

**AGENDA FOR THE COUNCIL MEETING OF
THE CORPORATION OF THE TOWNSHIP OF RED ROCK
FOR THE 944th REGULAR MEETING ON NOVEMBER 15th, 2021 AT 6:30 P.M.**

1. Closed Session (6:30pm)
 - Item 1.1: Resolution to enter Closed Session, as authorized by the Municipal Act, 2001. Such paragraphs as: RES
 Paragraph 239(2)(b) (personal matters about an identifiable individual), regarding Item 1.2; and
 Paragraph 239(2)(f) (advice that is subject to solicitor client privilege), regarding Item 1.3; and
 Paragraph 239(2)(b) (potential litigation), regarding Item 1.4; and
 Paragraph 239(2)(e) (personal matters about an identifiable individual), regarding Item 1.5
 - Item 1.2: Report on Township of Red Rock Bursary
 - Item 1.3: Report on Legal Matters
 - Item 1.4: Report on Potential Litigation
 - Item 1.5: Report on Personnel Matters
 - Item 1.6: Resolution to Rise from Closed Session and Report in Open Session RES
2. Report from Closed Session
3. Preliminary Matters:
 - Item 3.1: Call to Order (7:00pm)
 - Item 3.2: Amendments to/Acceptance of Agenda RES
 - Item 3.3: Request/Receive Disclosures of Interest
4. Presentations or Deputations
5. Minutes of Previous Council Meeting(s)
 - Item 5.1: Minutes of the November 2nd, 2021 Regular Meeting of Council RES
6. Correspondence
 - Item 6.1: Superior Country Newsletter
 - Item 6.2: CUPE Ontario – OMERS Review RES
 - Item 6.3: John Smith – Tree Concern
 - Item 6.4: Debbie O’Connor – Water Concern
7. Reports from Committees, Boards or Agencies
8. Reports from Administration
 - Item 8.1: Report from Director of Operations RES
 - Item 8.2: Report from Fire Chief RES
 - Item 8.3: Report from Community Development Officer RES
 - Item 8.4: Report on Administrative Activity RES
 - Item 8.5: Report on Payment Vouchers RES
 - Item 8.6: Report on Holiday Schedule RES
 - Item 8.7: Report on Council Meeting Holiday Schedule RES
 - Item 8.8: Report on Recreation Advisory Committee
 - Item 8.9: Report on Business Recognition
9. By-laws

10. New Business

Item 10.1: Council Recognition Program

11. Unfinished Business

Item 11.1: Council Meeting Land Recognition

RES

12. Closed Session (continued, if required)

13. Report from Closed Session

14. Confirming By-law (#2021-1260)

RES

15. Adjournment

THE CORPORATION OF THE TOWNSHIP OF RED ROCK

943rd REGULAR MEETING OF COUNCIL

NOVEMBER 2nd, 2021

Present: Mayor: D. Robinson
Councillors: S. Park
C. Todesco
G. Muir
M. McDonald
Chief Administrative Officer: M. Figliomeni

ONE: CLOSED SESSION

Council did not go into Closed Session at the beginning of this meeting.

TWO: REPORT FROM CLOSED SESSION

There was no report from closed session.

THREE: PRELIMINARY MATTERS

3.1 Call to Order

Mayor Robinson called the meeting to order at 7:00 p.m.

3.2 Acceptance of the Agenda

No additions were presented to Council.

Resolution #1

Moved by: Councillor Todesco
Seconded by: Councillor McDonald

BE IT RESOLVED THAT the Agenda for this regular meeting on November 2, 2021 be approved, as presented.

CARRIED

3.3 Disclosures of Interest

In response to Mayor Robinson's request, no members disclosed interests in matters before council this evening.

FOUR: PRESENTATIONS OR DEPUTATIONS

Council welcomed Johanna Kirkbride and Patrick Albert from Ontario Clean Water Agency to the meeting as they presented their Water/Wastewater Quarterly Update electronically via Zoom.

Council thanked Johanna and Patrick for their update.

FIVE: MINUTES OF PREVIOUS COUNCIL MEETINGS

No errors or omissions in the minutes of the October 18th or October 28th meetings were raised. Items 5.1 and 5.2 were both passed by the following resolutions:

Resolution #2

Moved by: Councillor Park
Seconded by: Councillor McDonald

BE IT RESOLVED THAT Council approves the minutes for the October 18, 2021 regular Council Meeting.

CARRIED

Resolution #3

Moved by: Councillor Todesco
Seconded by: Councillor Muir

BE IT RESOLVED THAT Council approves the minutes of the October 28, 2021 Special Council Meeting.

CARRIED

SIX: CORRESPONDENCE

6.1 Township of Scugog – Structure Inventory and Inspections

Council passed the following resolution in support of the Township of Scugog's correspondence:

Resolution #4

Moved by: Councillor Muir
Seconded by: Councillor Todesco

BE IT RESOLVED THAT Council supports the correspondence from the Township of Scugog regarding structure inventory and inspections.

CARRIED

6.2 Nipigon-Red Rock District High School – Co-Op Student

Council and administration were pleased to receive the letter from the Cooperative Education teacher at the high school relating to a student placement at the Municipal Office, Community Development Office and Library.

6.3 Thunder Bay Regional Health & Sciences Centre – Thank You

No discussion took place regarding this correspondence.

6.4 Nipigon Elks Hockey – Junior B Donation Letter

Councillor Todesco asked if Council has previously donated to the team, Mr. Figliomeni replied that there has not been a donation made in the past. No member of Council moved or seconded the motion.

6.5 Legion Ladies Auxiliary – Christmas Cheer Fund

Councillor Park suggested an increase in donation for the Christmas Cheer Fund.

Resolution #5

Moved by: Councillor Muir

Seconded by: Councillor Park

BE IT RESOLVED THAT Council approves a donation of \$200.00 to the Christmas Cheer Fund.

CARRIED

6.6 TBDSSAB – Update from the Board

Council had no questions or discussions on the correspondence.

SEVEN: REPORTS FROM COMMITTEES, BOARDS OR AGENCIES

7.1 Minutes of the September 16, 2021 Thunder Bay District Social Services Administration Board Meeting

Council had no questions or discussions on the minutes.

7.2 Minutes of the September 15, 2021 Red Rock Public Library Board Meeting

Councillor McDonald questioned why the library needed to hire another employee and increase their hours. Mayor Robinson explained that during the time the library was closed for Covid, an employee had resigned and now that the library is open again the employee needs to be replaced. She also explained that the Head Librarian's hours were increased to correlate with the extra tasks required behind the hours of operation.

Resolution #6

Moved by: Councillor Park

Seconded by: Councillor McDonald

BE IT RESOLVED THAT the minutes of the September 15th, 2021 Red Rock Public Library Board meeting be approved, as presented.

CARRIED

EIGHT: REPORTS FROM ADMINISTRATION

8.1 Report on Administrative Activity

Councillor Muir asked for an update regarding the Bruno's Contracting agreement. CAO Figliomeni answered that the extension agreement has been signed and he will be meeting with Mr. Di Gregorio very soon on the next steps.

Resolution #7

Moved by: Councillor Muir
 Seconded by: Councillor Park

BE IT RESOLVED THAT the report on Administrative Activity be received, as presented.
CARRIED

8.2 Report on Payment Vouchers

Councillor Todesco noted that he will not be voting to pass the payment vouchers until he is provided with more information on the report. Councillor McDonald also requested additional information on the report. Mr. Figliomeni mentioned that Council can always see the detailed list in the office prior to the meeting.

Resolution #8

Moved by: Councillor Park
 Seconded by: Councillor McDonald

BE IT RESOLVED THAT the following payments be approved:

GENERAL

DATE	CHEQUE NOS.	AMOUNT
10/15 – 10/20	4550 - 4581	\$ 57,143.73
		\$ 57,143.73

ELECTRONIC FUNDS TRANSFERS

DATE	CHEQUE NOS.	AMOUNT
10/15 – 10/20	115 – 121	\$ 30,721.86
10/22	122 – 123	\$ 2,351.34
		\$ 33,073.20

COMMUNITY CHEQUING

DATE	CHEQUE NOS.	AMOUNT
10/20	70 *printing error*	\$ 0.00
10/22	71	\$ 12,400.90
		\$ 12,400.90

PAYROLL

DATE	CHEQUE NOS.	AMOUNT
10/21	900027	\$ 56.74
10/21	448 – 464	\$ 20,763.03
		\$ 20,819.77

TOTAL PAYMENTS \$ 123,437.60

CARRIED

8.3 Report on Christmas Turkey Vouchers

Councillor Todesco asked the CAO for the amount of turkeys. CAO Figliomeni answered that the list of staff and volunteers included 64 turkeys, and gave an estimated cost of \$1,500.00-\$2,000.00. Councillor Park stated her support in the vouchers, while Councillor

Todesco mentioned that he was not in favour of the motion. Mayor Robinson mentioned that the turkey vouchers were initiated in 2003 when Council opted out of the Christmas Dinner and decided on the turkeys instead. Councillor Muir acknowledged the importance of recognizing staff and volunteers in the community, however also voted against the turkey vouchers. A motion was brought to the table and did not pass.

8.4 Report on OGRA Conference

Councillor Muir asked if they would have a chance to meet with Ministers during these conferences. CAO Figliomeni stated that the process for applying to meet with Ministers is not yet open, and is inquiring if any members of Council would like to take part in the conferences.

8.5 Report on ROMA Conference

Mayor Robinson and CAO Figliomeni will attend the ROMA Conference virtually in 2022.

8.6 Report on Land Recognition

CAO Figliomeni stated that he has been in contact with the Chief of the Red Rock Indian Band regarding a recognition piece and will bring it to the next meeting as Council directs.

8.7 Report on Chamber of Commerce

Councillor McDonald came forward to be Red Rock's Council representative on the Top of Lake Superior's Chamber of Commerce Board along with the Community Development Officer. The following resolution was passed:

Resolution #9

Moved by: Councillor Muir

Seconded by: Councillor Park

BE IT RESOLVED THAT Council appoints Ashley Davis and Councillor McDonald to represent Red Rock on the Chamber of Commerce Board.

CARRIED

8.8 Report on Special Recognition Policy

CAO Figliomeni presented an update to an existing municipal policy regarding the recognition of significant events. Councillor Todesco stated that he was not in favour of the policy including a gift of monetary value, and suggested a card and acknowledgment on social media instead.

Resolution #10

Moved by: Councillor Park

Seconded by: Councillor Muir

BE IT RESOLVED THAT Council approves the amended Special Recognition Policy.

CARRIED

8.9 Report on Online Meeting Recordings

CAO Figliomeni informed Council that most municipalities with online recordings of meetings do have policies in place to remove the videos after a certain amount of time, usually between 30-90 days. As the approved minutes are the official recordings of Council, he explained that the policy would be there to help protect Council from alterations. Councillor Muir stated that he prefers to keep the recordings available online. The recordings will remain online for future viewing.

NINE: BY-LAWS

No by-laws were presented at this meeting.

TEN: NEW BUSINESS

No items of new business were raised by members of Council.

ELEVEN: UNFINISHED BUSINESS

No items of unfinished business were discussed.

TWELVE: CLOSED SESSION

Council did not go into Closed Session.

THIRTEEN: REPORT FROM CLOSED SESSION

There was no report from Closed Session.

FOURTEEN: CONFIRMING BY-LAW

Resolution #11

Moved by: Councillor Park

Seconded by: Councillor Muir

BE IT RESOLVED THAT By-law 2021-1259, to confirm the proceedings of this evening's meeting, be passed as circulated.

CARRIED

FIFTEEN: ADJOURNMENT

There being no further business to conduct, Mayor Robinson declared the meeting adjourned at 8:05p.m.

Mayor

Chief Administrative Officer/Clerk



In this edition:

A message from our Executive Director, an update on the Northshore Project, and multiple great programs to take advantage of including Experience Fishing and Northern Ontario Tourism Training Week. Also, meet our two new team members!

IN THIS UPDATE

1. President's Message
2. Northshore Project Updates
3. Take Advantage - Programs
4. Meet the New Team Members!



President's Message
DAN BEVILACQUA



As we move into the winter Ontario's Superior Country is wrapping up several marketing campaigns while developing new campaigns for the next season. The organization continues to promote the region as a tourism destination through our main product pillars: Fish/Hunt, Touring, Nature/Adventure, and Culture/Heritage.

Leading toward the new year we are developing the 2022 Superior Country Travel Guide, our main fulfillment piece for fish/hunt markets, and our main touring fulfillment piece - the 2022 Lake Superior Circle Tour Adventure Guide.

In the new year the organization had planned to attend the Green Bay and Milwaukee All Canada Shows to promote fish/hunt in the region. Both shows have been cancelled so we are adjusting our marketing campaigns accordingly. The organization still plans to attend the Northwest Show in Minneapolis and possibly the Toronto Sportsmen Show. Large digital campaigns will also take place over the winter months leading toward next season.

We are very excited to announce that we have hired two new interns. Our Tourism Marketing Intern, Brooke Russell, joins the team with a vast background in fishing and hunting while our Product Development Intern, Shalane Sarrasin, is joining us with an educational background. This brings the staff of Superior Country to 5 full-time team members.

Most recently, under our touring product focus, we have launched the all-new Lake Superior Circle Tour website and the Lake Superior Circle Tour Mobile App. The mobile app is available on both Android and Apple devices. The site and app all revolve around a fully functional trip planner. Under fish/hunt we worked over the summer to increase television exposure of the region while also developing new promotional video to promote fishing in Northern Ontario's Superior Country.

Our next Annual General Meeting will be held in December. During the meeting the organization will be reporting on specific marketing initiatives and advertising campaigns. Keep your eyes on your email as invitations will be sent soon. Remember, our team is here to help with all your marketing and tourism needs. Never hesitate to contact us!





Coordinator's Update

In the blink of an eye it seems, we are into the second quarter of Year Two of the LSNST Project.

Implementation is the name of the game for the next two years, and there will be much work to do. That's why I'm happy that, through a successful application to the NOHFC's People and Talent Program, we have been able to hire a Tourism Product Development Intern.

On October 18th, we welcomed Shalane Sarrasin to the team. Shalane will be assisting me in implementing our growing list of projects, and we are thrilled to have her on board.

We know that Lake Superior water access points along the north shore are important to tourism in our region, particularly with respect to the development of the Lake Superior North Shore Marine Conservation Area. As such, we are happy to share that Silver Islet Harbour's Feasibility Project was completed this fall. Through partnerships with Parks Canada, DNO, and Superior Country, the Silver Islet Harbour Association now has Land Asset Management and Strategic Plans as guiding documents to assist them in moving forward with organizational and infrastructure development.

In addition, through a partnership with Parks Canada, Superior Country completed a scoping plan to provide the Rosspoint Marina with a roadmap for site development and sustainable operation. The first project proposed to be implemented from that plan will be a structural engineering report on the Rosspoint wharf. Both our Group of 7/Indigenous Group of 7 and Culinary Strategies have been completed, and we are working on implementation plans to move recommendations into action.

Summer Student FAMiliarization Tour

In June, an invitation was extended to all our partner communities to have their tourism students take part in a FAM tour along the north shore. Three students from the Nipigon/Red Rock area participated. At the beginning of July, we set out on a two-night, three-day odyssey from Manitouwadge to Sleeping Giant Provincial Park.



The primary goal was to heighten enthusiasm and increase experiential knowledge of the students so that they are better able to assist visitors. A secondary goal was to encourage the students to become ambassadors for their communities and the region beyond their employment as a summer student. Live Facebook video feeds from this tour were posted on the Lake Superior Circle Tour page and were viewed over **30,000 times**. A video documenting the Schreiber tour, produced by Township of Schreiber, was posted on the

Schreiber Township Facebook page. It is our intention to continue with the student FAM tour next summer. We encourage all north shore tourism summer students to take part.



Superior Picnic Adventures Pilot Program

This pilot program was developed and implemented under the recommendation of the *“Celebrating Food and Drink Around Lake Superior’s North Shore: A Food Tourism Product Development Strategy”*.

It provides visitors with picnic itineraries including choice of community, restaurant, picnic special, picnic spot, and trail.

11 culinary operators chose to participate in the program, which was launched in mid June and wrapped up August 31st. Superior Country supported the project through advertising dollars in order to build regional campaign awareness. The program was highly successful, resulting in approximately 266 specials being sold to a mix of an estimated 30% locals to 70% visitors. We will be working over the winter to look at expanding the successful aspects of the program and launching an enhanced version in 2022. www.superiorcountry.ca/picnics

Please contact Suzanne with any questions or comments you may have in regards to these initiatives, or the LSNST Project in general. I look forward to hearing from you!

Suzanne Kukko

North Shore Tourism Coordinator

suzanne@superiorcountry.ca

807-889-0515 (Cell) 807-887-3188 (Office)



Programs
Take Advantage

Here are some great projects that your business or organization might want to take advantage of to enhance your offerings and visitor experience.

Experience Fishing Program

[Experience Fishing](#) is an initiative that provides participating operators with the tools and resources needed to offer a standardized, safe, and unique fishing experience at their operations to non-angler visitors who are new to the experience of fishing.

Aimed at increasing visitation from emerging markets that are currently underutilized at tourism operations in Northern Ontario, Experience Fishing is a fully funded program with the goal to attract new markets and increase guest stays and visitation, while sharing a love of fishing with those who have never experienced it.



Destination Northern Ontario has worked together with other partners to access funding to make this pilot program available at no cost to all Northern Ontario tourism operators.

[Register Now](#)

NORTHERN · ONTARIO
TOURISM
TRAINING WEEK

NOV
16-19
2021



Ontario



Northern Ontario Tourism Training Week

Building on 80+ years of successful fall conferences for the outfitting sector, the Northern Ontario Tourism Summit was developed as a partnership event between Nature and Outdoor Tourism Ontario (NOTO) and Destination Northern Ontario (DNO) to bring together tourism businesses, organizations and suppliers as well as all levels of government at a single event to find solutions to challenges facing the industry.

This fall, they will be introducing another virtual training week in lieu of the traditional summit to engage with industry across the North. The safety of the tourism industry remains a top priority while ensuring to deliver the most up to date and valued information for the success of businesses in the region.

This year, registration is **free** to all industry partners, so you can focus on operations, saving money and staying safe.

[Register Now](#)



New Members Meet The Team



Shalane Sarrasin Tourism Product Development Intern

Shalane is the new Tourism Product Development Intern for Superior Country. Her position is funded by the Northern Ontario Heritage Fund Corporation. She has spent most of her life in Nipigon. She loves to acrylic paint trees and landscapes. She loves boating, hiking, fishing and camping. Her favourite season is winter and enjoys the beauty of being outside in the snowy landscape cross country skiing, snowshoeing or ice fishing with her husband and son. Shalane is excited for this new professional adventure and challenge working for Superior Country.



Brooke Russell Marketing Coordinator Intern

Brooke is the new Marketing Coordinator Intern for Superior Country. Her position is funded by the Northern Ontario Heritage Fund Corporation. Brooke was born and raised in Nipigon. She is an all-season lover spending the warmer months fishing, hunting, camping and hiking. Come the cold northern winters she seeks adventure snowshoeing, snowmobiling and ice fishing. The Superior Country Region influences her passion for writing and photography to share with others, being a new edition to the team she hopes to inspire others to fall in love with the region as she has.



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Dear Township of Red Rock Council:

On behalf of CUPE Ontario's nearly 125,000 active members of the Ontario Municipal Employees Retirement System (OMERS), I am writing today to express our serious concerns with OMERS' investment performance.

In 2020, OMERS posted a net loss 2.7%, representing three billion dollars in losses. This was during a year that comparable defined benefit pension plans and funds in Canada posted substantial investment gains. CUPE Ontario investigated further and tracked investment returns at OMERS for ten years. We found that OMERS has underperformed relative to other large pension plans and funds, as well as relative to its own benchmarks. We also found that OMERS no longer shares this critical information in their annual reporting, making it difficult for plan members to hold their investment managers accountable.

Attached you will find a report detailing OMERS investment underperformance. Also attached, you will find the analysis of a third-party actuary (PBI Actuarial consultants) who confirmed that our reasoning and conclusions were sound.

CUPE Ontario believes plan members and employers have the right to know why OMERS' investments have, over a ten-year period, underperformed other large defined benefit pension plans and funds. If OMERS had performed in line with the average large Canadian public pension plan, it would have a substantial, multi-billion-dollar surplus, versus the deficit it currently faces.

Considering the significant impact such underperformance could have on plan members and on all sponsors who hold the liabilities of the plan, **we are calling on OMERS to cooperate fully with an independent and transparent third-party review of its investment performance** transparent and accountable to plan members, sponsors like CUPE Ontario, other unions, and employers like the Township of Red Rock.

We are hoping that the Township of Red Rock Council will join our call for an independent expert review of OMERS. **We are asking you, and other municipal councils across the province, to debate the following motion or to pass a similar motion calling for a third-party expert review of OMERS.** The terms of such a review would need to be agreed upon by sponsors and they could explore whether reasonable costs could be funded from the plan.

Fred Hahn
President

PUBLIC SERVICES SAVE LIVES

Candace Rennick
Secretary-Treasurer

We simply cannot afford another decade of investment returns so far below other pension plans and funds. We know that ensuring strong investment returns is a goal shared by employers like the Township of Red Rock and by unions like CUPE.

CUPE Ontario staff person Liam Bedard is available to answer any questions you may have. He can be reached at lbedard@cupe.on.ca.

All materials are available in French at cupe.on.ca/francaisomers.

It's time for all of us to work together to #FixOMERS.

Thank you,



Fred Hahn
President of CUPE Ontario

Proposed Motion – Independent Review of OMERS' Investment Performance

1. The Township of Red Rock Council is calling for an immediate, comprehensive and independent third-party expert review of OMERS' investment performance and practices over the past ten years, conducted by the OMERS Pension Plan's sponsors and stakeholders.

2. Such a review would, at a minimum:
 - a. Compare OMERS plan-level, and asset class-level performance to other comparable defined benefit pension plans and funds, OMERS internal benchmarks, and market-based benchmarks.
 - b. Examine OMERS decision-making processes around the timing of various investment decisions.
 - c. Assess the risk management policies and protocols that were in place and determine if they were followed and/or if they were sufficient to protect the plan from undue risk.
 - d. Assess whether the disclosures provided to the OMERS Administrative and Sponsorship Boards were sufficient evidence to allow the Boards to respond appropriately and in a timely manner.
 - e. Examine executive compensation, investment fees and investment costs at OMERS in comparison to other major defined benefit pension plans and funds.
 - f. Examine other relevant issues identified by the third-party expert review.
 - g. Make recommendations for changes at OMERS to ensure stronger returns moving forward.
 - h. Issue their final report and recommendations in a timely manner.
 - i. Publicly release its full report and recommendations to ensure that it is available to OMERS sponsors, stakeholders, and plan members.

3. The Township of Red Rock Council further calls on the OMERS Administrative Corporation to:
 - a. Provide all requested data, documentation and information required of the review panel to fulfill its mandate.
 - b. Establish a step-by-step plan, with OMERS sponsors and stakeholders, to implement any recommendations set out in the review report.



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April 27, 2021

To: Fred Hahn, President CUPE Ontario
CUPE Ontario

From: Bradley Hough

Subject: **OMERS Performance Review**

Scope of review

CUPE has asked PBI to review "CUPE Ontario Concerns With OMERS Investment Returns". PBI has reviewed the performance data, methods, and comparisons of OMERS with peer pension plans and funds in CUPE's report.

The intention of our review is to determine:

- a) if comparisons made between the pension plans and funds and their respective benchmarks are reasonable; and
- b) if the analysis completed by CUPE supports the conclusions of their report.

We have reviewed the performance comparisons in CUPE's report by reviewing public information provided by the plans and funds referenced. Statements of investment policies and procedures, actuarial valuation reports, annual reports and other governance documents were reviewed to add as much context around plan performance as possible with the public information available.

Summary

We conclude that the comparisons made by CUPE are reasonable and show that there is a significant gap in performance between OMERS and other comparable public pension plans and funds. In our opinion, public information is unable to fully explain the performance gap. More information is required to truly understand why performance is so different between OMERS and comparable public pension plans and funds.

In our opinion, the comparisons and analysis in the report support CUPE's request for further review of performance.

Review

Is the choice of peer universe reasonable?

CUPE has chosen a universe of large public sector defined benefit plans ("plans"), or public sector investment managers managing assets ("funds") including, but not exclusively, defined benefit pension plans. Scale gives public plans and funds a different opportunity set versus smaller private sector plans as a result of the size of assets and also investment opportunities. We therefore believe that CUPE's approach of focusing on a limited universe of public sector peers rather than a broader pension plan universe is reasonable and fair.

Of the universe supplied, HOOPP, OTPP, BCMPP and LAPP are easier to directly compare given they are pension plans rather than funds; however, the public sector investment managers referenced by CUPE are still useful



points of reference when looking at comparable performance. Performance of funds such as PSP, CDPQ, BCI and AIMCO suggests that client defined benefit plans are likely to have higher absolute returns than OMERS for 2020.

LAPP and AIMCO have not published full performance information for 2020.

Would conclusions change if the universe of plans was expanded?

Defined benefit plans have different benefits, contributions, funding policies, and member demographics. Making comparisons across universes of defined benefit plans requires caution and it is difficult to draw firm conclusions. However, it is worth noting that OMERS performance is significantly below not only public peers, but wider universes of defined benefit plans.

RBC’s universe of pension plans shows a median return of 9.2% for 2020¹. PBI has access to the Northern Trust universe of Canadian defined benefit pension plans² and note that the median return is similar to RBC (full year 2020 median return is 9.9%). The lowest return in the Northern Trust Universe is 5% for 2020. We are not aware of an absolute return for PBI clients below 5%.

Could ‘context’ such as different asset mixes driven by Plan demographics or situation explain OMERS performance?

a. Asset Mix

We compared asset mixes with HOOPP, BCMPP and OTPP. HOOPP has a liability driven investment strategy and has a higher fixed income allocation. BCMPP and OTPP are return focused like OMERS. OMERS has a higher proportion in real assets and credit than these plans and lower fixed income assets. OTPP has a specific inflation management strategy. However, at a high level, asset allocations between OMERS, BCMPP and OTPP make use of similar asset classes and are comparable.

Asset Class	OMERS	BCMPP	OTPP	HOOPP
Public Equity	31%	33%	19%	23%
Fixed Income	6%	21%	16%	86%
Private Equity	14%	10%	19%	13%
Real Assets	34%	27%	21%	15%
Credit/Mortgages	17%	6%	8%	0%
Inflation Sensitive	0%	0%	17%	0%
Innovation	0%	0%	2%	0%
Absolute Return Strategies	0%	0%	6%	0%
Money Market	-2%	2%	-8%	-37%

Source: annual reports as of December 31, 2020, except for BCMPP, which is as of December 31, 2019.

¹ The RBC pension plan universe is published by RBC Investor and Treasury Services. “All Plan Universe” currently tracks the performance and asset allocation of a cross-section of assets under management across Canadian defined benefit pension plans.

² The Northern Trust universe of defined benefit plans is provided to PBI by Northern Trust. It consists of 34 defined benefit plans ranging from \$16.4M to \$8.7B in size. Average plan assets are \$1.9B, median plan assets are \$627M as of December 31, 2020.



As the differences in performance are so large between OMERS and two plans with comparable asset mixes (albeit with some differences), more information on specific strategies within each asset class, such as style of equity manager, exposure to office, retail, and industrial real estate within real assets, use of leverage/overlay strategies and derivatives, currency hedging, and approach to liquidity management would be required to explain differences in performance.

We note that on page 43 of the OMERS 2020 Annual Report, losses were incurred on foreign currency hedging positions due to actions taken to protect liquidity. This contributed \$2.2B to the overall loss. Again, this indicates that a review, significantly beyond simple asset mix comparisons, is required to truly understand performance differentials.

Finally, understanding the role of the 'Total Portfolio Management' approach in determining asset allocations and strategies would be helpful to putting context around the asset mix choices and investment strategies.

b. Membership Demographics

We note that BCMPP and HOOPP have broadly similar membership demographics to OMERS. OTPP is more mature with a greater proportion of retirees. PBI does not believe plan demographics are different enough to render comparisons between the plans invalid.

Comments on CUPE's five principal findings:

- 1) **OMERS 10-year annualized performance was below peer group as of December 31, 2019.** PBI believes the comparisons made are reasonable and agree with the conclusion.
- 2) **OMERS performance in 2020 was significantly below peers.** PBI agrees with this conclusion and notes that expanding the peer group adds weight to this conclusion.
- 3) **OMERS does not report comparisons of its annualized long-term returns to its own benchmarks**
Page 143 of the 2020 report has a comparison of calendar year returns vs benchmarks to 2011. We could not find a comparison of annualized long term performance vs benchmarks for OMERS.

We understand benchmarks are set annually by OMERS and approved by the Administration Corporation Board. From the information made public by OMERS, we would need more detail on the methodology used to derive the absolute return benchmark to interpret performance.

4) 5 to 10-year returns versus 5 to 10-year benchmarks.

PBI verified the calendar year returns shown by CUPE. We were unable independently to verify the 5 and 10-year performance versus the benchmark as this was provided verbally to CUPE by OMERS and is not published. The peer group of public plans and funds all take different approaches to benchmarking. Some use composites of public market indices/asset class benchmarks according to their target allocations. PSP uses a reference portfolio approach and HOOPP may use a liability focused benchmark. We note that comparisons of relative performance vs stated benchmarks across peer group plans are challenging because of the differences in methodology.

However, in our opinion the analysis is sufficient to show that OMERS is the only Plan underperforming their internal benchmark over a 10-year horizon. Understanding why requires a deeper understanding



of performance and benchmarking methodology beyond the information made public. In our opinion this adds weight to CUPE's request for a review of performance.

- 5) **OMERS 20-year return is not above its 20-year benchmark.** We were unable to independently verify this point as the performance versus the benchmark was provided verbally to CUPE by OMERS and is not publicly available.

Conclusions

The comparisons made by CUPE are high level and broad by the nature of information made public. However, we believe the comparisons are reasonable and that CUPE has chosen similar public plans and funds as practically possible. Overall, we believe the analysis is sufficient to conclude that OMERS investment performance in 2020 and longer term is significantly lower than other comparable plans.

PBI would require considerably more information than made public on OMERS' total portfolio management approach, investment strategies, third party managers, asset mix policies, liquidity management approach and derivative positions to interpret performance.

In our opinion, the comparisons made demonstrate that the longer-term performance gap between comparable peers is significant and supports CUPE's request for a further, more detailed review of performance beyond the information made public.

A handwritten signature in black ink, appearing to read "Bradley Hough".

Bradley Hough, FIA, ACIA, CAIA

BH:jh

U:\T0001\0001\110\00\2021\0\C1.DOCX

NOT JUST ONE "TOUGH YEAR": THE NEED FOR A REVIEW OF OMERS INVESTMENT PERFORMANCE

May 2021



Executive Summary

CUPE Ontario represents nearly half of the 289,000 active members of the Ontario Municipal Employees Retirement System (OMERS) – the province’s Defined Benefit (DB) pension plan for municipal, school board and certain other public sector workers.

While most pension plans had strong returns in 2020, OMERS recently reported billions of dollars of losses over the year. This has prompted CUPE Ontario to examine how OMERS investments have performed compared to other large pension plans and funds. We have also looked at how OMERS has performed against its own internal benchmarks.

We find that OMERS underperformance is not a new or a short-term problem. Specifically, we find that:

- 1) OMERS longer-term performance has significantly lagged behind other large pension funds and plans, in periods both before and after 2020 results were in.
- 2) OMERS has now fallen behind even some of its own internal longer-term return benchmarks – a troubling fact that, contrary to industry standards, is not disclosed in OMERS Annual Report.

Since investment returns fund the vast majority of pensions paid from the plan, returns are incredibly important to DB plan members. Lower investment returns may lead to members being asked to pay more into the plan, or could result in additional pressure for more benefit cuts.

Despite requests, OMERS has not committed to an independent, transparent review of its investment decisions.

CUPE Ontario feels these issues are so serious that a fully transparent expert review of OMERS investment strategies, returns, and internal performance assessment is urgently needed. This review should be conducted by the plan sponsors and stakeholders themselves (the risk-bearing parties to OMERS) and should be fully independent of OMERS staff, who have a clear conflict of interest in conducting a review of their own performance. We invite the other sponsors of OMERS, including our employer counterparts and the broader community of the plan’s organizational stakeholders, to support this proposal and to work with us to conduct this review.



Introduction

CUPE Ontario represents 125,000 plan members of the Ontario Municipal Employees Retirement System (OMERS). We are the largest sponsor in this defined benefit (DB) pension plan that is – at least in theory – jointly-controlled by plan sponsors like CUPE Ontario and other unions and employers.



**WE CONTINUE
TO STRONGLY
BELIEVE THAT
DB PLANS ARE
A MODEL WORTH
NOT ONLY
DEFENDING,
BUT EXTENDING
TO ALL WORKERS.**

CUPE Ontario strongly believes that DB pension plans are the best way to provide a decent and secure retirement for our hard-working members. Large public sector DB plans like OMERS allow for an efficient pooling and sharing of costs and risks between employers and plan members. DB plans allow members to know what their pensions will be in retirement. This security is incredibly important for plan members. However, it is not only retirees who benefit from good, secure pension benefits. DB pension plans have been shown to have positive macroeconomic effects on the economy as a whole.¹ The concerns we raise in this report are not concerns with the DB model itself; we continue to strongly believe that DB plans are a model worth not only defending, but extending to all workers.

For a number of years, we have been concerned with the lower level of OMERS pension fund investment returns in comparison to those of other similar plans. OMERS recently reported that the plan had a very bad year in 2020. This has led CUPE Ontario to perform a more in-depth examination of publicly-available annual reporting documents to determine how, in our view, OMERS is performing compared to the seven other large (\$50 billion+) pension plans and funds in Canada.² OMERS themselves refer to this club of large plans and funds as the “eight leading Canadian pension plan investment managers,” and occasionally takes coordinated activity with them.³

¹ Conference Board of Canada, “Economic Impact of British Columbia’s Public Sector Pension Plans,” October 2013; Boston Consulting Group, “Measuring Impact of Canadian Pension Funds,” October 2015; Ontario Teachers Pension Plan News Release, “New analysis confirms that defined benefit pensions provide significant benefits to Canadian economy,” October 22, 2013.

² Unless otherwise specified, the data in this document has been compiled from publicly-available annual reporting of the respective plans. With the exception of CDPQ, returns are as reported in these documents, and are net. CDPQ results were reported gross of some expenses, and have been reduced by 0.2% to best approximate a net return. Longer-term periods are annualized, and are as reported by the respective plans.

³ OMERS News Release, “CEOs of Eight Leading Canadian Pension Plan Investment Managers Call on Companies and Investors to Help Drive Sustainable and Inclusive Economic Growth,” November 25, 2020.



**AS BAD AS
OMERS
PERFORMANCE
WAS IN 2020,
THIS IS NOT A
NEW OR A SHORT-
TERM PROBLEM**

Due to their scale, these large pension plans and funds are able to invest in asset classes that are typically not available to smaller investors or individuals. At the same time, we acknowledge that these eight plans are not completely similar: they have their own governance structures, asset mixes, risk appetites, and reporting periods, all of which are described in the public documents of the respective plans. However, we also acknowledge that many of these differences are the result of specific investment decisions made by the respective plans and funds. We therefore believe that there is value in comparing the performance of this small set of large funds, particularly over longer-term periods.

Acronym	Name	Assets Under Management (\$ Billion)	Funded Status in Most Recent Annual Report	Most Recent Annual Reporting Date
CPPIB	Canada Pension Plan Investment Board	410	N/A	March 31, 2020
CDPQ	Caisse de dépôt et placement du Québec	366	108% (RREGOP)	Dec 31, 2020
OTPP	Ontario Teachers Pension Plan	221	103%	Dec 31, 2020
PSP	Public Sector Pension Investment Board	170	111% (Public Service Plan)	March 31, 2020
OMERS	Ontario Municipal Employees Retirement System	105	97%	Dec 31, 2020
HOOPP	Healthcare of Ontario Pension Plan	104	119%	Dec 31, 2020
BC MPP	BC Municipal Pension Plan (investments managed by BCI, the BC Investment Management Corporation)	59 (MPP) 171 (BCI)	105%	Dec 31, 2019 (MPP) March 31, 2020 (BCI)
LAPP	Alberta Local Authorities Pension Plan (investments managed by Alberta Investment Management Corporation)	50 (LAPP) 119 (AIMCO)	119%	Dec 31, 2019

In some cases, the pension funds above manage the investments of several pension plans (CDPQ, PSP, BCI, AIMCO are all such cases). In those cases, we look most closely at the returns at an individual plan level for the respective client plan that most closely compares to OMERS.

We have also looked at how OMERS has performed against its own internal benchmarks.

This review has resulted in some very troubling findings which suggest that, as bad as OMERS performance was in 2020, this is not a new or a short-term problem. We found evidence that OMERS longer-term return performance has significantly lagged behind



HIGHER
INVESTMENT
RETURNS WOULD
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BETTER FOR
OMERS PLAN
MEMBERS, AND
FOR OMERS
EMPLOYERS.

other large pension funds and plans. We also found that OMERS has now fallen behind even some of its own internal longer-term return benchmarks – a troubling fact that, contrary to industry standards, is not disclosed in OMERS Annual Report.

Investment results are incredibly important to DB plan members because compounded returns typically fund the vast majority of the pensions that are eventually paid. OMERS indicates that investment returns are expected to fund approximately 70% of the pensions paid by the plan.⁴ When investment returns are insufficient, it can put upward pressure on required contribution rates for both members and employers. Most other plans have now returned to pension surpluses since the global financial crisis more than a decade ago, but OMERS continues its long climb out of deficit. Contribution levels were a central talking point from OMERS when plan decision-makers removed guaranteed indexation in 2020. And we expect that, in the months to come, OMERS will once again be looking to plan members to bear the burden of plan funding issues that are, in part, a result of these investment returns. Meanwhile other pension plans, who have had better returns, are currently holding significant surpluses, many have lower contribution rates and some are even improving pension benefits.⁵ Higher investment returns would have been better for OMERS plan members, and for OMERS employers.

Despite requests⁶, OMERS has not committed to an independent, transparent review of its investment decisions. Any reviews that have taken place have been behind closed doors at OMERS and have not been shared with sponsors or described in any detail. While OMERS has outlined several investment policy changes it plans to make, its overriding message remains: “the fundamentals of our long-term strategy remain sound, and we will continue to advance that strategy.”⁷



A FULLY
TRANSPARENT
EXPERT REVIEW
OF OMERS
INVESTMENT
STRATEGIES,
RETURNS,
AND INTERNAL
PERFORMANCE
ASSESSMENT
IS URGENTLY
NEEDED.

CUPE Ontario feels these issues are so serious that a fully transparent expert review of OMERS investment strategies, returns, and internal performance assessment is urgently needed. This review should be conducted by the plan sponsors and stakeholders themselves (the risk-bearing parties to OMERS) and should be fully independent of OMERS staff, who have a clear conflict of interest in conducting a review of their own performance. We invite the other sponsors of OMERS, including our employer counterparts and the broader community of the plan’s organizational stakeholders, to support this proposal and to work with us to conduct this review.

⁴ OMERS 2020 Annual Report, p. 2.

⁵ HOOPP News Release, “HOOPP posts 11.42% return in 2020, surpasses \$100 billion in assets,” March 31, 2021.

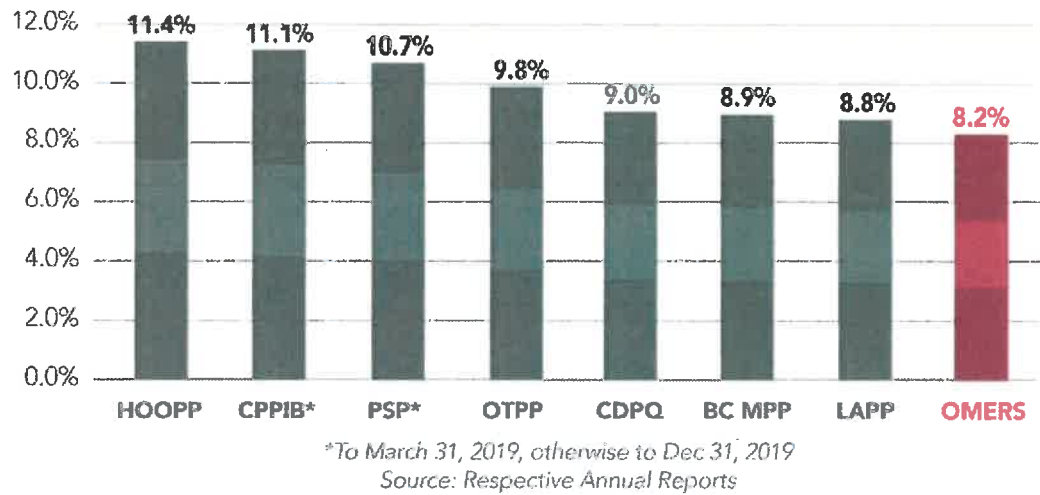
⁶ CUPE Ontario Press Release, “We won’t pay for the mistakes of OMERS executives,” February 25, 2021.

⁷ OMERS 2020 Annual Report, p. 23.

Our five principal findings are as follows:

- CUPE Ontario's concerns go beyond one "difficult" year in 2020. OMERS 10-year annualized returns trailed those of the other major funds and plans before the COVID crisis hit.**

10-Year Annualized Returns at 2019



THIS WAS A HISTORIC ANNUAL UNDER-PERFORMANCE COMPARED TO BENCHMARKS.

- OMERS 2020 investment performance was especially poor**

OMERS 2020 annual return (-2.7%) fell far short of the plan's own benchmark for the year of +6.9%. This was a historic annual underperformance compared to benchmarks.

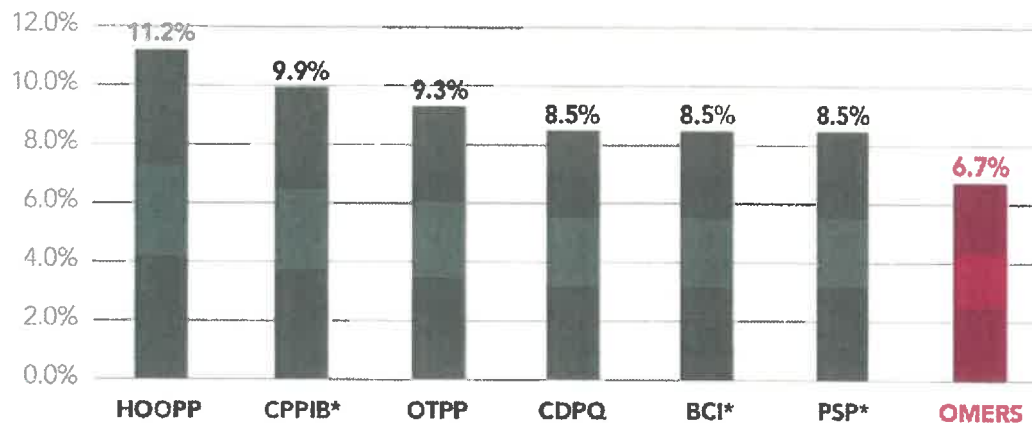
Other plans, however, have reported very strong annual returns for calendar year 2020:

2020 ANNUAL RETURNS	
HOOPP	+ 11.4%
RBC Pension Plan Universe ⁸	+ 9.2%
OTPP	+ 8.6%
CDPQ	+ 7.5%
OMERS	- 2.7%

⁸ RBC Investor & Treasury Services, "Canadian DB pensions post near-double-digit returns despite historic, turbulent year," January 29, 2021.

This negative result led OMERS 10-year annualized return to fall from 8.2% to 6.7%.

10-Year Annualized Returns at 2020



*To March 31, 2020 otherwise to Dec 31, 2020

The chart above reports the most recent available return information for the respective funds and plans as disclosed in their annual reports. LAPP and BC MPP have yet to report their December 31, 2020 results. AIMCO has also not fully reported its 2020 results. However, BCI (the investment agent for BC MPP and other BC public sector plans) has reported its March 31, 2020 results and has been included here. The chart can be updated as more plans report their 2020 investment returns.



**OMERS
DOES NOT
REPORT CLEAR
COMPARISONS OF
THE PLAN'S LONG-
TERM ANNUALIZED
RETURNS TO ITS
CORRESPONDING
LONG-TERM
BENCHMARKS.**

3. OMERS does not report comparisons of its annualized long-term returns to its own benchmarks.

Benchmarking is a common practice where an investment *standard or goal* is set, against which *actual plan returns* are compared for ongoing assessment of investment performance. OMERS itself describes a benchmark as "a point of reference against which the performance of an investment is measured."⁹ Comparisons of returns vs. benchmarks are typically done on a 1-year basis, but it is very common for long-term annualized comparisons to also be disclosed. Reporting these benchmarks is standard practice for pension plans and third-party investment managers. Even individual investment vehicles like mutual funds and ETFs typically provide details on how their performance compares to both annual and long-term benchmarks.

The OMERS Administration Corporation (AC) sets OMERS benchmarks each year, as described in the "Performance Management" section of the OMERS investment policy document.¹⁰ OMERS Annual Reports describe how these benchmarks are constructed for each asset class. For many years, these reports stated that "Our goal is to earn stable returns that meet or exceed our benchmarks." OMERS Annual Reports compare OMERS single-year returns to the plan's single-year benchmarks. However, in sections describing investment performance, **OMERS does not report clear comparisons of the plan's long-term annualized returns to its corresponding long-term benchmarks.** While the Annual Report does compare performance to the plan's discount rate and a long-term return expectation set by the AC Board, it omits comparisons of the plan's long-term performance against their own long-term benchmarks.

⁹ OMERS 2015 Annual Report, p. 131.

¹⁰ OMERS "Statement of Investment Policies and Procedures – Primary Plan," January 1, 2021.



IN THE ABSENCE OF LONGER-TERM COMPARATIVE DATA, STAKEHOLDERS FACE SERIOUS OBSTACLES IN EVALUATING PERFORMANCE

OMERS believes that “paying pensions over decades means a long-term approach.”¹¹ But in the absence of longer-term comparative data, stakeholders face serious obstacles in evaluating performance. A review of historical Annual Reports shows that OMERS had a longstanding practice of reporting these long-term comparisons, but OMERS stopped this reporting, without explanation, in 2013. **This is dramatically out of step with other pension plans and is, in our view, a serious lack of transparency from OMERS.**

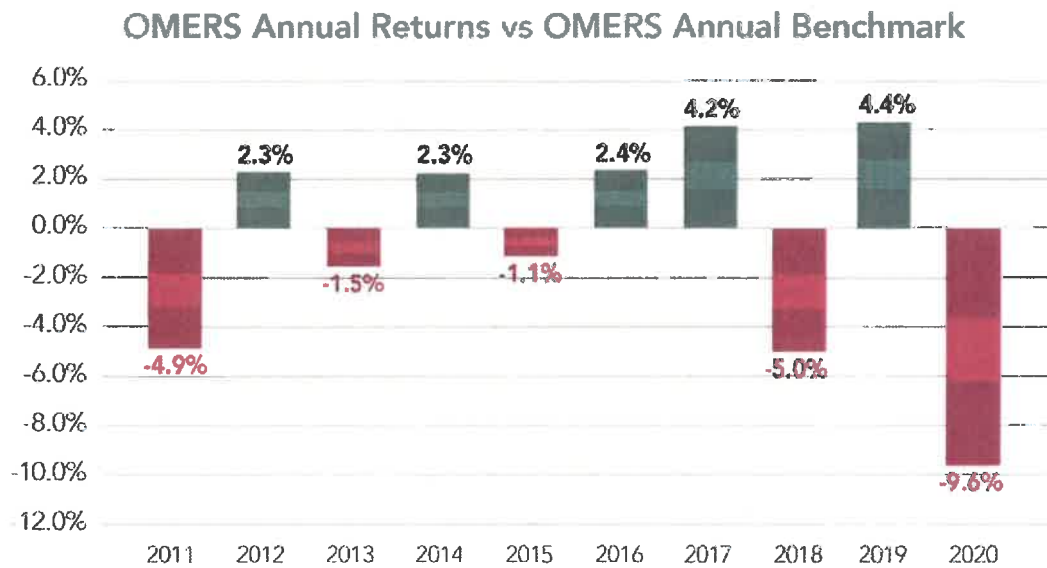
	HOOPP	CPPIB	PSP	OTPP	CDPO	BC MPP	LAPP	OMERS
Does annual report compare annualized longer-term returns to corresponding benchmarks?	YES	YES	YES	YES	YES	YES	YES	NO



THIS IS DRAMATICALLY OUT OF STEP WITH OTHER PENSION PLANS AND IS, IN OUR VIEW, A SERIOUS LACK OF TRANSPARENCY FROM OMERS.

The OMERS Statement of Investment Policies and Procedures states that “performance reporting is consistent with industry recognized practices.”¹² The OMERS Statement of Investment Beliefs says that “articulating our investment goals and performance measures helps ensure clear accountability.”¹³ We do not believe OMERS is meeting these standards of reporting and accountability on this point.

4. OMERS 5 and 10-Year Returns are now below OMERS own benchmarks for these periods.



Source: OMERS 2020 Annual Report, Ten-Year Financial Review, p. 142.

¹¹ OMERS News Release, “OMERS Reports 2020 Financial Results: paying pensions over decades means a long-term approach,” February 25, 2021.

¹² OMERS “Statement of Investment Policies and Procedures,” January 1, 2021. www.omers.com/governance-manual-policies-and-guidelines

¹³ OMERS “Statement of Investment Beliefs,” January 1, 2020. www.omers.com/governance-manual-policies-and-guidelines

	OMERS Return	OMERS Benchmark	Difference
5-Year Annualized	6.5%	7.4%	-0.9%
10-Year Annualized	6.7%	7.3%	-0.6%

Source: Returns from OMERS 2020 Annual Report
 Annualized Long-Term benchmarks not referenced in Annual Report and were reported verbally to CUPE by OMERS on our request.

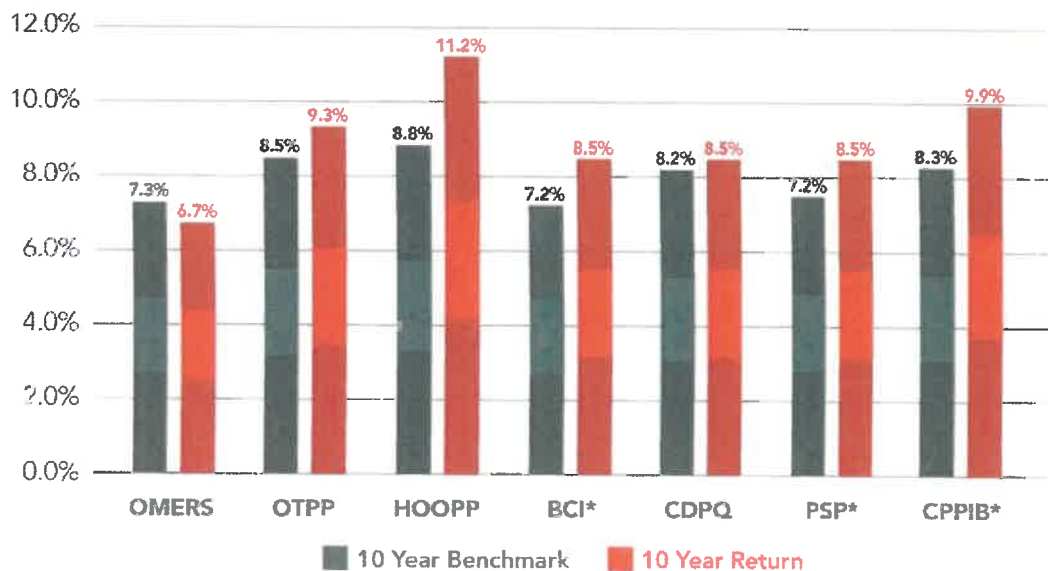
The 5 and 10-year annualized benchmark figures above were not disclosed in the OMERS 2020 Annual Report. OMERS provided these numbers verbally to CUPE Ontario upon our request. Previous OMERS Annual Reports normally included a statement that "Our goal is to earn stable returns that meet or exceed our benchmarks."¹⁴ This statement appears to have been struck from the 2020 Annual Report.

We also note that, OMERS benchmarks are comparatively low over this period when examined alongside other plans. We believe this is due to a different benchmarking methodology for certain investments at OMERS compared to industry standards. The other major plans and funds that have reported 2020 results, however, are all ahead of their 10-year benchmarks as of their most recent annual reports.



THE OTHER MAJOR PLANS AND FUNDS THAT HAVE REPORTED 2020 RESULTS, HOWEVER, ARE ALL AHEAD OF THEIR 10-YEAR BENCHMARKS AS OF THEIR MOST RECENT ANNUAL REPORTS.

10-Year Returns vs 10 Year Benchmarks to 2020



*To March 31, 2020 otherwise to Dec 31, 2020

¹⁴ 2010 Annual Report p. 27; 2011 Annual Report p. 25; 2012 Annual Report p. 23; 2013 Annual Report p. 22; 2014 Annual Report p. 12; 2015 Annual Report p. 9; 2016 Annual Report p. 33; 2017 Annual Report p. 33; 2018 Annual Report p. 33; 2019 Annual Report p. 42; 2020 Annual Report N/A.



**HAD OMERS
ACHIEVED
THESE BETTER
RESULTS,
THE PLAN
WOULD NOW
HOLD A VERY
SUBSTANTIAL
SURPLUS.**

The impact on OMERS of these longer-term below-benchmark returns has been significant. The difference of 0.6% between OMERS actual annualized 10-year investment returns of 6.7% and its benchmark of 7.3% has meant an absolute return outcome that would have been roughly 6% higher after these 10 years (all other factors being equal). Even achieving just this benchmark return on an annualized 10 year basis would have resulted in an asset base of roughly \$6 billion higher current plan assets.¹⁵ This better result would have brought OMERS reported funding level into surplus.

This difference is even greater if we were to compare the impact of OMERS investment performance to that of any of these other large plans. For example, had OMERS achieved the actual 10-year annualized returns of the OTPP of 9.3% (just below the average of the other six plans listed above), the OMERS asset base would now be (all other factors being equal) approximately 27% higher than OMERS actual asset level. In dollar-value terms, this difference represents roughly \$28 billion more in assets after the 10-year period from 2011 to 2020. Had OMERS achieved these better results, the plan would now hold a very substantial surplus.

5. OMERS 20-year return is not above its 20-year benchmark.

Upon request from CUPE Ontario, OMERS also verbally disclosed that its 20-year return is equal to its 20-year benchmark of 6%. In our view, it is troubling that the plan has not outperformed its benchmark over this long period, and that this comparison is also not disclosed in OMERS annual reporting.

¹⁵ The alternative scenarios for investment performance results outlined in this section are necessarily approximate as they are based on data that is made publicly available by OMERS, and were generated using the reported OMERS asset base as at December 31, 2010 of \$53.3 billion.



Conclusion

CUPE Ontario has serious concerns with OMERS investment performance, and with what we believe is a troubling lack of transparency about these issues. In our view, these issues cannot be dismissed as a one-year problem.



THESE ISSUES CANNOT BE DISMISSED AS A ONE-YEAR PROBLEM.

We anticipate that these long-term, below-benchmark investment returns are very likely to lead directly to yet another round of proposals to reduce pension benefits payable to current actives and future retirees. OMERS has already eliminated the guarantee of indexation of pension benefits for service after 2022, and OMERS management has indicated it will be examining further changes in plan design. OMERS has recently stated in writing to CUPE that “the OMERS pension plan has been facing sustainability issues for some time now and the investment results of 2020 have amplified the need to address those issues.” At the recent 2021 OMERS AGM, OMERS Sponsors Corporation CEO Michael Rolland stated that “There are no guarantees as to what decisions we will have to make based on our performance...it’s a long term performance we need to look at...the results of 2020 did have an impact...and that’s why we’re taking a look at it.”



WE ANTICIPATE THAT THESE LONG-TERM, BELOW-BENCHMARK INVESTMENT RETURNS ARE VERY LIKELY TO LEAD DIRECTLY TO YET ANOTHER ROUND OF PROPOSALS TO REDUCE PENSION BENEFITS PAYABLE TO CURRENT ACTIVES AND FUTURE RETIREES.

CUPE Ontario is the largest sponsor representing plan members in OMERS, with over 125,000 active members in the plan. It is true that CUPE Ontario appoints representatives to both the OMERS Administrative Corporation and the OMERS Sponsors Corporation. However, because of restrictive confidentiality rules at both boards, our representatives are unable to keep CUPE Ontario fully-informed about what is really happening at OMERS governing boards, and the decisions that are being made about our members’ hard-earned retirement savings. We do not believe this is how well-governed jointly-sponsored pension plans are supposed to function. The result is that we feel that we are a plan sponsor in name only. Our members are not being well-served by a structure that effectively cuts them out of playing the oversight function they should over their pension plan.



WE ARE NOT CONFIDENT THAT OMERS MANAGEMENT ITSELF HAS TAKEN, OR IS PLANNING TO TAKE, SUFFICIENT STEPS TO CRITICALLY EXAMINE ITS OWN PERFORMANCE.

These barriers will not stop CUPE Ontario from doing everything we can to ensure these concerns about OMERS investment performance are addressed. Based on their public comments to date, we are not confident that OMERS management itself has taken, or is planning to take, sufficient steps to critically examine its own performance, nor are we confident that plan members or sponsors and organizational stakeholders will receive a transparent reporting of any such review.

Therefore, CUPE Ontario is calling on other plan sponsors from both sides of the table to work with us to commission a fully transparent and independent expert review of the investment program at OMERS. This review should be conducted in the open by the sponsors and stakeholders themselves, and not behind closed doors at OMERS. Ensuring our pension returns are as strong as they can be is not a partisan issue, nor is it an issue that the member and employer side of the table should have a difference of opinion on. We want to work with other OMERS sponsors and stakeholders to address these issues for the good of all OMERS members.



ENSURING OUR PENSION RETURNS ARE AS STRONG AS THEY CAN BE IS NOT A PARTISAN ISSUE, NOR IS IT AN ISSUE THAT THE MEMBER AND EMPLOYER SIDE OF THE TABLE SHOULD HAVE A DIFFERENCE OF OPINION ON. WE WANT TO WORK WITH OTHER OMERS SPONSORS AND STAKEHOLDERS TO ADDRESS THESE ISSUES FOR THE GOOD OF ALL OMERS MEMBERS.

Red Rock Township Public Works
42 Salls Street
Red Rock On
POT 2P0

November 9, 2021

John Smith
PO Box 185
67 Rankin Street
Red Rock ON
POT 2P0

Phone 886-2840

To Whom It May Concern,

I am writing to request the removal of a large birch tree, located on township property, directly in front of my house at 67 Rankin Street.

The tree has a large split running up the trunk beginning at the base and has deteriorated to the point that mushrooms are growing out of the base. The tree has become a hazard the could damage my house or contact power lines that are in close proximity, should it become unstable and fall due to strong wind or snow and ice loading.

Branches from the tree are also rubbing the facia of my house and threatening windows.

Thanking you in advance to remedy my concerns.

Kindest Regards,

A handwritten signature in black ink that reads "J. Smith". The signature is written in a cursive style with a large initial "J" and a clear "Smith".

John Smith

DEBBIE O'CONNOR

25 Newton Avenue, Red Rock, ON P0T 2P0

(807) 887-4083

debbieoconnor270@gmail.com

Mayor and Council
Township of Red Rock
42 Salls St.
Red Rock, ON
P0T 2P0

November 9, 2021

Dear Mayor and Council,

We have been having trouble with our water since the water issues in the street between Taylor Street and Newton Avenue (8-9 years).

The township public works installed a bleeder line on the hydrant near the end of the summer this year and last, but since it has been removed our water is again rust coloured. I have sent pictures to Mr. Blair Westerman, Public Works and my husband has been into the township office to show the employees there as well.

We do not drink or cook with the water as we must run the water for 3-4 hours for the water to run clear. The financial implication in doing so is not something we want to continue to incur. I understand there is not much that can be done with the colder weather approaching and the repairs to this issue being put on hold again until spring, but I am asking the township to forgo billing us by usage considering we will have to constantly run water throughout the day to keep our water clear.

Our appliances have been stained with rust, as well as clothes being washed. Our showerhead has been clogged and had to be changed due to the rust.

I look forward to hearing from you with a solution to this problem until it can be fixed permanently.

Sincerely,



Debbie O'Connor

Photos attached







PUBLIC WORKS MONTHLY REPORT

Nov 15th, 2021

3. Weekly building inspections from Public Works staff have begun and will continue through the offseason.

GENERAL

1. JML Engineering has completed the first stage of remediation for Bent #12 on Bridge #1, which included a topographic survey and bathymetry of the site and stream, as well as monitoring measurements for the timber bent.
2. Some maintenance repairs are being prepared for the 2001 Cat Grader. One lift cylinder for the mow board is being serviced Perozak Welding of Thunder Bay. A new air breather housing was replaced from Darryl McCleod as well as a new radiator ordered.
3. Work has been completed to rebuild grader wing from Patty McGuire.
4. Service work is being prepared from Darryl McCleod for maintenance on the 2008 John Deere backhoe's drivetrain. This work will be scheduled as soon as parts are received.
5. Service work is being done for the 2011 GMC Sierra from J's Garage in Red Rock.
6. The demo for 19 Rankin was completed by Hurd Brothers Trucking. The lot has been landscaped and seeded.
7. E-Waste bins were collected from the landfill and replaced with new super packs. The E-Waste bins were moved from the Municipal Shop yard to the landfill in September to discourage vandalism. The program is still being readily used by residents.
8. Regular checks are being performed monthly for standby power at both the Rec Center and Municipal Shop.

PUBLIC WORKS MONTHLY REPORT

Nov 15th, 2021

WATER DISTRIBUTION

1. Public Works completed Fall Hydrant Flushing over the week of Nov 1st.

WASTEWATER COLLECTION

1. Public Works flushed hydrants to sewer where practical over the course of the Fall Hydrant Flush.

RECREATION CENTER

1. Cimco performed routine ice plant maintenance and plant startup on Oct 26th & @ 27th. There are a couple minor plant issues still left to address, but nothing to prevent startup.
2. Beebe Mechanical was needed to make a repair to the 3-door refrigerator for Rec restaurant. The fridge is working properly within appropriate temperature ranges now.
3. Some of the propane tanks for the Olympia ice resurfacers have been revalved for service from Big Pines Trailer in Thunder Bay. Propane refilling will not be available in the immediate area for the foreseeable future.

MARINA CENTRE & PARK

1. Public Works staff was able to aid with set up and tear down for the Live From the Rock event hosted at the Marina Park on the weekend of Oct 16th & 17th.
2. Public Works has completed all necessary winter prep maintenance for the Marina Park, including fuel kiosk and docks.

RED ROCK VOLUNTEER FIRE DEPARTMENT



RRFD Monthly Report to Council

Prepared November 9, 2021 for Council Meeting scheduled on
November 15, 2021

Training Meetings

October 4/2021

Fire Fighter Test and Obstacle Course

13 Members

3 Hrs

October 18/2021

Hose & Nozzle Inspection

12 Members

3 hrs

Call Outs

October 13/2021

28 Timmins Street

Natural Gas Leak

Total Calls to Date 18

Special Training

1 member is currently taking an online training course

Fire Prevention and Protection

October 31/21

Fire Prevention Activities incorporated into the Spooky Open House

Personnel

Regular Department Strength: 26

Present Strength: 25

Comm. Desk Operators: 2 (included in present strength)

Fire Prevention Officer: 1 (included in present strength)

Junior Fire Fighter: 2 (included in present strength)

CFO Activity

- * Mail, Email and Phone Calls
- * Vehicle/Equipment and hall monthly maintenance
- * Weekly updates to the OFMEM regarding PPE, Department Strength and supplies
- * Looking at more training to take for the CEMC position and the scheduling
- * Discussions with OFMEM Advisor regarding so issues with training standards
- * Discussion with Tim Beebe regarding the course we can host in Red Rock in 2022
- * Meeting with CAO and OFMEM Field Officer Bak to get a little more details regarding our Emergency plan, and other items we should be working on going forward
- * Monitoring the weekly Duty Crew
- * Registered members for online training
- * Continue working on new Standard Operational Procedures for the Fire Department which should be completed in the first quarter of the New Year
- * Starting to organize document and other material so the Municipality can start on the Risk Assessment that has to be completed by January 2024, all Municipalities will have to provided it to the OFMEM
- * Attended a meeting in Nipigon regarding the closing of SNEMS bases across the Northshore
- * Still have issues with the compressor, I am dealing directly with the owner John Irwin of Irwin Air regarding the issues, instead of AJ Stone who sold the unit as they have been no help to me or the Fire Department and haven't been able to repair this unit properly. Repairs will be completed on this unit in November

Public Relations

October 16/21

Fire Works Display

Every member of the Fire Department that was available to help out volunteering their time that evening worked hard to put on one of our best fireworks shows yet. There was a great turnout for the event with people travelling from all the surrounding communities to take part. For those that missed it, this event and picture made the front page of the Chronicle Journal on October 28th, 2021. Also, a huge thanks to Ale Interian for writing a wonderful article as well.



October 31/21

RRVFD Spooky Open House & Toys for Tots Boot Drive

Thanks to all our volunteer fire fighters available to assist with our Spooky Open House it was a huge success!!! These volunteer fire fighters took the time to design and build a pumpkin catapult, design a spooktacular obstacle course, a scavenger hunt, and mingle with all of the wonderful people that took the time to come out, say hi, participate in our open house events and learn more about fire safety, the red rock volunteer fire department and their very own volunteers. Fun was had by all. There were approximately 35 – 40 families and over 100 adults and children from Red Rock and the surrounding communities (many of which attended in their Halloween costumes to join in on the fun). Goody bags were given to all the children as they headed out to begin their trick-or-treat adventures. There were also 10 gift cards awarded to 10 children who had their names drawn after successfully completing the challenging scavenger hunt. A monetary donation was made to Toys for Tots from all the generous contributions made by those that attended the event.

In case you couldn't make it, here are a few photos.



I would like to take this time to thank each and every member of the Red Rock Volunteer Fire Department for everything they do for our Community. Whether its attending an emergency in the middle of the night, during a family gathering, childs school event or just getting together to do things within our community to bring joy to others around us – they put their whole heart into everything they do. I am proud to say that we have a great team (one of the best in my opinion).

Recommendations/Comments for Council

Fire Chief, Deputy Chief and Captains accept with regret the resignation of Desmond Maidment and would like at this time to thank him for his volunteer service to our community.





Township of Red Rock

Community Development Office

42 Salls Street
Red Rock ON P0T 2P0
cdo@redrocktownship.com
(807) 886-2704

November 15, 2021 CDO Activity Summary

Grants and Projects

- a) ICIP Green – Red Rock Newton, Frost, Stadler and Brompton Water and Wastewater Rehabilitation and Replacement Project

Continuing with project management activities and coordination with funders, JML Engineering and Director of Operations on various components of the project. The Relining portion has been awarded to Main Rehabilitation. 90% drawings for the water, sewer and storm portion are to be received shortly and reviewed. Both portions of the project are expected to be completed in the spring and summer 2022. Information is available on the Municipal Website (<https://www.redrocktownship.com/government/municipal-services/>) with an information board to be posted at the Recreation Centre, Municipal Office and/or Library.

- b) Continuing to prepare documentation, research various components costs for projects and RFP's, provide status reports to funders and monitor project timelines and budgets, final reporting to funders for completed projects.
- c) Review previous reports for supporting documentation for current and future funding opportunities and attend webinars and information sessions on current funding opportunities to determine eligibility and feasibility (if the township has the required data or reports demonstrating need for projects)

- d) ICIP Culture – Recreation Centre Rehabilitation Project

Continued correspondence with funders regarding various components of the project and the pending Transfer Payment Agreement it is delayed due to scope changes and wording.

- e) ICIP Covid- Resiliency – Recreation Centre Roof

Waiting for official scope change approval to address the sections of roof between the main building and the curling club that leaks. Most recent correspondence was to clarify wording so it appears things are moving in the right direction.

- f) We have entered into a contract with McSweeney and Associates for the completion of the RV Park and Campground Market Focused Business Case which is 90% funded by FedNor and NOHFC. The report with recommendations and next steps is to be completed by the mid March 2022 with final approval and acceptance of Council to occur at the April 4th Council Meeting. Initial meeting was held on November 8th with preliminary work already underway.
- g) The development of Red Rock's Community Strategic Plan and Community Profile has been awarded to McSweeney and Associates and is also 90% funded through FedNor and NOHFC. Start-up meeting to take place the week of November 15-19. Initial project discussions and sharing of information/research/documentation has already begun.
- h) Opportunity for Collaboration with Lake Superior National Marine Conservation Area for the Red Rock Mountain Trail – promotional activities only
- i) Received \$5000.00 from Superior North CFDC to update the signs at the waterfront (large map with amenities) as well as replace other interpretive signs that have been damaged, and creation of wayfinding signage for the waterfront.
- j) Continued communication and collaboration with regional organizations for partnership opportunities, provide input and stakeholder relations.
- k) Co-op student starting November 22nd in the Community Development Office to assist with statistics, data collection, youth engagement, content generation for social media (weekly good news, events, relevant information for residents, etc.)

**The Corporation of the Township of Red Rock
Administrative Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: CAO/Clerk Activity Report – November 2nd – 15th, 2021
From: Mark Figliomeni – CAO / Clerk / Acting Treasurer

DISCUSSION:

This report is for information only and provides Council with an update on the activities within the office of the CAO.

Please feel free to ask any questions that you may have and reach out at any time.

Summary of Activity

- *Covid-19 Update Bi-Weekly meeting - North Shore Communities – TBDHU
- *Site Visit – RRWPCP – Update and Discussions – Timelines
- *Sun Life meetings and annual renewal discussions – Employee Benefits
- *Initial Meet and Greet – McSweeney & Associates – RV Park Business Case
- *PSD City Wide – Bi-Weekly progress report – Asset Management Plan
- *Meetings – Discussions – Bruno’s Contracting & CN Railway
- *Meetings – Discussions – Grant Match
- *Bi-Weekly staff meeting
- *Recreation Centre Grants – Discussions – Planning
- *Day to Day operations- General Discussions / Stakeholders
- *Continue to study and learn all aspects of operations.

ROMA Conference – Registered the CAO & Mayor to attend the virtual conference. Submitted requests for delegation meetings with Ministers based on Bridge replacement & lift station for development. We will be notified closer to the conference date which meetings we will get based on our requests.

OGRA Conference – Registered the CAO to attend this conference.

This is a summary of some of the activity within Administration & the Office of the CAO, things continue to go well and remain busy. We continue to strive to move

forward as a community and a team, this is our major focus & part of our overall vision.

Mark Figliomeni

CAO / Clerk / Acting Treasurer

**The Corporation of the Township of Red Rock
Payment Vouchers Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: Payment Vouchers
Submitted by: Mark Figliomeni – CAO/Clerk

RECOMMENDATION:

This report is for approval of payment vouchers.

DISCUSSION:

the following payments for approval:

GENERAL

PAYMENT

DATE	CHEQUE NOS.	AMOUNT
10/29 – 11/05	4582 - 4629	<u>\$ 37,805.30</u>
		\$ 37,805.30

ELECTRONIC FUNDS TRANSFERS

DATE	CHEQUE NOS.	AMOUNT
10/29 – 11/05	124 – 140	<u>\$ 12,831.15</u>
		\$ 12,831.15

MANUAL

DATE	CHEQUE NOS.	AMOUNT
9/24 – 10/26	6144 – 6159	<u>\$ 52,748.95</u>
		\$ 52,748.95

PAYROLL

DATE	CHEQUE NOS.	AMOUNT
11/04	465 – 490	<u>\$ 26,157.77</u>
		\$ 26,157.77

TOTAL PAYMENTS **\$ 129,543.17**

**The Corporation of the Township of Red Rock
Administrative Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: Holiday Schedule – Township Office
Submitted by: Mark Figliomeni – CAO/Clerk

RECOMMENDATION:

The Township office is closed for the holiday season inclusive from the 24th of December, 2021 until the 3rd of January, 2022.

DISCUSSION:

Staff will monitor the office on certain days to process such tasks as payroll and processing but will not open to the public.

CAO will continue to monitor emails and tasks of urgent nature.

If desired Council could approve by resolution that any payment on account accepted no later than 4:30 PM on January 3rd, 2022 is not considered to be late for the calendar year 2021 and subject to any penalty or interest.

Verbal update from CAO if required.

ATTACHMENTS:

None

**The Corporation of the Township of Red Rock
Administrative Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: Council Meeting Holiday Schedule
Submitted by: Mark Figliomeni – CAO/Clerk

RECOMMENDATION:

That the Council of the Township of Red Rock cancel the regularly scheduled Council meeting on January 3rd, 2022 and that only One (1) Council meeting in the month of January 2022 is held on the next scheduled date of January 17th, 2022.

DISCUSSION:

Verbal Discussion

ATTACHMENTS:

None

**The Corporation of the Township of Red Rock
Administrative Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: Recreation Centre Committee – Advisory
Submitted by: Mark Figliomeni – CAO/Clerk

RECOMMENDATION:

This discussion is for direction only at this time.

BACKGROUND:

Verbal discussion – Councillor Muir

DISCUSSION:

Verbal

ATTACHMENTS:

None

**The Corporation of the Township of Red Rock
Administrative Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: Business Recognition – Advertising Local Businesses
Submitted by: Mark Figliomeni – CAO/Clerk

RECOMMENDATION:

This is for discussion of Council and direction.

DISCUSSION:

Verbal Update – Councillor Todesco

ATTACHMENTS:

None

**The Corporation of the Township of Red Rock
Administrative Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: Council Recognition Program
Submitted by: Mark Figliomeni – CAO/Clerk

RECOMMENDATION:

This is for discussion and direction of Council.

DISCUSSION:

Verbal Update – Councillor Muir

ATTACHMENTS:

(1)

Example / Idea – Councillor Muir

Council Recognition Program



RED ROCK
a superior treasure

Recognition is Important Because..

- Employees



- Volunteers



Recognition Leads to Strong Teams

- Every Month we recognize one volunteer and one staff member that has been nominated by members of the public for their outstanding contributions to the community.
- Community members can submit these nominations directly to council through their emails
- In the second regular meeting of council in each month, council will read out the nominations and give recognition and personal appreciation to all nominations.

Recognition Leads to Community Pride

- Council will then vote on one member of staff and one volunteer to receive the award for the month.
- Each recipient will be awarded a \$25.00 gift card of their choice to any local business
- Each recipient will have their accomplishments and ceremony shared on the local Facebook page, CFNO and our local spot in the chronical journal

Recognition Leads to Self Wellness

- Cost will total \$600.00 per year for vouchers
- Recognition while being fiscally responsible with tax payer funds
- 12 workers and 12 volunteers will be recognized each year
- All recipients are eligible for 1 award per year
- All nominations will be read and acknowledge everyone who does something great in the community and showcased for all to see and appreciate

**The Corporation of the Township of Red Rock
Administrative Report**

Date: November 15th, 2021
To: Mayor and Council
Subject: Traditional Territory Land Acknowledgment
Submitted by: Mark Figliomeni – CAO/Clerk

RECOMMENDATION:

That the Township of Red Rock open all meetings of Council with an acknowledgment of Traditional Territory.

BACKGROUND:

At the November 2nd, 2021 meeting of Council direction was given to have administration develop an acknowledgement statement to open all Township of Red Rock Council meetings.

DISCUSSION:

DECLARATION

Council of the Township of Red Rock hereby acknowledge that we are on the Traditional Territory of the Robinson-Superior Treaty and the land that we gather on is home to the Red Rock Indian Band, the Anishnaabeg and Metis people.

ATTACHMENTS:

None

AVAILABLE UPON REQUEST:

Verbal