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January 22, 2024

REGION OF PEEL
OFFICE OF THE REGIONAL CLERK

January 22, 2024

SENT VIA EMAIL

Clerks Department - Credit Valley Conservation Participating Muncipalities

RE: CVC Final Report on the Conservation Authorities Act Transition Period

Dear Sir or Madam,

As per Ontario Regulation 687/21 *Transition Plans and Agreements for Programs and Services Under Section 21.1.2* of the *Conservation Authorities Act*, I have attached the final inventory of Credit Valley Conservation's (CVC) programs and services. We confirm that the CVC has signed Memorandum of Understanding with all our participating municipalities as outlined in the attached January 19, 2024 report to the CVC Board of Directors.

If you have any further questions, please contact me.

Kind regards,

Tamara Chipperfield, Corporate Secretariat

tamara.chipperfield@cvc.ca

905-670-1615 ext. 420

REFERRAL TO
RECOMMENDED
DIRECTION REQUIRED
RECEIPT RECOMMENDED

**Subject: UPDATE ON THE CONSERVATION** 

AUTHORITIES ACT TRANSITION PERIOD, INVENTORY OF PROGRAMS AND SERVICES,

AND MUNICIPAL AGREEMENTS

**To:** The Chair and Members of the Board of Directors,

Credit Valley Conservation

**Purpose:** To inform the Board of Directors of CVC of progress

made during the Conservation Authorities Act Transition Period executing Memorandums of Understanding (MOUs) with participating municipalities, including CVC's updated final

**Inventory of Programs and Services.** 

# **Background:**

In recent years, the province has initiated a series of changes to the *Conservation Authorities Act*. (CA Act) Among other changes, these have had the effect of modifying the mandatory services that are offered by conservation authorities (CAs) and created a requirement for conservation authorities to enter into agreements with their participating municipalities to continue with any municipally funded, non-mandatory programs (considered as Category 2 or 3 programs) after December 31, 2023.

As a result of this, conservation authorities have needed to enter into Memorandums of Understanding (MOUs) with participating municipalities regarding the funding of municipally requested (Category 2) programs and services, and cost apportioning agreements for funding of other programs and services the CA determines is advisable to further the purposes of the CA Act (Category 3).

Regular updates have been provided to the Board of Directors regarding these amendments and CVC's progress in executing municipal agreements, including the report, "Changes to the Conservation Authorities Act in Bill 229," at the November 13, 2020 meeting (Resolution #108/20), briefing notes at the December 11, 2020 and February 19, 2021 meetings.

Based on the requirements of O. Reg. 687/21, "Transition Plans and Agreements for Programs and Services Under Section 21.1.2 of the Act," staff presented a transition plan as information to the Board at the December 10, 2021 meeting, and a report including both the transition plan and an inventory of programs and services at the February 18, 2022 meeting (#20/22). Subsequently, we circulated the plan and inventory to the Ministry of Environment Conservation and Parks (MECP) and

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participating municipalities before the end of the first phase of the transition period on February 28, 2022.

Through subsequent consultation with participating municipalities, a progress update and revised Inventory of Programs and Services were presented to the Board March 10, 2023 for approval. The six quarterly progress reports prepared for the Ministry between June 2022 and September 2023, as required by O. Reg. 687/21, were also presented to the Board, either in a report, as on March 10, 2023, or as a correspondence item.

CVC is required to submit a final Inventory of Programs and Services to the Ministry of Natural Resources and Forestry and all participating municipalities by January 30, 2024.

### **Analysis:**

In March 2023, Credit Valley Conservation circulated the revised Inventory of Programs and Services to all participating municipalities as well as a draft Memorandum of Understanding for review.

Since that time, CVC staff held meetings with senior staff from all participating municipalities to discuss the draft inventory and work toward Council-endorsed MOUs affirming municipal support of CVC's category 2 programs and services.

CVC staff also met with partner municipalities in our jurisdiction, including Caledon, Brampton, Mississauga, Oakville, and Halton Hills, to discuss the inventory and transition period. Throughout, staff have been working closely with our neighbouring conservation authorities, including Toronto and Region Conservation Authority, Conservation Halton, Nottawasaga Valley Conservation Authority and Grand River Conservation Authority, to ensure consistency and coordination where appropriate.

As of December 2023, CVC has executed Council-approved Memorandums of Understanding with all of our seven participating municipalities, affirming their continued support for Category 2 programs and services as provided in the draft Inventory. The MOUs are for four (4) year terms, except for the Region of Peel MOU, which was set at a one-year term because of the then-anticipated dissolution of the Region of Peel as of December 31, 2024. The MOUs were all council approved by the end of November, 2023, and executed on the following dates:

- Region of Peel, dated December 31, 2023
- Region of Halton dated December 31, 2023
- Town of Orangeville, dated November 13, 2023
- Town of Erin, dated December 31, 2023
- Town of Mono, dated December 31, 2023
- Township of East Garafraxa, dated October 17, 2023
- Township of Amaranth, dated December 31, 2023

The above MOUs include an appended version of CVC's Inventory of Programs and Services, the full and final version of which is included as Schedule 'C', Appendix 1. The only change to the inventory approved by the Board in March 2023 is a minor addition to the description of two programs ("Plan review other than natural hazards" and "Land management, operation and maintenance non-CA lands") to note that these programs will not be delivered by CVC going forward, because of Provincial legislative changes.

As determined through consultation with our participating municipalities, CVC does not currently have any Category 3 programs and services that require a Cost Apportioning Agreement.

The attached inventory is the final version for the purposes of fulfilling the requirements set out in the amended *Conservation Authorities Act*. However, any redistribution of services between the Region of Peel and lower-tier municipalities in Peel could result in the need for future revisions to the inventory. Future changes may also be required to reflect any changes to services that our municipal partners may request. CVC staff will seek Board approval for any major subsequent revisions to the Inventory of Programs and Services.

#### **Communications Plan:**

As per O. Reg. 687/21, we will send copies of this report to the Ministry of Natural Resources and Forestry and CVC's participating municipalities.

## **Financial Implications:**

There is no financial impact to CVC for this report.

#### **Conclusion:**

In fulfilling the requirements of the *Conservation Authorities Act* Transition Period, CVC has prepared a final Inventory of Programs and Services and executed MOUs with all participating municipalities prior to the December 31, 2023 deadline, to continue to provide Category 2 programs and services.

### **Recommended Resolution:**

**THEREFORE BE IT RESOLVED THAT** the report entitled, "Update on the Conservation Authorities Act Transition Period and Municipal Agreements," be received and appended to the minutes of this meeting as Schedule 'C'; and

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**THAT** the Board of Directors approve this report, and the associated MOUs in fulfillment of the final requirement for submissions due at the end of the Conservation Authorities Act transition period as required by O. Reg. 687/21 of the Act; and

**THAT** the Board of Directors authorize the Director, Corporate Services and CAO to make minor and administrative adjustments to the Inventory of Programs and Services as required based on ongoing discussions with participating municipalities; and further

**THAT** the report and Inventory contained herein be circulated to the Ministry of Natural Resources and Forestry (MNRF) as required in advance of January 30, 2024, and also circulated to participating municipalities, Conservation Ontario and neighbouring conservation authorities as appropriate.

### **Submitted by:**

Andrew Kett Director, Corporate Services

## **Recommended by:**

Quentin Hanchard Chief Administrative Officer

Credit Valley Conser	vation Inventory of Programs	and Services, v	version 3 (final), January 19, 2024									
Service Area	Program/Service Name	Reference	Description/Rationale	Category	Method	Cost	Municipal	Fed/Prov	Non-gov	Self-gen	Municipality	MOU date
Watershed Studies and Strategies	Watershed-based Resource Management Strategy	21.1 (1) 2. 686/21 12. (4)	Development of a watershed-based resource management strategy as required by regulation. This is a new program.	1	С	\$100,000	\$100,000	\$0	\$0	\$0	n/a	n/a
Watershed Studies and Strategies	Provincial Groundwater and Stream Monitoring Programs	21.1 (1) 2. 686/21 12. (2) and (3)	A long-standing (20+ and 50+ years respectively) CA/MECP partnership for groundwater level and quality monitoring and stream water quality monitoring.	1	А	\$221,661	\$221,661	\$0	\$0	\$0	n/a	n/a
Natural Hazards Planning and Risk Management	Flood Forecasting and Warning	21.1 (1) 1. i. 686/21 2.	Flood event forecasting and flood warning. Maintenance of real-time streamflow and weather monitoring stations.	1	А	\$1,282,268	\$1,253,015	\$24,585	\$0	\$4,668	n/a	n/a
Natural Hazards Planning and Risk Management	Drought (or low water) Response	21.1 (1) 1. i. 686/21 3.	Drought conditions monitoring, modelling, and analysis.	1	А	\$37,726	\$37,726	\$0	\$0	\$0	n/a	n/a
Natural Hazards Planning and Risk Management	Ice Management	21.1 (1) 1. i. 686/21 4.	The development and updating of an ice management plan. Annual maintenance of the Erin Mills Ice Control Structure.	1	A	\$28,185	\$28,185	\$0	\$0	\$0	n/a	n/a
Natural Hazards Planning and Risk Management	Water and Erosion Control Infrastructure	21.1 (1) 1. i. 686/21 5.	Operation and management of water and erosion control infrastructure and low flow augmentation.	1	А	\$540,892	\$537,672	\$0	\$0	\$3,220	n/a	n/a
Natural Hazards Planning and Risk Management	Natural Hazards Studies and Information Management	21.1.1 (1)	Additional services including studies of surface water hydrology and hydraulics, stream morphology, and potential effects of climate change as related to natural hazards.  Quantification of potential damages and mitigation measures.	1	A	\$268,734	\$267,354	\$0	\$0	\$1,380	n/a	n/a
Natural Hazards Planning and Risk Management	Application Review related to natural hazards	21.1 (1) 1. i. 686/21 6.	Input to the review and approval processes under other applicable law with comments principally related to natural hazards, wetlands, watercourses and Sec 28 permit requirements.	1	А	\$244,191	\$133,890	\$0	\$0	\$110,301	n/a	n/a
Natural Hazards Planning and Risk Management	Plan Review related to natural hazards	21.1 (1) 1. i. 686/21 7.	Technical information, advice, and input on natural hazard-related matters to municipalities on circulated municipal land use planning applications and strategic documents.	1	А	\$2,054,069	\$1,506,761	\$0	\$0	\$547,308	n/a	n/a
Natural Hazards Planning and Risk Management	Section 28.1 Permit Administration	21.1 (1) 1. i. 686/21 8.	Reviewing and processing permit applications, associated technical reports, site inspections and enforcement of regulations. Development and maintenance of flood hazard maps.	1	A	\$1,168,171	\$743,065	\$42,700	\$0	\$382,406	n/a	n/a
Lands and Conservation Areas	Conservation Areas Strategy and Land Inventory	21.1 (1) 1. ii. 686/21 1011.	Development of a Conservation Areas strategy and land inventory as required by regulation.	1	А	\$196,812	\$196,812	\$0	\$0	\$0	n/a	n/a
Lands and Conservation Areas	Land Management, Operation and Maintenance	21.1 (1) 1. ii. 686/21 9. (1) 2. iii.	Management, operation and maintenance of Conservation Authority lands.	1	A	\$3,674,038	\$2,483,884	\$0	\$0	\$1,190,154	n/a	n/a
Lands and Conservation Areas	Land Management, Capital Projects	21.1 (1) 1. ii. 686/21 9. (1) 2. iii.	Capital projects on Conservation Authority lands.	1	A	\$2,015,566	\$2,010,366	\$5,200	\$0	\$0	n/a	n/a

Lands and Conservation Areas	Section 29 Administration	21.1 (1) 1. ii. 686/21 9. (1) 4	Programs and services to ensure that the authority carries out its duties, functions, and responsibilities to administer regulations made under Section 29 and Regulation 688/21.	1	А	\$174,509	\$174,509	\$0	\$0	\$0	n/a	n/a
Lands and Conservation Areas	Restoration and Stewardship CA Lands	21.1 (1) 1. ii. 686/21 9. (1) 2. ivv.	Programs and services to conserve, protect, rehabilitate, establish and manage natural heritage within CA lands, including forest management, terrestrial restoration, invasive species management, and aquatic restoration including wetlands and dam removal.	1	А	\$1,637,329	\$1,320,155	\$0	\$0	\$317,174	n/a	n/a
Lands and Conservation Areas	Natural Heritage Management CA Lands	21.1 (1) 1. ii. 686/21 9. (1) 2. ivv.	Ecological inventories and monitoring to produce data, mapping and reports that inform planning, development and management of CA lands.	1	А	\$610,006	\$609,046	\$0	\$0	\$960	n/a	n/a
Environmental Resilience	Source Protection Authority	21.1 (1) 1. iii. 686/21 13.	Source Protection Area/Region activities required by the Clean Water Act and regulations.	1	А	\$488,243	\$110,510	\$377,733	\$0	\$0	n/a	n/a
Watershed Studies and Strategies	Watershed and Sub-watershed Planning	21.1.1 (1)	Plans which characterize the land use, stressors, and water resource and natural systems of the study area (Credit River Watershed or subwatersheds). These plans also provide analysis based on stressor and mitigation scenarios, as well as recommend implementation actions to meet study goals and objectives. Identification, prioritization and quantification of multi-flood hazard and climate-related risks and cost-benefit analysis of management options.	2	А	\$845,260	\$828,168	\$13,980	\$0	\$3,112	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Watershed Studies and Strategies	Natural Heritage and Ecological Monitoring and Inventory	21.1.1 (1)	Ecological monitoring and inventory outside of Conservation Authority land. Information and mapping used to support watershed and subwatershed studies and municipal planning and natural heritage system management. Assessing vulnerability of natural heritage features (e.g., woodlands, wetlands) and developing approaches to help the natural heritage system adapt to the effects of climate change. Provides technical and administrative supervision of crews working on the Region of Peel Green Infrastructure Inventory and Condition Assessment for natural assets. Information will inform State of Infrastructure Report and an Invasive Species Strategy for the Region of Peel.  Coordination of the Peel Urban Forest Strategy refresh. Ecohydrologic monitoring and analysis to improve our understanding of ecologic-hydrologic relationships to inform natural hazard and natural heritage management and support Regional Well development and management in vicinity of Inglewood. Support to the Peel Monitoring and Measures Report. Input to watershed studies, plans, and contributions to restoration monitoring.	2	А	\$2,634,117	\$2,633,637	\$0	\$0	\$480	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Watershed Studies and Strategies	Climate Change Risk Management	21.1.1 (1)	Development of risk assessment/management methodology, identification of priority vulnerabilities of multi-flood and erosion hazards, social vulnerabilities and risks to natural and built infrastructure/properties, cost-benefit analysis, prioritized response actions and development of corporate mitigation and adaptation polices and plans. Tracking and documentation, implementation, predicted maintenance frequency of SWM ponds, flood performance of natural/green infrastructure, account for GHG supply chain and carbon sequestration of grey/green/nature-based solutions. Specific Peel Priority Projects include: Flood Risk Assessment, Overland Flood Assessment, Delineation of Peel owned stormwater ditches, support for DMAF applications.	2	А	\$203,218	\$188,975	\$11,650	\$0	\$2,593	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Watershed Studies and Strategies	Integrated Water Management Science	21.1.1 (1)	Provision of stormwater management services such as infrastructure inspections, condition assessments, in-field evaluations, design review and climate change risk modelling to support municipal priorities towards advancing stormwater planning, design, operation & maintenance, and life cycle management to satisfy asset management requirements. Development of monitoring plans and delivery of monitoring services to fulfill provincial environmental compliance approval requirements for Peel municipalities. Development and delivery of training, guidance,	2	А	\$1,202,995	\$1,192,453	\$0	\$0	\$10,542	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023

			and knowledge transfer in collaboration with integrated water management implementation programs.									
Watershed Studies and Strategies	Modelling and Analysis	21.1.1 (1)	Targeted investigations and local scale modelling including water balance, erosion, and water quality assessments to support management strategies for flooding, natural hazards, and climate resilience, analysis and communication of results. In partnership with the University of Toronto, TRCA and the City of Brampton, examining a suite of SWM ponds through the City of Brampton to determine the cumulative thermal impact on receiving watercourses and pond performance.	2	A	\$296,442	\$291,462	\$0	\$1,800	\$3,180	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Watershed Studies and Strategies	Real-time Water Quality Monitoring	21.1.1 (1)	Operation of a network of real-time water quality stations monitoring key water quality parameters; data analysis; communication of results to support watershed management.	2	А	\$203,881	\$200,141	\$0	\$2,200	\$1,540	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Watershed Studies and Strategies	Natural Assets and Ecosystem Services	21.1.1 (1)	Development of methods, guidelines and tools on natural asset management and ecosystem services assessments to address municipal requests and assist CVC and external partners in natural asset planning, management, and restoration. Providing input and leading data analysis and the State of Infrastructure report writing for Region of Peel Natural Green Infrastructure Inventory and Condition Assessment for natural assets on Region of Peel properties. Working in partnerships with municipalities to help them to meet regulatory requirements with respect to natural assets and climate change.	2	A	\$309,263	\$218,895	\$37,400	\$0	\$52,968	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Natural Hazards Planning and Risk Management	Enhanced Flood Plain Mapping Services	21.1.1 (1)	Additional services to support expedited flood plain mapping.	2	А	\$232,523	\$224,088	\$8,435	\$0	\$0	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Natural Hazards Planning and Risk Management	Application Review other than natural hazards	21.1.1 (1)	Input to the review and approval processes under other applicable law, (e.g., Environmental Assessment Act, Drainage Act, Aggregate Resources Act, Niagara Escarpment Planning and Development Act proposals) with comments principally related to non-natural hazard related matters (as per plan review MOUs with municipal partners).	2	A	\$88,241	\$0	\$0	\$0	\$88,241	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Natural Hazards Planning and Risk Management	Plan Review other than natural hazards	21.1.1 (1)	Technical information and advice on non-natural hazard related matters to municipalities on circulated municipal land use planning applications - as per MOUs (Official Plan and Zoning By-law Amendments, Subdivisions, Consents, Minor Variances). Input to municipal land-use planning and strategic documents (OP, Comprehensive ZB, Secondary plans, subwatershed studies, natural heritage system strategies, parks and open space master plans, etc.) related to non-natural hazard matters.	2	A	\$550,832	\$412,565	\$0	\$0	\$138,267	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Lands and Conservation Areas	Public Engagement, Education, and Stewardship	21.1.1 (1)	Programs and services to engage, educate, and coordinate environmental stewardship programs on CA lands. Includes implementation of CA management plan and watershed plan recommendations, youth outdoor education programs, public volunteer and stewardship events in CAs, Conservation Youth Corps, as well as site planning, monitoring and assessment for stewardship projects on CA lands.	2	А	\$694,033	\$579,857	\$0	\$0	\$114,176	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023

Lands and Conservation Areas	Land Management, Operation and Maintenance non-CA lands	21.1 (1) 1. ii. 686/21 9. (2)	Management, operation and maintenance of non-Conservation Authority Lands (e.g., Ontario Heritage Trust properties). Including programs and services to maintain facilities and other amenities that support public access.	2	A	\$210,310	\$34,429	\$0	\$0	\$175,881	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Environmental Resilience	Community Engagement and Stewardship	21.1.1 (1)	Programs and services to engage, educate, and coordinate environmental stewardship programs on municipal and public lands with municipal partners. Includes Sustainable Neighbourhood Action Program (SNAP) implementation, public volunteer and stewardship events on municipal lands in partnership with municipalities, Conservation Youth Corps, as well as site planning, monitoring and assessment for stewardship projects on public lands.	2	А	\$972,135	\$826,671	\$0	\$0	\$145,464	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Environmental Resilience	Landowner Engagement and Stewardship	21.1.1 (1)	Engagement with urban, rural, and agricultural landowners to promote private land stewardship, provide project advice, design and implementation assistance to property owners. Implementation of watershed plan and Sustainable Neighbourhood Action Program (SNAP) priority stewardship recommendations. Includes management and implementation of Peel Rural Water Quality Program, Wellington-Dufferin Rural Water Quality Program, ALUS program, and Greening Corporate Grounds.	2	А	\$1,538,848	\$1,483,312	\$6,576	\$0	\$48,960	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Environmental Resilience	Restoration and Stewardship Private Lands	21.1.1 (1)	Implementation of terrestrial and aquatic restoration projects on private lands and supporting landowner engagement, education, and stewardship programs. Includes delivery of forestry services (tree nursery, planting and woodlot management); provincial, federal, ALUS-sponsored wetland restoration projects; and on-line dam removal and riparian restoration.	2	А	\$1,795,077	\$1,494,953	\$0	\$0	\$300,124	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Environmental Resilience	Integrated Water Management Implementation	21.1.1 (1)	Programs providing training and technical expertise to government partners, the development community, and landowners to achieve wide-scale implementation of green infrastructure (GI), integrated water management (IWM), and pollution prevention (P2) initiatives.	2	A	\$1,253,716	\$1,250,716	\$0	\$0	\$3,000	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Environmental Resilience	Sustainable Neighbourhoods Action Program	21.1.1 (1)	Neighbourhood-scale action planning, municipal and stakeholder engagement, and implementation of watershed, sub-watershed, and municipal priorities for urban renewal and climate action.	2	А	\$577,840	\$537,771	\$0	\$0	\$40,069	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2023
Lands and Conservation Areas	Special Events and 3rd Party Activities	21.1.2 (1)	Programs and services to coordinate special events and festivals on CA lands, including administering activities with 3rd parties.	3	А	\$135,457	-\$91,537	\$0	\$0	\$226,994	n/a	n/a
Other - Foundation	Credit Valley Conservation Foundation	21.1.2 (1)	Arms' length charitable partner that raises funds and awareness in support of the conservation projects carried out by Credit Valley Conservation that protect, connect and sustain the health and well-being of the watershed and its communities.	3	А	\$380,511	\$165,018	\$0	\$0	\$215,493	n/a	n/a
Corporate Services	Corporate Administration and Governance	402/22	Administrative costs which are not directly related to the delivery of any specific program or service but are the overhead and support costs of the conservation authority. Includes supporting CA Boards, Advisory Committees, Office of CAO and Senior Leadership Team. Maintenance of records, privacy and freedom of information. Costs related to agreements/contracts, administrative by-law updates, litigation, general corporate services.	G	А	\$2,230,866	\$2,097,130	\$0	\$0	\$133,736	n/a	n/a
Corporate Services	Facilities, Fleet, and Asset Management	402/22	Overseeing facility operations and capital improvements, corporate fleet management, and asset management and long-range planning.	G	А	\$1,979,600	\$1,970,042	\$0	\$0	\$9,558	n/a	n/a

Corporate Services	Corporate Communications	402/22	Supporting delivery of products and programs through communication platforms and promotion of revenue generating activities, media relations, website creation and maintenance, strategic marketing.	G	A	\$1,019,423	\$1,019,423	\$0	\$0	\$0	n/a n/a	
Corporate Services	Financial Services	402/22	Financial support services including accounting, payables/receivables.	G	А	\$715,644	\$715,644	\$0	\$0	\$0	n/a n/a	,
Corporate Services	Information Technology and Management	402/22	Provision of digital technology to support operations. Development and use of systems to collect and store data and to provide spatial geographical representations of data.	G	А	\$1,120,530	\$1,120,530	\$0	\$0	\$0	n/a n/a	
Corporate Services	Human Resources	402/22	Human resources administration including payroll, benefits, health and safety, compliance with employment legislation.	G	А	\$854,145	\$817,145	\$0	\$0	\$37,000	n/a n/a	
Corporate Services	Strategy and Business Development	402/22	Corporate strategic initiatives including strategic plan development and reporting, business planning, performance measurement.	G	А	\$203,836	\$184,067	\$0	\$0	\$19,769	n/a n/a	

Credit Valley Cons	servation Inventory of Progran	ns and Services,	version 3 (final), January 19, 2024	•								
Service Area	Program/Service Name	Reference	Description/Rationale	Category	Method	Cost	Municipal	Fed/Prov	Non-gov	Self-gen	Municipality	MOU date
Watershed Studies	Watershed-based Resource	21.1 (1) 2.	Development of a watershed-based resource management strategy as									
and Strategies	Management Strategy	686/21 12. (4)	required by regulation. This is a new program.	1	С	\$100,000	\$100,000	\$0	\$0	\$0	n/a	n/a
		21.1 (1) 2.	A long-standing (20+ and 50+ years respectively) CA/MECP partnership for									
Watershed Studies	Provincial Groundwater and	686/21 12. (2)	groundwater level and quality monitoring and stream water quality								,	,
and Strategies	Stream Monitoring Programs	and (3)	monitoring.	1	Α	\$221,661	\$221,661	\$0	\$0	\$0	n/a	n/a
Natural Hazards Planning and Risk		21.1 (1) 1. i.	Flood event forecasting and flood warning. Maintenance of real-time									
Management	Flood Forecasting and Warning	686/21 2.	streamflow and weather monitoring stations.	1	A	\$1,282,268	\$1,253,015	\$24,585	\$0	\$4,668	n/a	n/a
Natural Hazards	Trood Forecasting and Warning	000/212.		†		71,202,200	71,233,013	724,303	JU.	74,000	11/4	11/ 4
Planning and Risk	Drought (or low water)	21.1 (1) 1. i.	Drought conditions monitoring, modelling, and analysis.									
Management	Response	686/21 3.	G, G, ,	1	Α	\$37,726	\$37,726	\$0	\$0	\$0	n/a	n/a
Natural Hazards			The development and updating of an ice management plan. Annual									
Planning and Risk		21.1 (1) 1. i.	maintenance of the Erin Mills Ice Control Structure.									
Management	Ice Management	686/21 4.	maintenance of the Erin Willis fee Control Structure.	1	Α	\$28,185	\$28,185	\$0	\$0	\$0	n/a	n/a
Natural Hazards			Operation and management of water and erosion control infrastructure									
Planning and Risk	Water and Erosion Control	21.1 (1) 1. i.	and low flow augmentation.									
Management	Infrastructure	686/21 5.		1	Α	\$540,892	\$537,672	\$0	\$0	\$3,220	n/a	n/a
			Additional services including studies of surface water hydrology and									
Natural Hazards	Not well less and Charles and		hydraulics, stream morphology, and potential effects of climate change as									
Planning and Risk	Natural Hazards Studies and	21.1.1 (1)	related to natural hazards. Quantification of potential damages and	1	_	\$268,734	\$267,354	\$0	\$0	\$1,380	n/a	n/2
Management	Information Management	21.1.1 (1)	mitigation measures.	1	Α	\$208,734	\$207,354	ŞU	ŞU	\$1,380	n/a	n/a
Natural Hazards	Application Devices polated to	24 4 (4) 4 :	Input to the review and approval processes under other applicable law with comments principally related to natural hazards, wetlands,									
Planning and Risk	Application Review related to natural hazards	21.1 (1) 1. i. 686/21 6.	watercourses and Sec 28 permit requirements.	1	_	\$244,191	\$133,890	\$0	\$0	\$110,301	n/2	n/a
Management Natural Hazards	Haturai Hazarus	000/21 0.	Technical information, advice, and input on natural hazard-related	1	A	\$244,191	\$155,690	ŞU	ŞU	\$110,501	11/ d	II/a
Planning and Risk	Plan Review related to natural	21.1 (1) 1. i.	matters to municipalities on circulated municipal land use planning									
Management	hazards	686/21 7.	applications and strategic documents.	1	Α	\$2,054,069	\$1,506,761	\$0	\$0	\$547,308	n/a	n/a
Natural Hazards		·	Reviewing and processing permit applications, associated technical					·			·	·
Planning and Risk	Section 28.1 Permit	21.1 (1) 1. i.	reports, site inspections and enforcement of regulations. Development									
Management	Administration	686/21 8.	and maintenance of flood hazard maps.	1	Α	\$1,168,171	\$743,065	\$42,700	\$0	\$382,406	n/a	n/a
Lands and	Conservation Areas Strategy and	21.1 (1) 1. ii.	Development of a Conservation Areas strategy and land inventory as									
Conservation Areas	Land Inventory	686/21 1011.	required by regulation.	1	Α	\$196,812	\$196,812	\$0	\$0	\$0	n/a	n/a
		21.1 (1) 1. ii.	Management, operation and maintenance of Conservation Authority									
Lands and	Land Management, Operation	686/21 9. (1) 2.	lands.									
Conservation Areas	and Maintenance	iii.		1	Α	\$3,674,038	\$2,483,884	\$0	\$0	\$1,190,154	n/a	n/a
		21.1 (1) 1. ii.										
Lands and	Land Management, Capital	686/21 9. (1) 2.	Capital projects on Conservation Authority lands.									
Conservation Areas	Projects	iii.		1	Α	\$2,015,566	\$2,010,366	\$5,200	\$0	\$0	n/a	n/a

l			Programs and services to ensure that the authority carries out its duties,									
Lands and		21.1 (1) 1. ii.	functions, and responsibilities to administer regulations made under									
Conservation Areas	Section 29 Administration	686/21 9. (1) 4	Section 29 and Regulation 688/21.	1	Α	\$174,509	\$174,509	\$0	\$0	\$0	n/a	n/a
			Programs and services to conserve, protect, rehabilitate, establish and									
		21.1 (1) 1. ii.	manage natural heritage within CA lands, including forest management,									
Lands and	Restoration and Stewardship CA	686/21 9. (1) 2.	terrestrial restoration, invasive species management, and aquatic									
Conservation Areas	Lands	ivv.	restoration including wetlands and dam removal.	1	А	\$1,637,329	\$1,320,155	\$0	\$0	\$317,174	n/a	n/a
Lands and Conservation Areas	Natural Heritage Management CA Lands	21.1 (1) 1. ii. 686/21 9. (1) 2. ivv.	Ecological inventories and monitoring to produce data, mapping and reports that inform planning, development and management of CA lands.	1		\$610,006	\$609,046	\$0	¢Ω	\$960	2/2	2/2
Conservation Areas	CA Latius	IVV.		+-	A	3010,000	3003,040	٥۶	<del>3</del> 0	3300	11/ a	11/ a
Environmental		21.1 (1) 1. iii.	Source Protection Area/Region activities required by the Clean Water Act									
Resilience	Source Protection Authority	686/21 13.	and regulations.	1	Α	\$488,243	\$110,510	\$377,733	\$0	\$0	n/a	n/a

			Discoulish about the body of the second of the second									
			Plans which characterize the land use, stressors, and water resource and									
			natural systems of the study area (Credit River Watershed or subwatersheds).									
			These plans also provide analysis based on stressor and mitigation scenarios, as								Peel, Halton,	E. Garafraxa, Oct. 17,
			well as recommend implementation actions to meet study goals and								Orangeville, Erin,	2023; Orangeville, Nov.
Watershed Studies	Watershed and Sub-watershed		objectives. Identification, prioritization and quantification of multi-flood hazard								Mono, East Garafraxa,	13, 2023; all others,
and Strategies	Planning	21.1.1 (1)	and climate-related risks and cost-benefit analysis of management options.	2	Α	\$845,260	\$828,168	\$13,980	\$0	\$3,112	Amaranth	Dec. 31, 2023
			Ecological monitoring and inventory outside of Conservation Authority land.									
			Information and mapping used to support watershed and subwatershed									
			studies and municipal planning and natural heritage system management.									
			Assessing vulnerability of natural heritage features (e.g., woodlands, wetlands)									
			and developing approaches to help the natural heritage system adapt to the									
			effects of climate change. Provides technical and administrative supervision of									
			crews working on the Region of Peel Green Infrastructure Inventory and									
			Condition Assessment for natural assets. Information will inform State of									
			Infrastructure Report and an Invasive Species Strategy for the Region of Peel.									
			Coordination of the Peel Urban Forest Strategy refresh. Ecohydrologic									
			monitoring and analysis to improve our understanding of ecologic-hydrologic									
			relationships to inform natural hazard and natural heritage management and								Peel, Halton,	E. Garafraxa, Oct. 17,
			support Regional Well development and management in vicinity of Inglewood.								Orangeville, Erin,	2023; Orangeville, Nov.
Watershed Studies	Natural Heritage and Ecological		Support to the Peel Monitoring and Measures Report. Input to watershed								Mono, East Garafraxa,	13, 2023; all others,
and Strategies	Monitoring and Inventory	21.1.1 (1)	studies, plans, and contributions to restoration monitoring.	2	Α	\$2,634,117	\$2,633,637	\$0	\$0	\$480	Amaranth	Dec. 31, 2024
and Strategies	Wiorintoring and inventory	21.1.1 (1)	Development of risk assessment/management methodology, identification of			72,034,117	72,033,037	70	70	Ş <del>-100</del>	Amarantii	DCC. 31, 2024
			priority vulnerabilities of multi-flood and erosion hazards, social vulnerabilities									
			and risks to natural and built infrastructure/properties, cost-benefit analysis,									
			prioritized response actions and development of corporate mitigation and									
			1									
			adaptation polices and plans. Tracking and documentation, implementation,									
			predicted maintenance frequency of SWM ponds, flood performance of								Dool Halton	E Carretrava Oat 17
			natural/green infrastructure, account for GHG supply chain and carbon								Peel, Halton,	E. Garafraxa, Oct. 17,
			sequestration of grey/green/nature-based solutions. Specific Peel Priority								Orangeville, Erin,	2023; Orangeville, Nov.
Watershed Studies	Climate Change Risk		Projects include: Flood Risk Assessment, Overland Flood Assessment,			4000 040	4.00.0==	444.6=0	40	40 -00	Mono, East Garafraxa,	13, 2023; all others,
and Strategies	Management	21.1.1 (1)	Delineation of Peel owned stormwater ditches, support for DMAF applications.	2	Α	\$203,218	\$188,975	\$11,650	\$0	\$2,593	Amaranth	Dec. 31, 2025
			Provision of stormwater management services such as infrastructure									
			inspections, condition assessments, in-field evaluations, design review and									
			climate change risk modelling to support municipal priorities towards									
			advancing stormwater planning, design, operation & maintenance, and life									
			cycle management to satisfy asset management requirements. Development									
			of monitoring plans and delivery of monitoring services to fulfill provincial								Peel, Halton,	E. Garafraxa, Oct. 17,
			environmental compliance approval requirements for Peel municipalities.								Orangeville, Erin,	2023; Orangeville, Nov.
Watershed Studies	Integrated Water Management		Development and delivery of training, guidance, and knowledge transfer in								Mono, East Garafraxa,	13, 2023; all others,
and Strategies	Science	21.1.1 (1)	collaboration with integrated water management implementation programs.	2	Α	\$1,202,995	\$1,192,453	\$0	\$0	\$10,542	Amaranth	Dec. 31, 2026
			Targeted investigations and local scale modelling including water balance,									
			erosion, and water quality assessments to support management strategies for									
			flooding, natural hazards, and climate resilience, analysis and communication	1								
			of results. In partnership with the University of Toronto, TRCA and the City of	1							Peel, Halton,	E. Garafraxa, Oct. 17,
			Brampton, examining a suite of SWM ponds through the City of Brampton to								Orangeville, Erin,	2023; Orangeville, Nov.
Watershed Studies			determine the cumulative thermal impact on receiving watercourses and pond								Mono, East Garafraxa,	13, 2023; all others,
and Strategies	Modelling and Analysis	21.1.1 (1)	performance.	2	Α	\$296,442	\$291,462	\$0	\$1,800	\$3,180	Amaranth	Dec. 31, 2027
	0 - 0	1-7		1		,,	,,	7.0	, ,,===	F = 7 = 3 <b>c</b>		
			Operation of a network of real-time water quality stations monitoring key								Peel, Halton,	E. Garafraxa, Oct. 17,
			water quality parameters; data analysis; communication of results to support								Orangeville, Erin,	2023; Orangeville, Nov.
Watershed Studies	Real-time Water Quality		watershed management.	1_			4				Mono, East Garafraxa,	13, 2023; all others,
and Strategies	Monitoring	21.1.1 (1)		2	Α	\$203,881	\$200,141	\$0	\$2,200	\$1,540	Amaranth	Dec. 31, 2028

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			Development of methods, guidelines and tools on natural asset management									
			and ecosystem services assessments to address municipal requests and assist									
			CVC and external partners in natural asset planning, management, and									
			restoration. Providing input and leading data analysis and the State of									
			Infrastructure report writing for Region of Peel Natural Green Infrastructure								Peel, Halton,	E. Garafraxa, Oct. 17,
			Inventory and Condition Assessment for natural assets on Region of Peel								Orangeville, Erin,	2023; Orangeville, Nov.
Watershed Studies	Natural Assets and Ecosystem		properties. Working in partnerships with municipalities to help them to meet								Mono, East Garafraxa,	13, 2023; all others,
and Strategies	Services	21.1.1 (1)	regulatory requirements with respect to natural assets and climate change.	2	Α	\$309,263	\$218,895	\$37,400	\$0	\$52,968	Amaranth	Dec. 31, 2029
											Peel, Halton,	E. Garafraxa, Oct. 17,
Natural Hazards			Additional services to support expedited flood plain mapping.								Orangeville, Erin,	2023; Orangeville, Nov.
Planning and Risk	Enhanced Flood Plain Mapping		Additional services to support expedited flood plant mapping.								Mono, East Garafraxa,	13, 2023; all others,
Management	Services	21.1.1 (1)		2	Α	\$232,523	\$224,088	\$8,435	\$0	\$0	Amaranth	Dec. 31, 2030
			Input to the review and approval processes under other applicable law, (e.g.,									
			Environmental Assessment Act, Drainage Act, Aggregate Resources Act,								Peel, Halton,	E. Garafraxa, Oct. 17,
Natural Hazards			Niagara Escarpment Planning and Development Act proposals) with comments								Orangeville, Erin,	2023; Orangeville, Nov.
Planning and Risk	Application Review other than		principally related to non-natural hazard related matters (as per plan review								Mono, East Garafraxa,	13, 2023; all others,
Management	natural hazards	21.1.1 (1)	MOUs with municipal partners).	2	Α	\$88,241	\$0	\$0	\$0	\$88,241	Amaranth	Dec. 31, 2031
			Technical information and advice on non-natural hazard related matters to									
			municipalities on circulated municipal land use planning applications - as per									
			MOUs (Official Plan and Zoning By-law Amendments, Subdivisions, Consents,									
			Minor Variances). Input to municipal land-use planning and strategic								Peel, Halton,	E. Garafraxa, Oct. 17,
Natural Hazards			documents (OP, Comprehensive ZB, Secondary plans, subwatershed studies,								Orangeville, Erin,	2023; Orangeville, Nov.
Planning and Risk	Plan Review other than natural		natural heritage system strategies, parks and open space master plans, etc.)								Mono, East Garafraxa,	13, 2023; all others,
Management	hazards	21.1.1 (1)	related to non-natural hazard matters. This program is discontinued as of 2024.	2	Α	\$550,832	\$412,565	\$0	\$0	\$138,267	Amaranth	Dec. 31, 2032
			Programs and services to engage, educate, and coordinate environmental									
			stewardship programs on CA lands. Includes implementation of CA									
			management plan and watershed plan recommendations, youth outdoor								Peel, Halton,	E. Garafraxa, Oct. 17,
			education programs, public volunteer and stewardship events in CAs,								Orangeville, Erin,	2023; Orangeville, Nov.
Lands and	Public Engagement, Education,		Conservation Youth Corps, as well as site planning, monitoring and assessment								Mono, East Garafraxa,	13, 2023; all others,
Conservation Areas	and Stewardship	21.1.1 (1)	for stewardship projects on CA lands.	2	Α	\$694,033	\$579,857	\$0	\$0	\$114,176	Amaranth	Dec. 31, 2033
			Management, operation and maintenance of non-Conservation Authority								Peel, Halton,	E. Garafraxa, Oct. 17,
			Lands (e.g., Ontario Heritage Trust properties). Including programs and services								Orangeville, Erin,	2023; Orangeville, Nov.
Lands and	Land Management, Operation	21.1 (1) 1. ii.	to maintain facilities and other amenities that support public access. This								Mono, East Garafraxa,	13, 2023; all others,
Conservation Areas	and Maintenance non-CA lands	686/21 9. (2)	program is discontinued as of 2024.	2	Α	\$210,310	\$34,429	\$0	\$0	\$175,881	Amaranth	Dec. 31, 2034
			Programs and services to engage, educate, and coordinate environmental									
			stewardship programs on municipal and public lands with municipal partners.									
			Includes Sustainable Neighbourhood Action Program (SNAP) implementation,								Peel, Halton,	E. Garafraxa, Oct. 17,
			public volunteer and stewardship events on municipal lands in partnership with								Orangeville, Erin,	2023; Orangeville, Nov.
Environmental	Community Engagement and		municipalities, Conservation Youth Corps, as well as site planning, monitoring								Mono, East Garafraxa,	13, 2023; all others,
Resilience	Stewardship	21.1.1 (1)	and assessment for stewardship projects on public lands.	2	Α	\$972,135	\$826,671	\$0	\$0	\$145,464	Amaranth	Dec. 31, 2035
			Engagement with urban, rural, and agricultural landowners to promote private									
			land stewardship, provide project advice, design and implementation									
			assistance to property owners. Implementation of watershed plan and									
			Sustainable Neighbourhood Action Program (SNAP) priority stewardship								Peel, Halton,	E. Garafraxa, Oct. 17,
			recommendations. Includes management and implementation of Peel Rural								Orangeville, Erin,	2023; Orangeville, Nov.
Environmental	Landowner Engagement and		Water Quality Program, Wellington-Dufferin Rural Water Quality Program,								Mono, East Garafraxa,	13, 2023; all others,
Resilience	Stewardship	21.1.1 (1)	ALUS program, and Greening Corporate Grounds.	2	Α	\$1,538,848	\$1,483,312	\$6,576	\$0	\$48,960	Amaranth	Dec. 31, 2036
			Implementation of terrestrial and aquatic restoration projects on private lands									
			and supporting landowner engagement, education, and stewardship programs.								Peel, Halton,	E. Garafraxa, Oct. 17,
			Includes delivery of forestry services (tree nursery, planting and woodlot								Orangeville, Erin,	2023; Orangeville, Nov.
Environmental	Restoration and Stewardship		management); provincial, federal, ALUS-sponsored wetland restoration								Mono, East Garafraxa,	13, 2023; all others,
Resilience	Private Lands	21.1.1 (1)	projects; and on-line dam removal and riparian restoration.	2	Α	\$1,795,077	\$1,494,953	\$0	\$0	\$300,124	Amaranth	Dec. 31, 2037
			Programs providing training and technical expertise to government partners,								Peel, Halton,	E. Garafraxa, Oct. 17,
			the development community, and landowners to achieve wide-scale								Orangeville, Erin,	2023; Orangeville, Nov.
Environmental	Integrated Water Management		implementation of green infrastructure (GI), integrated water management								Mono, East Garafraxa,	13, 2023; all others,
Resilience	Implementation	21.1.1 (1)	(IWM), and pollution prevention (P2) initiatives.	2	Α	\$1,253,716	\$1,250,716	\$0	\$0	\$3,000	Amaranth	Dec. 31, 2038
						,,, 10	+ =,===,,	70	70	+3,000		

Environmental Resilience	Sustainable Neighbourhoods Action Program	21.1.1 (1)	Neighbourhood-scale action planning, municipal and stakeholder engagement, and implementation of watershed, sub-watershed, and municipal priorities for urban renewal and climate action.	2	A	\$577,840	\$537,771	\$0	\$0	\$40,069	Peel, Halton, Orangeville, Erin, Mono, East Garafraxa, Amaranth	E. Garafraxa, Oct. 17, 2023; Orangeville, Nov. 13, 2023; all others, Dec. 31, 2039
Lands and Conservation Areas	Special Events and 3rd Party Activities	21.1.2 (1)	Programs and services to coordinate special events and festivals on CA lands, including administering activities with 3rd parties.	3	A	\$135,457	-\$91,537	\$0	\$0	\$226,994	n/a	n/a
Other Franchisc	Credit Valley Conservation	24.4.2.(4)	Arms' length charitable partner that raises funds and awareness in support of the conservation projects carried out by Credit Valley Conservation that protect, connect and sustain the health and well-being of the watershed and its			6200 544	Ć1 CE 010	40	ćo	6245 402		
Other - Foundation	Foundation	21.1.2 (1)	communities.	3	A	\$380,511	\$165,018	\$0	\$0	\$215,493	n/a	n/a
			Administrative costs which are not directly related to the delivery of any									
			specific program or service but are the overhead and support costs of the conservation authority. Includes supporting CA Boards, Advisory Committees, Office of CAO and Senior Leadership Team. Maintenance of records, privacy									
Corporate Services	Corporate Administration and Governance	402/22	and freedom of information. Costs related to agreements/contracts, administrative by-law updates, litigation, general corporate services.	G	Δ	\$2,230,866	\$2,097,130	\$0	\$0	\$133,736	n/a	n/a
Corporate Services	Facilities, Fleet, and Asset Management	402/22	Overseeing facility operations and capital improvements, corporate fleet management, and asset management and long-range planning.	G	A	\$1,979,600	\$1,970,042	\$0	\$0	\$9,558	,	n/a
Corporate Services	Corporate Communications	402/22	Supporting delivery of products and programs through communication platforms and promotion of revenue generating activities, media relations, website creation and maintenance, strategic marketing.	G	А	\$1,019,423	\$1,019,423	\$0	\$0	\$0	n/a	n/a
Corporate Services	Financial Services	402/22	Financial support services including accounting, payables/receivables.	G	Α	\$715,644	\$715,644	\$0	\$0	\$0	n/a	n/a
Corporate Services	Information Technology and Management	402/22	Provision of digital technology to support operations. Development and use of systems to collect and store data and to provide spatial geographical representations of data.	G	A	\$1,120,530	\$1,120,530	\$0	\$0	\$0	n/a	n/a
Corporate Services	Human Resources	402/22	Human resources administration including payroll, benefits, health and safety, compliance with employment legislation.	G	А	\$854,145	\$817,145	\$0	\$0	\$37,000	n/a	n/a
Corporate Services	Strategy and Business Development	402/22	Corporate strategic initiatives including strategic plan development and reporting, business planning, performance measurement.	G	А	\$203,836	\$184,067	\$0	\$0	\$19,769	n/a	n/a