

Minutes

Joint Municipal Services Committee

September 26, 2025

1. Call to Order

The Joint Municipal Services Committee met at the Grey County Administration Building on the above date with all members present. The Chair called the meeting to order at 1:31 p.m.

Present: Councillors Boddy, Dickert, Keaveney, McKay and Pringle

Staff Present: Randy Scherzer, CAO; Niall Loble, Deputy CAO; Rob Hatten, Communications Manager; Tara Warder, Clerk; and Brittany Rier, Deputy Clerk.

Kayla Rier, Executive Advisor, participated electronically.

2. Declaration of Interest

There were no declarations of interest.

3. Items for Direction or Discussion

3.a CAOR-JMS-27-25 Scoping Joint Municipal Service Potential, CAOR-JMS-27-25

Waste Management

Niall Loble, Deputy CAO, shared that staff believe bringing in a third party consultant would be best to help determine what else the County could do in terms of next steps to assist with addressing the future issue around waste management. He noted that Bruce County started a similar process back in 2021 and Grey County has plans to meet with Bruce County staff to discuss key takeaways from the process.

A Regional Waste Management plan would cost approximately \$250,000.00 which could be covered by both the waste management reserve and one-time funding reserve. The consultant would work through all services provided at all tier levels which would be a good starting point for the County to determine what the current state is and what our current capacities are. The plan would also help to determine potential

opportunities looking at the pros and cons and a cost-and-benefit analysis, and it will determine costing numbers.

The Committee discussed if the consultant would reach out to those that have gone to regional services. Staff noted that they would be asking the consultant to look at these cost options and determine where there are savings.

The Committee discussed the benefit of a shared waste management system including using the same contractor and being on one contract which could have potential cost savings and better service delivery for residents. Things such as route optimization and consolidating landfill sites would be researched further.

Staffing

Staff noted there is an HR professional group that meets regularly across Grey and Bruce Counties which could play a potential role in terms of cross training and sharing of materials. Niall Loblely noted that this could be more formalized with standardized policies. For example, the County and all member municipalities have a separate Health and Safety employee. Staff could look at the potential of having a single Health and Safety department since they all fall under the same legislation.

The municipalities could take it further by having a centralized Human Resources department where several are using the same HRIS software, and have a HR associate to support each member municipality. He noted that there is a potential for staff to move between Grey County more fluidly for opportunities like job shadowing, training and networking, and staff coverage such as leaves of absence.

There was a positive conversation between the CAO group with a broad sense of support. Cost savings would not be seen at the County level and noted that the County cost would likely increase because of this; costs could be relieved elsewhere and would provide efficiencies across Team Grey.

The Committee discussed not only the financial benefits, but consistency with training of employees and how it will benefit our residents in terms of consistency for them. Having staff trained the same across the entire County makes sense.

Healthcare Recruitment

Niall Loblely noted that staff have met with Grey Bruce OHT in terms of the support Grey County can give to them. He reiterated the fundamental importance to the health care in Grey County. The Health Team acts as a coordinating agency and is staffed by doctors. Staff at OHT noted the difficulties with limited resources and the differences between the

municipal field and the health care field. OHT would welcome Grey County to be part of the table and have them as a coordinating body.

The Committee discussed the opportunities here for healthcare professionals in a more rural setting. The County needs to promote the benefits of living and working in Grey County. Municipalities are exploring employing doctors directly and other ways to improve access to health care. Working as a united group to determine what works best for our communities will benefit the residents.

JMSC06-25

Moved by: Councillor Keaveney

Seconded by: Councillor McKay

That staff be directed to investigate opportunity to utilize development charges to support health care and physician recruitment as part of the review of the Development Charges background study.

Carried

JMSC07-25

Moved by: Councillor Pringle

Seconded by: Councillor Dickert

That Report CAOR-JMS-27-25 regarding scoping joint municipal service potential be received and that staff be directed to include \$250,000 in the 2026 Budget to be funded through a combination from the Waste Management Reserve and the One Time Funding Reserve to engage an external consultant to develop a Regional Waste Management Plan to consider opportunities for waste collection efficiencies across Grey County; and

That staff be directed to implement shared training opportunities where possible across Grey County municipalities in 2026; and,

That staff be directed to collate a library of HR policies that can be accessed by Grey County municipalities to help inform policy development at member municipal levels; and,

- 1. That staff be directed to bring back, before the end of 2026, a framework for secondments, mentoring and job shadowing between Grey County member municipalities; and,**
- 2. That staff be directed to work collaboratively with Grey Bruce OHT and partners and bring back a comprehensive summary of ongoing work in healthcare and physician recruitment in Grey before the end of 2025.**

4. Correspondence

4.a Resolution from the Municipality of Tweed - Incineration and Robust Recycling Programs

The Committee discussed the capacity of landfills in Ontario with an expected lifespan of less than ten years. Difficulties were expressed should the border ever be cut off. Staff noted that Ottawa invested a large amount of money for a waste-to-energy incineration project that was ultimately voted down due to strong public opposition, environmental concerns and cost.

JMSC08-25

Moved by: Councillor Pringle

Seconded by: Councillor McKay

That the correspondence received from The Corporation of the Municipality of Tweed regarding Collaborative Action on Sustainable Waste Management in Ontario be received for information.

Carried

5. Other Business

Niall Loblely noted that the province ERO posting for blue box materials has now closed and that the recycling program remains as it was in the legislation. Incineration should not be from materials that can otherwise be recycled first.

6. Next Meeting Date

Tuesday, December 16, 2025, at 2:00 p.m.

7. Adjournment

On motion of Councillors McKay and Pringle, the Joint Municipal Services Committee adjourned at 2:43 p.m. to the call of the Chair.