



## Municipality of Mississippi Mills

### COUNCIL AGENDA

Tuesday, January 31, 2023

6:00 p.m.

Hybrid

3131 Old Perth Road.

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	Pages
A. CALL TO ORDER	
B. O CANADA	
C. MOMENT OF SILENT MEDITATION	
D. ATTENDANCE	
E. APPROVAL OF AGENDA Recommended Motion: THAT the agenda be approved as presented.	
F. DISCLOSURE OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF	
G. APPROVAL OF MINUTES Recommended Motion: THAT the Council minutes dated January 17, 2023, be approved as presented.	4 - 13
H. DELEGATION, DEPUTATIONS, AND PRESENTATIONS	
H.1 Deputation - John Jordan, MPP	
H.2 Delegation - Lanark County Interval House - Intimate Partner Violence Erin Lee, Executive Director	14 - 22
H.3 Deputation - Municipal Property Assessment Corporation (MPAC) Kim Bennett, Account Manager Zone 6, Municipal and Stakeholder Relations	23 - 37
I. PUBLIC MEETINGS	
J. COMMITTEE OF THE WHOLE REPORT Recommended Motion: THAT Council approve the Committee of the Whole motions from the January 17, 2023 meeting.	38 - 52

**J.1 Request A Municipal Council Support Resolution for COMPASS Renewable Energy Consulting Inc.**

**Recommended Motion:**

**THAT** Council grants a Municipal Council Support Resolution for battery energy storage system project bid by COMPASS Renewable Energy Consulting Inc. with a condition that the proposed development be subject to all applicable Municipal and Provincial by-laws and Standards as determined by the Municipality, including any applicable Official Plan policies and Zoning By-law provisions.

**J.2 Mississippi Mills Municipal Grants 2023**

Request for pre-budget approval for municipal grants.

**Recommended Motion:**

**THAT** Council approve the following 2023 municipal grants:

- Mississippi Lakes Association - \$500.00
- Madawaska Land Trust - \$1400.00
- Frost Fest Festival – Pakenham Civitan Club - \$2000.00
- Almonte Legion Pipe Band - \$2500.00
- Almonte in Concert Concert Series - \$2500.00
- Puppets Up 2023 Festival - \$2700.00
- Almonte Fair – North Lanark Agricultural Society - \$2700.00
- Almonte Celtfest Festival - \$2700.00
- North Lanark Highland Games - \$2700.00
- Age Friendly North Lanark - \$2344.72
- Pride Mississippi Mills - \$3450.00
- Valley Players - \$4000.00
- Bridging Generations – Age Friendly Pakenham - \$4801.50
- Almonte Civitan - \$0

Total Requested \$53,746.22 Total Recommended \$34,296.22

**AND THAT** Council provide pre-budget approval of \$34,296.22 to allow staff to distribute grant funding in Q1 2023.

**J.3 Amendment to Flag Policy - Death Protocols**

**Recommended Motion:**

**THAT** Council approve the amendment to the general provisions section 6.1 of the flag policy to allow the Chief or Deputy Chief to lower flags outside of working hours.

**AND THAT** Council adopt the Response Protocol for Death Announcements.

- J.4 Info List Item A - Ministry of Environment, Conservation and Parks re: Municipal blue box transition
- J.5 Info List Item B - Town of Plympton-Wyoming re: CN Railway contribution requirements under the Drainage Act

**K. BY-LAWS**

**K.1 By-law 23-006 OMERS Participation (Council Members)**

53 - 56

**Recommended Motion:**

**THAT** By-law 23-006 being a By-law to confirm and authorize participation in the OMERS Primary Pension Plan and the Retirement Compensation Arrangement for the OMERS Primary Pension Plan for the employees and Members of Council of the Corporation of the Municipality of Mississippi Mills be read, passed signed and sealed in Open Council this 31st day of January 2023.

**L. ANNOUNCEMENTS AND INVITATIONS**

**M. CONSIDERATION OF A CLOSED SESSION**

**Recommended Motion:**

**THAT** Council enter into an in camera session at x:xx pm as per a proposed or pending acquisition or disposition of land by the municipality or local board (Municipal Act s 239 (2)(c)).

**M.1 Land Purchase**

**N. RISE AND REPORT**

**N.1 Land Purchase**

**O. CONFIRMATORY BY-LAW**

**Recommended Motion:**

**THAT** By-law 22-007 being a by-law to confirm the proceedings of the Council of the Corporation of the Municipality of Mississippi Mills at its regular meeting held on the 31st day of January, 2023, be read, passed, signed and sealed in Open Council this 31st day of January 2023.

**P. ADJOURNMENT**

**Recommended Motion:**

**THAT** the meeting be adjourned at x:xx p.m.



**The Municipality of Mississippi Mills**

**Council Meeting**

**MINUTES**

**January 17, 2023**

**6:00 p.m.**

**Hybrid**

**3131 Old Perth Road.**

**PRESENT:**

Mayor Lowry  
Deputy Mayor Minnille  
Councillor Ferguson  
Councillor Holmes  
Councillor Lowe  
Councillor Souter  
Councillor Torrance

**Staff Present**

Ken Kelly, CAO  
Jeanne Harfield, Clerk  
Casey Munro, Deputy Clerk  
Melanie Knight, Senior Planner  
David Shen, Director of Development Services & Engineering  
Tiffany MacLaren, Manager Community & Economic  
Development

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**A. CALL TO ORDER**

Mayor Lowry called the meeting to order at 6:14 p.m.

**B. O CANADA**

Council stood for the playing of O Canada.

**C. MOMENT OF SILENT MEDITATION**

Council observed a moment of silent meditation.

**D. SMUDGING CEREMONY AND MESSAGE**

Mayor Lowry introduced Elder Larry McDermott who performed the smudging ceremony.

Elder Larry McDermott gave a message to members of Council and those present about the importance of Indigenous history and culture as well as caring for the land.

**E. ANNUAL LAND ACKNOWLEDGEMENT**

Mayor Lowry made the annual Land Acknowledgement statement.

**F. BLESSING OF FOOD**

Elder McDermott blessed the food which was then passed around to all those present.

**G. RECESS**

Council recessed at 6:43pm and resumed at 7:02 pm

**H. TOWN CRIER**

The Town Crier, Brent McLaren, rang in the new year of Council and the start of Mississippi Mills Bicentennial Year.

**I. ATTENDANCE**

The Clerk announced attendance.

**J. APPROVAL OF AGENDA**

**Resolution No 001-23**

**Moved by** Councillor Ferguson

**Seconded by** Councillor Lowe

**THAT** the agenda be approved as presented.

**CARRIED**

**K. DISCLOSURE OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF**

None were declared.

**L. APPROVAL OF MINUTES**

**Resolution No 002-23**

**Moved by** Councillor Holmes

**Seconded by** Councillor Souter

**THAT** the Council minutes dated December, 20, 2022 be approved as presented.

**CARRIED**

**M. DELEGATION, DEPUTATIONS, AND PRESENTATIONS**

None

**N. PUBLIC MEETINGS**

**N.1 Background Report - Zoning By-law Amendment - Z-16-22 - 364 and 366 Spring St.**

Senior Planner, Melanie Knight, provided background on the proposed Zoning By-law Amendment. Members of the public were then invited to speak. No one spoke.

**N.2 Background Report – Zoning By-law Amendment – Z-13-22 - 10 St. Andrews St.**

Senior Planner, Melanie Knight, provided background on the proposed Zoning By-law Amendment. Members of the public were then invited to speak. The following individuals spoke:

- Jordan Jackson, planner from Novatech representing the applicant provided further information on the proposed development and zoning by-law amendment.

**N.3 Background Report – Baker’s Quarry – 09-T-20001**

Senior Planner, Melanie Knight, provided background on the proposed plan of subdivision. Members of the public were then invited to speak. No one spoke.

**O. COMMITTEE OF THE WHOLE REPORT**

**Resolution No 003-23**

**Moved by** Councillor Torrance

**Seconded by** Councillor Ferguson

**THAT** Council approve the Committee of the Whole motions from the December 20, 2022 meeting;

**AND THAT** Item O.7 Info List Item D: Lanark County Resolution re: Violence Against Women Renfrew Inquest Resolutions be pulled for further consideration.

**CARRIED**

**O.1 Lease Agreement with Rogers Communications Inc.**

**Resolution No 004-23**

**Moved by** Councillor Torrance

**Seconded by** Councillor Ferguson

**THAT** Staff be directed to Negotiate in good faith with Rogers Communications Inc. a lease agreement for the installation of a Communications Tower on the Municipally Owned Property being 1470 Howie Road, Ottawa Ontario (Known as Howie Road Landfill);

**AND THAT** the lease agreement be brought back to Council for approval in January 2023.

**CARRIED**

**O.2 Hydrogeological Peer Review Services**

**Resolution No 005-23**

**Moved by** Councillor Torrance

**Seconded by** Councillor Ferguson

**THAT** Council authorize staff to award a contract for the provision of Hydrogeological Peer Review Studies with BluMetric Environmental and Jp2g Consultants Inc as per the terms and conditions noted in the County of Lanark's RFP document.

**CARRIED**

**O.3 Affordable Housing Grant Program – Next Steps**

**Resolution No 006-23**

**Moved by** Councillor Torrance

**Seconded by** Councillor Ferguson

**THAT** Council approve Option 1 - Full Integration into the County's Affordable Housing Grant Program and direct staff to develop a Memorandum of Understanding (MOU) with the County for approval by Council in early 2023; and

**THAT** \$50,000 be included in budgets going forward for the Affordable Housing Grant Program until such time that it is no longer in place.

**CARRIED**

**O.4 Additional Residential Units (ARU) for New Developments and Bill 23 – Project Plan Update**

**Resolution No 007-23**

**Moved by** Councillor Torrance

**Seconded by** Councillor Ferguson

**THAT** Council accept this report as information.

**CARRIED**

**O.5 Info List Item A: Almonte Tennis Club re: Future Development of Almonte Tennis Courts**

**Resolution No 008-23**

**Moved by** Councillor Torrance

**Seconded by** Councillor Ferguson

**THAT** Council consider the Almonte Tennis Club re: Future Development of Almonte Tennis Courts as part of the 2023 budget discussions.

**CARRIED**

**O.6 Info List Item C: Wear Red Canada Campaign Proclamation**

**Resolution No 009-23**



**Moved by** Councillor Torrance

**Seconded by** Councillor Ferguson

**WHEREAS**, Heart disease is the number one killer of women worldwide and the leading cause of premature death for Canadian women, a fact unknown to many women and their healthcare providers; and

**WHEREAS**, The Canadian Women's Heart Health Alliance is an organization of volunteer health professionals and patients working hard to improve women's heart health; and

**WHEREAS**, Wear Red Canada Day is celebrated annually to raise awareness for all Canadians, but especially Canadian women, to be mindful, curious, and proactive in the management of their heart health and wellness; and

**WHEREAS**, We want to see better prevention, diagnosis, and care and fewer women dying prematurely from heart disease;

**THEREFORE**, I, Christa Lowry, Mayor of the Municipality of Mississippi Mills, do hereby proclaim February 13, 2023 Wear Red Canada Day in Mississippi Mills, Ontario.

**CARRIED**

**O.7 Info List Item D: Lanark County Resolution re: Violence Against Women Renfrew Inquest Resolutions**

**Resolution No 010-23**

**Moved by** Councillor Torrance

**Seconded by** Councillor Lowe

**BE IT RESOLVED THAT** the Council of the Municipality of Mississippi Mills recognize the issues of violence in rural communities as serious to the health and wellness of local families; and

**BE IT FURTHER RESOLVED THAT** the Council of the Municipality of Mississippi Mills recognize the rural Renfrew County Coroner's Inquest as important to all rural communities; and

**WHEREAS**, based on the statistics of 4815 crisis calls and service provision to 527 women and children in our local community, the Mississippi Mills Council declares IPV (intimate partner violence)/VAW

(violence against women) an epidemic as per recommendation #1 of the Renfrew County Coroner's jury recommendations;

**AND THAT** this resolution be circulated to all municipalities in Ontario, local MPs and MPPs, the Association of Municipalities of Ontario, and the Ministry of the Attorney General, Ministry of Women's Social and Economic Opportunity, and the Federal Ministry of Women and Gender Equality.

**CARRIED**

Mayor Lowry proposed amending the agenda so the Closed Session would be at the end of the Council meeting.

**R. BY-LAWS**

**Resolution No 011-23**

**Moved by** Councillor Holmes

**Seconded by** Councillor Souter

**THAT** By-laws 23-002 to 23-004 be taken as read, passed, signed, and sealed in Open Council.

**CARRIED**

**R.2 Bylaw 23-002 Interim Tax Levy**

**Resolution No 012-23**

**Moved by** Councillor Holmes

**Seconded by** Councillor Souter

**THAT** By-law 23-002, being a by-law to provide for an interim tax levy in 2023, be read, passed, signed and sealed in Open Council.

**CARRIED**

**R.3 Bylaw 23-003 Temporary Borrowing**

**Resolution No 013-23**

**Moved by** Councillor Holmes

**Seconded by** Councillor Souter

**THAT** By-law 23-003, being a by-law to authorize borrowing from time to time to meet current expenditures during the fiscal year ending December 31, 2023 be read, passed, signed and sealed in Open Council.

**CARRIED**

**R.4 Bylaw 23-004 Committee of Adjustment (Amends 13-08)**

**Resolution No 014-23**

**Moved by** Councillor Holmes

**Seconded by** Councillor Souter

**THAT**, By-law 23-004 being a by-law to amend Committee of Adjustment By-law 13-08 to increase membership be read, passed, signed and sealed in Open Council.

**CARRIED**

**R.1 Bylaw 23-001 Appoint CBO Wilson (repeals 21-088, 22-079)**

**Resolution No 015-23**

**Moved by** Councillor Souter

**Seconded by** Deputy Mayor Minnille

**THAT** By-law 23-001, being a by-law to appoint Jon Wilson as the Chief Building Official, a By-law Enforcement Officer and a Property Standards Officer, be read, passed, signed and sealed in Open Council.

**CARRIED**

Mayor Lowry introduced the Municipality's New Chief Building Official, Jon Wilson.

**S. ANNOUNCEMENTS AND INVITATIONS**

None

**P. CONSIDERATION OF A CLOSED SESSION**

**Resolution No 016-23**

**Moved by** Councillor Ferguson

**Seconded by** Deputy Mayor Minnille

**THAT** Council enter an in camera session at 7:35 pm as per a proposed or pending acquisition or disposition of land by the municipality or local board (Municipal Act s. 239(2)(c)) - Business Park Lot Update; and personal matters about an identifiable individual, including municipal or local board employees (Municipal Act s. 239(2)(b)) - Committee Appointments.

**CARRIED**

**Q. RISE AND REPORT**

**Q.1 Business Park Lot Update**

Direction was provided to staff.

**Resolution No 017-23**

**Moved by** Councillor Holmes

**Seconded by** Councillor Souter

**THAT** Council extend the current purchase and sale agreement for Lot 13, Frank Davis Street and authorize the Mayor and Clerk to finalize this transaction when the purchaser has satisfied all conditions.

**CARRIED**

**Q.2 Committee Appointments**

**Resolution No 018-23**

**Moved by** Councillor Ferguson

**Seconded by** Deputy Mayor Minnille

**THAT** Council appoint the following members to advisory committees and boards:

Heritage: Michael Rickey Lancaster, Harold McKay, Stephen Braithwaite, Janet Carlile, Jill McCubbin, and Sandra Franks

Committee of Adjustment and Property Standards: Connie Beilby, Pat McCann-MacMillan, Stacey Blair, Norm Allen

Library Board: Barbara Button, Cathy Peacock, Leanne Czerwinski, Jeff Fraser, Warren Thorngate, Mary Lumsden, Emma Kinsman, Alison Ball

**AND THAT** Council amend the terms of reference for Committee of Adjust and Property Standards Advisory Committee and by-law 13-08 to increase the membership of the Committee of Adjust and Property Standards to a maximum of 7 members;

**AND THAT** Council appoint the following three individuals to the Mississippi River Power Corporation selection committee: Vicky Lowe, Ken Kelly, and Denzil Ferguson

**CARRIED**

**T. CONFIRMATORY BY-LAW**

**Resolution No 019-23**

**Moved by** Councillor Lowe

**Seconded by** Councillor Holmes

**THAT** By-law 23-005 being a by-law to confirm the proceedings of the Council of the Corporation of the Municipality of Mississippi Mills at its regular meeting held on the 17th day of January 2023, be read, passed, signed and sealed in Open Council this 17th day of January 2023.

**CARRIED**

**U. ADJOURNMENT**

**Resolution No 020-23**

**Moved by** Councillor Ferguson

**Seconded by** Councillor Torrance

**THAT** the meeting be adjourned at 9:06 p.m.

**CARRIED**

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Christa Lowry, MAYOR

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Jeanne Harfield, Clerk

**LANARK COUNTY  
INTERVAL HOUSE AND  
COMMUNITY SUPPORT  
MISSISSIPPI MILLS  
JAN 31, 2023**





**WE BELIEVE THAT ALL WOMEN AND THEIR CHILDREN HAVE THE RIGHT TO LIVE WITH DIGNITY AND WITHOUT THE THREAT OF VIOLENCE. WHEN THIS RIGHT IS DENIED OR INTERFERED WITH, WE WILL PROVIDE PROTECTION AND SUPPORT.**

# LCIHCS PROGRAMS & SERVICES

- 15 bed emergency shelter
- 24-hour crisis line
- Specialized safety planning
- Systems navigation support
- Basic needs support
- Transitional Housing Support Program
- Children's Program (Shelter)
- Family Court Support Program
- Child and Youth Program
- Sexual Assault Support Program
- Women's Program
- Public Education, Training, & Advocacy
- Volunteer & Fundraising Programs
- Victim Advocate Program
- Second Stage Housing

New:

- Beyond Second Stage Housing
- Housing Advocate role
- COVID-19 Response role
- Perseverance Pantry Program
- AGAN Store & Suit Yourself Program Coordinator role





# LCIHCS STATISTICS

## 2020-21 & 2021-22 FISCAL YEARS

Fiscal Year	2020-21	2021-22
Crisis Calls	4815	3025
Total # of Women & Children Served	527	460
Total Shelter Residents	41 women 39 children	30 women 33 children
Average Age of Client	36 years old	35 years old
Average Length of Stay in Shelter	49 days	76 days
Total # of Non-Crisis Calls	3740	2771

# 2022 CKW INQUEST



IN JUNE 2022, AN INQUEST TOOK PLACE INTO THE MURDERS OF CAROL CULLETON, ANASTASIA KUZYK & NATHALIE WARMERDAM OF RENFREW COUNTY.

THE JURY MADE 86 RECOMMENDATIONS FOR CHANGE. WE ARE ACTIVELY WORKING ON IMPLEMENTING THE CHANGES WE HAVE CONTROL OVER.

TO READ THE RECOMMENDATIONS: [HTTPS://LUKESPLACE.CA/WP-CONTENT/UPLOADS/2022/06/CKW-INQUEST-VERDICT-RECOMMENDATIONS-SIGNED\\_REDACTED.PDF](https://lukesplace.ca/wp-content/uploads/2022/06/CKW-INQUEST-VERDICT-RECOMMENDATIONS-SIGNED_REDACTED.PDF)

# SEE IT, NAME IT, CHANGE IT!

Originally stemming from a series of femicides in Rural Eastern Ontario in 2015, the SINICI concept is as simple as stop, drop, and roll. It is a multi-media campaign to start a conversation, offer help and resources, provide education about violence in relationships, and encourage healthy alternatives for all community members. It was re-launched in September 2022 in response to more recent local violence.



## **WHAT COUNTY COUNCIL DID BY WAY OF RESOLUTION;**

- COUNTY COUNCIL RECEIVED A  
PROPOSED RESOLUTION**
- COUNTY COUNCIL SUPPORTED THE  
PASSING OF THE RESOLUTION**
- COUNTY COUNCIL  
MADE 3 AMENDMENTS**

# ORIGINAL RESOLUTION

BE IT RESOLVED THAT THE LANARK COUNTY COUNCIL RECOGNIZES THE ISSUES OF VIOLENCE IN RURAL COMMUNITIES AS SERIOUS TO THE HEALTH AND WELLNESS OF LOCAL FAMILIES

BE IT FURTHER RESOLVED THAT THE LANARK COUNTY COUNCIL RECOGNIZES THE RURAL RENFREW COUNTY INQUEST AS IMPORTANT TO ALL RURAL COMMUNITIES BASED ON THE STATISTICS OF 4815 CRISIS CALLS AND SERVICE PROVISION TO 527 WOMEN AND CHILDREN IN OUR LOCAL COMMUNITY, THE LANARK COUNTY COUNCIL DECLARES IPV (INTIMATE PARTNER VIOLENCE)/VAW (VIOLENCE AGAINST WOMEN) AN EPIDEMIC AS PER RECOMMENDATION #1 OF THE RENFREW COUNTY JURY RECOMMENDATIONS.

RESPECTFULLY SUBMITTED BY ERIN LEE ON BEHALF OF LANARK COUNTY INTERVAL HOUSE

CHANGES INCLUDE:

SHARING WITH 444 MUNICIPALITIES IN ONTARIO

SHARING WITH ROMA AND OTHER RELATED RURAL CONFERENCES

SHARING WITH SPECIFIC PROVINCIAL AND FEDERAL MINISTERS

# WHY SHOULD MM ENDORSE?

- The endorsement recognizes the impact and issue of violence in our rural community
- It aligns and provides pressure to the province to make changes
- Speaks to the inquest and the power of the 86 recommendations
- Speaks to the local leadership of MM and the County



A light blue map of the province of Ontario is centered on a dark blue background. A white dashed rectangular border is superimposed over the map, framing the central text.

# MPAC

Property Assessment  
in Ontario



# Ontario's Property Experts



**5.5**

**MILLION**

MPAC's database hosts information for over 5.5 million properties across Ontario.

**37**

**BILLION**

There was more than \$37 billion of new assessment captured in 2022.

**3**

**TRILLION**

Ontario's total property value exceeds \$3 trillion.





## Ontario Government

Establishes the province's assessment and taxation laws, sets the valuation date and determines education tax rates.



## MPAC

Calculates, captures and distributes assessments for all properties and buildings across Ontario.



## Municipalities

Determine revenue requirements, set municipal tax rates and collect property taxes to pay for municipal services.



## Property Owners

Pay property taxes for community services and education taxes to help fund elementary and secondary schools in Ontario.

# Maintaining Ontario's Property Database



Provincial, Municipal and  
Property Owner Support  
& Guidance



New Assessment  
Forecasting & Market  
Analysis/Trends



Municipal Financial  
Planning & Insights



Vacancy and Tax  
Applications for  
Commercial, Business  
& Residential



Requests for  
Reconsideration &  
Appeal Processing



Processing Severances  
and Consolidations








MPAC conducts property valuation updates, referred to as **reassessments**.





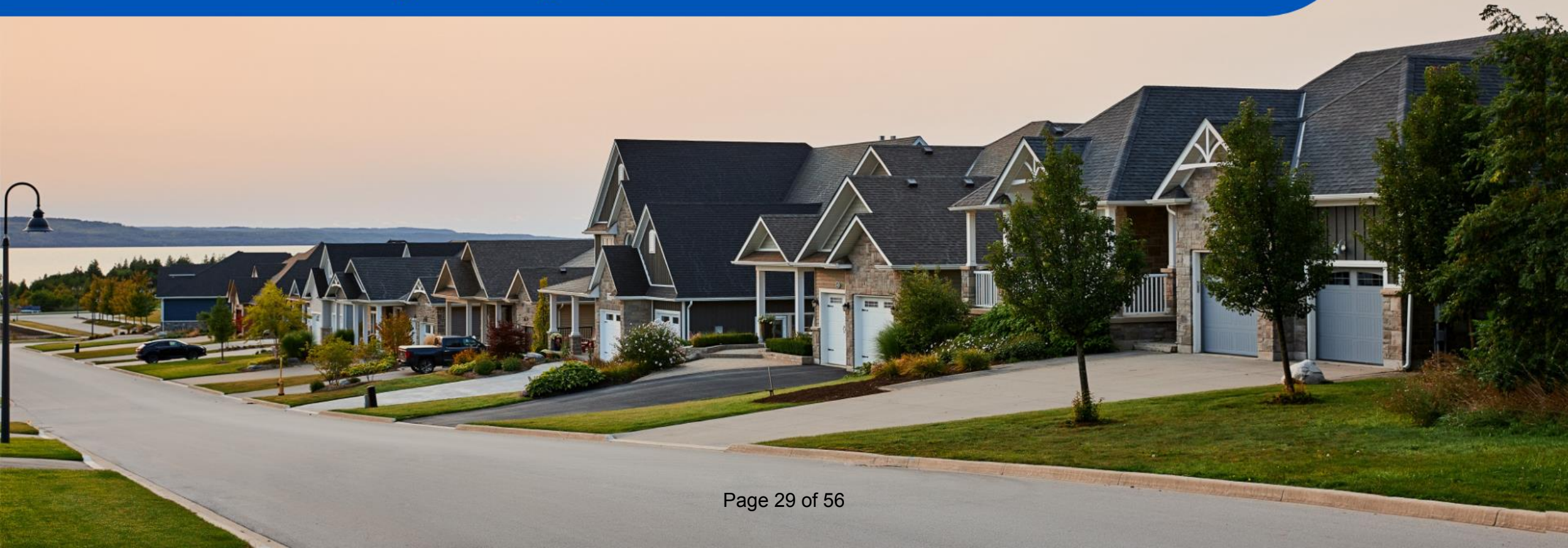
## What is Current Value Assessment? (CVA)

Current value is market value **at a point in time** (the legislated valuation date)



# Assessment Update

Property values for the **2022 and 2023 Tax Years** continue to be based on a **January 1, 2016 valuation date.**

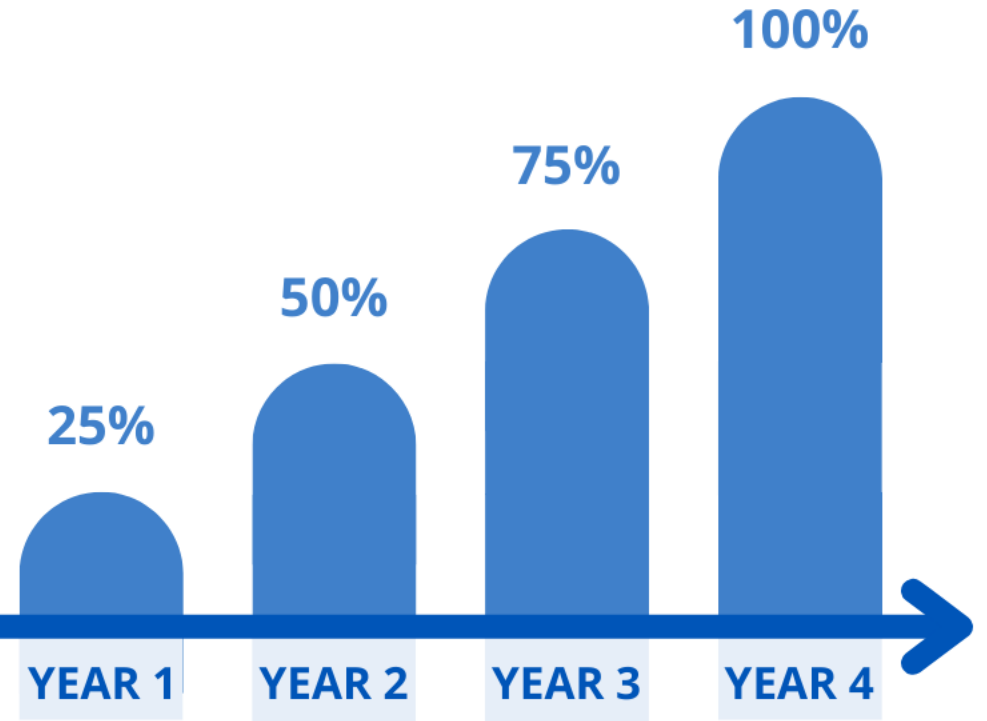


# The Assessment Cycle

Valuation Date  
January 1, 20XX



Notices mailed



Assessment increases are **phased in equally over four years.**  
Decreases are **applied immediately.**



# The **Three** Approaches to Value



**Direct  
Comparison**

FOR



**Income**




**Cost**

# MPAC's Role in The **Building** **Permit** Process

Municipalities rely on MPAC to take their building permits and plans and **turn them into assessment.**

Municipalities tax property owners **based on those assessments.**

The sooner MPAC delivers assessments, the faster municipalities realize **new revenue.**





# Resolving Assessment Concerns

1



Reflect on the  
Current Value  
Assessment

2



Visit MPAC's  
[AboutMyProperty.ca](http://AboutMyProperty.ca)  
to confirm details

3



View similar  
properties and  
their assessed  
values

4



Submit a Request  
for Reconsideration  
if you disagree

# Let's Talk **Property Taxes**

Each year, **municipalities** decide how much money they need to raise from property taxes **to pay for services** and **determine tax rates** based on that amount.



Your property's assessed value, provided by MPAC.





Municipal and education tax rates\* for your property type.



Property taxes you pay.

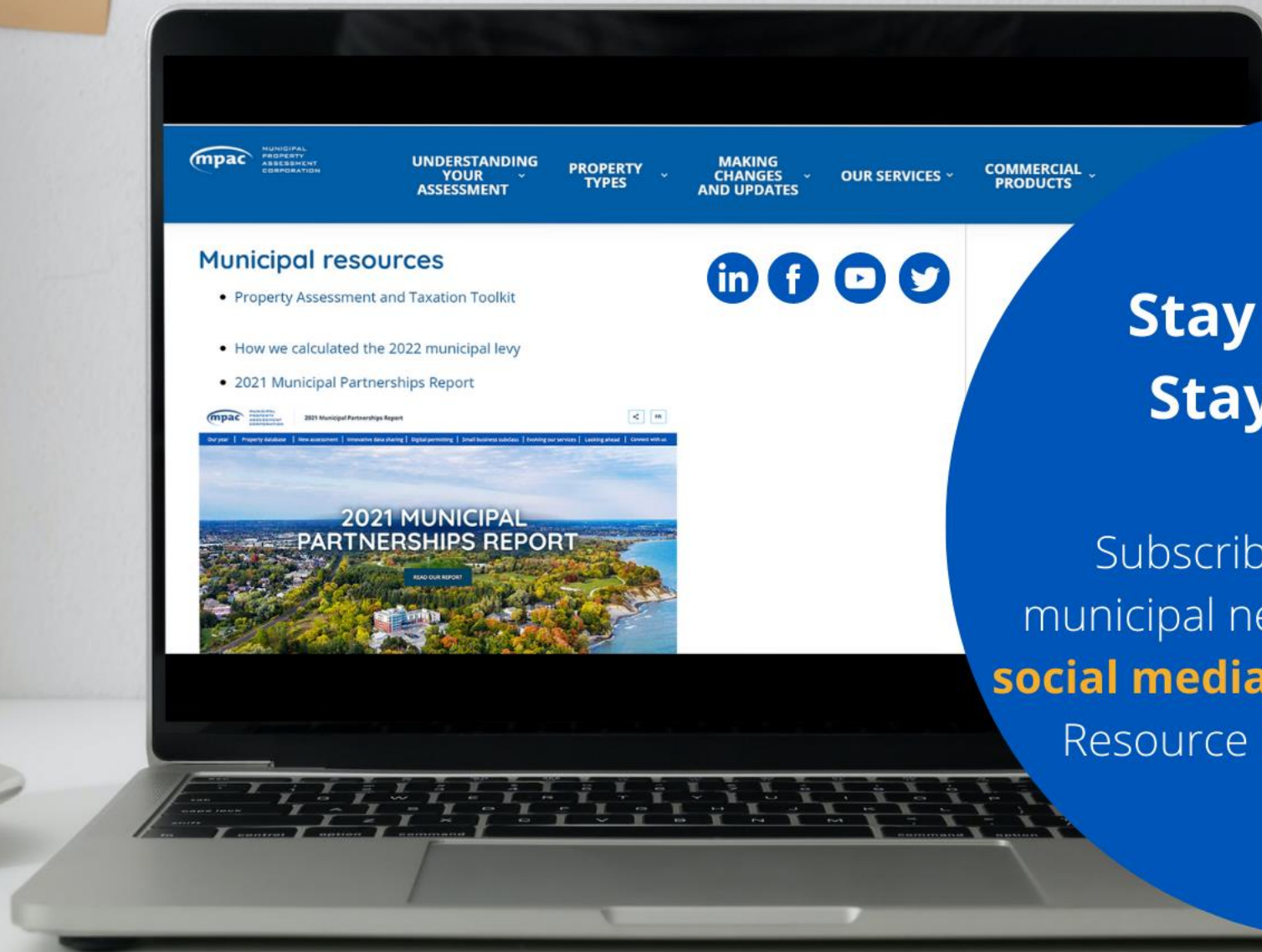
# Ready with Resources for You



MYTH	FACT
<p>My property value has doubled.</p> <p>My property taxes will double.</p> <p></p>	<p>There is <b>no 1:1 relationship</b> between the change in your assessed value and change in taxation.</p> <p></p>







Stay **Connected,**  
Stay **Informed**

Subscribe to **InTouch**, our municipal newsletter, follow us on **social media**, and visit our Municipal Resource Library on **mpac.ca**.



# Your Municipal Contacts

**Kim Bennett**

Account Manager

[kim.bennett@mpac.ca](mailto:kim.bennett@mpac.ca)

343.300.0146

**Tracy McIntyre**

Regional Manager

[tracy.mcintyre@mpac.ca](mailto:tracy.mcintyre@mpac.ca)

613.635.1848



## **REPORT OF THE COMMITTEE OF THE WHOLE**

### **January 17, 2023**

The following is the Committee of the Whole report from the January 17<sup>th</sup> meeting.

#### **Staff Reports**

##### **Request A Municipal Council Support Resolution for COMPASS Renewable Energy Consulting Inc.**

###### **Resolution No. CW007-23**

**THAT** Council grants a Municipal Council Support Resolution for battery energy storage system project bid by COMPASS Renewable Energy Consulting Inc. with a condition that the proposed development be subject to all applicable Municipal and Provincial by-laws and Standards as determined by the Municipality, including any applicable Official Plan policies and Zoning By-law provisions.

##### **Mississippi Mills Municipal Grants 2023**

###### **Resolution No. CW008-23**

**THAT** Council approve the following 2023 municipal grants:

- Mississippi Lakes Association - \$500.00
- Madawaska Land Trust - \$1400.00
- Frost Fest Festival – Pakenham Civitan Club - \$2000.00
- Almonte Legion Pipe Band - \$2500.00
- Almonte in Concert Concert Series - \$2500.00
- Puppets Up 2023 Festival - \$2700.00
- Almonte Fair – North Lanark Agricultural Society - \$2700.00
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- Age Friendly North Lanark - \$2344.72
- Pride Mississippi Mills - \$3450.00
- Valley Players - \$4000.00
- Bridging Generations – Age Friendly Pakenham - \$4801.50
- Almonte Civitan - \$0

Total Requested \$53,746.22 Total Recommended \$34,296.22

**AND THAT** Council provide pre-budget approval of \$34,296.22 to allow staff to distribute grant funding in Q1 2023.

**Amendment to Flag Policy - Death Protocols**

**Resolution No. CW009-23**

**THAT** Council approve the amendment to the general provisions section 6.1 of the flag policy to allow the Chief or Deputy Chief to lower flags outside of working hours.

**AND THAT** Council adopt the Response Protocol for Death Announcements.

\*Amended policies and by-laws attached

**Information Items: Info list #01-23**

**Item A: Ministry of Environment, Conservation and Parks re: Municipal blue box transition**

**THAT** Council direct staff to provide updates on the municipal blue box transition.

**Item B: Town of Plympton-Wyoming re: CN Railway contribution requirements under the Drainage Act**

**THAT** Council support item B: Town of Plympton-Wyoming resolution regarding CN Railway Contribution Requirements under the Drainage Act.

Submitted by,

Reviewed by,

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Deputy Mayor Minnille,  
Committee of the Whole Chair

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Jeanne Harfield,  
Clerk






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## FLAG POLICY

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### 1. **PURPOSE**

The purpose of the policy is to ensure that all flags on Municipal property are displayed in a consistent and appropriate manner to ensure the dignity and respect for who the flags are flown. This policy sets out the procedures that determine the raising and half-masting of flags. Flag-raising encourages support from members of the public, and benefit and enrich the community. The act of half-masting is a strong visual statement that speaks to the sense of loss that is shared by all citizens.

### 2. **SCOPE**

This policy shall apply to external flags located at the Municipal Office and all municipally-owned sites equipped with a flag pole(s).

### 3. **AUTHORIZED FLAGS**

#### 3.1 **The National Flag of Canada**

The national flag of Canada is a red flag of the proportions two by length and one by width containing in its center a white square of the width of the flag, with a single red maple leaf centered therein. The colours red and white are Canada's official colours and with the maple leaf, are the symbolic elements found in the Canadian flag. The official ceremony inaugurating the new Canadian Flag was held on Parliament Hill in Ottawa on February 15, 1965.

#### 3.2 **Province of Ontario Flag**

The Province of Ontario flag is red and of the proportions two by length and one by width with the Union Jack occupying the upper quarter next to the staff and with the shield of the armorial bearings of the Province of Ontario centered in the half farthest from the staff. The flag was first raised in a ceremony in front of the Legislative Assembly building on May 21, 1965, the day it was proclaimed into force.

#### 3.3 **Municipal Flag**

The Municipality of Mississippi Mills flag was designed in 2007. The bridge refers to the "Five Span Bridge" in Pakenham, one of the three municipalities that amalgamated to form Mississippi Mills. Green represents agriculture and blue represents the Mississippi River and the importance it has played in the region's development. The three wheels refer to the name Mississippi Mills which honours the woolen mills, lumber mills and grist mills located by the river.



### 3.4 Other Flags

There is nothing in this policy restricting the use of other flags as approved by Council and where flag poles can accommodate them.

## 4. POSITION AND PRIORITY OF FLAG

- 4.1 In compliance with flag policy, an observer facing the display would find these flags positioned in the following manner beginning at the extreme left:

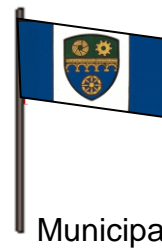
One pole Canadian flag



Two poles 1<sup>st</sup> Canadian flag, 2<sup>nd</sup> Municipal flag



Three poles 1<sup>st</sup> Provincial flag, 2<sup>nd</sup> Canadian flag, 3<sup>rd</sup> Municipal flag



Four poles 1<sup>st</sup> Canadian flag, 2<sup>nd</sup> Provincial flag, 3<sup>rd</sup> Municipal flag, 4<sup>th</sup> other flag



## **5. RESPONSIBILITIES**

- 5.1 The Clerk is responsible for ensuring compliance with this policy and established procedures at all of the municipal facilities.
- 5.2 The Clerk is responsible for ensuring that flags are replaced when they become worn, noticeably faded or otherwise unfit for service.
- 5.3 The Clerk shall inform the appropriate staff of an event that requires the lowering or raising of the flag(s).

## **6. HALF-MASTING OF FLAGS**

### **6.1 General Provisions**

The flying of flags at half-mast denotes a period of official mourning or commemoration. It is an act of honour expressing a collective sense of sorrow shared by all citizens.

6.1.1 In consultation with the Mayor, the Clerk will provide instruction to lower the flags at the Municipal Office and all municipal locations where appropriate.

6.1.2 The position of the flag when flying at half-mast will depend on its size, the length of the mast and its location; but as a general rule, the centre of the flag should be exactly half-way down the mast.

6.1.3 The official period of mourning is defined as a period of four days.

6.1.4 Flags will be flown at half-mast on an annual basis to commemorate Remembrance Day on November 11.

6.1.5 When the Canadian Flag is flown at half-mast, all other adjacent flags will also be flown at half-mast.

6.1.6 When the Municipal flag is flown at half-mast and where there is another flag on the same pole, the secondary flag shall be removed.

6.1.7 In the event of a death of a current or former Firefighter during a holiday or weekend. The Fire Chief or Deputy Fire Chief in consultation with the Mayor and Clerk may lower the flags at all municipal locations.

### **6.2 Half-masting Rules for the National Flag of Canada**

The Municipality will abide by the most recent federal policy regarding rules for half-masting the National Flag of Canada see Attachment I.

### **6.3 Half-masting Rules for the Provincial Flag**

The Municipality will abide by the most recent provincial protocol regarding rules for half-masting the Provincial Flag of Ontario see Attachment II.

#### **6.4 Half-masting Rules for the Municipal Flag**

The Municipal flag shall be flown at half-mast upon the death of the following persons or as deemed appropriate by the Mayor or Council:

- a) current Mayor or member of Council or family member (i.e. husband or wife, son or daughter).
- b) former Mayor or former member of Council
- c) current or former municipal firefighter
- d) current municipal employee or former CAO

#### **6.5 Discretionary Provisions**

The flags shall be lowered in accordance with this policy, or in circumstances not identified herein, at the direction of the Mayor (or Deputy Mayor in the absence of the Mayor).

### **7. FLAG RAISING**

Upon Council approval, the Municipality may fly the flag of:

- a) a charitable or non-profit organization to help increase public awareness of their programs and activities.
- b) an organization that has achieved national or international distinction or made a significant contribution to the community.
- c) an organization that has helped to enhance the Municipality in a positive manner.

It is the responsibility of the organization to provide the Municipality with the flag. The Municipality will not fly the flag of a group or organization whose undertakings or philosophy are contrary to Municipal policies or by-laws; espouse hatred, violence, or racism.

### **8.0 DISPOSAL OF FLAGS**

When a flag becomes worn, noticeably faded or otherwise unfit for service, it must be destroyed in a dignified way.

### **9.0 RESTRICTIONS**

No other flag other than those cited in this policy shall be flown on municipally owned properties without the approval of Council.

## APPENDIX I

### RULES FOR HALF-MASTING THE NATIONAL FLAG OF CANADA

#### Objectives

The half-masting of national flags is a well-established procedure whereby countries bestow an honour and express a collective sense of sorrow. Given that such flags are recognized as paramount symbols of their nations, the act of half-masting is a dramatic visual statement that speaks to the sense of loss that is shared by all their citizens.

It is in this context that the Government of Canada wishes to further develop the principles that will determine the half-masting policy relative to the National Flag of Canada as well as the precise arrangements to be put in place and exercised in a consistent and appropriate manner. Therefore, the Government of Canada has adopted the rules hereto attached.

#### Definitions

Unless the context otherwise requires it, the following terms shall mean:

**"Flag"** the National Flag of Canada as approved by Parliament and proclaimed by Her Majesty Queen Elizabeth II, Queen of Canada, on February 15, 1965.

**"Half-mast"** the position of the Flag when flying at half-mast will depend on its size, the length of the mast and its location; but, as a general rule, the centre of the Flag should be exactly half-way down the mast. When hoisted to or lowered from half-mast position, a flag should be first raised to the masthead.

**"Rules"** the Rules for Half-masting the National Flag of Canada.

#### I. Mandatory Half-masting

##### 1. The Sovereign, the Governor General and the Prime Minister

Upon the death of the Sovereign, the current Governor General or the current Prime Minister, the Flag is flown at Half-mast on all federal buildings and establishments in Canada and abroad, including the Peace Tower, from the time of notification of death until sunset on the day of the funeral or the memorial service.

##### 2. Sovereign's Family

Upon the death of the Sovereign's spouse, the Heir to the Throne or the Heir of the Heir to the Throne, the Flag is flown at Half-mast on all federal buildings and establishments in Canada and abroad, including the Peace Tower, from the time of notification of death until sunset on the day of the funeral or, if there is to be a memorial service, the Half-masting should take place from the time of notification of death until sunset the following day and from sunrise to sunset on the day of the memorial service.

##### 3. Former Governor General

Upon the death of a former Governor General, the Flag is flown at Half-mast on all federal buildings and establishments in Canada, including the Peace Tower, from the time of notification of death until sunset on the day of the funeral or, if there is to

be a memorial service, the Half-masting should take place from the time of notification of death until sunset the following day and from sunrise to sunset on the day of the memorial service.

#### **4. Former Prime Minister**

Upon the death of a former Prime Minister, the Flag is flown at Half-mast on all federal buildings and establishments in Canada, including the Peace Tower, from the time of notification of death until sunset on the day of the funeral or, if there is to be a memorial service, the Half-masting should take place from the time of notification of death until sunset the following day and from sunrise to sunset on the day of the memorial service.

#### **5. Chief Justice of Canada and Members of the Canadian Ministry**

Upon the death of the current Chief Justice of Canada or a current member of the Canadian Ministry, the Flag is flown at Half-mast on all federal buildings and establishments in Canada, including the Peace Tower, from the time of notification of death until sunset on the day of the funeral or, if there is to be a memorial service, the Half-masting should take place from the time of notification of death until sunset the following day and from sunrise to sunset on the day of the memorial service.

#### **6. Lieutenant Governors**

Upon the death of a current Lieutenant Governor, the Flag is flown at Half-mast on all federal buildings and establishments in the affected Province and on the Peace Tower, from the time of notification of death until sunset on the day of the funeral or, if there is to be a memorial service, the Half-masting should take place from the time of notification of death until sunset the following day and from sunrise to sunset on the day of the memorial service.

#### **7. Privy Councillors and Senators**

Upon the death of a Privy Councillor, who is not a current member of the Canadian Ministry, or a current Senator, the Flag is flown at Half-mast:

- on all federal buildings and establishments in his or her place of residence, excluding the Peace Tower if the place of residence is Ottawa, from the time of notification of death until sunset on the day of the funeral or the memorial service;
- on the Peace Tower from sunrise to sunset on the day of the funeral or the memorial service, as the case may be.

#### **8. Members of the House of Commons**

Upon the death of a current member of the House of Commons, the Flag is flown at Half-mast:

- on all federal buildings and establishments in his or her riding, excluding the Peace Tower if the riding is in Ottawa, from the time of notification of death until sunset on the day of the funeral or the memorial service;
- on the Peace Tower from sunrise to sunset on the day of the funeral or the memorial service, as the case may be.

#### **9. Accredited Heads of Mission to Canada while in Canada**

Upon the death of an accredited Head of Mission to Canada (High Commissioner or Ambassador) while in Canada, the Flag on the Peace Tower is to be half-masted on the day of the funeral/memorial service or, should there be no such service

scheduled, on the day that the remains depart Canada. (Should a service be scheduled on a date different from the one that will witness the departure, half-masting would take place on the day of the service and not on the day that the remains depart Canada).

#### **10. Half-Masting Initiated by a Province or Territory**

When a Province or Territory Half-masts its provincial or territorial flag for a reason other than one provided for in the Rules, the Flag will be Half-masted within that Province or Territory, except on the Peace Tower if the Province is Ontario, to the same geographical extent and for the same duration as the Province or Territory Half-masts its flag. The Flag will only be Half-masted in the said Province or Territory upon notification to the Manager responsible for the administration of the Rules within the Department of Canadian Heritage by the Chief of Protocol of that Province or Territory of the reason, geographical extent and duration of the said Half-masting.

#### **11. Special Days**

The Flag will be Half-masted on all federal buildings and establishments in Canada, including the Peace Tower, from sunrise to sunset on the following days:

- April 28, Day of Mourning for Persons Killed or Injured in the Workplace (Workers' Mourning Day);
- June 23, National Day of Remembrance for Victims of Terrorism;
- Second Sunday in September, Firefighters' National Memorial Day, unless Half-masting occurs near the place where a memorial is being observed, then Half-masting can occur according to the prescribed order of service, until sunset;
- Last Sunday in September, Police and Peace Officers' National Memorial Day, unless Half-masting occurs near the place where a memorial is being observed, then Half-masting can occur according to the prescribed order of service, until sunset;
- November 11, Remembrance Day, unless Half-masting occurs at the National War Memorial or a place where remembrance is being observed, then Half-masting can occur at 11:00 or according to the prescribed order of service, until sunset;
- December 6, National Day of Remembrance and Action on Violence Against Women.

In addition, the Flag will be Half-masted on the Peace Tower:

- from sunrise to sunset on April 9, Vimy Ridge Day; and
- for the duration of the annual Memorial Service on Parliament Hill to remember deceased Parliamentarians.

## **II. Discretionary Provisions**

#### **12. Foreign Heads of State or Heads of Government - Half-masting Abroad**

Upon the death of a current foreign head of state or a foreign head of government, the head of the local embassy, high commission or permanent mission may Half-mast the Flag in the host country, consistent with the practice adopted by the government of the host country.

Foreign Affairs, Trade and Development Canada will inform the Manager

responsible for the administration of the Rules within the Department of Canadian Heritage of the occurrence of the event and the Half-masting measures taken in the affected country. The Director General responsible for the implementation of the Rules within the Department of Canadian Heritage will in turn inform the Privy Council Office.

### **13. Special Circumstances in a Foreign Country**

To commemorate prominent citizens of a host country, or a resident of that country who had made a significant contribution to Canada, or special events affecting the host country, the head of the local embassy, high commission or permanent mission may Half-mast the Flag in the host country consistent with the practice adopted by the government of the host country.

Foreign Affairs, Trade and Development Canada will inform the Manager responsible for the administration of the Rules within the Department of Canadian Heritage of the occurrence of the event and the Half-masting measures taken in the affected country. The Director General responsible for the implementation of the Rules within the Department of Canadian Heritage will in turn inform the Privy Council Office.

### **14. Employees of the Federal Government**

When an employee of a federal department, agency or Crown corporation dies in the line of duty or by reason of the position he or she occupies within that federal department, agency or Crown corporation, the Minister responsible for that organization may decide to Half-mast the Flag. Half-masting in such circumstances can only be carried out on those buildings and establishments affiliated to the organization. The Minister may decide on the geographical extent of the Half-masting and its duration. The decision must be shared immediately with the Manager responsible for the administration of the Rules within the Department of Canadian Heritage, and the Director General responsible for the implementation of the Rules within the Department of Canadian Heritage will in turn inform the Privy Council Office.

### **The Department of National Defence's internal protocol on half-masting**

In the event of the death of a member of the Canadian Forces who is deployed on operations to a special duty area, unless special instructions are received, flags will be half-masted as follows:

- All flags within the task force to which a member is assigned at the time of death will be half-masted from the day of death until sunset the day of the funeral;
- All flags at the home base/station of the member will be half-masted from the day of death until sunset the day of the funeral;
- All flags within the environment (sea, land or air) to which the member was assigned will be half-masted from sunrise to sunset on the day of the funeral, and;
- All flags at National Defence Headquarters and at the headquarters of the operational command to which a member is assigned at the time of death will be half-masted from the day of death until sunset the day of the funeral.

## **III. Discretionary Authority of the Prime Minister**

### **15. Foreign Heads of State or Heads of Government - Half-masting in Canada**

Upon the death of a current foreign head of state or a foreign head of government, and after consideration of his/her stature and the relation of that country with Canada, the Prime Minister may approve the Half-masting of the Flag on the Peace Tower on the advice of Foreign Affairs, Trade and Development Canada and Canadian Heritage, and the recommendation of the Clerk of the Privy Council.

### **16. Exceptional Circumstances**

In exceptional circumstances, and on the advice of the Department of Canadian Heritage and the recommendation of the Clerk of the Privy Council, the Prime Minister may approve the Half-masting of the Flag on the Peace Tower, and/or on all or some federal buildings and establishments in Canada or abroad, that is not provided for in the Rules.

### **17. Delegation of Authority**

In the event that the Prime Minister is not available to consider the recommendations pursuant to Section 15 or 16 on an urgent basis, the Clerk of the Privy Council shall have the delegated authority to decide.

### **18. Information from the Department of Canadian Heritage**

The Director General responsible for the implementation of the Rules within the Department of Canadian Heritage will provide information regarding past instances of Half-masting and recommendations as to the geographical extent and duration of any Half-masting under consideration pursuant to Sections 15 and 16.

## **IV. Procedures**

### **19. Legal Holidays**

If the Flag is Half-masted anywhere in Canada or abroad in accordance with the Rules, it must nonetheless be flown at full-mast on the following legal holidays created under the Holidays Act (R.S.C. c. H-5): Victoria Day and Canada Day.

### **20. Visiting Foreign Head of State or Head of Government**

If the Flag is Half-masted on the Peace Tower in accordance with the Rules, it must nonetheless be raised to full-mast while a foreign head of state or foreign head of government is visiting Parliament.

### **21. Exceptions to Sections 19 and 20**

Sections 19 and 20 do not apply if the Flag is Half-masted for the death of the Sovereign, but the Flag is flown at full-mast on the day on which the accession of the new monarch is proclaimed. Sections 19 and 20 also do not apply if the Flag is Half-masted for the death of the current Governor General or the current Prime Minister.

### **22. Half-Masting Notice**

Upon the occurrence of an event provided for in Sections 1 to 11 or upon the approval of the Prime Minister pursuant to Section 15 or 16, the Department of Canadian Heritage will send a notice to all relevant authorities instructing them to Half-mast the Flag. The notice will stipulate the reason, geographical extent and duration of the Half-masting. A brief biography must also accompany the notice when Half-masting is carried out upon the death of a person.



**23. Coming into Effect**

The Rules, as amended, are effective as of June 2, 2003, and replace any previously existing rules developed through practice or articulated in Sections 12 and 13 of the General Rules for Flying and Displaying the Canadian Flag and Other Flags in Canada (1966).

## APPENDIX II

### INTERNATIONAL RELATIONS AND PROTOCOL - PROVINCE OF ONTARIO

#### Section 4.0 Half-Masting

There is a standard practice for half-masting flags, established by the federal government and followed by all provinces. The practice is not mandatory for individuals or organizations, but is an adaptation of international usage and reflects a long-standing custom in Canada.

Flags at all provincial government buildings will be flown at half-mast upon the death of:

- the Sovereign
- a member of the Royal Family related in the first degree to the Sovereign (husband, wife, son, daughter, father, mother, brother or sister)
- the Governor General of Canada, a former Governor General
- the Lieutenant Governor of Ontario, a former Lieutenant Governor of Ontario
- the Premier of Ontario, a former Premier of Ontario
- the Prime Minister, a former Prime Minister
- any other person whom it is desired to honour
- and on commemorative anniversary dates legislated by the Provincial Government

Flags at all Ontario Government buildings within ridings or community of residence will be flown at half-mast upon the death of:

- a current Privy Councillor, Senator or a Member of the House of Commons from the Province of Ontario
- a current Member of the Provincial Parliament of Ontario

Flags are not normally half-masted for foreign or Commonwealth heads of state or government, as these fall under federal jurisdiction; nor for federal Ministers, Senators or Members of Parliament who are not from Ontario.

Flags at individual ministry or regional facilities may be half-masted in cases of lives lost while at work, or other tragic events. Flags at the Legislative Assembly are flown at half-mast at the discretion of the Speaker, not the Government.

Flags may be half-masted from sunrise to sunset on the day of the funeral in the region of the funeral for soldiers killed in the line of duty, who were originally from Ontario or recently posted to Ontario.

#### Annual Half-Mast Days

Ontario annually half-masts flags from sunrise to sunset on:

- April 28 – National Day of Mourning for Persons Killed or Injured in the Workplace
- June 23 – National Day of Remembrance for Victims of Terrorism
- The last Sunday in September- National Peace and Police Officers Memorial Day
- November 11 – Remembrance Day
- December 6 – National Day of Remembrance and Action on Violence Against Women



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## RESPONSE PROTOCOLS FOR DEATH ANNOUNCEMENTS

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### PURPOSE:

The purpose of this protocol is to set out the procedures to follow for the death of a municipally significant individual. The overriding factor shall be that of the family's wishes, and protocol will not dictate precedence or procedure in these circumstances.

### DEFINITIONS:

**Significant Individuals** shall include:

- a) Council (current and former)
- b) Council's immediate family member (current)
- c) Municipal staff (current)
- d) Chief Administrative Officer (current and former)
- e) Fire Fighter (current and former)
- f) Lanark County Warden (current)

### PROTOCOL NOTES:

1. When possible, the Mayor, Chief Administrative Officer, Clerk and Department Head (where appropriate) will be notified of the passing of a significant individual.
2. The Mayor will notify All Members of Council of the passing of a significant individual. Flags at all municipal facilities will be flown at Half-Mast as per Flag Policy.
3. The Clerk or designate will notify the appropriate staff with respect to half-masting and raising of flags. This will not occur until an announcement has been finalized and published on the website.
4. Flags shall be lowered on the day of passing (or the day after, should it be the preference of the family) for four days.
5. The flags shall be lowered in accordance with this protocol, or in circumstances not identified herein, at the direction of the Mayor (or Deputy Mayor in the absence of the Mayor).

### ANNOUNCEMENTS:

6. Staff will write an announcement for the municipal website and municipal social media accounts advising citizens of the Half-Masting of Flags. The municipality



with the Family's permission will obtain a photograph of the individual and permission from the family to be published on the municipal website in conjunction with the announcement.

7. The official announcement will include the following information:
  - department
  - years of municipal service
  - position/title at municipality
  - condolences expressed on behalf of Council and staff to family members
8. The Clerks office will be responsible for publishing the announcement on the website and municipal social media.
9. The official announcement will be circulated to Council Members.
10. Council Members who share the death announcement on their own social media account will use the official announcement as circulated to ensure the message is consistent.

# THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

## BY-LAW NO. 23-006

**BEING** a **By-law** to confirm and authorize participation in the OMERS Primary Pension Plan (“Primary Plan”) and the Retirement Compensation Arrangement for the OMERS Primary Pension Plan (“RCA”), each as amended from time to time, of the employees and members of Council of the **Corporation of the Municipality of Mississippi Mills** (“Employer”) identified herein.

**WHEREAS** the Employer is eligible to participate in the Primary Plan and the RCA in accordance with subsection 5(1) of the *Ontario Municipal Employees Retirement System Act, 2006*, as amended from time to time (“OMERS Act, 2006”), in respect of its eligible employees and does so in accordance with the applicable Primary Plan and RCA documents and applicable legislation;

**AND WHEREAS** pursuant to subsection 6(1) of the Primary Plan, the Employer may, by by-law or resolution, participate in the Primary Plan and the RCA and pay to the funds for the Primary Plan and the RCA the total of the employer and member contributions required by the Primary Plan, and has all of the powers necessary and incidental thereto;

**AND WHEREAS** the Employer previously enacted **By-Law No. 98-02** and elected to participate in the Primary Plan and the RCA in respect of its eligible employees, including employees formerly employed by the Town of Almonte, the Township of Ramsay, and the Township of Pakenham, elected mandatory enrollment in the Primary Plan and the RCA for employees employed on other than a continuous full-time basis (“OTCFT Employee”), and elected that eligible police and firefighter employees participate in the Primary Plan and the RCA with a normal retirement age of 60;

**AND WHEREAS** the Employer also previously enacted **By-law No. 98-16** to amend **By-law No. 98-02** to remove mandatory enrolment in the Primary Plan and the RCA for its employees employed on other than a continuous full-time basis;

**AND WHEREAS** the Employer also previously enacted **By-law No. 98-35** to amend **By-law No. 98-02** and confirm the Employer’s election to participate on behalf of its employees formerly employed by the Almonte Public Library Board as an employer;

**AND WHEREAS** the Employer is a municipality and, pursuant to subsection 5(2) of the OMERS Act, 2006, a municipality may participate in the Primary Plan and the RCA in respect of its members of Council;

**AND WHEREAS** the Employer wishes to enact a **By-Law** to: (i) reconfirm the Employer's election to participate in the Primary Plan and the RCA in respect of its eligible employees in an updated format; and (ii) effective **November 15, 2022**, make an election to participate in the Primary Plan and the RCA in respect of its members of Council;

**THEREFORE, BE IT RESOLVED THAT**, effective **November 15, 2022**, the Council enacts as follows:

- |                                  |    |   |
|----------------------------------|----|---|
| (Continuation of Participation)  | 1. | The Employer shall continue to participate in the Primary Plan and the RCA in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time.  |
| (Existing Members)               | 2. | For greater certainty, the Employer continues to participate in the Primary Plan and the RCA in respect of all of its employees who were members of the Primary Plan and the RCA on the day immediately preceding the Effective Date.   |
| (Election re: Employees)         | 3. | The Employer shall participate in the Primary Plan and the RCA in respect of each person who is employed by the Employer and who is eligible to be a member of the Primary Plan and the RCA under subsection 5(3) of the OMERS Act, 2006 ("Employee") as of the Effective Date in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time.                      |
| (Future CFT Employees)           | 4. | An Employee who becomes an Employee employed on a continuous full-time basis, as defined in subsection 9(1) of the Primary Plan, as amended from time to time ("CFT Employee"), on or after the Effective Date shall, as a condition of employment, become a member of the Primary Plan and the RCA, or if such person is already a member, resume contributions to the Primary Plan and the RCA on the date so employed. |
| (Membership for OTCFT Employees) | 5. | An Employee who is an "OTCFT Employee" and meets the eligibility criteria in subsection 9(6) of the Primary Plan, as amended from time to time, is entitled to become a member of the Primary Plan and the RCA in accordance with the terms of the Primary Plan, as amended from time to time.  |

(NRA 60 Option for Fire)	6. Employees who are employed by the Employer and, in respect of that employment, meet the definition of "firefighter" in subsection 1(1) of the <i>Fire Protection and Prevention Act, 1997</i> , as amended from time to time, shall continue to have a normal retirement age of 60 years under the Primary Plan and the RCA, as applicable, in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time.
(Election re: All Members of Council)	7. The Employer shall participate in the Primary Plan and the RCA in respect of each of its members of Council (inclusive of its head of council) who meet the definition of "members of Council" in subsection 1(1) of the Primary Plan, as amended from time to time ("Members of Council"), as of November 15, 2022 ("Members of Council Effective Date") in accordance with the terms of the Primary Plan, RCA, and applicable legislation, each as amended from time to time.
(Current Members of Council)	8. A Member of Council in office on the Member of Council's Effective Date is entitled to become a member of the Primary Plan and the RCA on the first day of the month following the month in which the Member of Council's application is received by the OMERS Administration Corporation ("AC"), provided that the AC may, at the request of the Employer, fix an earlier date on which the Member of Council becomes a member but not before the date on which the Member of Council became entitled to be a member or the first day of January in the year in which the application is received by the AC, whichever is the later date.
(Future Members of Council)	9. Every person who becomes a Member of Council after the Member of Council's Effective Date shall become a member of the Primary Plan and RCA on the date the person becomes a Member of Council.
(Senior Management Official)	10. Any person who holds a senior management position with the Employer ("Senior Management Official"), as the Employer may designate from time to time, is hereby authorized on behalf of the Employer to take all such action and execute all such documents, certificates and agreements, as they may consider necessary to give

effect to the provisions of this By-Law and to fulfill the Employer's duties and obligations with respect to the Primary Plan and the RCA. The Employer further authorizes the **Clerk** to submit forthwith a certified copy of this By-Law to the AC.

**BY-LAW READ**, passed, signed and sealed in open Council this 31<sup>st</sup> day of January, 2023.

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Christa Lowry, Mayor

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Jeanne Harfield, Clerk