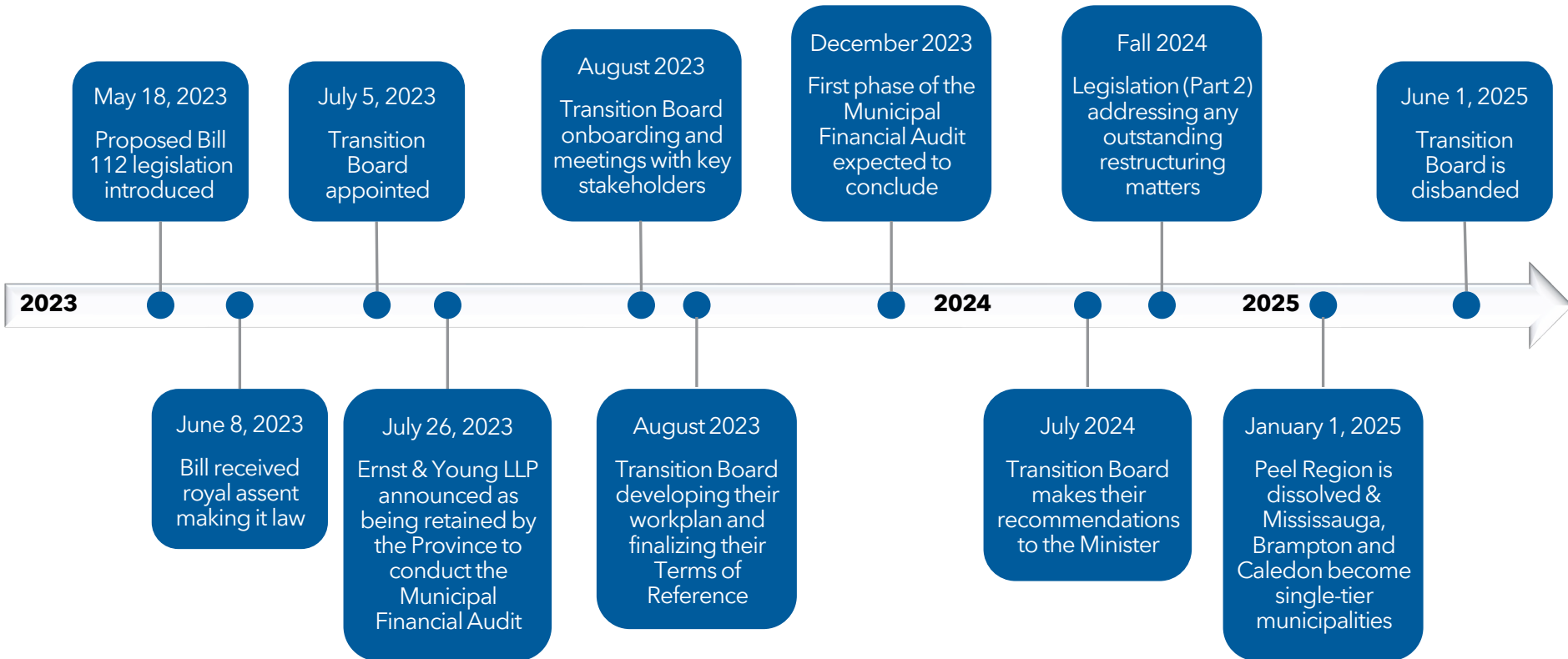


Bill 112 – Update September 2023

Gary Kent, CAO, Peel Region
September 14, 2023 Regional Council Meeting

Transition Timelines



Transition Board Appointment and Duties

Ontario Regulation 187/23: Transition Board included the appointment of a 5-member Transition Board from July 5, 2023 to June 1, 2025 and outlined their prescribed duties to facilitate Peel's dissolution:

"...4. Develop and submit a workplan for approval to the Minister by August 31, 2023, that includes,

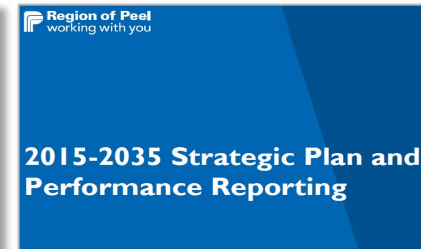
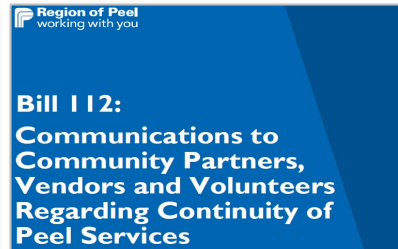
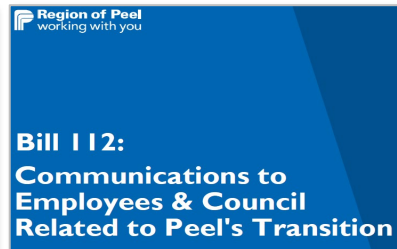
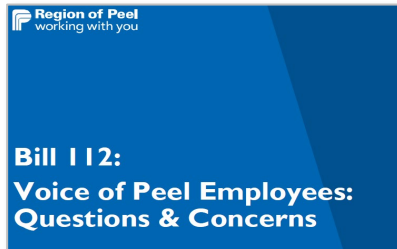
- i. a plan on how the board will meet the deadlines, if any, directed by the Minister with respect to recommendations under paragraph 1 of subsection 3 (5) of the Act,
- ii. a communications plan outlining the proposed approach to communicating with the Ministry, including timelines,
- iii. a consultation plan outlining the proposed approach to consulting with the affected municipalities and municipal stakeholders, including timelines,
- iv. a description of the documents, records or other information anticipated to be requested and examined under clause 3 (7) (b) of the Act or of the things the affected municipalities will be required to do under clause 3 (8) (a) of the Act,
- v. a description of the documents, records or other information the board anticipates requesting from any Ministries of the Government of Ontario,
- vi. a hiring and resource plan that includes expected costs for, and descriptions of, anticipated staff to be hired and expert services and any additional supports the board anticipates that it will require to perform its functions, including supplies and facilities,
- vii. a description of how the board will fulfil its duties under paragraphs 2 and 3 of subsection 3 (5) of the Act,
- viii. a description of how the board will determine when to exercise its powers under subsections 6 (1) and (2) of the Act and the process the board will use when exercising those powers, and
- ix. a budget, including the total expected costs identified in subparagraph vi, any other anticipated expenses of board members or of the board and remuneration of board members."

Transition Board Onboarding

We developed an Onboarding Plan to help the Transition Board make thoughtful and informed recommendations.

In addition to the detailed Budget Book for 2023, several key documents were developed and shared in advance for the formal onboarding in August:

Onboarding Plan for the Transition Board			
Day 1: Friday, August 11 8:30am - 12:00pm Organizational Overview with CAO and Commissioners <ul style="list-style-type: none">Peel OverviewServices & StaffingPeel's RoleAssets & FacilitiesStrategic PlanIntegration of Services Internally & with the CommunityDemography and Population & Community DevelopmentContinuity of ServicesEmergency PreparednessFinancial OverviewPeel's Role in the RegionPeel's Role in the RegionPeel's Role in the Region	Day 2: Monday, August 14 8:30am - 12:00pm Water & Wastewater, Waste Management, Transportation, and Fire with Public Works Commissioner & Directors <ul style="list-style-type: none">Service OverviewAssets & FacilitiesIntegration of Services Internally & with the Community	Day 3: Tuesday, August 15 8:30am - 12:00pm Fire, Public Health, and Social Services with Health Services Commissioner, Paramedics Chair & Directors <ul style="list-style-type: none">Service OverviewAssets & FacilitiesIntegration of Services Internally & with the Community	Day 4: Monday, August 18 8:30am - 12:00pm Corporate Services and Legislation Services with Corporate Services and Legislation Services Commissioners & Directors <ul style="list-style-type: none">Service OverviewAssets & FacilitiesIntegration of Services Internally & with the Community



Transition Board Onboarding (Continued)

A formal organizational overview and service presentations were also provided to the Transition Board:

An Organizational Overview



Including: workforce and labour relations, Peel community overview, legal obligations & risks, and investments and debt portfolio

Departmental & Service Overviews



Magnitude, Scale, Integration of Services & Complexity of Peel



\$1.5 Million

is Peel's population, which is larger than six of Canada's provinces



120 newcomers

arrive in Peel every day; the yearly growth in newcomers represents the size of mid-size municipality



69% of residents

identify with a racialized group, the highest percentage in the GTA



2nd

largest water and wastewater system in Ontario and 4th largest in Canada



30%

lower utility rates than other GTA municipalities



3rd

largest community housing provider in Ontario



21%

of all goods movement GDP in Ontario carried on Peel Region roads



\$1.8 Billion

worth in goods travel to, from and through Peel every day



2nd

largest police service in Ontario and 3rd largest in Canada



2nd

largest in paramedic service in Ontario



2nd

largest in waste management program in Ontario and 4th largest in Canada



2nd

largest public health service in Ontario by population size and one of the largest in Canada



\$10.3 Million

annual funding to over 150 community agencies in the non-profit sector



\$3.1 Billion

Annual Operating Budget and **\$1.9 Billion** Annual Capital Budget



800km+

fibre network co-owned by Peel, Brampton, Mississauga and Caledon

Deep Dive into Peel

- Magnitude, scale & complexity
- Integration of services
- Systems dependencies
- Fragility of ecosystems and some populations
- Increasing complexity of community needs
- High caliber of Peel employees who continue to deliver services with the highest level of professionalism through this period of uncertainty and change

Ongoing Risks

Increase in employee anxiety resulting in employee retention challenges / impacts to service delivery:

- Regular updates on Transition activities are being provided to employees (CAO updates, internal web site, townhalls).
- Peel's transition website (peelregion.ca) with most up to date information.

Volume of data requests and need for timely response:

- Implemented data sharing protocol including tracking mechanism with expected 5 day turnaround.
- Ensure all municipalities receive same information at same time.

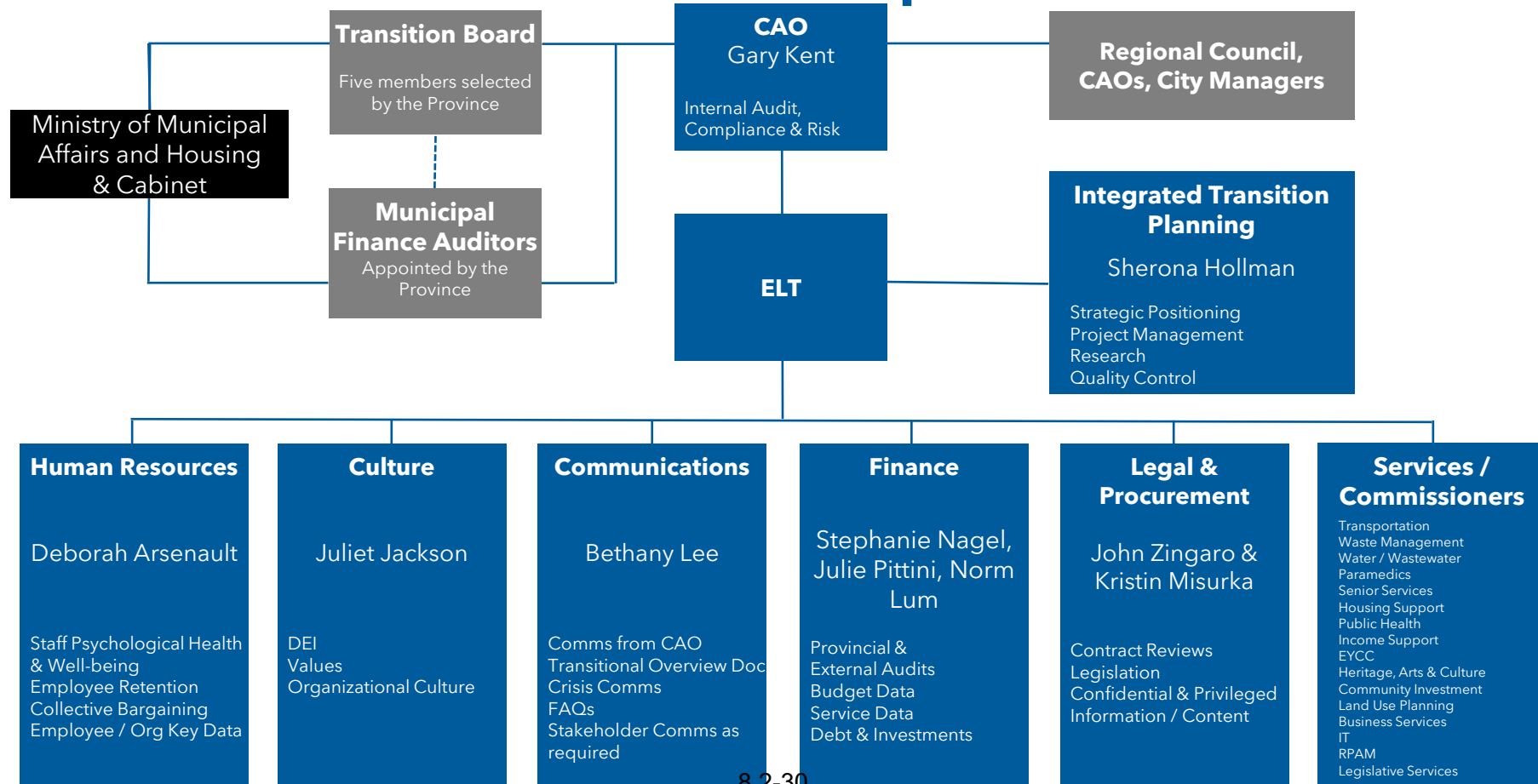
Request to the Transition Board

- Reinforced request for early and obvious employee related decisions specifically, job security, severance, and pension (as per companion closed session report on today's agenda).
- Reinforced the ask for all recommendations to be shared publicly, including financial impact assessment and long-term economic sustainability of Brampton, Caledon, and Mississauga.

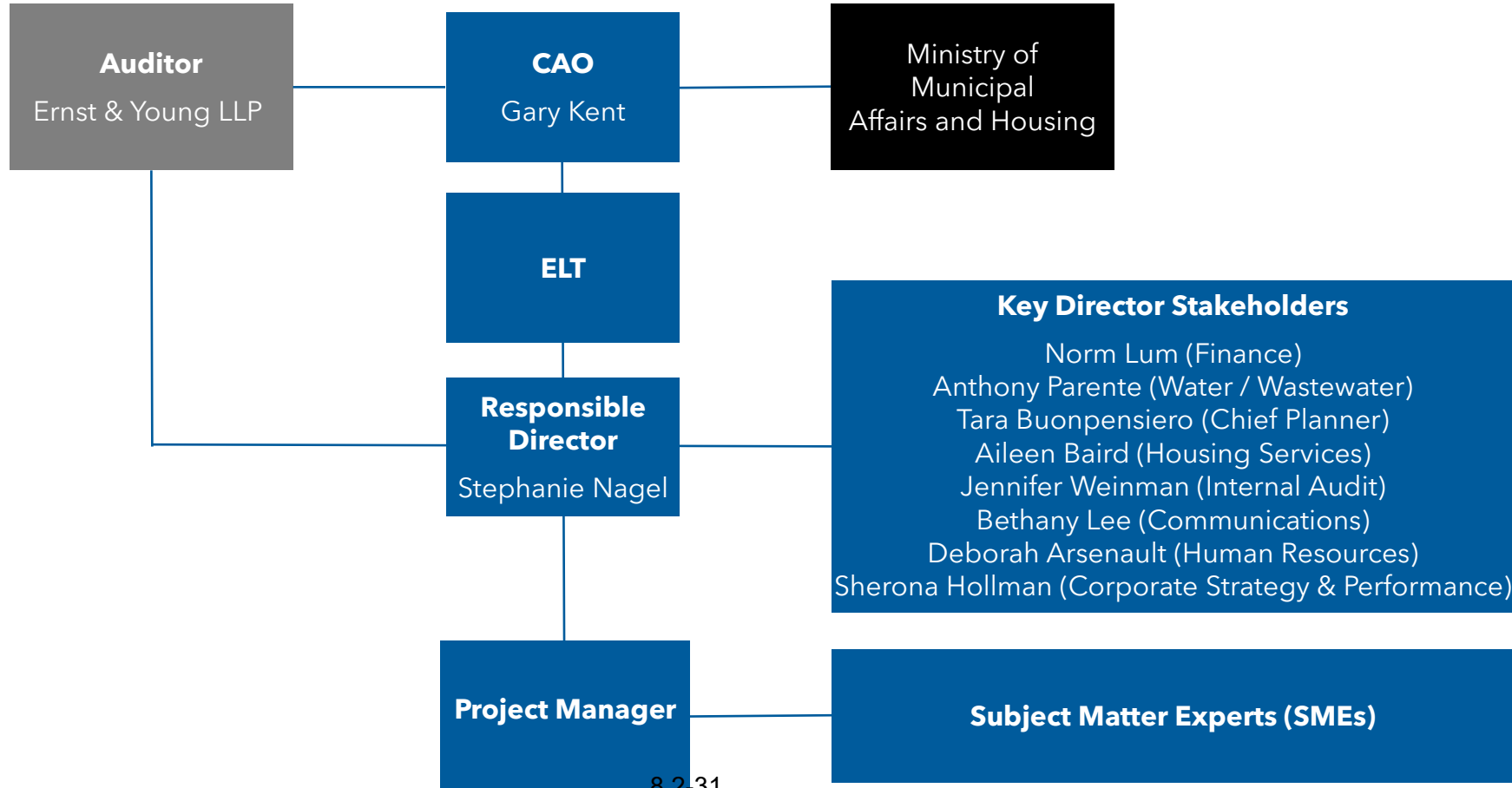
What We Are Left Wondering

- The finalization and sharing of the Transition Board Terms of Reference and Workplan
- How the community and staff will be consulted and the submission process
- How relationships and 2-way communications will be managed with Regional Council and with all four municipalities
- How the 2025 budget will be calculated
- Logistics related to regular meetings with staff
- Decision monitoring process for all four municipalities

How We Are Organized: Integrated Governance Structure for the Transition Board & Municipal Finances Audit



Municipal Finances Audit Governance Structure



Closing Remarks

- Our people and our community are everything.
- We remain committed to working with the Transition Board, the Ministry, colleagues in the local municipalities and the auditors to bring forward thoughtful, informed recommendations regarding Peel's dissolution while ensuring minimal impacts to Peel employees, residents, businesses and community.
- Effective and ongoing support to the Transition Board (as demonstrated by the Onboarding) will ensure the Transition Board is provided with factual, transparent and timely information to inform the development of their recommendations.