

A closed session has been redacted from these minutes.

An in-camera session was also held, which was recorded separately from these minutes.

**SASKATCHEWAN LAND SURVEYORS' ASSOCIATION COUNCIL MEETING**  
**Held in 2 parts: April 20, 2023, 1:30 PM & April 21, 9:30 AM via conference call**  
**2022/23 Meeting #12 Minutes**

The following members of Council were present:

H.M. (Heather) Bennett, President

T.G. (Travis) Wolfe, Vice President

T. (Terry) Alm, Public Member

R.A. (Adam) Kraszlany (year two)

J.H. (Jade) McLeod (year two)

S.T. (Stephen) Conway (year one)

B.J. (Brad) Luey (year one)

Others present: Carrie Weir, Executive Director

Absent: R.W. (Regan) Rayner, Past President

Action items are indicated by colour for **Council** and **Office**

Meeting was called to order at 1:33

1. Adoption of the agenda – Letter received regarding clear direction for surveyors was added as item #7.a  
*Moved by Brad Luey, Seconded by Travis Wolfe*

**That the agenda be approved as amended. Carried**

2. Adoption of Previous Meeting Minutes: 2022-03-16 (2022/23 #11) - complete copy for the association's file and one redacted version to be posted on our public website

*Moved by Jade McLeod, Seconded by Travis Wolfe*

**That the minutes be approved as presented. Carried**

3. President's Report

- Heather attended the ALSA AGM at Chateau Lake Louise hosted by President Kevin Swabey
- There was a lot of continuing discussion at the Presidents' Forum around Professional Governance Acts (PGAs) in BC and AB.
  - Both are status quo at this time, but ALSA still anticipates being brought under the PGA.
  - There was also discussion around the Health Services PGA application in BC, which has put an end to AGMs for the affected associations.
  - Under the PGAs, there have been instances of an increase in public member representation, in some cases up to 50%. Some associations are concerned about their ability to attract the public members necessary to fulfil any requirement for increased representation. In BC, the Crown Agencies and Board Resourcing Office (CABRO) oversees the recruitment and recommendation of candidates for appointments. There was no concern from ABCLS as this pool of candidates is available through the BC government.
- The Presidents also heard that AOLS is looking more seriously into limited licensing in order to satisfy the requirements of the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA). By Dec. 31, 2023, AOLS needs to remove the requirement for Foreign Trained individuals to gain experience in Canada. Limited licensing would provide a way to get those individuals in to the association with a limited scope of practice (P.Eng have a similar mechanism). They do not have defined roles yet, but are looking at possibilities such as being able to survey a boundary on a plan 5 or 10 years old, being able to work in subdivisions where there are no easements on title, and other scenarios with limited complexity.
- The seminars included the following presentations:

- CBEPS with respect to the online degree & the new CBEPS syllabus
- ALSA Registrar regarding core competencies for land surveyors and the assessment of examinations. This was spurred by the Field Law review ALSA undertook on good governance (PGA itself). One of the 40 recommendations in that report was to look at the fairness of examinations. They hired Wicket Measurement Science, who looked at the examination and competency needs for a professional and returned 30 more recommendations & 4 action items. They are trying to take small bites out of that.
- Dr. Ballantyne regarding his report on the supply & demand of land surveyors and technologist. This was very well received. SLSA, similarly, is experiencing attrition and losing more licensed members than we are bringing in. There may be recommendations we can learn from with regard to attracting people to the profession and retaining them.
- PSC presented some of the advocacy initiatives they are looking at.
- Brain Munday, ALSA ED, presented what professional governance would look like for members or, as they would be called under the PGA, registrants.
- The new incoming ALSA President is Michael Louie. They put 5 names for 2 council positions. Each candidate provided their platform and stood for election.
- The incoming President received 3 motions put forward by the membership for council to consider. 2 were passed: that council update the mission statement, and that a committee be struck around articling students. This committee might be de facto for all principals and articling students and could also comprise other experienced principals from diverse specialties to ensure that all articling students have fair information and access to diverse experience. The intent is to bolster the pass rate, which they feel is low, and to minimize candidate leakage. Presently 22% of ALS candidates do not make it through the process. Discussion around that suggested it could perhaps be due to the 3 strike rule or leaving for other professions. The third motion was defeated: to remove from the code of conduct/ethics the clause that prevents ALS from doing survey work on property that they own.
- The AGM had the highest attendance they had seen in years, but a hybrid option was also offered.
- Heather & Dan Codling will be attending stakeholder sessions regarding a review of *The Subdivision Regulations*. Stakeholders were invited to two sessions; one in Regina, which Heather will attend & one in Saskatoon, which Dan will attend. This first phase of consultation is focussed on reducing red tape within the regulations. Adam will also be in attendance. There is also an option for stakeholders to request an individual meeting with Ian Goeres.

#### 4. Matters arising from previous meetings

- a. Public Member – still awaiting an appointment by the Minister of Justice. Carrie followed up this week and was told it is under Minister's review and consideration and we will be notified when a decision is made.
  - Travis recently ran into one of the candidates whose name we put forward on January 9 and explained that we are still waiting for an appointment to be made.

#### 5. Committee Reports as needed

- a. Convention Committee – Heather Bennett
  - Brad has arranged the golf tournament at Tor Hill
  - Heather is finalizing the partners program, with events each day.
  - Jared & James are still working on the education seminars. They have Trent Wahl confirmed to present on Unauthorized Practice and have invited Karen Banks. Some of their intended speakers have declined or have yet to respond, but they have identified others to contact.
- b. Nominations – Regan Rayner

- Carrie shared that Regan has a full slate of candidates: Dan Codling has agreed to let his name stand for Vice-President; Ben Clipperton & Patrick Skea for councillor.
- c. Board of Examiners - Robert King: Met this morning to ratify the exam marks. There are 2 SLSITs eligible for a commission at this time. A Labour Mobility candidate will also be challenging the exam early in May.
- d. Peer Competency Review Committee – Kristof Dumais: budget proposal was circulated.
- The committee looked at the cost per member of delivering this program and has proposed a budget for 2024.
  - An increase to annual license fees for 2024 would require a motion at the 2023 AGM in June.
  - Because the committee does not have a clear idea of the costs to deliver the program and the frequency with which field inspections will be required, it has recommended that Peer Competency Review be funded from the association’s surplus in 2024 rather than seeking an increase to annual license fees for the purpose of running this new program.
  - Once the program is underway in 2024, the committee will be able to report on the actual cost of delivery.
  - Additional factors related to annual license fees will be discussed later in the agenda.
  - SLSA unrestricted net assets at Dec. 31, 2022 were approximately \$111,000 (This is in addition to the funds allocated to the reserve fund & survey promotion and education fund)

*Moved by Stephen Conway, Seconded by Adam Kraszlany*

**That the Peer Competency Review budget for 2024 be incorporated in the association’s 2024 budget and be funded from the association’s surplus in 2024 (i.e. no increase proposed to annual license fees for 2024 for the purpose of Peer Competency Review). Carried**

- e. Government Relations Committee – Dan Codling: A draft letter regarding interests registered on titles will be provided for Council’s consideration.
- Dan and Heather will be attending stakeholder sessions regarding a review of *The Subdivision Regulations*; Dan in Saskatoon, Heather in Regina. The first phase is a red tape review.
- Many Councillors agreed that the vagueness of interests is a pain point.
  - There may be an educational opportunity for the Public Relations Committee to reach out to the International Right of Way Association. The McKercher report seems to identify some loopholes.
  - Stephen, the committee liaison, shared that the committee looked at some shocking examples where blanket interests are more a hindrance than a help.
  - The Registrar does not scrutinize interests. It is up to the person registering it to hold up that their interest is valid. The same is true of Builder’s liens.
  - Some background information on the consequences of a vague or splattered easement was provided for the Public Member: A property owner may not necessarily know where the limitations on their title rest, which could unnecessarily limit what a property owner can do. They may be unsure whether the utilities underground are within those limits. When the property changes hands, knowledge may not transfer. Once the above ground improvements are eventually taken down and land changes hands, the underground utilities may remain and create potential liability, particularly if undefined. First call might not identify them if the private feeder is not a subscriber. There may be other restrictions, such as right of first refusal or transfer limitations that affect value (the land owner would have signed off on these). A vague interest can impact the entire quarter, which is the case with Ducks Unlimited easements.
  - Short of legislative change to introduce scrutiny on the registration of interests, particularly spatial easements, the Registrar can create policy for additional functions or respond to direction from the Minister as per Section 6(3)(d) of *The Land Titles Act, 2000*:

***Registrar of Titles***

6(3) The Registrar is responsible for:

(a) supervising, under the direction of the minister, the operation of the land titles registry;

(b) directing and supervising all persons employed, or otherwise engaged, in the exercise of their powers and in the performance of their responsibilities in connection with the land titles registry;

(c) maintaining all documents in the land titles registry; and

(d) performing any additional functions or responsibilities assigned to the Registrar by this Act, the regulations, or the minister.

- Council agreed that a few changes are needed before the letter is sent:
  - A little more verbiage pertaining to public protection.
  - Finesse it a bit to better define & separate the 2 identified concerns and how they each relate to public protection.
  - Consider whether the reference to PSC's work with the Federal Government should be removed and reserved for use as a secondary argument.

- **Stephen & Heather will formulate a response to the committee**

- f. Appointment of new committee members - A motion is needed to appoint Trevor Luddington to the Education Committee; Kristof Dumais and Scott Colvin to the Board of Examiners; and Ryan Baete and Ernie Muller to the Government Relations Committee.

*Moved by Terry Alm, Seconded by Travis Wolfe*

**That T.W. Luddington be appointed to the Education Committee; K.D. Dumais and S.L. Colvin to the Board of Examiners; and R.L. Baete and E.G. Muller to the Government Relations Committee. Carried**

6. New Business

- a. Motions required for the 2023 AGM:

## **Resolution #1 - Association Surcharge for Standard Iron Posts**

*Moved & Seconded by the SLSA Council*

**Whereas:** According to the Bylaws of the SLSA, the amount to charge per standard iron post (purchased through the Association) must be set annually by a resolution passed by two thirds of the licensed members who are Saskatchewan land surveyors and who vote at each annual meeting;

### **Article XXI**

#### **SECTION 7**

(3) The price of each standard iron post sold by the association shall be greater than the amount the association has paid for that standard iron post

(i) the amount of any administration charges negotiated by the council; plus

(ii) an amount set annually by a resolution passed by two thirds of the licensed members who are Saskatchewan land surveyors and who vote at each annual meeting.

**Therefore be it resolved:**

**That the price to charge per standard iron post remain at \$2.00 (money raised for Public Relations activities including the operation of the SLSA Museum).**

- The surcharge was increased in 2019, when the museum first opened, from 50 cents to \$2/pin. In 2020 & 2021, the museum remained closed due to COVID, which built the surplus in the Survey Promotion & Education Fund to ~\$137,000 today.
- This fund is allocated for “activities that raise the profile of the land surveying and professional surveying professions, or raise awareness of, and interest in, careers in the survey industry in general and the survey profession in particular”. This typically includes the Public Relations and Museum Committee expenses.
- The fund could also include new initiatives such as a study into the number of land surveyors and technicians required to adequately serve the public in SK, or efforts to attract people to the profession. Among sister associations, building the profession for the protection of the public is generally agreed to be within our scope.

*Moved by Jade McLeod, Seconded by Stephen Conway*

**That resolution #1 as above be presented to members at the AGM as having been Moved & Seconded by the SLSA Council. Carried**

## **Resolution #2 – Collection of PSC Levy**

*Moved & Seconded by the SLSA Council*

**Whereas:** The Saskatchewan Land Surveyors Association will continue with the PSC All In Membership Model for the upcoming year;

**Therefore be it resolved:**

**That The Saskatchewan Land Surveyors Association will impose a special levy in the amount of the current PSC All In Membership fee (as per the PSC All In Membership Model) + GST which will be invoiced to the members (with the next upcoming annual renewal fees for 2024) and will then be paid to PSC. It will be up to each member to notify PSC of their renewal or registration as a new PSC member. The levy will not apply to Honorary Members, Life Members or Retired Members. Those who have paid the membership fees of Professional Surveyors Canada through another jurisdiction are exempt from this fee but must state which jurisdiction that is when returning their Annual Renewal fee to the Association office.**

- Some associations have left the PSC All In model because they feel that facilitating the collection of fees and remitting them to an advocacy body may be perceived as being outside of their scope as regulators.
- Council anticipates some discussion at the AGM on this issue.
- Some of the survey associations have asked PSC to more clearly define its role as the associations move away from advocacy.
- In some professions there is a college to regulate and an association to provide member services including advocacy.
- ALSA is considering an alternative where, should PSC be unwilling to fulfill that role, ALSs would pay a registrant fee to be licensed, and would have the option to pay a membership fee to be part of a separate advocacy body.
- Terry explained the real estate model – a commission is mandatory to practice and a fee is paid for that to the Saskatchewan Real Estate Commission. Membership in the Real Estate

Association is optional, but one must be a member to use the title Realtor and access additional services. There are 2 bodies and 2 separate fees.

- At the AOLS AGM, Heather recalls that they budgeted \$150,000 for an initiative to market the industry. They are not part of the PSC All-in model, nor are they under a PGA, so they intend to undertake the marketing themselves and use this funding to hire a full time marketing specialist. There was discussion about pooling funds if other provinces were interested.
- In MB, there is a separate organization, Consulting Surveyors of Manitoba
- Council discussed options to undertake or facilitate advocacy outside of PSC, either using surplus funds or collecting a levy in place of the PSC All In levy. Considering the sum invested in PSC by SLSs, Council felt that SLSs may be receiving a better return on their investment from PSC than could be provided separately.
- Heather anticipates discussion between PSC and the Presidents of the associations at the upcoming National Surveyors Conference to identify how PSC can better serve as that one voice. Even the associations who are no longer All In are open to investing in PSC in other ways.

*Moved by Adam Kraszlany, Seconded by Brad Luey*

**That resolution #2 as above be presented to members at the AGM as having been Moved & Seconded by the SLSA Council. Carried.**

- A third resolution would be required to amend Section 1 of Article XXI and Article XXXIV (Registration, Licensing and other Fees) if a fee adjustment is proposed.
- Heather shared some research the Executive Committee did on annual license fees
  - In 2006, fees were increased to \$1550 (for 2007) from \$1320
  - From 2007 -2019, fees remained at \$1550
  - A motion passed in 2019 to increase fees (for 2020) to \$1800
  - Looking at the Bank of Canada inflation calculator, the overall increase from 2020 to 2023 is roughly 12.5%, or 4% annually.
  - Looking back, we have held fees for several years and then attempted catch up with inflation by making significant fee increases. In 2019, there were actually 3 motions that resulted in cost increases for members – a special levy, fee increase, and increase to the pin levy.
  - It may be more palatable for members to review fees annually and make regular adjustments.
  - SLSA's incurs cost increases every year. We have inflation built into the Executive Director's contract, our office lease has gone up, etc. Surprise increases arise outside of our control – this year CBEPS fees increased over 30% - and we could incur fees for consultation or advice for issues such as EDI, recruitment & retention, future PGA compliance, etc.
  - Heather shared some license fees from across the country: ABCLS \$1750, ALSA \$2225, AMLS fees fluctuate based on the number of members and were ~\$3100 in 2023 (they approve a budget and then divide it amongst the members), AOLS \$2300, ANBLS \$2500, ANSLs ~\$1650. Our fees are within the range, but many of these associations are able to apply that fee to a much larger membership.
  - SLSA's demographics are encouraging compared to some of the other provinces. Of our 78 Active Members (including 2 Life Members who maintain their licenses), the average age of a SLS is 45. 15% of SLS are 55+. However, SLSA is experiencing attrition.
    - Throughout 2022, we added 1 commission and had 2 active SLSs retire/resign by the end of the license year and another pass away for a net loss of 2
    - 2021 saw no new commissions and 5 retirements/resignations for a net loss of 5
    - In 2020, we commissioned 3 new members but lost 5 for a net loss of 2 (these numbers exclude the members who retired and then later reinstated and any

- retired members who resigned fully)
  - Looking forward, the number of SLSITs is lower than the number of SLS who are already aged 60+.
- Any fee increase should be justifiable, particularly because we are sitting on a surplus.
- If we do not make more regular increases, we will never keep pace with inflation. In recent years, it has been reactionary for council to review fees, rather than a regular, recurring discussion. The latter was agreed to be preferable.

***It was agreed to create a practice that annually, at budget time, Council will review whether there should be an increase in fees proposed at the next AGM for the following year.***

- *Carrie will add that to our policy document & the Executive Director's recurring task calendar*
- Council agreed that a laddered, multi-year increase in fees would be more palatable for members. It was noted that the 2025 rate and years beyond would need to provide for Peer Competency Review costs (funded by the surplus in 2024).
- Based on the Bank of Canada Inflationary calculator, over the 3 years that our fees have been held at \$1800, the cost adjusted for inflation would be \$2024.
- Although we presently have a surplus, we have not had an increase in 3 years and have not kept pace with inflationary costs including the Executive Director's compensation (which has an inflationary increase built in to the contract), office lease rate, CBEPS fees, continuing education seminar expenses, etc. This will ensure that funds are available for new initiatives that may arise and for Peer Competency Review, which will be funded from the association's surplus in 2024 and from fees beginning in 2025.
- The annual fee for a retired member is ten percent of the current annual license fee, so retired members would be affected as well.
- In the 2019 resolution, P. Surv. fees were increased from \$600 to \$700. It was agreed that no change to P. Surv. fees need be proposed at this time since it is not affecting our budget and an increase would only dissuade potential P. Surv. members.
- Council drafted the following resolution based on a 7.5% increase each year for two years. A two year model was chosen to retain long term flexibility to address variables such as a change in membership numbers, the actual cost of Peer Competency Review, etc.

## **Resolution #3 – Annual License Fee Increase**

***Moved & Seconded by the SLSA Council***

**Whereas:** The last fee increase was approved in 2019. Fees were increased from \$1,550 to \$1,800 beginning with the 2020 renewals. In the three years since, SLSA has incurred inflationary costs including the Executive Director's compensation, office lease rate, CBEPS fees, continuing education seminar expenses, etc. An increase to adjusting the fee for inflation will ensure that funds are available for new initiatives that may arise and for Peer Competency Review, which will be funded from the association's surplus in 2024 and from fees beginning in 2025.

Therefore be it resolved:

That Section 1 of Article XXI and Article XXXIV (Registration, Licensing and other Fees) be amended as follows:

**Article XXI: Registration, Licensing and other Fees**

**SECTION 1**

(1) The annual license fee for a Saskatchewan land surveyor **for 2024** shall be ~~\$1,800.00~~ **\$1935.00** plus applicable taxes, **and for 2025 shall be \$2080.00 plus applicable taxes**, payable to the association not later than January 15th in every year. (Amended 2019/07/15 2023/06/08)

(2) Where a Saskatchewan land surveyor obtains an annual license for both professional land surveying and professional surveying, the combined annual license fee **for 2024** shall be ~~\$1,800.00~~ **\$1935.00** plus applicable taxes, **and for 2025 shall be \$2080.00 plus applicable taxes**, payable to the association not later than January 15th in every year. (Amended 2019/07/15 2023/06/08)

**Article XXXIV: Registration, Licensing and other Fees**

**SECTION 1**

(1) The annual license fee for a Professional Surveyor shall be \$700.00 plus applicable taxes payable to the association not later than January 15th in every year. (Amended 2019/07/15)

(2) Where a Professional Surveyor obtains an annual license for both professional surveying and land surveying, the combined license fee **for 2024** shall be ~~\$1,800.00~~ **\$1935.00** plus applicable taxes, **and for 2025 shall be \$2080.00 plus applicable taxes**, payable to the association not later than January 15th in every year. (Amended 2019/07/15 2023/06/08)

*Moved by Travis Wolfe, Seconded by Jade McLeod*

**That resolution #3 as above be presented to members at the AGM as having been Moved & Seconded by the SLSA Council. Carried with 1 Opposing Vote (Terry Alm).**

- b. There was no other business arising.
- 7. A closed session was held, which is not included in these minutes. An in-camera session formed part of that closed session.
- 8. Next Meeting: May 18, 1:30
- 9. Meeting was adjourned at 10:10 AM