**Minutes of a Regular Meeting of Council for**
**The Corporation of the Township of North Frontenac**
**Held June 17, 2022 in the Council Chambers, 6648 Road 506, Plevna, Ontario**

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| Present: | Electronic Participation: Mayor Ron Higgins; Councillor Wayne Good - Ward 1; and Councillor Vernon Hermer - Ward 2<br>In-Person Participation: Deputy Mayor Gerry Martin - Ward 2; Councillor John Inglis and Councillor Fred Fowler - Ward 3 |
| Absent with Regrets: | Councillor Fred Perry - Ward 1 |
| Also Present: | Cheryl Robson, Chief Administrative Officer (CAO); Tara Mieske, Clerk/ Planning Manager (CPM); Brooke Hawley, Manager of Community Development (MCD); Eric Korhonen, Director of Emergency Services/Fire Chief (DESFC) and Brooke Drechsler, Deputy Clerk |

## 1. Call to Order

The Deputy Mayor called the meeting to order at 9:28 a.m.

## 2. Approval of Agenda

### a. June 17, 2022

Resolution #: 243-22 Moved By: Councillor Hermer
Seconded By: Councillor Fowler

**Be It Resolved That** Council approves the Agenda for the Regular Meeting of Council dated June 17, 2022, as circulated.
**Carried**

## 3. Disclosure of Pecuniary Interest and General Nature Thereof

None declared.

## 4. Business Introductions

### a. Land O' Lakes Rescue Petting Farm

Resolution #: 244-22 Moved By: Councillor Fowler
Seconded By: Councillor Hermer

**Be It Resolved That** Council receives for information the Business Profile of Land O' Lakes Rescue Petting Farm provided by Councillor Inglis, Chair of the Economic Development Task Force (EDTF).

**Carried**

## 5. Presentations

### a. Senior of the Year Award - Brenda Martin

Resolution #: 245-22 Moved By: Councillor Hermer
Seconded By: Councillor Fowler

**Be It Resolved That** Council presents the 2022 Senior of the Year Award to Brenda Martin and wishes to express their gratitude to Brenda for her contributions to the Community.
**Carried**

## 6. Delegations

None.

## 7. Adoption of Minutes

### a. Minutes of Meeting(s) to be Adopted by Council

Resolution #: 246-22 Moved By: Councillor Fowler
Seconded By: Councillor Hermer

**Be It Resolved That** Council adopts the Minutes of Regular Meeting of Council dated May 20, 2022, as circulated.
**Carried**

## 8. Business Arising from the Minutes

### a. Resolution #03-22 for Personnel and Audit Committee (P&A) - Benefits

Resolution #: 247-22 Moved By: Councillor Hermer
Seconded By: Councillor Fowler

**Be It Resolved That** on May 26, 2022the Personnel and Audit Committee passed Motion #03-22 receiving for information the presentation by Michael Poaps and Matt Picciano, Consultants, Gallagher, regarding Council and Employee Benefits;
**And That** based on Gallagher results from testing the market for plan improvements and their recommendation, the Committee recommended Council consider the following:

1. To implementation of an early retiree class for full-time Employees, with a minimum age of 60 and maximum age of 65 (end of the month of the retiree's 65th birthday), with at least 20 years of service and they must maintain an unreduced OMERS Pension; and the plan design would mirror the existing health and dental plan; however, there would be no LTD coverage, no AD&D coverage and a maximum flat rate of $25,000 for a Life Insurance benefit; overall prescription drug cap and reduced Out of Country Travel Coverage amount.
2. Accept the quote from Canada Life being the lowest premiums quote received for the same as our current Employee Benefit plan; plus the following four plan enhancements: i) add Dependent Life $15,000 Spouse, $7,500 Child; ii) add Major Dental coverage to 50%, $2,000 combined maximum Basic and Major

(routine coverage at 80%); iii) Prescription Drugs at 80% coinsurance, 90% coinsurance with PocketPills or Costco; and 24 month Survivor Period Coverage.

3. In accordance with the 2019-2022 Township's Strategic Goal to assist with attracting a diverse Council for the 2022 and future elections, as Benefit Options through a new benefit plan would be cost prohibited, implement a Healthcare Spending Account for Council Members at $1,000 each per year for medical, dental, vision, etc. benefits that are Canada Revenue Agency approved.
4. Appoint Gallagher as the Broker for Councillor AD&D and travel insurance; and that Gallagher bring back some options for Council's consideration.

**And That** this motion be considered under Business Arising prior to the Personnel and Audit Minutes being adopted;

**And That** Council approves the recommendations from the Personnel and Audit Committee.

**Carried**

### b. Resolution #214-22 - Naloxone Training, Costs and Legislative Requirements

Resolution #: 248-22 Moved By: Councillor Fowler
Seconded By: Councillor Hermer

**Whereas** at their meeting on May 20, 2022, Council passed Resolution #214-22 receiving for information the Director of Emergency Services/Fire Chief's (DESFC) Administrative Report entitled "Bill 88, Working for Workers Act 2022 – Naloxone"; and that Council instructed the DESFC to bring back additional information to Council regarding training, cost and legislative requirements;

**Therefore Be It Resolved That** Council receives for information an email dated June 2, 2022 from the DESFC in response to Council's questions:

1. All employees will need to be trained on the administration of naloxone. Training only takes 10 to 20 minutes. Employees can be trained during our onboarding process and training can be refreshed annually by the Occupation Health and Safety Coordinator (OHSC). There would be no direct cost to provide the training. Naloxone can be administered by nasal spray or an injection. It is recommended the nasal spray be used in our workplace to avoid any potential sharps incidences.
2. Costs associated with naloxone would be approximately $1380 per year for the Naloxone spray. Currently there are no provisions by the Ministry of Labour, Training and Skills Development (MO:L) to provide businesses and workplaces with free naloxone, similar to the Ministry of Health (MOH) program for Emergency Response Services.
3. Bill 81, Working for Workers, was passed by the Legislation Assembly and received Royal Assent on April 11, 2022 which amended the Occupational Health and Safety Act to require employers to provide naloxone kits at a workplace, where the worker performs work for the Employer.
4. Naloxone is a medication which temporarily blocks the effects of an opioid overdose in the brains receptors. It can restore normal breathing and consciousness and save lives. There would be no liability associated with the administration of naloxone under the Good Samaritans Act, 2001, S.O. 2001 if the employee provides the assistance at the immediate scene of the emergency. Naloxone does not hurt anyone and is not addictive.

**And That**, based on the information provided, Council instructs the DESFC to purchase a supply of Naloxone in the form of Nasal Spray;
**And That** Council instructs the DESFC to provide each Municipal Workplace with a single kit containing two (2) doses, to be kept in or near each workplace's First Aid Kit;
**And That** Council instructs the DESFC to train every worker on the use of Naloxone Nasal Spray.
**Carried**

## 9. Adjournment

### a. Adjournment of Council Meeting

Resolution #: 249-22 Moved By: Councillor Inglis
Seconded By: Councillor Fowler

**Be It Resolved That** Council adjourns the Meeting at 10:27 a.m. and that all matters from 8c) forward be added to a future meeting due to technical issues;
**And That** the Clerk contact Council Members to set a date.
**Carried**

Mayor

Clerk