



Frontenac County Council Meeting
Wednesday, May 21, 2025 – 9:00 a.m.
County of Frontenac Administration Building,
2069 Battersea Road, Glenburnie, ON
Council will resolve into Closed Meeting
and will reconvene as regular Council at 9:30 a.m.
<https://youtube.com/live/q5LbN4rnQyo?feature=share>

Agenda

Page

Call to Order

We begin this gathering by acknowledging and celebrating these traditional lands as a gathering place of the first peoples and their ancestors who are entrusted to care for mother earth since time immemorial. We do so respecting both the land and the Indigenous People who continue to walk with us through this world. Today, the County is committed to working with Indigenous peoples and all residents to pursue a united path of reconciliation.

Roll Call

Closed Session

- a) Move into closed session

Resolved That Council resolve itself into Committee of the Whole closed session as authorized under Section 239 of The Municipal Act, to consider:

1. Adoption of Closed Minutes of Meetings held January 15, 2025
2. Labour relations or employee negotiations - as it relates to Attendance Management

- b) Return to Council

Resolved That Council rise from Committee of the Whole closed session with/without reporting

Approval of Addendum

Disclosure of Pecuniary Interest and General Nature Thereof

Adoption of Minutes

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- a) Minutes of Meeting held April 16, 2025

Resolved That the minutes of the regular Council meeting held April 16, 2025 be adopted.

[Minutes of Meeting held April 16, 2025](#)

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- b) Minutes of Special Meeting held May 14, 2025

Resolved That the minutes of the regular Council meeting held May 14, 2025 be adopted.

[Minutes of Special Meeting held May 14, 2025](#)

Delegations and/or Presentations

Proclamations

Move into Committee of the Whole

- a) **That** Council adjourn and meet as Committee of the Whole Council, with the Deputy Warden in the Chair.

Briefings

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- a) **Mr. Kevin Farrell**, Chief Administrative Officer, will provide Council with his monthly CAO briefing.

[CAO Monthly Report](#)

Unfinished Business

Consent Reports from the Chief Administrative Officer

Committee of Management of Fairmount Home

- a) **Move into Committee of Management of Fairmount Home**

That Committee of the Whole Council adjourn and meet as Committee of Management of Fairmount Home, with the Deputy Warden in the Chair.

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- b) **2025-048**

Fairmount Home

Q1 Quarterly Update Report

This report is for information purposes.

[Q1 Quarterly Update Report](#)

- c) Return to Committee of the Whole Council

That the Committee of Management of Fairmount Home adjourn and revert back to Committee of the Whole Council.

Recommend Reports from the Chief Administrative Officer

- a) **Consultant Briefing:** Debbi Miller, Community Development Officer, will introduce Dr. Kim Morrison, who will brief County Council with an update from the FLA OHT, including updates regarding the \$1.8 Billion healthcare funding announcement and any possible Frontenac impacts.
- b) **Staff Briefing:** Debbi Miller, Community Development Officer, will provide Council with a briefing on the Implementation Plan - Healthcare in our Community.
[See Recommend Reports from the Chief Administrative Officer, clause c)]

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- c) **2025-049
Planning and Economic Development
Implementation Plan - Healthcare in our Community**

Note: Appendix A - Healthcare Implementation Plan is not in an accessible format but can be provided upon request

Recommendation:

Be It Resolved That the Healthcare in Our Community Implementation Plan appendix be approved,

And Further That staff be authorized to lead, coordinate, and participate in the activities outlined in the Healthcare in Our Community Implementation Plan,

And Further That the CAO be authorized to enter into an agreement with KEYS for the purpose of participating in the NEST* program,

And Further That up to \$30,000 from the Strategic Project Reserve funds be available for staff to use for consulting, recruitment events, and communications in Frontenac County as outlined in the report.

[Implementation Plan - Healthcare in our Community](#)

Information Reports from the Chief Administrative Officer

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- a) **2025-046
Corporate Services
Queen's University Archives Annual Report to the County of Frontenac for 2024**
[Queen's University Archives Annual Report to the County of Frontenac for 2024](#)
[Appendix A Queens's Archives Annual Report 2024](#)

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- b) **2025-047**
Corporate Services
2024 County of Frontenac Investment Report
[2024 County of Frontenac Investment Report](#)

Reports from Advisory Committees of County Council

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- a) **Report of the Governance Review Committee**

All items listed on the Governance Review Committee Report shall be the subject of one motion. Any member of County Council may ask for any item(s) included in the Governance Review Committee Report to be separated from that motion and considered separately, whereupon the Governance Review Committee Report without the separated item(s) shall be put to the vote and the separated item(s) shall be considered immediately thereafter.

Report of the Governance Review Committee

That the Report received from the Governance Review Committee be received and adopted.

Report of the Governance Review Committee

The Governance Review Committee reports and recommends as follows:

- 1. **2025-043**
Corporate Services
Adoption of an updated County of Frontenac Accountability and Transparency Policy

Resolved That the Council of the County of Frontenac adopt an Accountability and Transparency Policy for the County of Frontenac attached to this report as Appendix A

And further That By-law 2007-0038 being a by-law to adopt an Accountability and Transparency Policy be hereby repealed.

[Governance Review Committee Report to Council](#)
[Appendix A To GRC Report Proposed Draft Accountability and Transparency Policy](#)

Return to Council

- a) **That** Council revert from Committee of the Whole Council, to Council.

Adoption of the Report of the Committee of the Whole Council

- a) **That** the report of the Committee of the Whole Council be adopted and that the necessary actions or by-laws be enacted.

Motions, Notice of Which has Been Given

Giving Notice of Motion

Communications

That Council consent to the following communications of interest to Council listed below be received and filed:

- a) From the City of Cambridge regarding a Resolution for the Redistribution of the Provincial Land Transfer Tax and GST to Municipalities
[Distributed to Members of County Council April 25, 2025]
- b) From the Municipality of North Middlesex regarding a Resolution Opposing the Strong Mayors Powers
[Distributed to Members of County Council April 25, 2025]
- c) From the Town of Aylmer regarding a Resolution to Oppose Expansion of Strong Mayor Powers
[Distributed to Members of County Council April 25, 2025]
- d) From the Town of Greater Napanee regarding a Resolution in Opposition to Strong Mayor Powers
[Distributed to Members of County Council April 25, 2025]
- e) From the Town of Parry Sound providing a letter sent to MMAH regarding consultation on Strong Mayors Powers
[Distributed to Members of County Council April 25, 2025]
- f) From the Town of Parry Sound regarding a Resolution for inclusive research to reflect diversity of Canadian communities
[Distributed to Members of County Council April 25, 2025]
- g) From the City of Stratford regarding a Resolution in opposition to the Strong Mayors Powers
[Distributed to Members of County Council May 2, 2025]
- h) From the Food Policy Council of KFL&A providing its Spring 2025 Newsletter
[Distributed to Members of County Council May 2, 2025]
- i) From the Municipality of Bluewater regarding a Resoution in Opposition to Strong Mayor Powers Expansion

- [Distributed to Members of County Council May 2, 2025]
- j) From the Municipality of South Huron regarding a Resolution in opposition to the Strong Mayor Powers
[Distributed to Members of County Council May 2, 2025]
- k) From the Municipality of St. Charles regarding a Resolution concerning the Carbon Tax
[Distributed to Members of County Council May 2, 2025]
- l) From the Town of Caledon regarding correspondence to Premiere Ford on Tile Drainage
[Distributed to Members of County Council May 2, 2025]
- m) From the Town of Essex regarding a Resolution opposing the Strong Mayors Powers
[Distributed to Members of County Council May 2, 2025]
- n) From the Town of Richmond Hill regarding a Resolution for regulations on exotic animals
[Distributed to Members of County Council May 2, 2025]
- o) From the Town of Tecumseh regarding a Resolution in opposition of Strong Mayor Powers
[Distributed to Members of County Council May 2, 2025]
- p) From the Town of Cobourg regarding a Resolution on Ontario Works Financial Assistance Rates
[Distributed to Members of County Council May 9, 2025]
- q) From the Township of Larder Lake regarding a Resolution concerning the Sovereignty of Canada
[Distributed to Members of County Council May 2, 2025]
- r) From the Township of Spring Water regarding a Resolution Opposing Strong Mayor Powers
[Distributed to Members of County Council May 9, 2025]
- s) From the Township of Springwater regarding a Resolution on the Redistribution of the Land Transfer Tax
[Distributed to Members of County Council May 9, 2025]
- t) From MMAH regarding the introduction of Bill 17 Protect Ontario by Building Faster and Smarter Act
[Distributed to Members of County Council May 16, 2025]
- u) From the Municipality of Quinte West regarding a Resolution on Strong Mayor Powers
[Distributed to Members of County Council May 16, 2025]

Other Business

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

- a) First and Second Reading

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

- b) Third Reading

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

By-Laws

- a) To confirm all actions and proceedings of County Council on May 21, 2025
[Proposed By-law No. 2025-021]
[To confirm all actions and proceedings of County Council on May 21, 2025](#)

Adjournment



FRONTENAC



Minutes of the Regular Meeting of Council April 16, 2025

A regular meeting of the Council of the County of Frontenac was held in the Council Chamber of the County Administration Building, 2069 Battersea Road, Glenburnie on Wednesday, April 16, 2025 at 9:30 am.

Roll Call

Present: Warden Gerry Lichty, Deputy Warden Bill Saunders, Councillors Fred Fowler, Nicki Gowdy, Judy Greenwood-Speers, Ray Leonard, Fran Smith, and Ron Vandewal

Also Present: **County:**
Richard Allen, Manager of Economic Development
Sonya Bolton, Manager of Community Planning
Susan Brant, Administrator-Fairmount Home
Kevin Farrell, Chief Administrative Officer/Deputy Clerk
Amy Freeburn, Executive Assistant to the CAO
Joe Gallivan, Director of Planning and Economic Development
Marc Goudie, Chief/Director of Emergency & Transportation Services
Barb McCulloch, Director of Human Resources
Debbi Miller, Community Development Officer
Matt Mills, Communications Officer

Call to Order

We begin this gathering by acknowledging and celebrating these traditional lands as a gathering place of the first peoples and their ancestors who are entrusted to care for mother earth since time immemorial. We do so respecting both the land and the Indigenous People who continue to walk with us through this world. Today, the County is committed to working with Indigenous peoples and all residents to pursue a united path of reconciliation.

Closed Session

Approval of Addendum

Disclosure of Pecuniary Interest and General Nature Thereof

There were none.

Report of the Planning and Economic Development Advisory Committee

The Planning and Economic Development Advisory Committee reports and recommends as follows:

1. **2025-036**

Environmental Impact Study (EIS) Guidelines Final Document

Be It Resolved That the Council of the County of Frontenac receive the Environmental Impact Study (EIS) Guidelines, as prepared by Envision Consultants Ltd., dated December 12, 2024, in fulfilment of the terms of the project contract;

And Further That Council direct County staff to use the EIS Guidelines, where applicable, for all planning applications where the County is the approval authority;

And Further That Council direct County staff to share the EIS Guidelines with our partner Townships and encourage them to adopt the guidelines for use in applicable planning applications where they are the approval authority, in order to ensure a consistent approach for these types of studies across the County

Carried

2. **2025-037**

Eastern Ontario Rail Trail Loop Market Readiness Assessment Results and Next Steps

Be It Resolved That the County of Frontenac take the following actions:

Be It Resolved That the Warden and Clerk be authorized to enter into a formal partnership with OHTO, relevant municipalities and trail managers to continue and encourage the development of the Eastern Ontario Rail Trail Loop

And Further That staff be authorized to participate in the development of a joint strategy, action plan and governance structure for the Eastern Ontario Rail Trail Loop.

Carried

3. **2025-009**

E-Bikes, E-Scooters, Mobility Scooters and other forms of micromobility on the K&P Trail

Be It Resolved the Planning and Economic Development Advisory Committee receives report 2025-009;

And Further That staff be directed to amend Bylaw No. 2022-0033 as follows:

1. **That** Section 2, Definitions, be amended by deleting the following:

- a. **“E-Bike”** shall mean a motor assisted bicycle within the meaning of the Highway Traffic Act, R.S.O .1990, c.H.8, as amended.

Report of the Governance Review Committee

The Governance Review Committee reports and recommends as follows:

1. **2025-039**

Corporate Services

Adoption of an updated County of Frontenac Public Notice Policy

Resolved That the Council of the County of Frontenac adopt a Public Notice Policy for the County of Frontenac attached to this report as Appendix A;

And further That By-law 2014-0008 being a by-law to adopt a Public Notice Policy be hereby repealed.

Carried

Return to Council

Motion #: 102-25 Moved By: Councillor Vandewal

Seconded By: Councillor Fowler

That Council revert from Committee of the Whole Council, to Council.

Carried

Adoption of the Report of the Committee of the Whole Council

Motion #: 103-25 Moved By: Councillor Leonard

Seconded By: Deputy Warden Saunders

That the report of the Committee of the Whole Council be adopted and that the necessary actions or by-laws be enacted.

Carried

Motions, Notice of Which has Been Given

Giving Notice of Motion

Communications

That Council consent to the following communications of interest to Council listed below be received and filed:

- a) From the Municipality of Assiginack regarding a Resolution on Tariffs and a Canadian Business First policy
[Distributed to Members of County Council March 21, 2025]
- b) From the Municipality of Temagami providing a Letter of Support for County of Frontenac Tile Drainage Resolution
[Distributed to Members of County Council March 21, 2025]

b) Third Reading

Motion #: 105-25 Moved By: Councillor Gowdy
Seconded By: Councillor Greenwood-Speers

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

Carried

By-Laws

- a) To adopt a Public Notice Policy for the County of Frontenac and rescind By-law 2014-0008
[Proposed By-law No. 2025-016]
- b) To amend Bylaw No. 2022-0033 to regulate E-Bikes, E-Scooters, Mobility Scooters and other forms of micromobility on the K&P Trail.
[Proposed By-law No. 2025-017]
- c) To Authorize the Warden and Clerk to Execute Agreements for the development of the Eastern Ontario Rail Trail Loop
[Proposed By-law No. 2025-018]
- d) To confirm all actions and proceedings of County Council on April 16, 2025
[Proposed By-law No. 2025-019]

Adjournment

a) Motion to Adjourn

Motion #: 106-25 Moved By: Councillor Smith
Seconded By: Councillor Vandewal

That the meeting hereby adjourn at 10:01 a.m.

Carried

Gerry Lichty, Warden

Kevin Farrell, Deputy Clerk



FRONTENAC



Minutes of the Special Meeting of Council May 8, 2024

A special meeting of the Council of the County of Frontenac was held in electronic format and hosted at the County Administration Building, 2069 Battersea Road, Glenburnie, on Wednesday, May 14, 2025, at 5:00 p.m.

Roll Call

Present Electronically: Warden Gerry Lichty, Deputy Warden Bill Saunders (late), Councillors Fred Fowler, Nicki Gowdy, Judy Greenwood-Speers, Fran Smith and Ron Vandewal

Regrets: Councillor Ray Leonard, as he was unable to connect.

Also Present: **County:**
Jannette Amini, Manager of Legislative Services/Clerk
Kevin Farrell, Chief Administrative Officer

Others Present: EORN representatives Lisa Severson and Jason St-Pierre
Councillors and Staff from the Townships of North Frontenac, Central Frontenac and South Frontenac and Frontenac Islands

Call to Order

We begin this gathering by acknowledging and celebrating these traditional lands as a gathering place of the first peoples and their ancestors who are entrusted to care for mother earth since time immemorial. We do so respecting both the land and the Indigenous People who continue to walk with us through this world. Today, the County is committed to working with Indigenous peoples and all residents to pursue a united path of reconciliation.

Disclosure of Pecuniary Interest and General Nature Thereof

There were none.

Administrative Report

May 21, 2025

Report 2025-05



CAO Schedule – May 2025

- Student / Intern Orientation – May 5th
- Governance Review Committee – May 6th
- Senior Leadership Team Meeting – May 7th
- FLA OHT Leadership Collaborative – May 8th
- EOWC Queen’s Park Advocacy Prep – May 9th
- FMSC Shareholders Agreement – May 9th
- EOWC Meeting – May 12th
- EOWC Queen’s Park Advocacy Day – May 13th
- MTO Partnership Meeting – May 14th
- Joint Council Meeting – May 14th
- CUPE 109 Bargaining Day – May 15th
- FMSC Board Meeting – May 20th
- Frontenac County Council – May 21st
- Old House Meeting – May 22nd
- Emergency Management Committee – May 22nd
- EOLC Infrastructure Committee – May 27th
- FLA OHT Health Home Meeting – May 28th
- TSC Meeting – May 29th

Human Resources Update – Key Activity

Recruitment

- 169 postings as of May 12th
- Ongoing recruitment in all areas for Fairmount
- 15 part-time paramedics commenced employment May 12th

Labour Relations

- CUPE 2290 – continue to wait for interest arbitration date
- OPSEU 462 – bargaining will commence in July
- CUPE 109 – 3rd date of bargaining June 12th

Miscellaneous

- Equity, Diversity & Inclusion committee kick off meeting – May 5th with valuable discussion and ideas
- Conflict Resolution Mode Styles workshop offered internally - May 1st with 20 attendees; very well received; a second date will be offered
- Wellness Fair scheduled at Fairmount Auditorium on May 27th



Fairmount Home

- On April 30, management team members met with Groundworks Engineering to discuss the progress on the replacement of the Wastewater Treatment Plant. A feasibility study comparing proposed systems is anticipated by early June.
- Fairmount Home has entered a partnership with the [Independent Order of Oddfellows and Rebekahs](#) in Harrowsmith, where the home will donate surplus mobility aid equipment to benefit local community members
- On May 8, Payton Hunt, Assistant Director of Care - IPAC attended KFL&A Public Health's Community Infection Prevention Partners event where she presented on Flu Fighters: Tackling Influenza in Long-Term Care to provide IPAC guidance to local partners

Frontenac Paramedics

- 15 new Paramedics have started orientation
- Paramedic Services week May 18-25, 2025
- New Dispatch System (MPDS) helping with operational improvements
- Off-Load delays have improved



Communications update

Website Pageviews

FrontenacCounty.ca	18,642
VisitFrontenac.ca	11,264
FrontenacMaps.ca	6,269
EngageFrontenac.ca	3,533
CivicWebPortal	823

Social Media Engagement

County Facebook & Instagram	12,353
County X Twitter	791
County Youtube	833
County LinkedIn	650
FPS X Twitter	341
Visit Frontenac Facebook & Instagram	604
Fairmount Facebook	2,030
K&P Trail Facebook Group	1,320
H.I. Ferry X Twitter	25

Total engagements in April

59,478	
Change from March 2025	2%
Change from April 2024	15%

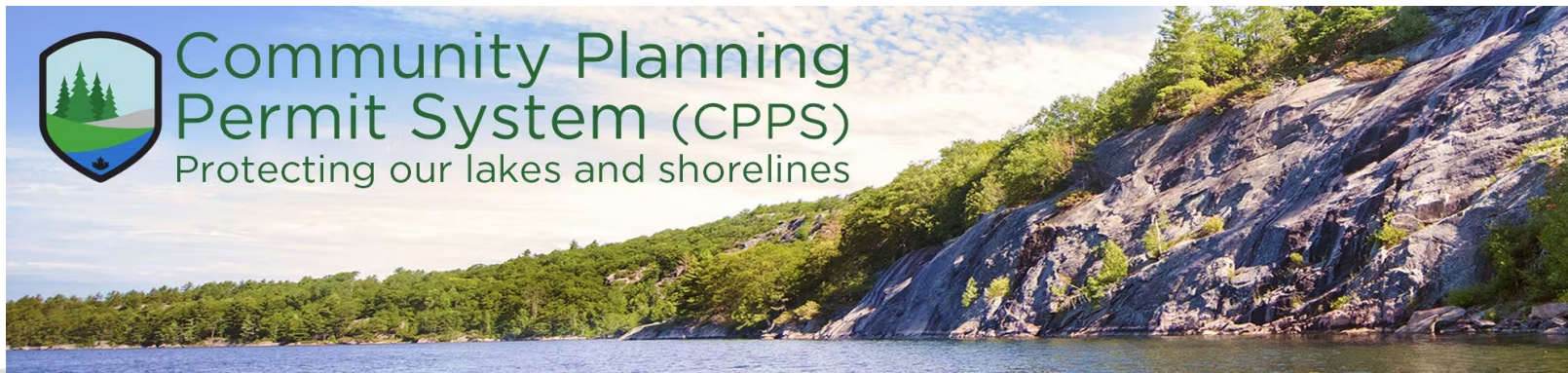


Planning Services Update

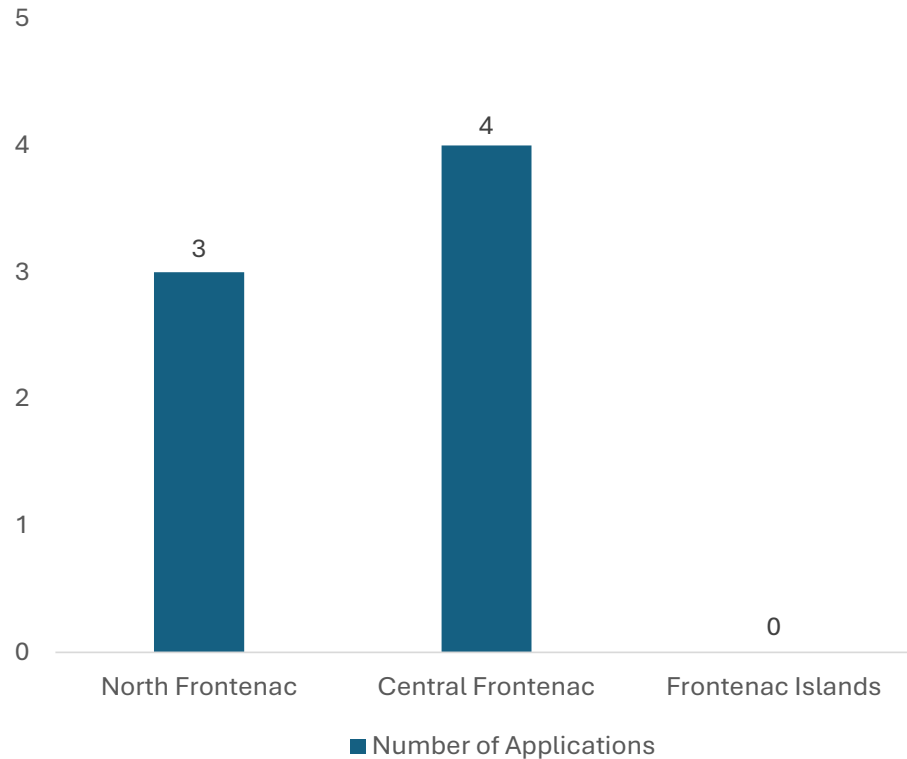
Community Planning Permit System – Waterfront Development

“State of the Waterfront” survey now available on Engage Frontenac. It will help gauge how people use waterfront spaces in Frontenac, what they value, and what concerns they have about development

engagefrontenac.ca/community-planning-permit-system



Planning Applications – Townships (April)



- Applications were at a normal level for April.
- Staff have seen an increase in applications and inquiries since the beginning of May.

Economic Development

- Business Networking in Cloyne - May 14
 - Number of attendees – 33
- Visits to 4 North Frontenac Businesses
- Healthcare in our Community
- Upcoming
 - FAM Tour Wolfe Island – June 3



K&P Trail

- Event: The ATV Ride to Wheelers on May 10 had 116 participants.
- In March & April, the Frontenac ATV Club provided 414 hours of volunteer time.
- Numerous washouts have been patched and repaired already this spring.
- Annual Maintenance is beginning next week with grading and dust suppression will take place in early June.



EOWC Queen's Park Advocacy Day





GIS Award

Congratulations to our GIS Team – Anand Charvin, Kristy Elderhorst, and Robin Kwik for their win of the 2025 BeSpatial Ontario Challenge Award for Best Small Organization!





Report 2025-048

Information Report to Council

To: Warden and Members of County Council
From: Kevin Farrell, Chief Administrative Officer
Prepared by: Susan Brant, Administrator
Date of meeting: May 21, 2025
Re: **Fairmount Home – Q1 Quarterly Update Report**

Recommendation

This report is for information purposes only.

Background

The following information is an update regarding the activities at Fairmount Home (“Fairmount”) from January 1, 2025, to March 31, 2025, as well as significant updates in April 2025.

Comment

Ministry of Long-Term Care – Incidents

During the period, there were eleven critical incidents logged with the Ministry of Long-Term Care (MLTC), that were unrelated to outbreaks. Seven critical incidents were related to alleged resident to resident abuse, two critical incidents were related to alleged staff to resident abuse, and two critical incidents were related to resident falls with an injury.

Thank you to management and staff who were diligent in managing the incidents. The legislated reporting for these incidents were completed as required to Kingston Police and the MLTC.

Ministry of Long-Term Care – Inspections

During the first quarter, there were two in-person MLTC inspections along with phone inspections to investigate critical incidents. The first in-person inspection occurred on February 11, 2025, for an inspection of two alleged resident to resident abuse from the

prior quarter. Three written notifications (WN) were issued from the inspection. The first WN was in relation to a failure to include a need of the resident in the resident's plan of care. The remaining two WNs were in relation to a failure to follow the home's Residents-Zero Tolerance for Resident Abuse and Neglect policy by failing to contact the Ministry's after-hours pager and reporting an alleged abuse. The alleged abuse was virtually the same as a prior incident that was reported to the Ministry in 2024, and that MLTC report was closed during a phone inspection with the Director of Resident Care and guidance was provided by the MLTC Inspector. However, the guidance received was not supported by the current MLTC Inspector. On a go forward, the home will no longer rely on guidance provided by a MLTC Inspector as it may not be supported by a subsequent MLTC Inspector.

A phone inspection was completed on February 25, 2025, in relation to the late submission of the Emergency Planning Annual Attestation. When the home did not receive the Attestation from the MLTC by December 31, 2024, staff waited for the form to be received from the MLTC. When the Attestation was not received by the end of January 2025, the home modified the prior year form and submitted the Emergency Planning Attestation indicating the home is in compliance. The home received a WN because the Attestation was to be submitted by December 31, 2024.

The second in-person inspection occurred on April 29, 2025, for an inspection of four alleged resident to resident abuse critical incidents mentioned in the above Incident section. There were no findings of non-compliance. In addition, several phone inspections occurred that closed three alleged resident to resident abuse critical incidents and two alleged staff to resident abuse critical incidents that are mentioned in the above Incident section with no findings of non-compliance.

The public versions of the reports are posted at Fairmount Home for public review. The Ministries of Health and Long-Term Care publishes the [Reports on Long-Term Care Homes](#) on its website.

Thank you to management and staff who worked professionally and cooperatively with the Ministry Inspectors.

Public Health Inspection

South East Health Unit (formerly KFL&A Public Health) conducted a routine inspection on January 9, 2025, in the main kitchen and serveries. There were no violations. Thank you to management and staff who work professionally and cooperatively with the Public Health Inspector. The [Food Establishment and Restaurant Reports](#) are posted on its website.

Sustainability and Strategic Priority Implications

Not applicable

Organizations, Departments and Individuals Consulted and/or Affected

Fairmount Home Management Team



Report 2025-049

Council Recommend Report

To: Warden and Members of County Council
From: Kevin Farrell, Chief Administrative Officer
Prepared by: Debbi Miller, Community Development Officer
Date of meeting: May 21, 2025
Re: **Planning and Economic Development – Implementation Plan -
Healthcare in our Community**

Recommendation

Be It Resolved That the Healthcare in Our Community Implementation Plan appendix be approved,

And Further That staff be authorized to lead, coordinate, and participate in the activities outlined in the Healthcare in Our Community Implementation Plan,

And Further That the CAO be authorized to enter into an agreement with KEYS for the purpose of participating in the NEST* program,

And Further That up to \$30,000 from the Strategic Project Reserve funds be available for staff to use for consulting, recruitment events, and communications in Frontenac County as outlined in the report.

Background

In April 2024, Frontenac County Council approved an Operational Review to be undertaken of the four Frontenac County clinics to support the retention and recruitment of healthcare professionals to the region. At its regular meeting on March 19, 2025, County Council considered the [Operational Review Report](#) and the [Findings Presentation](#) and approved the recommendation for staff to develop an Implementation Plan for Healthcare in our Community.

In addition to coordinating the Operational Review, the County of Frontenac joined the Eastern Ontario Physician Recruitment Alliance (*EOPRA) for the fall of 2024 and 2025.

This group is focused on recruitment of primary care physicians from national and international locations. There will be a report at the end of 2025.

Comment

Dr. Kim Morrison will provide a briefing at the County Council meeting on May 21, 2025, to accompany this report with updates from the Frontenac, Lennox and Addington Ontario Health Team (FLA OHT), including the FLA OHT funding application that was submitted on May 2, 2025, to the province and updates about Dr. Jane Philpott's Primary Care Action Plan Project.

The Frontenac CAO's met to discuss the Healthcare in our Community Project on February 3, 2025, and again on April 24, 2025. On both occasions an overview was provided on the effort that has gone into engaging with the clinics and doctors in the Frontenac region. The second meeting allowed for a detailed review and discussion on the Implementation Plan. It was noted that these efforts require a significant amount of staff time from the Economic Development team.

Since the March 19, 2025, County Council meeting, an Implementation Plan to support Healthcare in our community has been built out based on the approved recommendations and the findings report. The Implementation Plan is attached as an appendix.

The Implementation Plan has been put together based on current conditions with Frontenac County clinics, the Frontenac, Lennox and Addington Ontario Health Team (FLA OHT) and provincial conditions. There are numerous factors that contribute to the changes and updates in healthcare and as such, the plan is responsive and able to be adapted if things change with the FLA OHT or the province. Staff will be reporting back to County Council with key decisions or major updates as part of the approach.

The Implementation Plan maps out projects and tasks to be completed and includes standard project management items to maintain awareness of a project at a high level, the following items are included within the Implementation Plan:

- **Lead** – This is the individual leading the task or project.
- **Partner** – These are partners that are involved in the task or project.
- **Status** – Indicates if the task or project has started.
- **Task Description** – An outline of the task or project, this is broken out so there are multiple tasks for some projects. This will assist with managing the projects.
- **Timeline** – The anticipated timing for the work to take place on the specific task or project.

- **Anticipated Outcomes** – Indicates what the end of the specific task or project is. There may be additional work to take place, which would be added to a new or different task or project.
- **Budget** – NA, indicates there is no budget for the task. Unknown, indicates there is budget required, but more information is needed to determine the amount. An amount included anticipated budget amount.
- **Updates** – High level updates about the task or project for the purpose of reporting to Council.

The key considerations that are included in the Implementation Plan were identified as a look ahead to implementation in the Operational Review and Findings Report in March 2025. Each has been considered as part of the Implementation Plan

- **Resources and Budget** – The resources and budget included in the Implementation Plan are based on the information that is known at the time of writing this report and may need to be reevaluated as information becomes available.
- **Timing and Sequencing** – This has been considered for projects. They may need to be reordered or done in a certain order to accommodate timing of projects outside of the control of Frontenac County.
- **Dr. Jane Philpott’s Primary Care Action Plan project** – As this project is in the early stages, there are limited details available about the [1.8-billion-dollar funding announcement](#). The initial call for applications came out in April with submissions due May 2, 2025. The FLA OHT submitted an application on behalf of the region.

Resource Approach

Healthcare is an important initiative for the economic well-being of the Frontenac region. A consideration will be around resources, specifically human resources, to continue moving this initiative forward. The Community Development Officer has spent the past year building relationships with the various partners, consultants, and others connected to this project. It is proposed that the Implementation Plan be led by the Community Development Officer with support from other staff and departments in Frontenac County. A variety of resourcing options have been considered with the recommended approach outlined below to maintain continuity on the project.

The Community Development Officer would remain the primary point of contact for the project, ensuring that the relationships with physicians, consultants, experts, volunteers and healthcare organizations remain intact.

A Consultant would be hired on retainer to lead implementation of items regarding potential changes in clinic models and related supports between clinics and municipalities.

The Executive Assistant to the CAO would provide additional project support to ensure various scheduling, coordinating and administrative tasks are actioned and followed up upon, including the Healthcare in Our Community Working Group.

The Communications Officer would lead the sharing of information about the project with the public, and coordinate messaging with the municipalities and FLA OHT. This information may range from informative social media posts to campaigns calling for public engagement on a variety of initiatives.

Staff will continue to explore options to engage a healthcare recruiter on an as needed basis and report back to Council.

Staff Time

A significant amount of staff resources from Economic Development has already been put into this project to date. The Community Development Officer has spent approximately 250 hours from January 2024 to May 1, 2025. Previous discussions and direction from County Council have identified this as an important initiative, however, there is concern that healthcare was not previously included in the activities of the Economic Development department and consideration needs to be given to resourcing as it grows in scope. This will particularly become more of a concern as other existing Economic Development initiatives (e.g., Open Farms) that also require the same resources will have an increased demand.

With additional staff support in place, some capacity will be freed up for the Community Development Officer. However, the Economic Development Team will need to review and adjust resources committed to other initiatives in the coming months to accommodate for time spent leading this project.

The Strategic Project Reserve

Since 2023, \$22,000 is allocated annually to the Special Project Reserve for the purpose of supporting the Healthcare in Our Community Project. 2025 is the third year for \$22,000 to be put into the reserve fund.

After the Operational Review and the Eastern Ontario Physician Recruitment Alliance membership costs and considering the grant from Frontenac Business Services the Special Project Reserve has a balance of \$45,500 remaining.

The Implementation Plan includes a few cost items to be funded from the Special Project Reserve. Items, such as resources for recruitment events, tours, or relocation services will only be necessary as opportunities for recruitment arise. Other costs, such as the consultant retainer and the communications budget will be required to deliver on the Operational Review recommendations.

Budget Resources

- Consultant – up to \$20,000

- Hiring a consultant on retainer to move key portions of the Implementation Plan forward. The consultant will bring industry expertise, strategic planning skills and a neutral third-party approach to supporting the work in the Implementation Plan.
- Recruitment Tours or Events – up to \$5,000
 - Recruitment tours and events may be needed on occasion as primary care physicians visit our region. This allows them to tour the area and see all that it offers. There are a variety of formats for a tour, with each tour being specific to the clinic, community, the individual and the primary care physician's family. Showcasing all that Frontenac has to offer will include connections with, but not limited to schools, real estate, recreation, businesses, and childcare providers.
- *NEST Program - \$1,200 per person
 - The NEST* Program is delivered through KEYS and is an opportunity to support primary care physicians and their families as they relocate to our region. The NEST* Program is a service that supports the transition and integration into key areas of family life including working, living, learning and community. This service requires an agreement and would be on an as-needed basis.
- Communications and Marketing – up to \$2,000
 - The need for communications to raise awareness of healthcare in our community is important and an area we have heard from the primary care physicians is needed. This budget would be used if there is a need to communicate within Frontenac County. Existing communication resources and channels will be utilized.

Strategic Priority Implications

County Council approved [Frontenac County Strategic Plan \(2023-2026\)](#). This project is aligned with the intent of the priority listed below, with specific items.

Priority 2. Contribute to the Progress of Sustainable Economic Growth and Prosperity Throughout the County.

- Provide business support and resources to existing and prospective businesses.

Financial Implications

Immediate financial implication would be authorization from County Council to use up to \$30,000 from the Strategic Project Reserve.

Organizations, Departments and Individuals Consulted and/or Affected

- Frontenac CAO's - Corey Klatt, Cathy MacMunn, Louise Fragnito, Vanessa Latimer
- Rob Wood, 8020 Info Inc.
- Joe Gallivan, Director of Planning and Economic Development
- Richard Allen, Manager of Economic Development
- Phil Piassetzki, Deputy Treasurer
- Frontenac clinic physicians, clinic managers, board of directors



Report 2025-046

Information Report to Council

To: Warden and Members of County Council
From: Kevin Farrell, Chief Administrative Officer
Prepared by: Jannette Amini, Manager of Legislative Services/Clerk
Date of meeting: May 21, 2025

Re: Corporate Services – Queen's University Archives Annual Report to the County of Frontenac for 2024

Recommendation

This report is for information purposes only.

Background

The County's archival records are housed at Queen's University, in Kathleen Ryan Hall, home of Queen's University Archives. These archival records, formerly located at the Frontenac County Court House, were sent to Queen's University for archival purposes in 1998 following the amalgamation of the City of Kingston and the County of Frontenac. These records include County Council minutes and by-laws, correspondence dating from 1837 to 1970, administrative, legal, and financial records, engineering reports, census records, County planning records, taxation records, architectural drawings, maps, photographs and education records dated 1842 to 1975, including those of Sydenham High School.

Comment

Since 2015, Queen's University and the County of Frontenac have operated under a formal agreement to have Queen's University Archives house and manage the County's archival records. In accordance with the terms of agreement, Queen's University Archives is asked to provide an annual report on the condition of the collection, any loans that may be made from the collection, and to provide relevant user statistics.

There were no loans made to the County, from the County of Frontenac Collection, this past reporting period; however, during 2024, nineteen recorded inquiries were received via e-mail and in-person visits concerning the County's archival collection. All requests were from community members. Inquiries in 2024 largely concerned genealogical

information, property ledgers, land registers, and deeds. Queen's Archives continue to provide 40 hours of walk-in service for all users of the County's records as well as the other collections, in addition to virtual services.

The report also notes the Queen's Archives conservator, Melissa Potter, oversaw a comprehensive conservation program for the library system, with a focus on the Queen's University Archives and W. D. Jordan Rare Books and Special Collections. Its Senior Conservation Technician and Senior Archives Processing Technician and two Master of Art Conservation graduate internships each year provide excellent and expert care for the collections that it stewards.

Renovations to the Archives Reading Room and back of house spaces (offices, vaults, processing rooms, conservation spaces, and receiving rooms), as reported last year, are still planned for the near future. These improvements will allow better service delivery in the reading room and more and better spaces for staff to work on archival collections.

Attached as Appendix A is the Queen's University Archives Annual Report to the County of Frontenac for 2024.

Strategic Priorities Implications

Priority 4 Maximize Administrative Leadership within the County Administration.

- 4.1 Ensure efficient and responsible financial management of County resources.
- 4.3 Ensure community engagement remains a continued priority and to develop dynamic solutions to improve citizen awareness/involvement in County of Frontenac activities and to promote collaboration with member municipalities.

Financial Implications

There are no financial implications associated with this report.

Organizations, Departments and Individuals Consulted and/or Affected

Alex Lemieux, Director of Corporate Services/Treasurer
Jeremy Heil, Acting Queen's University Archivist & Associate University Librarian

**QUEEN'S UNIVERSITY ARCHIVES
ANNUAL REPORT TO THE COUNTY OF FRONTENAC
FOR 2024**

PREAMBLE

Since 2015, Queen's University and the County of Frontenac have operated under a formal agreement to have Queen's University Archives house and manage the County's archival records. In accordance with the terms, Queen's University Archives makes an annual report on the condition of the collection, any loans that may be made from the collection, and supplies relevant user statistics.

For the calendar year 2024, the Archives is pleased to submit the following report.

CONDITION OF THE COLLECTION

Overall, the condition of the collection remains stable. The collection is housed in a climate-controlled environment and the material is not subject to rapid fluctuations in temperature and humidity. There were minor issues in the vault space this past summer with high humidity placing a strain on our HVAC system, but staff were able to address these with additional dehumidification and protection measures. Some degradation of certain items is inevitable due to use by County residents and County staff alike. The Archives monitors such material constantly and recommends proper conservation treatment as needed.

LOANS FROM THE COLLECTION

There were no loans made to the County, from the County of Frontenac Collection, this past reporting period.

TRANSFERS TO THE COLLECTION

There were no new transfers by the County to the collection at the Archives.

STATISTICS

During 2024, nineteen recorded inquiries were received via e-mail and in-person visits concerning the County's archival collection. All requests were from community members. Inquiries in 2024 largely concerned genealogical information, property ledgers, land registers, and deeds. We continue to provide 40 hours of walk-in service for all users of the County's records as well as the other collections, in addition to virtual services.

CONSERVATION

Our conservator, Melissa Potter, oversaw a comprehensive conservation program for the library system, with a focus on the Queen's University Archives and W. D. Jordan Rare Books and Special Collections. Our Senior Conservation Technician and Senior Archives Processing Technician and two Master of Art Conservation graduate internships each year provide excellent and expert care for the collections that we steward.

SPACES

Renovations to the Archives Reading Room and back of house spaces (offices, vaults, processing rooms, conservation spaces, and receiving rooms), as reported last year, are still planned for the near future. These improvements will allow better service delivery in the reading room and more and better spaces for staff to work on archival collections.

Respectfully submitted by



Jeremy Heil, BA (hons.), MAS
Acting University Archivist & Associate University Librarian



Report 2025-047

Council Information Report

To: Warden and Members of County Council
From: Kevin Farrell, Chief Administrative Officer
Prepared by: Alex Lemieux, Director of Corporate Services/Treasurer
Date of meeting: May 21, 2025

Re: Corporate Services – 2024 County of Frontenac Investment Report

Recommendation

This report is for information purposes only.

Background

On January 20, 2021, County Council adopted By-law 2021-002, a By-law to adopt an investment policy and is attached as Appendix A that outlines objectives, standards of care, and investment parameters to be considered when investing any surplus funds retained by the County. The policy requires that the Treasurer report to Council annually on investment activities as per the requirements under Ontario Regulation 438/97.

The intent of the investment policy is to invest all available funds of the Municipality in a prudent manner so as to prioritize:

- a) Principal-protection and the safety of capital
- b) Matching maturities to ensure cash flow requirements are met
- c) Investing in liquid investments with active secondary markets or possibilities of redemption

d) Maximizing rate of return

The majority of the County's investments are through bond purchases through an account with CIBC Wood Gundy.

Comment

2024 saw a decrease in interest rates, with a corresponding decrease in yield for short-term deposits. Bank returns decreased from 5.35% in January, to 3.60% in December.

Date	Prime Rate	Bank Return	Days at Rate
1-Jan-24	7.20%	5.35%	158
6-Jun-24	6.95%	5.10%	49
25-Jul-24	6.70%	4.85%	42
5-Sep-24	6.45%	4.60%	49
24-Oct-24	5.95%	4.10%	49
12-Dec-24	5.45%	3.60%	19
Average Return		4.90%	366

Staff extended maturity on cash holdings throughout 2024 to extend the length of time the County could benefit from higher returns. It is anticipated that the returns on the bonds purchased extending into 2029 will outpace the returns on bank deposits as interest rates decrease or stabilize in the next few years.

The following purchases took place in 2024:

- February 2, 2024: \$2,359,752.96 from the General Investment account to purchase a CIBC bond due January 16, 2029 yielding 5.24%
- May 6, 2024: \$1,699,121.51 from the General Investment account to purchase a Royal Bank of Canada bond due April 3, 2029 yielding 5.08%
- November 4, 2024: \$3,000,429.06 from the General investment account to purchase a Bank of Nova Scotia bond due July 3, 2029 yielding 4.25%
- November 4, 2024: \$5,000,768.35 from the General investment account to purchase a Bank of Nova Scotia bond due August 1, 2029 yielding 4.28%

The following redemptions took place in 2023:

- January 18, 2024: \$675,000 face value Bank of Nova Scotia bond yielding 3.29% from the General investment account became due at maturity.
- January 18, 2024: \$1,253,000 face value Bank of Nova Scotia bond yielding 5.39% from the General Investment account became due at maturity.

- July 25, 2024: \$1,023,000 face value Royal Bank bond yielding 4.32% from the General investment account became due at maturity.
- December 23, 2024: \$675,000 face value CIBC bond yielding 1.42% from the General investment account became due at maturity.

The Performance benchmark identified in the Investment Policy suggests that the investment yield should be higher than the rate given by the County's bank. The average return on bank balances in 2024 was 4.90%. The return on the investment portfolio for 2024 was 4.68%.

Fund	Average Balance	Net Income	Percent
General	\$ 11,280,772	\$ 527,939	4.68%

Due to longer-term holdings purchased pre-2024, it was expected that the portfolio return would be less than the bank rate for 2024. Some of these holdings yield under 2% per year but, were helpful in increasing returns when bank rates were between 0.60% and 0.65% from 2020-2022.

The returns on investment in this report are measured on a money-weighted basis and accounted for as investments held-to-maturity. As such, the balances and income earned on the investment statements, which are measured on the basis of market value and may not match the amounts in the General Ledger.

2025 Outlook

Interest rate conditions have continued to drop in 2025, with a 0.25% decrease on January 29, 2025, and a further 0.25% decrease on March 13, 2025. Interest rates are widely anticipated to continue to drop another 0.25% to 0.75% through the end of 2025, before stabilizing through the end of 2026.

Staff were aggressive in extending the term of the investment portfolio through 2029 by investing in bonds in November 2024 totalling \$8,000,000 and having an average return of 4.27%. These investments, worth close to half of the County's investment portfolio, should help see returns in excess of the bank rate for 2-3 years, as the bank rate continues to drop. A weighted return near 4% is likely in 2025, while the weighted bank rate will likely be below 3%.

Sustainability Implications

Governance – appropriate stewardship of County resources.

Financial Implications

Investment returns for 2024 as listed above. All investments were made in accordance with the County's investment policies and goals.

Organizations, Departments and Individuals Consulted and/or Affected

Phil Piasetzki, Deputy Treasurer



Committee Report

To: Warden and Council Members of the County of Frontenac
From: Jannette Amini, Manager of Legislative Services/Clerk
Date of meeting: May 21, 2025

Re: Governance Review Committee – Report to Council

All items listed on the Governance Review Committee Report shall be the subject of one motion. Any member of County Council may ask for any item(s) included in the Governance Review Committee Report to be separated from that motion and considered separately, whereupon the Governance Review Committee Report without the separated item(s) shall be put to the vote and the separated item(s) shall be considered immediately thereafter.

The Governance Review Committee reports and recommends as follows:

- 2025-043**
Corporate Services
Adoption of an updated County of Frontenac Accountability and Transparency Policy

Resolved That the Council of the County of Frontenac adopt an Accountability and Transparency Policy for the County of Frontenac attached to this report as Appendix A;

And further That By-law 2007-0038 being a by-law to adopt an Accountability and Transparency Policy be hereby repealed.

Schedule "A" to By-law No. 2025-0xx

Accountability and Transparency Policy

Purpose/ Application

The *Municipal Act, 2001* (the *Act*) requires that all municipalities adopt and maintain a policy with respect to the manner in which the County will try to ensure that it is accountable to the public for its actions, and the manner in which the County will try to ensure that its actions are transparent to the public. The Accountability and Transparency Policy identifies the legislation, policies, procedures and practices that the County complies with in order to promote accountability and transparency. This policy provides guidance on how the County of Frontenac ensures municipal matters are approached in an accountable and transparent manner, with emphasis on openness, ethics, performance outcomes and fiscal responsibility.

Definition(s):

- a. **Accountability** – The principle that the municipality is obligated to demonstrate and take responsibility for its actions, decisions and policies and that it is answerable to the public at large.
- b. **Transparency** – The principle that the County actively encourages and fosters stakeholder participation and openness in its decision-making processes. Additionally, transparency means that the County's decision-making process is open and clear to the public.

Policy Statement

The County of Frontenac will promote accountable and transparent municipal governance guided by the following principles:

1. Decision-making will be open and transparent.
2. Municipal operations will be conducted in an ethical and accountable manner.
3. Financial resources and physical infrastructure will be managed in an efficient and effective manner.
4. Municipal information will be accessible so that it is consistent with legislative requirements.
5. Inquiries, concerns and complaints will be responded to in a timely manner.
6. Financial oversight, service standards and performance reporting and all other accountability documents will be made available and accessible, in language that the public can understand, to increase the opportunity for public scrutiny and involvement in municipal operations.
7. Every new delegation of power of authority will have corresponding accountability mechanism.

Policy Requirements

The County of Frontenac's commitment to accountability and transparency ensures sound governance and sustainability by way of various policies, procedures and practices that have been divided into the following categories:

1. Legislated requirements
2. Financial accountability, oversight and reporting
3. Performance measurement and reporting
4. Open government
5. Internal accountability and ethical standards
6. County Council's Accountability Framework

1. Legislated requirements

The County of Frontenac is accountable and transparent to taxpayers by fulfilling various legislated responsibilities and disclosure of information. The following are provincial statutes that govern how the County conducts its business in a public, accountable and transparent manner:

1. Municipal Act, 2001
2. Municipal of Conflict of Interest Act
3. Provincial Offences Act
4. Municipal Freedom of Information and Protection of Privacy Act
5. Personal Health Information Protection Act, 2004
6. The Accessibility for Ontarians with Disabilities Act (AODA)
7. Public Sector Salary Disclosure Act, 1996
8. Planning Act
9. Employment Standards Act
10. Occupational Health and Safety Amendment Act
11. Ombudsman Act

2. Financial accountability, oversight and reporting

The County of Frontenac is accountable and transparent to taxpayers by identifying the source of County funds and how those funds are used to deliver services. The following policies, procedures and practices demonstrate the County of Frontenac's best-practice financial accountability and oversight and reporting mechanisms, including:

1. Annual Operating Budget and Five-Year Departmental Business Plans
2. Annual Capital Budget and Asset Management Plans
3. Annual Audited Financial Statements
4. Quarterly Financial Variance Reports
5. Long Range Financial Plan

6. Council Expense Policy
7. Remuneration and Reimbursement of Expenses to Council Members and Non-Council Appointees Report
8. Reimbursement of Expense Policy for Conferences and Travel
9. Delegation of Authority By-law and annual report to Council
10. Procurement Policy
11. Sale, Disposition and Use of Land Policy
12. Use of Corporate and Communication Resources in an Election Year Policy
13. Public Sector Salary Disclosure compliance

3. Performance measurement and reporting

The County of Frontenac is accountable to taxpayers by using various results-oriented tools to measure progress on performance and the achievement of corporate service standards and goals. The County of Frontenac is committed to producing performance information that measures how the County is doing in all areas over which it has responsibility, from financial reporting to human resource management to service delivery.

4. Open Government and Public Participation

The County of Frontenac is accountable and transparent to taxpayers by providing governance in an open manner through communication, consultation, and collaboration. The following are policies, procedures and practices that ensure the County is transparent in its operations and residents are aware of how decisions are made and carried out:

1. Council Procedure By-law
2. Council Code of Conduct
3. Appointment of an Integrity Commissioner
4. Appointment of an Open Meeting Investigator
5. Public posting and distribution of Council and Committee Agenda Meeting Documentation
6. Citizen Appointment to Advisory Committees Policy (Recruitment and Selection of members of Advisory Committees, and Boards)
7. Accessibility Policy and Procedures
8. Application to Appear as a Delegation Form
9. Live-streaming of Council and Committee of the Whole Meetings
10. County of Frontenac Strategic Plan
11. Public Conduct and Complaints Policy
12. Public Notice By-law

13. Delegation of Powers Policy/Delegation of Authority By-law
14. Accessible Formats and Communication Supports Procedure
15. Enhancements to open meeting procedures including holding closed session meetings at the beginning of Council and a process of rising and reporting following closed sessions, to ensure reporting out is done when the public is in attendance.
16. Adherence to the principles of Open Government as per the Municipal Act, 2001, including an Open-Data page on the Frontenac Maps hub

5. Internal accountability and ethical standards

The County of Frontenac has established policies, procedures and practices that govern internal accountability and ethical standards for the County of Frontenac, including:

1. Code of Conduct Policy for County employees
2. Hiring and Employment of Family Members, and Recruitment Policy
3. Employee Confidentiality Statement
4. Respect in the Workplace Policy and Procedure
5. Acceptable Use of Information Technology Resources Policy
6. Health and Safety Policy
7. Delegation of Powers and Duties Policy.

By-Law No. 2025-021

of

The Corporation of the County OF Frontenac

being a by-law to confirm all actions and proceedings of County Council on
May 21, 2025

Whereas Section 8 of the *Municipal Act, S.O. 2001, c.25* and amendments thereto provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under the *Municipal Act* or any other *Act*; and;

Whereas Subsection 2 of Section 11 of the *Municipal Act, S.O. 2001, c.25* and amendments thereto provides that a lower-tier municipality and an upper-tier municipality may pass by-laws respecting matters within the spheres of jurisdiction described in the Table to Subsection 2 subject to certain provisions, and;

Whereas Section 5 of the *Municipal Act, S.O. 2001, c. 25* and amendments thereto provides that a municipal power, including a municipality's capacity, rights, powers and privileges under Section 8 shall be exercised by its council and by by-law unless the municipality is specifically authorized to do otherwise; and;

Whereas the Council of the County of Frontenac deems it expedient to confirm its actions and proceedings;

Now Therefore Be It Resolved That the Council of the Corporation of the County of Frontenac hereby enacts as follows:

1. **That** all actions and proceedings of the Council of the County of Frontenac taken at its regular meeting held on May 21, 2025, be confirmed as actions for which the municipality has the capacity, rights, powers and privileges of a natural person.
2. **That** all actions and proceedings of the Council of the County of Frontenac taken at its regular meeting held on May 21, 2025, be confirmed as being matters within the spheres of jurisdiction described in Subsection 2 of Section 11 of the *Municipal Act, S.O. 2001, c.25* and amendments thereto.
3. **That** all actions and proceedings of the Council of the Corporation of the County of Frontenac taken at its regular meeting held on May 21, 2025, except those taken by by-law and those required by by-law to be done by resolution are hereby sanctioned, ratified and confirmed as though set out within and forming part of this by-law.

4. **That** this by-law shall come into force and take effect as of the final passing thereof.

Read a First and Second Time this 21st day of May 2025

Read a Third Time and Finally Passed, Signed and Sealed this 21st day of May 2025.

The Corporation of the County of Frontenac

Gerry Lichty, Warden

Jannette Amini, Clerk