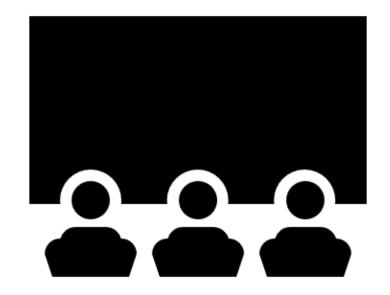


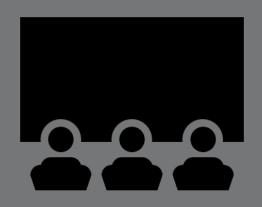
Municipality of Oliver
Paipoonge and Township
of Conmee: Investigation of
a Potential Merger

Stakeholder Feedback Summary

September 17, 2020



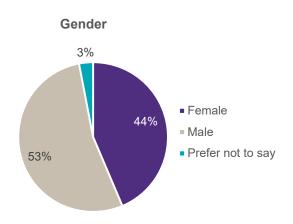
Survey responses



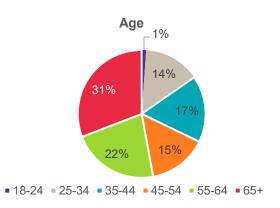


Demographics of survey responders

Total Responses: 266 (191 online responses and 75 paper surveys)

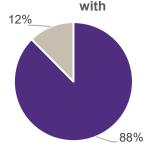


Responses were slightly higher with males than females



The highest response rate was from the 65+ age group. There was good distribution of responses from all age groups (except ages 18-24)

Municipality responders most associated



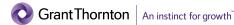
- Municipality of Oliver Paipoonge
- Township of Conmee

Responses were mostly from the Municipality of Oliver Paipoonge



Survey Results: Anticipated benefits

- There were a large number of responses citing there are no benefits.
- Many answers suggested potential lower taxes with a larger tax base.
- 3. Better access or larger range of services, more consistency in service delivery admin, finances, etc. More service in areas like emergency services, recreational, etc.
- Potential reduction in costs due to shared services or consolidation of services.
- 5. Cost reductions from administrative and operational efficiencies.
- Bigger lobbying capacity with a larger municipality.
- Additional landfill for Oliver Paipoonge from Conmee.
- Reduction of employees/management staff leading to lower costs.
- More government funding.



Survey Results: Anticipated drawbacks

- 1. Higher/ negative impact to taxes.
- 2. Higher property tax.
- Added police costs.
- 4. More debt/more expenses.
- 5. Conmee is a large area with small tax base. Roads are not paved or chip sealed.
- 6. The merger would make the fire dept have an even bigger area to cover.
- Higher cost of services/ reduced services.
- 8. Loss of political influence.
- 9. The merged municipality would mean a larger geographical area to service.
- 10. Diminished resources to existing communities (Oliver Paipoonge) as resources spread over a larger geographic area.
- 11. Difficulty maintaining basic services (i.e. road maintenance in summer, plowing in winter, building road infrastructure).
- 12. Resources could be drawn away from the Conmee area (the township with the smaller population) to support the larger township, with a resulting reduction in service.

What financial information would you be interested in knowing more about? (1/2)

General

- 1. Impact on taxes
- 2. Projected financials
- 3. Township debt: Is there any debt that the Oliver Paipoonge/Conmnee taxpayers will take on as a result of the merger? If so, how much is there and what kind of debt is it?
- 4. The state of the existing municipal infrastructure if there an up-to-date asset management plan and the projected infrastructure costs.
- 5. Tax implications for all land and property tax groups. Uncollected property taxes.
- 6. Proposed seniors home in Conmee.
- 7. Current levels of spending on roads, emergency services, landfills, garbage removal, sewer and water, administrative costs.
- 8. Tax benefits for Oliver Paipoonge and Conmee.
- 9. Current financial position of each township (including contractual commitments, debt, revenue, condition of assets etc.) And a clear explanation of the options, their costs and consequences.
- 10. Will taxes go up for the residents of Conmee and, if so, do they (the residents of Conmee) have the means to pay the new tax rate. (Statistics Canada details higher unemployment rates and lower income rates throughout Conmee compared to Oliver Paipoonge).
- 11. If taxes in Conmee increase will services increase? Compare change in tax base and population over time, how dependent are municipalities on grants and non-tax revenues. Is there background on why Conmee changed its mind from not participating in amalgamation in 1998 to asking for it now.
- 12. What is in it for the existing rate-payers within Oliver Paipoonge/Conmee? Why should the rate-payers of Oliver Paipoonge/Conmee endorse the merger?

What financial information would you be interested in knowing more about? (2/2)

Administration:

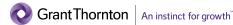
- 1. The severance payments for employees no longer required by the merger? The cost of buy-outs and pensions for positions that have to be terminated.
- 2. Will employees, such administrative clerks receive higher wages for increased work load?

Operations:

- 1. What is the condition of Conmee's infrastructure such as roads, culverts and bridges?
- 2. Condition of Conmee's equipment, trucks, tractors.
- 3. Will there be a new central garage or office required? What are the costs of breaking any lease?
- 4. Increased maintenance area for services like snow plowing.

Which services areas are you concerned about following the merger?

- Road maintenance and landfill
- Policing
- **Snow Plowing**
- Fire & Emergency services
- Recreational facilities
- Council (size, staffing, roles and responsibilities) 6.
- Internet: What will the municipality do to ensure connectivity to rural residences from an internet perspective?
- What will happen to service levels after the merger?
- What services for seniors will be added/changed/impacted as the demographics of the newly formed municipality will not change drastically?



General/administrative feedback

- 1. Majority of stakeholders wanted more information on the merger and the process. They felt the process was rushed and not clear.
- 2. What is the timeline of the merger?
- 3. What are the pros and cons of the merger?
- 4. There is concern that Conmee will not have representation on the merged council.
- 5. Will there be one office or two?
- 6. Will there be wards established to ensure the new council is appropriately hearing from the diverse corners of a potential new municipality?
- 7. Specific information around number of proposed council members, fire protection and police services, landfill sites all the things that impact daily/weekly living.
- 8. What assets does Oliver Paipoonge/Conmee bring?
- 9. What are the social and economic impacts to residents of both communities? Are there any major issues within the Conmee community that must be addressed (ie. Infrastructure or environmental concerns or upgrades)?
- 10. Who will be Mayor? Who will be CAO? Who will be Clerk? Who will be Treasurer? Will additional staff be added in order to reduce the workload of a few, ultimately bringing the work week back to the standard 35 hrs/week?
- 11. What state of career are the employees of Conmee/Oliver Paipoonge in are there new employees / set to retire / etc.?
- 12. What will the new organizational chart look like? What will be done with the over abundance of administrative buildings should a merger happen?

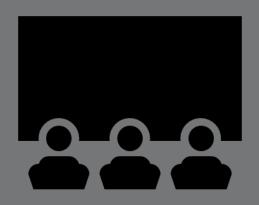


Other feedback

- 1. How will the Oliver Paipoonge's 2/5/10 year strategic plans be impacted by a merger?
- 2. Does Conmee/ Oliver Paipoonge have an existing up-to-date Strategic Plan?
- 3. Within the Lakehead Rural Municipal Coalition (LRMC) Action Plan, there is no mention of amalgamation. How does the proposed amalgamation support the current goals and action items set out within the 2020 LRMC Action Plan that Conmee and Oliver Paipoonge belong to?
- 4. What economic development opportunities can happen as a result of the merger? Will there be any loss of municipal employment as a result of the merger administrative, services, etc.?
- 5. In Conmee, firearms can be used on private property for target practice and to protect against wildlife. Would this still be able to do so after the merger?
- 6. Would there be any impact on the new museum in Conmee?



First Nations & Metis

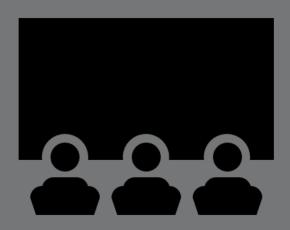




Interview (1)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai and Christy McClelland
Gender of Attendee	Male representing Red Sky Nation (a Metis nation and one of only 3 status Metis groups in Canada)
Themes of what they are looking for in report	If impacts to Kaministiquia River, proactively let Red Sky Nations know about it as they have rights therein
Main concerns	 Respect – which he felt was being given with the pro-active approach Communication on what is going on As an individual can't see benefit to Oliver Paipoonge
Unique points if any	

Oliver Paipoonge





Interview (1)

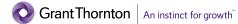
Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Male
Themes of what they are looking for in report	Comparative financial information on the two communities including: 1) reserves 2) debt 3) replacement of infrastructure costs.
Main concerns	 As a senior concerned no context was provided with mailed surveys Wants to know tax impacts Why the hurry to do it?
Unique points if any	He is happy as things are and current taxes. He is a senior. Can't see benefits of adding Conmee. Was a firefighter and wonders if Conmee means adding lots of infrastructure costs for roads, replacing firefighting equipment.

Interview (2)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Female
Themes of what they are looking for in report	Comparative financial information on the two communities including: 1) reserves 2) debt 3) replacement of infrastructure costs.
Main concerns	 Worried about increased taxes as a senior Concerned is a done decision.
Unique points if any	She is a senior and does not want increased taxes due to addition of Conmee. Her understanding is that this is not being assessed but is an already made decision.

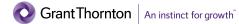
Interview (3)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Male
Themes of what they are looking for in report	Comparative financial information on the two communities including: 1) reserves 2) debt 3) infrastructure costs (roads/fire equipment) 4) liabilities 5) staffing costs 6) projected savings 7) projected increases 8) who worked on the report 9) what is driving it for each community 10) when did it start being looked at 11) short and long term benefits
Main concerns	1) Worried about increased taxes 2) Concerned is a secretive process and not inclusive 3) concerned the survey a set-up of a done decision 4) why need to do it so fast? 5) why not a vote or plebiscite? 6) why not do a survey after release of report? 7) does not feel is appropriate in COVID to make this decision
Unique points if any	There is a history of things being done without community input – example of old brickyard developed into lots



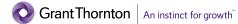
Interview (4)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Male and Female (a couple)
Themes of what they are looking for in report	 Needs information on the benefits of doing it Who is on the Committee? Advised adding Rick Potter Financial information Information on why Conmee interested
Main concerns	 Not right time to do it in COVID times Want a further survey after release of the report Not a small decision so leaving it to the people important
Unique points if any	Think residents should be on the Committee



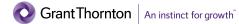
Interview (5)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Male and Female (a couple)
Themes of what they are looking for in report	1) Who can provide feedback: Anyone / taxpayers / residents / just by household / residents over age 16? 2) understanding of merger impacts on taxes, deficits, costs, services rollout 3) EMPAC impact 4) what happens with admin building and staff – how is changed/streamlined/expanded?, 5) transparency on what drives each community to do this, who instigated it, why are OP staff helping Conmee? 6) will administration costs go down (people redundancy)? 7) how will Boards be impacted? 8) like services as is, will they be detrimentally impacted in terms of service value and cost?
Main concerns	1) Thought survey not friendly because couldn't make a copy 2) can't anticipate any benefits for Oliver Paipoonge 2) OP roads excellent – paved and chip filled. Concerned a merger would lead to costs to do this for Conmee, 3) concerned would lead to negative impact on property assessments 3) concerned that financial impacts would flow from service needs in terms for equipment and upgrades for Conmee 4) understand Conmee not in good financial shape
Unique points if any	Think residents should be on the Committee



Interview (6)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Female
Themes of what they are looking for in report	Very specific concerns
Main concerns	1) What happens with Thunder Bay Police Contract with OP? OP has OPP and Thunder Bay Police – is there negative impact on service to occur or increased cost due to a merger? 2) What happens to volunteer services? 3) what happens to the two unions? 4) What is the timing - prior to next election or after? 5) What are projected legal fees to get it completed? 6) OP has good reserves and infrastructure costs anticipated that will already draw on this reserve. Will a merger unduly stress that rainy day fund? 7) not sure how provinces will download post-COVID so rainy day fund extra important to protect 8) could it be possible to keep taxes different between residents of two areas? 9) what are the costs and benefits of a merger? 10) need full disclosure 11) perception important so an open process important 12) Northwest Arena could be used better than for just hockey 13) Worried a merger too much to do as already full plate with landfills, subdivision and impact on muni water system, sewage treatment etc.
Unique points if any	Worked 35 years in municipality. Saw merger of O and P in 1998 when Conmee said no to being involved in it.

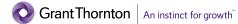


Interview (7)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Female
Themes of what they are looking for in report	 Impact on taxes Impact on roads Explanation of how service levels will be maintained What will be the new council composition? How will policing work? What are the anticipated restructuring costs? What are the cost/benefits to citizens of the merger? Are there any plans to change zoning?
Main concerns	 Resources being spread to thin eg more roads to maintain with less dense population How will all citizens be represented on a new council Why is this being considered in the first place? Why are First Nations being consulted? And what influence would that consultation have Will taxes in OP go up
Unique points if any	

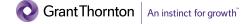
Interview (8)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Male
Themes of what they are looking for in report	Why is this happening?What is happening with emergency services and policing?
Main concerns	 Has head people are being told this will be done by January Concern re: financial status of Conmee Concerns re: conflict of interest on council Feels this should be decided by election/plebiscite Wants process to be transparent and doesn't feel it has been Feels only party that will benefit are employees Getting information from councils is challenging Concerns about tax rates
Unique points if any	Provided a lengthy typed document in addition to these comments.



Interview (9)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Couple
Themes of what they are looking for in report	 Impact on taxes What will happen with policing What will happen with fire services Comparison of capital budgets/investment More transparency and representation from/on restructure committee
Main concerns	 Would like more time to think about this/What is the rush? Feels this is not a great time to be doing this Concerns over council conflict of interest Lack of commercial tax base in Conmee Should have a plebiscite More information should be made available about reasons this is being considered and possible impact
Unique points if any	

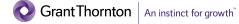


Interview (10)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Male
Themes of what they are looking for in report	 Impact on taxes Impact on roads by increasing linear feet but less dense population and all services What will happen with fire services What are the benefits to OP of merging with Conmee How much debt does Conmee have and what are the benefits of the merger What industry is in Conmee What is this happening/being considered?
Main concerns	 Lack of commercial tax base in Conmee Lack of public representation on committees Not enough depth of perspective on restructure committee Committee not transparent Doesn't want taxes to increase Overall council lack of transparency Concern re: raises during a pandemic Council not listening to taxpayers
Unique points if any	

Interview (11)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Male
Themes of what they are looking for in report	 Publish debts and liabilities that OP is taking on What is the upside for residents More transparency What will be done with current buildings/infrastructure How will services be structured? More transparency What is this happening? What is the rush?
Main concerns	 Should have a plebiscite This is being driven by a minority on councils Heard this is about a dump in Conmee; doesn't make sense Concerned this will be shoved down residents throats
Unique points if any	Will the merger create better economies of scale to add services like larger municipalities?



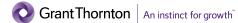
Interview (12)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Female
Themes of what they are looking for in report	 Impact on taxes How to Conmee taxes compare to OP Will roads service levels be maintained? Will mayor and council make more?
Main concerns	 Concerns re: lack of commercial tax base in Conmee Concern about timing because cannot have a proper public meeting in a pandemic
Unique points if any	



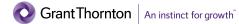
Interview (13)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Male
Themes of what they are looking for in report	 Impact on taxes How to Conmee taxes compare to OP Will roads service levels be maintained? Will mayor and council make more? What changes will happen to physical infrastructure Will the centre of the municipality change Will administration be centralized What will happen to emergency services
Main concerns	 Should not be doing this; resources were already thinned out in the last merger Resources will have to cover larger area with less dense population Have not resolved issues from the last merger Would like to see investment in recreation
Unique points if any	Consider urban planning to focus population into a central area



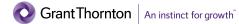
Interview (14)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Male
Themes of what they are looking for in report	 Impact on taxes Who wants this to happen? What would the benefits be Are there additional provincial grants that would be available if this merger happens What is the process to do this and who is the final approver?
Main concerns	 Do not increase taxes This is not a good idea; Conmee not financially stable There should be a vote on this
Unique points if any	



Interview (15)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Female
Themes of what they are looking for in report	 Why is this happening/why did it come up How will citizens be represented What is the process and timing of reports and meetings
Main concerns	 Why are we changing things that are working? Keep the quality of staff and don't dilute it
Unique points if any	



Interview (16)

Intake Table Attended (OP/C/FN&M)	Met Rosy Brizi
Gender of Attendee	Male
Themes of what they are looking for in report	Why is this happening/why did it come up
Main concerns	 Does not feel council is being transparent No particular advantage to Oliver Paipoonge- the municipality is in a good place financially Why are all the meetings behind 'closed doors' Concerned about timing and don't during Covid
Unique points if any	

Interview (17)

Intake Table Attended (OP/C/FN&M)	Met Rosy Brizi
Gender of Attendee	Male
Themes of what they are looking for in report	 Process is being done too quickly and needs more thought Why is this being considered?
Main concerns	 What will council make up look like? Will OP be reimbursed for services provided to Conmee? Too many in camera meetings and a lack of transparency
Unique points if any	



Interview (18)

Intake Table Attended (OP/C/FN&M)	Met Rosy Brizi
Gender of Attendee	Couple
Themes of what they are looking for in report	 What is in it for the taxpayer? What will council make up look like? How will it be decided? Where are the savings coming from?
Main concerns	 Too many closed council meetings and lack of transparency Is there a guarantee on staff levels (no hiring/firing), no significant salary increases
Unique points if any	Would like to see a plebiscite at next election

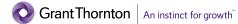
Interview (19)

Intake Table Attended (OP/C/FN&M)	Met Rosy Brizi
Gender of Attendee	Couple
Themes of what they are looking for in report	 What does Conmee have to offer? What is Conmee's financial position?
Main concerns	 Will taxes increase? Is Conmee in debt and are we bailing them out? What does Conmee have to offer? Will they be paving the roads in Conmee? Will the name have to be changed again?
Unique points if any	



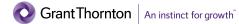
Interview (20)

Intake Table Attended (OP/C/FN&M)	Met Rosy Brizi
Gender of Attendee	Female
Themes of what they are looking for in report	 How much is going to cost? What does Conmee have to contribute?
Main concerns	 OP should not have to penalized and feels like OP is bailing out Conmee Is OP playing robin hood by taking rich and giving to the poor Conmee will benefit more and OP will be paying for it Feels that this is a done deal Worried there may be a hidden agenda
Unique points if any	Feels that ratepayers should be able to vote on this and shouldn't be up to just council

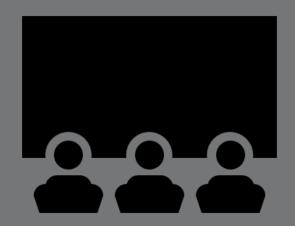


Interview (21)

Intake Table Attended (OP/C/FN&M)	Met Rosy Brizi
Gender of Attendee	N/A
Themes of what they are looking for in report	 Highlight were savings could be Conmee tax information
Main concerns	 Concerned about aging infrastructure in Conmee (specifically roads) Tax based in limited in Conmeee. Taxes seem to be higher in Conmee than OP Policing- would be more resourcing be required Concern with fire servces – OP will get burdened responding to Conmeee needs
Unique points if any	



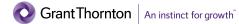
Conmee





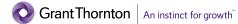
Interview (1)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Male
Themes of what they are looking for in report	 Financial information about the impact Taxes impact Understanding of the benefits Overall wants more information
Main concerns	Wondering how it is to be decided? Thinks putting it to the people may be a good idea via something on a ballot or a plebiscite
Unique points if any	Is intuitively for it as thinks amalgamations make sense in the north to get efficiencies of scale that may provide greater access to government funding and cost savings around administrative costs for people and buildings. Understands that Oliver Paipoonge already gets Conmee's library funding.



Interview (2)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	A couple from Conmee (male and female)
Themes of what they are looking for in report	 want to understand tax implications wonder if permits would be impacted wonder if impact on fire/ambulatory/road services want details regarding financial affairs want to know what started this inquiry want to understand impacts on current/future government funding would the name change?
Main concerns	With a larger township hope to have more benefits. 1) Wonder if gravel roads in Conmee would get paved? 2) hope Conmee would be more open to business/commercial endeavors. 3) hope it would beget a more professional administration. 4) wonder if wifi in the area would improve which would be a benefit to families? 5) perception is 40 years lack of progress on services in Conmee 6) perception the process of this has been secretive
Unique points if any	They like the idea. Would need to see a real disadvantage to not do it. Would think financial impact on Oliver Paipoonge would be negligible

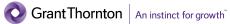


Interview (3)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Two couples from Conmee
Themes of what they are looking for in report	1) Are there negative implications? For Oliver Paipoonge? For Conmee? 2) Tax implications – currently, in relation to services, believe Conmee taxes are high 3) Would it encourage commercial growth in Conmee, encourage growth and people moving into Conmee? 4) Impact on Emergency Services (fire/police/ambulatory) including response times 5) what drove this analysis – would like transparency of why it started and the objectives 6) wondering if further mergers are being considered? 7) wondering if communities would rename and how it would be marketed? 8) wondering if a rebrand would help tourism and creating business and if there are negatives?
Main concerns	1) Hope taxes would be better 2) hope administration would be more cost-effective and efficient 3) hope it would help getting grants/funds and other government money 3) wondering if to be decided by councilors or by a vote of the public
Unique points if any	If economies of scale created by doing mergers that leads to benefit, they are for it

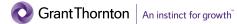
Interview (4)

Intake Table Attended (OP/C/FN&M)	Met Sanjay Desai
Gender of Attendee	Female
Themes of what they are looking for in report	 What is driving this move? impact on taxes – only for it if taxes brought down is Conmee in financial trouble – wants details on financial health, including arrears, debts, receivables and financial analysis wants to know who is doing the analysis
Main concerns	 Taxes very high in Conmee especially given the negligible services believes leadership in Conmee not driven on facts and has lead to too much for such a tiny community does not have confidence in the Mayor not interested in more services but reduced taxes Believes Conmee on too much government funds
Unique points if any	Unless taxes go down significantly, not interested, and if does not go through not interested in status quo either, instead, a move to make Conmee an unorganized community like Kaministiquia.



Interview (5)

Intake Table Attended (OP/C/FN&M)	Met Christy McClelland
Gender of Attendee	Female
Themes of what they are looking for in report	 What would the size of council be Would a merger line up with an election year How would a mayor be decided if not done during an election year Wants to see validation of cost savings Validate cost per capita for services should drop How would a merger impact the lifespan of the landfill What will happen to admin buildings? Will they still be accessible to all residents Would like to see comparison of mill rates
Main concerns	 Happy with things in Conmee but not sure how long it will be viable Does not want a merger forced on them Would like to see a recycling and landfill management plan Why isn't O'connor part of this? Does not want to become an outlier if things become centralized; would like to see facilities maintained
Unique points if any	



Interview (6)

Intake Table Attended (OP/C/FN&M) Met Christy McClelland
Gender of Attendee	Male
Themes of what they are looking for in report	 What is the reasoning behind this/what is the motivating factor/who will benefit/who is driving this Was this driven from the province or locally How would new municipality be structured to service lower population density areas How would representation be structured on council; will representation be geographically based What happens to emergency services; municipal employees; roads employees Would services be centralized Is this preemptive before the province tells us to
Main concerns	 Seemed to come out of the blue Seems structure fell apart when COVID hit Communication poor since COVID Don't provide information that is open to interpretation People already have backs up; will need to overcome that first Leadership has not been visible during COVID Warm hand off by council to GT would have given more transparent impression Concern about being part of larger community and loss of self determination Kevin has done a good job raising profile of Conmee; at forefront of many initiatives However Kevin can't hold the job forever Concerned resources will be spread thin; have a responsive roads crew now Does not have information just opinion right now
Unique points if any	Wants to keep country living; concerns about gentrification and increased property prices; should be planning for new developments and retain culture character of Conmee living