NVCA Board Meeting Highlights December 13, 2019

Next Meeting: January 24, 2020, Tiffin Centre for Conservation, Utopia

For the full meeting agenda including documents and reports, visit nvca.on.ca/about/boardofdirectors

**NVCA 2020 Budget Approved**

The Board of Directors overwhelmingly voted to approve NVCA’s 2020 budget at $5,004,264 million in revenue as compared to the 2019 approved budget of $4,924,948. Of this increase, $66,027.73 is coming from an increase to the municipal levy (shared among all 18 member municipalities), with the remainder coming from grants, fees for services, and other sources. Funds from municipal levy represent 50% of NVCA’s revenues.

**Employee Handbook Update**

NVCA’s employee handbook was updated and approved by the Board of Directors. Significant updates include:

**Pay Equity**

NVCA is in compliance with Ontario’s Pay Equity Act and has adopted this policy to ensure that all compensation for permanent full-time staff is equitable and that equal pay is provided for equal work. The value of positions will be assessed under the four factors used by the Pay Equity Commission: skills, effort, responsibility, and working conditions.

Each position within the NVCA will be evaluated regularly or when significant changes occur or a new job is introduced. The jobs will be evaluated using a gender-neutral factor comparison system that uses the four factors identified by the Pay Equity Commission.

**Prescription Medications including Medical Marijuana**

Employees who are required to use medical marijuana are no longer required to provide a copy of the possession license.

NVCA asks that, where possible, employees who require medical marijuana use a method other than smoking.

Employees who choose to smoke medical marijuana are not permitted to smoke in the presence of other NVCA employees or on NVCA property, except for an identified location provided to the employee by the NVCA. Senior Management Team is currently looking at suitable areas.

For a copy of the updated Employee handbook, please contact Sheryl Flannagan, Director of Corporate Services.

**NVCA Conservation Area Road Side Signage**

In the past, through support of the Board of Directors, NVCA has erected signs on the sides of provincial, county and municipal roads. These signs gave directional and distance information to conservation areas such as Tiffin, Minesing Wetlands and Nottawasaga Bluffs.

Recently, the Tourism Ontario Directional Signage has decided to double their annual rates (from $4000/year to $8000/year) for NVCA to advertise on Ontario’s highways, prompting staff to review signage needs as well as alternative opportunities.
As GPS technology is much more advanced as it once was, road signage has become less significant. As well, social media now drives traffic to our conservation areas in a way that road signs never could.

**Strategic Plan and Business Plan**

In 2019, NVCA’s management team has started the process of developing the 2020 – 2025 strategic plan, which builds on the integrated watershed management approach and is complimented through the NVCA vision, mission, and value statements.

NVCA Staff will work with the NVCA Board of Directors to finalize the strategic plan and business plan in 2020.

Staff will give updates to Board of Directors at each monthly meeting beginning in February until the two documents are complete.

**December 9 Meeting at Conservation Ontario**

On December 9, 2019, NVCA Chair Watson and CAO Doug Hevenor attended a meeting at Conservation Ontario, along with representatives from all 36 conservation authorities.

MNRF Staff provided a presentation about Ontario’s flood management approach as reviewed by Doug McNeil, Ontario’s Special Advisor on flooding.

His report mentioned conservation authorities 82 times and commended them on Ontario’s current flood prevention network. [Click here for the full report.](#)

At the meeting the Deputy Minister of the Ministry of Environment Conservation and Parks reiterated that conservation authorities can continue to provide non-core mandated undertake activities with self-generated funds. However, if conservation authorities want to use municipal levy for non-core mandate activities, an MOU agreement must be established with impacted municipalities.

**Upcoming events**

**Winter Camp Tiffin**

Date: Thursday, January 2, 2020 9:00 AM - 4:30 PM

Location: Tiffin Centre for Conservation, 8195 8th Line, Utopia

**Christmas Bird Count for Kids**

Date: Friday, January 3, 2020 9:00 AM - 12:00 PM

Location: Tiffin Centre for Conservation, 8195 8th Line, Utopia

**Winter Camp Tiffin**

Date: Friday, January 3, 2020 9:00 AM - 4:00 PM

Location: Tiffin Centre for Conservation, 8195 8th Line, Utopia

**NVCA Annual General Meeting**

Date: Friday, January 24, 2020 9:00 AM - 12:00 PM

Location: Tiffin Centre for Conservation, 8195 8th Line, Utopia

**Family Nature Day - Winter Survival**

Date: Friday, January 24, 2020 10:00 AM - 3:00 PM

Location: Tiffin Centre for Conservation