



THE ASSOCIATION OF ONTARIO LAND SURVEYORS

COUNCIL MEETING MINUTES

October 24, 2023 – Zoom Meeting

Present

David Kovacs, President
Amar Loai, Vice-President
Andy Shelp, Past President (Regrets)
Ron Berg, Senior Councillor
Saša Krčmar, Senior Councillor
Natalie Vibert, Intermediate Councillor
Sophie Côté, Intermediate Councillor
Daniel Gautron, Junior Councillor
Robin Fleguel, Junior Councillor
Martha George, Lay Councillor
James Hunt, Lay Councillor
Peter Meerveld, Lay Councillor
Doug Pierson, Lay Councillor
Bruce Clark, Surveyor General

Staff

Al Jeraj, Executive Director
Penny Connors, Registrar

1: Call to Order; Reminder of Conflicts of Interest and Confidentiality

The meeting was called to order at 9:02 a.m.

D. Kovacs, President, provided a land acknowledgement prior to the start of the meeting.

Council was reminded to declare conflicts of interest and maintain the confidentiality of this meeting.

Doug P declared that he had prior dealings with Halmyre. Penny C also declared that she has known the President of Halymre in her previous roles and that she has not had contact with her since joining AOLS and that she was not part of the selection process through the Marketing and Recruitment Committee.

2: Approval of Agenda

The agenda was distributed prior to the Council meeting. No new items were added; a motion was called to approve the agenda.

Motion 23.121 MOVED: Daniel Gautron SECONDED: Martha George

BE IT RESOLVED THAT Council approves the agenda as presented.

DATE: October 24, 2023 Chair: David Kovacs Carried: (Unanimous)

3: Consent Agenda

- Staff Reports
 - Executive Director



- Registrar
- Approval of Previous Minutes
- Financial Reports

A Consent Agenda was circulated prior to the meeting. The Registrar provided a verbal report at the meeting and commented that regulatory matters were proceeding normally. She is currently processing a discipline matter.

Motion 23.122 MOVED: Robin Fleguel SECONDED: Daniel Gautron
BE IT RESOLVED THAT Council approves the minutes from the meeting of September 6, 2023.
DATE: October 24, 2023 Chair: David Kovacs Carried: (Unanimous)

4: Introduction of OFC Compliance Analyst

Sola Joseph from the Office of the Fairness Commissioner joined Council. Sola recently started with OFC as AOLS’s representative. Sola brings with her strong experience as an analyst working with other Ministries and is excited to be part of the regulatory space.

Al J introduced Sola to Council and Sola expressed that she was excited to listen and learn more about AOLS.

5: Action Items

Al J provided an update on the action items arising from the last Council meeting.

Completed Action Items:

- Al J to develop talking points after each Council meeting for Regional Group presentations.
- Al J to present recommendations on the Insurance program based on Mark Sampsons presentation (see Item 12)
- Al J to rename the Construction Guideline document on the website.
- Al J to work with the Marketing and Recruitment Committee (MRC) to develop a comprehensive communication plan. MRC decided this was best left with our professional marketing firm to develop and agrees that in the interim, AOLS utilize InSight to communicate with our members.
- Al J to discuss advertising opportunities on the website with existing OPS Sponsor. A meeting was held on October 16, 2023 and it was communicated to the sponsors that AOLS will no longer publish the OPS but there might be future opportunities to advertise that will evolve out of the marketing plan.
- Al J to finalize the budget and communicate the proposed fee increase and late fee policy to the membership. Al J has been attending Regional Group meetings to communicate this.
- Al J to organize a meeting with a sub-group of Council to identify AOLS’s top priorities for the Strategic Plan.
- Al J to provide recommendations on how to provide clarity to the existing Fair Fees for Field Notes bulletin. A questionnaire was developed for the membership to answer and will be sent out.



Action Items In progress

- Al J to edit all documents in the resource section of the website to have a consistent appearance.
- Al J to work with Sophie Rose-Cote to improve wording on the website for Associate members to make it more clear who can join and what they can expect from AOLS.
- Al J to send out questionnaire on Fair Fees for Field Notes and add a comments field for members to populate.

6: President's Report

D. Kovacs provided an update on his travels and learnings from attending other provincial land surveying association meetings.

At the most recent meeting in Nova Scotia, British Columbia announced that they would be dealing with legislation similar to FARPACTA. Alberta is gearing up for the Professional Governance Act (PGA) to come into effect in Spring 2024. Alberta is working with University of Calgary to hire a cadastral chair and is working with the government to address the pressure from Industry to allow any firm (not just surveyors) to prepare sketches on oil patches for approval as part of an effort to address the shortage of surveyors. ACLS is in the process of changing their Act.

7: Surveyor General's Report

B. Clark, Surveyor General, presented his report to Council.

- A new Crown Survey Technician was hired and the competition for a Crown Surveyor will be posted soon.
- The Ontario Public Service and Land Surveyor Development program is close to being presented.
- Digital submissions for Crown Land Surveys will go live soon.
- Datum changes presentation was presented at the Geodetic picnic and was well received.
- Updates to the Ontario Geographic Names Board Act are ongoing.
- Dave Kovacs was granted permission to join the Surveyors Act changes committee.

8: 2024 Budget and Fee Increase Bylaw

Al J presented the budget and highlighted some big expenditures planned for next year. AOLS will run a deficit budget and will draw from our savings to cover costs. AOLS savings are in good shape as we had built up a health reserve over the years. We will still have in savings, 18 months of operating costs.

It was suggested that as part of the modernization efforts, AOLS consider moving to a cloud based system to allow better sharing of documents within Committees.

It was also suggested that AOLS separate the budget into two categories: Regulatory and Member Services to increase transparency.

Discussion took place around the proposed fee increase bylaw and it was determined that it was appropriate to approve given the current inflationary environment and broad initiatives for next year.



Discussions on whether SRD surplus should be included in the general budget took place. It was decided that more information was required.

Action Item: Al Jeraj to review historical documents on why SRD's budget is separate from the general budget.

Motion 23.123 MOVED: Bruce Clark SECONDED: Natalie Vibert
BE IT RESOLVED THAT Council approves the budget as presented.
BE IT FURTHER RESOLVED THAT Council approve the Fee Increase Bylaw as presented.
DATE: October 24, 2023 Chair: David Kovacs Carried. Doug Pierson abstained.

9: Marketing Firm Recommendations

Al J provided the presentations for each of the three marketing firms and advised Council that MRC had recommended Halmyre as the winner. Al J provided a summary of Halmyre's approach and how they plan to approach our marketing needs.

Motion 23.124 MOVED: Doug Pierson SECONDED: Sasa Krcmar
BE IT RESOLVED THAT Council authorize the Executive Director to enter into a contract with Halmyre to provide marketing services to the Association.
BE IT FURTHER RESOLVED THAT the execution of the marketing plan be overseen by MRC (or a subgroup therein), the Executive Director and the Executive Committee.
DATE: October 24, 2023 Chair: David Kovacs Carried. Bruce Clark was opposed.

10: CBA Application

Penny C provided an overview of the document. It was suggested that the document contain within it that applicant's can only use it once they have met our academic requirements. This will be outlined on the website as part of the application process.

The CBA has been approved by AERC at their last meeting.

Sola (OFC Rep) indicated that AOLS was moving in the right direction and that this is a major priority for the government.

Motion 23.125 MOVED: Ron Berg SECONDED: Robin Fleguel
BE IT RESOLVED THAT Council accept and approve the Competency Based Assessment document as presented.
DATE: October 24, 2023 Chair: David Kovacs Carried: (Unanimous)



11. Committee Assignments and Regional Group Reps

Al Jeraj presented the new Committee Assignment spreadsheet to Council. Kevin Kujala was appointed to the Discipline Committee and James Silburn was appointed to AERC as the C of R member.

Motion 23.126	MOVED: Sophie Rose-Cote	SECONDED: Jim Hunt
BE IT RESOLVED THAT Council appoint Kevin Kujala to the Discipline Committee and James Silburn to the Academic Experience and Requirements Committee (AERC)		
DATE: October 24, 2023	Chair: David Kovacs	Carried: (Unanimous)

Councillors were reminded that they are assigned as representatives to Regional Groups at the beginning of each year and that they have a responsibility to attend the groups to provide the Council update and to maintain connection with the membership. If Councillors cannot attend Regional Group meetings, they should ask if another Councillor can attend in their place or speak to the Executive Director to see if he can attend.

12: Policy Review – Raising Minimum Liability Insurance

Al J presented the policy that recommends increasing the minimum professional liability coverage from \$500,000 (as prescribed in regulation) to \$2M. The master policy available to members requires they carry a minimum of \$1M.

Discussions took place on whether a Regulator should prescribe minimum insurance amounts and it was decided that it was appropriate in order to protect the public interest. Other discussion took place on whether it was appropriate for the regulator to carry the master policy for the membership. It is possible that AOLS consider dropping the master policy sometime in the future but for now there is a benefit to the public due to the 'Discovery' clause in the policy. This clause allows for coverage of retired members should an error be found post retirement.

The policy recommends that the requirement for members to carry professional liability insurance remain in legislation but that the minimum coverage amounts be moved from regulation to bylaw to allow for AOLS to protect the public interest in a more timely manner.

Motion 23.127	MOVED: Doug Pierson	SECONDED: Sasa Krmar
BE IT RESOLVED THAT Council accepts that draft policy and the recommendations therein and instructs the Executive Director to work with the Minister of Natural Resources and Forestry to do the following:		
Maintain a requirement under legislation for members to carry professional liability insurance		
Remove the minimum amount of professional liability insurance prescribed in regulation and grant authority to the regulatory body to set the minimum amount by by-law.		
AND BE IT FURTHER RESOLVED THAT Council instructs the Executive Director to communicate these changes to the membership.		



DATE: October 24, 2023 Chair: David Kovacs Carried. Bruce Clark abstained.

13: Policy Review – Control over Bylaws

Al J presented the policy to Council. The policy recommends that authority for approving and enacting bylaws rests with Council and that membership should be consulted. Currently, only bylaws that are approved by the membership are enacted. This is a major departure from the current practice of requiring membership approval to enact bylaws.

Trends among regulators indicate that Council is the appropriate forum to approve and enact bylaws as Council has public representatives who provide the check that the regulator is acting in the public’s interest.

Council was clear that a robust communication plan should be developed to ensure that members are consulted prior to a bylaw being approved and enacted.

Action Item: Al J to develop a framework for consultation.

Motion 23.128 MOVED: Daniel Gautron SECONDED: Sophie Rose-Cote

BE IT RESOLVED THAT Council accepts the draft policies and the recommendations therein and instructs the Executive Director to work with the Minister of Natural Resources and Forestry to implement the recommended changes to the Surveyors Act and Regulation 1026.

AND BE IT FURTHER RESOLVED THAT Council instructs the Executive Director to communicate these changes to the membership and to develop a framework for consultation with the membership.

DATE: October 24, 2023 Chair: David Kovacs Carried: (Unanimous)

14: Policy Review – Control over Practice Standards

This item was discussed with item 13 and Motion 23-128 accepts the draft policy.

15: C of R Paper Review

Al J had engaged Izaak De Rijcke to develop a paper outlining the history of the C of R program, explore why the program experienced significant decline in membership numbers, scan other jurisdictions to see who has similar programs and provide options to move forward. The paper is in draft form and was not ready for review. The paper is expected to be finalized in the next week or so and will be posted for Council’s review. It is expected that Council read the paper and come prepared to discuss the future of the program at the next meeting in November.

16: Review of C of R Core Competencies

Al J engaged a subgroup of the C of R members to develop Core Competencies for the Photogrammetry, Hydrography and GIM branches of surveying. The Photogrammetry document has been prepared and Al J is working with the group to develop the other two. Once all 3 are prepared, the sub-group will



review them and make recommendations to Council. It is expected that the competency documents will be ready for the Council meeting in November.

17: MOU

The original MOU was signed a few years ago and was intended to provide a level of authority for the other Canadian provincial surveying associations to work together on national initiatives.

It was discussed that while the MOU is non-binding and any authority to execute on national initiatives would still require Council approval, it was agreed that the spirit of the MOU was important and that it demonstrates a commitment to work together.

The MOU also formalizes existing processes as the President's routinely meet to discuss national matters as do the Executive Directors.

Motion 23.129	MOVED: Doug Pierson	SECONDED: Jim Hunt
BE IT RESOLVED THAT Council accepts and approves the draft MOU as presented and authorizes the President of the Association to sign it.		
DATE: October 24, 2023	Chair: David Kovacs	Carried: (Unanimous)

18: Awards, Citations and Clocks

Al J reminded Council that nominations for awards should be identified and forwarded to Council for approval for the November meeting to allow sufficient time to get the award printed and framed for the Annual General Meeting.

For those coming off Council, it is customary to present them with desk clock as a token of appreciation. It was suggested that those members be approached to determine if they would like a clock or a donation made in their name to a charity of their choice.

Action Item: Al J to approach Councillors coming off Council to determine if they would like a clock or an alternative token of appreciation.

19: Deputy Registrar Vacancy

Discussion took place on whether there was an immediate need to fill the impending vacancy of the Deputy Registrar. The current Registrar and Executive Director felt that filling the vacancy could wait for a while since most of the duties performed by the current Deputy Registrar are non-regulatory and could be assigned to other staff.

A new job description is being developed for the position and it is intended that the functions will be entirely regulatory to support the Registrar.



20: AOLS response to the war in Gaza

Al J presented a draft letter to be sent to the Minister of Foreign Affairs to offer the Association's support to assist in finding employment in the survey industry for those victims of war seeking refuge in Ontario.

The Association was approached by a member to issue a statement in support of Israel, however it is not the mandate of a regulator to issue political statements.

Action Item: Al J to issue the letter to the Minister will be issued shortly after the meeting.

21: LandGlide App

AOLS was made aware of an application that allows users to identify their property lines through the app. The website and app contains misleading information about surveying that could potentially harm the public despite some of the warning language.

It was decided that AOLS should not respond to the creators of the App and instead should respond by including through our marketing efforts, the value a surveyor provides.

Adjournment

Adjournment for day was at 2:19pm.