



Conservation Sudbury Proposed 2022 Work Plan

PROPOSED WORK PLAN *Nickel District Conservation Authority (NDCA)*

Conservation Sudbury (Nickel District Conservation Authority) uses an integrated approach in carrying out its mandate in the Vermilion, Wanapitei and Whitefish watersheds. The objective is to ensure the conservation, restoration and responsible management of waters, land and natural habitats through programs that balance human, environmental and economic needs. The driver of this work plan is the ongoing implementation of the 2017-2021 Strategic Plan.

The influence of recent changes to the *Conservation Authorities Act* is also reflected. All conservation authorities in Ontario are presently engaged in implementing the requirements of new regulations that were released in late 2021. There are also new regulations upcoming that support improvements in governance, accountability and transparency of all authorities for the benefit of their municipalities and watershed stakeholders.

Action Items and Commitments

Governance

- Work with the City of Greater Sudbury to find a new composition for the General Board acceptable to the Minister of Environment Conservation and Parks in keeping with Sec.14 of the revised *Conservation Authorities Act*.
- Proceed with required steps as per Ontario Regulation 687/21 (i.e., Transition Plan Phases 1 and 2; crosses into many operational areas)
- Establish an MOU with the Nickel District Conservation Foundation regarding administrative support mechanisms and funding priorities
- Revise and update the Members Handbook
- Design and Implement a Business Continuity Plan

Finance

- Ensure a balanced budget
- Provide financial updates thrice yearly for General Board and staff
- Designate reserve allocations and develop a Reserve Policy
- Finalize the capital investment plan based on the completed first steps of the asset management plan (0-30 years)

Information Management

- Utilize the strengths of GIS in the implementation of Information Management services across all business areas where appropriate
- Continue information management and archives consolidation
- Increase transparency and public access to data

Human Resources

- Complete a Compensation and Pay Equity Review
- Full implementation of Performance Management system for full-time staff
- Support professional development and learning opportunities
- Update job descriptions and employment contracts for all staff occupying positions on the organizational chart
- Implement, review and revise Health and Safety policies as required
- Review and update the Personnel Policy
- Include internships, student-placements etc. in operations as possible
- Introduce Indigenous Awareness components into training for all staff

Assets and Infrastructure

- Resume rehabilitation of the Nolin's and Junction Box Culvert System
- Undertake next steps resulting from the Dam Safety Inspections of Frood, Nepahwin and Laurentian Dams.
- Continue dam safety and other inspections as recommended in the Asset Management Plan (AMP) and undertake maintenance based on outcomes, including the structures at Lillian Boulevard, west of Barry Downe Road, and at Rideau Street in Coniston.
- Maintenance of buildings and trails as required (Nature Chalet, Ski Cottage) including addressing any Building Code issues.
- Continue the Lands Signage and Infrastructure Inventory (LSII) system for addressing inspections and risks found in the built environment at the Lake Laurentian Conservation Area and other conservation lands

Planning and Regulatory Role

- Enforcement of the *Conservation Authorities Act*, that affords protection to watercourses, wetlands, shorelines, valley slopes and floodplains through administration of *Ontario Regulation 156/06* regarding development, interference with wetlands and alterations to shorelines and watercourses
- Complaint follow-ups and tracking
- Target of 10% monitoring of undertakings addressed in permits
- Provide hazard-based input to official plan and supporting studies, building permit review, hazard land review on behalf of the province at planning, legal reviews, committee of adjustment reviews, and other related planning and review services.
- Pursue outreach opportunities to legal, real estate, agriculture and development sectors
- Develop policies and procedures for plan review and permitting regarding interference with wetlands and alterations to shorelines and watercourses
- Continue to revise or replace policies on an ongoing basis

Drinking Water Source Protection

- Analyze annual reports from implementing bodies to submit the Fifth Annual Progress Report to the Ministry of Environment, Conservation and Parks (MECP)
- Expand on existing education and outreach initiatives to communicate key source protection topics and issues to the general public, stewardship groups and affected stakeholders
- Maintain an informed and engaged Source Protection Committee
- Continue to analyze the approved updates to the Director's Technical Rules (2021) and finalize a workplan outlining future updates based on local priorities and issues
- Analyze data from the updated Water Quantity Risk Assessment for the Valley East Drinking Water System, conducted by the City of Greater Sudbury, and incorporate changes into the Assessment Report and Source Protection Plan
- Analyze changes within the Ramsey Lake Intake Protection Zone 3, including new developments and changes to stormwater infrastructure to update vulnerable area mapping in the Assessment Report and Source Protection Plan

Projects and Studies

- Ongoing integration of all field program data into the WISKI platform
- Inclusion of data from community science participants (rain gauges, stream flow gauges using RBC's Tech for Nature Grant)
- Complete floodplain mapping update work for Junction Creek watershed as a key contribution to climate change adaptation based on support from Environment Canada-NDMP
- Complete floodplain mapping updates of the Whitson and Whitewater watersheds
- Commence analysis of trail-use data
- Expand upon the CGS groundwater monitoring network
- Local lead for the Provincial Water Quality Monitoring Network (PWQMN)
- Local lead for the Provincial Groundwater Monitoring Network (PGMN)
- Local lead for the MECP's Climate Change Monitoring Network
- Installation of a Climate Change Monitoring Station near Milnet in partnership with local Ministry of Natural Resources and Forestry staff.
- Improve the Ida Street access area to Lake Laurentian CA; address issues of on-street parking, snowmobiles, ATVs, and off-leash dogs

Partnerships

- Maintain linkages with flow partners: CGS, Vale, OPG, Domtar, MNRF
- Finalize a formal agreement with the BioSki Cross-country Ski and Snowshoe Club
- Continue collaborative work with northern conservation authorities, Conservation Ontario and the provincial consultations on strengthening the role of CAs in Ontario
- Continue growing our involvement within the community related to stewardship activities and conservation restoration efforts
 - Year Seven of the 50 Million Trees program in conjunction with Forests Ontario, local landowners and partners
 - Advisory roles in Connect-the-Creek, Watershed Advisory Panel, VETAC, etc.
 - Ducks Unlimited, Sudbury Game and Fish Protective Association

Education and Health

- Operate the highly-successful Camp Bitobig summer day camp; if allowable by Public Health Sudbury and Districts in light of the COVID-19 rules and regulations
- Run the Schools Program at the Lake Laurentian Conservation Area (LLCA) if allowable by Public Health Sudbury and Districts in light of the COVID-19 rules and regulations
- Modify and deliver the Schools Program using other methods including visiting students in the school yards or providing virtual visits
- Organize and deliver events and activities for the general public at LLCA if allowable by Public Health Sudbury and Districts in light of the COVID-19 pandemic. These include partnerships with the following and others:
 - Sudbury Game and Fish Protective Association
 - Laurentian University Outdoor Leadership Program
 - BioSki Cross Country and Snowshoe Club
 - Laurentian Nordic XC Ski Club
 - Walden Mountain Bike Club
 - Rainbow Routes
 - APEX Warrior Race Series
 - ARC Yoga and Climbing / Climb Sudbury
- Continue to enhance the visitor experience at the Lake Laurentian Conservation Area including finalization of the Trails Sign Plan and Trails Maintenance Program

- Continue to support the Nickel District Conservation Foundation's efforts to enhance the Lake Laurentian Conservation Area
- Support the growth of the volunteerism initiatives including the Trail Ambassadors program.
- Continue providing bursaries to students at three local post-secondary institutions and other student initiatives as budget permits

Communications and Outreach

- Continue to provide timely flood messaging to the public and partners
- Continued role in municipal emergency management plans and others
- Delivery of the 'Fast-Flowing Water' program to school-aged children, if allowable by Public Health Sudbury and Districts in light of the COVID-19 rules and regulations
- Identify a web design consultant through a public RFP process and complete a full website rebuild
- Continue building the profile and presence of Conservation Sudbury by attending community meetings, CAN meetings, Rainbow Board Environmental Education Committee, local workshops etc.
- Provide increased data availability to the public and research community
- Increase public attendance at meetings of the General Board / AGM
- Increase frequency of reports to municipal Councillors and senior City staff
- Respond to general inquiries on a broad range of environmental issues and attend community meetings as deemed appropriate
- Participate in the improved customer service program being adopted by the City of Greater Sudbury (i.e. 311, CRM)
- Continue support of Earth Day, Children's Water Festival, Community Builders Awards, etc. if allowable by Public Health Sudbury and Districts in light of the COVID-19 pandemic.