



FRONTENAC



MINUTES OF THE REGULAR MEETING OF COUNCIL

September 15, 2021

A regular meeting of the Council of the County of Frontenac was held in the Frontenac Room of the County Administrative Office, 2069 Battersea Road, Glenburnie on Wednesday, September 15, 2021 at 9:30 AM

Present: Warden Fran Smith, Deputy Warden Ron Vandewal, Councillors Ron Higgins, Denis Doyle, Bruce Higgs, Bill MacDonald, Gerry Martin and Alan Revill

Also Present:

County:

Kelly Pender, Chief Administrative Officer

Gale Chevalier, Chief/Director of Emergency & Transportation Services

Joe Gallivan, Director of Planning and Economic Development

Alex Lemieux, Director of Corporate Services/Treasurer

Susan Brant, Administrator-Fairmount Home

Barb McCulloch, Director of Human Resources

Jannette Amini, Manager of Legislative Services/Clerk

Motion #: 134-21 Moved By: Councillor Reville

Seconded By: Councillor Martin

Whereas, the County undertook a non-union compensation study as part of a regular market review to identify the level of compensation competitiveness to other municipalities;

And Whereas, Krecklo & Associates Inc. was retained in 2021 to complete the compensation survey for the County and compare to selected Ontario Municipalities;

And Whereas, C.P. Wilms Consulting was retained to independently evaluate new positions and positions having changed responsibilities;

Now Therefore be it resolved that the Council of the County of Frontenac provide direction to staff to implement the following recommendations, effective July 1, 2022:

1. **That** the Salary Schedule for Non-Union Staff be adjusted where necessary to an acceptable compensation structure allowing for appropriate progression through steps; ensuring minimal compression between levels; addressing market sensitive positions below market comparators; ensuring compliance to Pay Equity legislation; and, providing further movement toward the goal of achieving the 50th percentile of the market comparators;
2. **That** the position(s) increasing in scope as per the job evaluation be moved to their new pay band;
3. **That** employees be placed upon the closest next step on the new grid that provides them with an increase following implementation of the annual COLA increase January 1, 2022; the new structure will be implemented effective July 1, 2022;
4. **That** staff continue to monitor and report annually to Council regarding pay equity compliance and Market Equity performance;

Carried

Unfinished Business

Recommend Reports from the Chief Administrative Officer

a) **2021-072**

Corporate Services - Ombudsman's Findings - Livestreaming of Virtual Council Meetings at all Times

Motion #: 139-21 Moved By: Councillor Martin

Seconded By: Councillor Higgins

Resolved That the Council of the County of Frontenac receive the Corporate Services – Ombudsman’s Findings – Livestreaming of Virtual Council Meetings at all Times report for information;

And Further That the Procedural By-law Review Committee ensure that provisions are made in the Procedural By-law to address the findings made by the Ombudsman, which may include provisions for:

1. technological issues such as when livestreaming goes down during an open meeting;
2. Monitoring of live broadcasts to ensure transmission quality to allow meetings to be paused if issues arise;
3. Provide telephone conferencing or other alternatives for members of the public who are unable to watch a livestream.

Carried

b) **2021-073**

Resolved That the Council of the County of Frontenac receive the Emergency and Transportation Services –2022Legislated Response Time Performance Plan report for information;

And Further That Council direct the Clerk to introduce a by-law later in the meeting adopting the response time standards as outlined in this report.

Carried

e) **2021-076**

Planning and Economic Development - Frontenac K&P Trail Management Plan Final Approval

Motion #: 143-21 Moved By: Councillor Higgins

Seconded By: Councillor Smith

Be It Resolved ThatCounty Council approve the Frontenac K&P Trail Management Plan dated September 15, 2021;

And Further That staff be directed to create a by-law to implement and enforce management policies on the Frontenac K&P Trail;

And Further Thatsubject to regular review of costs, the Management Plan be utilized as a guide for the development of operations budget and where applicable, contracted services.

Carried

Motion #: 144-21 Moved By: Councillor Revill

Seconded By: Warden Vandewal

Be It Resolved That the motion be amended as follows:

Resolved That Council of the County of Frontenac accept the Corporate Services – Finance - 2021 Temporary Borrowing By-Law report;

And Further That the Clerk be directed to introduce a by-law later in the meeting to authorize current borrowings from time to time during 2021.

Carried

Information Reports from the Chief Administrative Officer

a) **2021-075**

Fairmount Home - Quarterly Update Activity Report

b) **2021-077**

Corporate Services - 2021 Second Quarter Financial Summary and Outlook

Reports from Council Liaison Appointees

a) **Fairmount Home Liaison Submission by Councillor Martin**

Reports from External Boards and Committees

Reports from Advisory Committees of County Council

2. Under Community Benefit and Dividends section, change the word options to scenarios
3. Under MSC Duty to the Shareholders section, second paragraph, insert the words “by the Corporation” before to the word annually in the last sentence.
4. On the title page add the words The Shareholders above the 5 municipalities listed.

And Further That the DRAFT Business Case Study dated September 9, 2021, as amended, be provided to the member municipalities for their review and input prior to the end of October 2021.

2. 2021-069

Planning and Economic Development Department

Final Report: Willowbrook Estates Subdivision, Phase 2

Whereas the Council of the County of Frontenac considered all written and oral submissions received on this application, the effect of which helped Council to make an informed decision;

Therefore Be It Resolved That the Council of the County of Frontenac approve the conditions of draft plan of subdivision for the property known as Phase 2 of the Willowbrook Estates Subdivision, located in the Hamlet of Inverary, South Frontenac Township (County File Number 10T-2020-002), subject to the Conditions of Draft Approval contained in the County Planning and Economic Development report dated September 9, 2021, noted as Attachment 3 to this report;

And Further That this approval of the draft plan of subdivision supersede the previous draft approval given by County Council in 2014, which lapsed prior to the issuance of final approval; and,

And Further That the Clerk be authorized to issue draft approval by signing the required documents and making any technical corrections to the conditions as needed.

- b) From the Eastern Ontario Regional Network (EORN) providing a Tower Siting Resource Guide**
[Distributed to Members of County Council July 23, 2021]

- c) From the Municipality of Shuniah regarding a Letter of Support for Lyme Disease Awareness Month**
[Distributed to Members of County Council July 23, 2021]

- d) From the Municipality of Shuniah regarding a Letter of Support on exemption of Capital Gains Tax on Primary Residence**
[Distributed to Members of County Council July 23, 2021]

- e) From the Municipality of Shuniah regarding a Letter of Support on Municipal Land Transfer Tax**
[Distributed to Members of County Council July 23, 2021]

- f) From the Southern Frontenac Community Services providing its Q2 Transportation Report**
[Distributed to Members of County Council July 23, 2021]

- g) From the Town of Cobourg regarding a resolution supporting Bill C-6 An Act to amend the Criminal Code (Conversion Therapy)**
[Distributed to Members of County Council July 23, 2021]

- h) From the Town of LaSalle regarding a resolution endorsing the exemption of Capital Gains Tax on Primary Residence**
[Distributed to Members of County Council July 23, 2021]

- i) From the Town of Plympton Wyoming regarding resolution supporting the Town of Cochrane on PSA Test**
[Distributed to Members of County Council July 23, 2021]

- j) From the Town of Sarnia regarding a resolution and letter to Prime Minister Trudeau on Capital Gains Tax on primary residences**
[Distributed to Members of County Council July 23, 2021]

- k) From the Rural Frontenac Community Services providing its Q2 Transportation Report**
[Distributed to Members of County Council July 23, 2021]

- l) From the City of Stratford regarding a Letter to Premier For to Phase Out Ontario's Gas Plants**
[Distributed to Members of County Council July 30, 2021]

- m) From the County of Lennox & Addington regarding a Resolution concerning the Education Development Charges**
[Distributed to Members of County Council July 30, 2021]

- n) From the Town of Niagara on the Lake forwarding a letter to Fort Erie on the Capital Gains Tax on Primary Residence**
[Distributed to Members of County Council July 30, 2021]

- o) From Northumberland County regarding a Resolution on POA advocacy - regulatory and legislative changes**
[Distributed to Members of County Council August 06, 2021]

- p) From Township of Huron-Kinloss regarding Support Motion M-84 Anti-Hate Crimes and Incidents and Private Member's Bill C-313 Banning Symbols of Hate Act**
[Distributed to Members of County Council August 13, 2021]

- q) From Township of Huron-Kinloss regarding a resolution - Compensation for First Nation Children and their Families**
[Distributed to Members of County Council August 13, 2021]

- r) From Township of Huron-Kinloss regarding Prostate Blood Testing to be included in Health Care System**
[Distributed to Members of County Council August 13, 2021]

- s) From Township of Huron-Kinloss regarding Terminate its appeal of the 2019 Human Rights Tribunal Ruling**
[Distributed to Members of County Council August 13, 2021]

- t) From Township of Huron-Kinloss regarding PSA Test for Men covered in the National Health System**

[Distributed to Members of County Council August 13, 2021]

- u) From Mr. Wayne Robinson a letter regarding implementing trail passes on the K&P Trail**

[Distributed to Members of County Council August 13, 2021]

- v) From Chatham-Kent regarding a resolution supporting affordable internet**

[Distributed to Members of County Council August 13, 2021]

- w) From Chatham-Kent regarding anti-hate crimes, incidents, Bill C-313 Banning Symbols of Hate Act**

[Distributed to Members of County Council August 13, 2021]

- x) From the Town of Plympton-Wyoming regarding supports City of Kitchener Regarding Concerns of the Rising Costs of Building Materials**

[Distributed to Members of County Council August 13, 2021]

- y) From the Township of McMurrich/Monteith regarding support for 9-8-8, a 3 digit suicide and crisis prevention hotline**

[Distributed to Members of County Council August 13, 2021]

- z) From Councillor Smith providing the Housing and Homelessness Advisory Committees Kingston System Performance Recommendations**

[Distributed to Members of County Council August 20, 2021]

- aa) From the City of Toronto regarding a resolution on Bill 177 Stronger Fairer Ontario Act Changes to the POA**

[Distributed to Members of County Council August 20, 2021]

- ab) From the City of Toronto regarding a resolution on Building the Early Learning and Child Care System Toronto Needs**

[Distributed to Members of County Council August 20, 2021]

- ac) From the County of Perth regarding a resolution on the Relationship with MPAC**

[Distributed to Members of County Council August 20, 2021]

- ad) From the Minister of Finance confirming the Government is not looking to change tax on principle residences**

[Distributed to Members of County Council August 20, 2021]

- ae) From the Town of Petrolia regarding a resolution supporting the Capital Gains Tax resolution of the Town of Fort Erie**

[Distributed to Members of County Council August 20, 2021]

- af) From the Town of Petrolia regarding support of the initiative in relation to a national 988 suicide and crisis hotline**
[Distributed to Members of County Council August 20, 2021]
- ag) From the Village of Oil Springs regarding resolution in support of the Town of Fort Erie resolution on Capital Gains Tax**
[Distributed to Members of County Council August 20, 2021]
- ah) From Gravel Watch Ontario regarding its response to Environmental Registry Ontario No. 019-2785**
[Distributed to Members of County Council August 27, 2021]
- ai) From the Municipality of Leamington regarding a resolution on Joint and Several Liability**
[Distributed to Members of County Council August 27, 2021]
- aj) From the Town of Greater Napanee regarding a resolution and letter to Ministers of Health for Town of Cochran Support**
[Distributed to Members of County Council August 27, 2021]
- ak) From the Town of Greater Napanee regarding a resolution on Lyme Disease Awareness**
[Distributed to Members of County Council August 27, 2021]

- a) From the Town of Greater Napanee regarding a resolution on Support of Suicide and Crisis Hotline**

[Distributed to Members of County Council August 27, 2021]

- am) From the City of Brantford regarding a resolution on the Year of the Garden**

[Distributed to Members of County Council September 3, 2021]

- an) From the City of Hamilton regarding resolution on noise concerns for expiry of extended construction hours**

[Distributed to Members of County Council September 3, 2021]

- ao) From the Southern Frontenac Community Services providing its September 2021 Newsletter**

[Distributed to Members of County Council September 3, 2021]

- ap) From the Town of Larder Lake regarding a resolution to support of inclusion of PSA test for men**

[Distributed to Members of County Council September 3, 2021]

- aq) From the Town of Plympton-Wyoming regarding a resolution Supporting the City of Kitchener Bill C313 Banning Symbols of Hate Act**

[Distributed to Members of County Council September 3, 2021]

- ar) **From the Town of Plympton-Wyoming regarding a resolution Supporting the Municipality of Chatham-Kent on Affordable Internet**
[Distributed to Members of County Council September 3, 2021]

- as) **From the Town of South Bruce Peninsula providing a response letter from Ministry of the Attorney General for Lottery Licensing**
[Distributed to Members of County Council September 3, 2021]

- at) **From Councillor Fran Smith providing the Housing and Homelessness Advisory Committee agenda and minutes**
[Distributed to Members of County Council September 10, 2021]

- au) **From Tay Valley Township regarding a resolution on Lottery Licensing to Assist Small Organizations**
[Distributed to Members of County Council September 10, 2021]

- av) **From the City of Port Colborne regarding a resolution on the Phase Out Ontario's Gas Plants**
[Distributed to Members of County Council September 10, 2021]

Other Business

Public Question Period

By-Laws – General By-laws and Confirmatory By-law

a) First and Second Reading

Motion #: 153-21 Moved By: Councillor Martin

Seconded By: Councillor Revill

Resolved That leave be given the mover to introduce by-laws a) through c) that have been circulated to all Members of County Council and that by-laws a) through c) be read a first and second time.

Carried

b) Third Reading

Motion #: 154-21 Moved By: Councillor Martin

Seconded By: Councillor Revill

Resolved That by-laws a) through c) be read a third time, signed, sealed and finally passed.

Carried

By-Laws

