

# ANNUAL REPORT 2022



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# Chair's Report JEFF ATKINSON, CARLETON PLACE

On behalf of the Board of the Mississippi Valley Conservation Authority, I want to congratulate the hard-working staff of the MVCA for their dedication and for all that they accomplished over this past year of changes and challenges – and there was much, as you will discover in the pages of this Annual Report.

These are what I would call "interesting times" for conservation authorities in Ontario. The MVCA began 2022 where it finished the year before by continuing to adjust long-and-short-term plans, establish new working relationships with municipalities, and adapt to the new mandates brought about by a series of changes to the *Conservation Authorities Act*. Old programs were rethought or put on hold. New programs were brought onboard. Workplans and budgets were adjusted accordingly. Then, at the very end of the year, Bill 23 landed on us like a house from Kansas, with a few surprises, but mostly question marks for conservation authorities, municipalities, and landowners alike.

The MVCA's commitment to the stewardship of the Mississippi and Carp River watersheds and its mission to protect people, property, water, and waterways remain steadfast. We will adjust, we will adapt, and we will deliver.

2022 was also a municipal election year that resulted in a significant change around the MVCA Board table. I want to thank the departing Board members for their contribution to the work of the MVCA and wish them all the best in their new endeavours. I also want to welcome the new appointees to the Board and encourage them to dig into the work as it is unlike much of what they will experience in their other municipal duties.

On that note, I simply must single out three of those departing Board members – retired Councillor Eli El-Chantiry, and former Board Chairs Phil Sweetman and John Karau – for their many, many years of dedicated service to the MVCA representing the people of Ottawa. Their experience and wise counsel will be dearly missed. I can speak for the Board and the staff in wishing them many happy and healthy years to come.

Finally, a few words for myself. This is my last annual report as Board Chair as my two-year term comes to an end in 2023. It has been an honour to hold this office and I can only hope my successor finds their own experience in the role to be as rewarding as mine. The work of the MVCA is vital, and the people who get that work done are among the most dedicated and talented you will find anywhere.

# General Manager's Report SALLY MCINTYRE

Normal operations resumed in the spring of 2022 as Ontario emerged from the worst of the COVID-19 pandemic, but with some permanent changes in the workplace. In 2022, alternative work arrangement

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policies were officially approved by the Board to allow for compressed work weeks for field workers and front-desk staff, and continued hybrid work from home for all other office workers.

In April, MVCA was one of five conservation authorities to have a provincially appointed agricultural representative added to the Board of Directors. The inaugural appointee was Steven Lewis.

As shown on the cover, on May 21, 2022 a major thunderstorm with winds reaching 100 km/h hit much of southern Ontario causing damage at all MVCA conservation areas, most significantly at Palmerston-Canonto, which took several weeks to make passable.

Further regulatory changes occurred in 2022 that change the scope of services and cost recovery methods of conservation authorities:

- O.Reg. 400/22 prescribed various measures to enhance transparency of CA activities;
- O.Reg. 401/22 provides details for calculating levy amounts as of fiscal 2024;
- O.Reg. 402/22 sets out the budget process and apportionment methods to be used in developing the 2024 budget and thereafter; and
- O.Reg. 596/22 limits the scope of advisory services that CAs can provide to municipalities.

While the first three regulations were anticipated, the last arose out of Bill 23, a piece of omnibus legislation that will impact municipalities, conservation authorities, and many other organizations; and has significantly changed the legal framework for land use planning and conservation in Ontario.

The following sections highlight the work and key accomplishments of MVCA staff in 2022.

# **Hazard Management**

Every employee at MVCA is involved in hazard management—from hazard identification, assessment, and mapping, to planning, construction, operation and maintenance of water control structures, through to the administration of permits and review of planning applications under the *Conservation Authorities Act* and *Provincial Policy Statement*.

#### **Kashwakamak Lake Dam Safety Review**

A Dam Safety Review (DSR) was completed with the following key results:

- the Hazard Potential Classification (HPC) for the dam is to be increased from its current classification of LOW to HIGH. This will improve our ability to obtain grants, but also speaks to the downstream risks associated with potential failure of the dam.
- while concrete structures are in a deteriorated state, they remain functionally and structurally adequate. Major remedial repairs should be performed within the next five to ten years.

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#### **Shabomeka Lake Dam Rehabilitation Project Completed**

In 2019, MVCA completed a Class EA that recommended rehabilitation of the dam. Louis W. Bray Construction Limited was contracted by MVCA to rehabilitate the dam.

Site mobilization began in November 2021 and the earth works completed in February 2022. Work completed included heightening of embankments, installation of upstream rip rap, installation of cement bentonite cut-off wall, construction of an emergency spillway with bituminous geomembrane and a sand fuse plug, and site grading of downstream side of embankments.

Branje Metal Works completed manufacturing and galvanization of the structural struts, grating and railings prior to delivery to site, removal of the existing deck and railings, and installation of the new deck and railings. The metal works were completed in November 2022.



Recently rehabilitated Shabomeka Lake Dam deck and embankment with new safety railing

#### **Carleton Place Dam Safety Review**

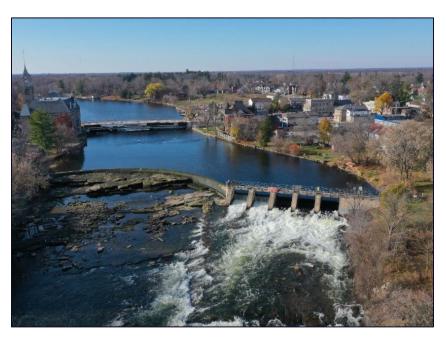
The Carleton Place Dam is located on the Mississippi River, downstream of Mississippi Lake within the Town of Carleton Place. The dam maintains recreational levels on Mississippi Lake and provides flood control benefits for Mississippi Lake and downstream municipalities.

MVCA is completing a Dam Safety Review for the Carleton Place Dam in accordance with the Canadian Dam Association (CDA) dam safety guidelines and best practices summarized in the technical bulletins of the Ministry of Natural Resources' *Lakes and Rivers Improvement Act*. The project is funded through the provincial Water Erosion Control Infrastructure (WECI) Program.

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The review has identified high risk activities that must be addressed by installing critical public safety measures, including new safety boom, signs, railing, and fencing. The existing public safety boom is in poor condition and needs to be replaced and relocated.

New fencing with appropriate signage will be installed around the north embankment to restrict unauthorized access to the dam deck. A new railing with appropriate signage will also be installed to restrict unauthorized access to the overflow weir structure. The design of public safety measures will be completed by end of March 2023 so that the project can be shovel ready for construction in late 2023.



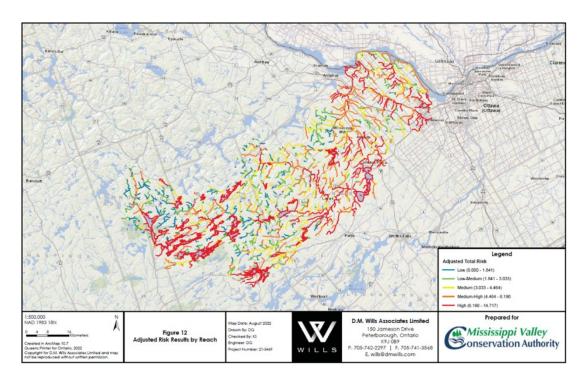
Aerial view of the Carleton Place Dam

#### **Flood Risk Assessment Study**

The National Disaster Mitigation Program (NDMP) was established to address the rising flood risks and costs across Canada by providing funding to provincial and territorial governments to conduct projects related to: flood risk assessments, mapping, mitigation planning, and investments in non-structural and small-scale structural mitigation projects. The Mississippi Valley Conservation Authority, Rideau Valley Conservation Authority, and South Nation Conservation submitted a collaborative NDMP funding proposal to conduct a flood risk assessment of their joint watersheds. Approval of the project was communicated by Public Safety Canada in May, 2021. Work began in 2021 and was completed in 2022.

A total of 28 floodplain mapping work packages were identified for MVCA representing 275 reaches (approximately 20% of the total number of reaches in MVCA's jurisdiction.) The following figure shows the flood risk of all evaluated reaches. Work packages have been prioritized based on the flood risk reach in each work package, and will be completed as funding permits.

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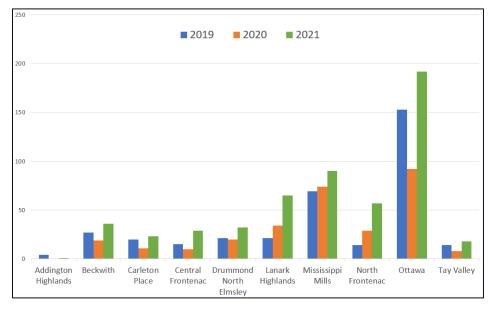


Flood risk within MVCA's jurisdiction

Results from this study have already been used to successfully leverage funding through Natural Resources Canada's Flood Hazard Identification and Mapping Program (FHIMP) to conduct a floodplain mapping study of the Clyde River, which the Flood Risk Assessment study identified as one of the top-priority reaches.

#### **2022 Planning Applications**

While the housing boom softened in 2022 from a peak in 2021, permit applications and planning reviews still exceeded historic averages.



Volume of planning applications for the year 2019 - 2021

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Numbers of planning applications received by municipality in 2022

2022 Planning Applications									
	SEV	ZBA	MV	SP	DPA	OPA	SUB	CONDO	TOTAL
Addington Highlands	3		3						6
Beckwith	7	3	2	2					14
Carleton Place	2				10	1	3		16
Central Frontenac	9	2	11			2			24
Drummond North Elmsley	13	2	9						24
Lanark Highlands	31	10	7	4		2			54
Mississippi Mills	19	10	13	7			2		51
North Frontenac	8	4	23	1		2			38
Ottawa	75	21	34	17		3	13	4	167
Tay Valley	11	1	4	4		1			21

In 2022, MVCA's Planning Department reviewed a total of 415 applications. Additionally, we received 204 *Section 28* permitting applications. In total for 2022, MVCA received over 600 inquiries and completed over 100 compliance inspections.

#### **Resource Conservation**

#### Carp River Conservation Area (CRCA) Master Plan Background Report

In March, Planning staff tabled a Background Report to the Board that provides the history of the site, a review of its remediation and current state, and opportunities and constraints for future use. MVCA will be using this document with the City of Ottawa as the basis for engaging the public and developing a plan for the property, and establishing roles and responsibilities of our two organizations.

#### **Watershed Plan Public Advisory Committee**

A new Public Advisory Committee (PAC) was established to support the Board in setting annual priorities for implementation of the Mississippi River Watershed Plan; and to support staff in implementation of those actions through their connections in the community.

#### **2022 Monitoring Program**

With the assistance of two summer students, MVCA had a successful season maintaining longstanding monitoring programs such as the Provincial Surface Water Quality Monitoring Network, the Provincial Groundwater Monitoring Network, as well as the City's surface water baseline monitoring program.

The Lake Monitoring program sampled 8 lakes in 2022, primarily focusing on the Fall River Subwatershed, as well as monitoring Dalhousie Lake, Mississippi Lake and Constance Lake.

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Additionally, MVCA sampled seasonal water temperature variations at 37 stream sites and 6 lake sites. This monitoring helps develop a long-term data set that expands our understanding of where there are sensitive cold-water systems, and how all our surface water features may be influenced by long term environmental changes. The MVCA monitoring team also resumed electro-fishing activities at a limited number of sample sites in 2022. This work helps to assess which species are using our streams, and the design and delivery of stewardship programs.

As lake associations return to in-person meetings, MVCA attended the Dalhousie Lake Annual General Meeting to discuss our monitoring programs and what the results mean for lake users.





MVCA's monitoring team collecting samples

## Stewardship

There was a significant increase in stewardship activities in 2022. ALUS Lanark had its official launch this year in partnership with RVCA, and three major projects were implemented that focused on wetland creation and restoration. To promote this new program, we were able to increase our public engagement with booths at the International Plowing Match, the Lanark Harvest Festival, and the Lanark Climate Action Information Session.



MVCA employee implementing Stewardship initiatives

Many habitat enhancement projects were also completed in 2022, such as the creation of two pollinator gardens, the building of a new turtle nesting site on the Ottawa River, erosion control along Poole Creek, and various litter and invasive species clean-up events. Over 90,000 trees and shrubs were planted within our watershed through our Shoreline Naturalization, Green Acres (in partnership with RVCA), and Tree Giveaway programs.

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#### **Museum & Visitor Services**

#### Walking Bridge at Morris Island Conservation Area (MICA)

MVCA's Operations Department completed reconstruction of a walking bridge at MICA. The remodeled bridge is the first of thirteen walking bridges found throughout the MICA's trail network. Railings were added where need to ensure compliance with current Provincial Trail Standards.

BEFORE







# Turtle Nest Project at Morris Island Conservation Area (MICA)

MVCA partnered with Ontario Power Generation (OPG) and the Canadian Wildlife Federation (CWF) to construct enhanced nesting sites at MICA for Blanding's turtle—a threatened species in Ontario.

MVCA's Operations Department provided workforce and equipment used build a temporary access to the island and the nesting sites.



Site of nesting project

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#### **Boardwalk Restoration Project at Purdon Conservation Area**

MVCA's Operations Department completed the reconstruction of the Purdon Conservation Area boardwalk project. This project is a component to a multi-year plan to replace the 415-meter-long boardwalk that meanders throughout the Orchid colony found within the conservation area's fen. A major element of the plan is to increase the boardwalk's width to 6' from the current 4' to adhere to Provincial AODA standards.







After reconstruction with increased width

#### Museum Lookout Project at the Mill of Kintail Conservation Area (MOK)

The MOK Conservation Area museum lookout project is still under reconstruction as the roof of the museum is to be replaced throughout the summer of 2023. This popular viewing platform overlooking the Indian River at the MOK conservation area will have a new deck, railing construction with heights that meet Provincial Building Code Standards, reinforced structural posts and a new cladding for the roofed portion of the structure. Additionally, improvements will be made to the entrances and paths leading to up to the museum lookout.



MOK Outlook during restoration

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ABOVE: Staff attending BBQs and other events throughout 2022.





Board members John Karau, Phil Sweetnam and Eli El-Chantiry celebrated long service awards with Jeff Atkinson (Chair), Janet Mason (Vice Chair) after serving decades with the Conservation Authority.

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# **Approved 2022 Financial Statements Cross Street, February 2023**

The Board of Directors approved the 2022 Financial Statements at its February 2023 AGM.

(Incorporated under the Laws of Ontario) Statement of Financial Position as at December 31,			2022	2021
FINANCIAL ASSETS				
Cash	\$	:	2,836,873	4,331,890
Short-term investments (note 3)			1,019,167	-
Accounts receivable, trade and other (note 4)	_		642,236	369,265
	_		4,498,276	4,701,155
LIABILITIES				
Accounts payable and accrued liabilities (note 5)			370,234	770,993
Deferred revenue (note 6)			374,389	671,654
Current portion of long-term debt (note 7) Long-term debt (note 7)			245,260 4,151,522	149,722 3,630,983
Retirement benefit liability (note 8)			155,818	151,794
• • •			5,297,223	5,375,146
NET FINANCIAL ASSETS			(798,947)	(673,991)
NON-FINANCIAL ASSETS			7 400 444	6 040 470
Tangible capital assets (note 9) Intangible assets (note 10)			7,482,111 111,244	6,842,473 51,338
Prepaid expenses			35,165	22,714
Contingent Liabilities and Commitments (note 16)	=		7,628,520	6,916,525
Subsequent Events (note 17)				
ACCUMULATED SURPLUS (note 11)		(	6,829,573	6,242,534
Statement of Operations for the year ended December 31,	Bu (Note	dget	2022	2021
	(14010	, 12)		
Revenue	¢ 2 27	E 000	2 275 206	2 220 540
Municipal levy - general Municipal levy - special	\$ 3,37		3,375,806	3,330,540
mamorparioty openial			63 870	62 000
		3,870 9,672	63,870 3,439,676	62,000 3,392,540
Other revenue (Schedule 1)	3,43	9,672	3,439,676	3,392,540
Other revenue (Schedule 1) Government grant - Ministry of Natural Resources	3,43 1,03	_		
Government grant - Ministry of Natural Resources Government grant - other provincial	3,43 1,03 12 1	9,672 6,203 8,436 3,445	3,439,676 1,295,297 128,436 13,445	3,392,540 1,427,865 128,436 13,445
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental	3,43 1,03 12 1 5	9,672 6,203 8,436 3,445 5,000	3,439,676 1,295,297 128,436 13,445 74,867	3,392,540 1,427,865 128,436 13,445 94,440
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs	3,43 1,03 12 1 5 2	9,672 6,203 8,436 3,445 5,000 9,400	3,439,676 1,295,297 128,436 13,445 74,867 15,232	3,392,540 1,427,865 128,436 13,445 94,440 19,908
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations	3,43 1,03 12 1 5 2 3	9,672 6,203 8,436 3,445 5,000	3,439,676 1,295,297 128,436 13,445 74,867	3,392,540 1,427,865 128,436 13,445 94,440
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses	3,43 1,03 12 1 5 2 3 4,74	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656	3,439,676 1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2)	3,43 1,03 12 1 5 2 3 4,74	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656	3,439,676 1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422 712,943	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses	3,43 1,03 12 1 5 2 3 4,74 66 2,26	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656	3,439,676 1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2) Watershed management (Schedule 2) Flood and erosion control (Schedule 2) Stewardship services (Schedule 2)	3,43 1,03 12 1 5 2 3 4,74 66 2,26 81	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656 3,722 5,030	3,439,676  1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422  712,943 1,776,438 751,106 700,317	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913 1,687,597 626,912 581,687
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2) Watershed management (Schedule 2) Flood and erosion control (Schedule 2) Stewardship services (Schedule 2) Supplementary programs (Schedule 2)	3,43 1,03 12 1 5 2 3 4,74 66 2,26 81	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656 3,722 5,030 2,448	3,439,676  1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422 712,943 1,776,438 751,106 700,317 15,158	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913 1,687,597 626,912 581,687 20,416
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2) Watershed management (Schedule 2) Flood and erosion control (Schedule 2) Stewardship services (Schedule 2) Supplementary programs (Schedule 2) Interest on long-term debt	3,43 1,03 12 1 5 2 3 4,74 66 2,26 81	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656 3,722 5,030 2,448	3,439,676  1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422  712,943 1,776,438 751,106 700,317 15,158 128,584	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913 1,687,597 626,912 581,687 20,416 131,835
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2) Watershed management (Schedule 2) Flood and erosion control (Schedule 2) Stewardship services (Schedule 2) Supplementary programs (Schedule 2)	3,43 1,03 12 1 5 2 3 4,74 66 2,26 81 83	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656 3,722 5,030 2,448	3,439,676  1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422 712,943 1,776,438 751,106 700,317 15,158	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913 1,687,597 626,912 581,687 20,416
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2) Watershed management (Schedule 2) Flood and erosion control (Schedule 2) Stewardship services (Schedule 2) Supplementary programs (Schedule 2) Interest on long-term debt	3,43 1,03 12 1 5 2 3 4,74 66 2,26 81 83	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656 3,722 5,030 2,448 0,674	3,439,676  1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422 712,943 1,776,438 751,106 700,317 15,158 128,584 310,837	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913 1,687,597 626,912 581,687 20,416 131,835 287,817
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2) Watershed management (Schedule 2) Flood and erosion control (Schedule 2) Stewardship services (Schedule 2) Supplementary programs (Schedule 2) Interest on long-term debt Amortization of assets	3,43 1,03 12 1 5 2 3 4,74 66 2,26 81 83	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656 3,722 5,030 2,448 0,674	3,439,676  1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422  712,943 1,776,438 751,106 700,317 15,158 128,584 310,837 4,395,383	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913 1,687,597 626,912 581,687 20,416 131,835 287,817 4,033,177
Government grant - Ministry of Natural Resources Government grant - other provincial Conservation area - fees, sales and rental Supplementary programs Donations  Expenses Corporate services (Schedule 2) Watershed management (Schedule 2) Flood and erosion control (Schedule 2) Stewardship services (Schedule 2) Supplementary programs (Schedule 2) Interest on long-term debt Amortization of assets  Excess of revenue over expenses	3,43 1,03 12 1 5 2 3 4,74 66 2,26 81 83	9,672 6,203 8,436 3,445 5,000 9,400 8,500 0,656 3,722 5,030 2,448 0,674 - - - 11,874 8,782	3,439,676  1,295,297 128,436 13,445 74,867 15,232 15,469 4,982,422  712,943 1,776,438 751,106 700,317 15,158 128,584 310,837 4,395,383	3,392,540 1,427,865 128,436 13,445 94,440 19,908 21,077 5,097,711 696,913 1,687,597 626,912 581,687 20,416 131,835 287,817 4,033,177

See accompanying notes to the financial statements

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# **2022 Board of Directors**

Jeff Atkinson, Chair	Carleton Place	Andrew Tennant	Carleton Place
Janet Mason, V. Chair	Ottawa, Cit. Appoint.	Bill King	Lanark Highlands
Kirby Thompson	Addington Highlands	John Inglis	North Frontenac
Faye Campbell	Beckwith	Glen Gower	Ottawa
Cindy Kelsey	Central Frontenac	Eli El-Chantiry	Ottawa
Paul Kehoe	Drummond N. Elmsley	John Karau	Ottawa, Cit. Appoint.
Charles Rigelhof	Greater Madawaska	Phil Sweetnam*	Ottawa, Cit. Appoint.
Christa Lowry	Mississippi Mills	RoxAnne Darling	Tay Valley
Bev Holmes	Mississippi Mills	Steven Lewis	Prov. Agricultural Rep.

<sup>\*</sup> This was the last year that Phil Sweetnam sat on the Board of Directors after over 41 years of service!

### 2022 MVCA Staff

General Manager	Sally McIntyre	Water Res. Engineer	Bryan Flood
Treasurer	Angela Millar / Stacy	Water Res. Engineer	Sobha Kunjikutty
	Millard		
Director Engineering	Juraj Cunderlik	Water Res. Engineer	Chris McGuire / Ramy
			Saadeldin
Mgr. of Plan. & Regs	Matt Craig	Water Res. Technol.	Jenn North
Property Manager	Ross Ferguson / Scott	Watershed Planner	Alyson Symon
	Lawryk		
Manager of I&CT	Alex Broadbent	Environmental Planner	Mercedes Liedtke
MOK Site Supervisor	Stephanie Kolsters	Environmental Planner	Diane Reid
Operations Supervisor	John Hendry	Engineer-in-Training	Jane Cho
Regulations Officer	Andy Moore/ Tatyana	Engineer-in-Training	Tim Yoon
	Vukovic		
GIS Specialist	Chris Noakes	Regulations Technician	Alexis Perrin
Planning Technician	Brittany Moy	Planning Technician	Jacob Perkins
Biologist	Kelly Stiles	Maintenance Tech.	Rob King
Full Stack Developer	Daniel Post	Maintenance Tech	Joe Arbour
Executive Assistant	Pam Tapley	Maintenance Tech.	Sarah Kirkham
Financial Assistant	Erin Levi / Tina Fragnito	Maintenance Tech.	Carson James
Admin. Assistant	Lee Williams / Rachel	Custodian	Colinda Beauregard
	Clouthier		
MRSSO Inspector	Eric Kohlsmith	Inspection Assistant	Jake Pruner
MRSSO Assistant	Jessica Corrigan		

Your partner in hazard management, resource conservation, and stewardship.



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