



City of Hamilton

EMERGENCY & COMMUNITY SERVICES COMMITTEE ADDENDUM

Meeting #: 19-009
Date: August 15, 2019
Time: 1:30 p.m.
Location: Council Chambers, Hamilton City Hall
71 Main Street West

Tamara Bates, Legislative Coordinator (905) 546-2424 ext. 4102

10. DISCUSSION ITEMS

- *10.6 Changes to Provincial Funding - Long Term Care (HSC19047) (City Wide)
- *10.7 Deputy Fire Chief Appointment (HSC19005(a)) (City Wide)


12. NOTICES OF MOTION

- *12.1 Valley Park Tennis Courts
- *12.2 Restorative Practices Council and Senior Leadership Team Workshop



Hamilton

INFORMATION REPORT

TO:	Chair and Members Emergency and Community Services Committee
COMMITTEE DATE:	August 15, 2019
SUBJECT/REPORT NO:	Changes to Provincial Funding - Long Term Care (HSC19047) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Holly Odoardi 905-546-2424 Ext. 1906
SUBMITTED BY:	Paul Johnson General Manager Healthy and Safe Communities Department
SIGNATURE:	

COUNCIL DIRECTION

Not Applicable

INFORMATION

In late May 2019, the Ministry of Health and Long-Term Care (renamed in June 2019 to the Ministry of Long-Term Care) announced the funding details for long term care homes across Ontario. The announcement included the 2019-2020 Long Term Care (LTC) Home per diems along with information on other changes that would be implemented related to Ministry funding. An initial analysis was completed following the announcement which illustrated that the funding changes would have a negative impact on Macassa and Wentworth Lodges operating budgets.

The province announced a 1.7% increase in Long Term Care funding in the 2019 – 2020 provincial budget. This increase was below inflation and was below the funding increase level the LTC sector had received in the past. Over the past three years, the LTC sector has received a 2% increase in funding, and an average of 2.4% over the past 10 years. These increases were in response to rising acuity levels, increased costs of food and labour.

Effective August 1, 2019, the residents' co-payment fees increased by 2.3%, yet the funding that flows back to our homes for direct care is only increasing by 1%. This is well

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OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

SUBJECT: Changes to Provincial Funding- Long Term Care HSC19047 (City Wide)
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below what is needed to meet the increasingly complex needs of our residents and well below the inflation rate.

As Long Term Care Homes started to receive funding information it was identified that due to the way the funding was being implemented and some changes that the Ministry was making to certain funding pots, not all Long Term Care Homes would benefit or benefit equally from these funding changes, and some Homes would face reductions from moderate to severe in their overall budgets. The latter was the scenario for the Lodges resulting in funding reductions.

With the Ministry eliminating two significant streams of funding sources to Long Term Care, specifically, the High Wage Transition Fund (HWTF) and the 1999 Structural Compliance Fund (SCF), this leaves Macassa and Wentworth Lodge collectively with operational budget pressures.

The Structural Compliance Fund was intended to support homes to maintain their buildings and the High Wage Transition Fund was intended to support historic staffing levels and a living wage. The initial announcement in late May 2019 was that this loss of funding of SCF and HWTF would be effective August 1, 2019 to give LTC Home Operators an opportunity to review and make necessary adjustments to mitigate any impending financial hardship.

In late July 2019, another communication from the Ministry was received advising that the effective date would be delayed to October 1, 2019.

These funding pots have been utilized over the last 20 years to assist in funding and maintaining our Homes and funding front-line direct care service providers who care for our medically complex/frail/elderly residents in LTC. For Macassa and Wentworth Lodges, the 2019 operating budgets will have a deficit of over \$138,630 that will be attributable to the loss of these two funding streams. The annualized funding loss of just the two funding pots will result in a deficit of over \$554,530 in 2020.

The elimination of funding through HWTF and SCF coupled with below inflation increases in operational funding has the potential to impact care levels with the City's LTC facilities. Nearly 87% of the funding at our LTC facilities is invested in staff that provide care to residents and maintain the safe operation of our facilities. These funding pressures are compounded by the increase in the number of complex residents that are being admitted into LTC and as such reducing staffing levels to mitigate funding pressures is not a prudent solution as this could compromise the care and safety of residents and staff.

APPENDICES AND SCHEDULES ATTACHED

None



Hamilton

CITY OF HAMILTON
HEALTHY AND SAFE COMMUNITIES DEPARTMENT
Hamilton Fire Department

TO:	Chair and Members Emergency and Community Services Committee
COMMITTEE DATE:	August 15, 2019
SUBJECT/REPORT NO:	Deputy Fire Chief Appointment (HSC19005(a)) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Helen Klumpp (905) 546-2424 Ext. 3508
SUBMITTED BY:	David Cunliffe Chief, Hamilton Fire Department Healthy and Safe Communities Department
SIGNATURE:	 <i>per David Cunliffe</i>

RECOMMENDATION(S)

That the By-law to Appoint a Deputy Fire Chief, attached as Appendix "A" to Report HSC19005(a), which has been prepared in a form satisfactory to the City Solicitor, be passed.

EXECUTIVE SUMMARY

Assistant Deputy Fire Chief Dan Milovanovic was selected to fill the vacancy due to the retirement of Deputy Fire Chief Randy Moss, following a recruitment process. The By-law attached as Appendix "A" formally appoints him as Deputy Fire Chief pursuant to the Hamilton Fire Department Establishing and Regulating By-law No. 19-034, effective August 12, 2019.

Alternatives for Consideration – Not Applicable**FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

Financial: There are no financial implications associated with Report HSC19005(a).

Staffing: Recruitment to fill the vacancy of Assistant Deputy Fire Chief will commence immediately.

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SUBJECT: Deputy Fire Chief Appointment (HSC19005(a)) (City Wide) - Page 2 of 3

Legal: The draft by-law has been prepared in a form satisfactory to the City Solicitor.

HISTORICAL BACKGROUND

All municipalities in Ontario are legislated by the Province's *Fire Protection and Prevention Act* (FPPA), 1997 to establish a program in the municipality to include public education with respect to fire safety and certain components of fire prevention and provide fire protection services. Typically, this requirement is accomplished through the establishment of a fire department. Where a fire department is established, the Council of the municipality must appoint a fire chief for the fire department who is ultimately responsible to Council for the delivery of fire protection services.

The ability for the Fire Chief to delegate authority to others is permitted within the *Fire Protection and Prevention Act* in Section 6. In the absence of the Fire Chief, a Deputy Fire Chief is designated to act in his/her capacity and is delegated the authorities of the Fire Chief. City of Hamilton By-law No. 19-035 addresses that a Deputy Fire Chief may act in the capacity of the Fire Chief and therefore Council approval is required to appoint the Deputy Fire Chiefs.

For the City of Hamilton, the fire co-ordinator assigned by the Fire Marshal through the Province of Ontario Mutual Aid Plan is the Fire Chief and the alternate fire co-ordinators are the Deputy Fire Chiefs. As such, in appointing the Fire Chief and the Deputy Fire Chiefs the By-law recognizes that these appointees will be the fire co-ordinator, and alternate fire co-ordinators for the City of Hamilton. They will be authorized to carry out the duties of the fire-coordinator as outlined in the *Fire Protection and Prevention Act*.

Further, they shall fulfil the duties and responsibilities of the fire co-ordinator as outlined in the Province of Ontario Mutual Aid Plan including:

- Develop, review, and maintain the mutual aid plan;
- Submit an annually updated mutual aid plan to the Office of the Fire Marshal;
- Coordinate and monitor mutual aid plan activations;
- Consider requests and recommend the deployment of provincial and regional assets; and,
- Attend annual fire co-ordinator meetings.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

The Hamilton Fire Department Establishing and Regulating By-law No. 19-034 requires the Fire Chief and Deputy Fire Chiefs to be appointed by Council.

RELEVANT CONSULTATION

Legal Services was consulted in the preparation of the draft By-law.

SUBJECT: Deputy Fire Chief Appointment (HSC19005(a)) (City Wide) - Page 3 of 3

ANALYSIS AND RATIONALE FOR RECOMMENDATION(S)

Adoption of the recommendations will ensure compliance with the *Fire Protection and Prevention Act* as administered by the Office of the Fire Marshall.

ALTERNATIVES FOR CONSIDERATION

None

ALIGNMENT TO THE 2016 – 2025 STRATEGIC PLAN

Healthy and Safe Communities

Hamilton is a safe and supportive City where people are active, healthy, and have a high quality of life.

Our People and Performance

Hamiltonians have a high level of trust and confidence in their City government.

APPENDICES AND SCHEDULES ATTACHED

Appendix "A" to Report HSC19005(a): Draft By-law to Appoint a Deputy Fire Chief

Appendix "A" to Report HSC19005(a)

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Authority: Item ,
Report (HSC19005(a))
CM:
Ward: City Wide

Bill No.

CITY OF HAMILTON

BY-LAW NO.

To Appoint a Deputy Fire Chief

WHEREAS Randy Moss, previously appointed as Deputy Fire Chief, has retired;

WHEREAS Council wishes to appoint certain persons as Deputy Fire Chief pursuant to the Hamilton Fire Department Establishing and Regulating By-law No. 19-034.

NOW THEREFORE the Council of the City of Hamilton enacts as follows:

1. Dan Milovanovic is appointed as Deputy Fire Chief pursuant to the Hamilton Fire Department Establishing and Regulating By-law No. 19-034 until such time as that appointment is terminated or a successor is appointed.
2. This By-law comes into force retroactively as of August 12, 2019.

PASSED this _____ , _____

A. VanderBeek
Mayor

A. Holland
City Clerk

CITY OF HAMILTON

NOTICE OF MOTION

Emergency and Community Services: August 15, 2019

MOVED BY COUNCILLOR B. CLARK
SECONDED BY COUNCILLOR

WHEREAS, the 4 tennis courts located in Valley Park provide outdoor recreation opportunities for the residents of Upper Stoney Creek; and

WHEREAS, the community has requested that the City of Hamilton install wind screens on the fencing surrounding the tennis courts; and

WHEREAS, wind screens protect the courts from deteriorating and provide a better court atmosphere to play tennis;

THEREFORE, BE IT RESOLVED:

- (a) That the purchase and installation of the wind screens for the Valley Park Tennis Courts in the amount of \$ 4000.00 be funded from the Ward 9 Area Rating Reserve (108059) account.
- (b) That the Mayor and City Clerk be authorized and directed to execute any required agreement(s) and ancillary documents in relation to funding the Valley Park Tennis Courts, with such terms and conditions in a form satisfactory to the City Solicitor.

12.2

CITY OF HAMILTON NOTICE OF MOTION

Emergency and Community Services Committee: August 15, 2019

MOVED BY COUNCILLOR S. MERULLA

SECONDED BY COUNCILLOR B. CLARK.....

Restorative Practices Council and Senior Leadership Team Workshop

WHEREAS the city of Hamilton is committed to proactive civic engagement;

WHEREAS the City of Hamilton is committed to the successful implementation of our Human Rights, Diversity and Inclusion Strategic plan;

WHEREAS the City Council and Senior Leadership Team regularly meets and consults with a wide variety of residents, associations, stakeholders, and businesses;

WHEREAS our communities are advising us that they are experiencing an increase in hateful, bigoted and oppressive racism;

WHEREAS a key to any successful consultation or dialogue is the ability to see issues and concerns through the lenses of different communities and individual; and,

WHEREAS the restorative practices circles have been tremendously successful in broadening the perspectives, understanding and active listening skills of participants;

THEREFORE, BE IT RESOLVED

That the City Manager be directed to organize a one-day Restorative Practices Council and Senior Leadership Team Workshop with two facilitators from the John Howard Society, Garth Bell and Ruth Greenspan.

Restorative Practice

- Fosters a good mind
- Promotes and teaches empathy/kindness and understanding
- Promotes safer communities
- Reduces violent behavior/incidences/charges
- Reduces exclusion from our communities
- Increases linkages to support each other.

The Workshop includes theory, experiential learning and group work. You will learn to:

- Increase understanding of Restorative Justice Practices.
- Increase understanding of the differences of a punitive approach vs. a restorative approach.
- Develop new skills such as understanding the importance of active listening, perception, assumptions and intent.
- Create new understanding of the impact of community vs. non community.
- Increase knowledge and skill in informal restorative conversations.
- Increase confidence of using restorative approaches to resolve conflict.
- Increase overall understanding of techniques to decrease or prevent conflict.
- Increase committed to using strategies and the process of restorative justice in your own organization and/or daily practice.

Ruth Greenspan

rgreenspan@jhshamilton.on.ca

**John
Howard**
SOCIETY OF HAMILTON,
BURLINGTON & AREA

Garth Bell

gbell@jhshamilton.on.ca

Restorative Practice and Anti Oppression; John Howard Society of Hamilton, Burlington & Area

1)Background

Since January 2017 anti-oppressive training and restorative practice skill development has been taught by John Howard Society of Hamilton to a variety of groups, with many different individuals including multiple trainings on Six Nations and New Credit Reserve, City of Hamilton, McMaster University, Wilfred Laurier University, Mohawk College, CORE Collaborative, Grand Valley Women's Prison, Syl Apps Youth Centre, John Howard Society of Ottawa, Legal clinics and John Howard Society of Hamilton.

Restorative Practice is a philosophy, a set of principles and values, a way to view the world. Restorative Practice is about a different way to respond to conflict in an inclusive way in which all people are equal and all are heard and valued. The process takes place in a circle and teaches that all people are equal and all have a voice and should be heard. When we combine this philosophy with anti-oppressive practice and look through an anti-oppressive lens we are able to also address the core of the harm which can include racism, sexism, heterosexism, colonization and other isms. Currently the agency is working with Indigenous Partners, the Crown Attorneys, Victim Services and the Police to create An Indigenous Court Process in Hamilton.

2)Team Composition

This team assigned to this project consists of:

Garth Bell, Restorative Practice Lead in Brantford, Six Nations and New Credit Reserves. IIRP Trained, trainer and Facilitator as well as Peace Building trainer and facilitator. He has Trained approximately 12, 000 people in Restorative Practice, in North America, and has been keynote speaker at numerous restorative conferences around North America. Garth has facilitated over 1000 formal circles. Lead in Restorative Justice for the Agency, setting up the Restorative Practice Program in Hamilton 12 years ago.

Garth identifies as: Black and Indigenous. He identifies as male and heterosexual. He is a parent, in his mid-50s; his experiences are influenced by growing up in Hamilton North End, playing professional, semiprofessional sports, and having Lincoln Alexander as his uncle and role Model.

Ruth Greenspan, Executive Director of the John Howard Society of Hamilton, Burlington and Area. Social Worker holding an MSW since 1988, Teacher and Facilitator at Mohawk College in the Social Service Worker Program for 19 years.

Identifies as; female, Jewish, and heterosexual. She is a parent of 3 bi-racial children, in her mid-50's; her experiences are influenced by growing up in a working class family in Niagara Falls, with a father who escaped the Holocaust and fled from Poland. She has worked a great deal in the community to counter violence against women and children and racism. She has been very active in the last few years to combat the up rise of fascisms in the world and the country and Hamilton.

3)Anti-Racism, Anti-Oppression

The issues of racism and anti-oppression are woven into the work of the John Howard Society of Hamilton. Upon Ruth's arrival at the John Howard Society the Diversity, Equity and Inclusivity Committee was created with staff and Management. This committee meets monthly to look at internal issues including changing the culture of the agency so it is more diverse and inclusive. The recruitment of new Board members has included a diversity and skills matrix which was not utilized before. Changing the Composition of the Board to reflect the community we serve is an ongoing goal. Currently the Board and staff are working on a Strategic Plan that addresses working on Diversity, Equity and Inclusivity. Staff training in the last 2 years has included; Indigenous Training, Safe Space Training, Mental Health First Aid, Naloxone Training, Human Trafficking Training, LGBTQ2S Training, and Trans Training. The Agency is involved as one of the organizers in the "No Hate in the Hammer Campaign", and will be facilitating workshops at the October 4th Gandhi Peace March Educational Session.

Restorative Practice puts its energy into the future not into what is past. It focuses on what needs to be healed, what needs to be repaid, what needs to be learned in the wake of a crime. It looks at what needs to be strengthened if such things are not to happen again."

With restorative Practice we help people get to a good mind , and we meet people where they are at.

4) Process and Format

Training identifies formal restorative mediation process, strategies, skills and underlying philosophy of Restorative Practice through an anti-oppressive lens. Skills are learned in the area of community building, active listening, understanding assumptions and presumptions, restorative language and questions. Provides the participants with skills, knowledge and strategies to prevent or assist in resolving conflict and to build a stronger community. This four day training provides applied learning, role playing

and facilitation of informal and formal circle conferences to increase skills in facilitation and practice. All aspects of the training are transferable to all employments and life.

Cost of Restorative Justice Training is

\$1,500 for one day training which includes handouts, RJ cards, folders, etc.

This includes the cost of 2 facilitators.

Each additional day of training would cost \$1,000.

Food and beverages for the day would not be included in the cost.