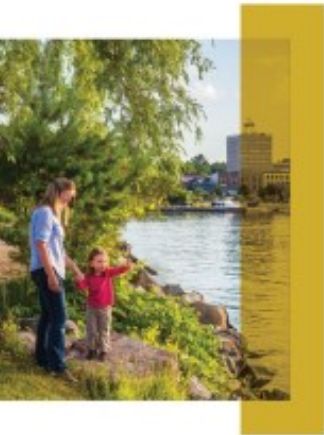


# Implementing the LSRCA Strategic Plan 2018 Annual Operating Plan

City of Kawartha Lakes  
November 13, 2018



**Lake Simcoe Region**  
conservation authority

Mike Walters  
Chief Administrative Officer

# Implementing our Strategic Plan

- LSRCA's Strategic Plan "*Vision to Action, Action to Results*" was completed and approved in July 2016,
- Involved extensive consultation with all our partners, and stakeholders,
- The Plan contains 4 major goals, 9 outcomes and 42 individual activities,
- The plan was presented to all our partners and stakeholders involved,
- Report our progress annually.



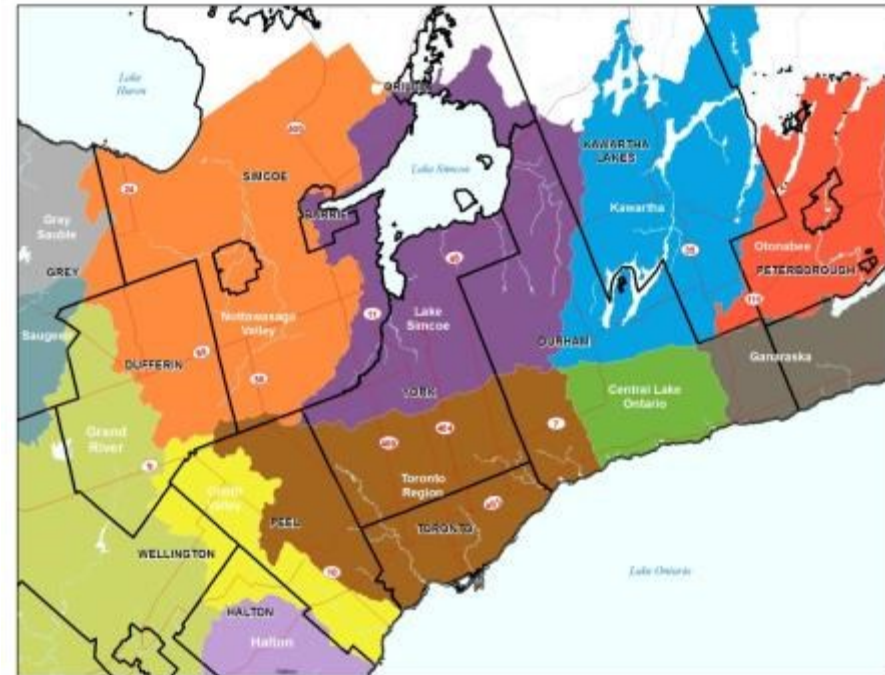
# AOP – Top 12 Priorities

1. Harmonization
2. Enhance Collaboration with First Nations
3. Staff Engagement
4. Construct a new Education and Training Facility
5. Talent Management
6. Compensation Review
7. Land Acquisition\Disposition Strategy
8. Scanlon Creek Operations Renovation
9. Asset Management Plan
10. LSPOP
11. Climate Change Adaptation\Mitigation
12. Salt Management Strategy

# Priority One: Harmonization

Improve service delivery and general business process. Promote consistency in services and program delivery with neighboring CA's.

- Watershed Studies and Strategies
- Water Risk Management
- Ecosystem Management
- Greenspace Services
- Education and Engagement
- Planning and Development
- Corporate Services





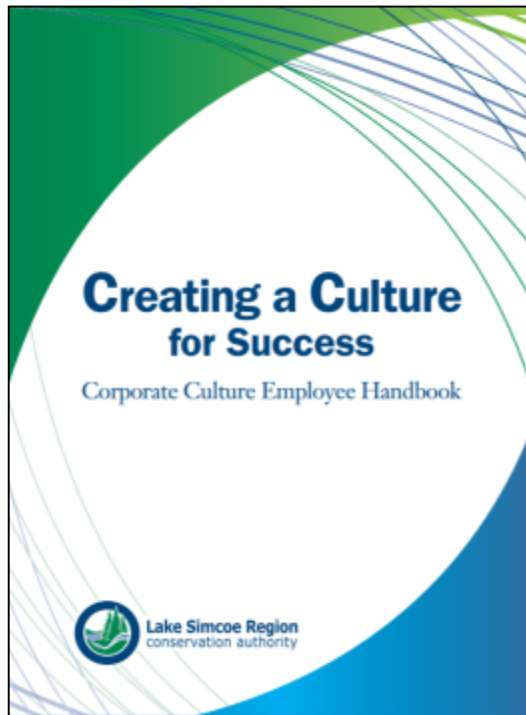
# Priority Two: Enhance Collaboration with First Nations

Enhance collaboration with our First Nations partners. Identify opportunities for future partnerships and strengthen our relationship.



# Priority Three: Staff Engagement

Become a top employer by living our corporate culture, providing excellent client service, and fostering a more inclusive and diverse workplace.



## Highest Ranked Statements

*“I am proud of the work we accomplish”,  
“I understand how I contribute to the organizations success”,  
“Enjoyable workplace”.*

## Areas for Improvement

*“Collaboration between divisions”,  
“Compensation and recognition”,*

# Priority Four: Education Training Facility

Ensure that the new Scanlon Creek Education Training Facility is operational within 5 years.





## **Priority Five: Talent Management**

Develop and implement a comprehensive Talent Management Program.

## **Priority Six: Compensation Review**

Undertake a compensation study for LSRCA including a market assessment in 2018 for implementation in 2019 and beyond.





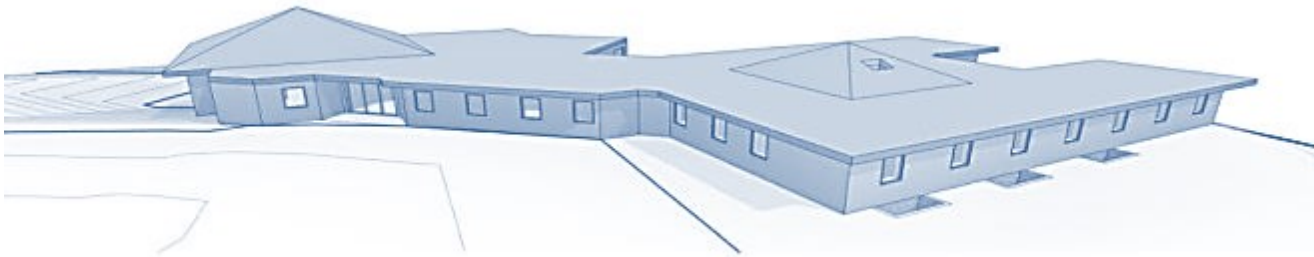
# Priority Seven: Land Acquisition and Disposal Strategy

Develop and implement a newly focused land acquisition and disposal strategy to improve connectivity, enhance and increase natural heritage features within the watershed.



## **Priority Eight: Scanlon Creek Operations Centre Renovation**

Complete the renovation of the Scanlon Creek Operations Centre for full occupation in 2019.



## **Priority Nine: Asset Management Policy**

Develop an Asset Management Plan that supports our strategic priorities and is financially sustainable.

# Priority Ten: LSPOP Offsetting Program

Identify, design, construct, and monitor urban restoration projects. Report on results annually.





# Priority Eleven: Climate Change

## Adaptation Plan and Mitigation Strategy

Develop and implement a mitigation strategy and adaptation plan to address climate change.



**Mitigation** consists of actions to reduce greenhouse gas emissions.



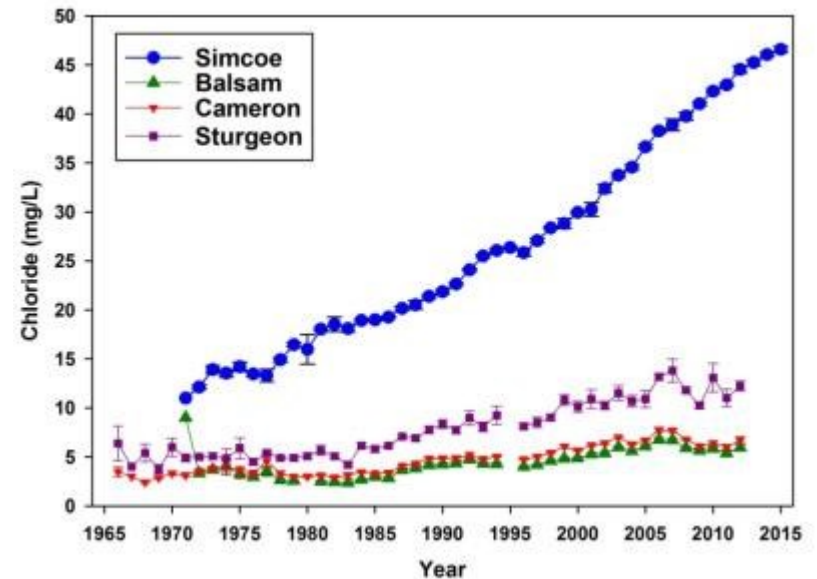
**Adaptation** is based on reducing harm to individuals, and building resilient natural systems and watersheds.





# Priority Twelve: Salt Reduction Strategy

Develop and implement a salt reduction strategy to halt the trend of increase chloride concentrations in ground and surface waters in the watershed.





**Questions**  
**for more information visit**  
**[www.lsrca.on.ca](http://www.lsrca.on.ca)**