



The Corporation of the City of Sault Ste. Marie
Regular Meeting of City Council
Addendum

Monday, November 3, 2025

5:00 pm

Council Chambers and Video Conference

As a courtesy, meetings are available for viewing on the City's YouTube channel
<https://www.youtube.com/user/SaultSteMarieOntario>

	Pages
6. Presentations	
6.1 <i>Sault Ste. Marie Physician Recruitment and Retention Program</i>	3 - 10
Tasha Varpio, Manager	
9. Unfinished Business, Notice of Motions and Resolutions Placed on Agenda by Members of Council	
9.3 <i>Sault Ste. Marie Advanced Aerial Mobility and Defence Sector Synergy</i>	
Mover Councillor C. Gardi	
Seconder Councillor R. Zagordo	
Whereas the City of Sault Ste. Marie, through its key strategic partners, including Sault College, Sault Ste. Marie Innovation Centre (SSMIC), and private industry possesses significant existing assets in aviation, applied research, and advanced manufacturing; and	
Whereas City Council has previously directed staff to explore the feasibility of establishing a local defence and munitions production facility, recognizing the need for Canadian self-sufficiency in this critical sector and the foundational role of local industry (e.g., Algoma Steel) and infrastructure; and	
Whereas the global and national Unmanned Aerial Systems (UAS), or drone sector, is rapidly converging with the defence and security sectors, creating new, high-value opportunities in Counter-Uncrewed Aerial Systems (C-UAS), Arctic surveillance, and specialized components that align directly with the City's ambition to diversify its industrial base; and	

Whereas Northern Ontario's unique geographical features and non-congested airspace offer a distinct competitive advantage for the development and testing of specialized Canadian aerial technologies, particularly for Beyond Visual Line-of-Sight (BVLOS), Great Lakes Maritime Operations, and dual-use Security and Defence Applications; and

Whereas Federal funding agencies, notably the Federal Economic Development Agency for Northern Ontario (FedNor), prioritize investment in regional economic diversification and technology adoption through key programs such as the Regional Economic Growth through Innovation (REGI), the Northern Ontario Development Program (NODP), and the Regional Artificial Intelligence Initiative (RAII), which can be strategically leveraged by combining the focus on the AAM and Defence sectors;

Now Therefore Be It Resolved that City Council request that the Community and Enterprise Services Department include opportunities for an Advanced Aerial Mobility (AAM) Hub as a component dedicated to defining the opportunities that explicitly support or accelerate the objectives of the formerly approved motion to explore a Defence/Munitions Feasibility Study.

SAULT STE. MARIE

Physician Recruitment & Retention Program

WORK. LIFE. BALANCE.



PROGRAM INTRODUCTION

- Formed in 2002 to provide coordinated community approach to physician recruitment
- Current partners include:
 - City of Sault Ste. Marie - \$205,000
 - Sault Area Hospital - \$95,000
 - Algoma West Academy of Medicine - in-kind support for events
- \$300,000 current annual funding



2025 RECRUITMENT HIGHLIGHTS

- Recruited **12** physicians to Sault Ste. Marie:
 - 9 family physicians
 - 1 pathologist
 - 1 pediatrician
 - 1 medical oncologist
- **3** physicians currently in the process of obtaining an academic license
- Conducted **14** site visits focusing on:
PRO candidates, medical oncology, pediatrics, obstetrics/gynecology, ophthalmology, anesthesia, cardiology, plastic surgery, and dermatology
- Attended **3** recruitment conferences:
(Dublin, Ireland; Mackinac Island, Michigan; Salt Lake City, Utah)



PRO – PRACTICE READY ONTARIO

- Currently, **6** PRO physicians are practicing in Sault Ste. Marie:
 - 3 at Group Health Centre, 2 at Great Lakes Clinic, and 1 at Superior Family Health Team
- Program assesses the skills of internationally trained family physicians to confirm readiness for independent practice in Ontario
- Includes a 12 week Clinical Field Assessment (CFA) in a designated Ontario community
- Followed by a three-year return of service in a rural community



NEW INITIATIVE: US TRAINED PHYSICIANS

In response to CPSO licensing changes, removing barriers for US trained physicians:

- Attended the MAFP (Michigan Academy of Family Physicians) Conference on Mackinac Island
- Attended the ACEP (American College of Emergency Physicians) Emergency Medicine Conference in Salt Lake City
- Exploring opportunities with Michigan-based physicians



INCENTIVES

Community Incentives

- Relocation allowance: \$5,000 in province, \$10,000 out-of-province
- Second site visit expenses (flights, accommodations for spouse and/or family)

Health Force Ontario Incentives

- \$83,000 for a 4 year return of service commitment
- Following the above incentive, Northern Physician Retention Initiative of over \$7,000 annually
- Northern Specialist APP – blended model designed to promote the recruitment of specialists



COMMUNITY INCENTIVE PROGRAM

- Partnering with local business leaders to help attract and retain physicians
- Seeking donations from local businesses to include goods, services, and exclusive offers in welcome packages for new physicians and their families
- In return for their generosity, local businesses will receive public acknowledgement



**Questions?
Feedback?**

Thank you.

