



Executive Committee

**Wednesday, September 8, 2021
9:00 AM**

Henry Baker Hall, Main Floor, City Hall



OFFICE OF THE CITY CLERK

**Public Agenda
Executive Committee
Wednesday, September 8, 2021**

Approval of Public Agenda**Minutes Approval**

Minutes from the meeting held on August 4, 2021

Administration Reports

EX21-58 City Centre Core Development Advisory Committee Terms of Reference

Recommendation

The Executive Committee recommends that City Council:

1. Approve the City Centre Core Development Advisory Committee terms of reference as outlined in Appendix A.
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to Bylaw No. 2009-40, *The Committee Bylaw, 2009* to add the City Centre Core Development Advisory Committee as a secondary Committee of Council and set out its terms of reference as described in Appendix A, to be brought forward to the meeting of City Council following approval of the recommendation in this report by City Council.
3. Remove item CR21-48 from the List of Outstanding Items for City Council.
4. Approve these recommendations at its meeting on September 15, 2021.

EX21-59 National Day for Truth & Reconciliation

Recommendation

That Executive Committee receive and file this report.

Resolution for Private Session

AT REGINA, SASKATCHEWAN, WEDNESDAY, AUGUST 4, 2021

AT A MEETING OF EXECUTIVE COMMITTEE

HELD IN PUBLIC SESSION

AT 9:00 AM

These are considered a draft rendering of the official minutes. Official minutes can be obtained through the Office of the City Clerk once approved.

Present: Councillor Jason Mancinelli, in the Chair
Mayor Sandra Masters
Councillor Lori Bresciani
Councillor John Findura
Councillor Bob Hawkins
Councillor Dan LeBlanc
Councillor Landon Mohl (Videoconference)
Councillor Terina Shaw
Councillor Cheryl Stadnichuk
Councillor Andrew Stevens
Councillor Shanon Zachidniak

Also in Attendance: City Clerk, Jim Nicol
Deputy City Clerk, Amber Ackerman
City Manager, Chris Holden
City Solicitor, Byron Werry
Executive Director, Citizen Services, Kim Onrait
A/Executive Director, City Planning & Community Dev., Karen Gasmol
Exec. Director, Financial Strategy & Sustainability, Barry Lacey
Executive Director, People & Transformation, Louise Folk
Manager, Business Support, Sean Raison

APPROVAL OF PUBLIC AGENDA

Councillor Lori Bresciani moved, AND IT WAS RESOLVED, that the agenda for this meeting be approved, as submitted.

MINUTES APPROVAL

Councillor Bob Hawkins moved, AND IT WAS RESOLVED, that the minutes for the meeting held on July 7, 2021 be adopted, as circulated.

ADMINISTRATION REPORTS

EX21-52 Dewdney East Garden Lease Expansion

Recommendation

The Executive Committee recommends that City Council:

1. Approve the City of Regina entering into an amendment agreement for the lease of a portion of the City-owned property located at 1197 Park Street as outlined on the attached Appendix A to The Dewdney East Community Association Inc. consistent with the terms and conditions stated in this report.
2. Delegate authority to the Executive Director, Financial Strategy & Sustainability or his or her designate, to negotiate any other commercially relevant terms and conditions, as well as any amendments to the Agreement that do not substantially change what is described in this report and any ancillary agreements or documents required to give effect to the Agreement.
3. Authorize the City Clerk to execute the Agreement upon review and approval by the City Solicitor.
4. Approve these recommendations at its meeting on August 11, 2021, following the required public notice.

David Cornelius, representing Dewdney East Community Association Board was available for questions of Executive Committee.

Councillor Cheryl Stadnichuk moved that the recommendations contained in the report be concurred in.

The Clerk called the vote on Councillor Stadnichuk's motion.

	In Favour	Against
Councillor Cheryl Stadnichuk	✓	
Councillor Bob Hawkins	✓	
Councillor Andrew Stevens	✓	
Councillor Lori Bresciani	✓	
Councillor John Findura	✓	
Councillor Dan LeBlanc	✓	
Councillor Terina Shaw	✓	
Councillor Shanon Zachidniak	✓	
Councillor Landon Mohl	✓	
Mayor Sandra Masters	✓	
Councillor Jason Mancinelli	✓	
	11	0

The motion was put and declared CARRIED.

EX21-53 Johnson Shoyama Graduate School of Public Policy – Executive Internship Program

Recommendation

The Executive Committee recommends that City Council:

1. Delegate authority to the Executive Director, People and Transformation, or their designate to negotiate and approve agreements, including amendments to agreements and any ancillary agreements or documents, with the Johnson Shoyama Graduate School of Public Policy, at the University of Regina and the University of Saskatchewan, as well as with the individual interns, to provide up to two internship opportunities on an annual basis for the period of September 1, 2021 to April 30, 2026.
2. Authorize the City Clerk to execute the necessary agreements after review and approval by the City Solicitor.
3. Approve these recommendations at its meeting on August 11, 2021.

(Councillor Bob Hawkins declared a conflict of interest prior to consideration of item EX21-53, citing his tenure with the University of Regina as a Professor with the Johnson Shoyama Graduate School of Public Policy, abstained from discussion and voting and temporarily left the meeting.)

Councillor John Findura moved that the recommendations contained in the report be concurred in.

The Clerk called the vote on Councillor Findura's motion.

	In Favour	Against
Councillor John Findura	✓	
Councillor Dan LeBlanc	✓	
Councillor Terina Shaw	✓	
Councillor Shanon Zachidniak	✓	
Councillor Landon Mohl	✓	
Councillor Cheryl Stadnichuk	✓	
Councillor Andrew Stevens	✓	
Councillor Lori Bresciani	✓	
Mayor Sandra Masters	✓	
Councillor Jason Mancinelli	✓	
	10	0

The motion was put and declared CARRIED.

Councillor Hawkins returned to the meeting.

EX21-54 2020 Annual Reserve Report

Recommendation

That Executive Committee recommends that City Council:

Instruct the City Solicitor to amend the *Regina Administration Bylaw, 2003-69* as outlined below:

- a. Create a new capital reserve called the māmawêyatitân Reserve, the purpose of which is to support the long-term preservation of the māmawêyatitân Centre.
- b. The reserve will be funded by transferring \$98,000 per year from the operating budget of the Centre to this reserve.
- c. The account balance of the māmawêyatitân Reserve shall include the balance of the reserve at the start of the year adjusted by:
 - i. Transfers to the reserve of amounts determined by Council, by resolution, bylaw or through the annual operating budget;
 - ii. Transfers from the reserve to fund maintenance of the māmawêyatitân Centre as approved by Council, by resolution, bylaw or in the annual operating budget.

Councillor Councillor Andrew Stevens moved that the recommendations contained in the report be concurred in.

(Councillor Mohl left the meeting.)

The Clerk called the vote on Councillor Stevens' motion.

	In Favour	Against
Councillor Andrew Stevens	✓	
Councillor Bob Hawkins	✓	
Councillor Cheryl Stadnichuk	✓	
Councillor Lori Bresciani	✓	
Councillor John Findura	✓	
Councillor Shanon Zachidniak	✓	
Councillor Terina Shaw	✓	
Councillor Dan LeBlanc	✓	
Mayor Sandra Masters	✓	
Councillor Jason Mancinelli	✓	
	10	0

The motion was put and declared CARRIED.

(Mayor Masters declared a conflict of interest on the EX21-55, EX21-56 and EX21-57, citing her previous role as Chairperson for the Regina Exhibition Association Limited Board of Directors, abstained from discussions and voting, and temporarily left the meeting.)

Wayne Morsky, Tim Reid, Roberta Engel, Sinead Tierney and Gerry Fisher, representing Regina Exhibition Association Limited addressed and made a power-point presentation to the Committee on items EX21-55, EX21-56 and EX21-57. A copy of the presentation is on file in the Office of the City Clerk.

EX21-55 REAL Campus Lease

Recommendation

The Executive Committee recommends that City Council:

1. Approve the proposed key terms and conditions, as outlined in Appendix A, of a 40-year lease agreement between the City of Regina and Regina Exhibition Association Limited, for the property traditionally known as the "Regina Exhibition Grounds".
2. Authorize the City Manager, or his designate, to negotiate and approve the final terms and conditions of the lease agreement, including the proposed key terms and conditions as outlined in Appendix A, any other commercially relevant terms as may be required, any amendments to the lease that do not materially change what is described in this report and any ancillary agreements or documents required to give effect to the lease.
3. Authorize the City Clerk to execute the lease agreement documents after review by the City Solicitor.
4. Delegate authority to the City Manager, or his designate, to sign or authorize the signing of any required planning permits on behalf of the City, as landowner, to initiate any planning processes for development contemplated by and in accordance with the lease agreement.
5. Approve these recommendations at its August 11, 2021 meeting, after giving notice in accordance with *The Public Notice Policy Bylaw, 2020*.

RECESS

Pursuant to the provisions of Section 34(13.1) of City Council's Procedure Bylaw No. 9004, a 15 minute recess was called.

The Committee recessed at 11:16 a.m.

The Committee reconvened at 11:36 a.m.

Councillor Lori Bresciani moved that the recommendations contained in the report be concurred in.

(Councillor Zachidniak temporarily left the meeting.)

The Clerk called the vote on Councillor Bresciani's motion.

	In Favour	Against
Councillor Lori Bresciani	✓	
Councillor Andrew Stevens	✓	
Councillor Bob Hawkins	✓	
Councillor Cheryl Stadnichuk	✓	
Councillor Dan LeBlanc	✓	
Councillor Terina Shaw	✓	
Councillor John Findura	✓	
Councillor Jason Mancinelli	✓	
	8	0

The motion was put and declared **CARRIED**.

(Councillor Zachidniak returned to the meeting.)

EX21-56 REAL - YQR Distillery Ltd. Lease

Recommendation

The Executive Committee recommends that City Council:

1. Consent to REAL entering into a Sublease to YQR Distilleries Ltd. of a portion of the City-owned property and facilities located at 1700 Elphinstone Street (Campus) for a potential total term, including all possible extensions, of 80 years and otherwise in accordance with the terms and conditions as described in the Discussion section of this report and further summarized in Appendix A. (Pursuant to the approval of the Campus Lease Agreement between the City and the Regina Exhibition Association Limited (REAL) and Master Site Plan.)
2. Delegate authority to the City Manager, or his designate, to provide written confirmation on behalf of the City of said consent.
3. Delegate authority to the City Manager, or his designate, to sign or authorize the signing of any required planning permits on behalf of the City, as landowner, to initiate any necessary planning processes for the development contemplated by the said Sublease.
4. Approve these recommendations at its meeting on August 11, 2021, after giving public notice in accordance with *The Public Notice Policy Bylaw, 2020*.

Councillor Andrew Stevens moved that the recommendations contained in the report be concurred in.

The Clerk called the vote on Councillor Stevens' motion.

	In Favour	Against
Councillor Andrew Stevens	✓	
Councillor Shanon Zachidniak	✓	
Councillor Terina Shaw	✓	
Councillor Dan LeBlanc	✓	
Councillor John Findura	✓	
Councillor Lori Bresciani	✓	
Councillor Bob Hawkins	✓	
Councillor Cheryl Stadnichuk	✓	
Councillor Jason Mancinelli	✓	
	9	0

The motion was put and declared **CARRIED**.

EX21-57 REAL Borrowing Bylaw Amendment

Recommendation

The Executive Committee recommends that City Council:

1. Authorize the Executive Director, Financial Strategy and Sustainability for the City to negotiate, approve and enter into all necessary agreements with The Regina Exhibition Association Limited (REAL) and HSBC Bank Canada (HSBC) on behalf of the City, and generally to do all things and to execute all documents and other papers in the name of the City in order to facilitate the change to REAL's credit facilities as outlined in Appendix A to this report.
2. Instruct the City Solicitor to prepare amendments to *Bylaw 2015-25, The Regina Exhibition Association Limited Borrowing and Guarantee Bylaw, 2015* to amend the credit facilities in that Bylaw based on the terms and conditions authorized by the Executive Director, Financial Strategy and Sustainability and Appendix A to this report.
3. Pursuant to clause 5.2(f) of the Unanimous Member's Agreement for REAL, authorize REAL to amend the credit facilities outlined in REAL's loan with HSBC Bank Canada based on Appendix A to this report.
4. Authorize the Executive Director, Financial Strategy and Sustainability, as the City's proxy, to exercise the City's voting rights in REAL to approve any organizational resolutions or documents that may be required of REAL in relation to the proposed changes to the credit facilities in *Bylaw 2015-25* as outlined in this report.
5. Approve these recommendations at its meeting on August 11, 2021.

Councillor Bob Hawkins moved that the recommendations contained in the report be concurred in.

The Clerk called the vote on Councillor Hawkins' motion.

	In Favour	Against
Councillor Bob Hawkins	✓	
Councillor Cheryl Stadnichuk	✓	
Councillor Andrew Stevens	✓	
Councillor Lori Bresciani	✓	
Councillor John Findura	✓	
Councillor Dan LeBlanc	✓	
Councillor Terina Shaw	✓	
Councillor Shanon Zachidniak	✓	
Councillor Jason Mancinelli	✓	
	9	0

The motion was put and declared CARRIED.

RESOLUTION FOR PRIVATE SESSION

Councillor Lori Bresciani moved, AND IT WAS RESOLVED, that in the interest of the public, the remaining items on the agenda be considered in private.

RECESS

Councillor Lori Bresciani moved, AND IT WAS RESOLVED, that the Committee recess for 20 minutes.

The Committee recessed at 12:48 p.m.

Chairperson

Secretary



City Centre Core Development Advisory Committee Terms of Reference

Date	September 8, 2021
To	Executive Committee
From	City Planning & Community Development
Service Area	Office of Executive Director (City Planning & Community Development)
Item No.	EX21-58

RECOMMENDATION

The Executive Committee recommends that City Council:

1. Approve the City Centre Core Development Advisory Committee terms of reference as outlined in Appendix A.
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to Bylaw No. 2009-40, *The Committee Bylaw, 2009* to add the City Centre Core Development Advisory Committee as a secondary Committee of Council and set out its terms of reference as described in Appendix A, to be brought forward to the meeting of City Council following approval of the recommendation in this report by City Council.
3. Remove item CR21-48 from the List of Outstanding Items for City Council.
4. Approve these recommendations at its meeting on September 15, 2021.

ISSUE

City Council established the City Centre Core Development Advisory Committee during consideration of item *CR21-48 City Centre Core Partnership Framework and Action Plan* at its meeting held on April 14, 2021 and directed Administration to prepare a proposed terms of reference for City Council to consider for approval by Q3 of 2021.

IMPACTS

Policy Impacts

The terms of reference provide the authority under which the newly established Advisory Committee of Council will operate and report to main committees and Council. They will facilitate the Advisory Committee's work in advancing the policies and recommended actions in the City Centre Core Framework.

In accordance with City Council's policy statement to Strengthening Eligibility and Diversity Requirements for board and committee representation:

"City Council values and seeks to further enhance the inclusive nature of Regina through living the values of respect and trust, celebrating the strength that comes from diversity and inviting participation from all in decision making. Nominees will have been recruited through an inclusive, transparent and equitable process and appointments made by City Council will reflect these objectives.

Representative members provide a varied and valued perspective, reflecting and honouring the diversity of our community and bring experience, skills and expertise that contribute to good governance and informed decision making."

Strategic Impacts

Serving on a committee of Council is both a privilege and means for the public to communicate with Council on behalf of the community. The time, effort and expertise members dedicate to committees of Council is invaluable and contributes significantly to implementation of policies such as *Design Regina: The Official Community Plan Bylaw No. 2013-48 (OCP) Section E: Realizing the Plan:*

Goal 2: Community Engagement - Support community engagement to build ownership of the Plan.

- 14.14 Engage the public in planning and other City matters in accordance with established procedures.

Other Implications

There are no financial, accessibility, environmental or legal/risk impacts arising from this report.

OTHER OPTIONS

If the proposed terms of reference are not accepted by the Committee, two options exist:

1. Accept specific additions and/or deletions through amendments approved by members.
2. Refer the report back to Administration to return with revised terms of reference.

COMMUNICATIONS

Once considered and approved by Council, the terms of reference will be included in amendments to *The Committee Bylaw, Bylaw No. 2009-40* and will also be outlined on regina.ca.

Advertisements for stakeholder/partner appointments will be issued in the near future.

DISCUSSION

Through development of the City Centre Core Framework, it was recommended that an Advisory Committee of Council be established to:

- Align the priorities of the Regina Downtown Business Improvement District Board, Regina's Warehouse Business Improvement District Board, Regina Exhibition Association Limited and City of Regina (Organizations),
- Guide collaborative negotiations and solutions,
- Advise Council on recommended approaches for the advancement and improvement of the City Centre Core.

The proposed terms of reference outlined in Appendix A reflect the mandate and objectives of the City Centre Core Framework.

The partnership organizations are supportive of the recommendations in this report.

Reporting Structure

The City Centre Core Development Advisory Committee will report to the Executive Committee and Regina Planning Commission.

Regina Planning Commission

Recommendations related to development proposals required to go to the Regina Planning Commission are subject to section 2(f) of the terms of reference. This includes reviewing planning applications related to property located within the City Centre Core land areas where there are unresolved concerns identified by an Organization through the circulation process for planning and development applications.

All planning applications within the City Centre Core will be circulated to land area Organizations (City of Regina, Regina Downtown Business Improvement District, Regina's Warehouse Business Improvement District and Regina Exhibition Association Limited). Should an Organization have concerns or questions that cannot be resolved directly with the proponent, a committee meeting may be called outside of regularly scheduled meetings to avoid disruption of project timelines.

Administration's report to Regina Planning Commission would then include in the "Other Implications" section of the report that the "City Centre Core Development Advisory Committee reviewed this application" and has provided the following comments or recommendation. The chairperson of the City Centre Core Development Advisory Committee may also appear at the meeting as a delegation to discuss the proposal.

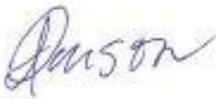
Executive Committee

Recommendations on items with policy, economic development or budgetary/financial implications will be presented to Executive Committee in a formal report. As an established Advisory Committee of Council, the Chairperson will provide an annual status update report to the Executive Committee.

DECISION HISTORY

On April 14, 2021 City Council considered item CR21-48 directing Administration to report back to City Council by Q3 2021 after consultation with the "Organizations" as defined in Appendix A of item CR21-48 with the drafted terms of reference, composition and delegated authority for the City Centre Core Development Advisory Committee.

Respectfully Submitted,



Autumn Dawson,
A/Executive Director,
City Planning & Community Development

Respectfully Submitted,



Chris Holden
City Manager

Prepared by: Michelle Forman, Manager, Integration & Stakeholder Relationships

ATTACHMENTS

APPENDIX A - CCC Development Advisory Committee Terms of Reference

APPENDIX A

CITY CENTRE CORE DEVELOPMENT ADVISORY COMMITTEE

Authority

- 1 The City Centre Core Development Advisory Committee is established pursuant to section 55 of *The Cities Act* and has all of the powers, duties and authority set out in this Bylaw and in any other Bylaw or provincial legislation that applies to this Committee.

Terms of Reference

- 2 The City Centre Core Development Advisory Committee is authorized to advise and make recommendations to Council through the Executive Committee and Regina Planning Commission on the following:
 - (a) Aligning the priorities of the City of Regina, Regina Downtown Business Improvement District Board, Regina's Warehouse Business Improvement District Board and Regina Exhibition Association Limited (Organizations);
 - (b) Guiding collaborative negotiations and solutions, and recommending approaches for the advancement and improvement of the City Centre Core;
 - (c) Interpreting and operationalizing the City Centre Core Framework and advancing the advisory and collaboration needs of the Organizations as the policies and actions are implemented;
 - (d) Coordinating a collaborative approach between stakeholders within the City Centre Core land areas;
 - (e) Prioritizing and refining the policies and recommended actions within the City Centre Core Framework;
 - (f) Reviewing planning applications related to property located within the City Centre Core land areas where there are unresolved concerns identified by an Organization through the circulation process;
 - i. All planning applications within the City Centre Core will be circulated to land area Organizations (City of Regina, Regina Downtown Business Improvement District, Regina's Warehouse Business Improvement District and Regina Exhibition Association Limited). Should an Organization have concerns or questions that cannot be resolved directly with the proponent, a committee meeting may be called outside of regularly scheduled meetings to avoid disruption of project timelines.
 - (g) As an established Advisory Committee of Council, the Chairperson will provide an annual status update report on the framework to the Executive Committee as outlined in the Implementation - Monitoring and Evaluation process of the City Centre Core Framework.

Composition

3 The City Centre Core Development Advisory Committee shall consist of 11 members, nominated by their respective boards and organizations, and appointed by resolution of Council as follows:

- One City of Regina representative
- One representative of Economic Development Regina Inc.
- One Non-Profit representative in the City Centre Core
- Two Private Development representatives in the City Centre Core
- One representative of Reconciliation Regina Inc.
- Two members of Regina City Council (Non-voting)
- One representative of the Regina Downtown Business Improvement District
- One representative of the Regina Exhibition Association Limited
- One representative of the Regina's Warehouse Business Improvement District

Term

- 4 (1) Unless removed from office, the appointment of the members to the City Centre Core Development Advisory Committee shall be appointed for a term as set by resolution of Council.
- (2) Notwithstanding Clause (1), members of the committee whose terms have expired will continue as members of the committee until such time as Council re-appoints the member or names a successor member.
- (3) The appointment of two City Council members to the City Centre Core Development Advisory Committee shall be for a one-year term.
- (4) Other than Council members appointed to the Committee, all other members shall not be eligible to serve on the Committee for longer than nine consecutive years.

Meetings

5 The City Centre Core Development Advisory Committee shall meet quarterly.

Administrative Resource

6 The City Manager or designate may provide administrative support to the City Centre Core Development Advisory Committee.

Secretary

7 The City Clerk shall act as secretary to the City Centre Core Development Advisory committee.

Reports To

8 The City Centre Core Development Advisory Committee shall report to the Executive Committee and Regina Planning Commission.



National Day for Truth & Reconciliation

Date	September 8, 2021
To	Executive Committee
From	People & Transformation
Service Area	People & Organizational Culture
Item No.	EX21-59

RECOMMENDATION

That Executive Committee receive and file this report.

ISSUE

Administration is intending to recognize the National Day for Truth and Reconciliation, September 30, as a statutory holiday for all employees of the City of Regina. The collective bargaining agreements for our employees obligate the City of Regina to recognize new statutory holidays declared by either the Government of Canada or the Government of Saskatchewan.

The City of Regina is committed to Truth and Reconciliation and ensuring that the tragic history and ongoing legacy of residential schools is never forgotten. We will be encouraging the community and City employees to observe September 30 as a day of quiet reflection and to participate in or support community events focused on understanding the truth.

IMPACTS

Government of Canada

This summer, the Government of Canada created a federal statutory holiday in response to the Truth and Reconciliation Commission's Call to Action number 80:

80. We call upon the federal government, in collaboration with Aboriginal Peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.

The date of September 30 was chosen because it is the time of year in which children were taken from their homes to residential schools, and it is an opportunity to set the stage for anti-racism and anti-bullying policies for the coming school year.

This was formalized by federal legislation: on June 3, 2021, Bill C-5 An Act to amend the *Bills of Exchange Act, the Interpretation Act and the Canada Labour Code (National Day for Truth and Reconciliation)* (the “Act”), received royal assent. The statutory holiday applies to the federally regulated public and private sectors including, notably, employers subject to the Canada Labour Code (the “Code”).

Government of Saskatchewan

The Government of Saskatchewan has provided guidance to employers throughout Saskatchewan. The guidance states: *The National Day for Truth and Reconciliation, will be observed on September 30. This is a new statutory holiday for employees in federally regulated workplaces or those who have a collective bargaining agreement that identifies they will observe federal statutory holidays. The day is not a statutory holiday in Saskatchewan for employees who are not federally regulated.*

City of Regina

Regina is located on Treaty 4 land, an area rich in Indigenous history and the heartland of the Metis in Canada. Treaty 4 is a treaty established between Queen Victoria and the Cree and Saulteaux First Nation Band governments in 1874. The area covered by Treaty 4 represents southern Saskatchewan, plus small portions of western Manitoba and southeastern Alberta. This treaty recognizes and acknowledges the First Nations People who have lived on the land for generations before the arrival of settlers.

Our organization currently services part of this land with a workforce of approximately 2,800 employees. Approximately 93 per cent of our workforce is governed by a collective bargaining agreement. Our collective bargaining agreements contractually obligate the City to recognize new statutory holidays declared by either a Federal or Provincial Authority.

The financial cost of providing a paid statutory holiday our 2,800 employees is approximately \$575,800. This represents direct costs of \$476,700.00 and lost productivity costs of \$99,100.

Since the National Day of Truth and Reconciliation has not been recognized by the Government of Saskatchewan it is expected that most businesses in Regina will remain open. The City will strive to find a balance of supporting the community to meet the intention set by the Government of Canada and to limit service interruptions for City services.

OTHER OPTIONS

The City could choose to not recognize the National Day of Truth and Reconciliation as a statutory holiday. This approach would not meet the objectives set by the Government of Canada in responding to the Truth and Reconciliation Commission's Call to Action number 80 and would be contrary to Council's commitment to advance Truth and Reconciliation in our community. This option also puts the City at risk of not honoring our collective bargaining agreements.

COMMUNICATIONS

Preliminary discussions have occurred with our unions and associations. Following September 8, communication will be shared with City employees. All employees, as much, as possible, will be provided with the opportunity to attend events virtually and physically (where safe to do so) and encouraged to take time to reflect on the legacy of residential schools.

DISCUSSION

The Government of Canada has stated this day provides an opportunity for each public servant to recognize and commemorate the legacy of residential schools. This may present itself as a day of quiet reflection or participation in a community event.

The Administration is committed to ensuring that the tragic history and ongoing legacy of residential schools is never forgotten. Recognizing September 30 as a statutory holiday observed by all City employees as a day of quiet reflection and to participate in or support community events to learn the truth and focus on reconciliation is an important step in this journey.

The City is committed to champion and implement the Truth and Reconciliation calls to action with guidance from Indigenous peoples. We are currently working with local and national Indigenous lead organizations to plan and actively participate in events that commemorate the day.

Respectfully Submitted,

Handwritten signature of Louise Folk in cursive script.

Louise Folk, Executive Director
People & Transformation

Respectfully Submitted,

Handwritten signature of Chris Holden in cursive script.

Chris Holden
City Manager

Prepared by: Shawn Chaudhary, Director, People & Organizational Culture