

Substantial Initiatives Impacting Annual Work Plans

- Secured site plan approvals, obtained building permits, retained contractor and initiated construction for the **Hagersville Active Living Centre and Library**. Completed and submitted application for recreation facility funding under the Province's Community Sport and Recreation Fund
- **Physician Recruitment Strategy**
- Completed all negotiations and purchase of **JL Mitchener property** for future recreation development, and developed / executed agreement for 25 year operating contribution from Grand Erie District School Board
- **Major development approvals** issued (site plan, building permit) for Hagersville Active Living Centre and Library, Caledonia Elementary School (in Avalon community), Gateway Commercial Plaza in Dunnville, Dabirian Residential (250+ apartment residential units in Hagersville) and Sandusk residential community (1,000+ residential units in Hagersville)
- Developed and executed a new **Joint Use Facilities Agreement** with the Grand Erie District School Board
- Completed major updates to the County's **Facilities and Parks Management** and **Community Halls** policies which ensure supports, roles and responsibilities are better aligned with asset management
- Successful roll out of **extended by-law enforcement services** with benefits including evening lighting assessments, 'after hours' parking patrols, late day property owner connections, and follow up case supports
- Secured provincial approval - with minimal number of modifications - of the County's **Official Plan** which will guide development for the next 20+ years
- Development and approval of new **Population, Household and Employment Forecast** which will inform a variety of key long range studies and strategies (Official Plan, Master Servicing Plan, Development Charge Background)
- Successfully obtained 5 year **Superior Tanker Shuttle Service Accreditation** from the Fire Underwriters Survey which benefits rural property owners with reduced insurance rates and high service levels
- Completed and obtained approval of the **Business Retention & Expansion Action Plan**, including strategies for enhanced business supports and workforce development
- Expansion of the **Community Paramedic Program** to a 24/7 service and a client base of 400+ persons
- Provided a variety of supports and property assessments to the **Norfolk Haldimand Community Hospice** organization in its search for land to build a new community hospice, ultimately resulting in a Jarvis location being selected

- Obtained all approvals and entered into a license agreement with Grand River Rafting Company for the operation of a **river outfitting business** in York Park and Cayuga Kinsmen Park
- Numerous reviews and comment submission to the Province for a variety of changing or proposed policies and legislation including a new **Provincial Planning Statement**
- Development and approval of a new **volunteer firefighter compensation** structure with the aim of modernization and bolstering recruitment and retention efforts
- Reviewed and provided Council with information options relative to the new **Minister's Zoning Order Framework** and the implications relative to the Nanticoke Minister's Zoning Order request
- Completed a fulsome assessment on the options of permitting **seven day gun hunting** in Haldimand County, including public consultation, engaging with key stakeholder groups and completion of municipal and legislative scans
- Completion of **Granular Road Conversion Program**
- **Highway 54 paving** from York to Cayuga
- **Highway 3 (Jarvis) MTO Connecting Link** Grant Funding Award to pave Talbot Street
- Implementation of provincially mandated **Excess Soil Management Program**
- **Frank Marshall Business Park Storm Pond Expansion** in Dunnville – allows full buildout of business park including Haldimand Norfolk Housing Corporation new affordable housing project
- Implemented proactive **Stormwater Management Pond Maintenance Program**
- **Hagersville Master Servicing Plan** completed
- **Dunnville Water Treatment Plant Upgrades** completed
- **Hagersville Transmission Main Twinning Project** design and tender completed and grant application submitted to the Province
- **Nanticoke Industrial Pumping Station** pump refurbishment and update of pumping strategy
- **Imperial Oil Raw Water Line Replacement** completed
- **Caledonia Fire/EMS Station** construction nearing completion with occupancy scheduled for March 2025
- **Energy Conservation and Demand Management Plan** completed
- **Fisherville Community Centre Solar Panels** completed with Fisherville Lions
- **Grandview Lodge Scheduling software** implementation, modernization and improvements
- Implementation of the **Inclusive Spaces Fund** allowing accessibility projects and improvements to be completed at or on Haldimand facilities and property.

- Finalized the presentation of concept plans, land transfer and financing plans for the **Dunnville Affordable Housing Project**.
- Rollout of **Indigenous Cultural Awareness training**, with direct input from the Diversity, Equity, Inclusion Advisory Committee
- Updated **Staff and Council Codes of Conduct** and introduced a **Respectful Conduct Policy** aimed at public conduct expectations and promoting respectful interactions
- **Purchasing card policy** implementation and program roll-out
- Re-implementation of **CAMS software**, including an **arrears collection strategy** for Provincial Offences
- **Corporate policy updates**, including Health and Safety, with changes implemented where necessary. Notably, emergency protocols and lockdown procedures, facility closure and remote work
- Completion of Phase 1 of the **Grandview Lodge HVAC** project
- **Voluntary Health Unit Merger** finalized culminating in the creation of Grand Erie Public Health, with the inclusion of one Haldimand County representative on the Board.
- Completion of a comprehensive review and re-write of the **Procurement Policy**, including implementation and staff training
- **Health and Safety Excellence Program** Level 1 formally achieved through the WSIB
- The **Attendance Support Program** at Grandview Lodge was revised and rejuvenated – a partner program between Grandview Lodge and Human Resources focusing on both attendance and employee support
- Full implementation of the **Inclusive Hiring** initiative within the Facilities and Parks business unit
- Invested and successfully implemented online budgeting software, enhancing financial planning and efficiency. **The Budget Book**, delivered in an electronic format, offers a fully AODA-compliant, accessible document, ensuring transparency and inclusivity for the public.
- Completed **Tax Sale** process
- **Modernization of IT policies** including Information Technology Acceptable Usage Policy, Corporate Mobile Device Usage policy, and the IT Digital Account Cyber Security Policy
- Implementation and upgrade of **Grandview Lodge administrative technologies** and resident experience improvements including nurse call, Wi-Fi, IP cameras and access control
- Implementation of the new **Innovation Fund** including 6 projects completed. Highlights of projects include Field Data Collection/Inspection Software, 3D Printing for Museums Education/Outreach Programs, and Video/Photo Editing Software.

- **Microsoft 365** corporate deployment. Deployment will continue to progress across the organization in 2025 introducing new corporate-wide solutions for collaboration.
- Transitioned **Blue Box program** to Circular Materials Ontario
- Completion of **Hagersville Arena Condenser, Header and Brine Pump Replacement Project**
- Completed updates to the **Cemeteries and Forestry Bylaws**
- Installation of 4 **Columbarium Units** (Caledonia Cemetery, Cayuga Riverside Cemetery, Hagersville Cemetery and Woodlawn Cemetery Dunnville)
- Construction of **Cayuga Downtown Street Tree project**
- Core staff training with completion of **Playground Practitioner Program**
- Train/implement **new web based MTO DriveON program** for commercial vehicle annual safety inspections
- Completion of **MTO Driver Certification Program external audit**
- Implementation of **AI Road Patrol** system
- Update/establish **Boundary Agreements** with neighbouring municipalities
- Implementation of **Electronic Workorder** software
- Completed the **Roadside Mowing Pilot** project (to be presented to Council in future for permanent approval)