

Headquarters – Chief of EMS
105 S. Junot Ave.
Thunder Bay ON P7B 4X6

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To: SNEMS District Stakeholders

From: Shane Muir, Chief – Superior North Emergency Medical Services

Date: November 25, 2025

Update: Tentative Memorandum of Settlement Reached with Unifor Local 229

We are pleased to share that near the end of the day yesterday, a tentative Memorandum of Settlement (MOS) was reached between the City of Thunder Bay and Unifor Local 229, representing Superior North EMS District Paramedics. As a result, any potential work stoppage has been avoided, and all Superior North EMS services will continue without interruption.

The union is expected to begin its ratification votes on or around December 8, 2025. If the tentative settlement is ratified, Human Resources and Superior North EMS leadership will present the details of the agreement to City Council in January 2026. Until that presentation, the terms of the tentative settlement remain confidential. City Council will be updated should any issues arise during the union's ratification process.

In summary:

- A tentative deal has been reached.
- The strike has been avoided.
- Superior North EMS operations will continue as normal.
- Final approval is contingent upon union ratification and subsequent presentation to City Council.

We are pleased to have reached a freely negotiated settlement and extend our appreciation to our dedicated paramedics for their ongoing commitment to serving our communities.

Media inquiries can be directed to me at shane.muir@thunderbay.ca or 807-629-8884.

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Sincerely,

A handwritten signature in black ink, appearing to read "Shane Muir".

Shane Muir
Chief – Superior North EMS

Cc: J. Collin, City Manager
K. Robertson, Commissioner – Community Services Department
E. Kadikoff, Deputy Chief – District Operations SNEMS
A. Soulias, Commander – EMS Operations
SNEMS District Superintendents
E. Anderson, Manager – Employee Relations
S. Harkness, Senior Employee Relations Consultant

COUNCIL REPORT

Subject: Public Works Superintendent Report

Date: December 3, 2025

Report Number: 25-12-03-02

From: Taylor Haskell, PWS



Recommendation:

That Council receive the Public Works Superintendent Report #25-12-03-02 for information and;

- That Council select one of the Landfill Policy Options regarding whether the Township will continue to accept non-resident household waste beyond December 31, 2025.

1 – Landfill Policy – Briefing Note

- At the last Council meeting, staff advised that nearby Ministry-listed landfill sites at Polly Lake and Dublin were shown as “open” on the provincial registry. This information was used to support the recommendation that non-residents waste should no longer be accepted at the municipal landfill. Following the meeting, a resident contacted staff indicating those sites were, in practice, not operating. Staff subsequently contacted the Ministry of Natural Resources and Forestry (MNRF) for clarification. MNRF provided the following information; The Polly Lake and Dublin landfill sites are listed as open on the Ministry’s website because formal closure activities (capping) have not been completed. However, the sites are not currently operating because there is no operator in place. Historically, these sites were operated by local individuals or groups. Those operators have since ceased operations. MNRF does not operate landfill sites and as such if no operator is present the Ministry typically closes public access until an operator is secured. The sites are currently in a “mothballed” condition, meaning they could be reopened if a group or organization were willing to take on operational responsibility.
- This information confirms that while these landfills are non-operational at this time, they remain available for re-activation should a local group choose to pursue operating them. MNRF explicitly noted that reopening is possible if an operator steps forward.
- The updated Ministry information does not change staff’s recommendation. The municipal landfill is funded and managed for the benefit of municipal residents and tax payers, accepting waste from non-residents/taxpayers reduces available capacity and increases operational pressure. The MNRF has made it clear that the surrounding areas have potential options available to them through local organization and re-establishment of an operator. Responsibilities for operating or advocating for their own disposal capacity should rest with those communities as the process for expanding a current landfill or developing a new one is challenging. The reopening of such sites could provide a significant decrease in the amount of waste at our landfill given many members of the surrounding communities have primary residences in the Township of Nipigon.
- Given this new information the Landfill Policy is presented to Council with and without Clause D - Temporary Non-Resident Household Waste Punch Card System. In order to support the unorganized communities surrounding the municipality temporarily while efforts

are made to re-open respective landfills. Punch cards will be sold at the Municipal Office to non-residents for household garbage waste only. Each card will contain 20 punches (1 punch = 1 bag of household garbage) for the price of \$100.00, working out to \$5.00 per bag of household garbage. The cards are priced to fully cover tipping/handling costs, staff time for administration, and long-term landfill capacity limit. Strictly no bulky waste, construction debris, or hazardous materials will be accepted from non-residents. Punch cards will not be transferable and will be tied to a name/address verifying residency in surrounding unincorporated areas). This system will be reviewed after 6 months and discounted if abuse, excessive volume, or capacity concerns arise. Clear communication that the program is temporary and intended only to bridge the gap while local groups explore obtaining operators for Polly Lake and Dublin.

- Electronic Products Recycling Association is scheduled to provide pick up of the E-Waste presently at the landfill on December 3, 2025, it was postponed one week due to winter storm conditions on November 26, 2025.

2 – Landfill Winter Hours & Rural Waste Service Options

- Public Works has reviewed the concerns raised by rural residents regarding restricted winter landfill hours and the lack of curbside garbage collection or alternate disposal methods in rural areas of the municipality. Approximately 90-100 households do not receive curbside collection and thus are affected by the winter hours due to location, meaning any alternative disposal method must be applied equitably to all non serviced properties. Expanding service to all non-serviced households would generate a significant increase in waste volume and create added operational and financial pressures. Based on staff review only two potential long-term solutions exist, both of which require further exploration due to cost, logistics and operational feasibility.
- Option 1 – Transfer Station/Drop-Off Depot in Town - A satellite drop-off depot located on municipal property could provide residents with a more flexible disposal option, however;
 - The site would require secure bins, fencing, and camera surveillance to prevent illegal dumping.
 - High volumes of waste from all non-serviced households would need continuous monitoring to ensure compliance with household only waste rules.
 - The Township currently does not own equipment capable of unloading large roll-off containers meaning new equipment, contracted services, or additional staff would be required.
 - A depot in town may not meaningfully address concerns for residents living near the landfill, who are already closest to existing disposal services.
- While this option could improve accessibility, the capital and operating costs are expected to be significant.
- Option 2 – Extend Curbside Collection to Rural Areas - Rural curbside collection could be introduced on a trial basis to asses cost, route time, and operational impacts. Considerations must include;

- Pickup along the trans-canada highway poses a significant safety risk for municipal staff, special training and safety measures would need to be implemented
- Rural roads may pose winter safety challenges, particularly for the garbage truck, this is especially a concern during winter storm events as staff capacity is exceeded with garbage collection and snow removal.
- Service must be applied to all non-serviced households, not selectively.
- Collection costs are considerably higher in rural areas; therefore, affected households would need to be added to the sanitary area tax rate, or a separate higher rate would need to be established to reflect true service costs.
- Implementing two sanitary rates is administratively complex and may cause confusion for residents.
- Bi-weekly collection could reduce costs, but staffing deployment remains difficult with existing equipment constraints.
- Offering the service seasonally (winter only) is not operationally viable and would represent a major shift in service levels.
- This option represents a substantial long-term policy change requiring careful financial and operational planning.
- At this time, no solution exists that can be implemented quickly or without significant cost, equipment needs, or staffing implications. Maintaining the current winter landfill hours, with continued Saturday access, continues to be the most practical approach until Council provides direction on whether to pursue; a municipally operated transfer station/depot or the expansion of curbside collection into rural areas. Each of these options requires detailed feasibility analysis, cost projections, capital planning and operational review before any recommendation can be brought back to Council for decision.
- Given the complexity, cost and long-term implications of both potential solutions, staff recommend issuing a survey to all affected non serviced households to determine;
 - The amount of community support for expanded services
 - Which of the two options, if any, residents prefer
 - Willingness to pay increased fees or rates associated with expanded service
 - Barriers or concerns residents foresee with each option
- Collecting this data will help determine the potential uptake of the extended services before investing staff time and municipal resources into detailed studies.

3 – Municipal Fleet

- The Township currently operates a 2009 Labrie Side Load Garbage Packer, over the past several years the unit has experienced accelerated deterioration due to age, kilometers, and corrosion. At its most recent assessment the unit requires \$10,000-\$15,000 in immediate repairs to meet annual safety requirements. Repairs include lighting, electrical systems, corrosion issues, air system repairs and structural deficiencies. Given the unit age and condition, staff identified it as a priority for replacement to avoid service disruptions to residential waste collection. A surplus 2012 International 7400 SBA side load garbage packer

from the City of Thunder Bay was recently listed on GovDeals. The COTB has a documented preventative maintenance program, and the truck was only removed from service in September 2025 as part of a scheduled fleet renewal. The Township placed a bid and successfully acquired the unit for \$2500. The 2012 International Packer has been transported to Maxim Truck & Trailer for a full safety inspection, diagnostics of hydraulic, electrical, lighting and braking systems, to determine required repairs to place the unit into active service. Preliminary expectations are that the truck will require some mechanical work to meet safety certification. However, even with repairs, the total cost is expected to be lower than investing further into the 2009 Labrie Garbage Packer. Securing the 2012 unit mitigates the risk of breakdowns or service interruptions resulting from continued reliance on our 2009 Packer. Once repairs are complete and safety certification is achieved, the 2012 unit will be placed into the fleet as our primary packer. The 2009 unit will be evaluated for decommissioning or disposal options.

Submitted By:

Taylor Haskell (PWS)

Reviewed by:

Timothy Cobban (CAO)

TOWNSHIP OF NIPIGON LANDFILL POLICY as per By Law No. 1990

A. SCHEDULE OF LANDFILL SITE TIPPING FEES

- i. Nipigon residents/property users do not pay tipping fees for regular household garbage, including tires and metal.
- ii. Non-regular garbage requires payment of fees as outlined below i.e. construction waste materials
- iii. That all materials/refuse will not be accepted from Non-Residents as per By Law No. 1990 section 4 of Schedule "C"
- iv. User Fee for other refuse is as follows and based on load size.

<u>LOAD SIZE OF TRUCK</u>	<u>RESIDENT RATE</u>
Half Loads	\$10.00
½ ton or Small Truck	\$20.00
¾ to 1 Ton Vehicle	\$25.00
Commercial ½ Ton or less	\$60.00
Commercial ¾ Ton or less	\$70.00
3 Ton Single Axle Vehicle	\$100.00
Tandem, Tri Axle or Large Trailer	\$200.00
End Dump – Tractor Trailer	\$250.00
Tandem or Tri Axle Spoiled Fill (with certificate)	\$800.00
Special Open	\$75.00
Scrap Vehicle	\$100.00
Asbestos (per cubic yard)	\$60.00 <i>cu/yd + labour cost</i>
Per Fridge/Freezer (with freon removed)	\$50.00 <i>/per</i>
Hazardous Waste (Various sizes/types)	As set by Council resolution

v. **2 WEEK SPRING CLEAN UP**

All materials (householders shall securely tie all newspapers, magazines, cardboard cartons, and branches in compact bundles weighing not more than 50 (fifty) pounds in weight. Branches must be no longer than 4 feet, picked up by Public Works Crew, and free of charge if delivered by owner.

vi. **1 WEEK FALL CLEAN UP**

Landfill site tipping fees are waived if delivered by the owner. Pick-up is not available.

NOTE: The cost of bulldozer and/or backhoe will be charged in addition if the capacity of the load requires pushing.

B. LANDFILL SITE OPERATION

SCHEDULE OF HOURS – Summer (Second Sunday in March)

Monday and Friday - Open 2:00 pm to 7:00 pm
Tuesday and Saturday - Open 12:00 pm to 4:00 pm
Wednesday, Thursday & Sunday - Closed

SCHEDULE OF HOURS – Winter (First Sunday in November)

Monday and Friday - Open 12:00 pm to 5:00 pm
Tuesday and Saturday - Open 12:00 pm to 4:00 pm
Wednesday, Thursday & Sunday – Closed

STAT HOLIDAY CLOSURES

New Years Day
Good Friday
Easter Monday
Queen's Birthday
Dominion Day
Family Day
First Monday in August
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day
National Day for Truth and Reconciliation

LANDFILL ACCESS CARDS

Purpose: To regulate and monitor the use of the Township's landfill site by ensuring access is limited to eligible users and to promote accountability in waste disposal.

i. Issuance of Landfill Cards

- a. Each residential property within the Township will be issued one (1) landfill access card per persons listed on the property.
- b. Cards are distributed to the property owner(s) of record and are intended for use by the occupants of that property only.

c. Tenanted Properties:

- i. Where a property is occupied by a tenant, the property owner may authorize in writing for the landfill card to be issued directly to the tenant.
- ii. The Township will only issue a landfill card to a tenant upon receipt of this written authorization from the property owner.
- iii. The property owner remains responsible for the appropriate use of the landfill card issued for that property.
- d. Replacement cards can be issued upon written request to the Township Office. A replacement fee may apply as established by the Township's User Fee's By Law.

ii. Use of Landfill Cards

- a. A valid landfill access card must be presented to the attendant upon entry to the landfill.
- b. The card must be shown for each visit, regardless of the type or quantity of waste being disposed of.
- c. Only waste generated from the property associated with the landfill card may be disposed of using that card.
- d. Sharing, lending, or duplicating landfill cards is strictly prohibited.

iii. Lost, Stolen or Damaged Cards

- a. Lost or stolen cards must be reported to the Township Office immediately.
- b. Damaged or unreadable cards must be surrendered to the Township before a replacement is issued.
- c. Any misuse of a landfill card may result in a suspension of landfill privileges.

iv. Monitoring and Enforcement

- a. Landfill staff will record each visit and verify the validity of landfill cards presented.
- b. The Township reserves the right to revoke or suspend landfill access privileges in cases of misuse, falsification, or unauthorized disposal.
- c. Continued access to the landfill is conditional upon compliance with all Township landfill rules and regulations.

ADDITIONAL

- i. There is no tipping fee for Nipigon residents/property users on regular household garbage (appropriately bagged).
- ii. Non-regular garbage requires payment of fees as outlined in By Law No. 1990 Schedule C of Landfill Site Tipping Fees (i.e. construction waste materials)
- iii. Wastewater User Fees are 9.0 cents per gallon for taxpayers and 18 cents per gallon for non-taxpayers.

- iv. Cardboard Cartons are not considered as rural garbage or regular garbage and can be recycled at the Nipigon Recycling Depot.
- v. E-waste (computers, phones, TVs, etc.) Will be accepted at the Landfill in the respective area.
- vi. Dump only when the landfill is operated by an attendant.
- vii. Ensure your load is secure and loose items are bagged when transporting to the landfill site.
- viii. Access to the landfill is restricted to 15 minutes prior to posted hour of closing.
- ix. Gates will be locked on the hour.
- x. Scavenging is prohibited.
- xi. Violators may be prosecuted for trespassing.

Notes: Township garbage collection is on Tuesdays or Fridays depending on the street address. Map Attached.

Council Approval Date: _____

Resolution #: _____

TOWNSHIP OF NIPIGON LANDFILL POLICY as per By Law No. 1990

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- iii. That **certain** materials/refuse will not be accepted from Non-Residents as per By Law No. 1990 section 4 of Schedule "C"
- iv. User Fee for other refuse is as follows and based on load size.

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- ii. The Township will only issue ONE (1) Tenant Landfill Card to a tenant upon receipt of this written authorization from the property owner.
- iii. The property owner remains responsible for the appropriate use of the landfill card issued for that property. Any unpaid landfill bills will be charged directly to the property owner if left unpaid.
- d. Replacement cards can be issued upon written request to the Township Office. A replacement fee may apply as established by the Township's User Fee's By Law.

ii. Use of Landfill Cards

- a. A valid landfill access card must be presented to the attendant upon entry to the landfill.
- b. The card must be shown for each visit, regardless of the type or quantity of waste being disposed of.
- c. Only waste generated from the property associated with the landfill card may be disposed of using that card.
- d. Sharing, lending, or duplicating landfill cards without prior written consent from the Township is strictly prohibited.

iii. Lost, Stolen or Damaged Cards

- a. Lost or stolen cards must be reported to the Township Office immediately.
- b. Damaged or unreadable cards must be surrendered to the Township before a replacement is issued.
- c. Any misuse of a landfill card may result in a suspension of landfill privileges.

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- b. The Township reserves the right to revoke or suspend landfill access privileges in cases of misuse, falsification, or unauthorized disposal.
- c. Continued access to the landfill is conditional upon compliance with all Township landfill rules and regulations.

D. TEMPORARY NON-RESIDENT HOUSEHOLD WASTE PUNCH CARD

a. Refuse Accepted by Prepaid Punch Card (Household Garbage Only)

- a. The Township of Nipigon may choose to restrict landfill access exclusively to Township residents and property owners. Under this option, no refuse of any kind will be accepted from individuals residing outside Township limits. The

Township of Nipigon may alternatively allow non-residents to dispose of household garbage only through the purchase of a Landfill Punch Card available at the Township Office.

- i. Each punch card will allow a fixed number of twenty (20) household garbage bags per card.
- ii. The fee of \$100.00 per card with twenty (20) punches per card will be established by Council resolution.
- iii. Punch cards must be presented to the landfill attendant at each visit and are valid for household garbage only.
- iv. Construction, demolition, hazardous, or commercial waste from outside Township limits will not be accepted.

E. ADDITIONAL

- i. There is no tipping fee for Nipigon residents/property users on regular household garbage (appropriately bagged).
- ii. Non-regular garbage requires payment of fees as outlined in By Law No. 1990 Schedule C of Landfill Site Tipping Fees (i.e. construction waste materials)
- iii. Wastewater User Fees are 9.0 cents per gallon for taxpayers and 18 cents per gallon for non-taxpayers (or as amended by a revised fee schedule).
- iv. Cardboard Cartons are not considered as rural garbage or regular garbage and can be recycled at the Nipigon Recycling Depot.
- v. E-waste (computers, phones, TVs, etc.) Will be accepted at the Landfill in the designated location.
- vi. Dump only when the landfill is operated by an attendant.
- vii. Ensure your load is secure and loose items are bagged when transporting to the landfill site.
- viii. Access to the landfill is restricted to 15 minutes prior to posted hour of closing.
- ix. Gates will be locked on the hour.
- x. Scavenging is prohibited.
- xi. Violators may be prosecuted for trespassing.

Notes: Township garbage collection is on Tuesdays or Fridays depending on the street address. Map Attached.

Council Approval Date: _____

Resolution #: _____

COUNCIL REPORT

Subject: Regional Veterinary Services Partnership Development

Date: November 28th, 2025

Report Number: 25-11-29-1

From: Brianna Bell, Economic Development Officer



Recommendation:

THAT Council direct staff to continue to pursue the development of a Regional Veterinary Services Partnership to attract and retain a mobile veterinary clinic for local residents;

AND THAT Council authorize staff to convene a Regional Steering Committee, engage neighbouring municipalities, and begin preparing a partnership framework and operational plan for Council's future consideration;

Background:

Nipigon and surrounding communities continue to experience a critical shortage of veterinary services. Local residents currently rely on veterinary clinics in Thunder Bay, Dryden, or Sault Ste. Marie, many of which are not accepting new clients due to capacity limitations. The absence of local access contributes to untreated illnesses, injuries, and chronic conditions, increased stray and abandoned animals, and mounting public health risks related to tick-borne diseases, rabies, and zoonotic infections.

To address this issue, staff initiated outreach with veterinary service providers across Ontario and Manitoba. The Hamilton/Burlington SPCA Remote Community Vet Services (HBSPCA), led by Dr. Tammy Hornak, expressed interest in partnering with Nipigon and nearby communities to deliver mobile veterinary clinics. Superior North Mobile Veterinary Services also serves communities as far as Marathon and have been contacted to consider an expansion.

Discussion:

A discussion was held with Dr. Tammy Hornak, who confirmed that HBSPCA is prepared to discuss delivering a combination of wellness clinics, surgical spay/neuter clinics, microchipping, parasite prevention, Suprelorin reproductive implants, and telemedicine support to the Nipigon region. These services are specifically designed for remote and northern communities. HBSPCA successfully treated 112 animals in two days during a northern outreach, administering 169 vaccinations, parasite control, and urgent medical treatments. Dr. Hornak confirmed that Nipigon's region strongly aligns with the HBSPCA mandate and capacity.

Public Health Considerations

Public health risk is significant. The Thunder Bay District Health Unit identifies the region as a Lyme disease risk zone due to established blacklegged tick populations (TBDHU 2023).

Surveillance shows over 40% of ticks sampled tested positive for *Borrelia burgdorferi*, the bacterium responsible for Lyme disease. The Ontario SPCA also reports ongoing detections of

Arctic fox-variant rabies in Northern Ontario, further emphasizing the need for preventative animal-health services.

Veterinary Workforce Shortage

The Canadian Veterinary Medical Association projects 5,000 veterinary job openings between 2022–2031, but only 4,300 qualified job seekers nationally, creating an ongoing shortage. Lakehead University reports Northwestern Ontario is “severely underserved,” with only one large-animal veterinarian covering the Thunder Bay region and limited companion-animal capacity. This shortage explains why traditional clinics are unlikely to establish in Nipigon without regional intervention.

Regional Partnership Requirements

To ensure sustainability, participating municipalities must collectively contribute operationally and financially. Shared responsibilities include facility hosting, volunteer recruitment, communications, animal intake support, and transportation for residents without mobility. HBSPCA recommends a single lead municipality, with Nipigon acting as coordinator for:

- Booking system
- Pre-payment processing
- Restricted municipal account management
- Redistribution of payments to HBSPCA
- Clinic scheduling and logistics
- Regional reporting

This model reduces no-shows, simplifies funding administration, and supports accountability.

Analysis/Options:

Option 1 – Proceed with Regional Veterinary Partnership (Recommended)

This option advances the development of a formal partnership, establishes a steering committee, supports cost-sharing across communities, and positions Nipigon to deliver a **Spring 2026 pilot clinic**. It also strengthens eligibility for regional funding (NOHFC, PetSmart Charities, ISC, Ontario SPCA).

Option 2 – Nipigon Operates Independently

Nipigon could pursue HBSPCA services alone; however, clinic costs would fall solely on the municipality. Funding opportunities would be significantly reduced.

Option 3 – Status Quo

No action is taken. Residents continue to travel far distances and experience limited access. Public health risks, stray animal populations, and municipal complaints would likely increase.

Financial Impacts:

At this stage, no financial commitment is required. A future report will present:

- A proposed cost-sharing formula
- Clinic cost projections

- Administrative and in-kind contributions
- Funding opportunities and grant applications

Potential funding sources include:

- NOHFC – Rural Enhancement Fund
- PetSmart Charities of Canada
- Ontario Trillium Foundation (OTF)
- Public Health Unit vector-borne disease support

A detailed budget will return to Council once regional partners confirm participation.

Respectfully Submitted By:

Brianna Bell, Economic Development Officer

Internal/External Consultations:

- Hamilton/Burlington SPCA – Remote Community Vet Services
- Municipal partners: Red Rock, Schreiber

Reviewed By:

Tim Cobban, Chief Administrative Officer

THE CORPORATION OF THE TOWNSHIP OF NIPIGON
BY-LAW NO. 2010

TO CONFIRM THE PROCEEDINGS OF THE MEETING(S) OF COUNCIL

HELD prior to and on December 3, 2025

WHEREAS the Municipal Act, 2001, C.25, as amended, requires a municipal council to exercise its power by by-law except where otherwise provided;

AND WHEREAS in many cases, action which is taken or authorized to be taken, by a Council or a Committee of Council does not lend itself to an individual by-law;

THEREFORE, THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF NIPIGON ENACTS AS FOLLOWS:

1. THAT the actions of the Council at its meeting held prior to and on November 18, 2025, in respect to each motion, resolution and other action passed and taken by the Council at its said meeting(s), except where prior approval of the Local Planning Appeal Tribunal is required (*formerly the Ontario Municipal Board*), are hereby adopted, ratified, and confirmed.
2. THAT the Mayor and/or proper officers of the Township are hereby authorized and directed to do all things necessary to give effect on the said action(s) or to obtain approvals where required, and to execute all documents as may be necessary and directed to affix the Corporate Seal to all such documents as required.

Read three times and passed in open Council on December 3, 2025.

MAYOR

CLERK