

Trent Lakes Council Meeting

October 5, 2021

5-year Economic Development, Tourism and Recovery Strategic Plan

Request for funding for a comprehensive 5-year Economic Development Advisory Committee strategic plan to be prepared by an outside consultant .

Franzen – doesn't agree with tourism being main industry and believes that construction is. Holtz replies that more money is available for the tourism sector so EDAC is attempting to attract that money.

Armstrong – Motion to receive report and would support their recommendation to consider funding for recovery strategic plan EDAC 2022 All in favor. Motion carried.

Buckhorn Trail Town Initiatives Funds

That \$10,000.00 of the Buckhorn Trail Town budget be utilized by the Economic Development Advisory Committee for the Buckhorn Gateway Sign and up to \$4,000.00 of the Buckhorn Trail Town budget be utilized for a bike repair station in 2021; and further That the balance of the Buckhorn Trail Town budget be deferred to the 2022 budget to be utilized at the discretion of Economic Development Advisory Committee for projects within the hamlet of Buckhorn. Received as presented.

Compensation Review - Staff & Council Overview

Comparisons made with 13 other comparators. Final summary in late November. This subject was brought up in a Notice of Motion made by Deputy Mayor Windover in the most previous meeting – Sept 21

Joan Mizanski of Gallagher

Want to make sure salary grid is internally equitable for employees

For elected officials want to make sure salary is equitable but also cognizant of ability to pay.

Components of Compensation Policy – consider Fairness, Compliance, Competitiveness, Affordability

Comparator organizations are other lower tier municipalities. Will send survey to other comparators to gain ideas about equitability and other components.

Not just about base salary but does take into consideration other services possibly included

Armstrong – looks like a very comprehensive review. Who will be completing questionnaire survey with each of the other municipalities? Answer CEO or clerk or whomever they assign it to. Questions will be directed to that person.

Clarkson – Will this information go out to councilors? Answer was no. Clarkson finds that narrow. We initiated this survey initially. We have gone backward. If you are looking at comparisons you want to look at the true value of an elected official. I would like to see more separation between the two, Trent

Lakes has been a leader. We have the largest township in terms of area the councilors have to travel. Believes there is uniqueness with us. I think it needs to dig a bit deeper into communicating with the elected official.

Armstrong – Will there be a set of recommendations based on needs of the particular municipality even if using comparators? The report will show Trent Lakes but will show the detail in aggregate of comparators.

Clarkson – I believe the per diem is important to councilors.

Franzen – comments about the condition of fire routes that are necessary to drive on esp if you are on Committee of Adjustment.

Franzen – motion to receive. All in favor.

Vaccination Policy

Purpose - The Municipality of Trent Lakes is committed to taking every precaution reasonable to ensure a safe workplace for staff. In doing so, it is recommended that all staff to be fully vaccinated against COVID-19, as recommended through the advice of Public Health Authorities and Ontario Government Regulation 577/21

The actual policy does not say that everyone has to be vaccinated. There are recommendations to be made for unvaccinated employees in the policy to be voted on. If there is an outbreak unvaccinated employees will not be able to work in the area of outbreak. If employee does not comply they are subject to corrective action up to and including dismissal.

Matthew Savino - HRLive Client Update – with presentation. Presented background to the Municipality's recommendation. Every Ontario Health Unit recommends vaccination.

Policy that they are recommending does not require employee to be vaccinated. Unvaccinated employees will have to observe the additional precautionary measures advised. If you refuse to vaccinate we will expect cooperation with any additional measures necessary to ensure everyone's safety. – wear additional PPE

Franzen – thanks for presentation. Hopes that members of fire department are willing to wear high grade masks.

Armstrong – good presentation. If it would be mandatory we may have people leave and we are chronically understaffed. On the other hand, we may have people that don't want to work in a situation that does not require vaccination and also leave.

Savino – we are monitoring this every day. If more serious practices are necessary we will suggest this. It does not have to be divisive. Believes that presently the policy is well balanced.

Windover does not agree with the percentages.

Clarkson stated that municipal halls have to have 100% vaccination. How can we say one thing to the halls and we do something different?

Savino believes that the discussion going on was important.

Clarkson says that Trent Lakes holds employees to a very high level. I (Clarkson) understands complexities.. This thing is deadly. I don't believe that wiggle room is a way to get out of it. We are hoping someone else will tell us what to do. Government has given us the task for doing this. In all conscience I can't support this. (not everyone needs to be vaccinated)

Armstrong – I would feel more comfortable if there was wording in the policy that would allow us to change something very quickly.

Savino– believes that there will be something to change. Part of the nature of a policy. We do have a policy that if Covid increased termination will be necessary.

Savino believes that if the municipality goes with a stronger policy there will be conflict at sometime in the future. Armstrong makes that motion with the caveat that the vocabulary is tightened to make change immediately possible.

Clarkson – against

Franzen – for

Lambshead – for

Armstrong – for

Windover - against

Motion carried.

[Ode'Naang Site Layout and Update](#)

Proposal for pavilion(24 x 32), oversize Muskoka chair, dock(60 x 10), garden(85 x 10), playground(1600 sq ft),bike repair station.

Franzen – Has the BCC been approached about the positioning of the pavilion and the play center because of Rock the Locks. Cosh – not a whole lot of discussion with the BCC. This is the only spot that it can be. Armstrong – Judy has been brought to the site and it was explained.

Clarkson – do you think the size of pavilion will overpower that space? And why not move bike station to the tourist office? Gazebo by the locks is perfect for the space.

Cosh – The size was a result of directive from EDAC. We did lay it out and it didn't look to be overpowering. But we are looking for council's direction.

Armstrong – we have gone from \$40,000 to \$80,000....

Minor variance that needs to be addressed.

Cosh – we would need a detailed site plan. I can't go ahead with a minor variance at this stage until I know how big this building will be.

Lambshead – doesn't seem the size is a problem. Believes that the size is appropriate and would allow Dylan to move ahead.

Franzen – we are looking at \$150,000 with the pavilion and playground.

Armstrong – motion to receive and agree in principle to the layout but defer decision to budget discussion. Motion carried.

Recreation Maintenance Policy

The Recreation Maintenance Policy attached is recommended to establish a baseline for maintenance standards for municipally owned recreation sites, such as public parks, playgrounds, sports fields, beaches, boat launches, and trails. The policy also outlines lawn maintenance done by the Recreation and Facilities Department.

Franzen believes that it could be reviewed by PRCAC.

Armstrong doesn't think that the committee has anything to do with this as it is setting policy. May have been a good idea to present it to PRCAC before presenting.

Motion to receive the report and to approve Recreation Maintenance Policy. Motion carried.

Correspondence for Information – received

Correspondence for Action

All received.

Notice of Motion

Councillor Franzen

Re: Speed Limit Reduction on County Road 36

Petition signed by 138 signatories was received to motivate this action

That Council would request Peterborough County to reduce the speed limit in Nogies Creek area to 60 km/h; and further that Council request the OPP target this area with increased enforcement.

Franzen asks that it is sent to the County Director of Public Works and to the OPP.

Clerk update – currently County in process of reviewing speed limit in this area.

Motion carried.