

County of Huron

COUNCIL ORIENTATION 2018



This Council Orientation Package is a brief consolidation of practices, procedures, and subsequent information related to the Corporation of the County of Huron, which may be subject to future revisions.

The compilation is for convenient administrative purposes and does not represent true copies of the policies and by-laws it contains.

The most current version or any legal interpretation of the documents herein should be verified with the County Clerk.

Document Handling:
County Clerk
1 Courthouse Square
Goderich, ON
N7A 1M2
(519) 524-8394

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CAO Headshot

Welcome from the Chief Administrative Officer (CAO)

Meighan Wark, BA MLIS

Huron County Council,

Congratulations to each of you on your success in the recent election and welcome to the 2018-2022 Huron County Council.

Looking forward, I anticipate that the work and projects that we'll undertake together will not only be engaging, thought provoking and demanding, but most of all, rewarding.

Staff at the County of Huron are passionate about the work that they do and are committed to making our communities the best they can be to work, live and play.

On behalf of staff, we look forward to working with you.

'Original Signed'

Meighan Wark
CAO
County of Huron



A BRIEF HISTORY

The Corporation of the County of Huron

~ excerpts from the 1984 Huron County Historical Atlas

- The District of Huron, established in 1841, was comprised of what is now the County of Bruce, the County of Perth and the Township of Biddulph and McGillivray in Middlesex County as well as the present County of Huron. In 1853, Perth became a separate county: the County of Bruce was incorporated in 1866.
- Huron County is 1,295 square miles in area, one of the largest counties in southwestern Ontario. It has 45 miles of shoreline on Lake Huron and there are three main rivers – Maitland, Bayfield and Ausable.
- The County of Huron Highways System has continued to expand both in length and quality from those pioneer days in the middle 1800's when the road system was blazed through forests and spanned the Rivers of Huron County.
- Huronview, as it has come to be known, first opened its doors in 1895 after being built in 1894 by Sam S. Cooper of Clinton.
- The Public Health Unit for the County of Huron became a reality on July 1, 1949, when the first office opened in the former Dr. Gunn residence in Clinton.
- Huron County was the first county in Ontario to prepare a county-wide official plan and established a continuing planning process. The process started in 1968 with the designation of the entire county as a planning area by the provincial government.
- The Huron County Public Library officially came into being in 1967.
- The Social Services Department became a unit January 1, 1972, with a four-member staff and offices located in the Court House, Goderich.
- Joseph Herbert Neill (1885-1969) was founder and first curator of the Huron County Pioneer Museum. In 1948, the County of Huron bought Mr. Neill's extensive antique collection and at the same time purchased the former Central School. The museum opened on July 4, 1951.



THE COUNTY CREST AND LOGO



ABOUT THE CREST

The County Crest is used for ceremonial purposes only. It includes using the crest during visits by high-ranking dignitaries or on historical and/or legal documents. Examples for crest use include: formal invitations, certificate embossing, notecards from council, existing wrought iron signage, documents requiring the Official Seal, selected awards, etc.



ABOUT THE LOGO

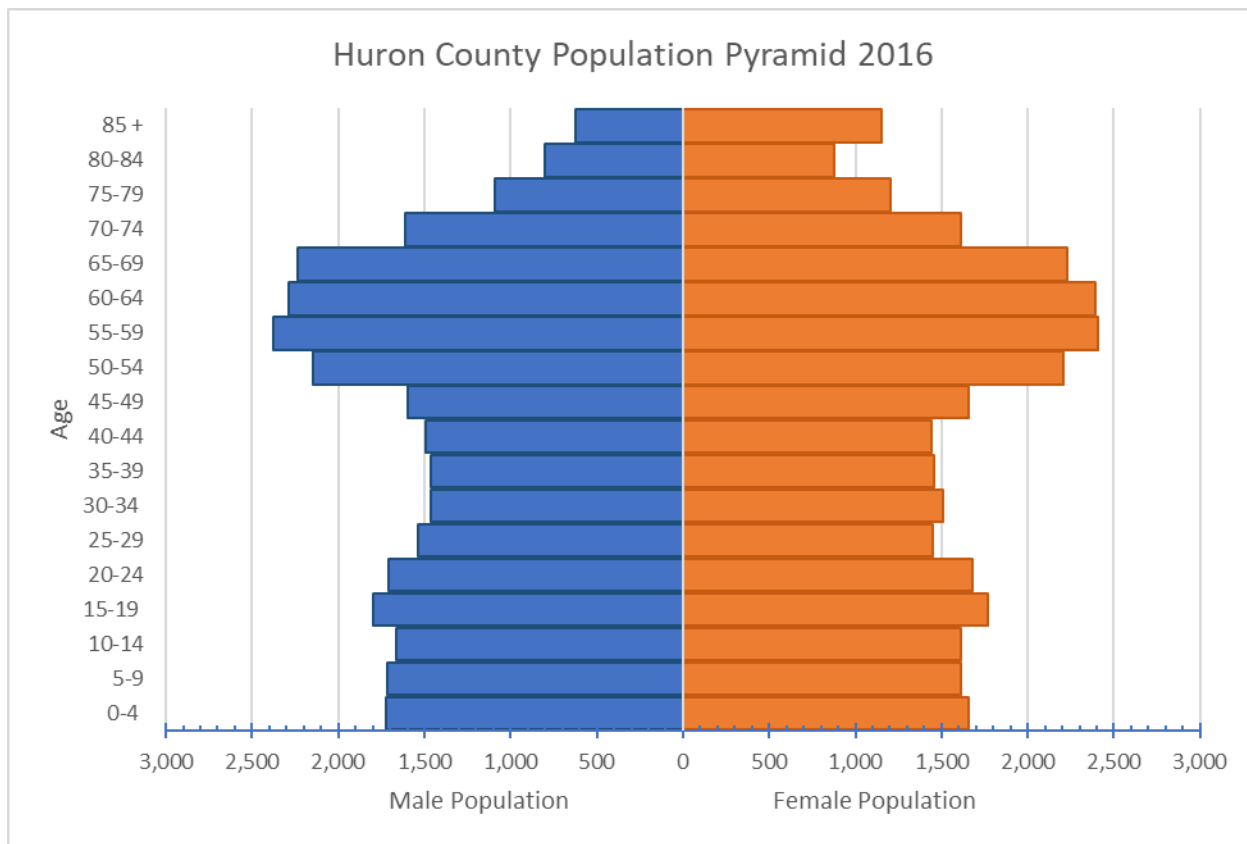
Located on the shores of Lake Huron, Huron County is a vibrant rural community known for its rural and lakeside scenery, agricultural heritage and relaxed lifestyle. The Huron County corporate logo encompasses all of these facets with a modern yet simple style. Appealing to both business and residents, it conveys Huron County as a community for generations. The Huron County logo and the components contained within the log are registered trademarks of the Corporation of the County of Huron. Organizations that wish to use the Huron County logo must obtain written permission from the County Clerk's office.



STATISTICAL SNAPSHOTS



STATISTICAL SNAPSHOTS



Municipality	2016 Population by Municipality
ACW	5422
Bluewater	7136
Central Huron	7576
Goderich	7628
Howick	3873
Huron East	9138
Morris-Turnberry	3496
North Huron	4932
South Huron	10096
HURON COUNTY	59297

COUNCIL COMPOSITION

Municipal Government in Huron County

The County of Huron is a municipal corporation known as an upper tier municipality. Some of the services for which the County is responsible for includes public health and social services, county-wide library service, most arterial roads, and county land use planning and development.

Local municipalities, such as the towns, villages and townships within the county, are responsible for providing residents with services such as waste disposal, animal control and water and sewage.

Huron County includes the following nine lower tier, or local municipalities:

- Corporation of the Township of Ashfield-Colborne-Wawanosh
(Formerly Ashfield, Colborne and West Wawanosh Townships)
- Corporation of the Municipality of Bluewater
(Formerly Hay and Stanley Townships, plus the Villages of Bayfield, Hensall and Zurich)
- Corporation of the Municipality of Central Huron
(Formerly Goderich and Hullett Townships, and the Town of Clinton)
- Corporation of the Town of Goderich
- Township of Howick
- Corporation of the Municipality of Huron East
(Formerly Grey, McKillop and Tuckersmith Townships, Village of Brussels, and Town of Seaforth)
- Corporation of the Municipality of Morris – Turnberry
(Formerly Morris and Turnberry Townships)
- Corporation of the Township of North Huron
(Formerly Village of Blyth, Township of East Wawanosh, and Town of Wingham)
- Corporation of the Municipality of South Huron
(Formerly Stephen and Usborne Townships and Town of Exeter)



COUNCIL COMPOSITION

Municipal Elections in Huron County

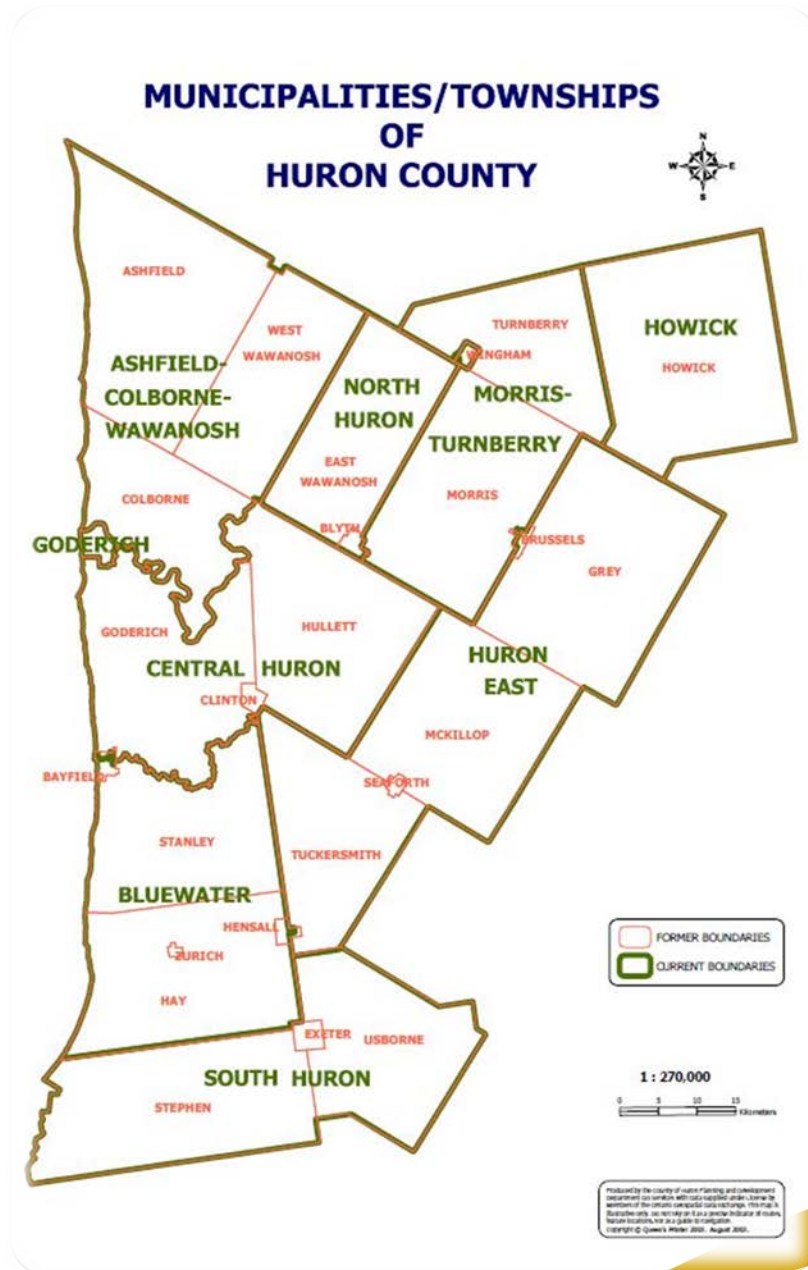
Each of the county's nine local municipalities are responsible for running its own election of council. Huron County Council is comprised of elected officials from the nine local municipalities. After the 2018 election, County Council consists of the following 15 members:

Municipality	Member(s)
Township of Ashfield-Colborne-Wawanosh	Reeve, Deputy Reeve
Municipality of Bluewater	Mayor, Deputy Mayor
Municipality of Central Huron	Mayor, Deputy Mayor
Town of Goderich	Mayor, Deputy Mayor
Township of Howick	Reeve
Municipality of Huron East	Mayor, Deputy Mayor
Municipality of Morris-Turnberry	Mayor
Township of North Huron	Reeve
Municipality of South Huron	Mayor, Deputy Mayor

*The composition of 16 council members was amended to 15 in County By-law 46-2012, which took effect following the 2014 election.



COUNCIL COMPOSITION



COUNCIL COMPOSITION

Huron County is governed by County Council, which is made up of fifteen members from our nine area municipalities. Each municipality located within Huron County is represented at County Council by their elected representatives: Mayors or Reeves, Deputy Mayors and Deputy Reeves, along with additional Councillor Representatives, as determined by eligible voters.

Biannually, at their Inaugural Session in December, County Council elects a Warden from among the Councillors. The Warden is the chief executive officer of the corporation and the head of County Council. The Warden chairs County Council meetings, sits as an ex-officio member of all Standing Committees, and represents the County at a wide range of functions and activities.

Each County Councillor is appointed to one of the Standing Committees or various organizational committees that are named on the report of the Striking Committee at the Inaugural Session of County Council. Special meetings of committees can occur at the call of the Chair, CAO, County Clerk or Warden; recommendations must then be approved or endorsed by County Council.

County Council meets twice a month at the County Administration Building, 1 Courthouse Square, Goderich, Ontario. During these sessions, Council considers and adopts the minutes and recommendations of the standing committees.

As elected representatives, County Councillors are always willing to hear comments, concerns and suggestions from the public. Council and Committee meetings are open to the public and attendance is encouraged.

Warden's Office

Warden is the term used to describe the Head of a County Council. The *Municipal Act, 2001* brought enhanced responsibilities and flexibility to local government, as well as greater authority and accountability. According to the *Municipal Act*, it is the duty of the Head of Council, or Warden to:

- Act as chief executive officer of the municipality;
- Preside over council meetings;
- Provide leadership to the council;
- Represent the municipality at official functions; and,
- Carry out the duties of the head of council under this or any other Act.



COUNCIL STANDING COMMITTEES

Huron County Council uses a standing committee structure to facilitate the decision making process. Each standing committee meets monthly to discuss the respective areas they represent. At these committee meetings, staff makes recommendations to the committee members who in turn make recommendations to County Council.

Committees	Description
<i>Board of Health</i>	<p>The Huron County Board of Health is governed by the <i>Health Protection and Promotion Act, R.S.O. 1990, Chapter H.7</i> and the rules and regulations as described in this By-law.</p> <p>Every Board of Health shall superintend, provide or ensure the provision of the health programs and services required by the <i>Health Protection and Promotion Act, R.S.O. 1990, Chapter H.7</i> and the regulations to the persons who reside in the Health Unit served by the Board; and shall perform such other functions as required by or under this or any other Act.</p> <p>(1) The Board of Health shall oversee the provision of: Part II Health Programs and Services; Part III Community Health Protection; and Part IV Communicable Diseases and the regulations relating to those Parts.</p> <p>(2) The Board of Health is also governed by the regulations as set out in Part VI, Health Units and Boards of Health, of the <i>Health Protection and Promotion Act</i> and all the rules and regulations as set out in this By-law.</p> <p>(3) The Board of Health under s.91 of the <i>Health Protection and Promotion Act, R.S.O. 1990 c.H.7 (HPPA)</i> opted into agreement with the County to provide the health programs and services that the Board of Health is required to provide under the HPPA and its regulations and the services of persons qualified to perform the functions of a Medical Officer of Health, public health inspectors and other public health professionals that may be employed by the County or Board of Health.</p> <p>(4) While sitting as the Board of Health it shall consider all matters pertaining to the Health Unit for the delivery of the programs as described in Subsection 2 above.</p>

COUNCIL STANDING COMMITTEES

Committees	Description
<i>Library Board</i>	<p>The Huron County Library Board is governed by the <i>Public Libraries Act, R.S.O. 1990, Chapter P. 44</i> and the rules and regulations as described in this By-law.</p> <p>The Library Board meets the Second Wednesday of each month at 9:00 a.m. in the Court House Council Chambers, Goderich unless otherwise determined; except for the month of July.</p> <p>(1) Library Board:</p> <ul style="list-style-type: none">a) shall seek to provide, in cooperation with other Boards, a comprehensive and efficient public library service that reflects the community's unique needsb) shall seek to provide library services in the French language, where appropriatec) shall operate one or more libraries and ensure that they are conducted in accordance with this Act and the regulationsd) may operate special services in connection with a library as it considers necessarye) shall fix the times and places for Board meetings and the mode of calling and conducting them, and ensure that full and correct minutes are keptf) shall make an annual report to the Minister and make any other reports required by this Act and the regulations or requested by the Minister from time to timeg) shall make provision for insuring the Board's real and personal propertyh) shall take proper security for the treasureri) may appoint such Committees as it considers expedient. <p>(2) While sitting as the Huron County Library Board, it shall consider matters pertaining to the provision of services related to the County Public Library System. Council has final approval overall budget and personnel related matters with respect to the County Library.</p>

COUNCIL STANDING COMMITTEES

Committees	Description
<i>Accessibility Advisory Committee (HCAAC)</i>	<p>The <i>Ontarians with Disabilities Act, (ODA) 2001</i> requires all municipalities to prepare accessibility plans. Municipalities, including counties, of 10,000 or more residents are required to have an accessibility advisory committee, with members to include people with disabilities.</p> <p>Vision: The Huron County Accessibility Advisory Committee will inform and inspire people from across Huron County on making Huron County accessible for people of all abilities and ages. Our work as a committee strives towards making Huron County an age friendly community for people with disabilities.</p> <p>Mission: The HCAAC shall assist the County of Huron and participating municipalities in fulfilling the purpose of the <i>Ontarians with Disabilities Act</i> and the <i>Accessibility for Ontarians with Disabilities Act</i> by providing vision and advice in regards to the removal of barriers by 2025.</p> <p>The HCAAC shall advise and assist Council and Municipalities in promoting and facilitating a barrier-free Municipality for citizens of all abilities including persons with disabilities. The HCAAC shall promote accessibility within the community to increase education and awareness. This aim shall be achieved through the review of municipal policies, programs and services and the identification, removal and prevention of barriers faced by persons with disabilities.</p>
<i>Economic Development</i>	<p>Roles and Responsibilities:</p> <p>Huron County Economic Development Board: Provide leadership, input into the objectives and initiatives and engage key stakeholders in the county.</p>

COUNCIL STANDING COMMITTEES

Committees	Description
<i>Audit Committee</i>	<p>Roles and Responsibilities:</p> <ul style="list-style-type: none">✓ Ensure that the financial integrity of Huron County is maintained.✓ Identify to Council and management any potential landmines or deficiencies that might impair financial integrity.✓ Assess the effectiveness of organizational controls and performance indicators✓ such that County receives “value for money” in terms of the results of its expenditures.✓ Ensure that Council receives a clear picture as to the acceptability of its processes, controls and reporting based on input received from the Auditor.✓ Assess the responsiveness of the CAO (and staff including the Treasurer) in responding to the reports and recommendations of the external auditor.✓ Review the presentation of the financial, legislative and organizational information and ensure that it is made clear to Council members.✓ Recommend to Council any policy changes necessary to enhance the fiscal and operational effectiveness of the organization.✓ Report to Council whether or not the approved Business Plan of the County is effective in guiding the delivery of services or management and administration.✓ Identify areas of concern that need to be pursued by the CAO, the Treasurer and management over the next year in strengthening internal processes and controls.✓ Review Council’s approach to governance and ensure that the decision-making processes are sufficient to meet the objectives of Council.✓ Take on any other related matters referred to the Audit Committee by Council.

LOCAL AND REGIONAL GOVERNMENT AUTHORITY

The authority of local government in Ontario is established by the *Municipal Act, 2001*.

Specific processes are set out in other statutes, such as:

- *The Planning Act;*
- *The Environmental Protection Act;*
- *The Public Libraries Act;*
- *The Municipal Freedom of Information and Protection of Privacy Act;*
- *The Emergency Management Act;*

Member of Provincial Parliament

Huron-Bruce:

Lisa Thompson, MPP

Blyth Office:

408 Queen Street
PO Box 426
Blyth, ON N0M 1H0

Member of Parliament Canada

Huron-Bruce:

Ben Lobb, MP

Main Office:

30 Victoria Street North
Goderich, Ontario
N7A 2R6



LOCAL AND REGIONAL GOVERNMENT AUTHORITY

Ontario Cabinet:

MPP	Policy Area
Bethlenfalvy, Hon. Peter	President of the Treasury Board
Cho, Hon. Raymond Sung Joon	Minister for Seniors and Accessibility
Clark, Hon. Steve	Minister of Municipal Affairs and Housing
Elliott, Hon. Christine	Minister of Health and Long-Term Care
Elliott, Hon. Christine	Deputy Premier
Fedeli, Hon. Victor	Minister of Finance
Fedeli, Hon. Victor	Chair of Cabinet
Ford, Hon. Doug	Premier
Ford, Hon. Doug	Minister of Intergovernmental Affairs
Fullerton, Hon. Merrilee	Minister of Training, Colleges and Universities
Hardeman, Hon. Ernie	Minister of Agriculture, Food and Rural Affairs
Jones, Hon. Sylvia	Minister of Community Safety and Correctional Services
MacLeod, Hon. Lisa	Minister Responsible for Women's Issues
MacLeod, Hon. Lisa	Minister of Children, Community and Social Services
McNaughton, Hon. Monte	Minister of Infrastructure
Mulroney, Hon. Caroline	Minister of Francophone Affairs
Mulroney, Hon. Caroline	Attorney General
Phillips, Hon. Rod	Minister of the Environment, Conservation and Parks
Rickford, Hon. Greg	Minister of Energy, Northern Development and Mines
Rickford, Hon. Greg	Minister of Indigenous Affairs
Scott, Hon. Laurie	Minister of Labour
Smith, Hon. Todd	Minister of Economic Development, Job Creation and Trade
Thompson, Hon. Lisa M.	Minister of Education
Tibollo, Hon. Michael A.	Minister of Tourism, Culture and Sport
Walker, Hon. Bill	Minister of Government and Consumer Services
Yakabuski, Hon. John	Minister of Natural Resources and Forestry
Yurek, Hon. Jeff	Minister of Transportation

2019 COUNCIL & COMMITTEE MEETINGS SCHEDULE



COUNCIL CODE OF CONDUCT



COUNCIL/CAO COVENANT



PROCEDURAL BY-LAW



REMUNERATION BY-LAW



CITIZEN APPOINTMENTS

Committees	Appointments
<i>Board of Health</i>	<p>The Board of Health shall consist of: Five (5) Councillors, Ministry Representative(s), plus the Warden. "The term of office of a municipal member of a Board of Health continues during the pleasure of the Council that appointed the municipal members, unless ended sooner, ends with the ending of the term of office of the Council"; as described in the <i>Health Protection and Promotion Act. R.S.O. 1990, Chapter H.7., Part VI, s. 49 (7)</i>. "The Lieutenant Governor in Council may appoint one (1) or more persons as members of a Board of Health, but the number of members so appointed shall be less than the number of municipal members of the Board of Health"; as described in the <i>Health Protection and Promotion Act. R.S.O. 1990, c. H.7., s. 49 (3)</i>. The public appointee is required to follow the application guidelines as set out by the Public Appointments Unit of the Ministry of Health and Long-Term Care.</p>
<i>Library Board</i>	<p>The Library Board shall consist of: Two (2) Councillors, the Warden, and five (5) members of the public. The Library Board members who are non-members of Council cannot serve more than two (2) consecutive terms. Any non-councillor on the Library Board may be reappointed after an absence of one (1) year.</p> <p>"A County Library Board shall be composed of at least five (5) members appointed by the County Council"; as described in the <i>Public Libraries Act. R.S.O. 1990, Chapter P. 44, 2002. c 18, Schedule. F. s. 3(8)</i>. The appointing Council shall not appoint more of its own members to a Board than the number that is; a bare majority of the Board as described in the <i>Public Libraries Act. R.S.O. 1990. c. P.44, s. 10(2)</i>.</p>
<i>Accessibility Advisory Committee</i>	<p>The Accessibility Advisory Committee shall consist of: A majority of the members of the Committee shall be persons with disabilities as defined in the <i>Accessibility for Ontarians with Disabilities Act. 2005, S.O. 2005. c. 11. s. 29 (3)</i>. Huron County Accessibility Advisory Committee is made up of 9 voting members including: 5 persons with disabilities as defined in the <i>Ontarians with Disabilities Act. 2001. S.O. 2001. Chapter 32</i>; 1 person from professional disciplines; 1 elected official; the Warden as ex-officio; 1 citizen representative; and five (5) non-voting members. The five (5) non-voting members include: Huron County Accessibility Coordinator, the chair of the ODA working group, 1 person from the County Planning Department, 1 Municipal Building Official and the County Clerk or their designate.</p>

COUNTY ADMINISTRATIVE OFFICES

Huron County
Administration Office
1 Courthouse Square
Goderich, Ontario N7A 1M2

General Phone: (519) 524-8394

Huron County Library
Administrative Office
77722B London Road
Clinton, ON N0M 1L0

General Phone: (519) 482-5457 ext. 3513

Huron County
Planning Office
57 Napier Street, 2nd Floor
Goderich, Ontario N7A 1W2

General Phone: (519) 524-8394 ext. 3

Huron County Social
Services Office
Jacob Memorial Building
77722B London Road
Clinton, ON N0M 1L0

General Phone: (519) 482-8505

Huron County
Economic Development Office
54 West St
Goderich, ON N7A 2K3

General Phone: (519) 524-8394 ext. 6

Huron County Huronview
Home for the Aged
Jacob Memorial Building
77722B London Road
Clinton, ON N0M 1L0

General Phone: (519) 482-3451

Huron County Museum
110 North St
Goderich, ON N7A 2T8

General Phone: (519) 524-2686

Huron County Huronlea
Home for the Aged
820 Turnberry St
Brussels, ON N0G 1H0

General Phone: (519) 887-9267



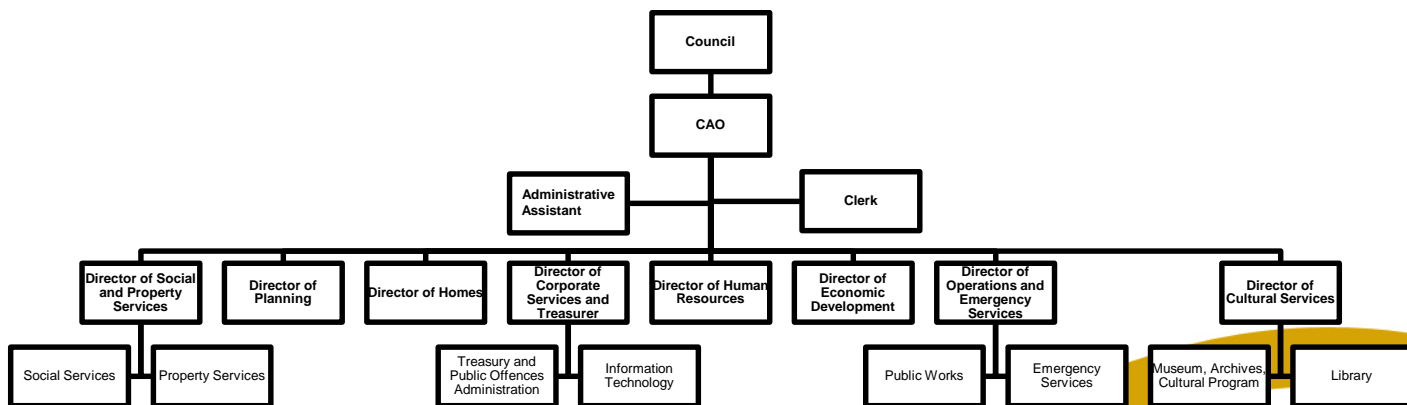
OFFICE OF THE CAO

The most senior non-elected officer of the Corporation of the County of Huron is the Chief Administrative Officer (CAO). The CAO directs all administrative services, operations and programs of the County, serving as corporate “chief of staff.” All department heads report to the CAO.

The CAO reports to Council and attends all committee meetings in the role as principal policy advisor.

The CAO represents the County of Huron with other public and private agencies with whom the County does business. She also represents the County of Huron, along with the Warden, in relations with other municipal governments, provincial officials, or as directed by Council.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
CAO	CAO directs all administrative services, operations and programs of the County, serving as corporate “chief of staff”.
STRATEGIC INITIATIVES	❖



SENIOR MANAGEMENT TEAM

SMT is the County's **Senior Management Team**. This group is composed of the leaders at the Director level of management within the County of Huron. The Senior Management Team member is normally the departmental representative at all County Council meetings unless otherwise delegated to respective supporting staff member.

SMT meets at minimum twice a month to strategize and discuss current programs, policies and directives as they relate to staff and Council. Ideas and decisions are formed at the SMT Table. Senior leaders then cascade the information to their team for discussion (usually during departmental meetings) to maintain transparency and promote the flow of information throughout their department.

Meighan Wark

Chief Administrative Officer

Michael Blumhagen

Treasurer & Director of Corporate Services

Susan Cronin

County Clerk

Cody Joudry

Director of Economic Development

Steve Lund

County Engineer & Director of Operations

Connie Townsend

Director of Homes for the Aged

Sandra Weber

Director of Planning & Development

Lara Vanstone

Director of Human Resources

Beth Rumble

County Librarian & Director of Cultural Services

Barbara Hall

Director of Social & Property Services

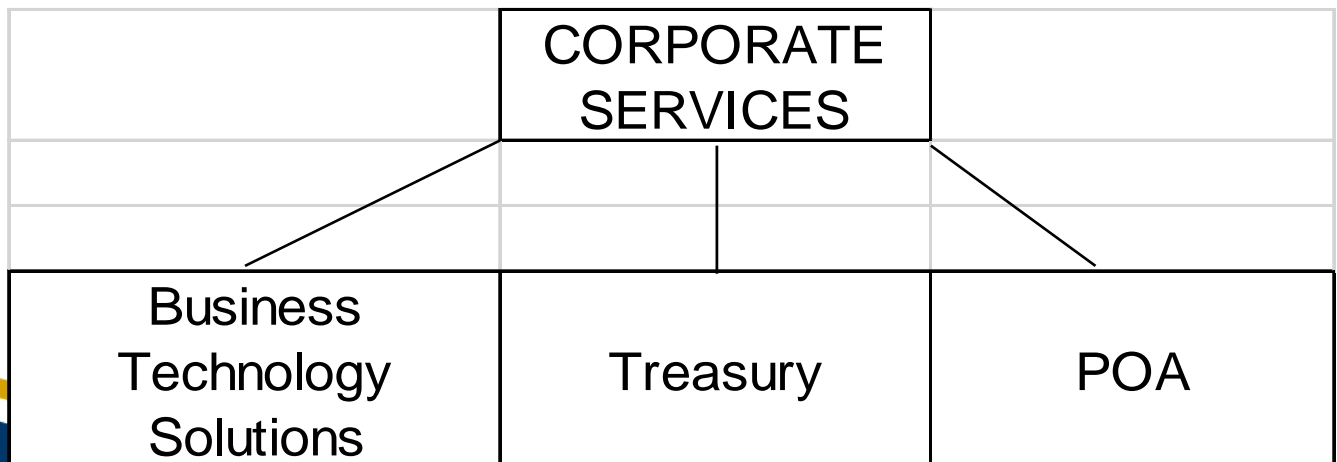


DEPARTMENTAL PROFILE

Corporate Services

Corporate Services includes Treasury, Business Technology Solutions (IT, GIS and 911), and Provincial Offences Act administration. Corporate Services provides the departments of the County of Huron with the back office supports and systems required to effectively meet their strategic objectives in meeting the needs of the residents in the County of Huron.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Treasury	Key Functions: <ul style="list-style-type: none"> ✓ Financial reporting, budget support, reception, payroll and OMERS processing, accounts payable, accounts receivable, reception
Business Technology Solutions (IT, GIS, 911)	<ul style="list-style-type: none"> ✓ Provides the technology and network communication infrastructures to ensure business needs are met in an efficient and secure manner, manage data, and to support and enable departments to make informed decisions. Supports GIS and 911 addressing.
Provincial Offences	<ul style="list-style-type: none"> ✓ Manages and administers the Provincial Offences Act court for the County of Huron
STRATEGIC INITIATIVES	❖



DEPARTMENTAL PROFILE

Clerk

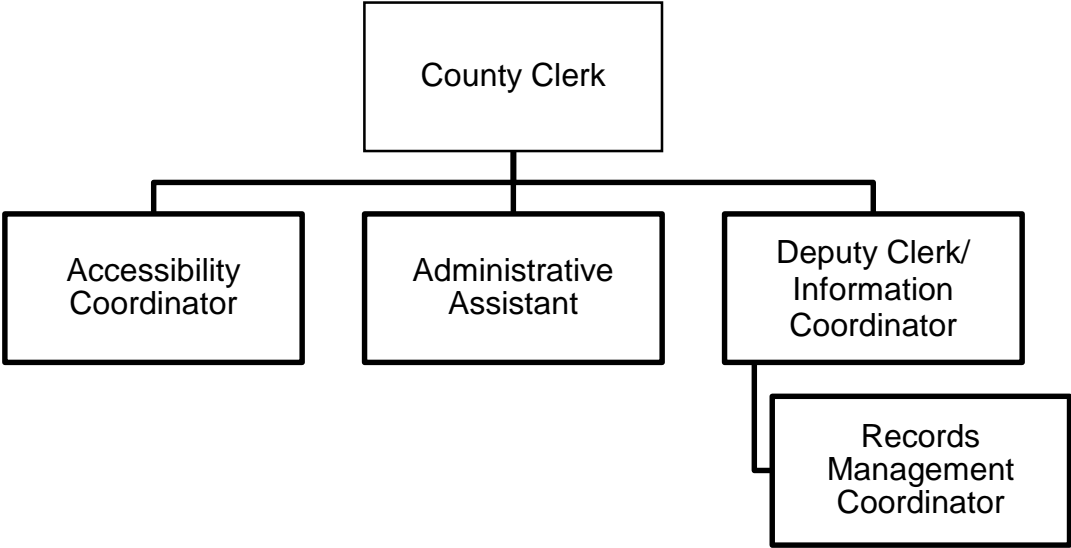
The Clerk is a statutory officer of the municipality and has legislated responsibilities and duties under various statutes, including the Municipal Act. The County Clerk's Department is responsible for providing administrative services such as maintenance of corporate records and by-laws, privacy and information access and Accessibility. The clerk's office provides procedural and legislative advice and guidance to staff, council and committees of council.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Clerk's Department	<p>The Clerk's Department acts like a "bridge" between County Council and the public. They champion openness, transparency, accessibility and accountability for the County by providing legislative and administrative support to Council.</p> <p>Key Functions:</p> <ul style="list-style-type: none">✓ Preparation of By-laws, Minutes, Agendas and Reports for County Council, Committees and Boards;✓ Records all resolutions, decisions and proceedings of County Council, Committees and Boards;✓ Assists in communicating with the public✓ Responsible for ensuring compliance with the Accessibility for Ontarians with Disabilities Act (AODA);✓ Is the Head for the purposes of the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA);<ul style="list-style-type: none">○ Processes requests under the Act✓ Custodian of County records;✓ Responsible for administering the Corporate Records Management Program; supports all County staff in the management of information in all forms, throughout its lifecycle.✓ Policy Development through the Information Governance Steering Committee and Technology and Information Management Committee;✓ Administration of Procedural By-Law;

DEPARTMENTAL PROFILE

Clerk cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
STRATEGIC INITIATIVES	❖



DEPARTMENTAL PROFILE

Economic Development

The Economic Development Department is committed to building a prosperous Huron County, a region boasting an active available workforce of over 30,000. The Department takes a renewed and focused approach to address key economic challenges and works collaboratively to pursue growth opportunities throughout the county.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Economic Development	<p>The Economic Development Department is committed to building a prosperous Huron County by:</p> <p>Focusing on 3 GUIDING PRINCIPLES:</p> <ul style="list-style-type: none">Developing targeted opportunitiesAligning municipal government effortsEngaging a broader group of stakeholders <p>Addressing the 5 BIG CHALLENGES:</p> <ul style="list-style-type: none">The tightening workforceThe need for new entrepreneurshipThe need to focus on specific opportunitiesThe importance of strategic economic infrastructureEngagement of the private sector/other stakeholders <p>Pursuing OPPORTUNITIES IN KEY GROWTH SECTORS:</p> <ul style="list-style-type: none">AgricultureTourism, culture and artsEducationManufacturingHealth and well-beingInformation technologyRetail and local services

DEPARTMENTAL PROFILE

Economic Development cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
STRATEGIC INITIATIVES	❖

Director of Economic Development

- Departmental Team Lead
- Agri-Food Sector Development

Small Business Centre Coordinator

- Social Enterprises
- Summer Company Program
- Events & Workshops

Small Business Centre Coordinator

- Food & Agri Businesses
- Tourism Businesses
- Arts & Culture Businesses

Immigration Liaison

- Local Immigration Partnership
- Newcomer/Migration
- Settlement Matters

Communications & Marketing Officer

- Tourism Sector Development
- Marketing & Communications
- Social Media

Economic Development Officer

- Land Development
- Investment Attraction
- Workforce Attraction & Retention

Office Administrator

- Administration
- Front Desk & Reception
- Payables & Payroll

Web/Multi Media Developer

- Websites
- Multimedia
- Newsletters

DEPARTMENTAL PROFILE

Public Works

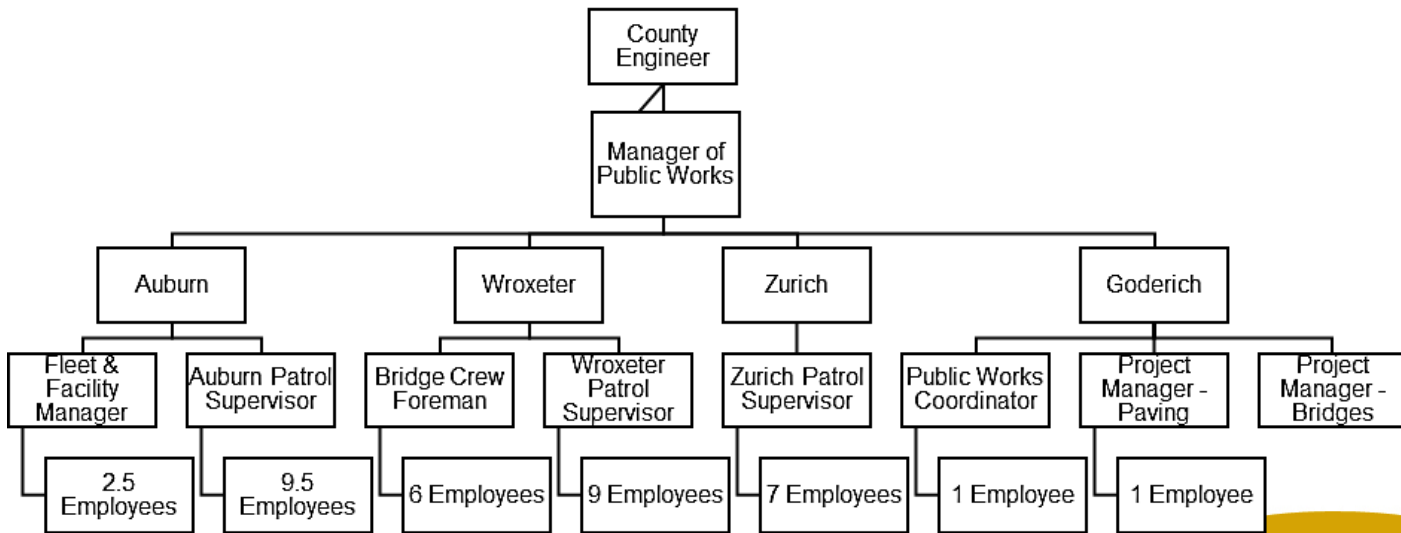
The Public Works Department contains the Highways Department and the Fleet Department. The Highways Department maintains the roads, bridges and structures on roads within the County. The Fleet Department maintains all of the vehicles used in the day to day operations of the Highways Department and other departments (excluding EMS vehicles).

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Highways	<p>Key Functions:</p> <ul style="list-style-type: none">✓ Public Works maintains 775 kilometers of County Roads, of which 91% is rural and 9% (or 66km) is urban.✓ 470 bridges and culvert structures are supported by our team.✓ Annual cost to maintain Highways assets is approximately \$20M a year.✓ During the past 50 years the Public Works Department has constructed a network of arterial roads to provide an efficient transportation system through Huron County.✓ Paved highways have an average lifespan of 22 years.✓ The primary function is to move higher volumes of traffic safely and efficiently between urban centres.✓ We maintain 4 patrol yards Auburn, Wingham, Wroxeter and Zurich. At these yards we base Operations, Sign Shop, Fleet management and Bridge Crews.✓ Departmental Administration is based out of the Court House in Goderich.✓ Winter Operations consists of 12 County Plows and 4 Contracted Plows.

DEPARTMENTAL PROFILE

Public Works cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Fleet	Key Functions: <ul style="list-style-type: none"> ✓ The Fleet Department purchases and maintains the vehicles for Highways, Property Services, Library, Museum and Social Services with Highways having the most amount of vehicles. In total, Fleet is responsible for 105 pieces of equipment with a replacement value of \$10,700,000. ✓ Vehicles include pickup trucks, Tandem dump trucks/plows, cars, cargo vans, stacker, hydra platform, tractors and boom mower.
STRATEGIC INITIATIVES	❖



Additional seasonal staffing includes 21 winter season staff and 6 students in the summer.

DEPARTMENTAL PROFILE

Emergency Services

Huron County Emergency Services is committed to helping the citizens of the County of Huron by providing emergency response, communications and education for public safety through professional leadership and teamwork.

Our mission is to contribute to the health and public safety of the citizens in the County of Huron. We are dedicated to leading and promoting the improvement of health and public safety into the future by emphasizing the following objectives:

- Providing the highest quality paramedic care
- Promoting the paramedic profession within the County of Huron
- Promoting and maintaining a strong 911 presence
- Working hand in hand with allied service agencies
- Promoting and delivering a well-defined Emergency Management Plan by education of our citizens
- Promoting community involvement in CPR and First Aid training
- Promoting injury and accident prevention
- Valuing and respecting our patients, staff and community

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Paramedic Services	<p>Huron County's Paramedic Services delivers emergency pre-hospital medical care to all residents and visitors of Huron County for life-threatening medical emergencies and transportation of sick or injured patients.</p> <p>Key Functions:</p> <ul style="list-style-type: none">✓ Paramedics are highly skilled, compassionate professionals, trained to provide emergency medical treatment and transport sick and injured people to the closest most appropriate medical facility.✓ All Paramedics are graduates of a 2 year college program and have their provincial Advanced Emergency Medical Care Assistant certification.✓ All Huron County Paramedics are certified to the Primary Care Paramedic certification and provide treatments including Defibrillation, Several Delegated Medical Acts, Airway Management, Trauma Management, Taser Probe Removal, I.V. Certification (approximately 70% of staff), several medications, and several other treatments.✓ Maintain annual certification

DEPARTMENTAL PROFILE

Emergency Services cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Community Paramedicine & Community Initiatives	<p>Huron County Paramedic Services provides a number of community initiatives to the residents of Huron County. These initiatives have been established to assist the residents of Huron County in being able to live a more independent life style in their later years of life. The coordinators of these programs provide a passion towards each community initiative that allows the programs to be operated at a high level of expertise. Each initiative has been formed to assist our paramedic staff in being able to provide the best care that the residents of Huron County deserve.</p> <p>Key Functions:</p> <ul style="list-style-type: none"> ✓ The Paramedic Referral Program is a clinical initiative of the Huron County Community Paramedicine Program. Its primary goal is to refer patients observed as having a high risk of adverse medical outcomes to the Community Care Access Center (CCAC) and Community Services. This allows individuals to receive the most appropriate care available outside the Emergency Department. ✓ Cool Aid Program - Huron County Paramedic Services is distributing information cards that will assist paramedics provide vital care in the early moments of an emergency. ✓ The card is designed to host health information including an individual's drug prescriptions, dosage, known allergies, medical history and emergency contact phone numbers. Each person writes their own health information on the card. They then attach the card to the fridge by the magnet on the back cover. This way the paramedics always know where to look for the card. ✓ Huron County Emergency Services is the host agency for the Huron County Project Lifesaver Program. ✓ Project Lifesaver Huron uses radio frequency technology to assist in locating individuals who may wander or bolt; typically individuals living with Alzheimer disease, Autism, Down syndrome, acquired brain injury or other kinds of cognitive impairment use this program ✓ The transmitter is a lightweight device worn like a wristwatch that emits a signal every second ✓ The signal is not audible to the participant or anyone near them. It is only detected by the unique receiver system the OPP have.

DEPARTMENTAL PROFILE

Emergency Services cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Community Paramedicine & Community Initiatives Cont'd...	<ul style="list-style-type: none">✓ The Huron County Paramedic Services Public Access Defibrillator Program (PAD) is an initiative that was started in 2007 to provide public locations with Automated External Defibrillators (AED's). This program was sponsored by the Heart & Stroke Foundation of Ontario. This program has since moved to the national stage in early 2015. Heart & Stroke's initiative nationally is to have an AED placed into every arena in Canada by 2018.✓ In Huron County we are very fortunate as we have been able to place an AED into every arena throughout the County. The total amount of AED's that we have in our program has reached 85 units. These units have been placed into public buildings such as the arenas, libraries, municipal offices, all public/catholic schools and some County buildings.✓ These units are maintained by Huron County Paramedic Services. We provide a yearly inspection and service to all of these units that are in our program.

DEPARTMENTAL PROFILE

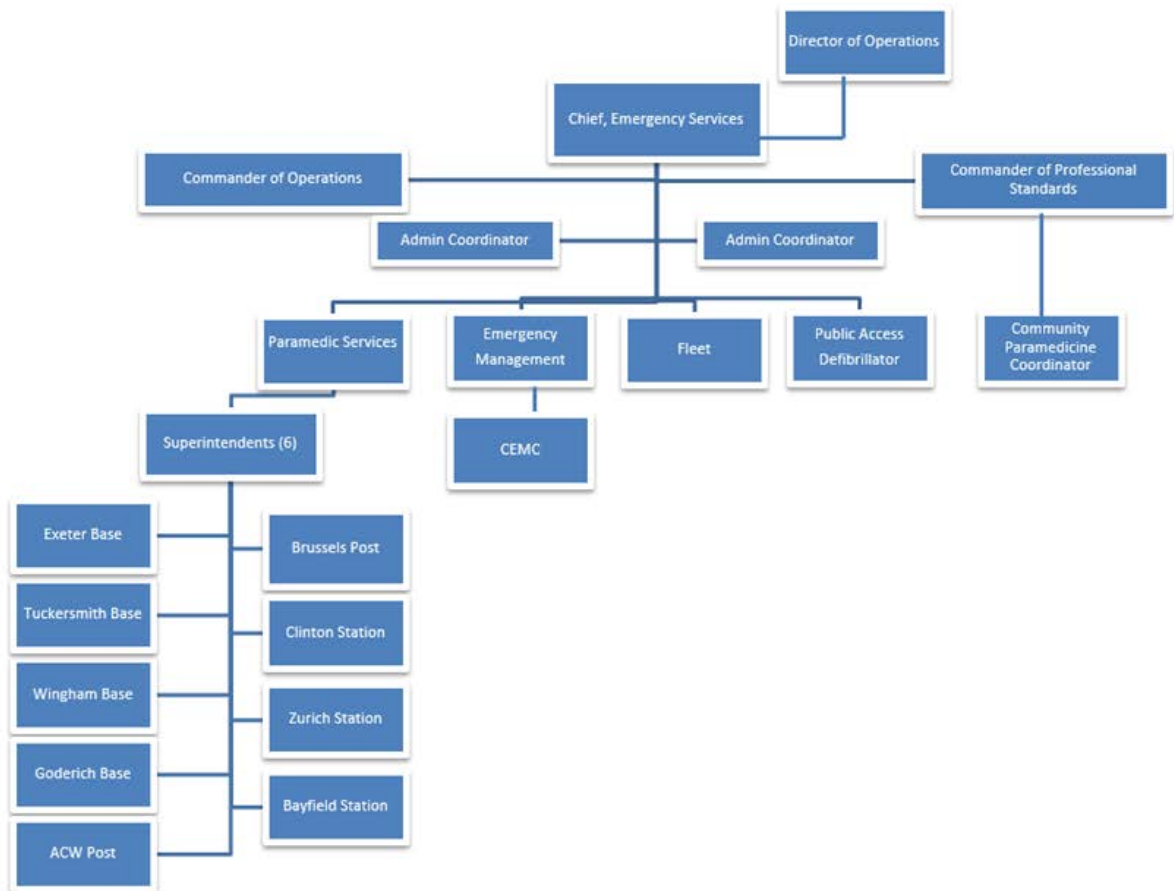
Emergency Services cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Emergency Management	<p>The Emergency Management and Civil Protection Act (EMCPA), R.S.O. 1990 requires all municipalities in Ontario to develop, implement and maintain an emergency management program. The Ontario Regulation 380/04 sets out the Ministry and Municipal Standards. These standards include designating an Emergency Management Program Coordinator and an Emergency Information Officer. Every municipality is to have a program committee, a Control Group with an established Emergency Operations Centre (EOC) and an Emergency Response Plan.</p> <p>Key Functions:</p> <ul style="list-style-type: none"> ✓ If a major emergency occurs in Huron County, the head of council (Warden) would implement the County's emergency response plan, or declare an emergency, if required. Members of the County Emergency Control Group would then come together and work to ensure a controlled, centralized and coordinated emergency response takes place. ✓ Huron County's Community Emergency Management Coordinator (CEMC) is responsible for providing efficient, effective and timely emergency programs. The CEMC works with a county-wide Emergency Preparedness Advisory Committee; together they publish an approved County Emergency Response Plan, organize annual testing of the plan, develop an appropriate community emergency operations centre, train municipal emergency personnel and provide public awareness. ✓ The Huron County CEMC is also the delegated CEMC for eight of the nine Huron County member municipalities. Those being ACW, Morris-Turnberry, Howick, North Huron, Huron East, South Huron, Central Huron, and Bluewater

DEPARTMENTAL PROFILE

Emergency Services cont'd...

Organizational Chart



2018-10-18

Huron County Emergency Services

DEPARTMENTAL PROFILE

Social and Property Services

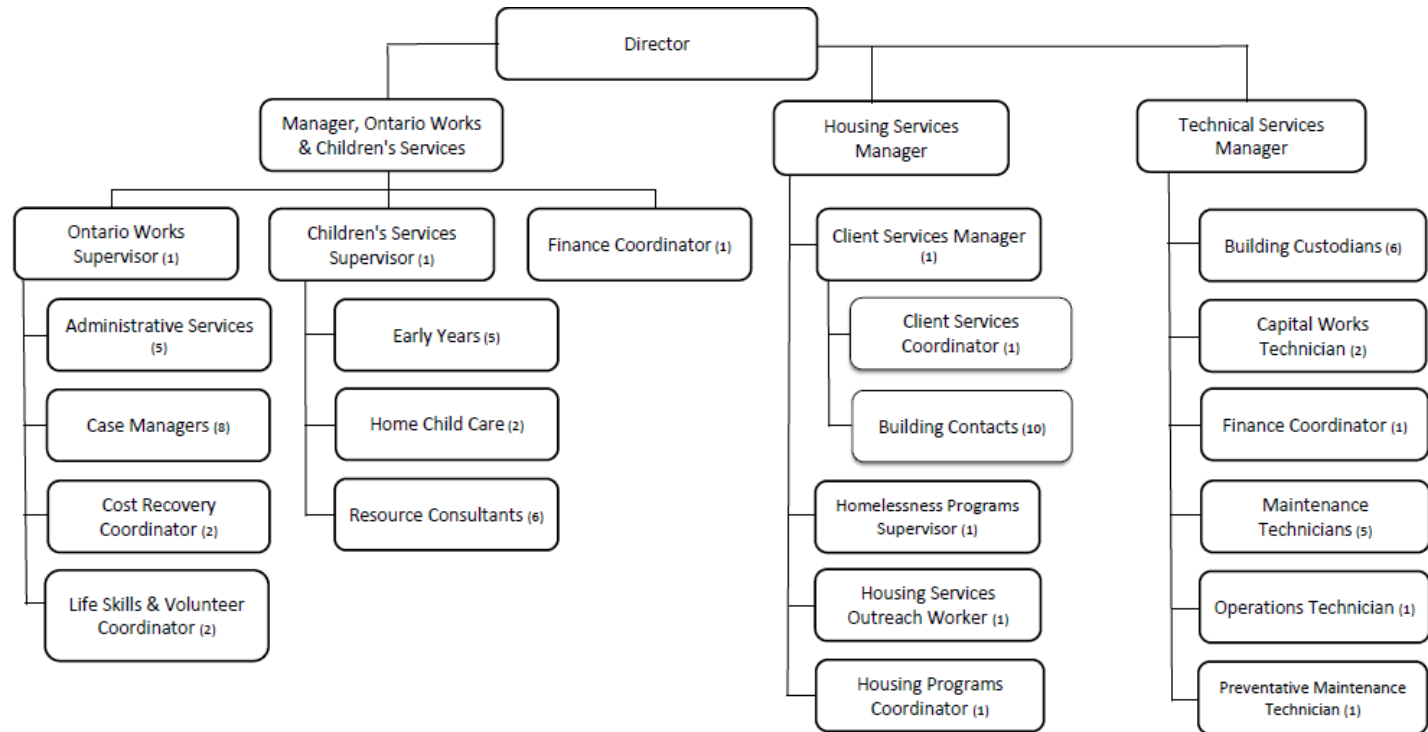
Social and Property Services consists of four Divisions within the Department.

A brief description of each Division is below.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Social and Property Services Department	<p>Children's Services: Ensures families and child care providers find the early learning programs and child care support and services available in our community.</p> <p>Housing Services: Provides a range of housing programs to assist in providing affordable housing options in Huron County. Homelessness prevention programs are developed and partnerships are formed with community agencies to work towards the goal of ending homelessness.</p> <p>Ontario Works: Provides income and employment support to people in temporary financial need. Increased partnerships through case management with identified community partners.</p> <p>Property Services: Maintains and operates the County's municipally owned properties to a high standard. Provides leasing services to the County's external tenants.</p>
STRATEGIC INITIATIVES	<p>We cultivate a healthy and safe environment by providing respectful and supportive services to all members of our community.</p> <p>The vision for our Department is working and growing together to create healthy, inclusive and supportive communities in Huron County.</p>

DEPARTMENTAL PROFILE

Social and Property Services



DEPARTMENTAL PROFILE

Homes for the Aged

Huronview Home for the Aged was established in 1895 on a 100 acre farm on Highway #4, south of Clinton. Over the years it was expanded three times and then in 1993, two new Homes were built. Huronview remains on the original site. Huronlea was built south of Brussels to accommodate the needs of families in the eastern part of the County. Huronview has 120 long term care beds and Huronlea has 64 long term care beds. Each home has 20 apartments attached to the building which offer housekeeping and an evening meal package as part of the rent.

BRIEF DESCRIPTION OF DEPARTMENT

Our Mission, Vision & Values	<p><i>Mission</i> To provide quality compassionate care in a homelike environment</p> <p><i>Vision</i> To foster a caring environment with the open possibilities of life's continued journey</p> <p><i>Values</i> Respect * Teamwork * Accountability * Integrity</p>
Long Term Care Homes Act and Regulations	<p>Act & Regulations for all Nursing Homes in Ontario effective July 1, 2010</p> <p>Act Preamble states, "The people of Ontario and their Government ... are committed to the promotion of delivery of long term care home services by not-for-profit organizations..."</p>

DEPARTMENTAL PROFILE

Homes for the Aged cont'd...

Other supporting Legislation or Programs	<p>Excellent Care for All Act, 2010 – supports using evidence-based health care approaches; being introduced in all health care facilities: hospitals, long term care, etc., includes quality improvement.</p> <p>Residents First – the vision for this province wide initiative is that each resident enjoy safe, effective and responsive care that helps them achieve the highest potential of quality of life. The workplace culture supported by Residents First is...</p> <p>Continuous Quality Improvement.</p> <p>Ministry of Labour – this piece of legislation governs the health and safety of all our staff and promotes a safe workplace for everyone.</p> <p>Fire Code – In consultation with our local fire chiefs, we ensure each Home is compliant with all regulations which includes annual fire inspections and mock evacuation drills.</p>
CARF Accreditation	<p>In 2017, our Homes successfully achieved a three year accreditation award with CARF Canada. Our next accreditation survey will take place in 2020.</p>

DEPARTMENTAL PROFILE

Homes for the Aged cont'd...

Funding – Long Term Care	<p>Huronview & Huronlea are funded by MOHLTC, Residents & the County</p> <p>Ministry sets per diem amounts for:</p> <ul style="list-style-type: none"> • <u>Nursing services</u> (RAI MDS computer system determines funding level out of 100%) • <u>Raw Food</u> (i.e., groceries) • <u>Programs and Social Services</u> (recreational activities, special events programming, social worker, volunteers etc.) • <u>Other Accommodation</u> (covers administration, maintenance, dietary, housekeeping, laundry etc.) • <i>* under spending in these envelopes is clawed back at annual reconciliation by Ministry</i>
Funding – County Contribution	<p>Covers provincial under-funding of Nursing envelope for the Homes</p> <p>Added Costs in Delivery by Municipality:</p> <ul style="list-style-type: none"> • Higher than average salary rates due to Pay Equity legislation • Higher benefits costs – OMERS, Sick Plan • Higher arbitration settlement decisions on average <p>Provincially municipalities contribute over \$140 million to long term care delivery.</p> <p>For 2018 the County contribution to operate the two homes and apartments was estimated at 3.3 million.</p>

DEPARTMENTAL PROFILE

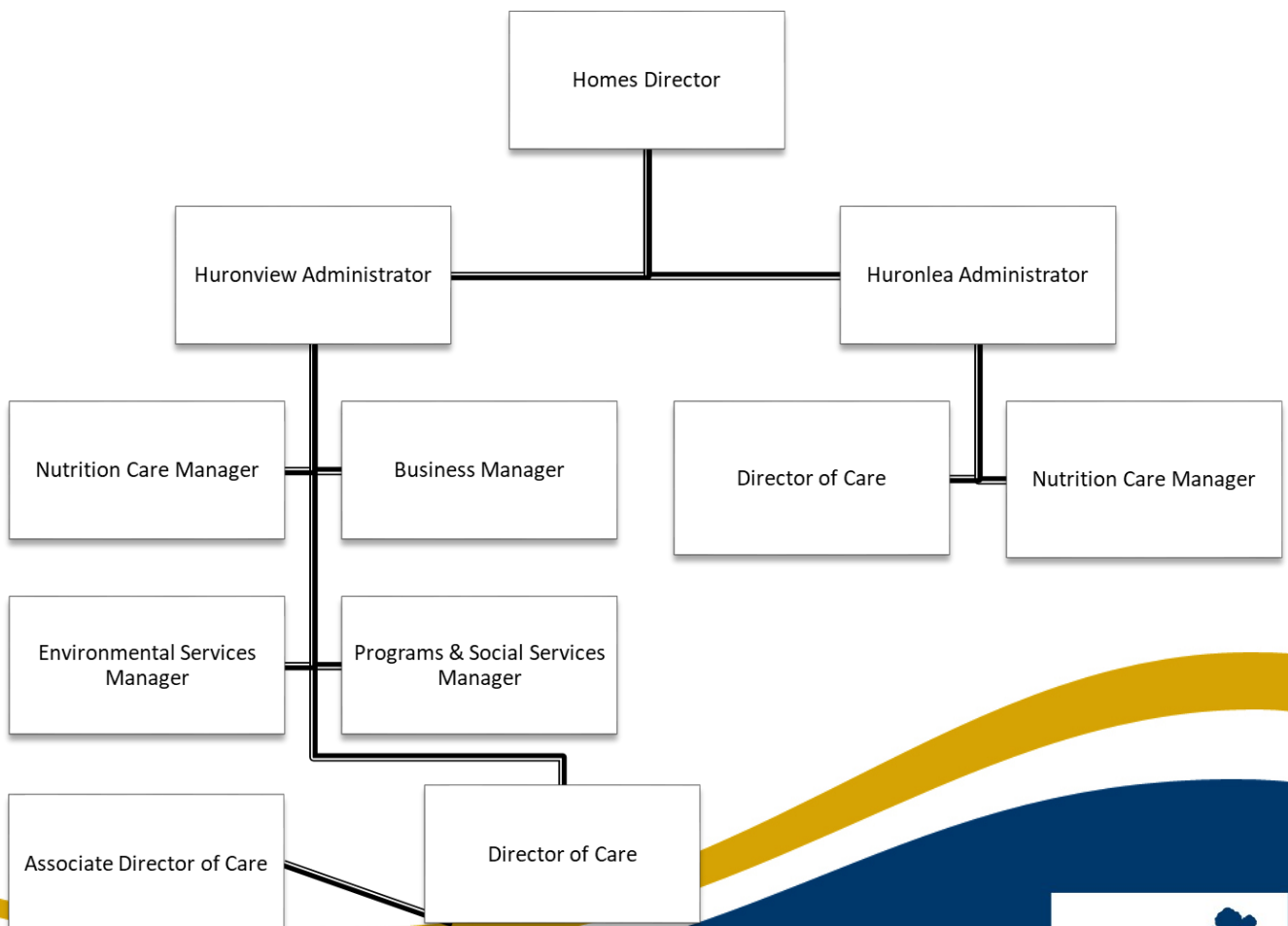
Homes for the Aged cont'd...

<p>How are resident monthly accommodation fees managed?</p>	<p>The Ministry of Health and Long Term Care room rates are set by the province and reviewed yearly.</p> <p>There is a mandated split between preferred and basic rooms.</p> <p>Huronview and Huronlea have several private rooms and all others are semi-private rooms with a shared washroom.</p> <p>Any other services are reviewed by MOHLTC and an agreement must be signed to charge for these (cable, hairdressing, etc.)</p> <p>Admission Contracts upon arrival are completed with resident or their Power of Attorney (for Care and for Finances).</p>
<p>What protects our residents?</p>	<p>The Resident Bill of Rights is a “contract” with residents which governs the care and services we provide to our residents.</p> <p>There are 27 Rights and this document is posted in the front entrance at each Home, in English and French.</p>
<p>Performance Measurements</p>	<p><u>Local Health Integration Network (LHIN)</u></p> <ul style="list-style-type: none"> • Leadership & Management of local health system • Ministry of Health funding is managed by the LHIN • Authority to fund health service providers • Service Accountability Agreements (LSAA) <ul style="list-style-type: none"> • Started for Long Term Care March 31, 2010 • Contains Performance Obligations • Outcome measures • Align with provincial priorities • Mandatory reporting in several areas such as Indigenous training and French Language Services • 3 year agreement with our current LSAA expiring March 2019

DEPARTMENTAL PROFILE

Homes for the Aged cont'd...

Strategic Initiatives	<p>The Homes have a combined Strategic Plan which aligns with County priorities. The Plan is submitted to County Council for approval and updates are given twice per year. Departmental goals are incorporated into the Homes Strategic Plan.</p> <p>Some of our current strategic priorities include:</p> <p>❖</p>
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DEPARTMENTAL PROFILE

Planning and Development

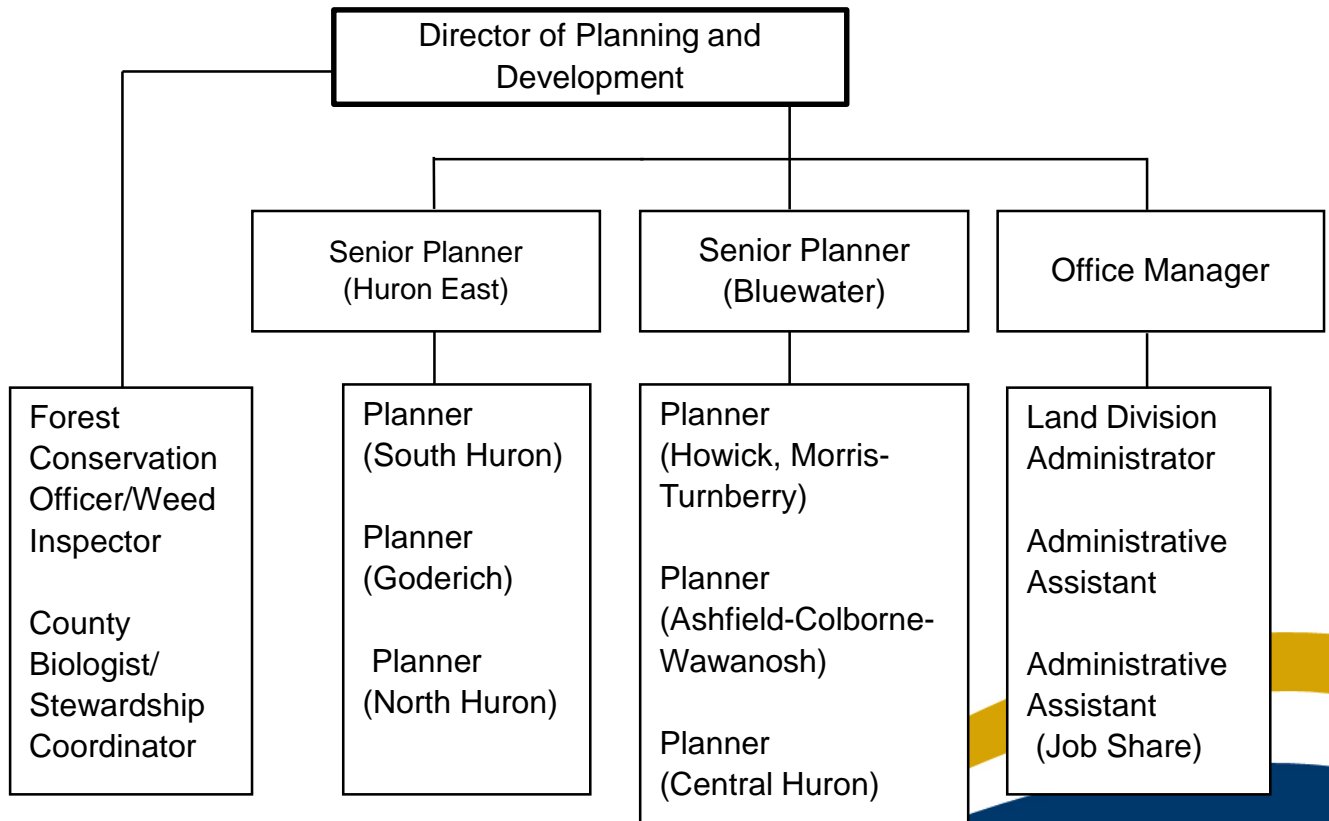
The Planning and Development Department provides a range of services including land use planning, community development, sustainability planning, forest conservation and stewardship. The goal of the Department is to plan with the community to achieve a healthy, viable and sustainable future for Huron County.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Planning and Development	<p>Land Use Planning</p> <p>Key Functions:</p> <ul style="list-style-type: none"> ✓ Community visioning and development policies (County and Local Official Plans and Zoning By-laws) ✓ Development review (Plans of Subdivision/Condominium, Official Plan Amendments, Consents/Severances, Zoning By-law Amendments, Minor Variances, Site Plans) ✓ Community Improvement Plans <p>Community Development/Strategic Planning</p> <p>Key Functions:</p> <ul style="list-style-type: none"> ✓ Sustainable Huron Plan and Steering Committee ✓ Clean Water Project ✓ Water Protection Steering Committee ✓ County-wide Cycling Strategy ✓ County Conservation Demand Management Plan and Committee <p>Forestry and Stewardship</p> <p>Key Functions:</p> <ul style="list-style-type: none"> ✓ Forest Conservation (Forest Conservation By-law, Notices of Intent, County Forest Management Plan for 14 County Forests) ✓ Partnership with Huron Stewardship Council <ul style="list-style-type: none"> ○ Species at Risk ○ Land stewardship projects, education and outreach ✓ Natural Environment review for development applications ✓ Relationship building with landowners and other agencies

DEPARTMENTAL PROFILE

Planning and Development cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
STRATEGIC INITIATIVES	❖



DEPARTMENTAL PROFILE

Human Resources

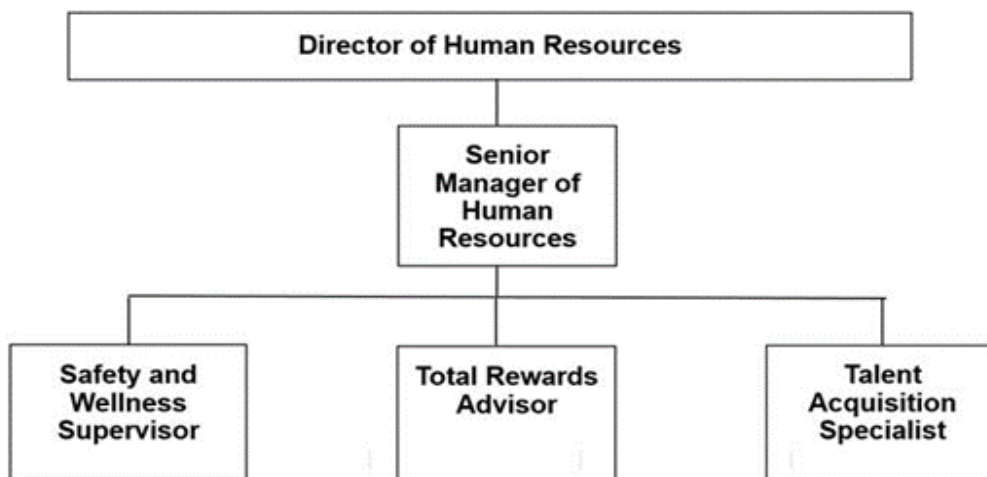
The Human Resources Department was created in 2002 and is responsible for Human Resources Management functions related to the lifecycle of an employee which includes recruitment, onboarding, training and development, workforce and succession planning, labour relations, compensation including employee health benefits, organizational development and change management, employee engagement, health and safety, mental health in the workplace, worker's compensation and return to work programs, collective agreement bargaining and administration, grievances and arbitrations, terminations, conflict resolution and mediation, human resources information system software and all human resources policies, procedures and practices.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Human Resources	<p>Key Functions:</p> <p>Talent Acquisition</p> <ul style="list-style-type: none">✓ Talent Attraction and Retention✓ Strategic Workforce Planning✓ Diversity & Inclusion in the Workplace✓ Onboarding Program <p>Training, Learning and Development</p> <ul style="list-style-type: none">✓ Performance Development✓ Mentoring, Coaching and Feedback✓ Human Resources Policies and Procedures✓ Corporate Training and Development <p>Employee Wellbeing</p> <ul style="list-style-type: none">✓ Psychologically Healthy and Safe Workplace✓ Return to Work and Stay at Work Program✓ Attendance Support Program✓ Sick plan and Workplace Accommodations <p>Total Rewards</p> <ul style="list-style-type: none">✓ Rewards, Recognition and Benefits✓ Wellness program✓ Years of service and Retirement Awards✓ Employee Assistance Program

DEPARTMENTAL PROFILE

Human Resources cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Human Resources	<p>Labour Relations</p> <ul style="list-style-type: none"> ✓ Collective Bargaining ✓ Job Evaluation and Pay Equity ✓ Workplace Investigations ✓ Grievances ✓ Discipline and Termination <p>Culture and Leadership</p> <ul style="list-style-type: none"> ✓ County of Huron's Vision, Mission and Values ✓ Management and Leadership Series ✓ Individual and Team Learning and Development ✓ Accountability and Trust in the Workplace <p>Employee Retention and Offboarding</p> <ul style="list-style-type: none"> ✓ Succession planning for retention ✓ Retirement Support ✓ Exit conversations and Learning
STRATEGIC INITIATIVES	❖



DEPARTMENTAL PROFILE

Cultural Services

Cultural Services is responsible for the provision of library service, the Huron County Museum and Historic Gaol, Archives as well as the promotion and development of other cultural programs throughout the county. Departmentally, this means preserving and celebrating culture, fostering creativity and providing access to information and ideas in a way that is inclusive to all.

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Cultural Program	Supports and fosters cultural endeavors throughout Huron County with a focus on leveraging partnerships to achieve goals. Key Functions: <ul style="list-style-type: none">✓ Plan and promote cultural events throughout Huron County.✓ Act as a resource for the arts and culture community.✓ Implementation of Cultural Plan.
STRATEGIC INITIATIVES	❖ .

DEPARTMENTAL PROFILE

Cultural Services cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Museum	<p>The Huron County Museum, located in Goderich, houses artifacts that pertain to the historical founding, settlement and culture of Huron County. The County Archives are housed at the Museum. The Historic Gaol served as the County Jail from 1841 to 1972. It is now a National Historic Site. Both sites engage in programming to continue to tell our stories in creative, accessible and interesting ways.</p> <p>Key Functions:</p> <ul style="list-style-type: none"> ✓ Develop and design permanent and temporary exhibitions. ✓ Conduct programming to enhance access to and understanding of collections. ✓ Provide research assistance to visitors regarding artifact and archival materials. ✓ Collect relevant artifacts and archival documents for enhancement of the collection. Process new acquisitions and select and research existing collection items for proposed deaccessioning. Ensure safe storage and condition of artifacts. ✓ Facilitate Huron Heritage Fund.
STRATEGIC INITIATIVES	❖

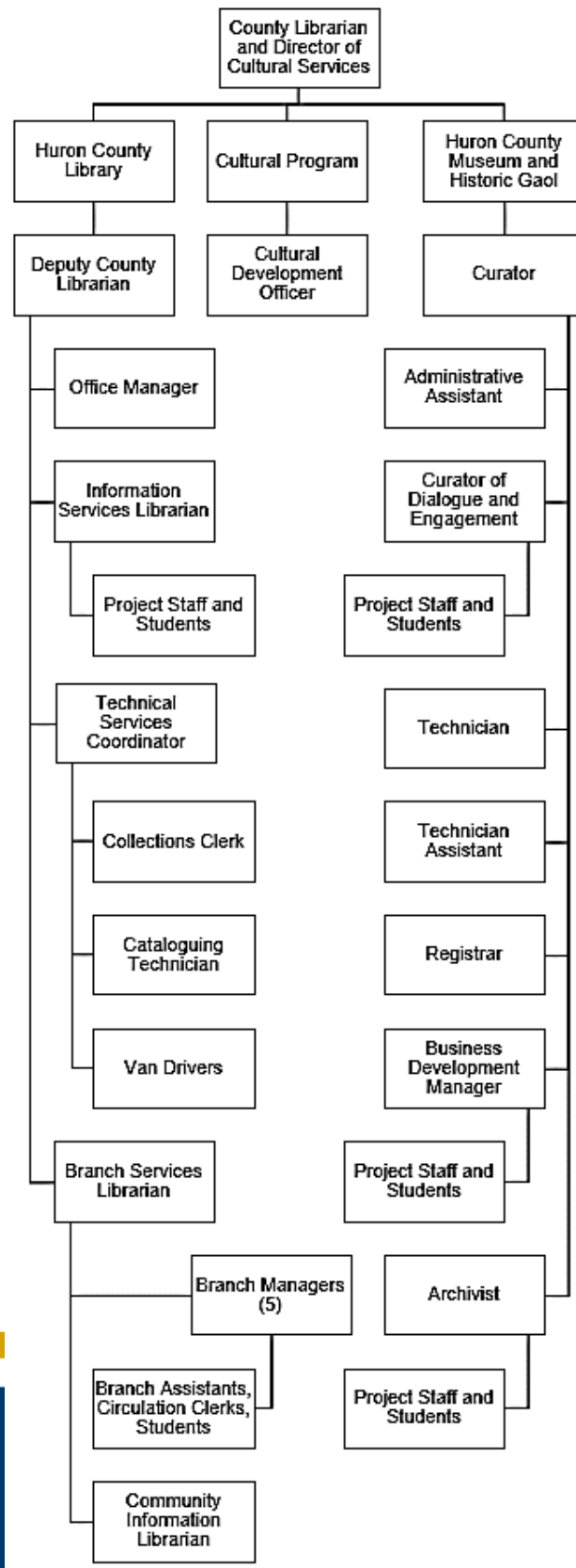
DEPARTMENTAL PROFILE

Cultural Services cont'd...

DEPARTMENT NAME	BRIEF DESCRIPTION OF DEPARTMENT
Library	<p>Huron County Library has 12 branches across the County providing a variety of services to their communities focusing on making information, skills and ideas available in a manner that is equitable to all.</p> <p>Key Functions:</p> <ul style="list-style-type: none">✓ Provide access to print and digital materials.✓ Offer programs to support the exploration and development of new information/ideas/skills.✓ Partner with the community and community organizations to enhance the wellbeing of residents.✓ Provide new services based on community needs for growth and learning.
STRATEGIC INITIATIVES	❖

DEPARTMENTAL PROFILE

Cultural Services cont'd...



EMPLOYEE GROUPS

Unions

SEIU (Service Employees International Union)	The Homes for the Aged <ul style="list-style-type: none">• PSWs• Cooks• Food Service Workers• Laundry Aids• Activation Staff
ONA (Ontario Nurses' Association)	The Homes for the Aged <ul style="list-style-type: none">• Nurses The Health Unit <ul style="list-style-type: none">• Public Health Nurses
IUOE (International Union of Operating Engineers)	The Homes for the Aged <ul style="list-style-type: none">• Maintenance Staff
CUPE (Canadian Union of Public Employees)	The Health Unit <ul style="list-style-type: none">• Public Health Promoters• Public Health Inspectors Emergency Services <ul style="list-style-type: none">• Paramedics
OPSEU (Ontario Public Service Employees Union)	The Health Unit <ul style="list-style-type: none">• Dietician• Epidemiologist

Non-Union Groups

<ul style="list-style-type: none">• Administration Department• Human Resources Department• Treasury and Corporate Services Department• Economic Development Department• Planning and Development Department• Social and Property Services Department• Public Works Department	<ul style="list-style-type: none">• Library Department• Cultural Services Department• Emergency Services Supervisors, Managers and Administration staff• Homes for the Aged Management• Health Unit Managers and Administration Staff
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OUR VISION:

“A Community for Generations”

OUR MISSION:

“We cultivate a healthy environment
for prosperous living”

OUR VALUES:

“Integrity... Teamwork... Excellence”



STRATEGIC PRIORITIES CHART



WIRELESS HANDHELD DEVICE POLICY



PORTABLE COMPUTER POLICY



CONDUCT AND BEHAVIOUR POLICY

CONFLICT OF INTEREST POLICY



RESPECT IN THE WORKPLACE



SUBSTANCE ABUSE POLICY



WHISTLEBLOWER POLICY



PRIVACY POLICY



PROCUREMENT POLICY



TRAVEL GUIDELINES



LOCAL MUNICIPAL OFFICES

<i>County of Huron</i>	1 Courthouse Square Goderich, Ontario N7A 1M2 Phone: 519-524-8394
<i>Township of Ashfield-Colborne-Wawanosh</i>	82133 Council Line R.R.#5 Goderich, Ontario N7A 3Y2 Tel: 519-524-4669
<i>Municipality of Bluewater</i>	Box 250, 14 Mill Ave Zurich, ON N0M 2T0 Phone: 519-236-4351
<i>Municipality of Central Huron</i>	P.O. Box 400, 23 Albert St. Clinton, ON N0M 1L0 Phone: 519-482-3997
<i>Town of Goderich</i>	57 West Street Goderich, ON N7A 2K5 Phone: 519-524-8344
<i>Township of Howick</i>	44816 Harriston Road Gorrie, ON N0G 1X0 Phone: 519-335-3208
<i>Municipality of Huron East</i>	P.O. Box 610, 72 Main Street South Seaforth, ON N0K 1W0 Phone: 519-527-0160
<i>Municipality of Morris-Turnberry</i>	PO Box 310, 41342 Morris Rd Brussels, ON N0G 1H0 Phone: 519-887-6137
<i>Municipality of North Huron</i>	P.O. Box 90, 274 Josephine Street Wingham, ON N0G 2W0 Phone: 519-357-3550
<i>Municipality of South Huron</i>	PO Box 759, 322 Main Street South Exeter, Ontario N0M 1S6 Phone: 519-235-0310

GLOSSARY OF TERMS



EXPENSE FORMS



EMERGENCY SERVICES ORIENTATION



PLANNING RESOURCES



ADDITIONAL HUMAN RESOURCES INFORMATION



ECONOMIC DEVELOPMENT PLANS AND STRATEGIES



THE ONTARIO MUNICIPAL COUNCILLOR'S GUIDE 2018

