



# The Corporation of the Village of Salmo

## REGULAR MEETING #02-21 MINUTES

Minutes of the Regular Meeting of the Council of the Village of Salmo held electronically on Tuesday, January 26, 2021 at 7:00 p.m.

**PRESENT:** Mayor Diana Lockwood Councillor Farrell Segall  
Councillor Jennifer Endersby CAO Anne Williams  
Councillor Jonathon Heatlie Members of the Public - 8

**REGRETS:** Councillor Jacquie Huser

**CALL TO ORDER:** The Mayor called the meeting to order at 7:00 p.m.

### **COUNCIL PROCEDURE**

#### **BYLAW #663, 2014:**

R1-02-21

Moved and seconded, that due to the exceptional circumstances created by the COVID-19 pandemic, that Council waive the requirements of *Council Procedure Bylaw #663, 2014* Section 8 Electronic Meetings, Parts (4) & (5), to allow all Council members to participate via electronic means in order to comply with provincially mandated physical distancing requirements and not holding public gatherings, and that provision be made for members of the public to listen electronically to the Council meeting.

Carried.

#### **AGENDA:**

R2-02-21

Moved and seconded, that the draft agenda of Regular Meeting #02-21 of Tuesday, January 26, 2021 be adopted as amended from *Council Procedure Bylaw No. 663, 2014* Schedule "B" to include a New Business section and a Public Question period.

Carried.

#### **DELEGATIONS:**

MARIA STANBOROUGH,  
JOHN FOSTER: C+S  
PLANNING GROUP &  
CATHY PATON: SALMO  
VALLEY EARLY  
CHILDHOOD ADVISORY  
COMMITTEE - #060

Maria Stanborough, C+S Planning Group, John Foster, John Foster Planning and Cathy Paton, Chair, Salmo Valley Early Childhood Advisory Committee (SVECAC) presented a project overview and recommendations from the Salmo Valley Child Care Inventory Action Plan (see Appendix A).

Key recommendations for the Village of Salmo:

- Endorse targets,
- Incorporate targets in relevant plans and policies,
- Consider appointing a Council member to SVECAC,
- Advocate for a universal childcare system,
- Advocate to the Province to continue to develop initiatives to attract and maintain early childhood workers, and
- Explore opportunities for enhancing ECE training with Selkirk College and other partners.

Mrs. Paton noted that currently the pay rates for childcare workers is very low, making it difficult to attract and retain workers as they cannot support

their families. She advised that the Salmo Centre has 12 employees and only two have been there for a long time. There is very high turnover as most stay only a year or two and then move on to better paying jobs in other industries. The workers are predominately female at present, resulting in gender inequity throughout the industry. She hopes that as ways are found to provide better pay it will create better gender equity, as happened in nursing when pay rates increased.

TAYLOR CARON: SALMO  
VALLEY PUBLIC LIBRARY -  
#07

Taylor Caron: Director, Salmo Valley Public Library, presented and discussed the library's proposed 2021 budget and the Year in Review (See Appendix B).

Ms. Caron asked that they receive confirmation of their budget from the Village. Overall, the budget is up 5%, partly to make up for not receiving an increase one year. Mayor Lockwood requested that Council also receive a comparison to last year's budget for review. It will be supplied in a couple of weeks when they have included year end and other adjustments.

She noted that Salmo Daycare brings the children to the library and it is often their only connection to library services. The Library works closely with local organizations and fosters connections.

Mayor Lockwood enquired about staff and whether or not they were paid during shutdown and, for reference purposes, what is their wage range? Ms. Caron advised staff did work through the shut down. It was an opportunity for reviewing and thinning collections, catching up on many things, keeping the website current, and they provided curbside pick-up. The wage range goes from minimum wage to no more than \$21 per hour.

**NEW BUSINESS:**

COMMUNITY  
SUSTAINABLE LIVING  
ADVISORY COMMITTEE  
(CSLAC) - DISCUSSION

The Mayor briefly reviewed the memorandum from CSLAC and asked Council members to review it in depth so they can discuss it at the next Council meeting.

She noted that former Mayor Henderson had removed Salmo from the service, but former Mayor White rejoined it. It will cost Salmo residents approximately \$5,000 this year and we receive no benefit from it. It takes 18 months to formally withdraw from the service.

75<sup>th</sup> Anniversary

The Mayor advised Council that plans for the 75<sup>th</sup> Anniversary will be on the agenda once a month to discuss plans and receive updates on progress.

A Standing Committee has been struck for the Time Capsule with the Mayor, Councillors' Endersby and Heatlie, and members of the public Maureen Berk, Wanda MacNeill and Natasha Billinsky.

Councillor Segall has been asked to form a Select Committee to create a video of stories from around the area as remembered and told by older residents who were privy to events. Names of the committee members will be put forward for approval at the next meeting.

**MINUTES:**

R3-02-21  
REGULAR MEETING  
January 12, 2021

Moved and seconded, that the draft minutes of the Regular Meeting #01-21 of Tuesday, January 12, 2021 be adopted as presented.

Carried.

**REFERRALS FROM DELEGATIONS:** NIL

**REFERRALS FROM PRIOR MEETINGS:** NIL

**BYLAW REVIEW & DEVELOPMENT:** NIL

**OPERATIONAL REPORTS:**

R4-02-21  
CIVIC WORKS

Moved and seconded, that Council receive for information the written report provided by Civic Works Foreman Fred Paton for the period of November 20, 2020 to January 21, 2021.

Carried.

R5-02-21  
FIRE DEPARTMENT

Moved and seconded, that Council receive for information the written report dated January 1, 2021 provided by Fire Chief David Hearn for the period of November and December 2020.

Carried.

R6-02-21  
BYLAW ENFORCEMENT

Moved and seconded, that Council receive for information the written report on bylaw enforcement for the period of November and December 2020.

Carried.

R7-02-21  
ADMINISTRATION

Moved and seconded, that Council receive for information the written report as presented by CAO Williams.

Carried.

The CAO also advised Council about the changes to the Homeowner Grant and the Province's communication plan for it. The first info has been posted to the website and Facebook and will be updated as more information becomes available.

**STRATEGIC PLAN:** NIL

**FINANCIAL REPORTS:**

R8-02-21  
ACCOUNTS PAYABLE

Moved and seconded, that Council receive for information the list of accounts payable cheques and electronic fund transfers from January 8, 2021 to January 21, 2021 totaling \$106,812.91.

Carried.

R9-02-21  
TREASURER'S REPORT

Moved and seconded, that Council receive for information the Treasurer's Report for December 2020.

Carried.

**CORRESPONDENCE  
REQUIRING A COUNCIL  
DECISION:**

R10-02-21  
STATISTICS CANADA RE:  
2021 CENSUS OF  
POPULATION - #04

Moved and seconded, that Council of the Corporation of the Village of Salmo support the 2021 Census and encourage all residents to complete their census questionnaire online at [www.census.gc.ca](http://www.census.gc.ca). Accurate and complete census data supports programs and services that benefit our community.

Carried.

R11-02-21  
LISA BERK & RESIDENTS  
RE: WWTP PLAN FOR  
MOVING FORWARD TO  
IMPROVE THE SMELL  
ISSUE - #06

Moved and seconded, that Council direct staff to respond to the petitioners.

Carried.

**CORRESPONDENCE FOR  
INFORMATION ONLY:**

R12-02-21

Moved and seconded, that Council receive for information the following correspondence from:

(1) The City of North Vancouver Re: Implementing a Province-wide Ban on Anticoagulant Rodenticides - #05

Carried.

**MEMBER REPORTS &  
INQUIRIES:**

COUNCILLOR ENDERSBY      Councillor Endersby had nothing to report.

COUNCILLOR HEATLIE      Councillor Heatlie had nothing to report.

COUNCILLOR HUSER      See Appendix C.

COUNCILLOR SEGALL      Councillor Segall had nothing to report.

MAYOR LOCKWOOD      See Appendix D.

R13-02-21  
VERBAL & WRITTEN  
REPORTS OF MAYOR AND  
COUNCIL

Moved and seconded, that the verbal and written reports of Mayor and Council be received for information.

Carried.

**PUBLIC QUESTION  
PERIOD:**

No questions were asked.

**ADJOURNMENT:**  
R14-02-21

Moved, that the meeting be adjourned at 8:34 p.m.

Carried.

I hereby certify the preceding to be a true and correct account of the Regular Meeting of Council held on Tuesday, January 26, 2021.

Originally Signed By:

Diana Lockwood

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Mayor

Anne Williams



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Chief Administrative Officer


## Appendix A

# Salmo Valley Child Care Inventory and Action Plan:

## Project Overview and Recommendations




### Salmo Valley Child Care Inventory and Action Plan



#### Introduction


- Starting in 2019, Provincial government began funding Child Care Inventory and Action Plans across B.C.
- Salmo Valley Early Childhood Advisory Committee (SVECAC) was successful in receiving funding for a plan for Salmo and Area G, including Ymir
- A Child Care Action Plan provides the research-based evidence for how many and what kind of spaces are needed.
- Once a Child Care Action Plan has been completed for an area then organizations, local government & other partners can apply for Provincial funding to create new child care spaces.

### Salmo Valley Child Care Inventory and Action Plan



- Maria Stanborough (C+S Planning Group) in partnership with John Foster (John Foster Planning) were hired for this project
- Project started August 2020 after initial meeting with SVECAC
- Created a **demographic profile** included in report as Appendix C
- **Background Research** (August/September):
  - Official Community Plans/Land Use Plans , Zoning Bylaws
  - Child Care Snapshots for Nakusp, Nelson & Kaslo
  - Central Kootenay Housing Needs Assessment
  - Village of Salmo Age Friendly Action Plan
  - Other Child Care Action Plans (e.g. Richmond, District of North Van)
- General Findings from research – opportunities to improve support for child care, i.e. general policies in OCP, zoning designations


Salmo Valley Child Care Inventory and Action Plan



**Stakeholder Consultation**

- 18 people interviewed from 14 different organizations (Appendix B of final report)
- General findings:
  - Significant support for Salmo Children’s Centre as a model for licensed, quality child care
  - General sense that child care is needed but looking for report to provide data
  - Population growth from young families moving to the area (affordability a key issue)
  - Identified Ymir as a location also needing a centre

Salmo Valley Child Care Inventory and Action Plan




**Community Survey & Parent Interviews (5)**

- 90 completed surveys (Survey Summary is Appendix A of final report).
- 72% of survey respondents could not find child care when they needed it (64 out of 90)
- The top priorities for child care features from the survey respondents were:
  - Licensed group child care
  - Affordable child care options
  - Child care subsidies for all forms of child care
  - Increased capacity to meet the requirements of children with extra support needs
  - More flexible hours

*"Salmo Children's Centre is wonderful but [t]he waitlist is so long that one couple had to quit one of their jobs to provide child care while the other went back to work after parental leave. It would be great to see them get a spot so they didn't have to worry so much about their finances." – parent*

Salmo Valley Child Care Inventory and Action Plan




**Data Analysis**

- Only one licensed child care facility in the Salmo Valley. Other child cares may exist but we were unable to find more information
- Parents manage with more informal child care (i.e. sharing child care between parents/friends/family) or not returning to work

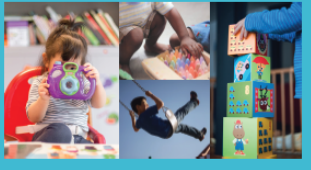
Age & Type of Child Care	Number of Licensed Child Care Spaces	Total number of Children	% of children with access to licensed child care
birth up to 3 years, full-time day care	12	65	18%
3-5 years, full time day care	16	80	20%
Before- and After-School Care	20	260	8%
All licensed care (excluding preschool)	48	405	12%

**Salmo Valley Child Care Inventory and Action Plan**



Community	Percentage of Licensed Child Care Spaces for Children 12 and younger
Salmo Valley	12%
Kaslo	5%
Nakusp	8%
Sunshine Coast	17%
Comox Valley	17%
Squamish	21%
Nelson	24%
BC Average	18%
Canadian Average	27%

**Salmo Valley Child Care Inventory and Action Plan**



**Population Projections and Child Care Spaces**


Based on historical and projected population growth, by 2030 in the Salmo Valley we project:

- Birth to 3 years: 74
- 3-5 years: 92
- 6-12 years: 297

Based on these projections we are recommending the following 10-year targets:

- An additional 40 full-time licensed day care spaces for children from birth up to 3 (70% of children have access)
- An additional 48 full time licensed day care spaces for children 3-5 (70% of children have access)
- An additional 130 spaces for licensed before and after school care for children 6-12 (50% of children have access)

**Salmo Valley Child Care Inventory and Action Plan**




**Recommendations:**

#1 – Endorse the Targets for Child Care Spaces

Key Parties Involved	Primary Roles
Regional District of Central Kootenay	<ul style="list-style-type: none"> <li>• Endorse targets</li> <li>• Incorporate targets into relevant plans and policies (e.g. official community plans, strategic plans)</li> </ul>
Village of Salmo	<ul style="list-style-type: none"> <li>• Endorse targets</li> <li>• Incorporate targets into relevant plans and policies</li> </ul>
Kootenay Lake School District (SD 8)	<ul style="list-style-type: none"> <li>• Endorse targets</li> <li>• Incorporate targets into relevant plans and policies</li> </ul>
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> <li>• Endorse targets</li> <li>• Monitor progress in addressing targets</li> <li>• Collaborate on initiatives to increase child care supply in the Salmo Valley</li> <li>• Advocate for necessary changes to help advance the targets</li> </ul>



Salmo Valley Child Care Inventory and Action Plan

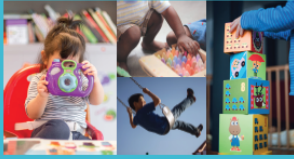


**Recommendatons:**

#2 – Solidify the Role of SVECAC

Key Parties Involved	Primary Roles
Regional District of Central Kootenay	<ul style="list-style-type: none"> <li>Acknowledge role and contributions of SVECAC</li> <li>Consider appointment of Regional District representative to serve on the SVECAC</li> <li>Consider providing funding support to the SVECAC</li> </ul>
Village of Salmo	<ul style="list-style-type: none"> <li>Acknowledge role and contributions of SVECAC</li> <li>Consider appointment of a Village representative to serve on the SVECAC</li> <li>Consider providing funding support to SVECAC</li> </ul>
Kootenay Lake School District	<ul style="list-style-type: none"> <li>Acknowledge role and contributions of SVECAC</li> <li>Continue the appointment of a School District representative to serve on the SVECAC</li> <li>Consider providing funding support to SVECAC</li> </ul>
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> <li>Increase collaboration and working relationships with the Regional District, Village of Salmo, and Kootenay Lake School District</li> <li>Expand membership of the Advisory Committee</li> <li>Explore increased funding opportunities, e.g. Regional District of Central Kootenay, Columbia Basin Trust</li> </ul>

Salmo Valley Child Care Inventory and Action Plan




**Recommendatons:**

#3 – Implement a Universal Child Care System

Key Parties Involved	Primary Roles
Federal Government	<ul style="list-style-type: none"> <li>Ensure funding, policy and actions are in place to achieve this recommendation</li> </ul>
Province of British Columbia	<ul style="list-style-type: none"> <li>Ensure funding, policy and actions are in place to achieve this recommendation</li> </ul>
Regional District of Central Kootenay	<ul style="list-style-type: none"> <li>Advocate</li> </ul>
Village of Salmo	<ul style="list-style-type: none"> <li>Advocate</li> </ul>
Kootenay Lake School District	<ul style="list-style-type: none"> <li>Advocate</li> </ul>
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> <li>Advocate</li> </ul>

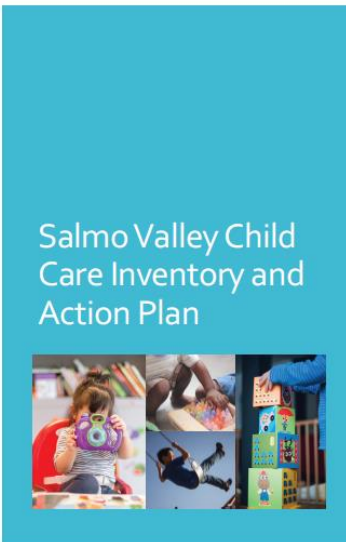
Salmo Valley Child Care Inventory and Action Plan



**Recommendatons:**

#4 – Continue to Develop Initiatives to Attract and Maintain Early Childhood Education Workers

Key Parties Involved	Primary Roles
Provincial Government	<ul style="list-style-type: none"> <li>Ensure funding, policy and actions are in place to achieve this recommendation</li> </ul>
Regional District of Central Kootenay	<ul style="list-style-type: none"> <li>Advocate to Province</li> <li>Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners</li> </ul>
Village of Salmo	<ul style="list-style-type: none"> <li>Advocate to Province</li> <li>Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners</li> </ul>
Kootenay Lake School District	<ul style="list-style-type: none"> <li>Advocate to Province</li> <li>Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners</li> <li>Explore ECE career development opportunities</li> </ul>
Salmo Valley Early Childhood Advisory Committee	<ul style="list-style-type: none"> <li>Advocate to Province</li> <li>Explore opportunities for enhancing ECE training opportunities with Selkirk College and other partners</li> <li>Explore opportunities with School District</li> </ul>
Selkirk College	<ul style="list-style-type: none"> <li>Advocate to Province</li> <li>Collaborate with relevant stakeholders in seeking solutions to ECE training challenges in the Salmo Valley</li> </ul>



Thank you!!

Any questions for the consultants John or Maria (consultants) or Cathy (SVECAC)?

Appendix B

Salmo Valley Public Library



# 2020 | YEAR IN REVIEW

## Community Collaborating

- Columbia Basin Alliance For Literacy (Salmo)
- Salmo Community Resource Society
- Salmo Seniors Group
- Salmo Valley Youth Network
- Salmo Valley Early Child Advisory Council
- Salmo Schools
- Salmo Children's Centre

## SERVICES ADDED IN RESPONSE TO COVID

- Curbside Pickup
- Virtual Programming
- Take Away Craft Kits
- Ask a Librarian Live Chat
- Book Bundles
- Increased online local & provincial networking
- And More



**\$8,000**

Made in Fundraising and Donations

**14 Grants**

Receiving **\$16,700**



**20,344**

Library Items Circulated

Down 25% from 2019

**4,649**

Digital Items Checked out

» Up 40% from 2019



**47**  
Children in Summer Reading Club Program

**26**  
Virtual Programs Offered

**484**  
Virtual Program Views or Attendance

**4423**

Website visits

Staff partook in 45 Free Online Training Opportunities



**03**

Part time Library Staff That Contributed Expertise



**Salmo Valley Public Library**

PO Box 458 | Salmo, British Columbia V0G1Z0 | 250-357-2312 | <https://salmo.bc.libraries.coop/>

**Appendix C - Councillor Reports  
January 26, 2021**

**Councillor Huser:**

On January 18<sup>th</sup>, I attended a Recreation Commission meeting. Commissioner Lockwood is Chair for another year; we reviewed the Budget Report; had an update on the Tennis Court from Commissioner Chew – the CBT grant was successful, and the School Board will be putting out a news release with the details because it is their grant; there was discussion about getting more signage for the Pool and Fitness Center; and the dates for the 2021 meetings were set.

On January 20<sup>th</sup>, I attended the SVYCC board meeting – I had missed the last meeting on November 11<sup>th</sup>, 2020, the updates for both meetings are as follows:

- November 11<sup>th</sup> meeting: Insurance company won't insure the skate park so it is closed for now; regular insurance increased by \$1,500; discussed a safe indoor market and/or virtual market for local vendors and local shopping; roof needs repairing in the Spring as there are some leaks; and they may change yearend to reflect funding stream so it is easier to budget.
- January 20<sup>th</sup> meeting: Salmo Recreation staff may oversee the skate park during their open hours – it will then fall under their insurance – Laurie will be discussing more with Ryan from RDCK before bringing back to the board; roof repair (replacement) quotes came in at \$80,000 for main roof and \$5,000 - \$10,000 for smaller roof – Laurie will be looking at some funding streams; I have the staff reports if anyone would like them emailed to you please let me know and I will send them out; next meeting is scheduled for March 10, 2021.

***Diana L.D. Lockwood***

***Mayor***

**Appendix D - Mayor/Director Report for Jan 8-22, 2021**

January 18, I attended **the Salmo and Area G Emergency Preparedness Committee**. We are not facing any emergencies right now, but we need to be prepared as one can always come up quickly. A new program was rolled out last November called “Neighbours Helping Neighbours”. I am awaiting the details of the program and then it will be posted to our website.

January 18, I attended the **Salmo & Area G Recreation Commission**. I will be Chairing the Commission for another year. Reservations are still happening with an average of three per reservation. There are two Mellow Yoga classes that started on the 19th and 21<sup>st</sup>. There is a walking program happening in the gymnasium. I did request, if possible, to have a time in the morning and one in the afternoon instead of both in the morning. There are two Savvy Seniors Low Intensity Strength Circuit programs are planned to start in the first week of February. This program is free to participants over 55 and will run until mid March.

We had our first look at the budget and pool hours.

We encourage the public to attend the meetings. We are doing meetings over the internet or by phone for now. Please contact me or any of the commissioners about questions.

January 19, I attended the **Central Resource Recovery Committee** budget meeting. Tom Newell is again our Chair for CRRC. The first draft budget reflects a 30% increase for this service. The HB Tailings Facility is driving most of the cost as for the first four years reserves were drained and now, we must pay through taxation to continue with the remediation and closure for this site.

January 20, I attended the **Joint Resource Recovery Committee** meeting. Garry Jackman is again the Chair for JRRC. The re-appointments to the Resource Recovery Plan Committee have been accepted. The Provincial Government requires this committee to be advertised and that is how the six people are selected to this committee.

RDCK staff will prepare a *Negotiated Request for Proposal* for the Central Landfill and the Creston Landfill Composting Facilities and undertake the procurement and negotiation with the proponent that offers the highest value to the RDCK which meets all required scope for less than \$3,241,992 plus GST.

January 21, I attended the **RDCK board meeting**. We heard a delegation from CBT about the six pillars they will work towards, which are: community well being, ecosystem enhancement, high-speed connectivity, housing, local food production & access, and support for business renewal.

The CBT is doing speed testing for interest speed until January 31, 2021. You can go to **[ourtrust.org/speedtest](http://ourtrust.org/speedtest)** and you can do it as many times as possible. Make your speed known.

Requests by staff have been put in for new job positions. Marketing and Communications Administration, and a Purchasing Agent, they will be put into the draft budget for the Board to discuss.

The Salmo and Defined Area G Fire Service Regulation Bylaw 2741 has been renewed and adopted by the RDCK and is paid through Service 135 – Fire Protection.

The Woodstove program is continuing and is accessed approximately 6-8 times a year.

January 22, I spoke with our new MLA Brittny Anderson by phone as internet did not allow us to connect. I brought forward how the booking for blood testing lab work is great for Salmo, but we are in need of more hours, whether that means another day of week or more time added to the time lab people are here in Salmo.

January 22 is the start of the draft RDCK budget.