
Friday, December 5, 2025

Hybrid/ 450 Cowie Hill Road, Rm 226 + Virtual, Microsoft® Teams

Present: Commissioner John MacPherson, Chair
Commissioner Cathy Deagle Gammon, Vice Chair
Commissioner Janet Steele
Commissioner Trish Purdy
Commissioner Jeff Langley
Commissioner Lucas Pitts
Commissioner Patty Cuttell

Regrets: N/A

Staff: Kenda MacKenzie, General Manager & CEO
Liana Rintoul, General Counsel/Board Secretary
Louis de Montbrun, Director, Corporate Services/CFO
Ashley Kendell, Director - People & Culture
John Eisnor, Director, Operations
Jarvis Singer, Acting Senior Manager, Water & Wastewater Treatment
Jeff Knapp, Senior Manager, Energy and Business Development
Jeff Myrick, Senior Manager, Communications and Corporate Strategy
Stephanie Leblanc, Senior Manager Information & Technology Services
Warren Brake, Manager Accounting
Heather Britten, Quality Assurance Officer
Nicole Jollymore, Administrative Coordinator

Guests: Jeff Turnbull, Principal, Eckler

These minutes are considered draft and will require approval by this committee at a future meeting.

The following does not represent a verbatim record of the proceedings of this meeting.
The agenda, reports, supporting documents, information items circulated and recording, are considered privileged and are for internal reference only.

CALL TO ORDER

Commissioner MacPherson called the public meeting to order at 10:41 AM.

REGULAR MEETING

1 a) **Ratification of the in-camera motion.**

MOVED by Commissioner Steele, seconded by Commissioner Deagle Gammon.

THAT the Halifax Water Board ratify the in-camera motions.

MOTION PUT AND PASSED.



1. **Approval of the order of business and approval of additions and deletions.**

MOVED by Commissioner Steele, seconded by Commissioner Deagle Gammon.

THAT the Halifax Water Board approve the order of business and approve additions and deletions.

MOTION PUT AND PASSED.

2. **Approval of minutes of the regular meeting held on Thursday, September 25, 2025**

MOVED by Commissioner Deagle Gammon, seconded by Commissioner Steele. All in favor.

THAT the Halifax Water Board approve the minutes of the September 25, 2025, regular meeting.

MOTION PUT AND PASSED.

3. **Business arising from minutes**

a) N/A

FINANCIAL REPORTS

4.1 **Operating results as of September 30, 2025**

Louis de Montbrun presented the Operating Results for the four (4) months ended September 30, 2025 to update the year-end financials.

4.2 **Capital expenditures as of September 30, 2025**

Louis de Montbrun presented the Capital Expenditures as of September 30, 2025.

4.3 **Proposed 2026 HRWC Employees' Pension Plan Budget**

Heather Britten provided an update on the summarized statement of changes in net assets available for benefits proposed for the 2026 budget.

MOVED by Commissioner Deagle Gammon, seconded by Commissioner Steele.

THAT the Halifax Water Board, as Trustees of the Plan, approve the proposed 2026 budget for the Halifax Water Employees' Pension Plan covering the period January 1, 2026 to December 31, 2026.

MOTION PUT AND PASSED.

4.4 **Employer Contribution Holiday and Costing of Benefit Enhancements**

Louis de Montbrun provided an overview on the surplus and how it was accumulated.

MOVED by Commissioner Steele, seconded by Commissioner Deagle Gammon. All in favor.

THAT the Halifax Water Board, as Trustees of the Plan, approve the motion as amended to include the word "initial" before employer contribution holiday:

(i) the start of consultation with employees (unionized and non-unionized) to explore the reinstatement of plan benefits and the impact on the Plan and contribution rates.

(ii) an initial employer contribution holiday for the Halifax Regional Water Commission Employees' Pension Plan to commence on January 1, 2026 to recoup \$1.9 M from the plan.



- (iii) the Plan be amended to change the formula from Best Average 7 to Best Average 5 years of pensionable earnings effective January 1, 2025.
- (iv) the cost to change the Plan formula from Best Average 7 years to Best Average 5 years be absorbed by the plan in 2025 and increase the contribution rates January 1, 2026 from 8.72% to approximately 9% to pay for this benefit enhancement.

MOTION PUT AND PASSED.

OTHER BUSINESS

5. Board subcommittee appointments (Verbal)

Commissioner MacPherson announced the update to subcommittee appointments following the departure of Commissioner MacLellan December 1.

6. NSRAB: Operations and maintenance audit 2025 (Presentation)

John Eisnor presented an update on the audits.

7. Boil Water Advisory (BWA) – Corrective action update (Presentation)

Jarvis Singer presented an update on the status on the corrective actions.

8. General Rate Application (GRA) update (Verbal)

Kenda MacKenzie presented an update on the status of the general rate application.

9. ADJOURNMENT

The public meeting adjourned at 12:11 PM.

INFORMATION REPORTS:

- 1-I Operational performance information report
- 2-I HRM Master Trust investment performance Q2 2025
- 3-I Halifax Water Employees’ Pension Plan - Quarterly update Q3 2025
- 4-I Halifax Water Compliance Statement - Quarterly certification

Next Meeting Date: Friday, February 27, 2026

Minutes Recorded by:

Nicole Jollymore,
Administrative Coordinator

Reviewed by:

Liana Rintoul
Corporate Secretary