



Essex County Council Regular Meeting Minutes

Wednesday, March 15, 2023

6:00 PM

Council Chambers, 2nd Floor

360 Fairview Avenue West

Essex, Ontario N8M 1Y6

<https://video.isilive.ca/countyofessex/live.html>

- Council:
- Michael Akpata, Deputy Mayor - Town of LaSalle
 - Joe Bachetti, Deputy Warden / Deputy Mayor - Town of Tecumseh
 - Tracey Bailey, Mayor - Municipality of Lakeshore
 - Sherry Bondy, Mayor - Town of Essex
 - Kimberly DeYong, Deputy Mayor - Town of Kingsville
 - Chris Gibb, Deputy Mayor - Town of Amherstburg
 - Gary McNamara, Mayor - Town of Tecumseh
 - Crystal Meloche, Mayor - Town of LaSalle
 - Michael Prue, Mayor - Town of Amherstburg
 - Dennis Rogers, Mayor - Town of Kingsville
 - Rob Shepley, Deputy Mayor - Town of Essex
 - Larry Verbeke, Deputy Mayor - Municipality of Leamington
 - Kirk Walstedt, Deputy Mayor - Municipality of Lakeshore
 - Mark Carrick, Councillor - Town of LaSalle (Alternate)
- Absent:
- Hilda MacDonald, Warden / Mayor - Municipality of Leamington
 - Brian Houston - Councillor, Town of Tecumseh (Alternate Member)
 - Kimberly Verbeek, Councillor - Town of Essex (Alternate Member)
- Administration:
- Mary Birch, Interim CAO & Director, Legislative and Community Services/Clerk
 - Jayne Brooks Keller, Administrator - Sun Parlor Home
 - Adam Craig, CEO and Chief Librarian - Essex County Library
 - Kristie Cronin, Director of Human Resources

Katherine Hebert, Manager, Records and
Accessibility/Deputy Clerk
Bruce Krauter, Chief, Essex Windsor Emergency Medical
Services
David Sundin, County Solicitor
Crystal Sylvestre, Administrative Assistant, Legislative
and Community Services
Sandra Zwiers, Director, Financial Services/Treasurer
Jerry Behl, Manager, Transportation Planning and
Development
Ellen Van Wageningen, Communications Officer
Slawomir Pulcer, Deputy Chief, Professional Standards -
EWEMS
Gary Filiatrault, Human Resources Business Partner

1. Closed Meeting

A Closed Meeting was held at 5:15 PM on March 15, 2023.

055-2023

Moved By Larry Verbeke

Seconded By Michael Prue

That Council move into a closed meeting pursuant to Section 239 (2) (c), (f) and (3.1) 1. of the Municipal Act, 2001, as amended for the following reason(s):

- a proposed or pending acquisition or disposition of land by the municipality or local board;
- advice that is subject to solicitor-client privilege, including communications necessary for that purpose;
- for the purpose of educating or training the members.

Carried

058-2023

Moved By Gary McNamara

Seconded By Kimberly DeYong

That Council rise from the Closed meeting at 5:30 PM and that the Closed meeting for March 15, 2023 be adjourned.

Carried

2. Moment of Reflection

Slawomir Pulcer, Deputy Chief, Professional Standards - EWEMS joined the meeting at 6:00 pm.

Gary Filiatrault, Human Resources Business Partner joined the meeting at 6:00 pm.

Michael Akpata, Deputy Mayor - Town of LaSalle joined the meeting at 6:00 pm.

Joe Bachetti, Deputy Warden / Deputy Mayor - Town of Tecumseh joined the meeting at 6:00 pm.

Tracey Bailey, Mayor - Municipality of Lakeshore joined the meeting at 6:00 pm.

Sherry Bondy, Mayor - Town of Essex joined the meeting at 6:00 pm.

Kimberly DeYong, Deputy Mayor - Town of Kingsville joined the meeting at 6:00 pm.

Chris Gibb, Deputy Mayor - Town of Amherstburg joined the meeting at 6:00 pm.

Gary McNamara, Mayor - Town of Tecumseh joined the meeting at 6:00 pm.

Crystal Meloche, Mayor - Town of LaSalle joined the meeting at 6:00 pm.

Michael Prue, Mayor - Town of Amherstburg joined the meeting at 6:00 pm.

Dennis Rogers, Mayor - Town of Kingsville joined the meeting at 6:00 pm.

Rob Shepley, Deputy Mayor - Town of Essex joined the meeting at 6:00 pm.

Larry Verbeke, Deputy Mayor - Municipality of Leamington joined the meeting at 6:00 pm.

Kirk Walstedt, Deputy Mayor - Municipality of Lakeshore joined the meeting at 6:00 pm.

Mary Birch, Interim CAO & Director, Legislative and Community Services/Clerk joined the meeting at 6:00 pm.

Jayne Brooks Keller, Administrator - Sun Parlor Home joined the meeting at 6:00 pm.

Adam Craig, CEO and Chief Librarian - Essex County Library joined the meeting at 6:00 pm.

Kristie Cronin, Director of Human Resources joined the meeting at 6:00 pm.

Katherine Hebert, Manager, Records and Accessibility/Deputy Clerk joined the meeting at 6:00 pm.

Bruce Krauter, Chief, Essex Windsor Emergency Medical Services joined the meeting at 6:00 pm.

David Sundin, County Solicitor joined the meeting at 6:00 pm.

Crystal Sylvestre, Administrative Assistant, Legislative and Community Services joined the meeting at 6:00 pm.

Sandra Zwiers, Director, Financial Services/Treasurer joined the meeting at 6:00 pm.

Jerry Behl, Manager, Transportation Planning and Development joined the meeting at 6:00 pm.

Ellen Van Wageningen, Communications Officer joined the meeting at 6:00 pm.

Mark Carrick, Councillor - Town of LaSalle (Alternate) joined the meeting at 6:00 pm.

3. Singing of 'O Canada'

4. Land Acknowledgement Statement

We begin by acknowledging that the land on which we gather is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa and Potawatomie Peoples.

To recognize the land is an expression of gratitude to those whose territory you reside on, and a way of honouring the Indigenous people who have been living and working on the land from time immemorial.

We value the significant historical and contemporary contributions of local and regional First Nations and all the Original Peoples of Turtle Island.

5. Recording of Attendance

Deputy Warden Bachetti and all members of Council attended the meeting at the Essex County Civic Centre, Council Chambers.

Warden Hilda MacDonald and Michael Akpata were absent.

Mark Carrick attended as an alternate member for the Town of Lasalle.

6. County Warden's Welcome and Remarks

Deputy Warden Bachetti welcomed Council, administration and the viewing public to the meeting.

The Deputy Warden introduced the first installments of the County of Essex Climate Connection newsletter and provided an overview of the information the quarterly newsletter aims to communicate.

As Spring weather was approaching, the Deputy Warden encouraged all residents of Essex County to visit their local municipal website to register for municipal alerts to receive important information regarding weather related events such as power outages and flooding. The Deputy Warden also directed residents to the County website to find valuable information related to emergency planning and preparedness.

The Deputy Warden reminded residents that the County was hosting a Special meeting on April 5, 2023 pertaining to the County of Essex Official Plan Review.

Congratulations was extended to Amherstburg, Kingsville and LaSalle who were recipients of Festivals and Events Ontario Awards. A special congratulations was given to the Town of Amherstburg who won the Municipality of the Year Award, Sponsor of the Year Achievement Award for its River Lights Winter Festival which was also named one of the 2023 Top 100 Ontario Festivals and Events, along with:

- Amherstburg Open Air Weekends;
- Kingsville Open Streets;
- the Kingsville Migration Festival; and
- the LaSalle Strawberry Festival.

7. Disclosure of Pecuniary Interest

There were no disclosures of pecuniary interest. Michael Prue did notify Council that he resides on Boblo Island and was only affected by the Enbridge Gas Expansion Project noted under item 10.1.1 to the same extent as all other residents of the Island.

8. Adoption of Regular Meeting Minutes

Minutes of the March 1, 2023, Essex County Council, Regular meeting

Gary McNamara, Mayor - Town of Tecumseh left the meeting at 6:08 pm.

Michael Akpata, Deputy Mayor - Town of LaSalle left the meeting at 6:08 pm.

Gary McNamara, Mayor - Town of Tecumseh joined the meeting at 6:08 pm.

059-2023

Moved By Gary McNamara

Seconded By Tracey Bailey

That the minutes of the March 1, 2023 Regular Meeting of Essex County Council be adopted as presented.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

9. Delegations and Presentations

060-2023

Moved By Kimberly DeYong

Seconded By Kirk Walstedt

That the delegation regarding ElderCollege be permitted to address County Council.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

9.1 Canterbury ElderCollege

Dr. C. Lloyd Brown-John provided an update on the success of Canterbury ElderCollege, launched in 2011, serving the "aged 55 and better" community throughout Windsor and Essex County.

Dr. Brown-John explained that sessions were held at many locations throughout the City and the County. He highlighted the successes of the various examples of programs offered through ElderCollege and an overview of their fee schedule. He encouraged any person with a special, skill, talent or interest that they would like to share to connect with the ElderCollege to become involved and asked council members to encourage participation through their websites.

10. Communications

10.1 Correspondence

10.1.9 CK - insurance - cost of insurance is dramatically increased year over year - attorney gen re joint and several liab -

061-2023

Moved By Rob Shepley

Seconded By Chris Gibb

That the correspondence listed on the Regular Agenda for March 15, 2023, be received and any noted action approved.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

10.1.1 Enbridge Gas Expansion Project to Boblo Island

Letter from Stantec Consulting Ltd. RE In-person Information Session rescheduled for March 20, 2023.

10.1.2 Windsor-Essex Chamber of Commerce

February 28, 2023: [Chamber Events](#)

10.1.3 Ministry of Natural Resources and Forestry Policy Division

Online Information Sessions RE amendments to Ontario Regulation 161/17 under the Public Lands Act

10.1.4 Ministry of the Environment, Conservation and Parks Environmental Assessment Modernization Branch

Notice to Stakeholders RE Municipal Class Environmental Assessment (EA) amendments

10.1.5 Niagara Region Declaration of Emergency

Resolution RE Declarations of Emergency for Homelessness, Mental Health and Opioid Addiction

10.1.6 Town of Cobourg

Resolution RE Homeless and Unsheltered Persons

10.1.7 Town of Grimsby

Resolution RE Barriers for Women in Politics

10.1.8 Municipality of Trent Lakes

Resolution RE request to the Minister of Municipal Affairs and Housing to update the municipal oath of office

10.1.9 Municipality of Chatham-Kent

Resolution RE Reducing Municipal Insurance Costs

063-2023

Moved By Gary McNamara

Seconded By Dennis Rogers

That Essex County Council support the Resolution of Chatham Kent RE Municipal Insurance Costs.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

10.1.10 Municipality of Chatham-Kent

Resolution RE Support for Bill 5: Stopping Harassment and Abuse by Local Leaders Act

062-2023

Moved By Gary McNamara

Seconded By Sherry Bondy

That Essex County Council defer decision on Communication item 10.1.10 RE Bill 5: Stopping Harassment and Abuse by Local Leaders Act

In Favour (10): Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Gary McNamara, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, and Kirk Walstedt

Opposed (3): Kimberly DeYong, Crystal Meloche, and Mark Carrick

Carried

10.1.11 Association of Municipalities of Ontario (AMO)

- March 2, 2023 - [AMO Watchfile](#)
- March 6, 2023 - [AMO & Local Authority Services \(LAS\) Municipal Energy Symposium](#)

- March 8, 2023 - [AMO Events - Save the Date for AMO's 2023 Ending Homelessness Symposium](#)
- March 9, 2023 - [AMO Watchfile](#)

10.1.12 Western Ontario Wardens Caucus

Correspondence issued by the Western Ontario Wardens Caucus (WOWC)

10.2 Resolutions

10.2.1 Western Ontario Warden's Caucus - A Call to the Provincial Government to End Homelessness in Ontario

Moved By Gary McNamara
Seconded By Sherry Bondy

That Essex County Council support the resolution from the Western Ontario Warden's Caucus calling on the Provincial Government to end Homelessness in Ontario.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

11. Consent Agenda

065-2023

Moved By Dennis Rogers
Seconded By Kirk Walstedt

That the minutes listed as item 11.1 on the Consent Agenda for March 15, 2023, be adopted and the minutes on the said Consent Agenda, listed as items 11.2 and 11.3 be deferred to next meeting.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

11.1 Essex County Accessibility Advisory Committee

Essex County Accessibility Advisory Committee minutes dated February 9, 2023.

11.2 Essex County Library Board

Essex County Library Board Meeting minutes dated January 11, 2023.

11.3 Essex Windsor Solid Waste Authority

Essex Windsor Solid Waste Authority minutes dated February 7, 2023.

12. Reports and Questions

12.1 Acquisition of Parts 1 and 2 on Reference Plan 12R-28989

Report number 2023-0315-LCS-R03-DMS, Acquisition of Parts 1 and 2 on Reference Plan 12R-28989, dated March 15, 2023, from David Sundin, County Solicitor.

David Sundin presented the report on behalf of Allan Botham, Director, Infrastructure and Planning Services.

David explained that acquisition of four parts of land were required to complete intersection improvements at County Road 46 and Rochester Townline Road. Planned intersection improvements included the installation of a roundabout in 2023. The report presented included acquisition of Parts 1 and 2 and acquisition of Parts 3 and 4 would be presented to Council at a later date.

David stated that the cost of the land was included in the engineering budget for this project.

066-2023

Moved By Gary McNamara

Seconded By Tracey Bailey

That Essex County Council authorizes the purchase of the Lands described as Parts 1 and 2 on Reference Plan 12R-28989, providing the purchase of the said Lands are for the amounts previously approved by County Council per Report 2023-0315-LCS-R01-DMS, and authorizes the Clerk and the Warden to execute such documents as may be required to complete the purchase of the said Lands.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

12.2 Human Resources Annual Service Report 2022

Report Number 2023-0315-HR-R02-GF, Human Resources Annual Service Report 2022, dated March 15, 2023, from Gary Filiatrault, HR Business Partner.

Gary Filiatrault provided Council with the overview of aggregate data related to Human Resources services delivered in 2022.

Gary listed the functions of the Human Resources department as recruitment and selection; training and development; performance management; employee relations, labour relations and collective bargaining; compensation and benefits administration; human resources systems, data and reporting and ability and wellness management.

Under each function, Gary offered statistical data outlining achievements and challenges throughout 2022.

Discussion included information collected when a person voluntarily leaves the employment of the County of Essex including exit interview procedures. Further discussion took place pertaining to terminations throughout 2022 and it was requested that the department return to Council with a subsequent report offering more detail under that subject.

068-2023

Moved By Larry Verbeke

Seconded By Crystal Meloche

That Essex County Council receive the Human Resources Annual Services Report Number 2023-0315-HR-R02-GF

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

067-2023

Moved By Michael Prue

Seconded By Gary McNamara

That Essex County Council request a subsequent report from Human Resources regarding terminations in 2022.

In Favour (8): Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Gary McNamara, Michael Prue, Dennis Rogers, and Rob Shepley

Opposed (5): Kimberly DeYong, Crystal Meloche, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

12.3 Human Resources Policy Approval

Report number 2023-0315-HR-R03-KC, Human Resources Policy Approval, dated March 15, 2023 from Kristie Cronin, Director, Human Resources

Kristie Cronin provided the report on the Right to Disconnect Policy 2022-001, Electronic Monitoring of Employees Policy 2022-006, and the Work-Life Integration Policy (Non-Union) 2023-001.

Kristie explained that the Right to Disconnect and Electronic Monitoring of Employees policies were legislatively required under the *Working for Workers Act, 2021*.

The Work-Life Integration Policy for Non-Union staff was developed following the successful work from home experience of several non-union staff members during the COVID-19 work from home requirements. The framework of the policy had been piloted beginning in September 2021 and was well received by both staff and management. Kristie stated that it was anticipated that offering this working arrangement would benefit the County in attracting and retaining staff.

069-2023

Moved By Sherry Bondy

Seconded By Michael Prue

That Essex County Council approves the Right to Disconnect Policy 2022-001, Electronic Monitoring of Employees Policy 2022-006, and the Work-Life Integration Policy (Non-Union) 2023-001.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

13. Unfinished Business

13.1 Notice of Motion from March 1, 2023

Deputy Mayor Kimberly DeYong, at the March 1, 2023 meeting brought forward a Notice of Motion seeking consideration of a tree cutting and site alteration by-law pertaining to designated protected natural heritage features and land identified on the natural environment overlay in the Essex County Official Plan.

070-2023

Moved By Kimberly DeYong

Seconded By Rob Shepley

That Essex County Council direct County Administration to review the feasibility of a tree cutting and site alteration by-law pertaining to designated protected natural heritage features and land identified on the natural environment overlay in the Essex County Official Plan and report back to County Council with recommendations.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

14. New Business

14.1 Public Reporting of Closed Meeting

A Closed Meeting of Essex County Council was held at 5:15 p.m., prior to the regular Council meeting this evening, pursuant to Sections 239 (2) (c), (f) and 239 (3.1) of the Municipal Act, 2001 as amended.

Council was given information on a pending acquisition of property and Council provided direction to Administration.

Council also attended an education session regarding the Role of members of Committee of Management for the Sun Parlor Home.

15. Adoption of By-Laws

071-2023

Moved By Larry Verbeke

Seconded By Rob Shepley

That By-law 2023-11, having been read a first, second and third time, be finally passed and enacted.

In Favour (13): Joe Bachetti, Tracey Bailey, Sherry Bondy, Kimberly DeYong, Chris Gibb, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Mark Carrick

Carried

15.1 By-law 2023-11

Being a By-law to confirm the proceedings of the Council of the County of Essex for the meeting held March 15, 2023.

16. Notice of Motion

There were no Notices of Motion for March 15, 2023.

17. Adjournment

072-2023

Moved By Rob Shepley

Seconded By Kimberly DeYong

That the Essex County Council meeting for March 15, 2023 be adjourned at 7:41 PM.

Carried

Joe Bachetti,
Deputy Warden, County of Essex

Essex County Council Minutes - March 15, 2023

Mary Birch

Director, Legislative and Community Services/Clerk