

March 5, 2024

Regular Meeting

7:00 PM

Council for the Township of Killaloe, Hagarty and Richards met on the above date with Mayor David Mayville and Councillors Harold Lavigne, Bil Smith, Maureen MacMillan, Ted Browne, Carl Kuehl and Brian Pecoskie in attendance.

Mayor Mayville chaired the meeting which he opened and called to order.

Mayor's Address:

Mayor Mayville advised that he attended a Dr. Recruitment Zoom meeting on February 21st, a Finance and Administration Committee meeting on February 28th and a County Council meeting on February 28th noting that a discussion was had in regard to the lack of people going to the workplace and stated that an inquiry will be circulating to the Mayors and CAOs pertaining to lands available in respective townships for housing.

Pecuniary/Financial Interest:

No pecuniary/financial interest was declared by any member present.

Delegations:

Mayor Mayville welcomed County of Renfrew Manager of Human Resources Greg Belmore to the meeting. Mayor Mayville advised that having Mr. Belmore present was important for educational purposes, and that Bonnechere Valley had accomplished this in 2022, North Algona Wilberforce in 2023, Madawaska Valley just finished this year and Brudenell, Lyndoch and Raglan is discussing compensation and pay equity as of right now. Mayor Mayville advised that in his presentation, Mr. Belmore will outline the County of Renfrew's Human Resources services which includes; job descriptions, pay equity, grid reviews, the impact of COLA and performance increases and how they effect the grid.

Moved by Maureen MacMillan

Seconded by Harold Lavigne

THAT Council for the Township of Killaloe, Hagarty and Richards hereby approves to extend the 15-minute time limit for delegations to 40 minutes plus 15 minutes for Council questions/comments for County of Renfrew Manager of Human Resources Mr. Greg Belmore's presentation. Carried.

Mr. Belmore thanked Council for the opportunity to present information pertaining to shared services specifically the Human Resources Department of the County of Renfrew. Mr. Belmore walked Council through his presentation highlighting shared services, human resources services, recruitment, pay equity and job evaluations, benefits administration, workplace investigations, performance management, discipline and dismissal, corporate policy creation and interpretation, labour relations, training and development, occupational health and the County's service level agreement.

Mayor Mayville inquired as to how often performance appraisals should be performed. Mr. Belmore advised that the County of Renfrew, at minimum performs them annually, however more frequently throughout the year is beneficial to the employee.

Mayor Mayville inquired what services other municipalities have acquired from the County of Renfrew's Human Resources Department. Mr. Belmore advised that the services offered are individual to each municipality, some have acquired partial services and some a complete package. Mayor Mayville inquired as to an approximate cost of services relating to job descriptions, performance reviews, and salary grids. Mr. Belmore advised that he could put together a quote pertaining to these services and provide to Council for review.

Mayor Mayville inquired what increases the "grid"; performance increases or COLA. Mr. Belmore advised that the whole "grid" overall increases with COLA.

Mayor Mayville inquired as to how much does accurate job descriptions and pay scales mean to a successful corporation. Mr. Belmore indicated that it is important as the market is very tight and competitive for employees.

Mayor Mayville inquired as to what happens when one pay scale is higher than expected, does it throw other pay scales out and should the job position be edited to portray a more appropriate score. Mr. Belmore advised that having a higher-than-expected rating can throw out other pay scales, and as it pertains to editing a job description, the points should reflect with the job description. Mr. Belmore indicated that a job description should reflect the needs of the position only and not a person; it should not be forced to do something.

Councillor Smith clarified with Mr. Belmore that with the County's five (5) year pay scale steps, only merit increases happen after the five (5) year grid has been completed. Mr. Belmore advised that yes merit increases happen after the five (5) year grid steps are completed.

Council thanked Mr. Belmore for his presentation at which time he left the meeting.

Minutes:

Moved by Ted Browne
Seconded by Harold Lavigne

Motion to approve the minutes of the Regular Council meeting of February 20, 2024 open and closed sessions. Carried.

Moved by Carl Kuehl
Seconded by Ted Browne

Motion to approve the minutes of the Special Meeting of February 5, 2024 open session. Carried.

Reports:

Public Works Superintendent:

Public Works Superintendent Dean Holly was present and invited to give his report. Public Works Superintendent Holly indicated that regular road and equipment maintenance/checks continue, and his department has been cold patching grading and brushing the roadways and opening-up culverts. Public Works Superintendent Holly advised that with the frost coming out of the ground some of the roadways within the municipality are quite muddy and last week with the high winds there were approximately 20 trees that were in need of cleaning-up throughout the township. Public Works Superintendent Holly advised that CAO/Clerk – Treasurer Gorgerat inquired about the parking area across for Millstream Apartments indicating that Mayor Mayville received a complaint of potholes. Public Works Superintendent Holly advised that the parking area does not belong to the township and that the Public Works Department snowplows the area only in good faith, however the township does not maintain the property. Public Works Superintendent Holly inquired with Council if they would like his department to continue plowing with no maintenance or do they want to discontinue plowing this area. Council directed that the Public Works Department continue with snowplowing with no additional maintenance provided. Public Works Superintendent Holly advised that a resolution was prepared for the hiring of Mr. Emile Organ.

Moved by Bil Smith
Seconded by Harold Lavigne

THAT Council for the Corporation of the Township of Killaloe, Hagarty and Richards hereby approves the hiring of Mr. Emile Organ for the position of Public Works/Waste Management Attendant effective March 25, 2024. Carried

As it relates to waste management, Public Works Superintendent Holly reported that the loader is in for repairs and in the meantime has created some difficulty in the clean-up of refuse around the waste site, however the attendants continue to do what they can. Public Works Superintendent Holly advised that the loader will still need further repairs as well as the cardboard compactor noting that he will bring prices to the finance committee meeting for more discussion.

Council thanked Public Works Superintendent Holly for his report at which time he left the meeting.

CAO/Clerk – Treasurer:

CAO/Clerk – Treasurer Tammy Gorgerat was present and invited to give her report. CAO/Clerk – Treasurer Gorgerat reported that both herself and By-Law Officer Tyler Mask attended a Short-Term Accommodations meeting arranged by the Township of Laurentian Valley with politicians and staff to discuss the issues and concerns with short-term rentals and a report will be provided in the future and once received will forward to Council for review. CAO/Clerk – Treasurer Gorgerat advised that MP Cheryl Gallants office has inquired if Council would consider their request to host their 2024 Constituency Clinic in Council Chambers on Tuesday July 25th from 12:00 pm – 4:00 pm. Council had no objection.

CAO/Clerk – Treasurer Gorgerat indicated that she provided Council with a recommendation from Fire Chief Bob Gareau pertaining to the hiring of Matt McMurdo for the position of Probationary Firefighter.

Moved by Ted Browne
Seconded by Maureen MacMillan

THAT Council for the Corporation of the Township of Killaloe, Hagarty and Richards hereby approves the hiring of Mr. Matt McMurdo as a Probationary Firefighter effective March 5, 2024. Carried.

And lastly, CAO/Clerk – Treasurer Gorgerat advised that she provided Council with a revised Community Development Coordinator job description and an Employment Opportunity ad. Council discussed, reviewed and directed CAO/Clerk – Treasurer Gorgerat to move forward with the advertising of the position.

Council thanked CAO/Clerk – Treasurer Gorgerat for her report.

Correspondence:

Township of Perry – Re: Request to Amend Blue Box Regulation: “Ineligible” Sources –

Moved by Harold Lavigne
Seconded by Bil Smith

THAT Council for the Township of Killaloe, Hagarty and Richards hereby supports the resolution from the Township of Perry regarding the request to the Province to amend the Blue Box Regulation for “Ineligible” Sources.

AND FURTHER THAT this resolution in support be circulated to the Honourable Doug Ford; Premier of Ontario, the Honourable Andrea Khanjin; Minister of the Environment, Conservation, and Parks, the Honourable John Yakabuski; MPP Renfrew-Nipissing-Pembroke and to all 444 Municipalities in Ontario. Carried.

The Canadian Police Association (Janet Stuart) – Re: Participation Offer –

Moved by Dave Mayville
Seconded by Harold Lavigne

THAT Council for the Township of Killaloe, Hagarty and Richards hereby approves the purchase of the participation offer from the Canadian Police Association publication which is to be included within the Police Vision Magazine for the cost of \$258.00 plus applicable taxes. Not Carried.

Autism Ontario – Re: “Fly the Flag” – filed

County of Renfrew – Re: Notice of Application and Public Meeting – filed

City of Clarence – Rockland – Re: Resolution 9-8-8 National Suicide and Crisis Hotline – filed

Minister of MECP – Re: Save the Date – Provincial Day of Action on Litter May 14, 2024 – filed

Mayor Mayville – Re: Eastern Ontario Housing Summit – filed

Mayor Mayville – Re: Taste of the Valley 2023 Final Report – filed

Mayor Mayville – Re: Freshet Communication – filed

Mayor Mayville – Re: Concern from Lynn Flokstra – filed

New Business:

Councillor Smith advised that the Lions will not be moving forward with the “Best of Killaloe Awards” this year, however they would like to revert a joint volunteer appreciation event co-hosted by the Community Resource Centre, the Killaloe and Area Lions Club, the Friendship Club and the Municipality. Council discussed and had no objection to participating in this event with Councillor Smith taking the lead as the Municipal representative.

Mayor Mayville advised that Fire Chief Gareau is inquiring with Council as to their direction regarding the fireworks. CAO/Clerk – Treasurer provided Council with three (3) different options pertaining to costs and locations of the event. Council discussed and directed the following:

Moved by Maureen MacMillan

Seconded by Bil Smith

BE IT RESOLVED that Council of the Corporation of the Township of Killaloe, Hagarty and Richards approves the cost of \$14,000.00 plus HST for the 2024 fireworks.

AND FURTHER THAT Council of the Corporation of the Township of Killaloe, Hagarty and Richards directs that the fireworks display be a stand alone show in the Village of Killaloe. Carried.

Councillor Browne congratulated Journalist Terry Fleury for his twenty-five (25) years of service with the Eganville Leader. Council reiterated Councillor Browne’s congratulations to Mr. Fleury.

Committee of the Whole:

Moved by Ted Browne

Seconded by Maureen MacMillan

Motion to move into committee of the whole.

BE IT RESOLVED THAT Council move into a closed meeting pursuant to Section 239 of the Municipal Act, 2001, as amended, for the following reason(s):

- The security of property of the municipality or local board;
- X Personal matters about an identifiable individual, including municipal or local board employees;
- A proposed or pending acquisition or disposition of land by the municipality or local board;
- X Labour relations or employee negotiations;
- Litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board;
- Advice that is subject to solicitor-client privilege, including communications necessary for that purpose;
- A matter in respect of which a council, board, committee or other body may hold a closed meeting under another Act;
- Information explicitly supplied in confidence to the municipality or local board by Canada, a province or territory or a Crown agency of any of them;
- A trade secret or scientific, technical, commercial or financial or labour relations information supplied in confidence to the municipality or local board, which, if disclosed could reasonable be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a

- person, group of persons, or organization;
- A trade secret or scientific, technical, commercial or financial information that belongs to the municipality or local board and has monetary value or potential monetary value;
 - A position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board;
 - A request under the *Municipal Freedom of Information and Protection of Privacy Act*, if the council, board, commission or other body is the head of an institution for the purposes of that Act;
 - An ongoing investigation respecting the municipality, a local board or a municipally-controlled corporation by the Ombudsman appointed under the *Ombudsman Act*, an Ombudsman referred to in subsection 223.13 (1) of this Act, or the investigator referred to in subsection 239.2 (1); or
 - Education or training sessions for council or local boards if the meeting is held for that purpose and if at the meeting, no member discusses or otherwise deals with any matter in a way that materially advances the business or decision-making of the council, local board or committee.

Carried.

Moved by Bil Smith
Seconded Harold Lavigne

Motion to come out of Committee of the Whole. Carried.

Mayor Mayville advised that staff have been directed accordingly to matters discussed in committee of the whole.

Confirming By-Law:

Moved by Ted Browne
Seconded by Maureen MacMillan

THAT By-Law No. 09 – 2024 being a by-law to confirm the proceedings of Council of the Township of Killaloe, Hagarty and Richards at its Regular Meeting held on March 5, 2024 be given its 1st, 2nd and 3rd reading and finally passed this 5th day of March, 2024. Carried.

Adjournment

Moved by Bil Smith
Seconded by Maureen MacMillan

Motion to adjourn the Regular Council meeting of March 5, 2024 for the Township of Killaloe, Hagarty and Richards. Carried.

Mayor – Dave Mayville

CAO/Clerk-Treasurer – Tammy Gorgerat