



THE ASSOCIATION OF ONTARIO LAND SURVEYORS

COUNCIL MEETING MINUTES

March 19, 2024, Zoom Meeting

Present

Amar Loai, President (regrets)
Saša Krcmar, Vice-President
Dave Kovacs, Past President
Natalie Vibert, Senior Councillor
Sophie Côté, Senior Councillor
Daniel Gautron, Intermediate Councillor
Robin Fleguel, Intermediate Councillor
Peter Nielsen, Junior Councillor
Gavin Seaman, Junior Councillor
Bruce Clark, Surveyor General
James Hunt, Lay Councillor
Doug Pierson, Lay Councillor
Martha George, Lay Councillor

Staff

Al Jeraj, Executive Director
Penny Connors, Registrar

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

Past President, Dave Kovacs had agreed to chair the meeting in President Amar's absence.

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

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

D. Kovacs, welcomed newly appointed Councillors Gavin Seaman and Peter Neilson.

Action Item: Al Jeraj to send confidentiality agreements to sign to all Council members for the new term.

2: Approval of Agenda

The agenda was distributed prior to the Council meeting. Two additions to the agenda were made.

Motion 24.158 MOVED: Daniel Gautron SECONDED: Martha George

BE IT RESOLVED THAT Council approves the agenda as amended.

DATE: March 19, 2024 Chair: David Kovacs Carried: (Unanimous)

3: Consent Agenda

- Staff Reports
 - Executive Director
 - Registrar
- Approval of Previous Minutes



- Financial Reports

Consent Agenda items were circulated prior to the meeting.

Motion 24.159 MOVED: Natalie Vibert SECONDED: James Hunt

BE IT RESOLVED THAT Council approves the minutes from the meeting of February 27, 2024.

DATE: March 19, 2024 Chair: David Kovacs Carried (Unanimous)

4: Review of Action Items

Al J suggested action item 4a be deferred until the new website is developed as the documents in the Guideline section will be updated at that time.

Item 4b, being the questionnaire sent to the members on their progress to update the PSRI, will be completed in the next two weeks.

5: President's Report

No report was presented at the meeting.

6: Surveyor General's Report

Surveyor General Bruce Clark advised that two new Crown Surveyors have been hired: Peter Dunsworth and Hasan Ibrahim.

Council was also advised that the lay member James Hunt's contract had been extended for another 3 years until May 2027 and that the Order In Council will be issued imminently. In addition, while Lay Councillor Peter Meerveld had tendered his resignation, it does not come into effect until his OIC is rescinded. A request has been made to the Minister's office to appoint a new Lay Councillor.

The Act requires one lay Councillor to be a lawyer. It was discussed whether a second lawyer should be considered for appointment to provide a back up in case Jim Hunt was not available.

Bruce C also confirmed that the proposed changes to legislation are not scheduled for a Spring Bill.

7: Annual Appointments

Council approved a number of appointments as noted below in the motions. Discussions, if they occurred are captured under each motion.

Motion 24.160 MOVED: Saša Krcmar SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Amar Loai be appointed Chair of Council.

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)

Motion 24.161 MOVED: Saša Krcmar SECONDED: Daniel Gautron



BE IT RESOLVED THAT: Sophie Côté be appointed as Finance Councillor.

DATE: March 19, 2024 Chair: David Kovacs Carried, (1 Abstain – Sophie Côté)

Motion 24.162 MOVED: Peter Nielsen SECONDED: Daniel Gautron

BE IT RESOLVED THAT: the signing officers for the Association for the 2024 Council term be:

- President, Amar Loai
- Vice President, Saša Krcmar
- Finance Councillor, Sophie Côté
- Executive Director, Al Jeraj
- Registrar, Penny Connors

BE IT FURTHER RESOLVED THAT: Two signatures be required on all cheques exceeding \$5,000.00 and that a digital approval via confirmation email be required from one of the Council signing officers. And that an expense cheque is not signed by the recipient.

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)

Motion 24.163 MOVED: Peter Nielsen SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Council appoints the following to the Executive Committee in addition to the Statutory appointments of the President, Vice President and Past President:

- Executive Director, Al Jeraj
- Finance Councillor, Sophie Côté
- Lay Councillor, Doug Pierson

DATE: March 19, 2024 Chair: David Kovacs Carried, (1 Abstain – Sophie Côté)

Motion 24.164 MOVED: Peter Nielsen SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Saša Krcmar be appointed Chair of the Discipline Committee

DATE: March 19, 2024 Chair: David Kovacs Carried, (1 Abstain – Saša Krcmar)

Motion 24.165 MOVED: Saša Krcmar SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Peter Feren be appointed Chair of the Complaints Committee

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)



Motion 24.166 MOVED: Saša Krcmar SECONDED: Daniel Gautron

WHEREAS: The Surveyors Act requires that Councillors appointed by the Lieutenant Governor be appointed to Statutory Committees, therefore,

BE IT RESOLVED THAT: For the 2024 Council term, Council approves the following appointments:

- James Hunt to the Discipline Committee, Registration Committee and as Complaints Review Councillor
- Doug Pierson to the Discipline Committee, Executive Committee, and Fees Mediation Committee
- Martha George to the Academic and Experience Requirements Committee, the Complaints Committee and the Nominating Committee.

DATE: March 19, 2024 Chair: David Kovacs Carried, (3 Abstain – Doug Pierson, Martha George, James Hunt)

Motion 24.167 MOVED: Saša Krcmar SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Council approves the following Regional Group Liaison assignments for elected Councillors for the 2024 Council term:

North Western Regional Group	Natalie Vibert
North Eastern Regional Group	Robin Fleguel
Eastern Regional Group	Peter Nielsen
Kawartha-Haliburton Regional Group	Dave Kovacs
South Central Regional Group	Saša Krcmar
Georgian Bay Regional Group	Sophie Côté
Hamilton & District Regional Group	Daniel Gautron
South Western Regional Group	Gavin Seaman

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)

It was discussed that an introductory meeting should be set up with the Regional Group chairs and the Council liaisons. The role of the Council liaison is to provide the Council update at the Regional Group meeting, to answer any questions of Council that members may have and to bring back to Council any concerns from the membership for discussion.

It was also discussed that if possible, Council meetings and Regional Group meetings should be held close to each other so that the liaisons can attend both meetings in person to minimize travel efforts.

Action Item: AI J to organize a meeting with Regional Group Chairs and Council Liaisons and AI to encourage Regional Group chairs to set their meeting schedule.

Action Item: AI J to provide the Council calendar to the Regional Group Chairs.



Motion 24.168 MOVED: Saša Krcmar SECONDED: Daniel Gautron

BE IT RESOLVED THAT: the Committee assignments as presented be approved by Council.

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)

Al J made Council aware that 2 changes were made to the Committee list since it was posted on the Council site. The first change was adding a member to the Monument Protection TF and the second change was to the AGM Committee structure. A member was also added to the PSRI committee.

Motion 24.169 MOVED: Saša Krcmar SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Benveen Selvanayakam, Chartered Accountant be appointed as Financial Auditors for the financial year 2024 and as Auditors with respect to the requirements of the Office of the Fairness Commissioner for 2024.

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)

Motion 24.170 MOVED: Saša Krcmar SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Council authorize the acquisition by contract to the following Ontario Land Surveyors to act as Peer Review Inspectors to assist the Survey Review Department in carrying out inspections as per O.Reg. 1026, S.40.

Chester Stanton
Phil Hofmann
Dan Quinlan
Ernie Sperling
Tom Packowski

AND BE IT FURTHER RESOLVED THAT: Council authorize the Manager of the Survey Review Department to hire additional Inspectors as required to carry out inspections.

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)

Motion 24.171 MOVED: Saša Krcmar SECONDED: Daniel Gautron

BE IT RESOLVED THAT: Grant Lee be appointed as a marketing consultant to support committees.

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)



Motion 24.172 MOVED: Saša Krcmar SECONDED: Daniel Gautron
 BE IT RESOLVED THAT: the 2024 and 2025 Council meeting dates and locations be approved as follows:

Date	Duration	Format	Location
April 22, 2024	Full Day	Zoom	Online
June 18 and 19, 2024	2 days	TBD	TBD
July 23, 2024	Full Day	Zoom	Online
August 27, 2024	Full Day	Zoom	Online
September 24, 2024	Full Day	Zoom	Online
October 29, 2024	Full Day	Zoom	Online
November 26, 2024	Full Day	Zoom	Online
January 27, 2025	Full Day	Zoom	Online

DATE: March 19, 2024 Chair: David Kovacs Carried, (Unanimous)

It was noted that one of the days for the two day meeting in June could be used for strategic planning purposes.

8. Amendment to the PSRI Agreement (Termination Assistance)

Al Jeraj provided the rationale for Council. Council agreed with the principle but thought it would be better to look at the situation in more wholistic manner. Questions arose as to the ownership of data, whether or not the platform uses proprietary coding or is an off the shelf product such as ESRI. The existing agreement may already speak to termination clauses and a review of the existing agreement should be completed before signing the proposed amendment.

The amendment should be modified to include general termination and transition clauses to fill in gaps of the existing agreement.

Action Item: Al J to work with Peter Nielsen to review the agreement and recommend edits to the proposed amendment.

The motion below was moved to the floor but tabled until more information is available to Council.

Motion 24.173 MOVED: Doug Pierson SECONDED: Natalie Vibert
 WHEREAS: Council has been apprised that the financial stability of Voxtur, the parent company of iLookabout, was concerning,
 AND WHEREAS: The PSRI is managed by iLookabout and is an essential service to the membership.



AND WHEREAS: It is appropriate to take precautionary measures to ensure the PSRI continues to operate. if iLookabout or Voxtur were to declare bankruptcy or any other viable unmanageable situation.

BE IT RESOLVED THAT: Council approve the amendment to the Master Services Agreement with iLookabout such that iLookabout will provide the necessary resources to transition the PSRI to another database manager if required.

DATE: February 27, 2024 Chair: David Kovacs Tabled until further investigation is complete.

9: Michael Chapman Proposal

Al Jeraj summarized the proposal to Council. Council agreed that efforts are required to engage Colleges and students but didn't want a duplication of efforts with our marketing consultants, Halmyre and the Marketing and Recruitment Committee.

It was recognized that Dr. Chapman's proposal and passion is greatly appreciated but needs to be refined to compliment the existing efforts underway.

AOLS requires Dr. Chapman to create an academic requirement list that ties back to the CBEPS requirements to ensure Ontario is not accepting academic requirements that are not approved nationally. Further, this list is required for Halmyre to complete the microsite and for MRC to use in their recruitment efforts.

Action Item: Al J to provide the proposal to Halmyre and MRC for comment.

Action Item: Al J to work with Dr. Chapman to refine the proposal to ensure duplication of effort doesn't occur.

Action Item: Al J to work with Dr. Chapman to create a clear list of academic requirements that meet CBEP requirements.

10. AERC Discussion

This was a continuation of the discussion that occurred for Item 9. In addition, Council wants to ensure that our requirements around Hydrography are not jeopardizing the AIT agreement and if we are thinking of changing our academic requirements that we look at how that will affect our AIT commitment.

It was noted that AERC was to review and update their academic requirements annually. The last update was done in 2022 and is overdue.

Council also wants to know if the Ontario Municipal Planning course has been compared with the Planning course offered at UNB and U of C. If so, what were the outcomes.



The current Regulations state that Council approves exams, however AERC approves exam. Does the Regulation need to be updated or was there a bylaw in which Council delegated this responsibility to AERC.

Action Item: Penny C to consult with AERC and report back to Council on the following:

- **the Ontario municipal planning course – is it required?**
- **Provide an update on their annual academic requirements review**
- **Did Council delegate the authority to approve exams to AERC?**

11. Strategic Planning Review

Al J took Council through some of the ongoing work on outstanding objectives noted in the Strategic Plan. It was discussed that the outstanding items need to be extracted from the plan and timelines for completion need to be allocated for each item. Prior to doing this, the outstanding items need to be consulted with the appropriate Committees to determine if they have the resources and capacity to address them.

It was further noted, that the outstanding items should be prioritized by Council and that a strategic planning meeting would be beneficial in June, during one of the two day Council meetings.

Action Item: Al J to compile a list of outstanding items identified on the Strategic Plan and consult with the appropriate Committees to understand resource constraints.

12: PSRI Extension Request

A member had requested an extension to the PSRI deadline in 2026. At the time, Council had not developed a policy to grant extensions. At the February meeting, Council approved a policy that outlined a list of questions members would have to submit for Council's consideration.

It was also noted that when a request was made, Council would consider data from the PSRI as supporting material to determine how many records the member (or firm) had entered since the inception of the PSRI.

Action Item: Al J to send the questionnaire to the member to fill out.

13: Gender Imbalance Initiative

Robin F presented a summary of the discussion that occurred at the Inclusivity and Diversity Committee. The discussion centered around gender imbalance and what AOLS could do to address this issue. PEO had launched a campaign "30 by 30" to have 30% of their membership be represented by non-males by the year 2030. It was noted that this may be a lofty goal for AOLS to achieve given our size and resource constraints, but nonetheless, efforts should be made to move the needle.

AOLS should spend efforts to discover what attracted our female members to the profession and use that information to make recommendations on moving forward.



The outcome of the discussion was that the Inclusivity and Diversity Committee should make this their main goal. This includes tracking metrics, following the progress of PEO and making recommendations back to Council.

Action Item: Al J and Robin F to communicate back to the Committee that Council wishes them to focus on the gender imbalance initiative and to make recommendations to Council on next steps.

14: New Business: Renewals

Penny C informed Council that 6 members had failed to renew their licences to date. They have until the end of the day today (March 19) otherwise they will be cancelled.

15: New Business: Act Change

Sophie Côté was approached by members to determine how they can submit suggestions for Regulation changes. Penny C outlined the steps in that they have to develop a rationale for the changes, which will then be submitted to the Professional Standards Committee for review and approval. After, the proposed change will be submitted to the Legislative and Regulation review committee and then to Council for final approval.

16: New Business: Copyright

Penny C informed Council that some municipalities were handing out Copyrighted surveys. A bulletin was developed by AOLS to inform municipalities that surveys not deposited or registered in the Registry offices were protected by Copyright. The bulletin should be updated.

In addition, a letter was crafted by previous Registrar Kevin Whabba, O.L.S. that outlines AOLS's position on this matter.

The Municipal Surveyors committee is also working on a communications piece highlighting the risks associated with handing out surveys.

Ultimately, municipalities will decide if they are willing to carry the risks of handing out surveys and if they are violating any copyright laws. Unfortunately, this matter has not been tested in the courts.

Adjournment for day was at 12:40pm.