



City of Humboldt
September 22, 2025 - Regular Meeting of Council - 05:30 PM

- 1 Call To Order**
- 2 Land Acknowledgement**
- 3 Adopt Agenda**
 - 3.1 Conflict of Interest
- 4 Public Acknowledgement**
- 5 Public Hearing - Discretionary Use Application**
 - 5.1 Suspend Council Meeting
 - 5.2 Recommendation - City Controller - Public Hearing - Discretionary Use Recreation Facility
 - 📎 Report - Public Hearing - Discretionary Use Recreation Facility
 - 5.3 Recommendation - City Controller - Public Hearing - Bylaw No. 16/2025
 - 📎 Report - Public Hearing - Bylaw No. 16/2025
 - 5.4 Resume Meeting
- 6 Approve Minutes**
 - 6.1 Regular Meeting of Council held August 25th, 2025
 - 📎 Minutes of the Regular Meeting of Council held August 25th, 2025
 - 6.2 Special Meeting of Council held September 8th, 2025
 - 📎 Minutes of the Special Meeting of Council held September 8th, 2025
- 7 Delegations**
 - 7.1 Janine Hart & Eilish McAnally - Humboldt Regional Newcomer Centre
 - 7.2 Lisa Owen - Humboldt Community Gathering Place
 - 📎 Letter - Humboldt Community Gathering Place
- 8 Correspondence**
 - 8.1 Items Received for Information Only
 - 📎 SUMA City Caucus Agenda Package, September 4, 2025
- 9 Committee Reports**
 - 9.2 Executive Committee Meeting held September 8th, 2025
 - 📎 Minutes of the Executive Committee Meeting held September 8th, 2025
 - 9.3 Humboldt & District Museum and Gallery Board dated July 10th, 2025
 - 📎 Minutes of the Humboldt & District Museum and Gallery Board dated July 10th, 2025
 - 9.4 Reid Thompson Public Library meeting dated June 9th, 2025

📎 Minutes of the Reid Thompson Public Library meeting dated June 9th, 2025

10 Bylaws

- 10.1 Recommendation - Community Development Coordinator - Bylaw No. 16/2025 – A Bylaw to Amend Bylaw No. 03/2016 known as the Official Community Plan
 - 📎 Report - Bylaw No. 16/2025 – A Bylaw to Amend Bylaw No. 03/2016 known as the Official Community Plan
 - 📎 Bylaw No. 16/2025 – A Bylaw to Amend Bylaw No. 03/2016 known as the Official Community Plan
- 10.2 Second Reading - Bylaw No. 16/2025 – A Bylaw to Amend Bylaw No. 03/2016 known as the Official Community Plan
- 10.3 Third Reading - Bylaw No. 16/2025 – A Bylaw to Amend Bylaw No. 03/2016 known as the Official Community Plan

11 New Business

- 11.1 Proclamation - Culture Days
 - 📎 Proclamation - Culture Days
- 11.2 Proclamation - Truth and Reconciliation Week
 - 📎 Proclamation - Truth and Reconciliation Week
- 11.3 Proclamation - National Disability Employability Month
 - 📎 Proclamation - National Disability Employability Month
- 11.4 Recommendation - Community Development Coordinator - Discretionary Use - Recreational Facility
 - 📎 Report - Discretionary Use - Recreational Facility
- 11.5 Recommendation - Director of Leisure Services - Living Skies Music Festival Multi-Year Agreement
 - 📎 Report - Living Skies Music Festival Multi-Year Agreement
- 11.6 Recommendation - Director of Public Works - Community Airport Partnership Grant
 - 📎 Report - Community Airport Partnership Grant
- 11.7 Recommendation - Director of Protective Services - Fire Department Utility Vehicle
 - 📎 Report - Fire Department Utility Vehicle

12 Enquiries

13 Committee of the Whole

14 Adjourn

CITY OF HUMBOLDT REPORT

TITLE: Public Hearing – Discretionary Use – Unit 6 520 9th Street

PREPARED BY: Jace Porten, Interim City Clerk

REVIEWED BY: Joe Day, City Manager

PREPARED FOR: City Council

DATE: September 22, 2025

RECOMMENDATION

That this report be accepted for information and filed.

BACKGROUND

Pursuant to Section 55 of the Planning and Development Act 2007, public notice shall be provided if Council is considering a discretionary use application. The City’s Public Notice Policy #4475 requires that notice of the matter be posted ten clear days of the meeting at which Council will consider the matter.

CURRENT SITUATION

The City received a discretionary use application for a recreational facility located within Unit 6 at 520 9th Street. The notice was posted at City Hall and on the City’s web site for two clear weeks and provided to the affected property owners within 75 metres of the application. Those wishing to submit written comments on this matter must have made their submission to the Interim City Clerk by noon on Thursday, September 18th, 2025 to allow for inclusion in the agenda package.

FINANCIAL IMPLICATION

There is no anticipated financial impact of the recommended action.

CONCLUSION

The Interim City Clerk received no written correspondence related to this public notice by the deadline.



CITY OF HUMBOLDT REPORT

TITLE: Public Hearing – Bylaw No. 16/2025 – Amend Bylaw No. 03/2016

PREPARED BY: Jace Porten, Interim City Clerk

REVIEWED BY: Joe Day, City Manager

PREPARED FOR: City Council

DATE: September 22, 2025

RECOMMENDATION

That this report be accepted for information and filed.

BACKGROUND

Pursuant to Section 207(1) of the Planning and Development Act 2007, public notice shall be provided to give notice of intention to consider adopting, amending or repealing an official community plan bylaw. The City's Public Notice Policy #4475 requires that notice of the matter be posted ten clear days of the meeting at which Council will consider the matter.

CURRENT SITUATION

At the Special Meeting of Council on September 8th, the first reading of Bylaw No. 16/2025 was introduced. Community Planning permitted the City to provide public notice prior to the first reading, which was posted at City Hall and on the City's web site. Those wishing to submit written comments on this matter must have made their submission to the Interim City Clerk by noon on Thursday, September 18th, 2025 to allow for inclusion in the agenda package.

FINANCIAL IMPLICATION

There is no anticipated financial impact of the recommended action.

CONCLUSION

The Interim City Clerk received seven emails and a letter by the deadline, those submissions have been attached to this report for Council's consideration and to form a part of the public hearing.

From: [Jillian Suer](#)
To: [Lori Yaworski](#)
Subject: Concerns
Date: September 4, 2025 9:56:51 AM

Hi,

I would like to send in my concern about amending the bylaw on the 400 block of Ogilvie Avenue in Humboldt to residential.

This is our soccer fields for U3-U9 soccer, track is held here, school gym classes, etc. You would be ruining things Humboldt has by putting residential here. It is also nice to have the green space by a school. HPS will struggle extreme taking this space away as always kids in this area, plus Humboldt & District Soccer will go down, track and field for districts uses this area. This is absolutely not a spot to put any residential. I highly recommend not changing this bylaw.

A very concerned citizen in Humboldt.

Jillian Suer
Sent from my iPhone

From: [Briana Barnes](#)
To: [Lori Yaworski](#)
Subject: Concern Regarding Rezoning of Ogilvie Ave Green Space
Date: September 4, 2025 11:34:13 AM

Dear City Council

I am writing to express my concern regarding the proposed rezoning of the area around Ogilvie Avenue to residential use. This particular green space is an important part of our community and is currently used regularly by joint user groups, including the local public elementary school.

As it stands, this is the only remaining soccer field in Humboldt. It is located beside the track and football field, making it a central and accessible location for students, families, and organized sports groups. The recent removal of the green space at Carl Schenn Park, which had also served soccer programs, has already reduced the availability of fields in our community. Losing the Ogilvie Avenue field would significantly impact youth sports, physical education programs, and opportunities for active recreation in Humboldt.

I respectfully urge the City to reconsider the rezoning of this area. Maintaining this green space is vital to supporting physical activity, community engagement, and the health and well-being of Humboldt residents, especially our youth. Once such spaces are lost to development, they are rarely regained.

Thank you for your time and consideration on this important matter.

Sincerely,

Briana Barnes

Humboldt, SK

From: [Carrie Derbowka](#)
To: [Info](#)
Subject: New residential area
Date: September 4, 2025 12:07:55 PM

I am writing this letter as I don't agree with where you guys want to put residential area. We use that green space lots for sports for our kids. There is plenty other places to be building but not there. I am unable to make council meeting as I will be working.

I hope this letter can be used as my vote against this commendment.

Carrie Derbowka

From: [Mike and Paige Yager](#)
To: [Lori Yaworski](#)
Subject: Bylaw change for 400 block of Ogilvie Ave
Date: September 4, 2025 3:27:28 PM

To whom it may concern.

As a Humboldt resident and person that utilizes this green space area for my children's activities I am very against the proposed change to make this a residential space. This space is not under used by any means by Humboldt residents. The parking area is used by the public school, and families attending soccer at the adjacent field area. Our children play soccer in this area every spring. If this were to become residential space you are now taking away a place for children in this community to be active and learn the value of teamwork. There are many more places in this city that could be changed to accommodate more residential space, but not this space. I hope you will consider this email when making the decision to change or not change this bylaw.

Thank you for your time.

Paige Yager

From: [Patrick La Clare](#)
To: [Lori Yaworski](#)
Subject: Discretionary use.
Date: September 5, 2025 4:07:16 PM

Hello, I would like to express my concern in regards to the upcoming process for converting the parking lot directly east of Caleb Village to discretionary use. I personally believe that this area would be better used if it was converted to a green space/park. I do not think that we need another apartment complex in that area.

Thank you.
Patrick La Clare ICP

Teamwork

“The achievements of an organization are the results of the combined effort of each individual.”

“People who work together will win, whether it be against complex football defenses, or the problems of modern society.”

“Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work.”

Vince Lombardi

Sent from my iPhone

From: [Caitlin Thimm](#)
To: [Lori Yaworski](#)
Subject: In regards to the lot by the Public School
Date: September 17, 2025 9:37:41 AM

Good afternoon. I'm emailing in regards to the empty parking lot by the public school. I do not agree with using it to build condos or apartment building for multiple reasons.

1 - it is a great place for extra parking during school sporting events, after school sports, track and field (have you ever tried to find a parking spot to pick your child up from school during track and field? The parking lot is packed and the street around the park is full).

2 - it will take away enjoyment from people living in Caleb. A lot of them like the nice open view and being able to see the kids having fun. Caleb is a nice place to live but having a big building beside them will take away from that.

3 - it is not an ideal location. What's ideal about being close to downtown? Apartments draw lower income people/families. Those people are more likely to not have a vehicle. And all the grocery stores are across town. Most of the shopping is across town. Maybe this location is good just for the fact a family could live close to the school but then the city should think about working with the school division to plan for how to deal with even more crowding in the schools as more families move here.

4 - why not choose a location closer to amenities? That will not be taking away space from a school. I'm sure there are other lots available in town to build an apartment building.

5 - once you take away green space (even if you only take away a little bit) you can never put it back.

6 - even if that space can't fit a full outdoor rink (however, explain to me why this space isn't big enough for an outdoor rink but it's big enough for an apartment building and parking?), why not a smaller one? I think adding to the community in that way would be great and much preferred in this location. In fact, a smaller outdoor rink might be nicer for little kids especially. I'd love to be able to go skating with my small children more often because we currently find it hard to do so.

I do agree that we need more housing in Humboldt that is adorable but I don't agree that a prime location is right beside a school. I am hard pressed to believe there's not another

lot available in a better location for an apartment building that wouldn't affect another area negatively.

From: [ShaunJoan Bruesch](#)
To: [Lori Yaworski](#)
Subject: Additional point against Proposed amendment along Ogilvie ave
Date: September 17, 2025 9:34:23 PM

Hi,

We additionally forgot to ask or bring up concerns regarding the proposed area being able to handle more residents in terms of water usage and sewage usage? Do we have enough lift stations or can our current lift station handle an increase in sewage? We don't want to deal with backups or flooding.

Sincerely,

Shaun & Joan Bruesch
sjbruesch@gmail.com

On Wed, Sep 17, 2025 at 9:13 PM ShaunJoan Bruesch <sjbruesch@gmail.com> wrote:

Hi,

We are emailing in regards to the change of proposed revision of parks, recreation and open space along Ogilvie Ave to residential. We are against it.

We live in this area and we find during soccer season, track & field events and occasionally during football season that the area mentioned is used as a much needed parking lot.

We understand that Humboldt is expanding and there are only so many areas for preexisting residential zones or expansion but also if our goal as a city is to expand we need to have accessible parking for our recreation areas. As our population grows so will competitions in sporting events which means those areas particularly the one mentioned will have an increased number of participants and visitors meaning that the residential areas surrounding and current public school parking lot will become overtaken by those additional vehicles. Therefore having the current parking lot would provide much needed parking and currently is an asset.

We are making an assumption that the plan would be some sort of condo or apartment building which we'd then ask where are the residents of that proposed building going to park? Down the streets that already have vehicles parked which means more vehicles? Now when we have sporting events plus all of the additional vehicles it will be very congested.

In conclusion, and to reiterate we are against this proposal.

Sincerely,

Shaun & Joan Bruesch
sjbruesch@gmail.com

September 13, 2025

**City of Humboldt City Council
City Controller – Jace Porten
Box 640, Humboldt SK S0K 2A0**

In a recent posting on Discover Humboldt, the following news item was presented: “Humboldt residents will have a chance to have a final say on a proposal to assign a plot of land just East of Caleb Village o Ogilvie Avenue to Residential Construction”. The plot is currently listed as “Parks, Recreation and Open Spaces” and is presently used primarily as a gravel parking lot for events at Glenn Hall Park.

Council will be considering the bylaw amendment at a regular meeting on September 22, 2025.

If the land is zoned as “residential”, this would mean that another building or condo could potentially be constructed on this site. As Seniors and current taxpaying owners of condominiums at 910 Main Street Caleb, Village Retirement Community, Humboldt; **we are NOT in favour of this property being zoned as “residential” and possibly used for multi-dwelling housing units.** We are concerned that this would greatly increase the noise and traffic in that area that it is also a school zone, in addition this would significantly reduce the parking space utilized by the community for the recreation area.

Sincerely Caleb Village Retirement Community Condo Owners,

NAME/SIGNATURE	CONDO #	NAME/SIGNATURE	CONDO #
<i>Chouvetzen</i>	322	Don + Senore Inehlika	#417
<i>Doraine Hayward</i>	400	<i>Hedy G. Ojbergott</i>	302
<i>Paul Nordick</i>	327	<i>Dj. M. Wynn</i>	320
<i>Martha Nordick</i>	317	<i>Marit Hoffman</i>	215
<i>Paul Nordick</i>	317	<i>Anna Martin</i>	202
<i>Guti Sklar</i>	227	<i>Marcella Sarauer</i>	204
<i>Donald A. Conwell</i>	415	<i>Bernard Parsberg</i>	210
<i>Joan B. Schreiner</i>	427	<i>Marlene Feinhardt</i>	300
<i>Lynda L. Slipitz</i>	405	<i>Patricia J. Fox</i>	304
<i>Sharon A. Walby</i>	421	<i>Selen Meschishnick</i>	315

OVER
➔



City of Humboldt
Meeting Minutes
Regular Council Meeting August 25, 2025 - 05:30 PM

- PRESENT:
- Mayor Rob Muench
 - Councillor Larry Jorgenson
 - Councillor Roger Korte
 - Councillor Dave Rowe
 - Councillor Marilyn Scott
 - Councillor Karen Siermachesky
 - City Manager Joe Day
 - City Controller Jace Porten
 - Director of Protective Services Mike Kwasnica
 - Director of Public Works Peter Bergquist
 - Director of Cultural Services Jennifer Fitzpatrick
 - Marketing and Development Manager Jarrett Delbridge
 - Communications Coordinator Angie Rolheiser
 - Community Development Coordinator Oriyomi Razak

1 Call To Order

Mayor Muench called the meeting to order at 5:29 p.m.

2 Land Acknowledgement

As we gather here today, we acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

Resolution:
2025.270

3 Adopt Agenda

Moved By: Councillor Marilyn Scott
Seconded By: Councillor Larry Jorgenson

That the agenda be adopted as presented.

CARRIED

3.1 Conflict of Interest

4 Public Acknowledgement

Mayor Muench acknowledged 2 retiring members of Council: Former Councillor Kelly Herperger served as Councillor from 2020 to 2024, Councillor Herperger represented the City on the REACT and Lanigan Creek Dellwood Brook. Former Mayor Michael Behiel served as Mayor from 2020 to 2024 and as Councillor from 2016 to 2020. The former council member focused on looking out for those less fortunate in the community and brought a sense of humour to the position. Councillor Siermachesky acknowledged 12-yr old Klashinsky,

Mayor - Rob Muench

Interim City Clerk – Jace Porten

angling and hunting award.

Councillor Siermachesky acknowledged the Community Safety Officers and the Director of Protective Services for accomodating Councillor Rowe, football signing.

Councillor Rowe and Mayor Muench acknowledged the Humboldt Golf Club for hosting the Saskatchewan Mid Sask Am

Councillor Rowe acknowledged Even Greffs recent purchase of Direct Surplus.

Mayor Muench acknowledged the Humboldt Downtown Business Improvement District for hosting another successful Streetfest event over the weekend.

Mayor Muench acknowledged the Humboldt Broncos Memorial Golf Tournament that was recently held in the community.

5 Public Hearing - Discretionary Use Application

Resolution: 5.1
2025.271

Suspend Council Meeting

Moved By: Councillor Roger Korte

Seconded By: Councillor Dave Rowe

That the Regular Meeting of Council be suspended and that we move to enter the Public Hearing, the time being 5:39p.m.

CARRIED

Resolution: 5.2
2025.272

Recommendation - City Controller - Public Hearing - Educational Institute

Moved By: Councillor Larry Jorgenson

Seconded By: Councillor Karen Siermachesky

That this report be accepted for information and filed.

CARRIED

Resolution: 5.3
2025.273

Resume Meeting

Moved By: Councillor Dave Rowe

Seconded By: Councillor Larry Jorgenson

That the Public Hearing be closed, and that Council revert to the Regular Meeting, the time being 5:41 p.m.

CARRIED

6 Approve Minutes

Resolution: 6.1
2025.274

Regular Meeting of Council held July 28, 2025

Moved By: Councillor Karen Siermachesky

Seconded By: Councillor Roger Korte

That the Minutes of the Regular Meeting of Council held July 28, 2025 be approved as recorded and circulated.

CARRIED

Resolution: 6.2
2025.275

Special Meeting of Council held August 11, 2025

Moved By: Councillor Larry Jorgenson

Seconded By: Councillor Marilyn Scott

That the Minutes of the Special Meeting of Council held August 11th, 2025 be approved as recorded and circulated.

CARRIED

7 Delegations

Mayor - Rob Muench

Interim City Clerk – Jace Porten

Resolution: 7.1 **Audrey Dore - Ministry of Corrections, Policing and Public Safety**
 2025.276
Moved By: Councillor Dave Rowe
Seconded By: Councillor Karen Siermachesky

That this presentation be accepted for information and filed.

CARRIED

8 Correspondence

Resolution: 8.1 **Items Received for Information Only**
 2025.277
Moved By: Councillor Roger Korte
Seconded By: Councillor Dave Rowe

That the following correspondence be accepted for information:

1. Central Area Transportation Planning Committee Meeting Minutes dated April 23, 2025

CARRIED

9 Committee Reports

9.1 Vacate Chair

Mayor Muench vacated the Chair and Deputy Mayor Korte presided at 6:11 pm.

Resolution: 9.2 **Executive Committee Meeting held August 11th, 2025**
 2025.278
Moved By: Councillor Larry Jorgenson
Seconded By: Councillor Marilyn Scott

That the Minutes of the Executive Committee Meeting held August 11, 2025 be accepted for information.

CARRIED

9.3 Resume Chair

Mayor Muench resumed the Chair, the time being 6:11 p.m.

10 New Business

Resolution: 10.1 **Proclamation - Rail Safety Week**
 2025.279
Moved By: Councillor Karen Siermachesky
Seconded By: Councillor Dave Rowe

That the Mayor be authorized to proclaim the week of September 15th to 21st as "Rail Safety Week" in the City of Humboldt.

CARRIED

Resolution: 10.2 **Recommendation - City Controller - On-Demand Scheduling Platform - Transit Services**
 2025.280
Moved By: Councillor Roger Korte
Seconded By: Councillor Marilyn Scott

That the City of Humboldt approve the purchase of an on-demand scheduling platform for transit services to Blaise Transit Ltd. for approximately \$107,200, plus applicable taxes.

CARRIED

Resolution: 10.3 **Recommendation - Community Development Coordinator - Discretionary Use - Educational Institution - 10225 8th Ave**
 2025.281
Moved By: Councillor Roger Korte
Seconded By: Councillor Larry Jorgenson

 Mayor - Rob Muench

 Interim City Clerk – Jace Porten

That a discretionary use be approved to operate an **Educational Institution** at 10225 8th Avenue legally described as Block/Parcel B – Plan 101813341.

CARRIED

Resolution: 2025.282 10.4 Recommendation - Manager of Development & Marketing - 101st St Lot Draw

Moved By: Councillor Karen Siermachesky

Seconded By: Councillor Marilyn Scott

That the Lot draw rules and processes be approved.

CARRIED

Resolution: 2025.283 10.5 Recommendation - Manager of Development & Marketing - 101st St Architectural Controls

Moved By: Councillor Dave Rowe

Seconded By: Councillor Larry Jorgenson

That Council approve the attached architectural controls.

CARRIED

Resolution: 2025.284 10.6 Recommendation - Finance Manager - Natural Gas Contract Authorization

Moved By: Councillor Roger Korte

Seconded By: Councillor Karen Siermachesky

That the City Manager be authorized to enter into a natural gas supply contract with a term of up to five-years.

CARRIED

Resolution: 2025.285 10.7 Recommendation - Director of Public Works - Wastewater Treatment System Construction Update

Moved By: Councillor Larry Jorgenson

Seconded By: Councillor Marilyn Scott

That this report be accepted for information and filed.

CARRIED

Resolution: 2025.286 10.8 Recommendation - Director of Protective Services - Approval for Addition of Fire Department Utility Vehicle and Sole Source Purchase of Second CSO/Bylaw Vehicle

Moved By: Councillor Karen Siermachesky

Seconded By: Councillor Roger Korte

That the City of Humboldt proceed with the purchase of:

1. a 1-ton pickup truck for the Fire Department at an estimated purchase price of \$100,000 including emergency equipment, (plus taxes and fees) with 50% of the purchase price paid to the City of Humboldt from the Humboldt and District Fire Protection Association, and

2. a sole source purchase of an SUV for use as a second Community Safety

Officer (CSO)/Bylaw vehicle at a cost of \$35,000 plus and estimate \$10,000 in emergency equipment (plus taxes and fees).

CARRIED

Resolution: 2025.287 10.9 Recommendation - Director of Cultural Services - Humboldt Museum Repairs Tender

Mayor - Rob Muench

Interim City Clerk – Jace Porten

Moved By: Councillor Larry Jorgenson
Seconded By: Councillor Dave Rowe

That the City accept the Revised Times and Material contract from Brxton Masonry for the Humboldt Museum Repairs project for a maximum of \$91,500, including the rental of an 80-foot lift to complete the project.

CARRIED

11 Enquiries

Councillor Siermachesky enquired regarding the possibility of red-light cameras at the 16th Street and 8th Avenue intersection. The Director of Public Works responded that he has not looked into red light cameras but can do so.

Councillor Siermachesky enquired with the Director of Public Works regarding pedestrian crossings on the east side of the City. The Director responded they have reviewed the area in the past but the area poses challenges as there isnt a clearly defined destination in the area but the inclusion of an educational facility in that area may define a location.

Resolution: 12
2025.288

Committee of the Whole

Moved By: Councillor Marilyn Scott
Seconded By: Councillor Roger Korte

CARRIED

12.1 Authority

The Committee met under Section 5(3) of Part III of *The Local Authority of Freedom of Information and Privacy Act*.

12.2 Present in the Committee of the Whole

Mayor Rob Muench, Councillor Larry Jorgenson, Councillor Roger Korte, Councillor Sarah McInnis, Councillor Dave Rowe, Councillor Marilyn Scott, Councillor Karen Siermachesky, City Manager Joe Day, City Controller Jace Porten, Communications Coordinator Angie Rolheiser.

12.3 City Manager - Representation on Management & Labour Committee

Resolution: 12.4
2025.289

Revert

Moved By: Councillor Roger Korte
Seconded By: Councillor Dave Rowe

That Council revert to the Regular Meeting, the time being 7:38 pm.

CARRIED

Resolution: 12.5
2025.290

Recommendation - City Manager - Representation on Management & Labour Committee

Moved By: Councillor Roger Korte
Seconded By: Councillor Dave Rowe

That the composition of the Management & Labour Committee be set as identified as Option #1 in this report.

CARRIED

Resolution: 13
2025.291

Adjourn

Moved By: Councillor Larry Jorgenson
Seconded By: Councillor Roger Korte

Mayor - Rob Muench

Interim City Clerk – Jace Porten

That we do now adjourn, the time being 7:39 p.m.

CARRIED

Mayor - Rob Muench

Interim City Clerk – Jace Porten



**City of Humboldt
Meeting Minutes**

Special Meeting of Council September 8, 2025 - 05:30 PM

PRESENT:	Mayor Rob Muench	
	Councillor Larry Jorgenson	
	Councillor Roger Korte	
	Councillor Sarah McInnis	
	Councillor Dave Rowe	
	Councillor Marilyn Scott	
	Councillor Karen Siermachesky	
	City Manager	Joe Day
	City Controller	Jace Porten
	Director of Cultural Services	Jennifer Fitzpatrick
	Director of Leisure Services	Mike Ulriksen
	Director of Protective Services	Mike Kwasnica
	Director of Public Works	Peter Bergquist
	Community Development Coordinator	Oriyomi Razak
	Communication Coordinator	Angie Rolheiser

1 Call To Order

Mayor Muench called the meeting to order at 5:29 p.m.

2 Land Acknowledgement

As we gather here today, we acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

Resolution:
2025.292

3 Adopt Agenda

Moved By: Councillor Karen Siermachesky
Seconded By: Councillor Marilyn Scott

That the agenda be adopted as presented.

CARRIED

3.1 Conflict of Interest

4 Bylaws

4.1 Vacate Chair

Mayor Muench vacated the Chair and Deputy Mayor Korte presided at 5:30.

Resolution:
2025.293

4.2 Community Development Coordinator - Bylaw No. 16/2025 - A bylaw to amend Bylaw No. 03/2016 known as the Official Community Plan

Moved By: Councillor Dave Rowe
Seconded By: Councillor Marilyn Scott

Mayor - Rob Muench

Interim City Clerk – Jace Porten

That this report be accepted for information and filed.

CARRIED

Resolution: 4.2.1 First reading - Bylaw No. 16/2025 - A bylaw to amend Bylaw No. 2025.294 03/2016 known as the Official Community Plan

Moved By: Councillor Sarah McInnis

Seconded By: Councillor Larry Jorgenson

Resolved that Bylaw No. 16/2025, being a bylaw to amend Bylaw No. 03/2016 known as the Official Community Plan, be introduced and read a first time.

CARRIED

4.3 Resume Chair

Mayor Muench resumed the Chair, the time being 5:33 p.m.

5 New Business

Resolution: 5.1 Recommendation - Director of Public Works - Veteran Banner 2025.295 Request

Moved By: Councillor Roger Korte

Seconded By: Councillor Karen Siermachesky

That Council authorize the annual installation of Legion Veteran Banners on City streetlight poles in support of the Royal Canadian Legion Branch #28 – Humboldt.

CARRIED

Resolution: 5.2 Recommendation - Director of Public Works - Traffic Counts 2025.296 for Future Study

Moved By: Councillor Sarah McInnis

Seconded By: Councillor Dave Rowe

That Administration be authorized to engage a qualified consultant to collect traffic volume data along major transportation corridors at an estimated cost of \$30,000 plus applicable taxes.

CARRIED

Resolution: 5.3 Recommendation - Director of Public Works - Urban Highway 2025.297 Connector Program Expression of Interest

Moved By: Councillor Karen Siermachesky

Seconded By: Councillor Sarah McInnis

That the City of Humboldt submit an application to the Urban Highway Connector Program (UHCP) for funding in the amount of approximately \$569,000 plus applicable taxes.

CARRIED

Resolution: 6 Adjourn 2025.298

Moved By: Councillor Larry Jorgenson

Seconded By: Councillor Sarah McInnis

That we do now adjourn, the time being 5:56 p.m.

CARRIED

Humboldt Community Gathering Place Inc.
Box 1328
Humboldt, SK S0K 2A0
306-682-3864
manager.cgp@sasktel.net



August 10, 2025

To the City of Humboldt.

Subject: The Community Gathering Place is launching a capital campaign for a new roof!

The Community Gathering Place is a dynamic multiuse facility that has been located in the heart of downtown Humboldt for almost 100 years. Originally built in 1928 as the Knights of Columbus Hall, this building has served to bring many diverse communities in Humboldt together for sports, arts, recreation, fellowship and community – all at a cost that is reasonable for small and mid-sized organizations.

With the space in use for approximately one-third of the year, it's hard to overstate the diversity of the usage and membership.

As a large hall, the space is suitable for physical recreation, so groups that serve youth and seniors, such as *Forever in Motion* and *Humboldt Tae Kwon Do*, are able to keep their memberships accessible and affordable.

The Community Gathering Place is also the *only proscenium arch theatre* in the city, making it the home not only of the popular *Humboldt Theatre Club*, but it is also a popular venue for concerts arranged by *Arts Humboldt*, *the Futuristics Choir*, and *local performers* who regularly sell out concerts.

Local faith-based communities also take advantage of the space, including *Harvest Pentecostal*, *Grace Life Ministry* and *Humboldt Mussalah*. Many of these worshippers are members of the Humboldt Newcomer community and need an affordable and accessible location to worship if they are not members of any of Humboldt's existing church.

The Gathering Place also offers community to combat social isolation, with regular card games, social functions, healing sessions, and other activities happening all year round.

The community that accesses the services of the Gathering Place are diverse, multidisciplinary, and often not in a position to pay the higher rental fees at other locations. The Gathering Place is **accessible** – both physically and culturally, **affordable** when compared to other local options, **independent** as the rental fees are responsibly managed and are able to cover all annual operating costs, **adaptable** as it is able to accommodate a wide variety of usage needs, and located **downtown** in a building that has been part of Humboldt's history since 1928.

Humboldt Community Gathering Place Inc.

Box 1328

Humboldt, SK S0K 2A0

306-682-3864

manager.cgp@sasktel.net



This volunteer-run non-profit takes the stewardship of the building and their relationships seriously, and it is with that in mind that we are in the beginning stages of a capital campaign to raise \$100,000 to replace the shingles on the roof, as the age and condition of the roof is putting the building at risk.

Our capital campaign includes fundraising, grant applications, and private sponsorship, but we were hoping that at municipality would also play a roll. With the 100th anniversary of the building in 2028, we are hoping to have this work done by the fall of 2028 – which is 100 years after the Knight of Columbus laid the foundation for this building that has been in the heart of Humboldt for so long.

We would like to send a delegation to a council meeting this September to discuss this further. We would appreciate any guidance you can offer as to what we would bring to council at this time, including financial records, memberships lists, or usage statistics.

We are confident that we can agree that another empty building in downtown Humboldt will be detrimental to the whole community, and we would very much appreciate the opportunity to discuss how the City of Humboldt may be able to help us maintain this vibrant and affordable space for another 100 years.

Sincerely,

Tammy Washkowsky

Board Chair of the Community Gathering Place

e-mail, chair.cgp@sasktel.net

cc, manager.cgp@sasktel.net



SUMA

September 4, 2025 - City Caucus - 01:30 PM

- 1 **Call to Order and Land Acknowledgement (Chair)**
- 2 **Delegation - Saskatchewan Health Recruitment Agency (Terri Strunk, Paul-Remi Poulin)**
- 3 **Approval of Agenda (Chair)**
- 4 **Approval of Minutes (Chair)**
 - 📎 SUMA City Caucus May 27 2025 Minutes
- 5 **Updates**
 - 5.1 **Caucus Priorities and Advocacy Plan**
 - 📎 Caucus Priorities and Advocacy Plan Report
 - 📎 SUMA City Caucus Advocacy Plan 2025-26
- 6 **New Business**
 - 6.1 **Derelict Buildings**
 - 📎 Derelict Buildings Report
 - 6.2 **E-Justice and Bylaw Prosecution**
 - 📎 E-Justice and Bylaw Prosecution Report
 - 6.3 **Infrastructure**
 - 📎 Infrastructure Report
 - 6.4 **Public Safety**
 - 📎 Public Safety Report
- 7 **Discussion of Next Steps**
- 8 **Adjournment (Chair)**



City Caucus Meeting Minutes – May 27, 2025

1 Call to Order and Land Acknowledgement (Chair – Dawn Kilmer)

Meeting called to order at 4:01 p.m.

2 Agenda

MOTION:

CARRIED

"That the agenda of the May 27, 2025 SUMA City Caucus meeting be adopted, as presented."

3 Terms of Reference

MOTION:

CARRIED

"That the SUMA City Caucus Terms of Reference be adopted, as presented."

4 Revenue Sharing

Dawn Kilmer - revenue sharing formula needs to be adjusted. Look at moving it back to the 1%.

Kevin Tooley - the formula is often pointed to. The offloading of responsibility is eroding the funds. There are strings attached to funding often.

5 Physician Recruitment

Tara Muntain - hardship of recruitment. There are different models that physicians work on; the pay model is a challenge and creating barriers. Some physicians are not wanting to create their own businesses and would rather be salary.

Having issues with schooling - Canadian doctors that want to practice in rural Sask. There is a doctor that wants to come to Melfort but he is doing his residency in the States. We need more focus on bringing Canadian folks home.

6 PST on Construction

7 Infrastructure funding - Lack of Prov/Fed Financial Support For Infrastructure - Unencumbered (Water/Sewer/Recreation) Improvements

Tara Muntain - resolution from meeting at convention – 19.

8 Tax Assessment (SAMA)

Kevin Tooley - education tax base set by the province; mill rate is applied across; each community is unique.

Kristen Walliser - City of Estevan would like to see white paper revived.

9 Federal Intrusion on Municipal Powers

10 Election Dates

Dawn Kilmer - asking the province to separate elections dates; voters are confused between municipal and province

Randy Goulden - SUMA did advocacy on this issue; school board elections also an issue.

11 Mental Health, Addictions and Unhoused - Low Income Housing Shortage

12 Cost of Policing/Recruitment and Retention of Protective Services

The issue raised is cost of policing (regardless of Municipal/RCMP) is out of municipalities' ability to raise taxes to support.

Concerns about not having a voice over costs when federal government does not consult municipality.

13 SCAN

Kristen Walliser – Estevan has found people wanting to take training - no seats available.

Kevin Tooley - also the fire side as well. The equipment cost - general cost.

Bev Dubois - police is largest budget item.

Tara Muntain - federal government deciding what it is paying.

14 Hospital Security

Kristen Walliser - Estevan - no security; doors are locked at 11 - so if magnet doesn't work - doors don't lock; one staff at each area has a panic button.

Bev Dubois - Saskatoon - Hindley had temporarily put in commissioners - still occurring; Commissioners not effective.

Dustin Brears - Yorkton - have security; Staff Sergeant is working to get these folks converted to peace officers. Is it peace officers that we are needing?

15 Dept of Highways - Progress with On/Off Ramps and Service Roads Repair

Leanne Tuntland-Wiebe - are any of the cities getting money for upgrades or repairs?

Kirsten Walliser - only had meetings around snow removal with Ministry of Highways. The province wanted the City of Estevan to take over snow removal.

RMs received increase in funding for roads = RMs don't have to apply but municipalities have to apply for a much smaller amount.

16 SARM's Program with Government For Removal of Abandoned Properties

Leanne Tuntland-Wiebe - thought it was a good idea for them to bring up. If there is some money found for SARM can SUMA access this as well?

Randy - SUMA has been advocating on this. There are only two RMs that have fire dept - it would be urban fire fighters dealing with this. There is nothing to protect these fire fighters - unsafe working conditions. There is no training applications, hazardous items being burned.

17 Issues with Vaping in Schools

Leanne Tuntland-Wiebe - officers struggling - any suggestions? Passed a bylaw to ticket child for vaping - the parents pay the tickets, and the child doesn't change behavior. Have taken bathroom doors off - not working.

Connections to be made outside of group to discuss solutions.

18 ICIP funding

Dawn Kilmer - final payment is often much smaller in the end. The municipality does not receive payment for a delayed amount of time.

19 Decision and Vote on Top Advocacy Issues to Focus On

Kerri Martin to send summary with doodle poll to vote on top issues. Out of 15, pick top 3-4.

Randy Goulden - Some really big focus areas. Put them under community safety, health care, etc.; they would form part of overall advocacy.

Will need a week a two - will take to council for input.

Would put specific talking points - we are more engaged with advocacy. Intent is for everyone to have the same speaking notes. Hopefully everyone has the same notes and information when meeting with MLAs and MPs.

20 Adjournment (Chair)

MOTION: *

CARRIED

"That the May 27, 2025 SUMA City Caucus meeting be adjourned at 5:00 p.m."

REPORT

Re: Caucus Priorities and Advocacy Plan
Date: September 4, 2025
Prepared by: Sean McKenzie, Director of Advocacy Services
Prepared for: SUMA City Caucus
Distribution: Advocacy Services, CEO, Heather Vanderaa

RECOMMENDATION:

That the SUMA City Caucus receive and file the report as information.

KEY MESSAGES:

- The top three advocacy concerns, as voted on by the caucus, are:
 - Operational (MRS) and Infrastructure Funding
 - Physician Recruitment and Retention
 - Public Safety/Mental Health and Addictions
- Staff has developed a draft advocacy plan, which will be implemented over the next fiscal year, in coordination with other SUMA caucuses and the Board, where possible.
- While the caucus is always free to discuss and bring forward additional issues, it is essential that they maintain focus to make the best of staff resources.
- SUMA has had a changeover in staff. Kerri Martin, who was previously responsible for the city caucus, as departed the organization. Harrison Andruschak will be taking over her responsibilities.

STRATEGIC PLAN/RESOLUTION CONSIDERATION:

Caucuses are central to SUMA’s modernized governance strategic objective.

BACKGROUND:

- Following the May meeting, SUMA City Caucus members were asked to complete a poll ranking their top advocacy concerns. Administration will use the issues identified as a roadmap for advocacy moving forward.
- The SUMA Towns Caucus and the SUMA Village and Resort Village Caucus also ranked their priorities. Both included infrastructure funding and community safety as priorities, and the Towns Caucus also included physician recruitment and retention in their top three issues.
- Where issues overlap, the Board will assist with moving them forward, and joint advocacy may also be conducted between caucuses.
- The caucus model depends on regular feedback from caucus members, to keep administration and the Board informed. We encourage regular discussion of the concerns arising in your cities, though we do ask that the caucus not shift its primary focuses too frequently, as that may make advocacy efforts less effective.

DISCUSSION:

N/A

OPTIONS:

- N/A

FINANCIAL/POLITICAL CONSIDERATIONS:

N/A

COMMUNICATIONS:

N/A

ATTACHMENTS:

- SUMA City Caucus Advocacy Plan 2025-26

Respectfully submitted,



Sean McKenzie
Director of Advocacy Services

City Caucus Advocacy Plan for 2025-26

Top Three Issues Identified by the Caucus

1. Issue One: **Operational and Infrastructure Funding**
2. Issue Two: **Physician Recruitment and Retention**
3. Issue Three: **Public Safety/Mental Health and Addictions**

Desired End State for Each Issue

Funding:

- **Municipalities have a sustainable source of operational funding that matches their level of legislated responsibility, and a shared infrastructure program in place that is predictable, sufficient for community needs, and flexible enough to allow for municipalities to determine their priorities themselves.**

Physician Recruitment and Retention:

- **A sustainable level of medical professionals in communities with healthcare centres, allowing them to be open and functional to their residents and surrounding areas.**

Public Safety/Mental Health and Addictions:

- **To have those suffering from homelessness and mental health and addictions issues properly housed, treated, and cared for, resulting in safer communities, reduced drug trafficking, and reduced gang activity.**

Crossover Issues with Other Caucuses and Stakeholders

Infrastructure funding crosses over with both other SUMA caucuses, as does public safety, though the Town Caucus has a greater focus on bylaw enforcement, and the Village/Resort Village Caucus has a greater focus on policing. Physician recruitment is common between the City Caucus and the Town Caucus. SARM may also be an ally for all three issues.

There is substantial stakeholder crossover on MHA and Public Safety, primarily through the MHA Working Group.

Advocacy Actions Chart (2025-26)

Issue	PREVIOUS	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept
Operational & Infrastructure Funding	Joint letter with industry partners to Premier and PM / FCM / Buckley Belanger	Municipal Forum with GR / Partner with SARIM on carve-outs	Federal Advocacy Days in Ottawa / Pre-Budget Advocacy				Fed/Prov Budget Responses / Engage with FCM	Potential Convention Resolution / FPT Meeting in Alberta	FCM Convention				
Physician Recruitment and Retention	Sask Recruitment at City and Town Caucuses	Municipal Forum with GR / Partner with SARIM	Sask Recruitment at City Mayors Caucus	Explore collab with SHA and Min of Immigration, MCoS, SAISIA				Potential Convention Resolution / Convention Session	Member education on regional cooperation for recruitment				
Public Safety/MHA	Consistent work with MHAWG / Quarterly meetings with Minister / Bylaw Courts	Municipal Forum with GR	Pre-Budget Provincial Advocacy & Member Education (E-Justice)	Quarterly meeting with Minister			Post-Budget Response / Quarterly Meeting with Minister	Potential Convention Resolution		Quarterly meeting with Minister			Quarterly meeting with Minister

Re: Derelict Building Pilot Project

Date: July 07, 2025
Prepared by: Augustina Osaseri, Advocacy Advisor
Prepared for: Jean-Marc Nadeau
Distribution: Jean-Marc Nadeau

BACKGROUND:

The provincial government is continuing its work on the derelict building pilot framework to support municipalities in addressing unsafe structures by partnering with volunteer fire departments to conduct live fire training exercises. While this initiative aims to resolve long-standing challenges related to abandoned properties, it raises important environmental, health, and regulatory concerns.

DISCUSSION:

On June 26, 2025, SUMA's CEO, Jean-Marc Nadeau, and Advocacy Advisor, Augustina Osaseri, met with the Ministry of Environment to discuss an update on the derelict building pilot project. The Ministry confirmed that it is continuing the engagement phase throughout June and July 2025 to gather feedback from key stakeholders.

Core components of the framework, including eligibility criteria, liability waivers, and application processes, are targeted for completion by August 2025. The pilot is scheduled to launch on November 1, 2025, and will run until March 31, 2026, followed by an evaluation phase in April 2026.

The Ministry noted that eligibility will be limited to municipalities that own derelict buildings, have volunteer fire departments, and receive support from the council. Key stakeholders that would be consulted include public safety agencies, the government relations team, and organizations representing municipalities and firefighters, such as SUMA and SARM.

As part of its advocacy on this matter, SUMA previously submitted formal letters to both Minister Travis Keisig and MLA Jared Clarke outlining a range of concerns related to the derelict building pilot framework. These included the potential release of hazardous materials such as asbestos and lead-based paint during burns, the lack of provincial funding to support remediation and debris disposal, and unclear legal liability. SUMA also stressed the importance of early and formal consultation with municipalities before finalizing the framework.

During the meeting, SUMA reiterated some of the concerns previously raised in its written communications. These included the risk of firefighter exposure to hazardous substances, public health risks associated with burning in or near populated areas, and the environmental liability related to post-burn debris and contamination. When questioned about financial responsibilities, the Ministry confirmed that municipalities would be responsible for all related costs, including testing, removal, and landfill fees, as there is currently no provincial funding program to cover these expenses.

The Ministry acknowledged that it is working within a tight timeline. In response to SUMA's recommendation, the Ministry agreed on the importance of broader communication efforts, including consistent messaging, the development of an overview document with a Q&A section, and a "What We Heard" summary to promote transparency and assist municipalities with questions. The Ministry expressed a willingness to refine the pilot framework based on stakeholder feedback. Additionally, the Ministry has scheduled webinars for mid-July to provide further information.

To strengthen engagement, the Ministry will conduct follow-up consultations with fire chiefs and other key stakeholders to gather additional feedback and ensure alignment across the sector.

It will also identify municipalities and volunteer fire departments that are both interested and eligible to participate in the pilot and work directly with them to support early involvement. As part of refining the project framework, the Ministry will finalize detailed eligibility and safety criteria, including the development of liability waivers in collaboration with the Ministry of Justice. Communication materials will also be prepared, including hazardous material handling guidelines and a consistent overview document to ensure municipalities have the information needed to make informed decisions.

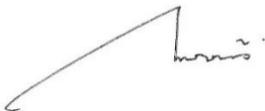
The Ministry has committed to maintaining flexibility in the pilot design and will consider stakeholder feedback to refine timelines and adapt project parameters as needed. A comprehensive evaluation will be conducted following the pilot to assess cost effectiveness, safety measures, and municipal impact. In addition, the Ministry will develop a dedicated email address to support the application process and will explore opportunities to use SUMA's communication channels such as newsletters and webinars to share updates and support ongoing transparency throughout the engagement process.

Additionally, given the implications for public safety, environmental health, and municipal budgets, SUMA will remain actively engaged in monitoring the pilot's development, advocating for strong safeguards, and ensuring that municipal perspectives are reflected in the final design.

Additionally, SUMA will continue to use its communication channels to keep members informed.

Lastly, on Friday, July 4th, CEO Nadeau met with ADM Kilbride to further discuss this project. SUMA reiterated that we are committed to communicating and supporting the pilot project. The ADM indicated that the pilot project will run until March of 2026 at which time a report will be prepared. We understand that further decisions won't be taken until after the pilot project has been assessed.

Respectfully submitted,



Augustina Osaseri
Advocacy Advisor

REPORT

Re: Update and Background Information on the Ministry of Justice and Attorney General e-Justice Initiative

Date: 2025-07-31

Prepared by: Dustin Austman

Prepared for: CEO, Advocacy Team, Sector Caucuses

Distribution: CEO, Advocacy Team, Sector Caucuses

ISSUE/OVERVIEW: On July 31, 2025, Dustin Austman, Advocacy Advisor, met with the Mayor of Elbow, Glen Gardner, to discuss the Ministry of Justice and Attorney General e-Justice Initiative. Mr. Gardner is retired but held the position of Deputy Minister of Justice and Attorney General up until 2022.

KEY MESSAGES/RECOMMENDATION:

- SUMA should, in the near to immediate future, re-engage with the Ministry and prioritize implementation of this initiative.
- SUMA should identify and form partnerships with organizations that have an interest in the wide range of dispute resolution mechanisms that e-Justice covers.

STRATEGIC PLAN/RESOLUTION CONSIDERATION:

- A resolution, specifically related to the implementation of e-Justice, should be strongly considered.
- The issues that e-Justice could help address, such as bylaw enforcement and homelessness, mental health and addictions, are all caucus priorities and align with SUMA's overall strategic plan.

BACKGROUND:

- The Ministry of Justice and Attorney General has developed (but not yet implemented) an e-Justice platform that will transform court and administrative justice processes.
- The platform offers alternative dispute resolution mechanisms for issues typically referred to as "lower level", or non-criminal, such as traffic and bylaw enforcement, family justice, small claims court, etc. and would free up time and resources and address the backlog for the in-person court system.

DISCUSSION:

- e-Justice aims to modernize and transform the justice system through online information and dispute resolution, making it more accessible, efficient, timely and cost-effective, all of which have direct benefits to municipal bylaw enforcement.
- e-Justice focuses on providing online resources and tools to help people understand their legal issues and resolve disputes outside of traditional court

settings by offering online options for legal information and dispute resolution.

- e-justice is not limited to bylaw enforcement; it includes a wide-ranging suite of non-criminal dispute resolution mechanisms, such as civil disputes, family law, and focuses on restorative justice. This approach is more aligned with SUMA's position of understanding and addressing root cause issues particularly as it relates to preventative measures around homelessness, mental health, and addictions. It is not the be all end all to these issues, but would be a significant improvement to the current provincial approach of "catch and jail."
- A key component is the implementation of online dispute resolution, allowing individuals to resolve disputes from their homes or offices, reducing the need for physical court appearances (and timely delays).
- Online dispute resolution can potentially reduce the costs associated with traditional court proceedings, making the justice system more accessible to a wider range of individuals. Oftentimes, this is a gap within our society that isn't addressed before individuals can find themselves in more troubling circumstances.

OPTIONS: N/A

FINANCIAL/POLITICAL CONSIDERATIONS:

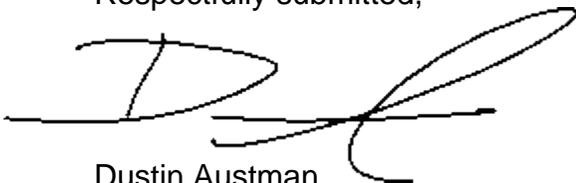
- During Estimates in Spring 2025, the NDP opposition asked the Ministry of Justice and Attorney General whether the e-Justice initiative was suspended or cancelled. Ministry officials responded that it was suspended, with no additional details provided.
- According to Mr. Gardner, there is (was) little to no opposition to the e-Justice initiative. By all accounts its implementation was stalled by then-Minister Bronwyn Eyre. Ms. Eyre is no longer a Member of the Legislative Assembly (MLA).

COMMUNICATIONS: N/A

ATTACHMENTS:

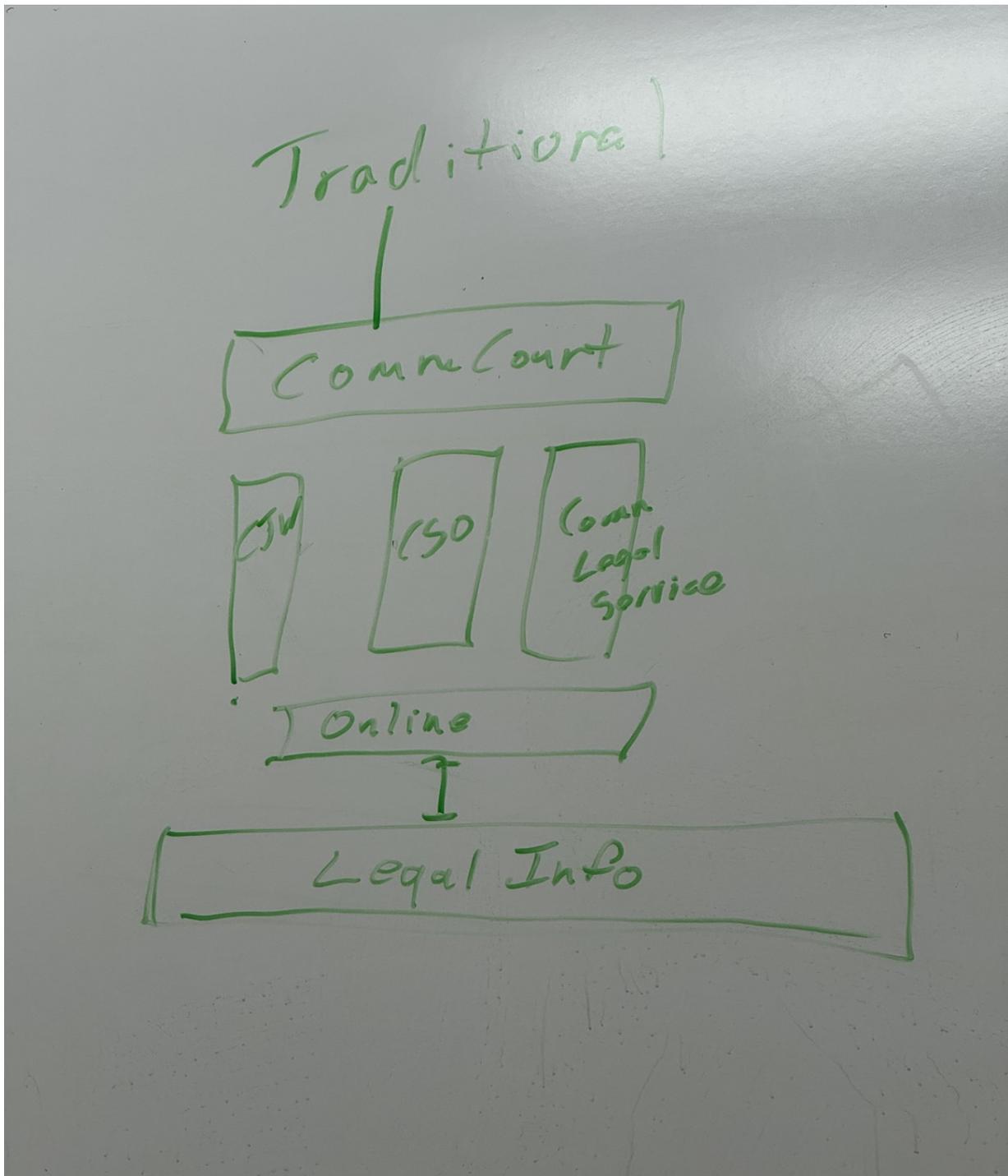
- See page 3 for a diagram of how e-Justice is proposed to be structured and the areas of dispute resolution it covers.

Respectfully submitted,



Dustin Austman
Advocacy Advisor, SUMA

Overview of Saskatchewan e-Justice Proposal



NOTES:

- The first step, or access to information, within e-Justice, is readily available legal information.
- The second step is an online dispute resolution system. This step includes access to legal personnel before issues are escalated.
- The three core pillars include: community justice services, community safety officers, and community legal services.

Re: Municipal Infrastructure Funding and Programs

Date: 2025-08-13

Prepared by: Dustin Austman

Prepared for: Caucuses

Distribution: CEO, Advocacy Team, Caucuses

RECOMMENDATION:

- That the caucus receive and file the report as information.

KEY MESSAGES:

- SUMA will continue to advocate at every opportunity for the creation of a permanent municipal infrastructure program that increases the overall amount of funding available and ensures funding is long-term (permanent), sustainable, and predictable.
- SUMA is also advocating for a reconsideration of how projects are prioritized, including a shift from shovel ready to shovel worthy projects, made in Saskatchewan considerations, and the establishment of dedicated funds for a variety of factors (core infrastructure, community size, etc.).
- SUMA will continue to form and leverage partnerships with other like-minded organizations that have an interest in municipal infrastructure investment to bolster advocacy efforts to both the provincial and federal governments.

STRATEGIC PLAN/RESOLUTION CONSIDERATION:

- An ongoing, permanent municipal infrastructure program is already:
 - Part of the newly updated 2025-26 SUMA Strategic Plan;
 - Identified as a priority for each of the City, Town and Village/Resort Village caucuses; and
 - On the books as a current resolution.

BACKGROUND:

- The Investing in Canada Infrastructure Program (ICIP) is now fully allocated. The program provided more than \$900 million in federal funding for all types of Saskatchewan infrastructure projects (green infrastructure, culture and recreation, public transit).

DISCUSSION:

- SUMA has brought up this topic during regular meetings with Saskatchewan Minister of Government Relations, Eric Schmalz, and will do so again when meeting this fall.
- SUMA met with Canada Minister of Energy and Natural Resource, Tim Hodgson, on May 22, 2025, where topics included the importance of municipal infrastructure, as well as getting Saskatchewan's natural resources to market.

- SUMA met with Canada Secretary of State of Rural Development, Buckley Belanger, on July 3, 2025, and emphasized the urgency for a renewed municipal infrastructure funding program.
- A letter, in collaboration with the Saskatchewan Heavy Construction Association (SHCA), Concrete Saskatchewan, and the Association of Consulting Engineering Companies (ACEC-SK) was sent to Prime Minister Carney and Premier Moe stressing the urgency to prioritize a renewed municipal infrastructure program on July 18, 2025.
- SUMA attended the Saskatchewan NDP caucus meetings on August 7, 2025, to ensure the opposition is aware of the importance of a renewed municipal infrastructure program.
- Attended and participated in virtual Federation of Canadian Municipalities (FCM) sessions that helped shape advocacy priorities at the federal level, of which municipal infrastructure funding was at the forefront.

UPCOMING PRIORITIES:

- SUMA will be submitting its Provincial and Federal budget submissions, which are planned for September/October 2025.
- As is the case each year, SUMA advocacy days are planned with select provincial Ministries in Fall 2025 to lobby the provincial government on priority issues.

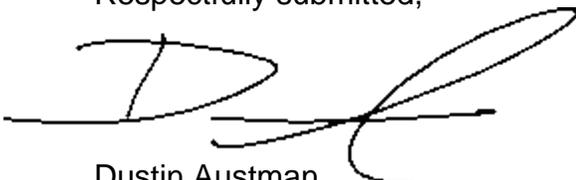
FINANCIAL/POLITICAL CONSIDERATIONS:

- Recently, the Federal Government directed Cabinet Ministers to reduce budgets by 7.5 per cent for next year (2026-27), growing to 15 per cent by 2028-29. This is cause for concern for two primary reasons:
 - First, at a time when a long-term, sustainable municipal infrastructure program is required, the Federal Government will be looking to invest less, not more; and
 - Secondly, investment in municipal infrastructure stimulates economic growth across the entire country with little to no impact on inflation.

COMMUNICATIONS: N/A

ATTACHMENTS: N/A

Respectfully submitted,



Dustin Austman
Advocacy Advisor, SUMA

REPORT

Re: Caucus Priorities: Public Safety and Health

Date: August 25, 2025

Prepared by: Cheyenne Geysen, Advocacy Advisor

Prepared for: SUMA Caucuses; Advocacy Team

Distribution: Advocacy Services

RECOMMENDATION:

That the Caucuses receive and file this report as information.

BACKGROUND:

SUMA's caucuses have identified three broad strokes issues as caucus priorities: public safety, community safety/bylaws, and policing.

This report will offer specifics on advocacy around the need for a review and renewal of *the Police Act, 1990*, the work done around bylaw enforcement for municipalities, and SUMA's monitoring of the retention and recruitment issues experienced by the RCMP.

The Police Act

The Police Act, 1990 is the provincial legislation that oversees enforcement services in Saskatchewan, including municipal police agencies, and special constables, such as Community Safety Officers. It lays out a framework for how they will conduct themselves, what equipment they will carry, what powers they have, and how they will use them.

The Police Act is over 30 years old, and while it has been amended periodically, it has never been reviewed holistically in that time.

RCMP Recruitment and Retention

SUMA is aware that many of our member municipalities are experiencing a shortage of police officers. This is a federal issue experienced throughout the country, and SUMA has taken steps to remedy the issue as much as our reach allows.

Bylaw Enforcement

The current bylaw adjudication system within Saskatchewan relies heavily on the provincial court system and thus costs a disproportionate amount of time and money for what may be considered minor infractions.

Municipalities also face difficulty in accessing the prosecutions services at Provincial Court, due to the Court's limited resources.

Bylaw enforcement remains a top priority for a number of SUMA members.

DISCUSSION:

The Police Act

The perception of public safety has shifted significantly over the past three decades and it is no longer acceptable to simply view it as a punitive measure. With the significant

rise in mental health and addictions crisis playing a part in many calls, it makes sense to consider this when responding and ensure that there is an individual trained in this particular area. In short, we want our already short-staffed police forces to be able to focus on only policing, while cooperating with other agencies that may be more qualified and available in specific areas. A collaborative-based approach would allow that. We are asking the Provincial government to open and review the Police Act, in consultation with SUMA and other stakeholders, and make the needed changes to the Police Act to better reflect policing in today's world.

RCMP Recruitment and Retention

SUMA sits on the RCMP Contract Management Committee. As such, we receive semi-regular updates from the RCMP on efforts made around recruitment and retention. These issues are not unique to Saskatchewan, but the prairie provinces in particular continue to experience higher levels of staffing shortages.

To address this, the RCMP has put a few incentives in place:

- Service-exchange agreements with Ontario (members will serve in Saskatchewan for a few years before a guaranteed transfer to Ontario),
- Cadet experience trips where, before graduation from Depot, cadets will get to tour more of F Division to see what it offers
- Experienced Police Officer (EPO) program

In April 2024, SUMA secured a guarantee from the provincial government to fund the full number of RCMP officers allotted for Saskatchewan, removing a significant province-specific barrier to our communities having a full staffing contingent. We recognize that the future of contract policing is uncertain, but we continue to monitor both situations and will provide updates as they become available.

Bylaw Enforcement

We are pleased with the introduction of more bylaw courts in the province following the Kindersley model, however, we would like to see the Government continue with their e-Justice project as we believe it will fill the remaining gaps in the system. The platform offers alternative dispute resolution mechanisms for issues typically referred to as “lower level”, or non-criminal, such as traffic and bylaw enforcement, family justice, small claims court, etc. and would free up time and resources and address the backlog for the in-person court system.

e-Justice aims to modernize and transform the justice system through online information and dispute resolution, making it more accessible, efficient, timely and cost-effective, all of which have direct benefits to municipal bylaw enforcement.

During Estimates in Spring 2025, the NDP opposition asked the Ministry of Justice and Attorney General whether the e-Justice initiative was suspended or cancelled. Ministry officials responded that it was suspended, with no additional details provided.

According to former Deputy Minister (a position held until 2022) and current mayor of Elbow Glen Gardner, there is (was) little to no opposition to the e-Justice initiative. By all accounts its implementation was stalled by then-Minister Bronwyn Eyre. Ms. Eyre is

no longer a Member of the Legislative Assembly (MLA). SUMA will re-engage with the Ministry to prioritize the implementation of this initiative.

Meetings Held

- SUMA had regular quarterly meetings with former Minister of Justice Paul Merriman to discuss all of these issues. We are working to implement a similar system with current Minister of Justice and Attorney General Tim McLeod.
- To date, since Min. McLeod's installment, we have met with him once, in June 2025. Administration is working to secure a fall meeting with him, and to establish a regular meeting schedule going forward.
- SUMA has also met with various potential stakeholders to assess the possibility of partnering on advocacy around *The Police Act, 1990*.
- In July 2024, SUMA met with Minister Merriman and former Minister Eyre to discuss bylaw adjudication specifically. The implementation of more bylaw courts came out of this meeting.
- Advocacy advisor Dustin Austman met with former Deputy Minister (a position held until 2022) and current mayor of Elbow Glen Gardner in July 2025 to discuss the e-Justice project.
- SUMA's communication and advocacy advisor Cheyenne Geysen attends regular meetings as part of the RCMP-Contract Management Committee; and travels twice per year for in-person meetings with the Federal Ministry of Public Safety.

FINANCIAL/POLITICAL CONSIDERATIONS:

N/A

COMMUNICATIONS:

N/A

ATTACHMENTS:

N/A

Respectfully submitted,



Cheyenne Geysen
Advocacy Advisor

Dear (MLA Name);

My name is (name) and I am (position) of the (Town/Village/City) of (Name.) I/We are writing to you today on behalf of the (Village/Town/City) of (Name) to ask for the Government to consider implementing its e-Justice project in the upcoming budget.

Bylaw adjudication remains a significant issue for many municipalities in Saskatchewan. The current adjudication system within Saskatchewan relies heavily on the provincial court system and thus costs a disproportionate amount of time and money for what may be considered minor infractions. Municipalities, such as (insert your own) and many more across your riding also face difficulty in accessing the prosecutions services at Provincial Court due to the Court's limited resources.

The introduction of more bylaw courts in the province following the Kindersley model was a positive step in beginning to solve this issue, however, barriers still exist for many. Time and cost of transportation to locations where courts are located, for example, means these hubs are not accessible to all. Therefore, we are asking the Government to continue with their e-Justice project as we believe it will fill the remaining gaps in the system. The platform offers alternative dispute resolution mechanisms and would free up time and resources and address the backlog for the in-person court system.

Additionally, e-Justice aims to modernize and transform the justice system through online information and dispute resolution, making it more accessible, efficient, timely and cost-effective, all of which will have direct benefits to municipal bylaw enforcement.

The council of (Town/Village/City) of (Name) is adding its voice to that of SUMA in advocating for the Government to prioritize the implementation of this initiative in the upcoming budget.

Thank you for your time,

Name

Position

Shaping the Future of Policing, Community Safety & Well-Being in Saskatchewan

**The case for a comprehensive review of
*The Police Act, 1990***

Abstract

The operating environment within which policing, and community safety are organized and delivered has changed dramatically in the 31 years since *The Police Act, 1990* came into force. Most often, policing today has less to do with application of the law than working with communities and others to solve complex social problems and preventing crime from occurring in the first place.

This paper considers Saskatchewan's police legislation against this dramatically changing context. Based on our analysis, we conclude that the legislation is in immediate need of a comprehensive review to identify necessary reforms to ensure the modernization of policing, particularly but not limited to policing within the broader community safety and well-being context. When compared to other more recent policing legislation across Canada, Saskatchewan's *Police Act* and its supporting regulations lack cohesion, reflections of contemporary principles of policing, consistent language, and continuity of responsibility and accountability chains, among others.

The future of policing and community safety in the province should build on its best qualities. Modernized legislation will help enhance public confidence in the police, improve police-community relations as well as those with the many traditional and non-traditional partners the police will increasingly have to collaborate with to achieve shared community safety outcomes. Many of the progressive police leaders and practitioners are already operating in new ways – it is time the legislation catches up with and supports them!

Introduction

On the whole, *The Police Act, 1990* reflects the societal understandings of policing in a largely law and order context that was more relevant in that era. Despite a variety of amendments to the Act and associated regulations over the past 31 years, the legislation has not kept pace with the increasingly complex challenges associated with community safety and wellbeing in Saskatchewan.

We propose that it is time for the Government of Saskatchewan to launch a comprehensive review of *The Police Act, 1990* to ascertain what changes are needed to ensure that this important legislation reflects the contemporary and evolving societal and community needs in our province.

Background

The Evolving Community Safety Landscape

Across Canada, policing is in a period of transition as it adapts to an increasingly complex and interconnected set of trends. New and emerging technologies, the changing nature of crime, the increasing complex nature of criminal investigations, the movement toward collaborative, multidisciplinary approaches to community safety, and escalating policing costs are among the drivers of change. Additionally, there are two other significant trends are important to this future of policing in Saskatchewan.

First, **broad-based calls for social change** continue to intensify expectations on the police and others contributing to safe communities to bring greater attention to social inclusion and social justice, while improving responsiveness, transparency, and accountability.

The Truth and Reconciliation Commission Report and Calls for Action, the National Enquiry into Missing and Murdered Indigenous Women and Girls, the Report of the Independent Street Checks Review (“the Tulloch report”) are among the many and varied Canadian examples of calls for change. The conjunction in 2020 of the death of George Floyd in Minneapolis, civil actions by Black Lives Matter and affiliated groups, and the ‘Defund the Police’ movement have served to give new life to expectations that the police will be more responsive, accountable and transparent to issues of social justice and social inclusion, among others. Many of these social issues have simmered just beneath the surface for decades. Despite mostly well intended efforts, many remain largely unresolved.

Second, extraordinary levels of government Covid-related stimulus and other spending are likely to bring **an unparalleled period of government austerity** as we enter the post-pandemic period. This will have serious implications for all public and non-profit community safety providers, including the police, who will need to find more innovative and collaborative ways to deliver adequate and effective community safety services.

Developing appropriate strategies and tactics to address both root causes and manifestations of these issues requires they be considered as a set of complex adaptive problems that require multi-sectoral responses. While the police have an important role to play in solving many of these issues, their effectiveness is increasingly tied to the extent to which they are able to collaborate in new ways with both traditional and non-traditional partners and stakeholders.

The roles of the community and other public, private, and non-profit sector organizations in determining and providing for local safety and well-being is also noteworthy. Increasingly, the provision of policing and community safety services is no longer the purview of isolated institutions. Rather, they have become part of a wider network of government services, community groups, and non-profit and private organizations, often involved directly in crime prevention and local safety initiatives. This interconnectedness — often referred to as the ‘safety and security web’ — is a growing trend across North America and Europe (Council of Canadian Academies, 2014).

Across Canada, much of day-to-day policing relates to social problems – not crime (e.g., Iacobucci, 2014). Most of these issues constitute complex adaptive problems that cross the mandates of multiple human service agencies. The crime-fighting tools available to the police are most-often both costly and inadequate in such circumstances (Millie, 2014).

Crime Statistics

Throughout Canada, the data supports perceptions among rural¹ residents that they suffer disproportionately higher rates of crime than their urban counterparts. Statistics Canada data show that

¹ Statistics Canada defines rural as where the majority of the population lives outside a Census metropolitan area (CMA) or census agglomeration (CA); A CA must have a core population of at least

although rural residents account for 17% of the national population, they report 25% of violent crimes, 18% of property crimes, and 24% of other *Criminal Code* offences.

These data also indicate that rural crime rates are 30% higher than urban crime rates (Statistics Canada, 2018). This holds true for the Prairie provinces in particular, with crime being 36% higher in rural Saskatchewan than in urban areas (Allen, 2018). Higher crime rates in rural areas include violent crime. For example, homicide rates in rural Canada are 40% higher than in urban areas.

The proportion of firearms-related deaths were 14% higher in rural Canada, with these differences being most pronounced in Saskatchewan, Alberta, and Manitoba (Beattie, David, & Roy, 2018). These issues are amplified in Indigenous communities. Related data on serious criminal charges and victimization is much higher in Saskatchewan, Alberta, and Manitoba (Beattie et al., 2018).

As recent amendments to the Act provide for regional policing services that would blend services to both urban and rural parts of a given geographic area, the police and other service providers must find more effective ways to address many of the underlying issues to these data.

Getting Ahead of the Issues

In recent decades, police governance and oversight have improved and matured. Many provincial jurisdictions have created robust and values-aligned policing standards to guide the police officers and other community safety personnel (e.g., CSOs and other Special Constables). These typically determine both how police services should operate and provide guidance and direction for how individual officers must act in the performance of their duties.

It is against this backdrop that substantial changes to police legislation are required to ensure an appropriate standard of adequate and effective policing throughout Saskatchewan. Such changes range from strategic policy intent, to governance and how policing is structured, organized and services delivered in order to meet community needs and expectations.

In our view, key aspects of *The Police Act* are out of synch with contemporary conceptions of community safety, which is characterized by the practice of collaborative community safety. In this still emerging era, the police continue to play an important role in providing for safe communities but are no longer at the centre of the conceptual model. In earlier days, the police were front and centre in providing for safe and secure communities, whereas the citizenry were cast as passive recipients of the services dictated by the local police (Kelling). Today, communities are among the set of active partners and collaborators in organizing and delivering multi-disciplinary community safety services (Council of Canadian Academies, 2014).

10,000 (Statistics Canada, 2019). As such, the term “rural” Statistics Canada uses in its reporting actually refers to actual rural municipalities, as well as the vast majority of communities deemed “urban” in Saskatchewan. However, most crime can be attributed to what we would consider small and medium urban communities.

Analysis of the Current Legislation, Regulations and Policies

This section provides a high-level analysis of some key elements of *The Police Act, 1990* (“the Act”) and its regulations. This will illustrate some of the significant shortcomings in the current legislation as against what communities should expect to support 21st century policing within a broader community safety and well-being context across Saskatchewan in a highly dynamic environment.

Policy Intent and Principles

Modern police legislation often provides a preamble that sets out the principles or policy intent of this important legislation. For example, Alberta sets its core principles and strategic intent in its Provincial Policing Standards Manual, leaving no question as to the policy intent of the legislation.

Figure 1 - Preamble to Provincial Policing Standards Manual - Alberta

Police services as part of the criminal justice system, and in accordance with the Canadian Charter of Rights and Freedoms, are responsible for maintaining peace and order, protecting lives and property, preventing and investigating crime, and providing policing services that are responsive to community needs. Police services should be provided in accordance with the following principles:

- a. Delivered effectively, efficiently and impartially to all people.
- b. Delivered on the basis of a partnership between the police and the community, and responsive to community needs.
- c. Sensitive to the needs of victims of crime and all other users of policing services;
- d. Sensitive to and strive to represent the diverse character of the community being served;
- e. Conducted in a manner that maintains the trust and respect of the public (through adherence to strict ethical standards).

Section 1 of Ontario’s *Community Safety and Policing Act, 2019* identifies 8 core principles the legislation intends to support. These are further elaborated upon in the standards and regulations.

Figure 2 - Declaration of Policing Principles - Ontario

Declaration of principles

Policing shall be provided throughout Ontario in accordance with the following principles:

1. The need to ensure the safety and security of all persons and property in Ontario, including on First Nation reserves.
2. The importance of safeguarding the fundamental rights and freedoms guaranteed by the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*.
3. The need for co-operation between policing providers and the communities they serve.
4. The importance of respect for victims of crime and understanding of their needs.
5. The need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society.
6. The need to be responsive to the unique histories and cultures of First Nation, Inuit and Métis communities.
7. The need to ensure that police services and police service boards are representative of the communities they serve.

8. The need to ensure that all parts of Ontario, including First Nation reserves, receive equitable levels of policing.

In Saskatchewan, it is the Police Commission – not the Minister – that sets out the Province’s overarching philosophy and principles for policing. The Commission’s *Policy Manual for Saskatchewan Municipal Police Services* sets out its philosophy together with a statement of principles.

Figure 3 - Saskatchewan Philosophy of Policing

Philosophy of Policing

It is the intent of the Saskatchewan Police Commission that police services in Saskatchewan operate in the context of the principles and fundamentals of "community policing." These principles and fundamentals are:

- a customer/client focus;
- consultation and collaboration with the community;
- quality and valued customer service;
- continuous improvement and change;
- teamwork;
- decentralization of authority and decision making;
- total involvement;
- participative leadership;
- increased communication;
- continuous evaluation;
- outcome focused; and
- internal and external alignment.

Consequently, the policies of this Manual are designed to satisfy these principles and fundamentals. Police services are encouraged to ensure that they have a Business Plan embodying the organizational strategy of "community policing" and that all procedures are designed to be congruent with that strategy.

Ontario and Alberta, in each their own way, have easily digestible and understandable statements that reflect contemporary notions of community safety and policing. This helps a reader better understand the intent of the legislation and how to interpret different parts of it.

By contrast, Saskatchewan’s Philosophy of Policing statement sets forth a shallow set of bullet points that require a reader to have at least an intermediate understanding of community policing in order to appreciate the meaning. This falls short of what should be expected. It is also noteworthy that the Philosophy, placed in the Manual, has little public profile and not easily locatable to average citizens interested in such important matters.

Furthermore, the overall legislative scheme plays a crucial role in shaping future police culture. It sets the tone and focus for police training and education - from recruit training to the full suite of in-service learning that is required to keep practitioners’ knowledge and skills at the leading edge. Legislation that

on balance leans more toward enforcement of the law risks producing recruits intent on applying the law versus working with others to co-produce safe and healthy communities.

Adequate and Effective Policing

Providing ‘adequate and effective’ policing is a central tenet in all provincial police legislation across Canada. Everyone in Saskatchewan should benefit from adequate and effective policing, regardless of where they live or visit.

While the term ‘adequate and effective policing’ is used in parts of *The Police Act, 1990*, nowhere in the legislation is the term defined. Both Ontario and Alberta provide definitions as to what constitutes adequate and effective policing. Alberta goes further in that it enumerates key performance indicators.

The Act does not specify who is responsible to ensure that adequate and effective policing is provided and maintained. Section 18 provides that the minister “shall promote adequate and effective policing throughout Saskatchewan”, while Section 19 similarly requires the Saskatchewan Police Commission to promote same.

Alberta’s *Police Act* stipulates (s. 3) that “the Government of Alberta is responsible for ensuring that adequate and effective policing is maintained throughout Alberta.” This cascades to the municipal level where police commissions are also seized with ensuring such standards are maintained within their respective jurisdictions. The Act is also clear (s. 30) that the Minister can intervene if s/he believes that a municipality is not maintaining adequate and effective policing services.

Ontario’s legislation places responsibility for the delivery of adequate and effective police services to local police service boards (s. 10). The minister, per s. 3 (1), is seized with an extensive set of duties and responsibilities largely aimed at ensuring the police service boards have the information and tools they need in order to effectively carry out their responsibilities.

In Saskatchewan, the responsibilities for promoting adequate and effective policing in a contemporary context ends with the Saskatchewan Police Commission. At the municipal level the focus changes. Under section 25, local police boards are responsible “for the maintenance of law and order...” and to “provide policing services to maintain a reasonable standard of law enforcement.” Such terminology is seriously outdated and does not reflect even the most basic notions of community policing.

It is clear to us that Saskatchewan would be well-served by providing a definition of ‘adequate and effective’ policing and strengthening the language and making it clear who is responsible for delivering on such standards. The current legislative scheme falls short in these regards.

Standards

The Police Commission sets standards for municipal police services by way of regulations and its *Policy Manual for Saskatchewan Municipal Police Services*. Many of these are outdated and no longer reflect modern day requirements of policing operating within a community safety and well-being environment. A few examples are provided hereunder.

Police Training and Education

Crime and harm have changed dramatically over the past 30 years, driven in large part by new technologies and patterns of activity. So too has our understanding of what it takes to produce safe and healthy communities. The role of the police and the manner in which they engage with communities and others continues to evolve as well. As social and other changes take hold in communities, the police must adapt – employing enabling technologies in transforming how they communicate, collaborate, supervise, anticipate, and investigate and solve complex problems.

This will require a change in police culture – away from a central focus on application of the law to one situated squarely at the intersection of policing and public health. Enhancements and changes to police training and education will be crucial in bringing about such change. As the Council of Canadian Academies (2014) noted, “police services are increasingly responding to social problems for which they have limited training and resources” (p. 14). Training to support the police in developing the skills to work in multi-agency, non-traditional teams is but one example of what will be needed.

The Municipal Police Training Regulations, established in 1991, are outdated. For example, notwithstanding s. 5(1)(vi), which provides for other courses deemed advisable by the Police Commission, the list of required in-service courses are as one would expect in 1990:

- an operational investigators course;
- a senior constables development course;
- an introduction to police management course;
- a police managers course;
- a multicultural training course.

Contemporary expectations and requirements should bring a focus on broader education in social sciences, law, conflict resolution, multi-disciplinary problem solving, economics, Indigenous history, among others.

The Municipal Police Training Regulations stipulates that the key duties of the Director of the Saskatchewan Police College are to develop rules for good conduct and maintain discipline. Understandable of course, but in an era in which changes to policing are important, other key duties, such as undertaking a forecast of emerging training and educational needs might be similarly stipulated.

In this vein, the College’s Training Advisory Committee plays an important role in identifying new training and educational requirements of serving police officers as well as future recruits. The Regulation mandates representation on this committee be from police services and the provincial police association. If the regulation were to reflect contemporary community needs, it may reflect the need to ensure appropriate community perspectives, together with those of academic specialists in such areas as police sciences, sociology, diversity and inclusion, etc.

Policy Manual for Saskatchewan Municipal Police Services

This policy manual is also quite dated and would benefit from a thorough review as against other more contemporary exemplars. Employing a risk lens, one major gap lies in major case management. These investigations are often of high public interest (e.g., homicides and other major crimes) The consequences of mistakes during the course of such investigations are considerable and can result in

wrongful convictions, breaches of Charter rights and other injustices. Major case investigations are complex, multifaceted, and costly. They often cross intra-provincial, inter-provincial, and even international boundaries. Undertaking such investigations require strong incisive leadership and a well-coordinated methods and controls. Strong central policy direction is warranted in our view.

Ontario has a specific Regulation (354/04) that provides clear standards for major case management. The companion document to the Regulation is the *Ontario Major Case Management Manual*. The manual, maintained by the Ministry of the Solicitor General, contains comprehensive guidance and direction, while providing investigative teams the flexibility necessary to adapt to specific circumstances.

British Columbia's Policing Standards set out minimum standards for major case management and mechanisms to monitor compliance by local police agencies.

Saskatchewan would be well served by adopting the Ontario approach as part of a renewed legislative scheme.

The Municipal Police Equipment Regulations

The *Municipal Police Equipment Regulations* have not been amended since 1993 and still list typewriters as standard police equipment.

Policing in Increasingly Diverse Communities

The population of Saskatchewan is becoming increasingly diverse. In 2016 according to the Saskatchewan Bureau of Statistics, 16.3% of the province's population were of Indigenous descent. Another 11% self-identified as visible minorities, up from 3.6% a decade earlier. This gives rise to two issues.

First, the Act does not adequately reflect the importance of this diversity. More contemporary legislative schemes ensure that boards with governance and oversight responsibilities over the police reflect the diversity of the communities served. While the Act now requires that the Public Complaints Commission have at least one member of First Nation descent, one of Métis ancestry, and one lawyer, there are no such stipulations pertaining to the Saskatchewan Police Commission.

Secondly, those appointed to any governance, oversight, management or front line policing role should be required by law to undertake appropriate training with respect to human rights and systemic racism, and the recognition and respect for the diverse, multiracial and multicultural nature of Saskatchewan society. This should explicitly address the cultures of First Nation and Métis communities. Ontario sets a standard in this respect.

Appointments, Duties and Responsibilities

Local Policing and Boards of Police Commissioners

In Canada, local police boards play an important role in ensuring public confidence in the police and assuring community safety objectives are met. These boards typically perform six key functions:

1. strategic planning, establishing policing priorities and objectives;
2. setting policies for the effective and efficient management of the police service;

3. monitoring and evaluating the performance of service and the chief of police;
4. establishing police budgets;
5. selecting and hiring the chief of police; and in some cases;
6. collective bargaining with police personnel (Graham & Kaustinen, 2019, p. 11).

Under section 25, the Municipality – through its local board of police commissioners – is responsible to **maintain law and order** within its boundaries and provide policing services to maintain a reasonable standard of law enforcement.

This mandate is seriously outdated. It runs counter to contemporary conceptions of the role of the policing in either a community safety or community policing context. Furthermore, such requirements risk translating into a heavily law-enforcement orientation of police training and adversely influence police culture.

Effective police governance requires board members to develop a sufficient understanding of policing and police governance in a democratic society, together with a broad understanding of many of the local, provincial, national, and international trends that affect local policing.

Yet by virtue of s. 27(4), local police commissioners are appointed to just one (1) year terms. This is altogether inadequate when one considers the need for effective police governance in such complex and dynamic times.

Community Safety Officers and other Peace Officer Programs

The Community Safety Officer (CSO) program, established in 2014, has become an important element in providing local public safety. Recently, the Saskatoon Police created a second tier of officers within its ranks. A variation of the CSO program, Saskatoon's Alternative Response Officers are also appointed as Special Constables under the Act and serve to reduce the load on fully trained police officers by taking on lower priority and low-risk-to-harm calls for service. These types of roles can be expected to increase in importance as communities continue to seek out more efficient means of assuring community safety.

But these programs are not fully set out in legislation. An updated legislative scheme should provide for clear and seamless layered and tiered model as is the case in both Alberta and Manitoba. These provinces clearly outline the duties, authorities, and responsibilities for these different, complementary, tiered programs in legislation.

In Alberta, the roles are set out in two Acts: *The Police Act, 2000* and *The Peace Officer Act, 2006*. In Manitoba, the responsibilities of Community Safety Officers, First Nation Safety Officers and Institutional Safety Officers are each set out in *The Police Services Act, 2009*.

Providing a seamless structure should also ensure that those operating within the policing and peace officer continuum have the appropriate capabilities and capacities to support community safety and well-being.

Community Safety Planning

One Saskatchewan mayor recently reflected on the adverse effects of the existing fragmented approaches to reducing crime and improving the overall safety and well-being in their city. The city is part of a broader social, economic, and public safety ecosystem that includes the rural municipality that surrounds it, other small communities within its shadow area, and one major highway that passes nearby. Of course, there are a multitude of public agencies (e.g., different police and law enforcement organizations, social services, education, housing, etc.) and community-based organizations that contribute to community safety, but in a largely fragmented and uncoordinated fashion.

There is a growing recognition that the police alone cannot produce community safety. Community safety plans are becoming a major catalyst for inter-agency cooperation. Such plans provide the basis upon which the community can identify and address priority risks and support a more coordinated service delivery response to achieve positive outcomes at the individual, family, and community levels.

Comprehensive community safety planning is occurring across Canada in such centres as Burnaby, Surrey and Williams Lake, Regina, Saskatoon, and many First Nations communities. In Ontario, the *Community Safety and Policing Act, 2019* requires all municipalities to create, publish and maintain community safety and well-being plans. We understand that some other provinces are considering adopting similar legal requirements as those in Ontario.

Conclusion

Changes in the operating landscape for policing over past three decades have overtaken the pertinence of *The Police Act*. We certainly acknowledge some good amendments to the Act over the years, including the most recent amendments which establish the Serious Incident Response Team (SIRT), and ensure the appointment of First Nation or Métis community liaison persons in relevant cases. However, taken as a whole the Act is disjointed and out of step with more modern legislation of this type found in other jurisdictions.

The police today are increasingly part of a broader set of public and non-profit community safety and well-being providers. Together with the communities they serve, these organizations partner and collaborate to co-produce safe and healthy communities. A modernized Act will help shape the future of policing and community safety in Saskatchewan.

A modernized legislative scheme, that builds on Saskatchewan's best traditions and qualities, will also help enhance public confidence in the police, improve police-community relations as well as those with the many traditional and non-traditional partners the police will increasingly have to collaborate with to achieve shared community safety outcomes.

The Police Act, 1990 is actually lagging actual practice. Many of Saskatchewan's progressive police leaders and practitioners are already operating in ways commensurate with the current exigencies of communities. It is time the legislation catches up with and supports them in this regard.

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Healthcare Practitioner Community Support Toolkit

**A resource to support the settlement
of health professionals**



Executive Summary

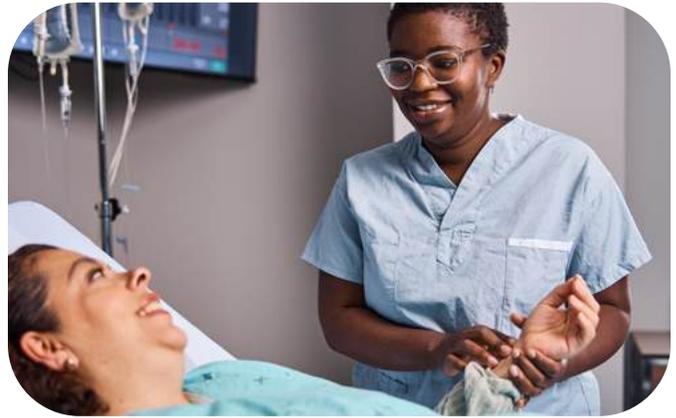
The shortage of healthcare practitioners poses a significant challenge globally. Through extensive research and direct engagement with healthcare professionals, key factors that may support the recruitment and retention of health practitioners have been identified. To address some of these factors, the Saskatchewan Healthcare Recruitment Agency, in collaboration with communities, have developed a toolkit, aimed at supporting healthcare workforce retention and inclusion efforts at the local level.

While the responsibility for recruitment and retention of health practitioners lies with provincial health entities, feedback from practitioners indicates community involvement plays a crucial role in the successful integration of healthcare practitioners and their long-term retention. As a result, many rural and remote communities have taken proactive steps to showcase their area as an attractive place to live and work, and have offered support with housing, partner/spouse employment, and social connections.

Other actions that contribute to recruitment and retention efforts may include:

- Financial support,
- Cultivating a culture of appreciation,
- Embracing diversity and offering cultural connection,

Understanding the specific needs of healthcare practitioners and their families is essential for successful community inclusion.



The Saskatchewan Healthcare Recruitment Agency is a key partner in our health system. We work with the Saskatchewan Health Authority, Saskatchewan Cancer Agency, all affiliates and our Ministry of Health, to deliver the Government of Saskatchewan's Health Human Resource Strategy.

An important part of our mandate is community collaboration to support the successful recruitment, settlement and retention of all health practitioners, especially those new to our province and country.

Over the past year, through direct engagement with Saskatchewan municipal leaders and local organizations, we know communities want to support health practitioners to ensure area residents have access to the health services they need as close to home as possible. This Healthcare Practitioner Community Support Toolkit is just one way to share information, ideas and successes. As a living document, it is intended to evolve with new content as more is learned.

We look forward to your feedback. We will continue to engage, collaborate with and support Saskatchewan communities in our shared goal to recruit and retain healthcare practitioners in our province.

Message from the Saskatchewan Association of Rural Municipalities

Photo credit: Tourism Saskatchewan



Saskatchewan rural municipalities (RMs) are rooted in the traditions of lending a hand, helping one another, and welcoming newcomers with genuine warmth. This strength of community and resilience have kept rural Saskatchewan both vibrant and strong.

As new healthcare workers arrive in our rural communities, whether from other parts of Saskatchewan, across Canada, or overseas, it is an opportunity to make sure they feel part of the fabric of our towns. Moving to a new place can be daunting, but when we come together to offer support, inclusivity and appreciation for their work, these professionals and their families can truly feel at home.

SARM is willing to support the efforts of the Saskatchewan Healthcare Recruitment Agency (SHRA) in the creation of the new Healthcare Practitioner Community Support Toolkit. The toolkit is designed to help rural municipalities attract and retain healthcare workers. Healthcare professionals are not just essential to the well-being of our people— they also enrich the social and cultural fabric of our communities. By ensuring they feel connected to our communities and valued for their efforts, we create the foundation for long-term relationships that benefit everyone.

This toolkit recognizes the key role rural municipalities, and their residents play in welcoming these workers. From hosting community events to offering guidance on local resources, we can make sure new arrivals experience the best of Saskatchewan hospitality. When healthcare professionals feel at home in their new communities, they are more likely to stay, ensuring continued access to vital services for all of us.

Together, let us keep building vibrant, welcoming communities where everyone—from longtime residents to newcomers—feel they belong. Saskatchewan’s rural spirit can continue to thrive by strengthening our connections and supporting those who care for us for years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill Huber".

Bill Huber
Acting President of Saskatchewan Association of Rural Municipalities

Message from Saskatchewan Urban Municipalities Association

Photo credit: Tourism Saskatchewan



Saskatchewan's urban municipalities are built on a foundation of collaboration, inclusivity, and a shared commitment to strong, thriving communities. As healthcare workers arrive in our cities, towns, and villages—whether from across Saskatchewan, Canada, or internationally—it is essential that they feel welcomed and supported. The success of our communities depends not only on essential services like healthcare but also on fostering a sense of belonging for those who provide them.

The Saskatchewan Urban Municipalities Association (SUMA) is pleased to support the Saskatchewan Healthcare Recruitment Agency (SHRA) in the development of the Healthcare Practitioner Community Support Toolkit. This initiative will help urban municipalities attract and retain healthcare professionals by providing strategies to build welcoming and supportive communities. Healthcare workers are integral to the well-being of our residents and contribute to the economic and social vibrancy of our cities, towns, and villages.

SUMA recognizes that municipalities play a key role in integrating healthcare professionals into our communities. From hosting welcoming events to providing information on local resources and services, urban municipalities have the opportunity to demonstrate the warmth and hospitality Saskatchewan is known for. When healthcare professionals and their families feel at home, they are more likely to build long-term connections, ensuring sustainable and high-quality healthcare for our residents.

We look forward to working together to make Saskatchewan's urban municipalities places where healthcare professionals feel valued, supported, and inspired to stay.

Sincerely,

A handwritten signature in black ink, appearing to read "Jean-Marc Nadeau". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jean-Marc Nadeau, PhD., CMgr.
Chief Executive Officer

Introduction

The shortage of healthcare professionals is a challenge felt around the world. In Canada, and Saskatchewan, this challenge is particularly pronounced in rural and remote areas, where recruitment and retention has historically been difficult. To make sustainable progress, the Government of Saskatchewan is focused on recruiting, training, incentivizing, and retaining healthcare workers throughout the province, in all communities, to build a stronger health workforce. This emphasis has been directed at in-demand health professionals, such as family physicians and nurses, as well as all healthcare professionals across the spectrum, from specialist physicians to continuing care assistants, paramedics, laboratory technologists and others.

From literature review and direct engagement with healthcare professionals, we have identified key factors to help support recruitment, retention and integration of new healthcare practitioners into communities.

Working in healthcare teams, achieving a healthy work-life balance, feeling valued in their roles and integration of the family into the community emerge as recurring themes. While recognizing that healthcare delivery is a provincial responsibility, communities can play an active and valuable role in supporting the settlement, inclusion and retention of health professionals. We extend gratitude to Saskatchewan communities for the important work they do.

In recognition of the partnership between communities and the healthcare system we have developed this toolkit. It is a compilation of insights gathered from communities—highlighting what is working well, addressing common questions, and incorporating findings from relevant literature. This toolkit was developed with communities, for communities, as a resource to support retention and integration to help address the healthcare workforce challenges we collectively face.

This toolkit was created as a resource that provides guidance to communities looking to provide settlement support for healthcare practitioners. Over the last year, to create this document, we:

- Engaged with over 20 Communities,
- Met with SUMA and SARM, and engaged with their memberships in editorials,
- Presented at the SARM Midterm Convention,
- Spoke with healthcare providers,
- Heard from First Nation and Métis groups,
- Consulted with:
 - Saskatchewan Medical Association
 - Saskatchewan Health Authority



Photo credit: Tourism Saskatchewan

What Can Communities Do?

It is widely recognized that community involvement is key to healthcare practitioner integration in rural areas. Many communities have taken an active role in supporting the retention and inclusion of healthcare practitioners by establishing a close relationship with health employers to learn when new health practitioners are arriving in their area. As a result, they can then showcase their community as a great place to live, provide a warm welcome to healthcare providers and their families, and potentially offer support with housing, partner employment, and social and cultural connections. It is critical to provide a strong first impression of your community and a sense of welcoming to the new healthcare professional who is joining the local workforce. Getting in contact early and maintaining a friendly relationship will foster a foundation between the community and the healthcare provider.

Community Promotion

When a healthcare practitioner chooses Saskatchewan, they are coming not only to work in healthcare, but also to have a great life. There is no one better to showcase the community than the community members themselves.



“First impressions are incredibly important when welcoming a healthcare practitioner into the community. The initial perceptions that may influence judgment about the community can be shaped within the first interactions, and can set the tone of the relationship between the community and the practitioner on. Having a favourable first impression can lead to a stronger connection to the community and can increase the likelihood of the practitioner having a positive experience.”

– Don Hood,
Esterhazy Health Foundation



Creating a Website

Maintaining a professional website, where information is available to healthcare professionals, can be helpful when showcasing your community to new practitioners. A website can spotlight the services, education options, recreation opportunities, attractions, and social groups within the community. It could also note the healthcare facilities and types of health professionals that practice in the area.

A dedicated section on the website could focus specifically on healthcare practitioner retention and inclusion, with testimonials from local practitioners offering first hand insight into their experiences within the community. Outlining community efforts to support healthcare worker inclusion, such as available housing, incentives or committees that are in place, would also be useful. Having this information readily available can effectively communicate the appeal of both the professional and personal aspects of joining the community.

“Recruiting and retaining health-care professionals is a collaborative effort, and communities play a crucial role in creating a welcoming and supportive environment for new practitioners and their families. This toolkit, developed with input from Saskatchewan people, communities, and health professionals, is a valuable resource that will help strengthen our health-care system now and in the future. I extend my sincere gratitude to the Saskatchewan Healthcare Recruitment Agency for leading this initiative and engaging communities across the province to enhance our collective efforts in supporting health-care professionals.”

**Andrew Will, CEO,
Saskatchewan Health Authority**

A website might include the following:

- Links to local amenities, recreational activities, museums, parks, shopping, etc.
- Instructions on how to register children for school, links to education facilities or childcare options.
- Tourism sites.
- Testimonials of healthcare practitioners, their families, and other community members working and living in the area.
- Healthcare facility descriptions and Saskatchewan Health Authority information.
- Links to community social media channels.
- Employment assistance for partner/family members, including job boards, local employment offices, and additional careers supports.
- FAQ and Q&A forums.
- Government of Saskatchewan website links such as [Programs and Services to Help You Settle in Saskatchewan](#) webpage.

Creating a Community Welcome and Integration Committee

It's helpful to have a dedicated group of community members focused on healthcare practitioner retention and integration into the community. Leadership to support the committee is integral to the success of the group, and selecting leaders who will take hold of ideas, bring people together and deliver on priorities is crucial. Many communities throughout Saskatchewan already have an established committee to coordinate and share the work of supporting healthcare practitioners into their area. A community committee can play a critical role in welcoming the newcomer and their family by organizing events, offering personalized tours, as well as providing a local point of contact.

Communities are urged to establish their local committee in a manner that best suits their needs and dynamics. Creating a Terms of Reference (see example in Appendix A) can be helpful to organize the work and creating an agenda that keeps a record of meetings, dates, accountabilities, and responsible roles will be a source of information for future use. Following a checklist can also be helpful in confirming all tasks are completed and to ensure nothing gets overlooked (see example in Appendix B).

Organizing the city, town, village and rural municipalities that form the catchment area for the healthcare services in the region can be an inclusive way to ensure there is collaboration across the diverse communities. This will also help to strengthen fundraising efforts and pool community resources to effectively represent all residents who utilize the health services.

Drawing insights from discussions with other communities, the following membership recommendations can provide valuable guidance in structuring your committee:

- **Health Professionals:** Include physicians, nurses, and other healthcare practitioners who understand the unique needs and challenges of the profession in the community.
- **Community Leaders:** Engage local municipal officials, business leaders, and representatives from community organizations to ensure diverse perspectives and resources are considered.
- **Residents:** Involve community members who are passionate about healthcare and invested in the well-being of the community
- **Educators:** Collaborate with representatives from local educational institutions to foster partnerships and support initiatives related to healthcare training and education.



- **Local Business:** Partner with businesses to explore opportunities for employment and support for healthcare professionals and their families.
- **Community Navigator:** Consider creating a navigator position for a local expert who provides connection to the local community and its resources for the healthcare practitioner.
- **First Nation and Métis Communities:** Actively involve diverse populations, specifically First Nations and Métis communities to ensure that inclusive representation and perspectives are being considered.

By establishing a committee with representation from various sectors and interests within the community, you can harness collective wisdom and resources to enhance retention and inclusion efforts and create a welcoming environment for healthcare professionals and their family.

“Getting to know the healthcare professional prior to their arrival, but also after they begin employment is important so that I can tailor my support to their needs. I have found success with building relationships with the healthcare providers to assist them with soft settlement into the community of Leader where I have taken on the role of Community Navigator.”

– Pam Busby, Local Real Estate Agent and Community Navigator, Leader



Some communities have established a volunteer position for a Community Navigator and their role is to serve as the primary liaison between the community and healthcare practitioners.

They can be a first point of contact as questions arise from the practitioner and their family. The ideal candidate for this position is an individual with strong knowledge of the local area and its amenities, while being able to help connect the practitioner and their family to local people and services.

Activities that a Committee or Navigator can lead:

- **Orientation Tours:** Organize and conduct orientation tours for new practitioners and their families, showcasing key community amenities, such as schools, parks, recreational facilities, and cultural attractions.
- **Health Practitioner Appreciation Events:** Organize practitioner recognition events to acknowledge and appreciate the contributions and work of healthcare professionals in the community, where practitioners can meet local residents, business owners and local leaders, fostering connections and a sense of belonging.
- **Information Sessions:** Host information sessions to educate new practitioners about local healthcare services, support resources, and opportunities for professional and personal development within the community.
- **Cultural Immersion Activities:** Arrange cultural immersion activities, such as visits to local historical sites, participation in cultural festivals, or opportunities to engage with First Nation and Métis or other ethnic communities, to help new healthcare practitioners appreciate local diversity and heritage.

- **Social Gatherings:** Organize social gatherings, such as potluck dinners or neighborhood barbecues, to facilitate informal interactions and camaraderie among healthcare workers and community members. This could include contacting neighbouring communities to participate to broaden the healthcare workers' social network.
- **Mentorships Programs:** Develop mentorship programs pairing new practitioners with experienced practitioners or community members, to provide guidance, support, and insights into navigating personal aspects of life in the community.
- **Spousal and Family Support:** Offer support and resources for the spouses and families of new healthcare practitioners, including assistance with employment opportunities, childcare services, and integration into community activities.
- **Arranging Winter Driver Training and Transportation:** Given the unpredictable and sometimes harsh nature of winters in Saskatchewan, it can be beneficial to connect providers and their family with specialized training sessions to ensure individuals feel confident behind the wheel. Considering alternative transportation options for the practitioner and their family may also be necessary and help serve the families short-term needs.
- **Feedback Mechanism:** Regularly check-in with the healthcare practitioner and their family to gather feedback and insights to inform the community on the supports that they are receiving, and apply the learnings to new arrivals.



“The engagement process on developing the Healthcare Practitioner Community Support Toolkit was collaborative and well-organized. Being part of the process was a rewarding experience. This toolkit will provide communities with practical strategies to create a welcoming and sustainable environment for healthcare practitioners. It will be a valuable tool that helps communities take an active role in strengthening local healthcare access.”

– Sheila Sim, Moose Mountain Healthcare Corporation

Funding

Many communities consulted for this toolkit have expressed that support and retention work provided to healthcare practitioners can require financial resources. Funds can be raised in a variety of methods, including charging a per capita levy, or collecting donations from local healthcare foundations, community groups, other fundraising activities and private donors. Communities will have different financial resources available to support this work and are encouraged to tailor their recruitment efforts to match their financial resources, ensuring a sustainable plan for settlement support. It is important when raising funds for healthcare practitioner support to consider having a responsible person assigned to oversee the financial matters. This may include setting up an appropriate bank account, preparing annual budgets, financial controls, and fulfilling other necessary duties.

Financial Incentives

Offering financial incentives is one tool to recruit new healthcare practitioners to communities, however evidence suggests that financial bonuses alone are not an effective strategy to sustain a healthy rural workforce. Providing incentives can be useful in the short-term, but may not be successful in long-term retention.

Caution should be taken when offering differing compensation incentives across Saskatchewan. Some communities who have the financial resources to supplement the incentives offered by the government run the risk of unethically attracting healthcare practitioners from other Saskatchewan communities that are also in need. It is important that competition between Saskatchewan communities is avoided and instead, working collaboratively to find the right match for each community is the priority.

If opting to provide financial incentives, it is important to consider if there is an expectation of a minimum term of employment. In some cases, the healthcare practitioner may not fulfill the agreement and it is important for both the community and practitioner to have a written agreement on terms for repayment. It is recommended that this agreement be drafted by legal counsel to ensure its enforceability and to mitigate any risk to the community.

Items to consider when drafting a Return of Service contract:

- Agreed upon length of time the provider will work in the community.
- When the work will start and end.
- Expectation of full time or part time work.
- The terms that the payment can be used for, i.e. vehicle, housing, childcare costs or general use.
- Financial repayment if length of time worked is not met and if the full incentive amount will be repaid, or if it would be prorated.
- How leaves of absence will be handled.



Photo credit: Tourism Saskatchewan

Providing financial incentives can put hardship on community members as generating funds to sustain the incentives can be challenging. In addition, if implementing new incentives to attract healthcare practitioners to the community, it may create hard feelings between existing health professionals who were not eligible for the financial compensation. Offering financial incentives should be done with careful thought as there can be several unintended consequences.

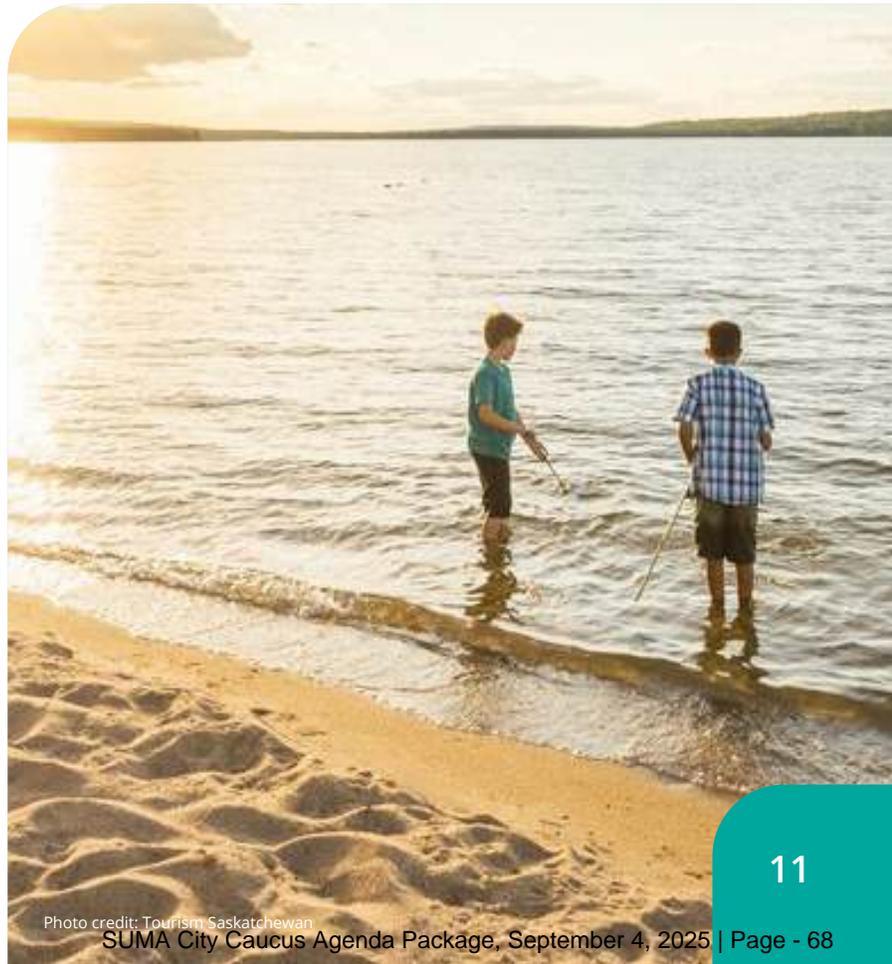
Here are examples of financial incentives used by some communities:

- Bursaries or scholarships for community members that are pursuing education in the health field, supporting a 'grow your own' approach.
- Signing bonus for new employees.
- Retention bonus for employees who have remained over a determined timeframe.
- Preceptor bursaries to provide an incentive for healthcare professionals to support student exposure to the community.

There are additional financial incentives that are offered by the Government of Saskatchewan, the Federal government, and other organizations and healthcare employers that are available to healthcare practitioners. Some of the incentives have been highlighted in Appendix C, however it is crucial to note they frequently change.

“Advocating for our community and fostering strong relationships within it is essential for growth and success. By building support with surrounding municipalities, we’ve been able to pool resources and enhance our efforts in supporting healthcare practitioner settlement. A collaborative approach is key, but it’s also important to have a face to the community—someone who can connect early on with newcomers and help guide them through the process of becoming part of our community.”

**Elden Jamieson,
Reeve of Maple Creek**



Understanding the Needs

It is important to tailor the work of the community to the specific needs of the healthcare practitioner. The tools and ideas provided in this toolkit can be applied to a healthcare practitioner and their family who may be experiencing Canada for the first time, or someone relocating from another province. Many of these tools and strategies can also be utilized for Saskatchewan residents who are moving into the community. Understanding the requirements of the individual and family helps to support the integration of the practitioner to the community. If the practitioner is joining the community with a family, paying attention to the needs and interests of the family is crucial in helping them successfully settle into their new home.

Housing Support

Access to housing in communities poses a common challenge for newly arriving healthcare workers seeking to settle. Many small urban areas, and rural and remote communities, lack a sufficient supply of rental homes, which is typically what is sought when joining a new community. Moreover, even if housing options are available, they may not be affordable or equipped with the necessary amenities for the practitioner and their family. Providing guidance or resources to help healthcare practitioners and their families find suitable housing within the community is immensely helpful. This could include information on local real estate agents, rental properties, or assistance with navigating the local housing market.

There are several communities across Saskatchewan who have recognized the need for available housing to support the soft settlement of healthcare providers in their community. One approach adopted by some is to purchase a home(s) for new healthcare workers to rent. The community will rent the home to the healthcare practitioner for market value, expecting common maintenance and utilities to also be the responsibility of the tenant.



School Enrollment Assistance

Offering support and information regarding local schools, including enrollment processes, school districts, and educational programs available for children of healthcare practitioners is beneficial. Assistance may also involve connecting families with school administrators or arranging school tours.

Daycare Facilities or Daycare Options

Assisting families in locating daycare or childcare services within the community is a noted need as well. This could include providing information on licensed daycare centers, home-based childcare providers, or community-based childcare programs. The Government of Saskatchewan has a list of [Regulated Childcare Facilities](#) that are available in communities. Childcare can be especially challenging for healthcare provider's schedules which often includes evening, weekend, overnight and holiday shifts.



Employment Opportunities for Spouse/Partner or Family

Supporting spouses or partners of healthcare practitioners in finding employment opportunities within the community can also be a major factor in successful recruitment and retention. This may involve sharing job listings, networking opportunities, or providing information on local businesses or industries.

Helpful links:

- [Government of Saskatchewan - Where to look for work](#)
- [SaskJobs](#)
- [Health Careers in Saskatchewan](#)
- [Government of Saskatchewan Careers](#)
- [Linkedin](#)
- Job search engine sites, e.g. [Indeed](#), [Workopolis](#)



Spiritual and Community Connections

Facilitating opportunities for healthcare practitioners and their families to engage with the local culture and community is important. This could include connecting families with cultural organizations or community groups, and providing resources for cultural supports. Similarly, connection with spiritual or religious organizations that they are interested in and local places of worship or spiritual support groups may be welcome. Included below are some helpful links to support new community members who may be from different cultural backgrounds.. These tools can also offer a connection for new community members to learn about or engage with others living in different regions in the province.

- [Multicultural Council of Saskatchewan](#)
- [Regina Immigrant Women](#)
- [International Women of Saskatoon](#)
- [Saskatoon Open Door Society](#)
- [Saskatchewan Intercultural Association](#)
- [Regional Newcomer Centres](#)

“I am honoured to have the opportunity to collaborate with the Saskatchewan Healthcare Recruitment Agency. I was approached early in the development stage of the Agency in recognition of about fifteen years of the trials and tribulations of landing Physicians and other health care professionals in our community. The Agency visited my community to meet with me, visit the healthcare facilities and meet with some of the providers and administrators to get a feeling for the impact of community involvement in providing a “soft landing” for new arrivals. The Healthcare Practitioner Community Support Toolkit is a great resource for communities like ours that are dealing with providing support of healthcare professionals. My advice is to get to know new providers and give them a friendly contact to advise them on the challenges of becoming established in an unfamiliar environment..”

– Amund Otterson, Mayor of Shellbrook

Recreation Activities

Recreational activities and amenities available within the community can be a very important recruitment and retention tool. Information could include highlighting local parks, sports facilities, recreational programs, outdoor activities, and community events. Additionally, providing recommendations or resources for exploring recreational opportunities in the surrounding area is beneficial.



Appreciation

Demonstrating appreciation for healthcare practitioners can foster a sense of value and belonging within communities, which in turn could encourage them to remain in their positions for a longer-term. When healthcare professionals feel acknowledged and valued for their contributions, they are more likely to develop a strong attachment to the community and feel motivated to continue serving its residents. Additionally, expressions of appreciation can enhance general morale, leading to greater job engagement and a deeper commitment to the community's healthcare needs. As a result, healthcare practitioners are more inclined to stay for longer terms, thereby contributing to the stability and sustainability of healthcare services in the province.

When considering appreciation for the practitioner and their family:

- Consider the healthcare practitioner preferences.
- Build on your partnerships with business and community organizations.
- Build on ideas that will engage the community.
- Establish a budget.
- Consider cultural sensitivities.

Here are a few creative ideas that have been utilized by others:

- Breakfast, coffee or lunch delivered to providers at work.
- Potluck gathering at a local home.
- Picnic for the health providers and community members.
- Engage local business to obtain discounts, small gifts or gift certificates.
- Free passes for local or area facilities (golf course, swimming pool, etc.).
- Mayor of the community to send welcome or thank you notes.
- Engage the children in the community to create welcome or thank you notes.
- Profile your health provider(s) in the local newspaper.
- Celebrate the health practitioners during their professional **recognition day/week**.



Diversity

Saskatchewan is made up of many different people who, over generations, have established many incredible communities. These communities have a history of strong values where diversity and acceptance are embraced, and where the residents cultivate a feeling of home and sense of pride. Healthcare practitioners who come to work in Saskatchewan are from many diverse cultural backgrounds and may be experiencing our province, and possibly even the country, for the first time. It can be challenging for newcomers to feel accepted or understood in their new communities.

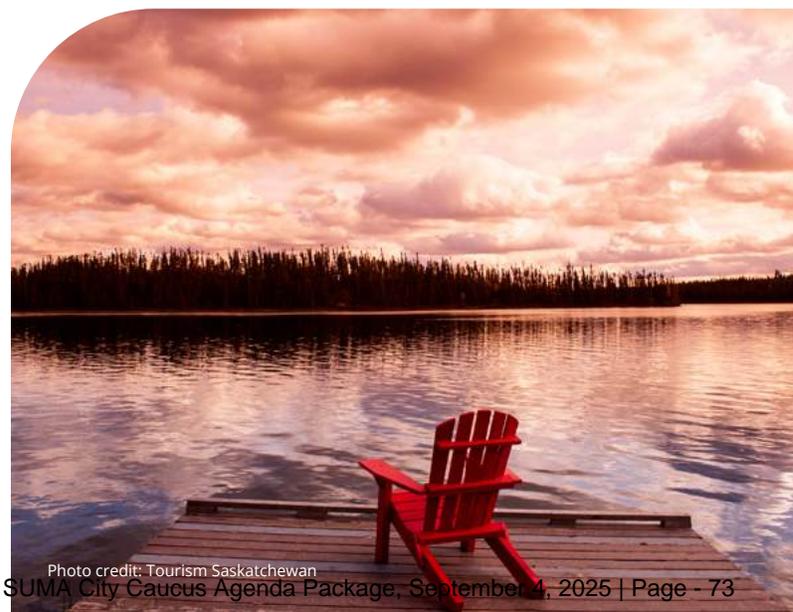
Providing support to healthcare practitioners who are entering Canada for the first time, and acknowledging and accepting their differences will help to improve the retention of the healthcare practitioner. The Multicultural Council of Saskatchewan have published a **Welcoming and Inclusive Communities Toolkit** which has helpful information about approaches, tools for action, and stories to foster work in supporting multiculturalism.

“Ensuring a sustainable health-care workforce depends not only on strong recruitment efforts but also community connections and long-term retention initiatives.

Community leaders, local organizations, and Saskatchewan residents all have an essential role in helping new health-care professionals feel at home, both personally and professionally.

This living document provides communities with practical strategies to help support retention and recruitment, reinforcing our shared commitment to quality health-care for all Saskatchewan residents. We deeply appreciate the Saskatchewan Healthcare Recruitment Agency for its leadership in developing this vital resource.”

**Dr. Susan Shaw, Chief Medical Officer,
Saskatchewan Health Authority**



Meet the Saskatchewan Healthcare Recruitment Agency



+ ABOUT THE AGENCY

The Government of Saskatchewan established the Saskatchewan Healthcare Recruitment Agency that is dedicated to the recruitment and retention of health professionals from within Saskatchewan, across North America and overseas.

+ OUR MANDATE

Develop and implement strategies as well as tactics that facilitate the local, national and international recruitment, retention, transition (path to practice), and placement of health professionals in Saskatchewan, in collaboration and coordination with provincial and local stakeholders such as the Saskatchewan Health Authority, the Saskatchewan Cancer Agency, local health committees, and municipal leaders.

The Saskatchewan Healthcare Recruitment Agency is committed to supporting employers and job seekers as well as participating in meaningful engagement with the community members and stakeholders.

Sourcing

Support employers by sourcing high priority health professions for Saskatchewan's healthcare system needs, including hard-to-fill vacancies and support hiring needs for service expansion.

- Promotion of career opportunities for the Saskatchewan health sector, including marketing campaigns, career fairs, webinars
- Coordination of international recruitment missions
- Collaboration with stakeholders including employers and community leaders

Support for Students and Job Seekers

Serving as a resource for health employers, students, job seekers, and international recruits for the promotion of healthcare careers and job opportunities in the province.

- Development and management of promotional information
- Navigation and coordination of settlement for domestic and international recruits

Engagement with Community and Partners

Analysis of key issues and opportunities, recruitment strategies, best practices, and innovative initiatives in sources and attracting to the health care sector.

+ CONTACT US

Phone: 306-933-5000 | Email: info@saskhealthrecruitment.ca



Appendices

Appendix A: Sample Terms of Reference/ Memorandum of Understanding

1. Definitions

In this agreement:

- a) "Affiliated Parties" means the municipalities, villages, towns or villages
- b) "Committee" means the collective members' representing the affiliated jurisdictions, and may include First Nations or any other recognized local membership.
- c) "Region" will refer to the Rural Municipality of X, the Town of X, the Village of X, the First Nation of X.

2. Term of the Agreement

- a) The initial term of this Agreement shall be from XX to XX unless otherwise specified in this Agreement. Thereafter the agreement may be renewed at the discretion of the Affiliated Parties.
- b) This Agreement may be amended by mutual consent of all Affiliated Parties unless specified otherwise in this Agreement
- c) It is agreed by the Affiliated Municipalities, the Committee shall meet at least once a year to review the terms and conditions of the agreement.

3. Inter-jurisdictional Cooperation

- a) The Affiliated Parties agree to create a recommending body known as the XX Healthcare Settlement and Support Committee.
- b) The Committee will meet on an "as required" basis and will develop recommendations for the support and retention of healthcare workers in the Region.
- c) The topics that will be discussed by the Committee include:
 - Determine areas of need and/or focus
 - Support strategies for healthcare practitioners
 - Incentive options for students or other individuals
 - Financial support for the Committee

4. Communications

- a) All committee members will be sent budgets, meeting minutes, communications and policy information.
- b) External communications sent out by or on behalf of Committee should be reviewed and approved by all Committee members. In the case Committee members are not available to review the communication in a timely manner then a back-up person can be appointment to review and approve the communication on behalf of the member.

5. Members of Committee

- a) The Committee will consist of XX individuals from XX municipalities, organizations, First Nation Communities.
- b) The Committee shall appoint a chairperson, a vice chairperson and a treasurer.
- c) The Committee will draft agendas, reports and recommendations to produce for public awareness, where appropriate
- d) The addition of members will be at the discretion of the Committee, and may determine the conditions and provisions for the addition of new members.

6. Powers of the Committee

- a) A majority of the members of the Committee constitutes a quorum for the transaction of business
- b) The committee may regulate its own procedure and business
- c) The Committee may establish procedures for the Affiliated Parties that allow for the holding of joint public meetings
- d) The Committee may appoint any consultants or employees that may be necessary for the exercise of any of its powers or the performance of any of its duties and fix their remuneration.
- e) The Committee may appoint advisory committees consisting of one or more of the members or any other person.

7. Duties of the Committee

- a) The Committee will conduct activities to ensure the ongoing support for healthcare practitioners and encourage retention for existing workers in the jurisdiction.
- b) The Committee may also:
 - i) Hold a public meeting and publish information for the purpose of obtaining the participation and cooperation of the residents of the region.
 - ii) Develop financial resources to fund the Committees activities
 - iii) Identify the social and economic implications of the committee's recommendations
- c) The Committee may pay for any remuneration and expenses of the person it appoints at a rate established by the committee or for costs associated with the workings of the committee at rates established by the committee and approved by the Affiliated Parties.
- d) The Chairman will make arrangements for an annual or interim financial statement to be prepared and made available to all Affiliated Parties.

8. Dispute Resolution

- a) In the event that a dispute over any issue related to or addressed under this agreement should occur between Affiliated Parties and First Nations:
 - i) The Committee will meet and attempt to resolve the dispute.
 - ii) In the event the Committee is unable to resolve an issue, the next step will be to seek the assistance of mediation.
 - iii) In the event a dispute cannot be resolved through Steps 1 and 2, the Committee will appoint an arbitrator whose decision shall be final and binding upon all signing parties. The Arbitration Act of Saskatchewan in force from time to time shall apply to arbitration proceedings commenced pursuant to this Agreement.

In witness whereof the parties have affixed their corporate seals as attested by the duly authorized signing officers of the parties as this XX day of XX, XX.

Signatories

Appendix B: Sample Checklist

Pre-Arrival

- Identify leading community members that will be first point of contacts for the new healthcare practitioner
- Begin communicating the practitioner and their family as soon as their contact is available to retain the important information about what will be important to them to settle into the new community and get an idea of any concerns or needs they may have.
- Have navigator or lead community member contact the healthcare practitioner to understand the needs of the individual and/or family.
- Develop a soft settlement plan, incorporating the needs of the practitioner and/or the family
- Provide resources such as websites for community amenities that may be of interest, such as schools, daycare, recreational activities, etc.

Arrival

- Provide welcome card/basket for the healthcare practitioner at their new home
- Have an in-person meeting with the healthcare practitioner to the support team or navigator to provide for introductions
- Determine where additional supports or outstanding needs may be required for the practitioner and their family
- Provide tour of the community to the healthcare practitioner and family
- If incentives are provided, ensure Return of Service contract is signed by all parties
- Create a news release in the local newspaper/website about the new healthcare practitioner joining the community

Post-Arrival

- Host a welcome BBQ or meet and greet for the healthcare practitioner and their family.
- Provide monthly check-ins with the healthcare worker, ensuring that they have the support required and to address any concerns
- Invite healthcare practitioner and family to community events and activities and facilitate connections to community members

Appendix C: Available Saskatchewan Incentives

This guide is not exhaustive and the available incentives frequently change.

Rural Physician Incentive Program: Offers up to \$200,000 over five years to family physician practicing or currently practicing in rural and remote communities.

SMA Family Medicine Bursary: The Saskatchewan Medical Association provides up to \$25,000 for up to three years for family residents who work in rural and remote communities.

Saskatchewan Rural and Remote Incentive: Offers up to \$50,000 to healthcare workers in high priority positions in rural and remote locations.

Student Loan Forgiveness: Offered to nurses and nurse practitioners in rural and remote communities which forgives up to \$30,000 of their Saskatchewan Student Loans.

Graduate Retention Program: The Government of Saskatchewan rebates up to \$20,000 of tuition fees paid by eligible graduates who live in Saskatchewan and who file a Saskatchewan income tax return.

Final Clinical Placement Bursary: Offered to students in an eligible health discipline that requires the completion of a final clinical placement as part of training.

Additional Resources and Further Reading

All Hands – A recruitment resource for physician recruitment in Nova Scotia – Nova Scotia Health [Community Recruitment Toolkit | Nova Scotia Health Authority \(nshealth.ca\)](https://www.nshealth.ca)

Canada's Health Workforce: Pathways Forward, An Assessment by the Canadian Academy of Health Sciences [Assessment on Health Human Resources – Canadian Academy of Health Sciences | Académie canadienne des sciences de la santé \(cahs-acss.ca\)](https://cahs-acss.ca)

Physician Recruitment Toolkit – Health Force Ontario, [Physician Recruitment for Communities \(healthforceontario.ca\)](https://healthforceontario.ca)

Promising practices to support retention of the healthcare workforce in northern, rural and remote communities in Canada - Health Excellence Canada, [Strengthening Primary Care in Northern, Rural and Remote Communities \(healthcareexcellence.ca\)](https://healthcareexcellence.ca)

Medical practice in rural Saskatchewan: factors in physician recruitment and retention - Kevin Wasko, Jaqueline Jenkins, Ryan Meili, [Medical practice in rural Saskatchewan: factors in physician recruitment and retention - PubMed \(nih.gov\)](https://pubmed.ncbi.nlm.nih.gov/)

Family Physician Recruitment and Retention Toolkit – Practice in BC, [Recruitment & Retention Toolkit | Recruitment and Retention \(practiceinbc.ca\)](https://practiceinbc.ca)

Rural Health Professionals Action Plan – Alberta Health [Attraction and Retention Program - Rural Health Professions Action Plan \(rhpap.ca\)](https://rhpap.ca)



The Saskatchewan Healthcare Recruitment Agency is dedicated to the recruitment and retention of health professionals from within Saskatchewan, across North America and internationally. By collaborating with partners and stakeholders, we work to develop and implement innovative strategies to attract top talent and foster interest in careers in healthcare in Saskatchewan.

Phone: (306) 933-5000

Toll Free: 1 (888) 415-3627

Email: info@saskhealthrecruitment.ca

saskhealthrecruitment.ca



**City of Humboldt
Meeting Minutes**

Executive Committee Meeting September 8, 2025 - 05:35 PM

PRESENT:

Chair: Councillor Roger Korte	
Mayor Rob Muench	
Councillor Larry Jorgenson	
Councillor Sarah McInnis	
Councillor Dave Rowe	
Councillor Marilyn Scott	
Councillor Karen Siermachesky	
City Manager	Joe Day
City Controller	Jace Porten
Director of Cultural Services	Jennifer Fitzpatrick
Director of Leisure Services	Mike Ulriksen
Director of Protective Services	Mike Kwasnica
Municipal Engineer	Daniel Bernhard
Planning Coordinator	Tanner Zimmerman
Communication Coordinator	Angie Rolheiser

1 Call To Order

Chairperson Korte called the meeting to order at 6:00 p.m.

2 Land Acknowledgement

As we gather here today, we acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

3 Adopt Agenda

Moved By: Councillor Sarah McInnis

That the agenda be adopted as presented.

CARRIED

3.1 Conflict of Interest

4 Delegations

5 Correspondence

6 Reports From Administration

6.1 Director of Protective Services' Reports

Moved By: Councillor Dave Rowe

That this report be accepted for information and filed.

CARRIED

6.2 City Controller's Report

Chair – Roger Korte

Interim City Clerk – Jace Porten

Moved By: Councillor Marilyn Scott

That this report be accepted for information and filed.

CARRIED

6.3 Director of Cultural Services' Report

Moved By: Mayor Rob Muench

That this report be accepted for information and filed.

CARRIED

6.4 Marketing and Development Manager's Report

Moved By: Councillor Sarah McInnis

That this report be accepted for information and filed.

CARRIED

6.5 Communication Coordinator's Report

Moved By: Councillor Dave Rowe

That this report be accepted for information and filed.

CARRIED

6.6 Director of Public Works' Report

Moved By: Councillor Larry Jorgenson

That this report be accepted for information and filed.

CARRIED

7 New Business

7.1 Recommendation - City Controller - 2026 Budget Process

Moved By: Councillor Karen Siermachesky

That this report be accepted for information and filed.

CARRIED

7.2 Recommendation - Director of Public Works - Community Airport Partnership Grant

Moved By: Councillor Roger Korte

That the City of Humboldt submit an application to the Community Airport Partnership (CAP) for funding in the amount of approximately \$176,000.

CARRIED

8 Enquiries

Councillor Siermachesky enquired with administration on the possibility of placing a bench and the new public art piece near PAMI, the Director of Cultural Services responded that they will look into it.

Councillor Korte enquired with the Director of Leisure Services on concerns forwarded by a resident on the cleanliness of the Uniplex. The Director responded that staff concentrated on the cleanup of the stands in the arena inbetween the events this summer, there would be budgetary impacts to satisfy all of the residents concerns.

9 Committee of the Whole

Moved By: Councillor Marilyn Scott

That we sit in a private session as Committee of the Whole, the time being 6:52 p.m.

CARRIED

9.1 Authority

The Committee met under Section 5(3) of Part III of *The Local Authority of Freedom of Information and Privacy Act*.

9.2 Present in the Committee of the Whole

Mayor Rob Muench, Councillor Larry Jorgenson, Councillor Roger Korte, Councillor Sarah McInnis, Councillor Dave Rowe, Councillor Marilyn Scott, Councillor Karen Siermachesky, City Manager Joe Day, City Controller Jace Porten, Director of Leisure Services Mike Ulriksen, Communications Coordinator Angie Rolheiser.

9.3 Director of Leisure Services - Living Skies Music Festival Multi-Year Agreement

9.4 Revert

Moved By: Councillor Marilyn Scott

That Council revert to the Regular Meeting, the time being 7:21 pm.

9.5 Recommendation - Director of Leisure Services - Living Skies Music Festival Multi-Year Agreement

Moved By: Councillor Larry Jorgenson

That the City enter into a five-year agreement, to host the Living Skies Music Festival through 2030 and commit to a \$40,000 cash sponsorship per year to be reduced to 30,000 if any year where the promotor secures a presenting sponsors, with additional in-kind support provided as in past years.

CARRIED

10 Next Meeting

It was noted that the next Executive Committee Meeting will be held October 14th at 5:30 p.m.

11 Adjourn

Moved By: Councillor Larry Jorgenson

That we do now adjourn, the time being 7:21 p.m.

CARRIED



CITY OF HUMBOLDT

Minutes of a Meeting of the Humboldt and District Museum and Gallery Board of Directors on July 10, 2025, commencing at 9:00 am at the Gallery



- PRESENT:** Chairperson: Carol McLaren
Board Members:
Ivan Buehler
Andrew Breker
Karen Siermachesky – City Council Representative
Jennifer Fitzpatrick – Director of Cultural Services
- REGRETS:** Aaron Lukan, Susan Bellamy and Kevin Garinger sent their regrets.
- CALL TO ORDER:** Carol called the meeting to order at 9:10 AM.
- LAND
ACKNOWLEDGEMENT:** Carol read her land acknowledgement to open the meeting.
- ADOPT AGENDA:** Breker / Buehler:
That the agenda of July 10, 2025, Humboldt & District Museum & Gallery be adopted.
Motion Carried
- ACKNOWLEDGEMENTS:** Karen acknowledged Jennifer for the success of two community projects this month - the incredible Public Art installation at PAMI, as well as the June 23 Ceremony and Feast for the Original Humboldt new sculpture. Carol acknowledged the great presentation about treaties by Bill Waiser.
- ADOPT MINUTES:** Buehler / Breker:
That the minutes of June 13, 2025, Humboldt & District Museum & Gallery be adopted.
Motion Carried
- BUSINESS ARISING:** There was no business arising.
- DIRECTORS REPORT:** Jennifer provided an overview of the report and highlighted maintenance issues, exhibit development, engagement levels, extended hours for the summer, provincial and community requests, and staffing.

The Director’s report was received for information.
- FINANCIAL
STATEMENT:** The financial statement was received for information.
- MUNICIPAL HERITAGE
ADVISORY
COMMITTEE:** The committee discussed a potential designation and directed Jennifer to prepare a report for the September meeting.
- FRIENDS OF THE
MUSEUM REPORT:** Karen noted and thanked the Friends for their support through volunteer hours and financial assistance.
- FOUNDATION REPORT:** Carol did not have anything to report at this time.
- ORIGINAL HUMBOLDT
REPORT:** The board discussed the meaningful ceremony and feast on June 23 for the new treaties sculpture at the site.
- SPORTS HALL OF FAME
REPORT:** Aaron was not present, therefore, no report.
- PUBLIC ART
COMMITTEE REPORT:** The board discussed the great success of the new Iron Triangle sculpture event on June 26.

Chairperson’s initials

Museum Minutes for July 10, 2025, Page 2

- WATER TOWER REPORT:** The board discussed the successful barbecue in June, and plans for the summer season, including the carnival on August 2.
- COUNCIL REPORT:** Karen reported on the CEDI project with the George Gordon First Nation that she and Jennifer are involved in.
- OTHER BUSINESS:** Carol reminded members that the board self-evaluation will be conducted in the fall.
- NEXT MEETING:** The next regular meeting is September 11, 9:00 at the Museum.
- ADJOURNMENT:** Buehler / Siermachesky:
That the meeting adjourn at 10:20 AM.

Motion Carried

Carol McLaren – Chairperson

Jennifer Fitzpatrick – Secretary



Reid-Thompson Public Library

Wapiti Regional Library

Box 1330 705 Main Street Humboldt SK S0K 2A0

Email: humcirc@wapitilibrary.ca

Phone: 306-682-2034

Website: www.wapitilibrary.ca

Reid Thompson Public Library Board Minutes

Date: June 9th, 2025

Attendance: Susan Bradley, Rheanne Bedard Schilling, Colleen Jenkins, Karen Siermachesky, Erika Stebbings, Jace Porten (City of Humboldt)

Absent: Laura Peters, Linda Dufault

Recording Secretary: Emma Lewis (Branch Librarian)

Call to order by S. Bradley at 3:57 PM

- 1) Agenda: Moved by S. Bradley, seconded by K. Siermachesky to accept the agenda as presented. Carried.
- 2) Review and Approval of Minutes: Moved by C. Jenkins, seconded by R. Bedard Schilling that the minutes be adopted presented. Carried.
- 3) Special Guest: Jace Porten, City of Humboldt. Presentation and explanation of the Reid-Thompson Public Library's City of Humboldt 2025 budget.
- 4) Correspondence: Moved by R. Bedard Schilling, seconded by K. Siermachesky that the correspondence be received and filed as presented. Carried.
- 5) Financial Reports: Moved by R. Bedard Schilling, seconded by K. Siermachesky that the monthly financial reports be adopted as presented. Carried.
- 6) Branch Librarian Report: Presented.
- 7) Action List: Update presented.
- 8) Maintenance Report: Update presented.
- 9) Business Arising:
 - a) CIBC Account: Moved by E. Stebbings, seconded by C. Jenkins to authorise set up of a second account at CIBC under the parent 'Fines' account with a maximum deposit of \$1000 for the purpose of programming needs and using one (1) of three (3) signatories as verification.
 - b) RTPL Policy Updates: Decision to postpone edits of the RTPL Policy Manual
 - c) Author Reading: Approved for August 26th 2025.
 - d) Social Media: Moved by E. Stebbings, seconded by R. Bedard Schilling to purchase two (2) iPads for social media and programming needs, using funds from the Wapiti Reserve fund for the Reid-Thompson Public Library, pending Wapiti Regional Library approval.
 - e) Promotion and Merchandise: Moved by R. Bedard Schilling, seconded by E. Stebbings to purchase a button-making machine and supplies out of the RTPL Fines account up to a maximum of \$300.
- 10) Additions to Agenda
 - a) Council Updates
 - i) \$78,400 estimated total cost of the Solarium upgrade. Exterior front painting and front entrance flooring still to be completed.

- ii) RTPL can make use of the reserves fund with Council approval.
 - iii) Inquiry from City of Humboldt regarding installing a digital banner, RTPL approves.
- 11) Next meeting: September 9th @ 4 PM.
- 12) Adjournment: Moved by R. Bedard Schilling, seconded by E. Stebbings that the meeting be adjourned at 6:14 PM. Carried.

Euna Lewis
Secretary

R. Bedard Schilling
Chairperson

Sept 11, 2025
Date

CITY OF HUMBOLDT REPORT

TITLE: Bylaw No. 16/2025 – A Bylaw to Amend Bylaw No. 03/2016 known as the Official Community Plan

PREPARED BY: Oriyomi Razak, Community Development Coordinator

REVIEWED BY: Joe Day, City Manager

PREPARED FOR: City Council

DATE: September 15, 2025

RECOMMENDATION

That this report be accepted for information and filed.

BACKGROUND

In accordance with Section 34(2) of The Planning and Development Act, 2007, the Future Land Use Map within the 2016 Official Community Plan (OCP) must correspond with the Zoning Bylaw’s zoning map.

Currently, the land in question is designated as Parks, Recreation and Open Spaces on the OCP Future Land Use Map. However, the City of Humboldt adopted Bylaw No. 08/2024 to rezone to a portion of the parcel in 2024 to accommodate residential development, and it appears that an accompanying OCP amendment was not completed at that time to ensure alignment between the two bylaws.

Council has already approved the related zoning bylaw amendment, and Ministerial approval for Bylaw No. 13/2025, being a bylaw to provide for the sale of dedicated lands, is currently pending with the Ministry of Government Relations – Community Planning. Approval is expected upon amendment of the OCP.

The first reading was done on the 8th of September at a special council meeting.

CURRENT SITUATION

To maintain consistency between the OCP and the Zoning Bylaw, an amendment to the OCP Future Land Use Map is now required. This amendment seeks to re-designate the subject property, identified as **Proposed Parcel E**, from **Parks, Recreation and Open Spaces to Residential**.

In accordance with The Planning and Development Act, 2007, City Council is hereby

requested to give second reading to a bylaw to amend the City of Humboldt Official Community Plan Bylaw No. 03/2016 by re-designating Proposed Parcel to Residential. This proposed OCP amendment is intended to facilitate future residential development on the subject property and ensure that the City’s planning documents remain consistent and aligned.

OPTIONS

1. Approve the recommendation as presented.

ATTACHMENTS

- Bylaw No. 16/2025 - A Bylaw to amend Bylaw No. 03/2016 known as the Official Community Plan under subsection 29(2) of the Planning and Development Act, 2007.

COMMUNICATION AND ENGAGEMENT

In accordance with Section 35 of *The Planning and Development Act, 2007*, any amendments to the Official Community Plan must be adopted by bylaw and provide opportunities for public participation as outlined in Part X of the Act. Pursuant to Section 207(3), a public notice is required to be published at least two weeks prior to the public hearing. The City of Humboldt issued such notice regarding its intention to consider a bylaw to amend the City of Humboldt Official Community Plan Bylaw No. 03/2016.

FINANCIAL IMPLICATION

There are no direct financial implications for accepting this report.

CONCLUSION

The proposed conversion aligns with Section 8 of *The Planning and Development Act, 2007*, which requires municipalities to act in the overall public interest. Expanding residential opportunities strengthens our local economy, supports family growth, and enhances community vitality.

This decision does not diminish the importance of parks and open spaces in Humboldt. Rather, it reflects Council’s responsibility to balance competing priorities and ensure that land resources are used to their highest and best potential for the benefit of all residents.

CITY OF HUMBOLDT

BYLAW NO. 16/2025

A BYLAW TO AMEND BYLAW NO. 03/2016 KNOWN AS THE OFFICIAL COMMUNITY PLAN UNDER SUBSECTION 29(2) OF THE PLANNING AND DEVELOPMENT ACT, 2007

The Council of the City of Humboldt, in the Province of Saskatchewan, enacts as follows:

1. That the map referred to as Map 1 – Future Land Use Concept in Section 12 of Bylaw No. 03/2016 be amended in the following manner:
 - a. That a section of Parcel MR1 Plan 64H05159 future land use be changed from “Parks, Recreation and Open Spaces” to “Residential”, as shown on attached drawing marked as Appendix “A” which forms part of this Bylaw.
2. That this Bylaw shall come into force and take effect upon the date it is approved by the Minister of Government Relations.

Mayor – Rob Muench

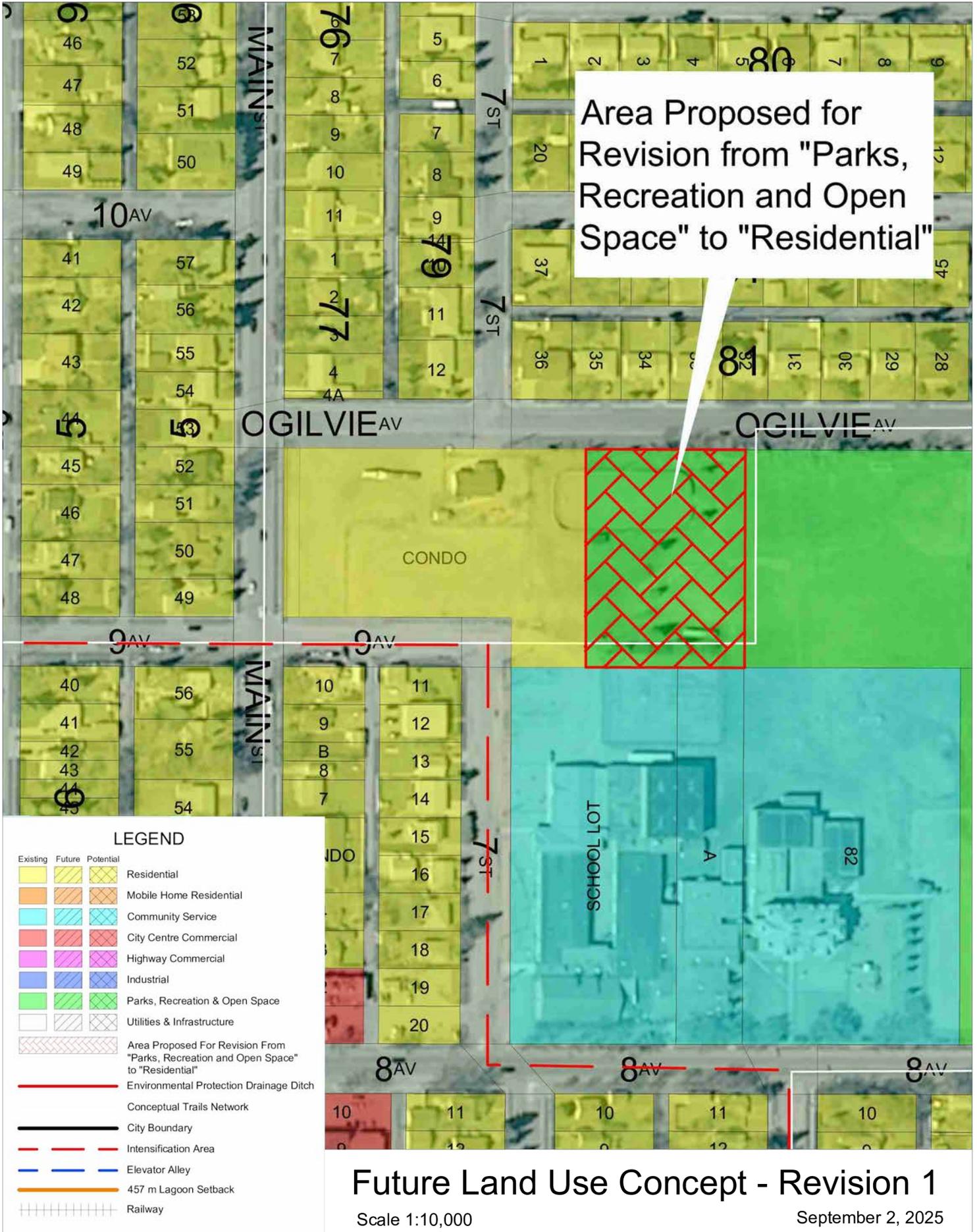
Interim City Clerk – Jace Porten

INTRODUCED AND READ A FIRST TIME THIS 8th DAY OF SEPTEMBER 2025.

READ A SECOND TIME THIS ___ DAY OF _____ 2025.

READ A THIRD AND FINAL TIME THIS ___ DAY OF _____ 2025.

APPENDIX A



Area Proposed for Revision from "Parks, Recreation and Open Space" to "Residential"

LEGEND

- | Existing | Future | Potential | |
|----------|--------|-----------|---|
| | | | Residential |
| | | | Mobile Home Residential |
| | | | Community Service |
| | | | City Centre Commercial |
| | | | Highway Commercial |
| | | | Industrial |
| | | | Parks, Recreation & Open Space |
| | | | Utilities & Infrastructure |
| | | | Area Proposed For Revision From "Parks, Recreation and Open Space" to "Residential" |
| | | | Environmental Protection Drainage Ditch |
| | | | Conceptual Trails Network |
| | | | City Boundary |
| | | | Intensification Area |
| | | | Elevator Alley |
| | | | 457 m Lagoon Setback |
| | | | Railway |

Future Land Use Concept - Revision 1

Scale 1:10,000

September 2, 2025



CITY OF HUMBOLDT

PROCLAMATION

Culture Days

September 19 to October 12, 2025

WHEREAS, cultural participation enriches and defines the identity of the City of Humboldt, and improves the quality of life of its citizens;

AND WHEREAS, arts and cultural participation makes a vital contribution to the well-being of individuals and society; and enhances the connections between citizens

AND WHEREAS, the City of Humboldt has demonstrated its commitment to implement projects that affirm both its inclusive cultural identity and the active participation of its citizens in the cultural life of the municipality;

AND WHEREAS, Culture Days is a national initiative, with funding provincially through SaskCulture, that the City of Humboldt has been an active and long-standing participant in

NOW, THEREFORE, I, Mayor of the City of Humboldt do hereby proclaim September 19 to October 12, as CULTURE DAYS in in the City of Humboldt.

Mayor – Rob Muench

CITY OF HUMBOLDT

PROCLAMATION

Truth and Reconciliation Week September 22 – 26, 2025

- WHEREAS:** The Truth and Reconciliation Commission of Canada called for a national day to honour survivors of residential schools, to remember the thousands of children who did not survive, and to ensure the public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process,
- AND WHEREAS:** The Federal Government of Canada has designated September 30th as National Day for Truth and Reconciliation, the date that coincides with Orange Shirt Day, which has become a symbol of remembrance to honour Indigenous children forced to leave their families to attend residential schools;
- AND WHEREAS:** September 30th has been reclaimed by survivors as a day to listen to the stories of those affected by the residential school system, to celebrate the inherent value of Indigenous Peoples and their cultures, and to reflect on the ways in which our society must improve in order to better uplift and respect Indigenous Peoples living in Canada;
- AND WHEREAS:** The City of Humboldt is striving to build relationships based on mutual understanding and respect between Indigenous and non-Indigenous peoples;
- NOW THEREFORE:** I, Mayor of the City of Humboldt, do hereby proclaim the week of September 22 to September 26, 2025 as “**Truth and Reconciliation Week**” in the City of Humboldt and encourage all citizens to publicly participate in commemorating the history and legacy of residential schools and develop an understanding of the historical impacts.

Mayor – Rob Muench



CITY OF HUMBOLDT

PROCLAMATION

NATIONAL DISABILITY EMPLOYABILITY MONTH

October, 2025

WHEREAS, persons with disabilities are valued members of our City and deserve the opportunity to live and work in the community where they are respected and rewarded for their efforts, skills and accomplishments; and

WHEREAS, persons with disabilities are contributing members of the workforce in Humboldt and are a critical part of our effort to build a strong local economy; and

WHEREAS, there is a network of non-profit agencies, practitioners, policy makers, consumer organizations, school divisions, consumers and their families committed to promoting and strengthening employment opportunities for persons with disabilities in the City of Humboldt; and

WHEREAS, proclaiming October as Disability Employment Awareness Month in Humboldt will help raise awareness about disability employment issues and will serve to celebrate the contributions of persons with disabilities.

NOW, THEREFORE, I, Rob Muench, Mayor of The City of Humboldt, do hereby proclaim October, 2025 to be Disability Employment Awareness Month to celebrate the contributions of individuals with disabilities to our workplaces and communities, and to promote the employment of individuals with disabilities to create a better, more inclusive Humboldt.

Rob Muench
Mayor of Humboldt

CITY OF HUMBOLDT REPORT

TITLE: Discretionary Use – Recreational Facility – Unit 6 520 9th Street
PREPARED BY: Oriyomi Razak, Community Development Coordinator
REVIEWED BY: Joe Day, City Manager
PREPARED FOR: City Council
DATE: September 04, 2025

RECOMMENDATION

That a discretionary use be approved to operate a Commercial recreation facility, limited to indoor use, at 520 9th Street legally described as Block 6 – Plan 99H01872

BACKGROUND

The City of Humboldt has received a discretionary use application to operate a Commercial recreation facility, limited to indoor uses at 520 9th Street legally described as Block 6 – Plan 99H01872

Recreational Facility, Commercial: a recreation, fitness, or amusement facility operated as a business and open to the general public for a fee.

Section 3.10.3 of *Bylaw No. 04/2016 – The Zoning Bylaw*, requires that a discretionary use be reviewed using the following evaluation criteria:

- i. Conformance with the Official Community Plan and applicable sections of the Zoning Bylaw.
- ii. Serviceability by community infrastructure including roadways, water & sewer services, etc.
- iii. The potential effect of noise, odour, dust, lighting, glare, vibrations, emissions, hazardous substances, etc. to the health, safety, convenience or general welfare of persons residing or working within the vicinity or injurious effects to property, or potential development in the vicinity of the project.
- iv. Landscaping and screening, and, wherever applicable, the preservation of existing vegetation.
- v. Potential traffic generation by the use, and the ability for existing roadways to accommodate for the use, as well as the adequate provision of parking accommodations.

- vi. Presence of activities located in the area and on the site, and effects to the surrounding urban environment.
- vii. Pedestrian safety and convenience both within the site, and in terms of the relationship to the road network in and around the adjoining area.
- viii. All operations shall comply with all regulations of Saskatchewan Environment and Saskatchewan Labour which govern their operation and development; and
- ix. Traffic entrances and exits to or from major roadways and truck routes.

Section 3.10.4 of Bylaw No. 04/2016 – The Zoning Bylaw requires that all discretionary use applications be reviewed in accordance with the Use-Specific Evaluation Criteria outlined in the bylaw.

- i. The site should be accessible from a major road network to avoid heavy traffic volumes on residential access roads.
- ii. Vehicle car parking and access areas should not form a dominant element in the streetscape.

CURRENT SITUATION

The property is located in a C1 – Core Mixed Use Commercial District which is intended to provide an area that permits commercial uses in the City Centre at a scale that will serve the daily needs of the residents of the City.

The property is located in a commercial area with neighboring businesses such as a department store, law offices, and a variety of other commercial uses to the north. The block transitions into a C2 – Medium Density Commercial District to the west, suggesting that the area is well-equipped to accommodate the parking needs of local businesses.

It is important to note, however, that the Discretionary Use process focuses strictly on the proposed use of the property, while any development or building-related matters will be reviewed separately through the development review process.

OPTIONS

1. Approve the discretionary use as recommended.
2. Refer the matter back to administration.

ATTACHMENTS

- A. Site Plan – Google Earth Pro
- B. Picture of Building & Site Plan – Unit 6



COMMUNICATION AND ENGAGEMENT

In the lead up to the proposed public meeting, the City undertook all required communications as prescribed in Section 55 of *The Planning and Development Act, 2007*.

FINANCIAL IMPLICATION

There are no anticipated financial implications.

CONCLUSION

The facility should include safe drop-off areas and care should be taken to ensure that its operating hours do not conflict with the peak periods of other tenants on the site.

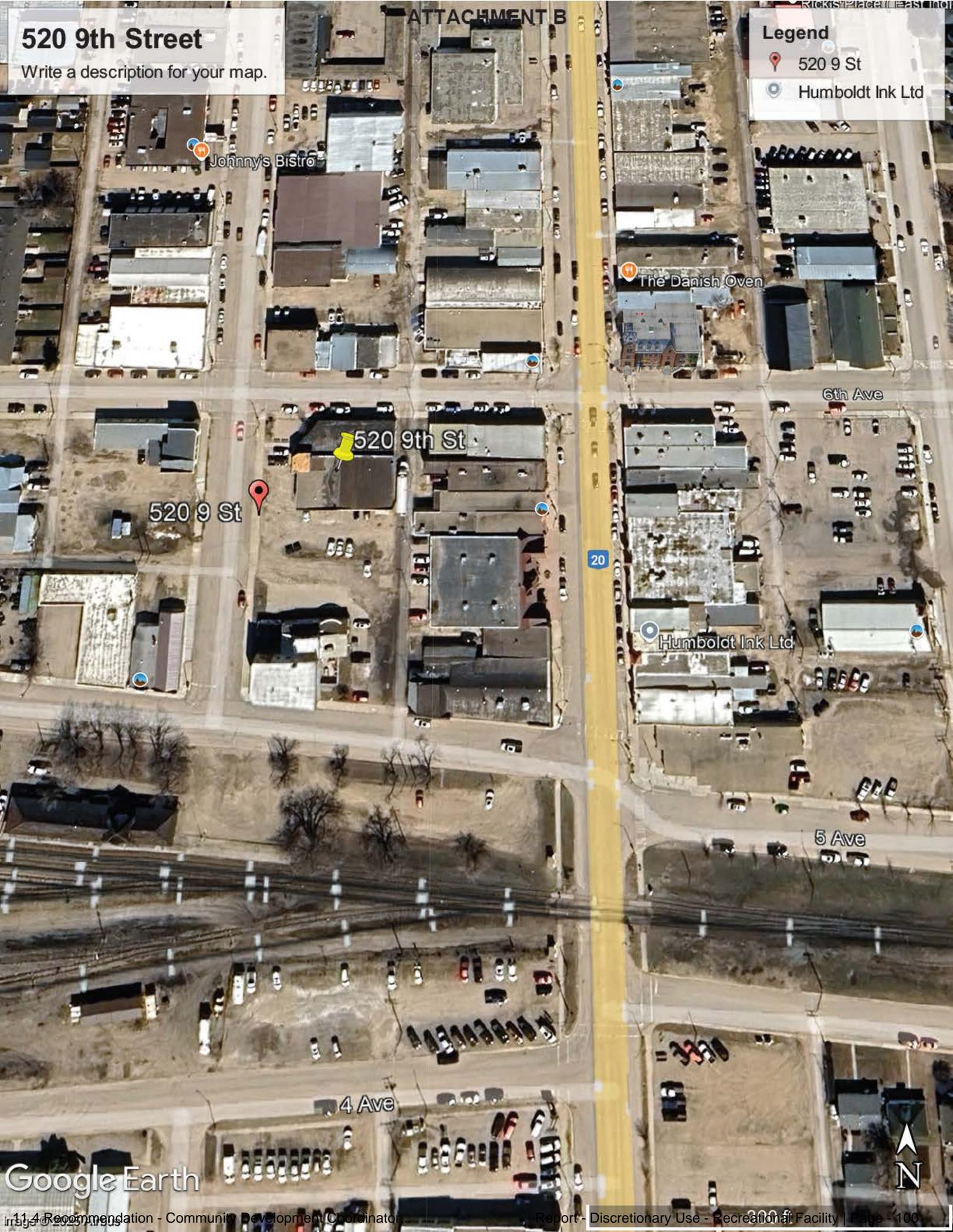
The proposed use is consistent with the Official Community Plan, the relevant provisions of the Zoning Bylaw, and the context of the C1 corridor, as well as surrounding land uses. It is not anticipated to have any detrimental impact on the neighborhood.

520 9th Street

Write a description for your map.

Legend

- 📍 520 9 St
- 📍 Humboldt Ink Ltd



520 9th St

520 9 St

Johnny's Bistro

The Danish Oven

Humboldt Ink Ltd

6th Ave

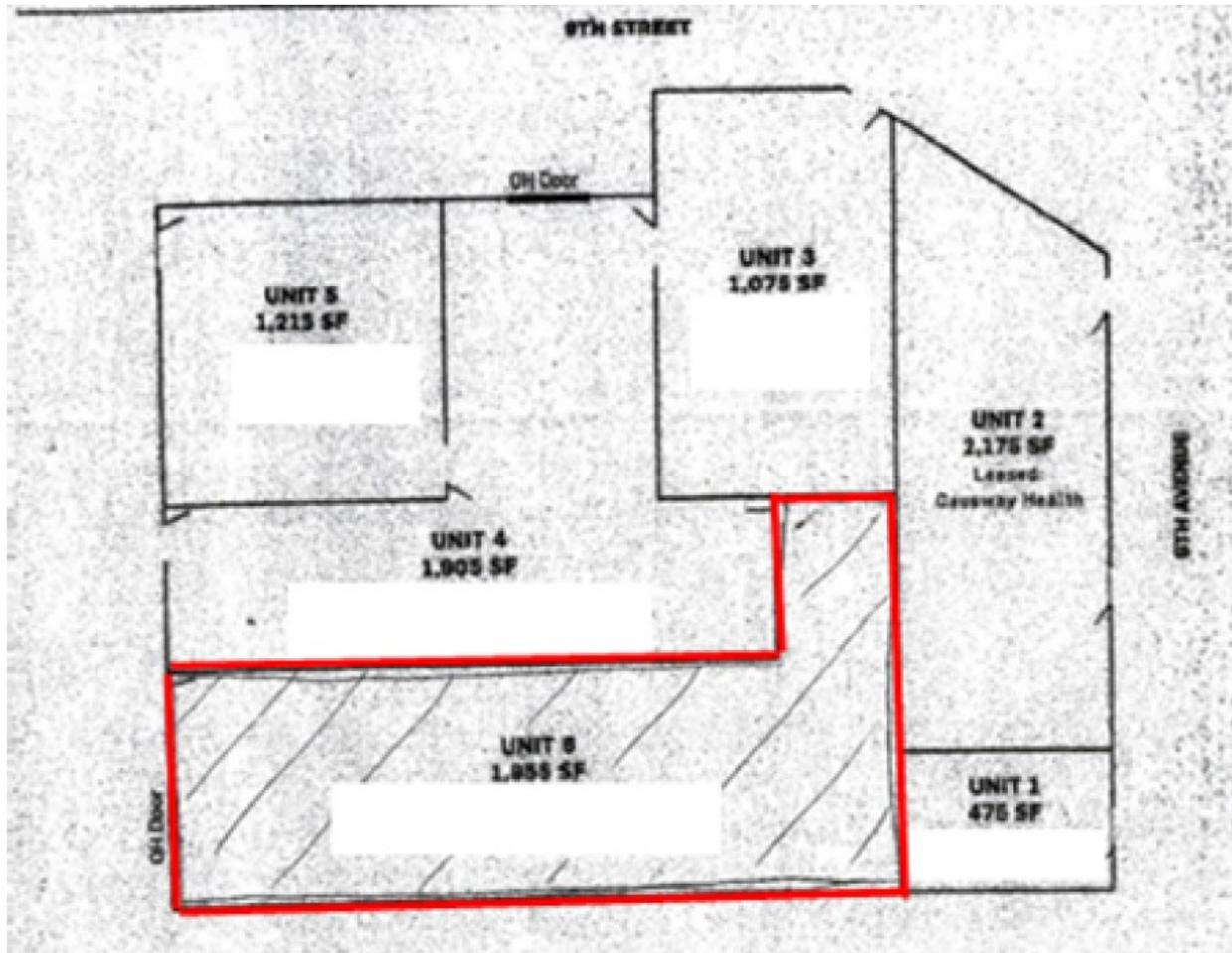
5 Ave

4 Ave

20



ATTACHMENT C



CITY OF HUMBOLDT REPORT

TITLE: Living Skies Music Festival Multi-Year Agreement

PREPARED BY: Michael Ulriksen, Director of Community and Leisure Services

REVIEWED BY: Joe Day, City Manager

PREPARED FOR: City Council

DATE: September 22, 2025

RECOMMENDATION

That the City enter into a five-year agreement, to host the Living Skies Music Festival through 2030 and commit to a \$40,000 cash sponsorship per year to be reduced to \$30,000 in any year where the promoter secures a presenting sponsor, with additional in-kind support provided as in past years.

BACKGROUND

Council has supported the Living Skies Music Festival since its inaugural year. In 2024 and 2025, the City provided a combination of cash and in-kind sponsorship to support this growing event, which now coincides with Humboldt's annual Summer Sizzler.

In August 2024, Council approved a \$40,000 sponsorship for the 2025 festival following a counterproposal from 306 Event Management. That year, the event was expanded from one to two days and represented a key step toward establishing a long-term summer music attraction in Humboldt.

CURRENT SITUATION

The 2025 Living Skies Music Festival was another resounding success:

- **Attendance doubled** from 2024, despite poor weather significantly reducing walk-up ticket sales.
- **58% of attendees travelled from over an hour away**, up from 42% in 2024.
- Attendees came from as far as **British Columbia and Ontario**, signaling regional and national draw.
- The festival's **social media engagement exceeded 600,000 views** since the concert announcement in March.
- The event has been **nominated for a Music Festival of the Year award**, which is expected to further boost visibility and ticket sales.
- Feedback from attendees was overwhelmingly positive.

Administration met with promoter **Tarell Sterner** following the event to discuss both outcomes and long-term planning. Despite strong attendance, the 2025 event resulted in a net financial loss, attributed to:

- Weather-related drop in walk-up sales
- Loss of BHP as a headline sponsor

Mr. Sterner continues to donate his time and has not drawn a salary from the festival's operations in either year. He is confident that **2026 will be the first year of net profitability**, allowing him to recoup prior losses and grow the event further. The planned dates for next year's festival is **June 26–27, 2026**, aligning with the annual Summer Sizzler event.

Administration and Mr. Sterner have also discussed event venue concerns and ways to limit the impact of the festival on the Uniplex grounds, as well as potential future upgrades to the space. In addition to building a sustainable long-term music festival that generates a personal profit, Mr. Sterner's vision is that the festival will have significant benefit to projects throughout the community. This includes not only the economic impact of the event weekend, but also in proceeds donated back to the community.

OPTIONS

1. That the City enter into a sponsorship agreement with 306 Event Management to host the 2025 Living Skies Music Festival, including a \$40,000 cash sponsorship and additional in-kind support.
2. That Council provides an alternative sponsorship offer to 306 Event Management in response to the request.
3. That Council provides alternative direction to Administration.

ATTACHMENTS

None

COMMUNICATION AND ENGAGEMENT

NA

FINANCIAL IMPLICATION

The promoter is requesting a similar arrangement to the 2025 sponsorship of \$40,000 in cash plus additional in-kind support. However, the proposal would see a reduction to \$30,000 in the event a major presenting sponsor is confirmed.



The economic impact of this event in years one and two has been significant and if the event continues to grow in size, the impact on the community will continue to grow.

CONCLUSION

Tourism to the City is largely dependent upon self-generated events and attractions. The City needs to continue to capitalize on its central location and its ability to host major events of this nature. The commitment of a five-year agreement not only gives the promotor the certainty needed to grow the event, but also provides certainty to sponsors and attendees, helping to cement this event as an annual staple within the province.

CITY OF HUMBOLDT REPORT

TITLE: Community Airport Partnership Grant
PREPARED BY: Peter Bergquist, P.Tech; Public Works and Utilities Director
REVIEWED BY: Joe Day, City Manager
PREPARED FOR: City Council
DATE: September 22, 2025

RECOMMENDATION

That Administration be authorized to submit an application to the Community Airport Partnership (CAP) for funding in the amount of approximately \$176,000.

BACKGROUND

The Community Airport Partnership (CAP) Grant is currently accepting applications for the 2026 season. The recommendation to apply for the grant was accepted at the September 8, 2025 Executive Committee. The CAP grant covers 50% of eligible expenditures related to community aerodromes and airports.

Historical CAP Grant Projects:

- 2010 – 2 coats of sand slurry seal, crack filling, and line painting on runway – \$75,000
- 2013 – Apron asphalt overlay, taxiway transverse crack repair, slurry seal, and drainage design (culvert for slough) – \$50,300
- 2014 – 10m x 590m thin overlay in center of runway – \$60,000
- 2019 – Drainage pipe under runway, asphalt patching over pipe, GPS approach setup – \$66,100
- 2020 – Power line relocation – \$35,000
- 2023 – Aerodrome feasibility study – \$60,000

Total CAP Funding Received to Date: \$346,400

CURRENT SITUATION

The local airport group obtained estimates to repair runway cracks and apply a sand/chip seal to the edges that were not previously repaved.

Following discussions with the contractor, additional asphalt repairs were recommended in certain areas. The proposed CAP grant application includes the following items:

Proposed Project Budget: \$176,000

- Transverse Crack Repair (17 locations) – \$34,000
- Crack Sealing on Newer Asphalt – \$6,000
- Sand/Chip Seal on Old Asphalt Edges – \$83,000
- Runway Repainting – \$5,000
- PST – \$8,000
- 30% Contingency – \$40,000

Note: A 30% contingency is included due to the degradation of the old asphalt. This allows for potential patching in severely affected areas and accounts for possible increases in emulsion or material costs for the 2026 season.

OPTIONS

- Proceed with the CAP application as presented
- Do not apply for the CAP grant
- Modify the value or scope of the application as directed by Council

ATTACHMENTS

- N/A

COMMUNICATION AND ENGAGEMENT

The local airport group and relevant stakeholders will be informed of Council’s decision. If approved, will prepare and submit the application by the October 15, 2025 deadline (11:59 PM).

FINANCIAL IMPLICATION

The total estimated project cost is \$176,000. If successful, the CAP grant will cover 50% (\$88,000). The City would be responsible for the remaining \$88,000, which may be negotiated with the potential new airport authority regarding funding or compensation once the authority is formed.

CONCLUSION

The CAP grant presents a valuable opportunity to secure funding for essential maintenance at the local aerodrome. Based on stakeholder input and technical assessments, staff recommend proceeding with the application. This project offers a cost-effective solution to extend the runway’s lifespan and maintain operational standards.

CITY OF HUMBOLDT REPORT

TITLE: Fire Department Utility Vehicle
PREPARED BY: Mike Kwasnica, Director of Protective Services
REVIEWED BY: Joe Day, City Manager
PREPARED FOR: City Council
DATE: September 22, 2025

RECOMMENDATION

That Discovery Ford be awarded the tender for one (1) 2025 Ford F350 Diesel at a price of \$77,748.00 plus applicable taxes.

BACKGROUND

Currently the fire department responds to all calls, including minor calls such as grass fires etc. with the Heavy Rescue unit (R11J). The Fire Department does this predominantly because this is often the best option available for getting four firefighters to the scene. The cost to replace this apparatus is approximately \$1,500,000. Using R11J in this manor is only adding to the wear and tear of the vehicle. Adding a utility vehicle to the Protective Services fleet, would result in the department being able to extend the lifespan of R11J.

At the August 25,2025, Council meeting, Council approved the purchase of a new 1-ton pickup truck. The new unit would be an addition to the current Protective Services fleet.

CURRENT SITUATION

The tender was made public on the Sasktenders website. At closing, the City received 13 bids from four different dealerships from both Saskatchewan and Alberta. The list of bids, as well as their scoring, can be found in the attached document. City Administration evaluated each bid out of a total of 100 points. The criteria were as follows:

Criteria	Price	Delivery Time	Specifications	Warranty	Service Availability	HFD Suitability	Total
Weight	15	5	50	10	5	15	100

OPTIONS

- Approve the purchase as per the recommendation presented within this report.
- Not approve the purchase as per the recommendation presented within this report.
- Approve the purchase of a vehicle other than that which was recommended.



COMMUNICATION AND ENGAGEMENT

The bidders will be made aware of Council’s decision.

ATTACHMENTS

- Protective Services 2025 Truck Tender Scoring Matrix.

FINANCIAL IMPLICATION

Funding for this vehicle will be provided for by the revenues received via the northern fire response efforts, which garnered approximately \$757,000 in 2025, as well as a portion, half, being funded by the HDFPA. After taxes, the City’s portion of costs for the recommended vehicle would be approximately \$41,000. In addition to the initial purchase of the vehicle, Administration anticipates spending approximately \$15,000 to outfit the vehicle to function appropriately within the Fire Department.

Annually, the City would expect to pay approximately \$4,400 to fund the eventual replacement of the new vehicle as well as regular maintenance costs. By making use of the new 1-ton truck in place of R11J when practical, the extension of R11J’s useful life is expected to reduce its annual contribution by approximately \$4,700.

CONCLUSION

Administration is recommending that the City proceed with the purchase of one 2025 Ford F350 Diesel at a cost of \$77,748.00 plus applicable taxes as tendered by Discovery Ford, with 50% funded by the City of Humboldt with the other 50% funded by HDFPA.

Vehicle	Price w/o Tax	Price (Score)	Delivery Time	Specifications	Warranty	Service Availability	HFD Suitability	Total
Discovery Ford - 2025 Ford F350 Diesel	\$ 77,748.00	5	5	50	8	5	13	86
Capital Auto - 2026 Dodge Ram 3500 Diesel	\$ 71,270.00	8	1	50	10	5	10	84
Discovery Ford - 2026 Ford F350 Diesel 6.7L	\$ 76,283.00	6	1	50	10	5	10	82
Capital Auto - 2026 Ford F350 Gas	\$ 65,704.00	14	1	50	10	5	1	81
Capital Auto - 2026 Ford F350 Diesel	\$ 73,272.00	7	1	50	10	5	8	81
Capital Auto - 2026 GMC 3500 Diesel	\$ 77,977.00	4	1	50	10	5	9	79
Capital Auto - 2026 Dodge Ram 3500 Gas	\$ 62,844.00	15	1	46	10	5	0	77
Capital Auto - 2026 GMC 3500HD Gas	\$ 70,535.14	11	1	50	10	5	0	77
Discovery Ford - 2026 F350 Gas 6.8L	\$ 66,033.00	13	1	50	6	5	1	76
South 20 - 2025 Dodge Ram 3500 Diesel	\$ 81,312.96	3	0	50	8	5	11	77
Discovery Ford - 2026 Ford F350 Gas 7.3L	\$ 70,908.00	9	1	50	8	5	2	75
South 20 - 2025 Dodge Ram 3500 Gas	\$ 68,312.96	12	0	42	8	5	3	70
Colony - 2025 GMC 3500HD Gas 6.6L	\$ 70,908.00	9	0	42	0	5	3	59
Maximum points possible		15	5	50	10	5	15	100

Scoring	Description
Price	15 points for least expensive; One point less for each successively more expensive vehicle
Delivery Time	Immediate - 5, next two weeks - 3, greater than two months 1; no certainty - 0
Specifications	Start at 50 points, remove 4 points per missing specification.
Warranty	Weighted in comparison to each other, 0 if not specified.
Service ability	Within Humboldt 5/5, within 100 km of Humboldt 2/5, outside of 100km of Humboldt 0/5
Additional features and HFD overall suitability	Diesel 8 points, any other suitable factor 1 point,