



THE ASSOCIATION OF ONTARIO LAND SURVEYORS

COUNCIL MEETING MINUTES

January 29, 2024 – Zoom Meeting

Present

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

Staff

Al Jeraj, Executive Director
Penny Connors, Registrar

Regrets

James Hunt, Lay Councillor
Doug Pierson, Lay Councillor
Ron Berg, Senior Councillor

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

The meeting was called to order at 9:03 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.

2: Approval of Agenda

The agenda was distributed prior to the Council meeting. The day was changed on the Agenda to reflect the correct one.

Motion 24.140 MOVED: Sasa Krcmar SECONDED: Peter Meerveld

BE IT RESOLVED THAT Council approves the agenda as amended.

DATE: January 29, 2024 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.



Motion 24.141 MOVED: Daniel Gautron SECONDED: Martha George
BE IT RESOLVED THAT Council approves the minutes from the meeting of November 28, 2023.
DATE: January 29, 2024 Chair: David Kovacs Carried: (Unanimous)

4: Review of Action Items

All action items are complete or in progress as noted in the agenda.

5: President’s Report

President Kovacs provided a summary of his observations during his travel.

Of note, the AGM in New Brunswick had a presentation on the International Boundary that was interesting. In addition, UNB launched their remote Geomatics degree program which is intended to attract more students to the program by making it more accessible.

6: Surveyor General’s Report

Surveyor General Bruce Clark provided the following report:

- Crown Surveyor competition finished last Friday, 6 interviews...expect to hire 2 new surveyors within next 10 days
- LSDP- Work continues within OPS to develop a process to Article surveyors across the Ministries. This is part of ongoing union negotiation.
OSG has rolled out Digital Submission of Crown Land Applications/ E plans process, announcement went out last week.
Continue work to communicate horizontal and vertical Datum changes across OPS ministries through ongoing series of ministry wide briefings
- Changes to Legislation: OGNB Act – no news, beyond confirmation that changes will NOT be in Spring Bill
- Changes to Surveyors Act :
- Continue work on various changes to Surveyors Act in anticipation of Fall 2025 Bill (scramble just before New Years that suggested some leg changes may go forward in Spring)
- Since mid March 2023 – Legislative Change team comprised of AOLS staff, PD, OSG and LSB continues to meet to discuss proposed changes in detail to consider and work together to draft amendments to the Surveyors Act and its Regulations. There was a change in representation from policy division- welcome Tigist! who helped spearhead the last Reg changes in 2020. The One License model continues to be a complicated and controversial discussion with legal counsel.

7: Digital Sticker RFP

Council reviewed the 3 responses to the RFP to create a digital sticker platform. In addition, Council reviewed the recommendations made by the Survey Review Department Committee. Council did not feel a self-serve platform was warranted at this time because something similar could be incorporated into the new website design scheduled for later this year. Council did feel that to create operational



efficiencies, the minimum order for stickers should be raised from 10 to 50. According to an analysis performed by the Survey Review Department Manager, raising the minimum order will reduce the number of requests by 50%.

Motion 24.142 MOVED: Andy Shelp SECONDED: Daniel Gautron

WHEREAS: Council has reviewed three proposals for the development of an application to issue digital stickers to members.

AND WHEREAS: Council has considered the 2 recommendations from the Survey Review Department Committee which are to:

- (a) increase the minimum number of sticker orders to 50 to reduce the number of order fulfillments by 50%
- (b) Implement a sliding service fee model to process sticker orders

AND WHEREAS: Council has expressed the desire for the new website to include the ability to purchase stickers.

BE IT RESOLVED THAT: Council directs the Executive Director to draft a bylaw for approval by the membership to increase the minimum number of stickers per order to 50, and provide the Survey Review Department the authority to approve purchases that are less than the minimum order on a case by case basis.

BE IT FURTHER RESOLVED THAT: Council rejects the three proposals and instructs the Executive Director to include in the website RFP scope, the ability to purchase stickers.

DATE: January 29, 2024 Chair: David Kovacs Carried: (Unanimous)

8. Strategic Planning

Council considered the 3 presentations made by Deloitte, Stratica Inc and Meredith Low and decided in light of the current large initiatives underway being the changes to Legislation, implementation of the member database, moving to a new exam provider, marketing and launching a new website, embarking on a new Strategic Plan is ambitious. There are still some uncompleted items in the current plan that need to be finished and once they are complete and these large initiatives are in place, Council will be in a better position to assess the strategic needs of the organization. As a result, the current Strategic Plan was extended until the end of 2025.

It was decided that a Strategic Plan ‘check-in’ should be a standing item on the Council agenda for future meetings.

Action Item: AI to include Strategic Planning as an agenda item on each Council agenda.

Motion 24.143 MOVED: Sasa Krcmar SECONDED: Sophie Rose Cote

WHEREAS: Council at the November 28, 2023 meeting heard presentations from three Strategic Planning facilitators to lead the development of the new Strategic Plan for AOLS.

AND WHEREAS: Council has considered the presentations and is of the opinion that our current Strategic Plan is sufficient for one more year.



BE IT RESOLVED THAT: Council extends the deadline for the current Strategic Plan to the end of 2025.

DATE: January 29, 2024 Chair: David Kovacs Carried: (Unanimous)

9: New Employee Handbook

The new handbook was presented to Council for approval. Minor edits need to be made to finalize it, but overall Council felt the handbook was well written.

It was recommended that Senior Council members read the handbook and familiarize themselves with it.

Motion 24.144 MOVED: Sophie Rose Cote SECONDED: Robin Fleguel

WHEREAS: Council has reviewed the new Employee Handbook for AOLS staff.

BE IT RESOLVED THAT: Council approve the Employee Handbook in principle.

DATE: January 29, 2024 Chair: David Kovacs Carried: (Unanimous)

10. Annual Report Policy

Al Jeraj presented the Policy to Council for approval. The current Annual Report contains a lot of information that is considered non-regulatory such as biographies and obituaries of members, a transcription of the business meeting, historical accounting of the officers, etc.

Council approved the policy in that, the new Report should capture the following:

- Reports from Executive Director, the Registrar, the Surveyor General, the Survey Review Department Manger and the Auditor
- A list of active and retired members
- High level minutes of the AGM
- Current officers of the Association

All other information captured from the AGM should be archived and made searchable in electronic format and if appropriate accessible to the public.

Motion 24.145 MOVED: Martha George SECONDED: Sasa Krcmar

WHEREAS: Council has reviewed the Policy titled “Annual Report”.

BE IT RESOLVED THAT: Council accepts the Policy and the recommendations made therein.

DATE: January 29, 2024 Chair: David Kovacs Carried: (Unanimous)



11. Job Posting Costs

This item was deferred to a future meeting until more data can be gathered to have a fulsome discussion.

12: Request for Extension to the PSRI

As per Regulation, members have until June 30, 2026 to enter all of their records into the PSRI.

In light of the looming deadline, a survey firm has asked Council to grant them a 5 year extension to the deadline due to the number of records they still need to enter. Council felt that they did not have enough information to approve their request. In anticipation of other firms making similar requests, Council felt it was necessary to task the PSRI Committee to develop a form for firms to fill out to ensure appropriate information is provided for Council to make a decision.

Council would like to poll the membership as a 'check-in' to see how many firms believe they can meet the deadline.

Action Item: A/J to develop a questionnaire to poll the membership on the status entry of survey records into the PSRI.

Motion 24.146 MOVED: Sasa Krcmar SECONDED: Sophie Rose Cote

WHEREAS: In accordance with Section 35.3 of O.Reg 216/10, all holders of a Certificate of Authorization must enter all of their records into the PSRI by June 30, 2026.

AND WHEREAS: Council is aware that in accordance with Section 35.3.3 of O.Reg 216/10, Council may extend the five-year deadline referred to in subsection (2) upon receiving a written request from the holder of a certificate of registration.

AND WHEREAS: Council has received a request from a survey firm asking for a 5 year extension to the deadline.

BE IT RESOLVED THAT: Council denies the request based on the information provided.

DATE: January 29, 2024 Chair: David Kovacs Carried: (Majority) Abstain (Bruce Clark)

13: AERC Committee Make up Policy and Removal of Pass Rates in Regulation

There is a requirement under Regulation to have a C of R member on AERC. A policy was developed to move this requirement from Regulation to AERC policy. Council considered the paper and accepted the recommendations within it with the understanding that this proposed change will be brought forward as part of the proposed Regulations changes for the fall bill.

Motion 24.147 MOVED: Sasa Krcmar SECONDED: Amar Loai

WHEREAS: Council has reviewed the Policy titled 'AERC Committee Make Up'



BE IT RESOLVED THAT: Council accepts the Policy and the recommendations made therein.
DATE: January 29, 2024 **Chair:** David Kovacs **Carried.** Unanimous

A second Policy titled “Removal of Pass Rates in Regulation” was presented to Council for consideration and approval. The policy recommends removing the 65% pass rate from Regulation and including it in AERC Policy documents. The policy paper needs to be revised to present a more clear rationale for the Regulation change, but Council was supportive of the idea. A revised policy paper is expected to be presented at the next meeting.

15: Marketing Update

Al Jeraj presented an update to Council. Halmyre has presented a proposal to move forward with a marketing plan. The proposal aims to deliver a microsite and a communication plan to target Engineers as potential candidates. The microsite will leverage Google Analytics and dashboarding to gather data and allow AOLS and Halmyre to identify areas to concentrate the marketing effort.

Council was advised that the Marketing Steering Committee will meet to decide to award the proposal to Halmyre.

Council also approved sharing the initial marketing report with Alberta who had specifically asked for it.

16: AGM Reminders

Al Jeraj provided some reminders to Council regarding the AGM including a high level schedule and a reminder that Council should be on stage during the Open Forum on Wednesday and possibly on Friday.

17: Awards and Citations

Al Jeraj presented a list of awards and citations to be approved by Council for award at the AGM.

Motion 24.148 **MOVED:** Amar Loai **SECONDED:** Sophie Rose Cote
WHEREAS: Council annually considers awards and citations
AND WHEREAS: Council has deemed the following individuals worthy of citations for their substantial contributions to the AOLS
BE IT RESOLVED THAT: Council thanks and awards the following:
Lifetime Member award to Drew Anabelle for his service to the Survey Review Department
Citation to Laura Gibson for her service to the Survey Review Department Committee.
DATE: January 29, 2024 **Chair:** David Kovacs **Carried:** (Unanimous)

18: New Business



Al Jeraj presented the 2024 Council calendar. One Council date was changed to accommodate schedules and meeting appointments will be sent out soon.

The issue of whether the website should display “Best Practice Guidelines” related to construction activities was briefly discussed. It was determined that at the next Council meeting, Council will hear presentations from the Chair of the Standards Committee and the Chair of the Insurance Advisory Committee.

More clarity is required around academic evaluations. There was some discussion at the last Council meeting whether Hydrography is required. All courses must be mapped back to our core competencies and be in compliance with the CBEPS syllabus that was accepted last year in order to be compliant with Internal Trade agreements. Further discussions with CBEPS need to be had to determine if there is flexibility on not requiring Hydrography. When a student graduates from TMU, they normally need to take Hydrography as an additional course. If this requirement were gone, the chances of students graduating from TMU and being able to article immediately increases. Meetings with TMU faculty staff are being scheduled to discuss possibilities to changing their program to meet AERC requirements.

The consensus was that further investigation on the academic requirements needs to be done to present a clear path for potential candidates.

19: Discipline Matters

No new referrals were discussed however, Registrar Connors wanted to poll Council on whether or not they were aware of any historical cases in which a case was referred to the Registration Committee to revoke a C of A. Council was not aware of any cases.

A proposed change in the Regulations aims to increase the powers of the Discipline Committee to revoke a C of A.

Adjournment for day was at 2:11pm.