

Minutes

The 543rd MEETING of the COUNCIL of PROFESSIONAL ENGINEERS ONTARIO (PEO) was held via ZOOM Videoconference on Friday, September 24, 2021, at 10:00 a.m.

- Present:
- C. Bellini, P.Eng., President and Council Chair
 - M. Sterling, P.Eng., Past President
 - N. Colucci, P.Eng., President-elect
 - M. Spink, P.Eng., Vice President Elected
 - C. Chiddle, P.Eng., Eastern Region Councillor/Vice President Appointed
 - P. Broad, P.Eng., Western Region Councillor
 - R. Brunet, P.Eng., Lieutenant Governor-in-Council Appointee
 - T. Bruyere, P.Eng., Lieutenant Governor-in-Council Appointee
 - C. Chahine, P.Eng., East Central Region Councillor
 - M. Chan, P.Eng., Councillor-at-Large
 - J. Chisholm, P.Eng., West Central Region Councillor
 - L. Cutler, P.Eng., Lieutenant Governor-in-Council Appointee
 - Q. C. Jackson Kouakou, Barrister and Solicitor, Lieutenant Governor-in-Council Appointee
 - L. MacCumber, P.Eng., West Central Region Councillor
 - S. MacFarlane, P.Eng., Western Region Councillor
 - L. Notash, P.Eng., Councillor-at-Large
 - P. Quinn, P.Eng., Councillor-at-Large
 - L. Roberge, P.Eng., North Region Councillor
 - S. Schelske, P.Eng., Lieutenant Governor-in-Council Appointee
 - R. Subramanian, P.Eng., Northern Region Councillor
 - S. Sung, Lieutenant Governor-in-Council Appointee
 - R. Walker, P.Eng., Eastern Region Councillor
- Regrets:
- A. Arenja, P.Eng., Lieutenant Governor-in-Council Appointee
 - P. Cushman, P.Eng., East Central Region Councillor
 - A. Dryland, CET, Lieutenant Governor-in-Council Appointee
- Staff:
- J. Zuccon, P.Eng., CEO and Registrar
 - D. Abrahams, VP Legislation and Policy
 - L. Latham, VP Regulatory Operations/Deputy Registrar
 - L. Maier, VP Governance/Interim VP Organizational Effectiveness
 - L. Holden, Director, Human Resources
 - C. Mehta, Director, Finance
 - D. Smith, Director, Communications
 - J. Chau, P.Eng., Manager, Government Liaison Programs
 - C. Knox, P.Eng., Manager, Enforcement, Regulatory Compliance
 - R. Martin, Manager, Secretariat
 - J. Max, Manager, Policy
 - E. Chor, Research Analyst, Secretariat
 - D. Power, Secretariat Administrator

M. Feres, Supervisor, Council Operations
B. St. Jean, Senior Executive Assistant
N. Axworthy, Editor, Engineering Dimensions

Guests: D.A. Brown, Governance Solutions Inc.
D.L. Brown, Governance Solutions Inc.
H. Brown, CEO, Brown & Cohen
D. Chui, P.Eng., PEO Director, Engineers Canada
R. DeRooy, Governance Solutions Inc.
N. Hill, P.Eng., PEO Director, Engineers Canada
L. Lukinuk, Parliamentary Services
B. Matthews, Consulting Engineers of Ontario
D. McComiskey, Governance Solutions Inc.
S. Perruzza, Ontario Society for Professional Engineers
K. Reid, P.Eng., PEO Director, Engineers Canada

Council convened at 10:00 a.m. on Friday, September 24, 2021.

CALL TO ORDER

Notice having been given and a quorum being present, President Bellini called the meeting to order at 10:00 a.m.

**12358
APPROVAL OF AGENDA**

Moved by Councillor Spink, seconded by Councillor Schelske:

That:

- a) The agenda, as presented to the meeting at C-543-1, Appendix A, be approved as presented; and**
- b) The Chair be authorized to suspend the regular order of business.**

CARRIED

A request was made to remove the open session minutes from the consent agenda.

In response to a query regarding a change to the current practice of approving the in-camera portion of the agenda in open session the Chair advised that this has been referred to the Governance and Nominating Committee (GNC) for consideration and recommendation(s).

President Bellini provided an overview of how the agenda was prepared and how he, as Chair, intended to manage discussion to be as productive and respectful as possible. He noted that as Council continues to move towards a higher level of oversight in becoming a governing type board, the agenda has been structured to assist in moving in that direction.

12359

There were no conflicts of interest declared.

CONFLICTS OF INTEREST

12360 PRESIDENT'S REPORT

President Bellini advised that since Council's last meeting in June, focus has been on getting the four governance committees up and running. To that end, each Committee met twice over the summer:

- Audit & Finance on July 6 and September 1
- Governance & Nominating on August 9 and September 9
- Human Resources & Compensation on July 15 and September 2
- Regulatory Policy & Legislation on July 8 and August 30

President Bellini advised that he has attended most of these meetings and expects that in the inaugural year the workplans will continue to be refined over time. Committee meeting minutes that are final are found in the Resource Centre on Diligent Boards in this meeting's Reports folder.

The first plenary session for the 2021/22 Council year was held in August. Plenaries provide an informal forum for discussing items that will eventually come before Council for decision allowing the appropriate governance committee the opportunity to incorporate councillors' input into the final product. There was Council wide discussion at the August plenary on Council composition with a lot of frank input. It is important to get good alignment among Councillors on such transformative ideas before they are presented at Council for decision. President Bellini stated that good progress has been made on the change project in the past year and he looks forward to the completion of the last parts of the governance work during this Council year in a form that has broad Council support.

President Bellini advised that he had opportunity to attend meetings of the Anti-Racism and Anti-Discrimination Exploratory Working Group (AREWG) with good progress being made.

Events attended included:

- September 9 - East Central Region 30 by 30 Employer Awareness Session
- September 14 – Annual General Meeting of the Association of Consulting Engineering Companies (ACEC), formally known as Consulting Engineers Ontario
- September 16 – virtual APEGA Summit Awards Gala

Past President Sterling noted that it was Gender Equality week which is relevant to PEO as a regulator noting that with the 30 x 30 goal there is not women's equality in engineering among licensed professionals. She also congratulated Councillor Chisholm, West

Central Regional Councillor, who demonstrated great leadership with the Chapters in his region and other regions across Ontario to bring together information on how the engineering regulators across Canada are addressing climate change.

12361
CEO/REGISTRAR'S REPORT

CEO/Registrar Zuccon advised that his report was included in the meeting package. He informed Council that a COVID-19 policy is currently in progress regarding the return of activities at 40 Sheppard Avenue West and that he would provide greater detail at the November Council meeting.

L. Latham provided an update on the COVID-related licence application accumulation. The current state is that there are approximately 2,700 files that have been referred to the Academics and Requirement Committee (ARC) for review/assessment, approximately 1,000 of which require ARC confirmation of staff recommendations. These numbers fluctuate weekly. As previously reported, it took approximately a year to adapt the entire previously paper-based process to fully electronic. This was achieved in February 2021. While the committee has been able to work through an unprecedented number of files on a newly built platform over the summer, the current accumulation represents approximately 9 to 10 months of backlog at this time. L. Latham advised that over the summer a plan has been developed to eliminate the backlog. The approach has involved three main thrusts:

- Extensive analysis carried out on the accumulation itself and the process
- ARC/ERC engaged in developing a response/plan within the constraints of existing process
- Continuing to address system limitations to enhance throughput under current licensing protocols, continuing to refine, and fix, the IT solution that enables ARC to access their files. A number of adjustments have been made to various steps on the staff side of the process
- The objective and operational priority that licencing is working towards is the elimination of the ARC accumulation, including new monthly incoming applications requiring ARC, by the end of April 2022. While there is currently every indication that ARC may exceed its target, confirmation has not yet been received as it depends on the commitment and output of each ARC member. The ARC members providing reviews in the primary disciplines of mechanical, electrical, and civil will be the most burdened.

The intention, once committee targets and process times are confirmed, is to communicate timeline information to every applicant impacted by the backlog.

L. Latham shared a graph showing how long it will take to eliminate ARC accumulation as well as expected new monthly volumes at two different assessment rates. She then responded to questions.

12362
2022 OPERATING BUDGET

In accordance with the Council approved PEO business planning cycle, the draft operating budget was presented to Council for its review and input. Council's feedback at the September 24th meeting will be incorporated into the final 2022 operating budget to be presented to Council for approval on November 19, 2021.

Total revenues in 2022 are budgeted at \$34.8m and total expenses for sustaining regular day to day or core operations are budgeted at \$31.2m, resulting in an excess of revenues over expenses of \$3.6m. In addition to these expenses, an additional spend of \$3.2m is budgeted for various projects and Council initiatives. Highlights of the draft 2021-22 operating budget were included in the briefing note.

Councillor Cutler discussed the review process for the Audit and Finance Committee. The committee met in June and August and were generally supportive of the budget that was presented, however; one of the key concerns included the need for a breakdown of the budget by the two core areas of regulatory compliance and licensing. Finance staff are working on providing this information. Other key issues related to the salaries and benefits lines regarding staffing requirements and whether the target is realistic and achievable. There were concerns that the amount allocated for staff and volunteer training may be insufficient given the need for continuous learning. There was also discussion on the budgeted amount for chapters as recommended by the Regional Councillors Committee (RCC) which is significantly higher than previous years even when COVID-19 is factored in.

The following suggestions were made and noted.

Legislated committees such as ARC should be adequately funded to meet its mandate. A request was made to include a budgeted amount in the 2022 operating budget for technology support so that volunteers can continue to work remotely during the pandemic and that this be included as an annual budget item going forward. This will be discussed by the Audit and Finance Committee.

There appears to be equity issues related to how PEO accesses volunteers for legislated responsibilities since only certain individuals have the economic ability to freely volunteer their time. The Chair responded that the role of Council is to provide direction to staff that adequate resources are made available to both volunteers and

12363
2022 CAPITAL BUDGET

staff. CEO/Registrar Zuccon advised that he has made a note regarding the oversight of funds towards strategic initiatives.

In accordance with the Council approved PEO business planning cycle, the draft capital budget was presented to Council for its review and input. Council's feedback at the September 24th meeting will be incorporated into the final 2022 capital budget which will be presented at the November 2021 Council meeting for approval. The key highlights of the 2022 draft capital budget are summarized below.

The total capital budget of \$562k in 2022 is for various maintenance and improvement projects at 40 Sheppard Avenue West. These are part of Common Area Maintenance (CAM) costs which are recoverable from the tenants and are recommended by BGIS, the building management company hired by PEO. These planned improvements in 2022 include:

- \$350k for garage repairs
- \$80k for common area wall painting
- \$67k for replacing exterior windows
- \$40k for heat pumps; and
- \$25k for revamp of planters

Councillor Cutler advised that since PEO has gone to a cloud-based computer system, computer expenses are now included in the operating budget, therefore capital budget items strictly relate to 40 Sheppard Avenue West. C. Mehta added that expense items in the capital budget are for the upkeep and maintenance of the building based on professional property management advice from BGIS.

C. Mehta, in response to a query, confirmed that expense items not incurred in 2021 will be carried over to the following year. It is the expectation that the money for items budgeted in 2021 will be spent with the exception of exterior window replacement which will be deferred to 2022.

C. Mehta, in response to a query, confirmed that the capital budget includes an 8-to-10-year projection based on advice from BGIS and that figures are adjusted annually following inspections, etc.

There was a suggestion that it would be helpful to have this information included in the briefing note being presented to Council in November.

12364
ENGINEERS CANADA DIRECTORS
REPORT

D. Chui referred to the July and September updates that were included in the meeting package and highlighted some of the items.

He advised that the next Engineers Canada meeting was scheduled for September 29 to October 1, 2021.

A request was made that in future, acronyms be defined.

When asked if there was an update on the climate change file of Engineers Canada D. Chui advised that he would investigate this and would provide further information for the next meeting.

N. Hill referred to Engineers Canada's strategic plan noting that one of the items is to investigate and validate the purpose and scope of accreditation which could be of interest to PEO. She also advised that Engineers Canada has issued two research RFP's: the first is for a consultant to investigate the Canadian engineering education system; and the second is a review of K-12 STEM education in Canada. Expressions of Interest at due by October 7th.

N. Hill referred to a very good webinar related to the complaints and discipline experiences of other regulators and is available to all Engineers Canada members. The link will be shared with the chairs of the Discipline and Complaints Committees and with others who are interested.

12365

GOVERNANCE COMMITTEE UPDATES

Audit and Finance Committee (AFC)

Councillor Cutler, Audit and Finance Committee Chair advised that the key focus of the committee was getting the 2022 draft budget before Council. The most recent meeting was held on September 1st at which time the draft budget was approved. The committee also discussed the establishment of the Pension Sub Committee. It is the expectation that this sub committee will be dealing with pension issues on an ongoing basis. The Terms of Reference for that sub committee were provided at the September meeting and approved. While no Councillors are members, the sub committee will report back to AFC. There was a discussion around annual fee increases tied to the cost of living. It was decided that looking at fee increases in insolation of the other operations would be premature until a more robust strategic plan is in place and updated projections for demographics are received to see how membership could change in the coming years. An RFP was issued earlier in the summer for a new auditor. Seven firms submitted proposals which are currently under review by staff. Recommendations will be presented to AFC at its November meeting.

Councillor Cutler advised that the committee is reviewing the format of its meeting minutes in recognition of the need to standardize minutes across committees.

Governance and Nominating Committee (GNC)

President Bellini reported on behalf of GNC Chair Councillor Arenja. He advised that GNC has been given stewardship of the Governance Roadmap. Since the last Council meeting the committee met on August 9th and September 9th and the August 9th minutes were included in the reports section of Diligent Boards. There was a presentation from governance consultants GSI at the August 9th GNC meeting which was the subject of the plenary session on August 25th.

The committee, on September 9, discussed the feedback received from Council at the August plenary session regarding the Phase 3 Council composition. This feedback has been taken seriously by GNC and is informing the committee's way forward.

GNC also considered the question that was raised at the August 25th plenary session regarding a process for filling the position of chair in the event the chair is not available or steps down and Council has not had the opportunity to meet and appoint a new chair. Several suggestions coming out of the plenary session were discussed, appointing vice-chairs who would be available to fill that role as required or having the committee appoint an acting chair among its own members until Council meets and appoints a permanent chair. GNC opted to select the latter option.

It was suggested that, as part of Councillor orientation, now and moving forward, a session with PEO's D&O insurance provider be arranged to build understanding amongst Councillors the following;

- what their personal risk is,
- what their coverage & type is (A or B),
- potential claims scenarios,
- process to follow if a Councillor(s) is served (who at PEO to contact, etc.)

Human Resources and Compensation Committee (HRCC)

President Bellini reported on behalf of Chair Luc Roberge. He advised that HRCC has met once since the last update made to Council at the August 25th plenary session. The committee acknowledged the contribution made by Councillor Quinn as committee chair who subsequently stepped down. The committee, within its members, held an election to replace Councillor Quinn as chair with Councillor Roberge being elected as interim chair subject to Council approval at the September 24 meeting. Councillor MacFarlane was elected as vice-chair subject to Council approval at its September meeting.

The HRCC reviewed the goals and objectives for the CEO/Registrar for the upcoming year which will be presented later in the meeting

for approval. An agenda item at the next meeting will be how to initiate the process to be followed during the review of an issue that comes up under anti-workplace and violence harassment policy.

Regulatory Policy and Legislation Committee (RPLC)

Councillor MacCumber, RPLC Chair, advised that the Committee has had two meetings, the first an orientation meeting and a second meeting on August 30. The next meeting is scheduled in October.

The role of RPLC is to support Council by recommending directions on the policy changes and risk mitigation strategies. The committee intends to be clear on policy related changes. The role of staff includes helping councillors to identify risks that may lead to policy change.

One of the committee's main topics of discussion to date has been the licencing stabilization project and where Council will be asked to make decisions at a future Council meeting. Staff made a presentation regarding academic qualification policy directions to assist in stabilizing the licensing process. The main regulator policy drivers were the external regulatory review (2019) and the Action Plan approved by Council.

The committee expects to bring a couple of items forward to the November Council meeting for decision.

In response to a query regarding the transition plan for dealing with policy work in progress prior to the establishment of RPLC CEO/Registrar Zuccon advised that staff and committees have been instructed to bring forward any outstanding legislative policy work to RPLC.

**12366
ELECTION OF HRCC CHAIR**

In August 2021, Councillor Pat Quinn resigned as Chair of the Human Resources and Compensation Committee (HRCC). With the position vacant, Council is responsible for appointing a new Chair of the HRCC

Those wishing to put their name forward for the Chair of the Human Resources and Compensation Committee for the 2021-22 term submitted their names before the meeting. In addition, at the meeting, the Chair asked for additional nominations. There were none.

Moved by Councillor Schelske, seconded by Councillor Subramanian:

That Luc Roberge be appointed the Human Resources and Compensation Committee Chair for the 2021-2022 Council year or until their successor is appointed.

CARRIED

12367

GOVERNANCE ROADMAP UPDATE

David Brown provided an overview of GSI's advisory role in PEO's governance renewal project over the past two years, including the development of a 4-phase workplan over four years. D. Brown then highlighted the work done in phases one and two noting that Council is now in phase three which is Council composition and selection. He advised that GSI undertook comparator research from nine other self-regulating professions across Canada along with alternatives, pros and cons in areas related to Council composition and selection which Council explored at the August 25th plenary session. There was no clear consensus to change the vast majority of the current practices so for the time being, Council size, mix, selection, officers and terms will remain unchanged. More discussion, research and/or consultation will be sought before any recommended changes are presented to Council.

David Brown advised that one governance practice that did receive consensus support from Council was moving forward with a Councillor profile as a tool to inform interested candidates on the collective qualities and attributes that contribute to an effective Council as well as the responsibilities of being part of a governing council. This information is also useful to regulated members so that they can make informed decisions as to who is best suited to govern a modern, self-regulating profession. The profile can also be used post election to match new councillors to the governance committee they fit best with and build capacity. He noted that this tool would not be used for selection or to recommend some candidates over others.

David Brown advised that Phase 4 will be considering how chapters, volunteers and other committees (non-regulatory, non-governance committees) can best help with PEO's governance, including the role chapters play in getting interest at the grassroots level.

The GSI presentation was followed by discussion.

President Bellini noted that GSI's role is not to inform Council on how to be a great engineering regulator but about good governance. GSI is a facilitator, providing research and advice for Council to use in forging its way forward.

David Brown confirmed that part of GSI's role was to provide a parliamentarian.

David Brown advised that GSI will be presenting GNC with a facilitation design for phase 4 in preparation for the October 29th plenary session. There was a suggestion that as part of the precursor to phase 4 this plan include widespread stakeholder consultation to include volunteers, current and past Council

**12368
ANTI-RACISM AND ANTI-
DISCRIMINATION EXPLORATORY
WORKING GROUP (AREWG) REPORT**

members, sister organizations and organizations that PEO is aligned with such as the Municipal Engineers Association, Consulting Engineers Ontario, OSPE, etc.

Councillor MacCumber provided a report on behalf of AREWG Chair Councillor Cushman who was unable to attend. She advised that following staff's RFP in July and selection of a consultant to assist the working group, a kick-off meeting was held on September 1, in addition to some subsequent meetings. The group discussed expectations and Council's upcoming timelines. To allow ample time for Councillors to digest matters, AREWG will deliver a substantive presentation at the November Council meeting regarding recommended next steps.

PEO is undergoing extraordinary transformation. Council's role is to provide ample support, direction, and mechanisms to ensure good outcomes. Council does not have all the needed expertise or time to develop anti-racism and equity policy directions. It is commonplace and good practice for Boards to retain the supports they need. The need for external support is even greater when dealing with a sensitive subject matter like racism. Having an external advisor provides the opportunity for stakeholders to participate in the process on an anonymized basis. This protects both stakeholders and Council.

The consultant chosen through staff's procurement process is Shashu Clacken of CN Consulting. This organization was selected based on merit, experience, and as being the most fit for the purpose.

The AREWG discussed the need to achieve coherence between PEO's transformation initiatives. The improvements needed for anti-racism and equity obligations will be in tandem with other PEO improvements in order to become a trusted and inclusive leader in professional self-regulation.

The AREWG discussed PEO's strategic plan 2020-2022 as clarified by the CEO/Registrar's team. It is vital for PEO to stay the course. The AREWG commends CEO/Registrar Zuccon for articulating diversity and inclusion throughout the strategic plan. His team will do important work and Council must do its part by setting policy and direction at the Council level regarding diversity, equity, and inclusion. The AREWG will offer Council further recommendations that coincide with PEO's broader transformation.

The AREWG discussed the importance of consultations with PEO's stakeholders. This was part of the Phase 1 recommendations. The Phase 1 report, on Council's request, was a risk assessment, with

recommendations on how to further study and mitigate risks identified. What is done next is also up to Council. The Phase 1 report made no findings of fact. It only identified systemic racism *risks*, based on various evidentiary pieces. These pieces included: the Cayton Report; the Ontario Fairness Commissioner’s evaluation; organizational documents and policies; and consistent themes reported from a balanced cross-section of interviewees (at every level of the organization; across relevant committees; at relevant external organizations; and in the wider communities impacted). The question for Council now isn’t whether the reported information is *true*, but whether we have a duty to take steps to protect the organization.

Recommendations:

- 1) the AREWG continues exploring the Phase 1 recommendations and evaluate what might be workable and when;
- 2) further to the initial discussion which took place at the June 2021 plenary, Council engages in additional plenary discussion of this subject in October to consider feedback about the best way forward, and
- 3) Council defers to November 2021 any decision about integrating anti-racism recommendations to fit with PEO’s transformation roadmap.

In conclusion Council was thanked for its leadership in shepherding the engineering profession through historic times.

The Chair clarified that the Phase 1 report was to identify areas of risk. The next step of the process is to dig deeper and find ways to mitigate risk. As this is a staged process, AREWG will be presenting recommendations to Council at its November meeting regarding next steps.

**12369
RECOMMENDATIONS ON 2021 AGM
SUBMISSIONS**

At the 2021 Association of Professional Engineers of Ontario Annual General Meeting, in accordance with Council policy, and as permitted by the by-laws, a number of members presented written submissions and made verbal presentations on issues related to the business and activities of the Association. Motions were then proposed in respect of the submissions. Five such motions were made and debated. Each passed with a significant margin. The complete submissions and motions were provided in the agenda package.

As a matter of law (see especially section 3 of the *Professional Engineers Act*), PEO’s Council is the “governing body and board of directors of the Association and shall manage and administer its

affairs”. Council also has the statutory obligation under ss.3(8) and (8.1) of the Act to appoint a Registrar (currently the CEO/Registrar) who is responsible for the administration of the Association and has certain other powers conferred by the legislation.

The Act does not give either direct or delegated authority to the members (who are licence holders) to manage or administer the affairs of PEO. Licence holder input is important to the work of a self-regulating body. However, motions made at the AGM, while informative, bind neither Council nor the CEO/Registrar. That said, the policy approved by Council in March 2020 does require staff to provide a report to Council following the AGM with respect to the motions that have been passed, to assess lawfulness and feasibility in light of Council’s current work and other declared priorities.

Staff’s analysis and proposed response to the five motions passed at the AGM were included in the briefing note. While each of the motions had a different focus, there is a certain amount of repetition which was noted where appropriate.

In the view of staff, none of the motions raise any significant legal concerns. No specific Council action is required with respect to the motions at the present time, but in all instances Council committees might wish to consider the points raised in the motions and submissions at the appropriate committee’s discretion.

The briefing note identified the relevant governance committee(s) to review and consider each motion. The Chair confirmed that since the governance committees are not decision-making bodies, any recommendations will be brought before Council for approval. He also noted that it would be up to the committees to determine how much time they would need to consider the submissions.

Suggestions/Feedback:

- Information session for Councillors on active listening
- When considering motion #2 regarding a recommendation that PEO focus its agenda on the development and implementation of regulatory policy and systems, the governance committees reviewing this should consider ways to balance governance and advocating for the public interest through regulations, legislation and standards.
- Motions 1 and 3 refer to “peer review”; however, it was suggested that “member review” would be more appropriate. PEO’s peers are other regulators.
- The professional Standards Committee (PSC) does do a complete peer review process in which members are contacted via email and invited to comment on any guideline or standard that is being proposed. Relevant

ministries are also asked to comment, i.e., Municipal Affairs, Environment, Transportation, etc.

**12370
MINUTES – 542 COUNCIL MEETING**

It was noted that the C-542 minutes included comments attributed to Councillors which was not typically the best practice.

President Bellini added that the Governance and Nominating committee (GNC) has been tasked to discuss and provide recommendations to Council regarding standardization of minutes across the organization noting that there are benefits to having a common format.

Past President Sterling referred to page 9 of the June 25, 2021 minutes noting that the minutes did not include her question regarding the implications of the leadership structure of Vice-President positions vis-a-vis the position of Director of Human Resources.

Moved by Councillor Schelske, seconded by Councillor Walker:

That the minutes of the 542nd meeting of Council, held June 25, 2021, as presented to the meeting at C-543-3.1, Appendix A, and amended, accurately reflect the business transacted at that meeting.

CARRIED

**12371
CONSULTING ENGINEER DESIGNATION
APPLICATIONS**

Moved by Councillor Schelske, seconded by Councillor Walker:

1. That Council approve the exemption from examinations and the applications for designation as Consulting Engineer as set out in, C-543-3.2, Appendix A, Section 1.

2. That Council approve the applications for redesignation as Consulting Engineer as set out in C-543-3.2, Appendix A, Section 2.

3. That Council grant permission to use the title “Consulting Engineers” (or variations thereof) to the firms as set out in C-543-3.2, Appendix A, Section 3.

CARRIED

**12372
CHANGES TO THE 2021 COMMITTEE
AND TASK FORCES MEMBERSHIP
ROSTER**

Moved by Councillor Schelske, seconded by Walker:

That Council approve changes to the 2021 PEO Committees and Task Forces Membership Roster as set out at C-543-3.3, Appendix A.

CARRIED

Moved by Councillor Spink, seconded by Councillor Broad:

That Council move in-camera.

CARRIED

There being no further business, the meeting concluded.

These minutes consist of 15 pages and minutes 12358 to 12372 inclusive.

C. Bellini, P.Eng., Chair

R. Martin, Manager, Secretariat