of a 50m multi-purpose pool as part of its infrastructure and a direction that calls on, and develops, leadership and community capacity, reforging our great city on a foundation of equity, diversity, and inclusion.

The sport market is one of the largest economic impact drivers for event space; and sport tourism is a key pillar in attracting visitors to Mississauga. A 50m multi-purpose pool and the ability to host provincial, national, and international training and competitions, enhances the projected growth related to sport tourism and the post pandemic return of our economy, putting Mississauga where it belongs, as a prime destination.

Our sports legacy is remarkable. As we prepare to host the 2022 Ontario Parasport Games and Ontario Summer Games, let's embrace MSSAC's leadership and their investment in funding the 50m pool feasibility study, and work together to gather the facts and momentum that position Mississauga for sport and economic recovery and development deserving of Canada's 6<sup>th</sup> largest city, deserving of a sports landscape and legacy that enables current and future generations.

After many decades of deliberating, including for the 2015 Pan Am Games, the opportunity to evaluate this long-term investment is primed; times have changed and like Celebration Square, a 50m multi-purpose pool can have a significant contribution to our city's growth. Imagine the possibilities, as we rebuild our world-class city and community infrastructure, in a way that engages citizens, celebrates achievements, fosters health, well-being, socio-economic benefits and Mississauga as a preferred "GTA West/World Aquatic destination."

MSC supports MSSAC's request - that council direct staff to work with them, evaluate their 50m pool proposal and provide a corporate report back to Council with recommendations by Sept. 2021.

On behalf of the Board of Directors, thank you for your consideration.

Jim Holmes  
President  
Mississauga Sports Council



**Mississauga Sports Council**

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May 10, 2021

Chair and Members of General Committee  
City of Mississauga  
300 City Centre Drive  
Mississauga, Ontario  
L5B 3C1

VIA Email – dayna.obaseki@mississauga.ca

Chair and Members of Committee:

**Re: Item 14.1 – Litigation or Potential Litigation  
RioTrin Properties, 3900-3980 Grand Park Drive, Mississauga  
May 12, 2021**

I am writing to you on behalf of Fielding Environmental Inc. that was a party to the Local Planning Appeals Tribunal (LPAT) hearing on this matter.

As Committee is aware, the LPAT over-ruled the decision of the Mississauga Planning & Development Committee and subsequently City Council on its decision to refuse the application for an Official Plan Amendment (OPA) and Re-zoning Application (RZ) for the said property.

Fielding was a party to this application because of our concern about the proximity of a large high-rise residential condominium project to our property and business operation which has been a long -standing chemical recycling plant fronting onto Mavis Road.

In reading the decision we are of the view that the members of the LPAT did not fully understand the gravity of this issue nor take into account the very clear decision of Mississauga City Council to refuse the applications.

We further believe that there are sufficient errors in the judgement that are subject to appeal and we would strongly encourage the City of Mississauga to appeal this decision to the Divisional Court.

This decision is a very bad precedent for residential creep alongside long-standing industrial/commercial uses and we remain very concerned about the consequences. As your constituents rely on you to protect their safety, any assault on your efforts to do so should be swiftly, publicly, and strongly opposed.

Yours truly,

Ellen McGregor, CEO