REPORT OF THE

EXECUTIVE POLICY COMMITTEE

DATED SEPTEMBER 11, 1996

On motion of Deputy Mayor Eadie, the Report of the Executive Policy Committee, dated September 11, 1996, was considered clause by clause.

Moved by Deputy Mayor Eadie,

That the Consent Agenda, Clauses 1,2,3,4,5,6,7,8 and 9 be adopted.

Councillor Golden requested that Clause 3 be pulled from the Consent Agenda.

Councillor Vandal requested that Clause 6 be pulled from the Consent Agenda.

976 - Councillors Clement, Golden and Lazarenko asked to be recorded as having voted against Clause 9, in accordance with Rule 50.7 of the Procedure By-law.

The motion to adopt the Consent Agenda, Clauses 1,2,4,5,7,8 and 9 was put and declared carried.

Her Worship The Mayor and Councillors:

Proposed Amendment to Plan Winnipeg By-law No. 5915/92 by Redesignating Lands Located Between Gateway Road and the City of Winnipeg Hydro Transmission Line, South of Springfield Road From A "Neighbourhood" Policy Area to An "Industrial" Policy Area - Palliser Furniture

File EP-1.1 (PW4/96) (Vol. 1)

977 - 1. The Executive Policy Committee has been advised that an application has been received from Mr. Dennis Neumann on behalf of Palliser Furniture to amend Plan Winnipeg By-law No. 5915/92. The draft by-law is outlined in Appendix "A".

The land referred to in this application constitutes approximately 55 acres currently designated as a "Neighbourhood" policy area under Plan Winnipeg. It was originally designated as an "Industrial" policy area under Plan Winnipeg but was changed to "Neighbourhood" in 1989 to accommodate a proposed residential subdivision by the same applicant. That proposal did not move forward.

In 1994, the owner submitted an application to redesignate the land back to "Industrial" in order to develop a private industrial park that would include a manufacturing plant for the furniture business. The applicant invited neighbouring residents to a public open house to view the proposed development and to share their ideas and concerns. The concerns raised at that time were relatively minor and could have been addressed satisfactorily through site design. Nevertheless, the application was shelved due to changes in expansion plans. The applicant has decided, at this time, to resurrect the file and to proceed with the redesignation of the land to "Industrial". Given the history of the application, there is merit in having it proceed through preliminary consultation.

A detailed chronology of events is outlined in Appendix "B".

The Executive Policy Committee recommends:

I. That the petition to amend Plan Winnipeg By-law No. 5915/92 by redesignating lands located between Gateway Road and the City of Winnipeg Hydro Transmission Line, south of Springfield Road from a "Neighbourhood" policy area to an "Industrial" policy area be allowed to proceed to public hearing and that action be taken in connection therewith:

Report of the Executive Policy Committee dated September 11, 1996

i) copy of proposed amending by-law be forwarded to the Minister of Urban Affairs;

ii) copy of the proposed amending by-law be forwarded to the Executive Policy Committee to enable that Committee to carry out consultations pursuant to Section 579(1) of The City of Winnipeg Act and to provide Council with its report and recommendations;

iii) upon receipt of the report and recommendations, Council give first reading to the Plan Winnipeg (amending) by-law in its original form or as amended;

iv) following first reading of the Plan Winnipeg (amending) by-law, Executive Policy Committee conduct a public hearing in accordance with Sections 632 to 645 of The City of Winnipeg Act.

II. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Adopted by consent.

Copy of attachment referred to in the above clause is on file in the office of the City Clerk.

Harassment Policy File GP-1 (Vol. 18)

978 - 2. The Executive Policy Committee has been advised that the specific mandate of the Winnipeg Safe City Committee is to monitor the implementation of the 113 recommendations contained in the report of the Urban Safety for Women and Children Fact Finding Group, entitled "A Safer Winnipeg for Women and Children". Recommendation #102 in the report states:

"*That the City enhance its current policy regarding sexual harassment by ensuring that appropriate training and awareness strategies are in place and that these strategies are used by all employees and management."*

The Winnipeg Safe City Committee is committed to the implementation of the above recommendation and to the development of a more comprehensive and inclusive policy and procedures aimed at preventing and addressing harassment and discrimination. Committee's concern and commitment has been documented in their Business Plan for 1995 submitted to and approved by the Executive Policy Committee in April of 1995, which is on file in the office of the City Clerk.

Inherent in this commitment, is the recognition that the City of Winnipeg's current harassment policy needs to be enhanced.

An individual's fundamental human rights which include the right to respect, dignity, fair treatment, and freedom from prejudice and discrimination must be protected.

Legal precedent has shown that harassment is a form of discrimination, and in this regard, is a violation of an individual's human rights. Harassment can damage an individual's physical and emotional health, undermine his/her performance, and can also negatively impact on the work and business environment.

The liability of the employer, (in this case, the City of Winnipeg) for harassment by or against its employees has been clearly established by the Supreme Court of Canada.

The courts have determined in no uncertain terms that Canadian Human Rights Legislation imposes a statutory responsibility on employers to provide a safe and healthy work and business environment, free from harassment and discrimination. Employers are required to provide a working environment free from harassment based on race, national or ethnic origin, colour, religion, age, sex, marital status, family status, physical or mental disability, and sexual orientation and in addition, free from personal harassment which means any improper behaviour by a person that is directed at and/or is offensive to any employee and which that person knew or ought reasonably to have known would be inappropriate or unwelcome. It comprises objectionable conduct, comment or display, threats, use of profanity, and contributing to a poisoned work environment, made on either a one-time or continuous basis that demeans, belittles or causes personal humiliation or embarrassment to an employee.

Report of the Executive Policy Committee dated September 11, 1996

The courts have also determined that employers can be held responsible for the harassing or discriminatory actions of employees in cases where supervisory personnel knew or should have known of the unlawful conduct and failed to take immediate or appropriate action to stop the harassment or discrimination. Further to this, the City of Winnipeg has a moral responsibility to prevent and intervene in harassment cases involving non-employees, including private suppliers, clients and other members of the public who conduct business with the City of Winnipeg.

For the City of Winnipeg to fulfill its legal and moral responsibility, the Winnipeg Safe City Committee recommends, and Corporate Services Department concurs, that the City of Winnipeg's harassment policy be enhanced so that it addresses the needs and issues of all individuals who work for, or conduct business with, the City of Winnipeg. This includes supervisory and non-supervisory personnel, the Board of Commissioners, Members of Council and "non-employees" who conduct business with the City of Winnipeg (private suppliers, independent contractors, board and committee members and other volunteers, service recipients and other members of the general public). All of these individuals need not only be aware of the policy and have access to it, but also to recognize the seriousness of the issues involved.

Various individuals within the Corporate Services Department, with responsibilities in the area of harassment issues, met to review the document submitted by the Winnipeg Safe City Committee. Given their expertise in the area, they believe that it is the City of Winnipeg's responsibility, under its Code of Ethics and various philosophical statements, to ensure a safe and healthy workplace. In order to ensure that, a consistent message to all of its constituents is important. It is felt that the utilization of outside consultation is an unnecessary additional expense in that there are two external agencies already capable of performing this check of compliance with the system, those being the Office of the Ombudsman and the Manitoba Human Rights Commission. To date, the City of Winnipeg's approach in the investigation of circumstances surrounding harassment has been one of education as opposed to discipline. It has been the Citys' experience that if individuals are educated as to the impact of their actions, it is less likely that they recommit the inappropriate behaviour. This does not preclude discipline from being utilized; it simply utilizes education as the initial, and frequently only required corrective action. In all cases to date, Department Heads have been willing to deal with the complaint efficiently and effectively. This assessment has been supported by the fact that when complaints have been pursued with the Human Rights Commission, it has ruled that the City of Winnipeg acted appropriately.

In addition, Committee is of the opinion that a communication strategy is warranted since, if the policy is not well known, ignorance of the policy could be utilized as a defence.

The Executive Policy Committee recommends:

I. That the proposed City of Winnipeg "Harassment Policy for Department Managers, the Board of Commissioners and Members of Council" as outlined in Appendix "A", as researched and developed by the Winnipeg Safe City Committee be reviewed and implemented with the changes noted in this report.

II. That every member of City Council be encouraged and every Senior Manager (Commissioner/Department Head) be required to attend a half-day session to provide an understanding of the law and the City's policies regarding harassment, discrimination, and provision of a safe and healthy workplace, by December 31, 1996.

III. That the City of Winnipeg continue to utilize external services for investigations and mediation as required. Outside investigation sources should be utilized for complaints dealing with Department Heads, Board of Commissioners and Members of Council including the Mayor.

IV. That all civic contract language and policies dealing with harassment be brought in line to be consistent with the "Harassment Policy for Department Director, the Board of Commissioners and Members of Council".

V. That a Communication Strategy for all civic employees be established for these policies and Letters of Understanding.

VI. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Adopted by consent.

Copy of attachment referred to in the above clause is on file in the office of the City Clerk.

Report of the Executive Policy Committee dated September 11, 1996

Human Rights Code - Province Of Manitoba File GG-2 (Vol. 23)

979 - 3. The Executive Policy Committee has been advised that on March 22, 1995, Council passed the following motion, namely:

Moved by Councillor Murray,
Seconded by Councillor Thomas,

WHEREAS the citizens of Winnipeg recognize the individual worth and dignity of every member of the human family, and this principle underlies the Universal Declaration of Human Rights, the Canadian Charter of Rights and Freedoms and the Human Rights Code of the Province of Manitoba;

AND WHEREAS Plan Winnipeg 4G-01-Provide Leadership in Addressing Intolerance states:

> *"The City shall provide leadership in dealing with discriminatory barriers including sexism, racism, and homophobia and shall promote the full and equal participation of all citizens in the social, political, economic and cultural life of the City;"*

AND WHEREAS Clause 9(2) of the Human Rights Code of the Province of Manitoba prohibits discrimination of each of the following grounds:

a) ancestry, including colour and perceived race;
b) nationality or national origin;
c) ethnic background or origin;
d) religion or creed, or religious belief, religious association or religious activity;
e) age;
f) sex, including pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
g) gender - determined characteristics or circumstances other than those included in Clause (f);
h) sexual orientation;
i) marital or family status;
j) source of income;
k) political belief, political association or political activity;
l) physical or mental disability or related characteristics or circumstances, including reliance on a dog guide or other animal assistant, a wheelchair, or any other remedial appliance or device.

AND WHEREAS Clause 9(3) of the Human Rights Code of Manitoba states:

> *"In this Code, "discrimination" includes any act or omission that results in discrimination within the meaning of subsection (1), regardless of the form that the act or omission takes and regardless of whether the person responsible for the act or omission intended to discriminate.";*

THEREFORE BE IT RESOLVED THAT the City of Winnipeg undertake to ensure that all City employment, administrative, labour relations, workplace, safety, customer service, and employee benefits policies conform to the Human Rights Code;

BE IT FURTHER RESOLVED that the City of Winnipeg review the employment, workplace and customer service policies and collective agreements of other major Canadian municipalities to ensure our human rights policies are comparable or superior to other cities.

The Corporate Services Department, in reviewing the above noted motion, has suggested compliance in the following areas:

I. Employee Benefits

Over the years, there has been some dispute in regards to discrimination based on sexual orientation covered under the Charter. The recent case in this regard that went to the Supreme Court (Egan vs. Canada) stated that discrimination based on sexual orientation was discriminatory under 15-1 of the Canadian Charter. In addition, the recent Manitoba case, Vogel, North, Manitoba Human Rights Commission vs. Government of Manitoba, decision has been recently handed down.

Report of the Executive Policy Committee dated September 11, 1996

The Manitoba Court of Appeal concluded that the denial of spousal benefits under Mr. Vogel's employment benefit plans to his same-sex partner is based on sexual orientation, and that this denial is discrimination under the Manitoba Human Rights Code. In the end result, the Manitoba Court of Appeal has directed the Adjudicator in the Vogel case to continue the adjudication in accordance with their decision, and to determine whether or not "bona fide and reasonable cause" existed for the discrimination.

In the opinion of the Corporate Services Department, the City would be unable to establish evidence that this discrimination is "bona fide and reasonable cause", the only option would be to comply by extending benefits to same sex partners.

In extending these benefits, the City would utilize the same standard it does for opposite sex common-law relationships in that, after cohabitation of one year, two people of the same sex who consider themselves a couple and have mingled financial responsibilities would be eligible to benefits. Proposed costing of the benefits was conducted and it is assumed that of the 8,458 employees eligible for and in receipt of benefits in 1995, only 2,040 were "single" persons. This amounts to 24.1% of the City's workforce. At the most, 10% of those 2,040 would be involved in same-sex relationships, but a more realistic assumption would be in the neighbourhood of 3%, or about 60 people. The costs involved would be as follows, namely: Vision Care coverage for these 60 individuals would cost $5,338 annually, Dental coverage would add an additional $36,600 to costs and costs of other benefits, ie. Family Leave and Bereavement would be negligible. There will be no extension of pension benefits until this matter has been resolved by the Federal Government.

II. Employment and Administrative

Under the auspices of the Audit Department, a review of the City's equity program is being undertaken. Upon completion of the audit, changes in regard to those affected policies would be made.

III. Labour Relations and No Harassment

In the last round of bargaining with CUPE, a detailed no discrimination clause was put forward and accepted as outlined in Appendix "A". Similar contract language from the City of Winnipeg will be put forward in bargaining to the eight remaining unions when their contracts become open beginning the fall of 1995 and early 1996, as well as language to ensure equity in regard to maternity/paternity benefits.

IV. Workplace Health and Safety

The content of the Council Motion will be integrated into each workplace safety policy and procedure to ensure compliance.

V. Customer Service and Employee Education

Issues in regard to all aspects of discrimination including those covered under Clause 9 (2) of the Human Right Code shall be integrated into all management development and customer service programs.

The Human Resource Services Division and the Corporate Education Division and as well as other departments have already taken several initiatives in this area. These include; foremanship training, Police recruit development, valuing staff diversity, education restructuring of the Fire Department, staff development, program and recruitment, and additional programs in Transit Department, to name a few.

Various cities in Canada are moving to extend benefits to comply with various charter and code interpretations such as Calgary, Victoria, Toronto, and Vancouver, to name a few.

The Executive Policy Committee recommends:

I. That the administration revise interpretation of standard policies to comply with the Human Rights Code.

II. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Copy of attachment referred to in the above clause is on file in the office of the City Clerk.

Report of the Executive Policy Committee dated September 11, 1996

Moved by Deputy Mayor Eadie,
Adoption of the clause.

In amendment,

Moved by Councillor Golden,
Seconded by Councillor Phillips,

WHEREAS it has been moved that the City of Winnipeg pay benefits to "same sex" couples;

AND WHEREAS sexual activity should not be, and is not intended to be, the basis for paying benefits;

NOW THEREFORE BE IT RESOLVED that benefits be conferred equitably on all employees declaring themselves to be a nuclear family.

The amendment was put.

Councillor Golden called for the yeas and nays, which were as follows:-

Yea: Councillors Prystanski, Clement, Golden, Lazarenko, Phillips and Angus. 6

Nay: Councillors Lubosch, Murray, O'Shaughnessy, Silva, Steek, Thomas, Timm-Rudolph, Vandal, Deputy Mayor Eadie and Her Worship Mayor Thompson. 10

and the amendment was declared lost.

The motion for the adoption of the clause was put.

The Speaker called for the yeas and nays, which were as follows:-

Yea: Councillors Lazarenko, Lubosch, Murray, O'Shaughnessy, Silva, Steek, Thomas, Timm-Rudolph, Vandal, Her Worship Mayor Thompson and Councillor Angus. 11

Nay: Councillors Prystanski, Clement, Golden, Phillips and Deputy Mayor Eadie. 5

and the motion for the adoption of the clause was declared carried.

Proposed Contract Between Health Canada and the City of Winnipeg Establishing Community Services As An Agent to Conduct The "Pertussis Study"
File EH-1 (Vol. 19)

980 - 4. The Executive Policy Committee has been advised that the Sentinel Health Unit Surveillance System (SHUSS) operates out of the Laboratory Centre for Disease Control, Health Canada. Community Services has contracted with Health Canada to serve as one of nine Sentinel Health Sites across Canada and as such has received funding for a half-time coordinator to oversee the studies for the next five years. During the term of this contract, the Community Services Department is participating in a variety of studies on important diseases/issues affecting the health of Canadians. Each study the City participates in has a separate contract and mutually acceptable budget. All costs associated with participating in the studies are borne by Health Canada.

Pertussis (whooping cough) is a highly communicable, vaccine-preventable respiratory disease. In Canada, the incidence of pertussis has risen from 1350 cases in 1984 to 10,000 cases in 1994. In children, the disease is characterized by fever, paroxysmal cough, "whoop" and post-tussive vomiting. Morbidity and mortality are highest in infants. The epidemiology of the disease in adolescents and adults is not well defined. An increase in the incidence of pertussis in adults could have the effect of increasing the incidence of disease in children. This study will contribute to the current efforts to control pertussis in children by providing a better understanding of the role of pertussis in coughing illness in adults, and a further evaluation of the epidemiology and mechanics of pertussis transmission in households of adults with pertussis.

Report of the Executive Policy Committee dated September 11, 1996

The "Pertussis Study" is anticipated to begin in September 1996. As with all other SHUSS projects, all costs associated with participating in this study are borne by Health Canada.

The Executive Policy Committee recommends:

I. That the proposed contract between Health Canada and the City of Winnipeg establishing Community Services as an agent to conduct the "Pertussis Study" be approved.

II. That the Proper Signing Officers of the City of Winnipeg be authorized to execute all the necessary documents to implement the above recommendation subject to review and approval of the contract by legal services.

Adopted by consent.

Reactivation Of Levies For Local Improvements Deferred In River Road Which Were Deferred Under By-law No. 5978/92 File SL-3 (Vol. 14)

981 - 5. The Executive Policy Committee has been advised that the new owner of the property, Tina M. Jones, 96 River Road, has requested reactivation of the Local Improvements Deferred which requires a reactivation by-law authorized by City Council.

Conditions set forth in Deferment By-Law No. 5978/92 stated:

"The deferment permitted under this By-Law will cease upon the occurrence of any of the following":

iv) "any other condition which, in the opinion of Council, would remove or alter the reasons originally advanced to support the deferment, such as to convey a portion of the site to a developer, where a change in land use is contemplated."

"When the lands herein become subject to special assessments as a result of cessation of deferment, such special assessment will be levied against the said lands at the then prevailing rates and paid at the prevailing cash cost or amortized at the then current capital borrowing rates."

On July 26, 1996, the new owner has advised that due to construction of a single family dwelling unit requiring hook up to the sewer, a deferment is no longer permitted.

The Executive Policy Committee recommends:

I. That the deferments authorized under By-Law No. 5978/92 cease, and that the appropriate assessments are reactivated with a requirement for payment to be made in either of the two ways defined hereunder:

	Cash Payment	Term	Annual Levy
Wastewater Sewer	$ 3,800.00	1996-2015	$ 423.72
Land Drain Sewer (Laterals only)	1,800.00	1996-2015	200.71
	$ 5,600.00(a)		$ 624.43(b)

(i) Any one or both of the local improvements may be paid for at the prevailing cash cost up to and including the last day of the month subsequent to that during which the cash cost statement is mailed (immediately pursuant to the passing of the reactivating By-Law).

Report of the Executive Policy Committee dated September 11, 1996

(ii) First levy(s) payable at par up to and including the last day of the month subsequent to that during which the tax statement is mailed (immediately pursuant to the passing of the reactivating By-Law).

The second and all the following levies will be scheduled to appear on the City's normal annual tax bills for the prescribed terms with the usual provisions for prepayment by commutation to apply.

II. That the foregoing reactivation is assessed against Lot 408, Plan 1052, 41/44 St. Vital C.T. 1399940.

III. That the reactivation By-Law prepared by the City Solicitor be adopted by City Council.

IV. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Adopted by consent.

Equity and Diversity Workplan
File GU-1.6 (Vol. 13)

982 - 6. The Executive Policy Committee has been advised that in 1981, City Council endorsed the establishment of the Employment Equity Program. Council believed that The City of Winnipeg as an organization, had the responsibility to demonstrate leadership in the area of employment equity. The goal of the program was to increase representation of the designated group members in the City's workforce.

Some positive changes were achieved through this program, ie. representation of women in management positions increased; aboriginal representation in the Winnipeg Police Services increased; the number of female firefighters in the Winnipeg Fire Department increased; and other Departments (such as Transit, Social Services, Community Services) made concerted attempts to recruit, train and hire members of designated groups.

However, the community oversight groups have been disappointed with the overall effectiveness of the program. The community does not believe that the City of Winnipeg is committed to the concept of Employment Equity. They doubt the City's commitment because there is no clear delineation of accountability, ie. who is responsible to ensure that equity is being pursued and that progress is achieved.

In 1995, three complaints were filed with the City of Winnipeg's Ombudsman's office stating that the City had failed to increase representation from designated group members. In 1995, the Ombudsman's Office investigated the complaints against the City of Winnipeg regarding its Employment Equity Program. The Ombudsman's Office found that "although the City of Winnipeg Administration implemented an Employment Equity Program over a decade ago, today it's workforce still does not include an equitable representation of Winnipeg's Aboriginal peoples, visible minority persons, people with disabilities and women". The report recommended that i) the City's Administration continue to improve its personnel management information system so that more detailed information is gathered on all employees; and ii) that when vacancies arise, each City Department commit to filling at least one full-time position by running a competition that is open to members of the general public, for a three year period.

In 1995 and early 1996, the City of Winnipeg Audit Department, at the request of the Administration, undertook an audit of the City of Winnipeg's Employment Equity Program. The Administration recognized the audit as an opportunity to make a major shift in the future direction of the program. The results were as follows, namely:

i) that the City of Winnipeg workforce is still not representative of the available labour force within the City;

ii) that while a significant level of commitment has been shown through funding and senior level participation over the years, a clear, comprehensive organizational policy has still not been established, and a shared vision of equity/diversity has not been embraced by the organization;

iii) that the City of Winnipeg did not develop a comprehensive human resource information system which would provide comprehensive measurement of quantitative and qualitative data. This has limited the City's ability to develop goals and objectives for the Program and the absence of reliable information has led to confusion regarding accountability for setting goals and timetables;

Report of the Executive Policy Committee dated September 11, 1996

iv) that while the City's commitment to awareness education has been strong, it is difficult to measure it's impact. While education directed at "skill development" for designated groups has occurred, it has not been as strong as other education initiatives; and,

v) that in the absence of financial and human resources designated specifically for communication activities, the City was reasonably successful at communicating and maintaining contact with many active and potentially active stakeholders, both internally and externally.

The audit recommended that Council:

i) commit to a strategic direction with respect to an organizational initiative;

ii) approve a comprehensive organizational policy on equity and diversity;

iii) develop an equity and diversity plan for the organization within 12 months;

iv) develop an accountability framework;

v) set quantitative and qualitative goals and timetables with respect to representation, systems and culture;

vi) prepare an annual report with respect to goals;

vii) implement pilot initiatives in the areas of representation, systems and culture;

viii) fund a centralized equity and diversity initiative;

ix) ensure a strong focus on engaging stakeholders.

On May 23, 1996, Council passed a motion directing the Administration to develop a policy and workplan for employment equity. The motion directed that the workplan should include a firm commitment to political and administrative accountability, should include the identified target groups in the implementation process, and have adequate resources assigned to it.

In preparation for the changes that the organization anticipated would be required as a result of the Ombudsman and Audit Department Reports, the following steps have been taken:

I. The responsibility for managing the employment equity program was moved to the Strategic Planning Division and identified as a strategic initiative for the organization;

II. An Equity and Diversity Office was established. This team is led by the Coordinator of Strategic Initiatives for the Strategic Planning Division of Corporate Services; and consists of an Equity and Diversity Coordinator; an Equity and Diversity Officer, and a Human Resource Development Consultant;

III. The Strategic Planning Division prepared budgets for 1997 and 1998, specifically allocated to this initiative;

IV. The City of Winnipeg made a commitment under the Winnipeg Development Agreement to allocate $1.5 million over a 5 year period to the areas of Equity and Diversity. This program will allow the City to partner with external and internal stakeholders in the development of Equity and Diversity pilot programs;

V. An Equity and Diversity database is being developed that will provide up-to-date quantitative data regarding the City of Winnipeg's labour force. This database will enable the Equity and Diversity Office, beginning in early 1997, to access information on employees and compare it with Census Canada information regarding the available labour force. Based on this information, the Equity and Diversity Office will produce reports which identify progress being made and reveal gaps in the organization's progress;

In order for the Equity and Diversity Office to move forward with implementation, a new strategic direction needs to be established. This new direction will place the emphasis on equity and diversity. The shift from equity to equity and diversity will place the goals of progressing toward a more equitable workforce (increased numbers of designated group members) in the context of the larger issues of recognizing that people are different in many ways. The focus will be to build and manage workforce diversity by valuing, seeking out, and capitalizing on employee differences in order to meet the organization's objectives. An emphasis on equity and diversity is also

Report of the Executive Policy Committee dated September 11, 1996

consistent with current literature, other successful public and private sector initiatives, the direction being taken by other Canadian municipalities, and current City of Winnipeg policies and principles (1990 General Directive to the Administration, Plan Winnipeg . . . Toward 2010; Continuous Improvement Initiative; New Directions; and the 1996 City of Winnipeg Priorities Plan).

In recognition of a lack of overall process management in the past, and the need for a strategic direction, a five year implementation framework as outlined in Appendix "A", has been developed and needs to be implemented.

In order to implement Phase I, "Organizational Readiness", a 12 month detailed workplan**,** as outlined in Appendix "B" has been developed and requires approval by Council. The anticipated implications of accepting this workplan will be that Council, the City of Winnipeg Administration and employees, along with the community, will understand and participate in the setting of objectives for The City of Winnipeg's Equity and Diversity Initiative.

This will reinforce and strengthen commitment at all levels and will result in a clear and precise understanding of the results expected and the allocation of accountability for achieving results. Preliminary consultation with stakeholders and representative groups within the City of Winnipeg's internal and external community need to be continued, with a clear process developed for ongoing consultation through the implementation of the Equity and Diversity Initiative.

Within a twelve month framework, the Equity and Diversity Initiative intends to achieve the products indicated in the Workplan. Upon achievement of these products, the organization should be ready, and have begun to change.

Phase II, "Management of Change" will include the following, namely: implementing accountability structures and assisting managers with responsibility and accountability for achieving goals and timetables; establishing goals and timetables; designing new or modified systems and procedures; continued reporting on progress towards reflection of designated group members within the workforce; developing special measures and reasonable accommodation; continuing to implement pilot initiatives; implementing the communications strategy, and continuing with delivering the educational strategy.

Phase III, "Maintaining the Change", will include on-going measurement and evaluation, on-going review of the progress made, and making necessary improvements.

The Executive Policy Committee recommends:

I. That the Equity and Diversity Workplan be approved for implementation and submits same to Council for its approval.

II. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Copy of attachments referred to in the above clause are on file in the office of the City Clerk.

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

Carried.

Expenditure of Funds from Land Dedication Reserve Fund - Funding for the Riverbend Park Project
File EP-2 (Vol. 23)

983 - 7. On July 16, 1996, the Lord Selkirk-West Kildonan Community Committee considered an issue raised by Councillor Lazarenko relative to financial assistance for the Riverbend Park Project.

The Community Committee recommended that funds in the amount of $9,174.00 be approved from the Lord Selkirk-West Kildonan Land Dedication Reserve Fund for the supply and installation of plant material for use as visual buffers separating adjacent residential properties and active use areas of Riverbend Park.

Report of the Executive Policy Committee dated September 11, 1996

The Executive Policy Committee concurs with the recommendation of the Lord Selkirk-West Kildonan Community Committee and recommends that funds in the amount of $9,174.00 be approved from the Lord Selkirk-West Kildonan Land Dedication Reserve Fund for the project.

Adopted by consent.

Appointment of a Council Member to the Community and Race Relations Committee File CR (c/r GC-7)

984 - 8. On July 12, 1995, Council approved the recommendations outlined in Clause 2 of the Report of the Executive Policy Committee dated June 21, 1995, establishing the membership of the Community and Race Relations Committee.

At its meeting on September 5, 1996, the Community and Race Relations Committee passed the following motion, namely:

"That Councillor Silva be appointed as the Council Member representative to the Community and Race Relations Committee for the balance of the Council term."

The Executive Policy Committee concurs with the resolution and recommends that Councillor Silva be appointed as the Council Member representative to the Community and Race Relations Committee and submits this appointment to Council for adoption.

Adopted by consent.

Two Percent Municipal Crime Prevention Levy File GG-2 (Vol. 23)

985 - 9. On June 19, 1996, Council ruled automatic referral of the following motion to the Executive Policy Committee, under Rule 16.1 of the Procedure By-law No. 5400/90:

Moved by Councillor Silva,
Seconded by Councillor Phillips,

WHEREAS rising crime levels have created an economic loss for a great number of Winnipeg homes and businesses;

AND WHEREAS increasing numbers of Winnipeg youth are becoming involved in street gang activity as a means of economic support;

AND WHEREAS this activity and its resulting losses are creating a situation where people are experiencing hardships in attaining insurance for their properties and businesses;

AND WHEREAS this creates an exodus from older areas of the city, in particular Downtown Winnipeg;

AND WHEREAS Winnipeg's citizens are becoming increasingly concerned about the deterioration of Downtown Winnipeg and the safety levels on Winnipeg streets;

AND WHEREAS economic development, safe streets, and downtown revitalization are key City of Winnipeg priorities;

Report of the Executive Policy Committee dated September 11, 1996

AND WHEREAS The Province of Manitoba deems it appropriate to fund provincial fire prevention programs through a provincial levy on property protection insurance policies;

THEREFORE BE IT RESOLVED that the Intergovernmental Affairs Committee of Council request the Province of Manitoba to allow all Manitoba municipalities the authority to establish a two percent Municipal Crime Prevention Levy on property protection insurance policies;

AND BE IT FURTHER RESOLVED that the City of Winnipeg use 50 percent of the Winnipeg proceeds of this levy to fund additional community and foot patrol officers for the Winnipeg Police Service;

AND BE IT FURTHER RESOLVED that the City of Winnipeg use 50 percent of the Winnipeg proceeds of this levy to fund educational, training and job creation programs for at risk Winnipeg youth;

AND BE IT FURTHER RESOLVED that the planning of all educational, training and job creation programs from the Winnipeg proceeds of this levy be done in consultation with The Aboriginal Council of Winnipeg, The Winnipeg Neighbourhoods Business Association, and The Winnipeg Chamber of Commerce.

On July 24, 1996, Council referred back Clause 3 of the Report of the Executive Policy Committee dated July 10, 1996, with instructions that the Executive Policy Committee reconsider the intent of the resolution in view of recent information having come forward that the Province assesses additional premium taxes on insurance premiums for provincial revenues.

The Executive Policy Committee requests an extension of time of 180 days to further consider the matter.

Adopted by consent.

(See Minute No. 976 for opposition recorded by Councillors Clement, Golden and Lazarenko)

REPORT OF THE

EXECUTIVE POLICY COMMITTEE

DATED SEPTEMBER 18, 1996

On motion of Her Worship Mayor Thompson, the Report of the Executive Policy Committee, dated September 18, 1996, was considered clause by clause.

Moved by Her Worship Mayor Thompson,
That the Consent Agenda, Clauses 1,2,3,4,5,6,7,8,9,10,11,12 and 13 be adopted.

Councillor Thomas requested that Clauses 1 and 9 be pulled from the Consent Agenda.

Councillor Golden requested that Clauses 2, 5 and 6 be pulled from the Consent Agenda.

Councillor Lazarenko requested that Clause 3 and 11 be pulled from the Consent Agenda.

Councillor Murray requested that Clause 4 and 10 be pulled from the Consent Agenda.

Councillor Timm-Rudolph requested that Clause 12 be pulled from the Consent Agenda.

The motion to adopt the Consent Agenda, Clauses 7,8 and 13 was put and declared carried.

(See Minute No. 992 for reconsideration and disposition of Clause 7)

Her Worship The Mayor and Councillors:

Proposed Amendment to Plan Winnipeg By-law No. 5915/92 by redesignating lands located south of McGillivray Boulevard and west of Waverley Street, commonly known as Linden Ridge, from an "Industrial" policy area to a "Neighbourhood" policy area
Files EP-1.1 (PW 1/96) (Vol. 1)

986 - 1. On June 19, 1996, Council adopted Clause 1 of the Report of the Executive Policy Committee dated May 29, 1996, relative to the proposed amendment to Plan Winnipeg by redesignating lands located south of McGillivray Boulevard and west of Waverley Street, commonly known as Linden Ridge, from an "Industrial" policy area to a "Neighbourhood" policy area and By-law No. 6801/96 was given second reading and forwarded to the Minister of Urban Affairs for approval pursuant to Section 580(1) of The City of Winnipeg Act.

The Executive Policy Committee has been advised that the eastern boundary proposed under By-law No. 6801/96, would split property owned by MTS that it acquired and rezoned to accommodate the expansion of its operations at the corner of McGillivray Boulevard and Waverley Street.

The eastern boundary of the lands designated under By-law No. 6801/96 is the eastern boundary of Lot 3, Block C, Plan 944. The new boundary shown on the map outlined in Appendix "A", excludes the most northerly 737.8 feet of Lot 3, Block C, Plan 944.

The property being deleted from the amendment is owned by MTS together with the property immediately adjacent to the east - the parcel at the corner of McGillivray Boulevard and Waverley Street. Both parcels are currently zoned "M2".

Report of the Executive Policy Committee dated September 18, 1996

Section 631 of The City of Winnipeg Act, states that where council is of the opinion that a proposed amendment to a by-law is of a minor nature and does not prejudice the rights of any person, council may amend the by-law without proceeding under Sections 632 to 645, that is, without having it referred to the Minister for provincial approval. This amendment is deemed to be of a minor nature because it reduces, by a small area, the amount of land proposed for redesignation and because the parcel being removed from the application is on the periphery of the redesignated lands.

The Province of Manitoba has now had an opportunity to review The City of Winnipeg By-law No. 6801/96. The Province of Manitoba, pursuant to Section 581 of The City of Winnipeg Act, recommends that By-law No. 6801/96 be approved.

The Executive Policy Committee recommends:

I. That pursuant to Section 581(3) of The City of Winnipeg Act, By-law No. 6801/96 be given third reading, in accordance with the new boundary on the map outlined in Appendix "A".

II. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Copy of attachment referred to in the above clause is on file in the office of the City Clerk.

Moved by Councillor Silva,
Adoption of the clause.

The Speaker called Councillor Silva to the Chair in order to participate in the debate.

The Acting Deputy Speaker called the Deputy Speaker, Councillor Prystanski, to the Chair.

The Speaker here resumed the Chair.

The motion for the adoption of the clause was put.

Councillor Thomas called for the yeas and nays, which were as follows:-

Yea: Councillors Prystanski, Clement, Golden, O'Shaughnessy, Phillips, Steek, Timm-Rudolph, Deputy Mayor Eadie and Her Worship Mayor Thompson. 9

Nay: Councillors Lubosch, Murray, Thomas, Vandal and Angus. 5

and the motion for the adoption of the clause was declared carried.

Proposed Legislative Amendments
File GL-5 (Vol. 5)

987 - 2. On June 25, 1996, the Minister of Urban Affairs wrote to Her Worship the Mayor regarding amendments to The City of Winnipeg Act advising that any new legislative changes Council is seeking for 1997 should be submitted no later than September 27, 1996. The Minister also advised that previous requests for amendments submitted by Council would be considered in the review process.

The proposed amendments as outlined in Appendices "A" and "B" are self-explanatory.

In brief, the City is requesting the following amendments to The City of Winnipeg Act:

1. An improved process relative to Business Improvement Zones (BIZ).

2. Various amendments dealing with fire prevention and revenue opportunities.

3. Improved customer service and reduced sitting time of the Board of Adjustment.

Report of the Executive Policy Committee dated September 18, 1996

4. Administrative approval of simple consent applications requiring conditions pursuant to Council motions pertaining to related applications.

5. Designated administrator may grant one-foot tolerance for yard or separation space.

The City is also requesting amendments to The Expropriation Act and The Summary Convictions Act. The amendment to The Summary Convictions Act was approved by the Committee on Protection, Parks and Culture at its meeting held on September 9, 1996, and has been submitted to Council for approval.

The Business Liaison and Intergovernmental Affairs Department will be submitting a status summary report on all previously requested legislative amendments for consideration prior to December 31, 1996.

The Executive Policy Committee recommends:

I. That the amendments to The City of Winnipeg Act as outlined in Appendix "A" be forwarded to the Province of Manitoba for implementation.

II. That the amendments to The Expropriation Act as outlined in Appendix "B" be forwarded to the Province of Manitoba for implementation.

III. That the amendment to The Summary Convictions Act as outlined in Appendix "B" be forwarded to the Province of Manitoba for implementation.

IV. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Copy of attachments referred to in the above clause are on file in the office of the City Clerk.

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

Carried.

Councillor Golden asked to be recorded as having voted against the clause, in accordance with Rule 50.7 of the Procedure By-law.

Winnipeg Airport Authority Inc. (WAAI)
Request for Property Tax Exemption
Status Upon Transfer from the Crown
File GG-1 (Vol. 27)

988 - 3. The Executive Policy Committee has been advised that the most effective way of securing long term tax stability for the Airport property is through provincial legislation. So long as the tax arrangement is "revenue neutral", the City of Winnipeg should be able to support the legislative request.

In a letter dated July 2, 1996, Taylor McCaffrey, Barristers and Solicitors, representing Winnipeg Airport Authority, Inc. requested clarification of the post-transfer liability for WAAI for property taxes payable to the City of Winnipeg.

One of the conditions precedent to the obligation of WAAI to proceed with the transfer of the Airport (scheduled for year end) pursuant to the Agreement to Transfer is that WAAI be satisfied that the aggregate of both real property taxes and business taxes assessable against WAAI in respect of the Airport will not adversely affect the financial position of WAAI.

Report of the Executive Policy Committee dated September 18, 1996

Officials of WAAI have previously met with City staff to request that the post-transfer liability of WAAI for property taxes payable to the City of Winnipeg be determined in the same manner that the grant in lieu of taxes paid by Transport Canada pursuant to The Municipal Grants Act (Canada) is determined. At the time, the City's suggested vehicle was to provide the requested tax relief to WAAI on an annual basis by resolution of Council. Unfortunately, that solution does not provide certainty to WAAI as to its future costs, which costs are critical to the viability of the Airport in light of competition from previously transferred Airport authorities and those soon to be transferred.

According to WAAI, the Federal Government (Transport Canada) currently appears to pay a grant-in-lieu of taxes of approximately $2,863,000 on the Airport property. It is not subject to business tax. The Crown is paying their grant-in-lieu close to the real tax equivalent with the exception of "roads, sidewalks, aircraft runways, paving, reservoirs, water and sewer mains, fencing, conveyor belts and conveyance systems, cranes, weight scales, pole lines, transmission lines, light standards and unenclosed communications towers." In other words, traditional "infrastructure" components have been excluded. WAAI would like to continue this arrangement. The legislation would provide for property taxes based on the value for non-infrastructure improvements.

There is a reasonable expectation that most future expansion of the Airport under the management of the WAAI will focus on "non-infrastructure" type facilities such as the terminal building and third party business developments, and therefore the City will benefit through increased assessments.

WAAI has approached the Province of Manitoba about legislation that would protect this "infrastructure" exemption from property tax. The City could also be supportive, particularly if it nets out with more taxes through increased economic activity, and associated non-exempt real property development, either by WAAI or third parties.

As no bill has yet been prepared to reflect the spirit and intent of this request, it is further recommended that Council endorse in principle a WAAI request, and that the final substance and details of the legislation be monitored and negotiated by the appropriate officers of the City of Winnipeg.

The Executive Policy Committee recommends:

I. That the City of Winnipeg support, in principle, a Winnipeg Airport Authority Inc. (WAAI) request to the Government of Manitoba to pass legislation, subject to detail wording being acceptable to the City of Winnipeg, that would have the effect of giving WAAI a property tax exemption to the extent that their current tax liability would be equal to the previous grant in lieu of taxes paid by the Crown.

II. That future "infrastructure" type real property improvements be taxed on the existing formula.

III. That the Proper Officers of the City of Winnipeg be authorized to do all things necessary to implement the intent of the recommendations.

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

Council recessed at 11:57 a.m., and reconvened at 1:37 p.m., same members present.

Councillors Murray and Steek entered the meeting after Council had reconvened.

In amendment,

Moved by Councillor Clement,
Seconded by Councillor Golden,

THAT the clause be amended by deleting all the words after the word "liability" in the forth line of recommendation I. and inserting the following:

"formula be status quo and that future changes be consistent with Federal Government Buildings assessment status with the exception of liability as to taxation."

Report of the Executive Policy Committee dated September 18, 1996

The Speaker called the Deputy Speaker, Councillor Prystanski, to the Chair and left the Chamber.

The amendment was put and declared carried.

The motion for the adoption of the clause, as amended, was put and declared carried.

The Speaker returned to the Chamber and resumed the Chair.

Bill 36 - Integration of Municipal And Provincial Social Assistance in Winnipeg
File EH-2 (Vol. 18)

989 - 4. The Executive Policy Committee has been advised that on March 15, 1995, the Minister of Family Services, announced the proposed merger of municipal and provincial social assistance in Winnipeg. On May 31, 1996, the Minister sent the Mayor of Winnipeg a copy of Bill 36, legislation covering the proposed merger. Bill 36 is expected to receive Second and Final Reading in the Fall Session of the Manitoba Legislature which commences September 16, 1996.

On July 9, 1996, the Mayor asked Administration for an analysis and recommendations on Bill 36. A preliminary response was submitted on July 23, 1996. That report indicated the Administration would consult further on the legislation and forward any additional analysis and/or recommendations.

The City of Winnipeg has an opportunity, through the legislative process, to establish its position and communicate to the Manitoba Government its support or opposition to Bill 36. In particular, City Council needs to decide whether it is prepared to support the integration of municipal and provincial social assistance programs in Winnipeg under the terms outlined by the Manitoba Government in the legislative amendment.

Specifically, Bill 36 Section 17(1) indicates that by order, the Lieutenant Governor in Council may

> "determine an amount, or establish a formula to determine an amount, payable by the City of Winnipeg to the Government of Manitoba as a contribution towards the costs of providing that general assistance and the costs for staff, administrative expenses, development and related costs; and establish the time or times, the terms and conditions, and the manner of payment of an amount".

Section 17(2) of the Bill provides that in making an order under Section 17 (1), the Lieutenant Governor in Council shall consider that

> "the intent is to achieve the transfer of responsibility from the City of Winnipeg to the Government of Manitoba on a relatively cost-neutral basis".

It is critical that the City of Winnipeg do all things possible to ensure that decisions on the merger not be made unilaterally by the Manitoba Government. There needs to be an opportunity for the City and the Manitoba Government to discuss/negotiate the terms of the transfer, most particularly the cost aspects.

The legislation raises issues which can best be resolved through discussion. What does "relatively cost-neutral" mean? The Bill indicates the City would be expected to pay some portion of the development costs in order to affect the merger. The merger is complex. It will impact over 31,000 clients, 350 staff positions, 9+ office sites, 2 very different and "obsolete" technology systems, 3 different bargaining agents and a huge number of programs and services for thousands of Winnipeg employers, landlords, vendors and residents. The development costs for the One-Tier Program will be significant. What portion of those costs, if any, is the City prepared to pay? If the major intent of the merger is to reduce costs, how will the City share in any future savings from the merger? What say, if any, will the City of Winnipeg have in future employment and financial support programs for Winnipeg residents?

Report of the Executive Policy Committee dated September 18, 1996

Moreover, prior to making a formal presentation on these issues, Council needs to decide whether it agrees with the concept that the transfer will occur on a relatively cost-neutral basis. The goal would be to reach a mutual agreement on the amount or the formula to determine an amount payable by the City to the Manitoba Government for the costs of delivering social assistance in Winnipeg in future years.

At this juncture, it would be appropriate for Winnipeg City Council to officially indicate its support or opposition to the merger, indicate its support or opposition to the principle of relative cost-neutrality, and go on record as to wanting to negotiate the terms of the transfer. The presentation to the Law Amendments Committee could include registering agreement with the framework in the legislation or disagreement with all or part of the framework, and concerns about issues such as costs, timing, protection of particular programs or services for the public, staff and so forth.

The Executive Policy Committee recommends:

I. That an appropriate elected representative of The City of Winnipeg make a presentation on the City's position before the Law Amendments Committee when Bill 36 goes for public hearings and that the Province of Manitoba be advised that the City has serious concerns about the lack of definition around the term "relatively cost neutral" as well as any other financial implications which may impact on the City.

II. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Moved by Councillor Silva,

Adoption of the clause.

The Speaker called the Deputy Speaker, Councillor Prystanski, to the Chair in order to participate in the debate.

The motion for the adoption of the clause was put and declared carried.

Councillors Murray, Thomas and Vandal asked to be recorded as having voted against the clause, in accordance with Rule 50.7 of the Procedure By-law.

Winnipeg Millennium

File GC-8 (Vol. 5)

990 - 5. The approaching millennium of the twenty-first century provides an opportunity to reflect on the past, to consider the good things in life and to focus on the future. Winnipeg is rich in the legacies of the past which serve us today. Both Assiniboine Park and the Shoal Lake to Winnipeg aqueduct are examples of providing for the future. Given what has been left to use and enjoy, it is appropriate to consider what will be left for future generations. The Millennium Committee will focus on this and other issues.

It is interesting to consider that the new Millennium presents an opportunity for global participation where, for the first time, experiences can be shared on a global basis. Also there will be an opportunity for world-wide new beginnings to refresh and replenish the human spirit.

A Millennium Committee will act as a focal point in keeping track of Millennium activities and in maintaining dialogue with the public. The committee will assist community groups and organizations to stage events and develop projects. Promotion of public involvement is a central committee role. The Millennium Committee will establish a fund-raising component for support of committee staff, legacy projects, events, public information and participation and Millennium celebrations. The private sector, all governments and the community-at-large will be asked to contribute financially and in-kind over the next four years. Linkages will be made with other cities and Millennium organizations through Internet relationships. The Winnipeg Public Library will establish a world-wide-web Millennium Home Page.

Report of the Executive Policy Committee dated September 18, 1996

It is envisioned that the Millennium Committee will represent a wide spectrum of Winnipeg society. The City's richness is in its diversity. Special emphasis will be given to youth for whom the next Millennium unfolds. With respect to Last and First night activities, public events will be held both on New Year's Eve, 1999 and on New Year's Eve, 2000.

Winnipeg is a bit of everything with a lot of heart. In the origins of its people, its culture and commerce, it reaches to everywhere. In the theme of things, Winnipeg is:

"The Centre of the Planet"

As the City contemplates a new Millennium and an opportunity for "involvement", the City should consider the basic principles that set the stage for the activities of the next four years. As a starting point, the following are offered:

1. Be inclusive and open - everyone's ideas and quality of life are important.

2. Think nationally and internationally where planet preoccupation creates opportunity.

3. Involve and support young people who are often unfairly maligned.

4. Develop a positive working relationship with the media in recounting history and leaving legacies for the future.

5. Support and acknowledge local talent.

6. Profile, involve and support the Aboriginal Community as the past makes way for a brighter future in the new Millennium.

7. Enhance the status of cities in the Canadian situation.

8. See Winnipeg as part of a viable region by involving neighbours in Winnipeg Millennium events and projects.

9. Focus on fun - let laughter into everything.

10. Showcase and use technology - from business to games - from hospitals to holograms, the prospects are mind boggling.

Winnipeg Millennium is not dependent upon extensive government support. It is dependent upon wide-scale community participation and involvement. A small co-ordinating office will promote activities but apart from public idea nights and information distribution, others will take on sponsorship responsibilities. Legacy projects, for example, will be funded outside the Winnipeg Millennium budget as separate and distinct enterprises. The City of Winnipeg will support such projects with non-financial resources. It is also hoped that the City is able to identify its own legacy initiatives within existing budgetary realities. Public computer access at the Library and development of a City archives are examples of potential City Millennium projects.

It is recommended that the City provide $30,000 a year for four years to establish and sustain Winnipeg Millennium Inc. This organization would act on behalf of City Council in co-ordinating Millennium activities, and be registered at the Provincial Corporations Branch as a Public Non-Profit Corporation. At this time, the Provincial and Federal Governments should each be requested to provide a similar contribution. As an alternative to the use of standing budgets, consideration could be given to the use of the Strategic Initiatives Budget of the Winnipeg Development Agreement. Rationale for use of this budget rests on the fact that this "seed money" will be utilized to establish a fund raising vehicle for Millennium projects and events. It is expected that the City of Winnipeg would make office space available for Winnipeg Millennium Inc. without charge and that board and meeting room space would be available. City staff support will also be required.

On the topic of organization, emphasis is on simplicity. The Mayor acts as the bridge between Council and the Millennium Corporation as Honorary Chair. A Chair, Co-Chair and Steering Committee support the various activities of the functional committees and the committee-at-large. It is recognized that functional committees may seek representation beyond the membership of the committee-at-large.

Report of the Executive Policy Committee dated September 18, 1996

Five functional committees have been identified, however, the Millennium Committee will ratify a final organization. Committees may wish to focus on:

1. Last and First Night planning and staging.

2. Projects and events planning and development.

3. Fundraising.

4. Linkages - with Canadian cities through a national Millennium Commission, sister cities, etc.

5. Communications and media relations.

The objective is to have the Mayor appoint the Chair, Co-Chair and Directors of Winnipeg Millennium Inc. immediately following Council ratification of this report. City support staff will also be identified to assist with incorporation, finalizing the organizational format and identifying immediate tasks. A request is being made to Federal and Provincial Governments for financial assistance to support the Millennium Corporation and to consider legacy projects for Winnipeg. All governments must participate in this important endeavour which embraces the entire City.

Final plans are underway to establish a Winnipeg Millennium Home Page on the Internet. This can take place immediately after the Board is appointed. The Home Page need not be a finished product but can appear "under construction" as we gain flight and develop. All of the tasks outlined can be completed during the remainder of 1996. With an operational committee in 1997, we look forward to an exciting four years of activity, within which we will arrive at Winnipeg's 125th birthday and the hosting of the Pan American Games.

The Executive Policy Committee recommends:

I. That Winnipeg Millennium Inc. be established to act on behalf of City Council in order to plan for events and projects to acknowledge the closing of the twentieth century and the arrival of the new millennium.

II. That seed money be provided in the amount of $30,000 to organize and support the Millennium Committee this year and $30,000 each consecutive year for 1997, 1998 and 1999.

III. That the Provincial and Federal Governments be requested to match the City's contribution.

IV. That a Winnipeg Millennium office be established.

V. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

The Speaker here resumed the Chair.

Moved by Councillor Murray,
That the clause be referred back to the Executive Policy Committee.

The motion to refer was put.

The Speaker called for the yeas and nays, which were as follows:-

Yea: Councillors Murray, Thomas and Vandal, 3

Nay: Councillors Prystanski, Golden, Lubosch, Phillips, Steek, Timm-Rudolph, Deputy Mayor Eadie, Her Worship Mayor Thompson and Councillor Angus. 9

and the motion to refer the clause to the Executive Policy Committee was declared lost.

Report of the Executive Policy Committee dated September 18, 1996

In amendment,

Moved by Councillor Timm-Rudolph,
Seconded by Her Worship Mayor Thompson,

THAT the funding needs identified in recommendation 2 be allocated out of the surplus monies remaining from the Winnipeg Winter Cities 1996.

The amendment was put and declared carried.

The motion for the adoption of the clause, as amended, was put.

Councillor Murray called for the yeas and nays, which were as follows:-

Yea: Councillors Lazarenko, Lubosch, Phillips, Silva, Steek, Timm-Rudolph, Deputy Mayor Eadie, Her Worship Mayor Thompson and Councillor Angus. 9

Nay: Councillors Golden, Murray, Thomas and Vandal. 4

and the motion for the adoption of the clause, as amended, was declared carried.

Request to The Province of Manitoba to take over responsibility for Property Assessment in The City of Winnipeg
File AB-2 (Vol. 9)

991 - 6. On March 20, 1996, Council ruled automatic referral of the following motion to the Executive Policy Committee, under Rule 16.1 of the Procedure By-law No. 5400/90:

Moved by Councillor Lazarenko,
Seconded by Councillor Vandal,

WHEREAS, on February 27, 1996, the Chief Commissioner, the Mayor and the Deputy Mayor announced an immediate unbudgeted requirement of approximately $54.5M for unanticipated Assessment Appeal Refunds as follows (in $ Millions):

	1990-93	*1994*	*1995*	*1996*	*TOTAL*
SHORTFALL	*$25.1*	*5.3*	*7.5*	*12.1*	*$50.0*
PROVISION FOR UNCERTAINTY					*$ 4.5*
TOTAL					*$54.5*

due to the following causes:

1) *The Financial Model did not predict the Tax Impact accurately,*
2) *Insufficient assumptions, knowledge and communication,*
3) *Insufficient insight due to complexity of calculation;*

Report of the Executive Policy Committee dated September 18, 1996

and the following factors:

FINANCIAL MODEL		
Experience Change		*$32.1*
Assessment Reductions by the Municipal Board		*4.4*
NEW FACTORS (Not included in original Model)		
Municipal Board - New Appeals		*5.5*
Business Tax Appeals	*7.2*	
More Appeals in 1996 than Anticipated		*0.8*
Provision for Uncertainty		*4.5*
TOTAL		*$54.5*

AND WHEREAS, on March 2, the City Assessor resigned;

AND WHEREAS, on March 18, Council approved drawing the total requirement from Account Restructuring ($17.5M) and Reserves ($37.0M);

AND WHEREAS, as the situation now stands, it is likely that, from 1990 to the end of 1996, the City will have to pay out more than $200M in Assessment Appeal Refunds;

AND WHEREAS, on March 18, the Mayor advised that implementation of the computer assisted mass appraisal system was six months behind schedule and that the delay will force the City to ask the Province to postpone the 1997 Assessment;

AND WHEREAS the City lacks the staff and resources to carry out the 1997 Assessment;

AND WHEREAS the Province of Manitoba is responsible for assessment in Manitoba outside the City of Winnipeg;

THEREFORE BE IT RESOLVED that the City ask the Province to takeover responsibility for property assessment within the City of Winnipeg.

On April 3, 1996, Executive Policy referred the matter to the Board of Commissioners for report back, and on June 19, 1996, Council granted an extension of time of 60 days to allow for further consideration.

Inasmuch as the final report from the Administration has not yet been submitted, the Executive Policy Committee recommends that Council grant a further extension of time of 30 days to allow for consideration of this matter.

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

Carried.

Strategy to reduce School and City Government Dependency on Mill Rate Based Property Taxes
Files FE (1996) & FL-3 (Vol. 10)

992 - 7. On April 10, 1996, at its Special Meeting, Council ruled automatic referral of the following motion to the Executive Policy Committee, under Rule 16.1 of the Procedure By-law No. 5400/90:

Moved by Councillor Murray,
Seconded by Councillor Thomas,

BE IT RESOLVED that the City present a comprehensive financial management strategy to reduce school and City government dependency on mill rate based property taxes to the people of Winnipeg in the form of a plebiscite.

Report of the Executive Policy Committee dated September 18, 1996

On April 17, 1996, Executive Policy Committee referred the matter to the Board of Commissioners for report back, and on June 19, 1996, Council granted an extension of time of 60 days to allow for further consideration.

Inasmuch as the City has adopted a financial management plan, the Executive Policy Committee recommends that the motion be filed.

Adopted by consent.

Moved by Councillor Murray,
That the rule be suspended to allow Council to reconsider Clause 7, which had been adopted by consent.

The motion to suspend the rule was put and declared carried.

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

The motion for the adoption of the clause was put.

Councillor Golden called for the yeas and nays, which were as follows:-

Yea: Councillors Prystanski, Clement, Phillips, Silva, Timm-Rudolph, Deputy Mayor Eadie, Her Worship Mayor Thompson and Councillor Angus. 8

Nay: Councillors Golden, Lazarenko, Lubosch, Murray, Thomas and Vandal. 6

and the motion for the adoption of the clause was declared carried.

Unused Capital Borrowing Authorit
File FC-1 (1997-2001) (Vol. 1)

993 - 8. On September 27, 1995, Council ruled automatic referral of the following motion to the Executive Policy Committee, under Rule 16.1 of the Procedure By-law No. 5400/90:

Moved by Councillor O'Shaughnessy,
Seconded by Councillor Murray,

WHEREAS the City is faced with fiscal restraint and a Council directive to decrease the amount of capital borrowing;

AND WHEREAS all capital borrowing authority is approved by Council prior to the actual expenditure;

AND WHEREAS surplus borrowing authority arises due to under expenditure or cancellation of projects;

AND WHEREAS this unused capital borrowing authority is often appropriated for other projects, which may not have been priorized by Council in the 5-year Capital Program;

AND WHEREAS in the event of special or emergency circumstances which give rise to projects which cannot be delayed until the following year's annual capital budget, a supplemental capital budget could be approved;

THEREFORE BE IT RESOLVED that the practise of continuing unused capital borrowing authority be terminated and that no surplus borrowing authority be transferred to any other project.

Report of the Executive Policy Committee dated September 18, 1996

On November 22, 1995, Executive Policy Committee requested the Board of Commissioners to report back on the pros and cons of implementing this motion and on June 19, 1996, Council granted an extension of time of 60 days to allow for further consideration of the matter.

Inasmuch as the cancellation by-law is currently being written and the final report from the Board of Commissioners has not yet been submitted, the Executive Policy Committee recommends that Council grant an additional extension of time of 60 days to allow for consideration of this matter.

Adopted by consent.

Sale of The Winnipeg Jets NHL Franchise
File F-5.1 (Vol. 5)

994 - 9. On January 24, 1996, Council ruled automatic referral of the following motion to the Executive Policy Committee, under Rule 16.1 of the Procedure By-law No. 5400/90:

Moved by Councillor Thomas,
Seconded by Councillor Murray,

WHEREAS Clause 26 of the Report of Executive Policy Committee dated January 17, 1996, provides information for Council on the Winnipeg Jets Agreement;

BE IT THEREFORE RESOLVED THAT:

1) The Mayor inform Council fully of what the Jets operating budget was, as approved by the Steering Committee on October 5, 1995 and if there have been any changes to the 1995/96 budget and all revisions to date;

2) The Mayor clarify publicly the position of City Council to all parties involved in the sale of the Winnipeg NHL franchise. This to include:

A) That the City/WEC will be fully redeemed for the sale of its shares in the Winnipeg Jets NHL Hockey franchise in the 1996 fiscal year;

B) That the City notify the current owners and all parties to the sale agreement that the City considers the current sale arrangements of the Winnipeg Jets between Mr. Shenkarow et al and Mr. Gluckstern et al to be an irrevocable sale and that the WEC will offer no further subsidy of the team or ice time in the Winnipeg Arena beyond the current season;

C) That the date of the closing of the sale of the team be specified to be on or before June 30, 1996.

On February 7, 1996, Executive Policy Committee referred the matter to the Board of Commissioners for report back, and on May 15, 1996, Council granted an extension of time of 60 days. On July 24, 1996, Council granted an additional extension of time of 60 days.

The Executive Policy Committee recommends that the motion be filed inasmuch as the final report on the sale of the Winnipeg Jets will be forwarded to a Council Seminar to be scheduled in the near future.

Report of the Executive Policy Committee dated September 18, 1996

Moved by Councillor Clement,
Adoption of the clause.

The motion for the adoption of the clause was put.

Councillor Thomas called for the yeas and nays, which were as follows:-

Yea: Councillors Clement, O'Shaughnessy, Phillips, Silva, Steek, Timm-Rudolph, Deputy Mayor Eadie, Her Worship Mayor Thompson and Councillor Angus. 9

Nay: Councillors Golden, Lazarenko, Murray and Thomas. 4

and the motion for the adoption of the clause was declared carried.

Winter Cities Association
File GC-8.10 (Vol. 3)

995 - 10. On September 18, 1996, the Executive Policy Committee passed the following motion, namely:

WHEREAS at its meeting on September 18, 1996, the Executive Policy Committee heard Harold Buchwald, Chairman of the 7th International Winter Cities Winnipeg 1996 Inc. in delegation;

AND WHEREAS Mr. Buchwald submitted the following resolution as adopted by the Board of Directors of Winnipeg Winter Cities '96 Inc., namely;

> *"WHEREAS it appears that 7TH INTERNATIONAL WINTER CITIES WINNIPEG 1996 INC. ("WINNIPEG WINTER CITIES '96) will enjoy a surplus on its operations of approximately $678,644 after payment of all accounts in relation to the staging of the 7th International Northern Intercity Conference of Mayors, the biennial International Winter Cities Showcase (Forum and Trade Exhibition) and related events and activities in Winnipeg February 9th to 13th, 1996;*
>
> *AND WHEREAS by the terms of the funding granted to WINNIPEG WINTER CITIES '96 any surplus is to be returned to the City of Winnipeg and to the Province of Manitoba in the proportions such grants were advanced to it ($900,000 by the City and $800,000 by the Province;)*
>
> *AND WHEREAS it is the view of the Board of Directors of WINNIPEG WINTER CITIES '96 that, prior to returning the surplus, funds be reserved from it for:*
>
> *(a) Winnipeg's presence and participation in the biennial conference of Northern Intercity Conference of Mayors and the concurrent International Winter Cities Committee Showcases, as well as other Winter Cities Committee related events to and including the year 2000;*
>
> *(b) an endowment fund to be used to initiate an annual Winter Lights Parade for the citizens of Winnipeg as a perpetual legacy of WINNIPEG WINTER CITIES '96;*
>
> *BE IT RESOLVED that the Board of Directors of WINNIPEG WINTER CITIES '96 recommend to the Mayor of the City of Winnipeg and to the Minister of Finance, Province of Manitoba that the aforesaid surplus of approximately $678,644, or the actual amount thereof following payment of all accounts, final audit and the closing out and termination of the affairs and undertaking of WINNIPEG WINTER CITIES '96, be distributed as follows:*

Report of the Executive Policy Committee dated September 18, 1996

1. *The sum of $300,000 be paid over to Tourism Winnipeg to be retained by it in a separate trust account (the WINNIPEG WINTER CITIES '96 Trust Fund), the proceeds of which, including interest earned thereon, to be used to fund attendance by the Mayor and Official Delegates of the City of Winnipeg, other Winnipeg representatives, and other expenses of participation, as appropriate, at the biennial Conferences of the Northern Intercity Conference of Mayors, concurrent International Winter Cities Committee Showcases, meetings of the Secretariat and of the Winter Cities Committee, and other similar expenditures as deemed appropriate, up to and including the year 2000;*

2. *The sum of $150,000 to establish an Endowment Fund with the City of Winnipeg ("THE WINNIPEG WINTER CITIES '96 ENDOWMENT FUND"), the annual income from which shall be used by the Mayor to provide funding and support for an annual winter lights parade as a legacy of WINNIPEG WINTER CITIES '96, with discretion in the Mayor to utilize such portions of the capital from time to time as deemed appropriate in furtherance of the foregoing; and*

3. *The remaining balance in full, to be remitted as follows:*

   (a) to the City of Winnipeg - 9/17ths thereof
   (b) to the Province of Manitoba - 8/17ths thereof

BE IT FURTHER RESOLVED that the Chairman be authorized to take such steps and do all things as may be necessary to implement the foregoing.

The final audit indicates the actual excess of revenues over expenditures is $692,786 and the resulting surplus is $242,786 (rather than $225,000).

Accordingly, Winnipeg Winter Cities '96 is pleased to remit the following accounts:

To the City of Winnipeg	
(9/17 of $242,786)	*$126,248.72*
To the Province of Manitoba	
(8/17 of $242,786)	*$116,537.28*
	$242,786.00"

AND WHEREAS the Federal and Provincial governments have agreed to the recommendations outlined therein;

AND WHEREAS the Executive Policy Committee is in agreement with the establishment of a $300,000 reserve trust account to administer the City of Winnipeg's participation in the International Winter Cities Association as outlined;

AND WHEREAS the Executive Policy Committee is in agreement that the sum of $300,000 be administered by Tourism Winnipeg and that Tourism Winnipeg will assume responsibility for the selection of appropriate representatives and approval of expenses;

AND WHEREAS the Executive Policy Committee is in agreement with the establishment of the fund in the amount of $150,000 to support an annual winter lights parade as a legacy of Winnipeg Winter Cities '96;

AND WHEREAS it is the intention of the Mayor to have the winter lights parade fund administered by a Committee to be appointed by the Mayor and to operate through Tourism Winnipeg;

NOW THEREFORE BE IT RESOLVED THAT the recommendations as submitted by the Board of Directors of the 7th International Winter Cities Winnipeg 1996 Inc. be approved.

The Executive Policy Committee submits this resolution to Council for approval.

Report of the Executive Policy Committee dated September 18, 1996

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

The Speaker called the Deputy Speaker, Councillor Prystanski, to the Chair in order to participate in the debate.

The motion for the adoption of the clause was put.

Councillor Silva called for the yeas and nays, which were as follows:-

Yea: Councillors Clement, Lazarenko, O'Shaughnessy, Phillips, Silva, Steek, Timm-Rudolph, Deputy Mayor Eadie, Her Worship Mayor Thompson, Councillors Angus and Prystanski. 11

Nay: Councillors Golden, Murray, Thomas and Vandal. 4

and the motion for the adoption of the clause was declared carried.

Proposed Amendment to Bill 43 and The Municipal Assessment Act
File AB-2 (Vol. 10)

996 - 11. On September 18, 1996, the Executive Policy Committee passed the following motion, namely:

WHEREAS a series of amendments intended to strengthen The Municipal Assessment Act have been introduced in the Manitoba Legislature under Bill 43;

AND WHEREAS one of the recommended amendments would extend the reassessment cycle from a three-year period to a four-year period, effectively moving the next assessment from 1997 to 1998;

AND WHEREAS the report entitled "City of Winnipeg Property Tax Assessment Inquiry" submitted by Mr. John Scurfield, Q.C. recommends, in part, as follows:

> *"that the 1997 general assessment be postponed and that the City Assessor next be required to complete a general assessment and deliver the resulting assessment roll to the City of Winnipeg no later than September 30, 1998."*

AND WHEREAS the Executive Policy Committee concurs in the above recommendation for a further delay in the next assessment;

THEREFORE BE IT RESOLVED that the Province of Manitoba be requested to amend Bill 43 and The Municipal Assessment Act to accord this recommendation, and move the General Assessment to the year 1999.

The Executive Policy Committee submits this resolution to Council for approval.

Moved by Deputy Mayor Eadie,
Adoption of the clause.

The motion for the adoption of the clause was put.

Councillor Golden called for the yeas and nays, which were as follows:-

Report of the Executive Policy Committee dated September 18, 1996

Yea: Councillors Clement, Lubosch, Murray, O'Shaughnessy, Phillips, Silva, Steek, Thomas, Timm-Rudolph, Vandal, Deputy Mayor Eadie, Her Worship Mayor Thompson, Councillors Angus and Prystanski. 14

Nay: Councillors Golden and Lazarenko. 2

and the motion for the adoption of the clause was declared carried.

Appointment of a Chief Financial Officer
File GP-1.29 (Vol. 1)

997 - 12. On September 18, 1996, the Executive Policy Committee passed the following motion, namely:

WHEREAS Council at its meeting of March 18, 1996, appointed Mr. John Scurfield, Q.C., as the Inquiry Officer to conduct the City of Winnipeg's "Property Tax Assessment Inquiry";

AND WHEREAS the report submitted by Mr. John Scurfield was tabled at a Special Meeting of the Executive Policy Committee on July 23, 1996;

AND WHEREAS the Executive Policy Committee has commenced its review of the extensive Report and its far-reaching recommendations;

AND WHEREAS the Report recognizes that given the size of the civic corporation it is desirable to have a chief financial officer position to oversee all financial responsibilities of the City;

AND WHEREAS the Executive Policy Committee has recognized the challenging financial realities facing the City of Winnipeg, and is currently preparing to begin the 1997 & 1998 Current Estimates deliberations, and deems it necessary to act immediately on the Report's recommendation regarding a chief financial officer position;

THEREFORE BE IT RESOLVED that a chief financial officer position (Level XII, Senior Management Salary Schedule), reporting directly to the City's chief administrative officer, be created;

AND BE IT ALSO RESOLVED that the Executive Policy Committee be directed to immediately undertake the recruitment and selection of a suitable candidate with a view to reporting back to Council as soon as a suitable candidate has been selected.

The Executive Policy Committee submits this resolution to Council for approval.

Moved by Her Worship Mayor Thompson,
Adoption of the clause.

The motion for the adoption of the clause was put.

Councillor O'Shaughnessy called for the yeas and nays, which were as follows:-

Yea: Councillors Clement, Lubosch, O'Shaughnessy, Phillips, Silva, Steek, Deputy Mayor Eadie, Her Worship Mayor Thompson, Councillors Angus and Prystanski. 10

Nay: Councillors Golden, Lazarenko, Murray, Thomas, Timm-Rudolph and Vandal. 6

and the motion for the adoption of the clause was declared carried.

Report of the Executive Policy Committee dated September 18, 1996

Appointment of the City Auditor
File GP-1.2 (Vol. 3)

998 - 13. The Audit Committee appointed Her Worship Mayor Thompson, Councillor Mike O'Shaughnessy and Councillor Garth Steek to the Selection Committee for the appointment of a City Auditor. Carol Bellringer, the current City Auditor and Ken Houssin of Deloitte and Touche, acted as coordinator and advisor, respectively. After conducting an extensive provincial and national search, the Selection Committee interviewed three (3) short listed candidates. Gail Stephens was the unanimous recommendation of the Committee. The Selection Committee is proposing a salary of $98,358 which is equivalent to a proposed compensation package that Ms. Stephens indicated she was currently considering accepting with a Manitoba Provincial Crown Corporation.

Ms. Stephens, a Certified General Accountant, is currently the Vice President & Chief Financial Officer at the Economic Innovation & Technology Council of the Province of Manitoba (1994 - present). Prior to that she was the Director of Finance and Administration for Manitoba's first Special Operating Agency - Fleet Vehicles (1992-1994). In addition to strong financial skills, Gail has a diverse background bringing well-rounded skills to the job.

In 1991, Gail was featured in the 1991 summer issue of Business People Magazine, "91s Top Guns - Twelve Top Bright Prospects for Success." She was selected to appear on the national CBC - Newsworld documentary about professionals who had made successful career shifts. The hour-long program aired in September 1991. The shift was made after Gail had completed a successful career for over ten years as an elementary school teacher (1972-1984).

Including her career change, Gail has extensive experience in directing dramatic change:

- played a key role in setting up the Province's first Special Operating Agency
- led the negotiations for the establishment of a public-private partnership for an environmental testing laboratory at the Economic Innovation and Technology Council
- played a leadership role in introducing the Business Planning process and preparing for the introduction of performance measurement at the Province

Also of note, Gail was the Gold medalist for Manitoba in her final year of the (CGA) program, demonstrated accomplishments from her experience in both the public and private sectors, with designing and implementing management information systems and with business and strategic planning, measurement and benchmarking.

The Executive Policy Committee recommends:

I. That Gail Stephens, CGA, be hired as City Auditor, effective October 15, 1996, at Step 21 of Level IX of the Senior Management salary scale ($98,358/year) and be offered the standard five year renewable Department Head contract.

II. That the Proper Officers of the City be authorized to do all things necessary to implement the foregoing.

Adopted by consent.

EXECUTIVE POLICY COMMITTEE

MOTIONS

Moved by Councillor Lazarenko,
Seconded by Councillor Thomas,
999 - WHEREAS administrative organizational change resulting from "New Directions" represents an "enormous undertaking," as the Chief Commissioner describes in a News Release of April 15th, 1994, attached as Appendix "A";

AND WHEREAS "New Directions" requires the implementation of a series of incremental changes and regular reports to Council;

AND WHEREAS the "Scurfield Report" raises questions about administrative organization which the City must address in order to avoid further problems;

AND WHEREAS the Executive Policy Committee has approved the hiring of a Chief Financial Officer at a grade equivalent to that of a Commissioner, in absence of a Council approved organization to accommodate this position;

THEREFORE BE IT RESOLVED that a Council Seminar be convened as soon as possible to hear a presentation by the Board of Commissioners on the status of the present, reformed administrative organization under "New Directions".

Automatic Referral to the Executive Policy Committee in accordance with Rule 16.1 of the Procedure By-law

(Copy of Appendix "A" is on file in the office of the City Clerk)

Moved by Councillor Lazarenko,
Seconded by Councillor Murray,
1000 - WHEREAS the City of Winnipeg strives to have fair and equitable employment policies:

AND WHEREAS The Canadian Charter of Rights and Freedoms is redefining dependents and broadening the definition of families:

THEREFORE BE IT RESOLVED that the Executive Police Committee review the definition of dependents in civic pension, health and benefit plans and bring forward a policy to include all legal dependent family members in civic benefit plans.

Automatic Referral to the Executive Policy Committee in accordance with Rule 16.1 of the Procedure By-law

Moved by Councillor Clement,
Seconded by Councillor Silva,
1001 - WHEREAS the Wilkes South Secondary Plan, By-law No. 6391/94, and as amended by By-law No. 6867/96, was originally adopted by Council on September 21, 1994;

AND WHEREAS the plan prohibited the use of septic fields on lots less than 2.0 acres (0.8 hectares);

AND WHEREAS this is a more stringent requirement than governed by the Sewer By-law No. 5058/88 which permits the use of septic fields on lots greater than or equal to 1.0 acres (0.4 hectares);

AND WHEREAS the Secondary Plan was intended to provide direction related to subdivision of lots, and was not intended to apply to lots of record;

AND WHEREAS lots of record with areas smaller than 2.0 acres (0.8 hectares) exist within the area defined by the Plan as Liberty / Loudoun North;

AND WHEREAS the wording in the Secondary Plan By-law does not specifically exempt lots of record in the area;

AND WHEREAS Mr. Tim Salisbury, the owner of a lot 1.215 acres (0.49 hectares) in area at 3345 Howe Avenue has been refused a permit to construct a septic field for a newly constructed house;

Executive Policy Committee - Motions (continued)

NOW THEREFORE BE IT RESOLVED that Council direct the administration to issue a permit for a septic field for 3345 Howe Avenue immediately, and that the administration be directed to prepare an amendment to the Wilkes South Secondary Plan By-law exempting lots of record within the area defined by the Plan as Liberty / Loudoun North.

The Speaker ruled automatic referral to Executive Policy Committee in accordance with Rule 16.1 of the Procedure By-law.

Moved by Councillor Clement,
That the rule be suspended to allow consideration of the motion at this time.

Carried.

The motion was put and declared carried.

EXECUTIVE POLICY COMMITTEE

CONSIDERATION OF BY-LAWS

1002 - On motion of Her Worship Mayor Thompson, By-law No. 6801/96, a by-law of The City of Winnipeg to amend By-law No. 5915/92, a by-law establishing Plan Winnipeg, being a statement of the City's policy and general proposals in respect of development or use of land in the City, was read a third time.
File EP-1.1 (PW 1/96) (Vol. 1)

In amendment,

Moved by Her Worship Mayor Thompson,
Seconded by Deputy Mayor Eadie,

THAT the boundary map contained on page 2 of By-law No. 6801/96 be deleted and replaced with the new boundary map as outlined on Appendix "A" of Clause 1 of the Report of the Executive Policy Committee dated September 18, 1996.

Carried.

Councillor Thomas asked to be recorded as having voted against the amendment, in accordance with Rule 50.7 of the Procedure By-law.

Her Worship Mayor Thompson moved that this constitute the third reading of By-law No. 6801/96, as amended, and that same be ordered to be signed and sealed, which motion was carried.

Councillor Thomas asked to be recorded as having voted against the third reading of By-law No. 6801/96, as amended, in accordance with Rule 50.7 of the Procedure By-law.

On motion of Her Worship Mayor Thompson, By-law No. 6891/96, a by-law of the City of Winnipeg to reactivate certain local improvements on River Road deferred by By-law No. 5978/92, was read a first, second and third time, the rule being suspended for the third reading, and was passed and ordered to be signed and sealed. File SL-3 (Vol. 14)

EXECUTIVE POLICY COMMITTEE

QUESTION PERIOD

1003 - Councillor Lazarenko requested an update on the establishment of the Taxation Fairness Committee.

Her Worship Mayor Thompson advised that Councillor Steek would answer the question upon his return to the Council Chamber.

Councillor Golden questioned if Her Worship had received any word from SnowCap on the extent of their progress to construct a multiplex downtown. He further questioned when a hearing and seminar would be scheduled to inform Council of their intentions.

Her Worship Mayor Thompson noted the group had until November 30, 1996 to exercise their option and that she was aware that they had raised some money. Her Worship indicated that a Council Seminar had not been scheduled and suggested that at the will of Council, the request be forwarded to herself.

Councillor Golden noted the importance of receiving the information and recalled that there was to have been a feasibility report on the matter by October 15, 1996 and questioned whether there was further communication on this matter.

Her Worship acknowledged the importance of the material and advised that her staff would check on the deadline and forward the information to Council.

Councillor Golden questioned the lands under option, inquired about the boundaries, and requested provision of a site map.

Her Worship noted that Mr. Sveinson had recently forwarded to all Members of Council an invitation to a forum on the proposed downtown entertainment centre. Her Worship then referred to information received from the Chief Commissioner and advised that the land in question was City owned land located inside the tracks.

Councillor Thomas requested identification of the amount of money paid to Mr. Grant Mitchell for his participation in labour negotiations. Councillor Thomas further inquired about the number of negotiation meetings that Mr. Grant Mitchell had attended with the union executive as part of face to face negotiations. In addition, she inquired about the number of unions seeking arbitration and the number that have settled, or were close to settling, as a result of Mr. Mitchells input.

Her Worship advised that the information would be provided to Councillor Thomas by the administration.

Councillor Murray referred to the restructuring of the Canadian National Railway and the Canadian Pacific Railway and the resultant loss of jobs in Winnipeg and questioned the action taken, or advantage leveraged, to convince the railways to maintain jobs in Winnipeg.

Her Worship acknowledged that these companies were facing global restructuring and advised that efforts were ongoing with Winnipeg 2000, businesses, and crown corporations, in an attempt to build upon restructuring and keep Winnipeg a transportation hub.

Councillor Murray noted that Calgary is Winnipeg's major competitor for WinnPort, the mid-continental trade corridor, and trading relationships. He questioned if Her Worship would approach the Premier and the Regional Federal Minister to work towards keeping critical rail infrastructure and have Winnipeg chosen as the rail hub for Western Canada. He further questioned whether the Mayor would be prepared to work together and approach the other levels of government to secure or convince CN and CP of the attractiveness of Winnipeg as the transportation hub.

Her Worship affirmed that the City would continue to work with the Province and the Federal Government and noted the numerous initiatives currently underway with the rail component of the WinnPort Project. She further noted the efforts of Councillor Silva and Deputy Mayor Eadie on the airport initiative. In addition, she advised that work was ongoing with Minister Axworthy and a number of private sector people to bring the energy of the trucking, rail, and air transportation industry together at WinnPort.

Executive Policy Committee - Question Period (continued)

Councillor Murray noted that quick action was required and requested that executives from CN and CP be appointed to the Winnipeg 2000 Board in order to work to retain the rail facility in Winnipeg.

Her Worship Mayor Thompson referred the question to Councillor Silva.

Councillor Silva advised that the City of Winnipeg was currently involved through the airport initiative and noted that the issue had been discussed at the table with all of the players pertaining to Winnipeg, the railways, levels of government, WinnPort, and the multi-modal transportation cargo hub initiative. Councillor Silva acknowledged the seriousness of the situation and assured Council that the City would continue to pursue the initiative to retain Winnipeg's rail capacity.

Councillor Golden questioned if the Mayor could ascertain whether the docking facilities shown on the site for the proposed multiplex were available for tendering and inquired if the land at the rivers' edge was part of the project or committed as the marina.

Her Worship Mayor Thompson advised that the property was Forks' land and within the tendering process.

Councillor Golden requested an update on the opening of Portage Avenue and Main Street to citizen thoroughfare.

Her Worship replied that authorization had been obtained to open the Richardson corner and noted that another company had indicated, at a recent meeting, that they were no longer opposed to the opening. She further advised that the City would continue to pursue a commitment for the remaining corners.

Moved by Councillor Angus,

That Council continue in session beyond the hour of 6:00 p.m. to conclude Question Period.

Carried.

Councillor Angus referred to the 1997 budget schedule and questioned the status of the budget process.

Her Worship advised that the process was being worked on in conjunction with the Administration, and indicated that a revised scheduled would be brought forward for Council review. Her Worship noted that the utility rates and Capital Budget must be adopted in 1996, but suggested that the budget process would go beyond December.

Councillor Angus referred to budgetary difficulties experienced by the City of Winnipeg, noted the stress of vacancy management, and questioned if the City would be on target to have a balanced budget or a deficit this year.

Her Worship referred the question to the Administration for a specific report. Deputy Mayor Eadie stated that the vacancy management process was expected to provide better results than originally predicted when the budget was passed.

Councillor Angus inquired if the City was targeting for zero, or a reduction in property taxes, and further inquired about the realistic possibility of accomplishing that goal.

Her Worship noted that Winnipeg is not in a favourable tax position and advised that a zero tax increase or reduction was definitely a priority as taxpayers expected significant results from Council.