



The Municipality of Mississippi Mills

Council Meeting

MINUTES

June 6, 2023

5:45 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
Casey Munro, Deputy Clerk
Erin Levi, Executive Assistant to Mayor, CAO, Clerk
Cory Smith, Director of Public Works
Ben Kipp, Mechanic

A. CALL TO ORDER

Mayor Lowry called the meeting to order at 5:45 p.m.

B. CONSIDERATION OF A CLOSED SESSION

Resolution No 197-23

Moved by Councillor Holmes

Seconded by Councillor Ferguson

THAT Council enters into an in-camera session at 5:45 pm as per personal matters about an identifiable individual, including municipal or local board employees (Municipal Act s. 239 (2)(b)).

CARRIED

B.1 ORPC AGM Shareholder Appointment

B.2 Accessibility Committee

C. RISE AND REPORT

C.1 ORPC AGM Shareholder Appointment

Resolution No 198-23

Moved by Councillor Souter

Seconded by Councillor Lowe

THAT Council appoints David Goldsmith as the sole shareholder representative to the Ottawa River Power Corporation/ Ottawa River Energy Solutions AGM for 2023.

CARRIED

C.2 Accessibility Committee

Resolution No 199-23

Moved by Councillor Holmes

Seconded by Councillor Ferguson

THAT the following individuals be appointed to the Accessibility Committee;

- Kristen Cavanagh Ray
- Myrna Blair

AND THAT the Terms of Reference be amended to require at least three (3) committee members.

CARRIED

D. O CANADA

Council stood for the playing of O Canada.

E. MOMENT OF SILENT MEDITATION

Council observed a moment of silent meditation.

F. ATTENDANCE

The Clerk announced attendance.

G. APPROVAL OF AGENDA

Resolution No 200-23

Moved by Deputy Mayor Minnille

Seconded by Councillor Lowe

THAT the agenda be approved as presented.

CARRIED

H. DISCLOSURE OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF

I. APPROVAL OF MINUTES

Resolution No 201-23

Moved by Councillor Souter

Seconded by Councillor Ferguson

THAT the Council minutes dated May 23, 2023, be approved as presented.

CARRIED

J. DELEGATION, DEPUTATIONS, AND PRESENTATIONS

J.1 Presentation - Public Works Truck Rodeo Winner - Ben Kipp

Mayor Lowry congratulated Ben Kipp on his recent 1st place on the Lanark County Rodeo. He will continue onto the Provincials in September.

K. PUBLIC MEETINGS

L. COMMITTEE OF THE WHOLE REPORT

Resolution No 202-23

Moved by Councillor Souter
Seconded by Deputy Mayor Minnille

THAT Council approves the Committee of the Whole motions L3 to L9 from the May 23, 2023, meeting.

CARRIED

L.3 Developing Engineering Capacity and Establishing Engineering-Related Fees/Charges (Part 3)

Resolution No 202-23

Moved by Councillor Souter
Seconded by Deputy Mayor Minnille

THAT, Council approve the proposed engineering-related fees/charges and direct staff to prepare an amendment of fees/charges By-Law to implement the fees/charges.

CARRIED

L.4 Market Salary and Pay Equity Review

Resolution No 202-23

Moved by Councillor Souter
Seconded by Deputy Mayor Minnille

THAT Council directs staff to take the necessary steps to comply with the legislative requirements of the Pay Equity Act which stipulates that the plan be updated every five (5) years; ensuring that we are maintaining pay equity and that we close any new pay gaps.

AND THAT Council direct staff to proceed with Option 3 as a salary survey participant for \$3,000.00, to utilize internal and external resources to complete an Internal Equity Review and Market Salary/Benefit Survey Review to ensure that our compensation practices position the Municipality with the ability to attract and retain high performing employees.

CARRIED

L.5 Consolidated Benefits By-law

Resolution No 202-23

Moved by Councillor Souter

Seconded by Deputy Mayor Minnille

THAT Council direct staff to proceed with Option 1: approve the recommended amendments to the Consolidated Benefits By-law in its entirety. Supports best practice, removes unnecessary risk, assists with employee attraction & retention and aligns compensation practices with neighbouring Municipalities excluding item number 4- Long Term Disability (LTD) Premiums;

AND THAT LTD Premiums be included as part of the Pay Equity and Market Salary Review discussions.

CARRIED

L.6 Annual Integrity Commissioner Report - 2022

Resolution No 202-23

Moved by Councillor Souter

Seconded by Deputy Mayor Minnille

THAT the 2022 annual Integrity Commissioner report be received as information.

CARRIED

L.7 Revised Code of Conduct

Resolution No 202-23

Moved by Councillor Souter

Seconded by Deputy Mayor Minnille

THAT Council adopt a by-law to amend By-law 18-86 “Code of Conduct for Members of Council, Committees and Local Boards.”

CARRIED

L.8 Public Notice Policy

Resolution No 202-23

Moved by Councillor Souter

Seconded by Deputy Mayor Minnille

THAT Council adopts the updated Public Notice Policy for the Municipality of Mississippi Mills.

CARRIED

L.9 Info List Item A - Prince Edward County Resolution re: Provincial Policy Statement

Resolution No 202-23

Moved by Councillor Souter

Seconded by Deputy Mayor Minnille

THAT Council supports the Municipality of Waterloo's resolution re: Municipal Election Protecting Privacy of Candidates.

CARRIED

L.2 Blakeney Bridge Renewal – Pedestrian Options

Resolution No 203-23

Moved by Councillor Holmes

Seconded by Councillor Souter

THAT Council Direct Staff to notify Lanark County to move forward with Option 2: a 2 lane bridge (7.9m wide) including 0.3m shoulder, 2-3 m lanes and 1.6 m walkway protected by flexible bollards,

AND THAT Council direct Staff to include \$180,000.00 in the 2024 Budget for Mississippi Mills' share of the additional costs,

AND THAT Council direct staff to request Lanark County complete a review of the geometry and make recommendations to the appropriate speed limit for the Blakeney Bridge and its approaches.

CARRIED

L.1 Pedestrian Crossovers Downtown Core

Deputy Mayor Minnille took over as chair at 6:17 pm.

Council discussed the placement of the two pedestrian crossovers on Mill St. Council directed staff to bring back a report outlining location, liability, and Highway Traffic Act requirements.

Resolution No 204-23

Moved by Mayor Lowry

Seconded by Councillor Lowe

THAT the Pedestrian Crossovers Downtown Core be referred to staff for additional information to be presented at the next June 20th meeting.

CARRIED

M. BY-LAWS

Mayor Lowry resumed as chair @ 6:42 pm.

Resolution No 205-23

Moved by Councillor Souter

Seconded by Councillor Torrance

THAT By-laws 23-032 to 23-034 be taken as read, passed, signed, and sealed in Open Council.

CARRIED

M.1 By-law 23-032 Council Code of Conduct (amends By-law 18-86)

M.2 By-law 23-033 Public Notice By-law (repeals By-law 07-78)

M.3 By-law 23-034 Employee Benefits (repeals By-law 01-21)

N. ANNOUNCEMENTS AND INVITATIONS

Council highlights some if the events of the upcoming week.

- Business Breakfast on June 14th
- Spring Market - June 15th

- Mill Workers Re-enactment - June 16th

Councillor Torrance highlighted the Almonte Pipe Band. They played for Deputy Mayor Minnille on his birthday and have several events lined up for the next few weeks, including playing for a Veteran celebrating his 103rd birthday.

N.1 Communications Coordinator - Ashley Kulp

Mayor Lowry welcomed Ashley Kulp to the Municipality as the new Communications Coordinator.

O. CONFIRMATORY BY-LAW

Resolution No 206-23

Moved by Councillor Holmes

Seconded by Councillor Souter

THAT By-law 23-035, 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 6th day of June 2023, be read, passed, signed, and sealed in Open Council this 6th day of June 2023.

CARRIED

P. ADJOURNMENT

Resolution No 207-23

Moved by Councillor Ferguson

Seconded by Councillor Torrance

THAT the meeting be adjourned at 6:48 p.m.

CARRIED

Christa Lowry, MAYOR

Casey Munro, Deputy Clerk