

IN THE MATTER OF the *Surveyors Act*, R.S.O. 1990,
Chapter S.29, as amended

AND IN THE MATTER OF Eric Salzer, O.L.S.

AND IN THE MATTER OF a Disciplinary Hearing
of the Discipline Committee of the Association of
Ontario Land Surveyors held in accordance with
Sections 26 and 27 of the said Act

SUMMARY OF THE DECISION OF THE DISCIPLINE PANEL

A virtual discipline hearing into allegations of misconduct by Eric Salzer, O.L.S., proceeded before a Panel of the Discipline Committee on April 22, 2021. The Association and Mr. Salzer jointly advised the Panel that Mr. Salzer was prepared to plead guilty to certain allegations; the parties had prepared an Agreed Statement of Facts as well as a Joint Submission on Order with respect to the penalty they proposed the Panel should accept.

The Statement of Facts provided facts regarding the complaint made by the Registrar, Kevin Wahba, O.L.S. Those facts can be summarized as follows.

The Facts

The allegations against Mr. Salzer arose out of a pattern of concerns related to Mr. Salzer's practice over a period of approximately 4 years. Over this period of time, the Association made several attempts to assist Mr. Salzer, including agreements as to how Mr. Salzer's practice could be improved and the involvement of a Monitor, Review Consultants, the Registrar, Complaints Committee and a previous Panel of the Discipline Committee. The Agreed Statement of Facts (ASF) was signed by Mr. Salzer and described a pattern of behaviour which demonstrated that Mr. Salzer is ungovernable when practicing on his own.

Mr. Salzer's guilty plea

Mr. Salzer agreed in the ASF that his conduct was constituted professional misconduct as described in the following sections of Regulation 1026 under the *Surveyors Act*:

35.1 (Contravening Legislation)

35.2 (failing to comply with performance standards)

35.18 (undertaking work beyond the competence or resources of the member)

35.21 (dishonourable or unprofessional conduct)

Mr. Salzer also agreed that his conduct was contrary to the following Code of Ethics requirements under Regulation 1026:

33(2)(a) (public trust and confidence)

33(2)(b) (abide by standards of practice)

33(2)(e) (ensure clients are aware)

The Panel accepted the ASF and accepted Mr. Salzer's guilty plea.

Penalty

The Panel accepted the Joint Submission which was agreed to and signed by Mr. Salzer prior to the Hearing. The penalty includes the following:

- a reprimand by the Panel to be recorded in the register;
- a revocation of Mr. Salzer's Certificate of Authorization for the firm LG Woods Surveying Inc., effective June 16, 2021;
- Costs of the proceeding fixed at \$2,500, to be paid by Mr. Salzer in no more than five (5) equal installments of \$500 due on the 15th of each month, beginning in June, 2021.
- Publication of a summary of the decision and reasons in the Quarterly, in InSight, and on the AOLS website.

Discipline Panel Members

Tom Kristjanson (Chair)

Ophir Dzaldov

Douglas Hunt

Julia Meldrum Smith

Peter Meerveld, LGA