

## READY, RESILIENT AND RESOURCEFUL COMMITTEE - SEPTEMBER 29, 2020 COMMUNICATIONS

#### **Distributed September 29, 2020**

<u>Item</u>

C1. Presentation material.

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# Agenda

#### This report and presentation will provide:

- 1) Update on the comprehensive plan and overview of the activities of the Emergency Planning Program
- 2) Updates of actions taken
  - Our People
  - Our Places
  - Our Services
  - Our Finances
  - Our Economy
  - Our Communications



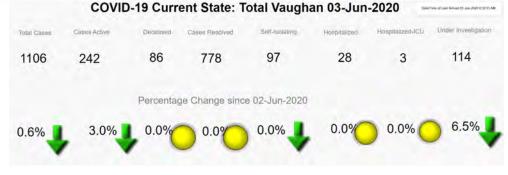


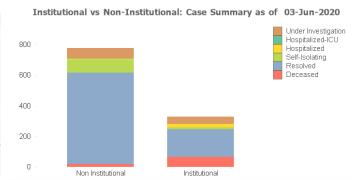
Overview of the comprehensive plan and activities

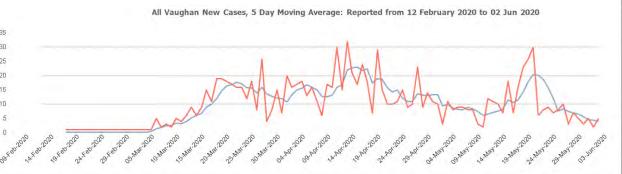


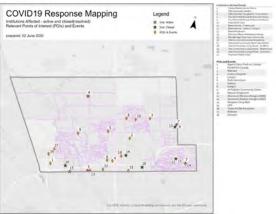


Overview of the comprehensive plan and activities











Overview of the comprehensive plan and activities

**Parks** 

213

**Playgrounds** 

273

Multi-Use Ramps or Skate Parks

10 Skate Parks **Basketball Courts** 

73

**Tennis Courts** 

59 locations (130 courts) Benches

948

Splash Pads

18

# Covid Signs placed

775 (approx.) # rolls of caution tape

80 (approx.) # Bags of Litter

175 bags

500,000+ sq. ft. at various City buildings

50% increase in cleaning frequency

dispensed to staff at hand sanitizing stations

500 litres of Hand Sanitizer distributed to staff in various City departments

> 12,500 PPEs

for City Hall and JOC operations staff

25,000+ disinfecting wipes renovation/renewal projects underway at various City facilities

40+

150+ Active City Capital Projects

40+ in the Pre-Design/Design Procurement Phase

20+ in the Design Phase

20+ in the Construction Procurement Phase 30+ in the Construction Phase 40 in the Study/Plan or Environmental Assessment Phase



Overview of the comprehensive plan and activities



The purpose of the COVID-19 all-staff Lessons Learned survey was to capture staff's feedback on the impact COVID-19 has had on their work, the organization and its services, as well as the changes or decisions made with respect to programming and operations.

VAUGHAN

ARE FAMILIAR response

response

72% FEEL CONFIDENT in the execution emergency

COMMUNICATION:

with the City's

response

#### 80% AGREE the City has communicated to the public well during the pandemic

Close to 8 in 10 feel the quality of internal communications during COVID-19 has been either very good or good

About 9 out of 10 agree their immediate managers communicate regularly

84% AGREE they have access to the information needed to do their job well

#### SENIOR LEADERS:

About 8 in 10 teel confident in our Senior Leadership Team

81% AGREE our senior leaders displayed adaptability

#### WORKING REMOTELY:

76% agree they've had the organization the ability to managed the transition to remote work well

#### EMPLOYEE RESOURCES:

About 7 in 10 AGREE the City offers enough resources to adequately address mental health and wellness during the pandemic

About 7 in 10 sald the biggest advantage of working from home was





#### **Response to COVID-19** · Establish infection prevention controls. · Provide timely, accessible and evidence informed information. Collaborate with regional, provincial and federal partners.

02

#### Organizational response

- Closure of City buildings while providing core services and supporting city-building.
- · Economic and financial supports.
- Development of appropriate bylaws and communicate emergency orders.

#### **Organization-specific changes** which will shape our future state 03

- · Enhance our data, analytics and dashboards.
- · Create online platforms to support service delivery.
- · Adapt service delivery methodologies meeting the needs of the citizen.



# **Update on Actions Taken**

- continued tracking key data indicators
- continued reopening plans development
- continued PPE acquisitions
- commenced City staff cloth masks distribution
- commenced mitigating measures construction
- continued seeking government reimbursement
- supported patios program implementation









**Update on Actions Taken** 

- "Keeping Vaughan Clean" initiative
- migration of in-person services to digital platforms
- Initiatives to mitigate financial impact of COVID-19
- Monitored and planned risks occurring during the pandemics
- Conducted research of global responses to identify best practices





# Roadmap For Success



Ready.
Resilient.
Resourceful.

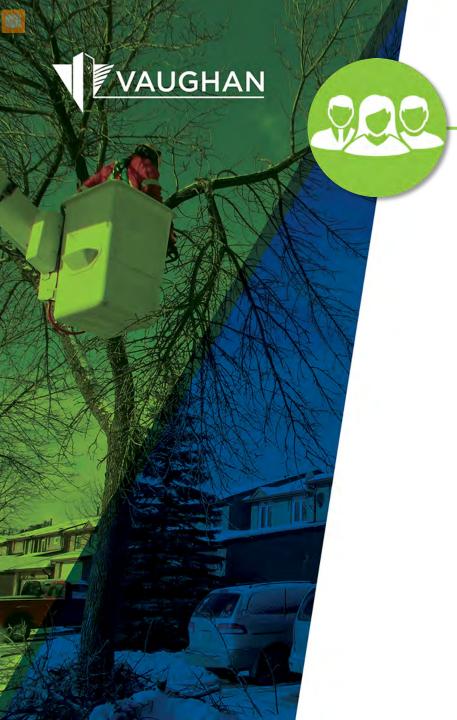












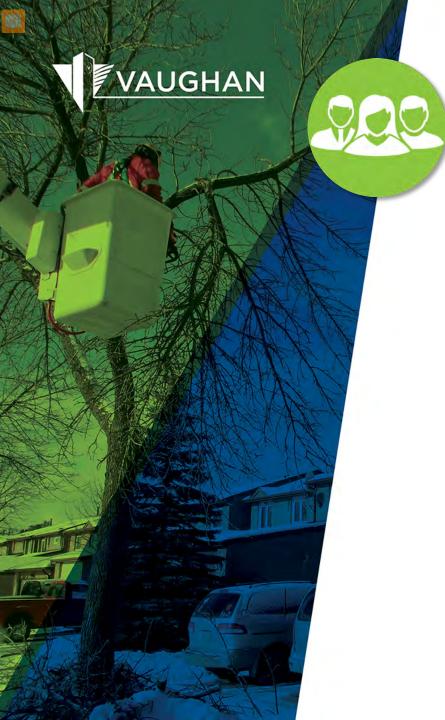
#### Impact On Human Resources

 Currently more than 50% of the City's employees continue to effectively and productively work from home

 Staff required to work on-site or in the field were provided with appropriate personal protective equipment and protocols and procedures







#### Impact On Human Resources

- Approximately 1100 employees temporarily laid off in April 2020
- A significant number of employees have been recalled:
  - 385 Recreation Services staff (Camps, Fitness, and Aquatics)
  - 107 School Crossing Guards
  - 74 Vaughan Public Libraries staff





Impact On Human Resources



#### **Key action items since June 2020:**

- Bi-weekly newsletters sent to all staff with key information, resources and a focus on wellness
- Staff regularly monitor and communicate rapid changes to employment legislation under both the Federal and Provincial legislative frameworks
- Regular updates to COVID-19 Q&A's to provide corporate direction and guidance

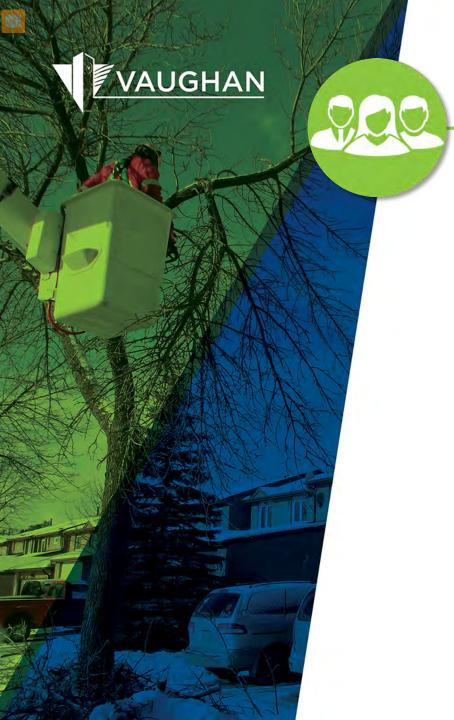


Impact On Human Resources



#### **Key action items since June 2020:**

- SLT-E continues to work with Corporate and Strategic Communications on messaging
- Additional information and supports for working from home was sent to staff and leaders
- Developed an All Staff Orientation Guide and Re-Start Q&A's which will be shared



Impact On Human Resources

#### **Key action items since June 2020:**

 Continued discussions with HR municipal leaders across York Region and the GTA to review and compare COVID-19 impacts and responses, re-opening plans, bargaining and labour relations.





## **Our Places**

**Business Reintegration Plan** 



Vaughan became the first city in Ontario and the first municipality in York Region to declare a state of emergency, the City has taken a disciplined, responsible and measured approach to closing

- Gradual reopening of City facilities and amenities has commenced
- Decision made to keep select facilities closed



## OPEN

- Arenas (by permit only)
- Fitness centres (by appointment only)
- Off-leash dog park
- Outdoor basketball courts
- Outdoor bocce courts
- Outdoor exercise equipment
- Outdoor volleyball courts
- Park benches
- Park public washrooms
- Parking lots in parks
- Picnic tables and gazebos
- Playgrounds

- Premium/artificial fields and diamonds (by permit only)
- Select Indoor pools (by registration only)
- Skateboard parks
- Splashpads
- Sports fields and baseball diamonds
- Squash courts (by appointment only)
- Tennis courts
- Trails
- Vaughan Public Libraries (Resource Library locations only)

## **CLOSED**

- Vaughan City Hall (until Monday, Jan. 4, 2021, at the earliest)
- City Playhouse Theatre
- Community centres

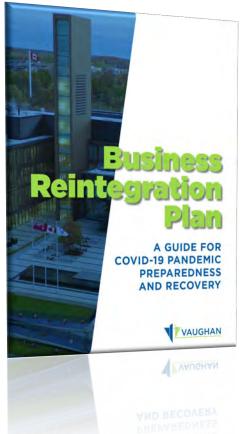
   (with the exception of fitness centres by appointment, arenas by permit and select pools by pre-registration)
- Joint Operations Centre (until Monday, Jan. 4, 2021, at the earliest)
- Vaughan Animal Shelter (except by appointment, for adoption purposes only)
- Vaughan Public Libraries

   (all branches with the exception of Resource Library locations)



## **Our Places**

**Business Reintegration Plan** 



#### **Business Reintegration Plan (BRP)**

- Comprises three start-up phases
- Clear direction to guide and best prepare employees for return to municipal facilities
- Ensures transition is safe and efficient



Service Impacts and Actions

Disciplined.
Responsible.
Measured approach.

- Essential services remain intact and continue uninterrupted
- Many virtual programs have been introduced
- Facilities and amenities reopening



**Service Impacts and Actions** 



# Administrative Services And City Solicitor Current Service Actions:

- Live public participation electronic deputations via teleconference, telephone or written communication
- 42 Electronic Meetings for Committee and Council
- 22 Electronic Meetings for Committee of Adjustment, Task Forces, Sub Committees and Advisory Committees
- 147 curb side marriage licences have been issued



**Service Impacts and Actions** 



# Administrative Services And City Solicitor Future Action Plans:

- Majority of services provided without interruption and will continue to do so.
- Separate report for amending the Procedural By-law to make electronic meetings a permanent option.
- Committee of Adjustment virtually commissioning applications, a complete e-submission process.
- Introducing a Legal Document Management System



Service Impacts and Actions

- 111,169 Calls received by Access Vaughan since March 13, 2020
- 71% resolution rate with single point of contact through Access Vaughan
- By-law officers continue to patrol and respond to calls on a priority basis
- By-law public and client services transitioned to an electronic format







Service Impacts and Actions

- Temporary by-laws initiated to allow for local eating establishments and banquet halls to temporarily expand or establish additional outdoor patios
- Business license renewal grace period and fees deferral
- Animal Services Officers serve through regular patrols and calls



Service Impacts and Actions

- Gradual reopening
  - Community Centres
     Pools and Fitness Centres
- Program delivery
  - In-person camps
  - Fitness programs and classes
  - Indoor pools
  - Arena permits
  - Virtual programming





Service Impacts and Actions



- 517 Virtual Summer Adventures registration and more than \$40,000 in revenue
- 1,776 modified in-person camp registrations generated nearly \$350,000 in revenue
- 10,000 workouts registered in first 4 weeks of Fitness Centre reopening
- Recreational, length swim and Aqua Fitness now available to pool plan and fitness members



Service Impacts and Actions

# **Community Services Current Service Actions:**

 Addressing recommendations from first interim action report

- Hazard identification risk assessment review completed
- Critical infrastructure review underway
- Three training emergency management systems sessions



Service Impacts and Actions



- More than 1,500 COVID-19 safety kits distributed to vulnerable community members
- Monitored several alerts from utility and environmental stakeholders
- Environment Canada issued alerts of weather threats to the City on 49 days



**Service Impacts and Actions** 

# **Community Services Future Action Plans:**



- One-stop-shop counter service approach at Vaughan City Hall is underway
- Continue to develop on-line services
- Consideration for future openings include in-person Hearings
- Fall recreation programs will be offered virtually



Service Impacts and Actions

# **Community Services Future Action Plans:**



- Elimination of the printing and home delivery of the Recreation Guide
- Elimination of cross-city busing for summer camps
- Training for more than 200 members of the emergency management team will be provided virtually on the Incident Point software in late October and early November.



**Service Impacts and Actions** 

# **Community Services Future Action Plans:**



- Monitor and procure PPE on a continuous basis.
- Expand and utilize a virtual training platform
- Modify public education and outreach efforts providing virtual options where possible.
- Altering fire drill performance based on Ontario Fire Marshal direction
- The new version the EOC dashboard program,
   Incident Point is planned to go live in October 2020



Service Impacts and Actions

# **Corporate Services Current Service Actions:**



- Focus on key responses related to communications, labour relations, safety, alternative work arrangements, recruitment, and workforce adjustments
- Enhanced citizen virtual experience for virtual committee and council meetings
- Monitor infrastructure bandwidth and thresholds to support over 1,300 users working from home



Service Impacts and Actions

# **Corporate Services Current Service Actions:**

- Updated IT Acceptable Use of Technology policy to address working from home
- Online permits added to the City of Vaughan's permitting portal
- Successfully awarded 76 contracts valued at \$38.3 million to ensure delivery of council priority projects and urgent operational requirements







Service Impacts and Actions



#### **Corporate Services**

**Current Service Actions:** 

- Lobbied government levels for financial support resulting in \$6.15 million of phase 1 funding
- Elderly Home-Owners Tax Assistance program
- Cancelation the W/WW rate increase and a 60-day stormwater deferral
- Municipal Accommodation Tax (MAT) suspension and data collection forms



**Service Impacts and Actions** 

# **Corporate Services Current Service Actions:**

- Primary phase of the Payroll
   Transition project complete
- Automated the Records of Employment (ROE)
- Streamlined the expense reimbursement process for staff





Service Impacts and Actions



# **Corporate Services Future Action Plans:**

- Preparing for upcoming collective bargaining
- Develop workplace wellness program
- Implement Emerging Leaders Program
- Implement Employee Engagement Action Planning Framework
- Workforce Management System planning



Service Impacts and Actions

## **Corporate Services Future Action Plans:**

- Complete independent Audit of the City's financial position for the 2019 year
- Complete 2019 Tangible Capital Assets;
- Complete 2019 Year-End and 2020 Half-Year Fiscal Health Reports to Council
- Develop 2021 Operating and Capital Budgets
- Determine the impacts of service delivery to stakeholders



**Service Impacts and Actions** 

## **Infrastructure Development Current Service Actions:**

- Advanced infrastructure, construction and critical projects
- sustained and enhancing sites and operations
- Increased clean and disinfect frequencies
- Specialized disinfecting of VFRS fleet
- Coordinated renovations, upgrades, renewals and repairs to City Facilities





Service Impacts and Actions

## **Infrastructure Development Future Action Plans:**

- Facility re-opening with gradual service implementation
- Contingency plans implementation
- Working with Stakeholders, Public Health, Provincial Agencies to develop "new normal" work environments





**Service Impacts and Actions** 

## Planning And Growth Management Current Service Actions:

- Innovative and digital solutions to deliver services and plans
- 143 applications = 43% increase in development fees
- 1,835 permits = more than \$591M
- New digital permitting portal launched
- Consultations continue online







Service Impacts and Actions

Planning and Growth Management Future Action Plans:

Implementation: Electronic
 Application Submission Portal;
 new cost model and fee structure;
 electronic circulations of new
 development applications

• Electronic public engagement strategies





Service Impacts and Actions

## **Public Works Current Service Actions:**



- Waste collection services expanded
- 2,900 waste bin home deliveries
- Cost savings through multi-year contracts put in place
- Park amenities have reopened
- Efficiencies and cost avoidance
  - More than \$110K in cost avoidance
  - 50% reduction in watering program



Service Impacts and Actions

## **Public Works Current Service Actions:**

- QR Code park garbage cans to increase responsiveness to litter/dumping concerns
- Implementation of a paperless work order system
- Additional street sweeper rotations removed 10,520 tons of dust, dirt and debris







Service Impacts and Actions

## **Public Works Future Action Plans:**

- Operations exploring alternative work arrangements to improve responsiveness
- Additional street sweep rotations
- Resilient long-term planting strategy development
- Horticulture sponsorship program
   "Grow With Vaughan"







**Service Impacts and Actions** 

## **Vaughan Public Libraries Current Service Actions:**

- VPL Recovery Strategy
- 66,485 items were borrowed through curbside pickup
- 3 resource libraries now open
  - 5,484 items and 1,754 citizens on first day
- Late fees and fines eliminated







Service Impacts and Actions

## **Vaughan Public Libraries Current Service Actions:**

- Wide range of virtual programming, resources, engagement and contests
- More than \$2.45M in cost savings anticipated
- More than \$3.4M in federal funding anticipated





Service Impacts and Actions

## Vaughan Public Libraries Future Action Plans:

- Shift from physical collections to digital
- supplement in-branch programming with an online
- Accelerated transition to digitizing processes





Impact On Fiscal/Budget



# Measures to support our residents including (but not limited to):

- Facility and amenity closures with refunds issued
- Safety measures and protocols
- Payment deferrals
- Business License renewal deferrals
- Not-for-profit tenant rent deferrals
- Suspension of MAT
- Stormwater charge deferral
- Water and Waste Water rate increase cancellation
- Workforce re-balancing measures



Impact On Fiscal/Budget



## Update to the Financial Impact of the Two Scenarios

- Phase 3 reopening efforts have commenced
- Federal and Provincial governments announced
   \$4 billion in financial support
  - Vaughan to receive \$6.15M for Phase 1
  - Phase 2 funding applications due Oct. 30







#### **Foregone Revenue**

The current forecast estimates loss of revenue:

- \$25.2M to \$29.1M in 2020
- \$10.7 million to \$25.4 million in 2021

#### **Additional Costs**

The current forecast estimates additional costs of:

- \$1.0M in 2020
- \$0.1M to \$0.9M in 2021



Impact On Fiscal/Budget



#### **Avoided Costs**

Avoided costs, currently estimated at:

- \$8.8M to \$10.1M in 2020
- \$3.1M to \$6.5M in 20201

### **Employees have been recalled including:**

- 385 Recreation Services
- 107 School Crossing Guards
- 74 Vaughan Public Libraries



Impact On Fiscal/Budget

#### **CORE SERVICES**

including clean, safe drinking water and waste water and stormwater services,

continue without interruption



## **Options to Mitigate the Financial Pressures**

- Additional workforce re-balancing
- Continued spending restrictions
- Management of non-essential capital project delivery
- Consider operating budget contingencies
- Maintain strong operating cash balance
- Review discretionary reserve balances
- Consider temporary borrowing
- Additional funding support from senior levels of government



Impact On City Businesses



**Objective 1:** Provide business community with up-to-date, relevant, and reliable information concerning the pandemic and the economy

**Objective 2:** Help business community navigate various programs provided and decisions taken by levels of government and support agencies

**Objective 3:** Understand the impact on the business community



Impact On City Businesses



- Business Continuity for every department
- an Economic Prosperity
   Task Force

## Demand for business support programs continues at increased rate:

- 90% increase in business consultations
- 150% increase in repeat consultations
- 163 consultations facilitated
- New program launches
- Resiliency building





Impact On City Businesses



**Objective 1:** Provide training and hands-on support to local businesses in pivoting operations

**Objective 2:** Educate businesses on the challenges and opportunities presented by COVID-19

**Objective 3:** Ease, wherever possible, extraordinary regulatory burdens on business

**Objective 4:** Maintain community arts and cultural connections



Impact On City Businesses

### New key activities:

New Key Activity 1: Secure Vaughan as the Region's largest employment center

New Key Activity 2: Build resilience into Vaughan's key strategic sectors

New Key Activity 3: Share Vaughan's reimagined public spaces



Impact On City Businesses

The COVID-19 pandemic continues to affect the local, provincial, and national economies.

- In Canada, GDP fell more than 11% in Q2
- Vaughan's GDP forecasts a 5.9% decline in 2020
- Vaughan's GDP is anticipated to recover in 2021







Impact On City Businesses

City of Vaughan's Economic Development Department continues to provide and enhance service based on three value propositions:

- 1) Strategic alignment
- Business Advisory services
- 3) Local economic intelligence





#### All indoor por Vaugh Pre-registration is requi for recreational and len swimming, and aquafitra **GUARDIANS GUARDIANS** OF OUR GOVERNMENT OF OUR GOVERNMENT

Strengthening Vaughan's social, economic and cultural connection with Vietnamese Canadi VAUGU #Shop Vaughan Cocal

leed extraordinary times, but we are not By using our common sense and making , we can stop the spread of COVID-19. the City of Vaughan, we are can to protect the safety and sidents and businesses the COVID-19 issue emerged n quickly implemented initiatives lughan was the first city in being to your finances. This is the many programs we have

Connects Keeping our community informed. vaughan.ca/news

# A message of hope, courage and gratitu



City Hall

communities around the world. I requested that flags at City facilities be lowered to half-mast in memory of the victims of COVID-19.

am grateful for the emergency, medical and ront-line workers, including doctors, nurses and healthcare experts, police officers and firefighters, grocery store employees, truck drivers, public works professionals and all other essential workers who are enabling all goods and services to be provided. They are heroes among us. We appreciate their commitment to safeguard the health and wellbeing of citizens, businesses and families to break the transmission of the global COVID-19 pandemic

I am encouraged by the generous contributions from Vaughan businesses, organizations, and people who remain dedicated to combatting this virus. I would like to thank all our government partners. We must continue working together to overcome this period of adversity. This is the only way we will succeed – and I know we can.

To learn more about how to protect yourself and your loved ones, visit York Region's website at york ca/COVID19 and vaughan.ca/COVID19 for up-to-date information on the City of

We are all in this together, and, by supporting each other, we will emerge stronger!

Stay sate, Stay sate, Mayor Maurillo Bevilacqua, P.C.

and residents up to date on the latest





leading the fight against COVID-19

"Vaughan Mayor Maurizio Bevilacqua says during these unprecedented times, the City must do everything in its power to ensure it minimize the consequences of COVID-19.

The Consequences of COVID-19. -680 News March 17, 2020

"The City of Vaughan has approved an Emergency Measures By-law in response to the COVID-19 pandemic."

-CTV Toronto April 8, 2020 Vaughan is a COVID-19 hotspot. But it has also

laughan is a COVID-13 HOUSING, BUCKERIA GES taken the lead in fighting the deadly virus.

Mayor of Vaughan provides update on City's recovery plan

# STAY INFORMED



ECEIVE UPDATES

READ NEWS vaughan.ca/news



#### OPEN

- Basketball courts
- Bocce courts
- Fitness centres
- Off-leash dog park Outdoor exercise
- equinment Outdoor volleyball court
- Park benches
- Park public washrooms Parking lots in parks
- Picnic tables and gazebos Playgrounds
- Premium/artificial fields and diamonds by person university

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- pepublic of Vie

THANK YOU

Recognizing the

unwavering courage

and commitment

of our remarkable

public servan

- Skateboard parks
- Splashpads Sports fields and
- baseball diamonds
- Squash courts
- Tennis courts
- Vaughan Public Libraries

- CLOSED · City Playhouse Theatre
- Community centres
- Joint Operations Centre
- Vaughan Animal Shelter
- Vaughan City Hall

#### **UNDER REVIEW**

- Arenas, indoor and theatre permits.
- Indoor and outdoor pools Vaughan Public Libraries



Keeping Citizens, Stakeholders and Staff Informed

### **Communication products during COVID-19:**

- Deployment of more than **1,450** integrated products
  - 186 PSA's
  - 24 news releases
  - 27 communications from the Mayor
- More than 2,200 social media posts
- 46 staff communications
- 227 City Update eNewsletters
- 2,143 marketing and creative products produced



Keeping Citizens, Stakeholders and Staff Informed

#### **Communication products during COVID-19:**

- vaughan.ca/COVID19 79,200+ visitors
- vaughan.ca/news **5,900+** visitors
- vaughan.ca/ReopeningVaughan **5,200+** visitors
- 360+ Mayor and Member of Council communications
  - 280+ Council Communication Packages
- 110+ Intergovernmental Relations (IGR) communications



Keeping Citizens, Stakeholders and Staff Informed

#### In the media:

- 315+ COVID-19-related media products
- Average 1.3M+ social media impression
- 43,000+ followers on corporate platforms

"Hi, just wanted to let you all know what a fantastic job you all did for the reopening. Felt safe and secure and really enjoyed my workout."



"Slow and steady wins the race ... Thanks for taking a measured approach City of Vaughan."



Keeping Citizens, Stakeholders and Staff Informed

#### **Additional Communications Channels:**

#### **Recreation Services**

- webpage updates
- Social media(200+ staff videos)
- eNewsletter(10,000+ subscribers)
- eMail communication and cold calls to members, program participants, stakeholders and clients





Keeping Citizens, Stakeholders and Staff Informed

#### **Additional Communications Channels:**

### **Vaughan Public Libraries**

- website surpassed550,000 page views
- Social media (12,125+ followers)
- eNewsletter (15,000+ subscribers)



