

Trent Lakes Council Meeting

Tuesday, February 1, 2022

Discussion developed between Councillor Franzen and Mayor Clarkson for clarification of the discussion on Lions food supply project between Mayor Clarkson and the OPP. Discussion moved back to the motion later in the meeting on suggestion of Councillor Armstrong.

- .1. Jane Mizanski, Senior Consultant, Gallagher Benefit Services Group Inc.
Re: Council Remuneration Review and Non-Union Market Review Final Reports

[Council Remuneration Review Final Report](#)
[Non-Union Market Review Final Report](#)

Summary

5. For Consideration 1. Adopt a pay policy that aligns Council remuneration to the 50th percentile of the defined comparator market. 2. Adjust the base remuneration for the role of Mayor by 4% (to \$34,127) to recognize the additional scope of duties and responsibilities over that of the Deputy Mayor and Councillor. This adjustment would maintain the Mayor's base remuneration within the $\pm 5\%$ of the comparator market median, and create a distance of 29% between Mayor and Councilor. 3. Maintain the base remuneration for Deputy Mayor and Councilor at current rates. 4. Apply the annual adjustment as approved for the non-union salary increases to each of the three roles, beginning with year 2022 adjustments, and annually thereafter. 5. Align per kilometer reimbursement rate to that defined by Canada Revenue Agency. 6. Establish a per diem rate of \$135 full day/\$68 half day payable when a member of council is required to attend a conference or similar training opportunity. For greater clarity a half day is up to three hours, and a full day is greater than 3 hours, where the hours are aligned to the conference agenda. 7. Conduct an external market review once per term of Council to assess comparability of base remuneration and other practices and maintain external equity.

Clarkson – wants to see job remuneration which reflects what the job demands. This is not a spare time job. Believes that the process of determining remuneration is a bit skewed.

Armstrong – noticed that she took into information the amount of seasonality in the population compared with others. Asking how the seasonality was taken into account as you did your calculation.

Answer – Mathematically, it was not taken into account. It was more of a conversation with Donna Teggart. It was not quantified in the statistics.

Armstrong – I respect how it has been done and conclusions.

Franzen – Brings up the distance involved in the municipality. Gas used is a question. Geography is a question not just population.

Franzen Added – Not only talking about mileage rate but it's the commitment that we make to be on the road. We are not compensated for the time that we are on the road.

Answer – it is something that could be considered a per diem for conferences and/or workshops.

Lambhead – our population more than doubles in the summer. We do a lot more things in the summer. It is a huge commitment time wise. Believes geography should be taken into consideration.

Answer – Base remuneration is designed to take all of that into consideration because you are in the higher bracket comparatively speaking you are considered to be okay.

Deputy Mayor – there are more fire routes here than other municipalities. Is that taken into consideration?

Answer – Not specifically. It is difficult to get data to compare.

Clarkson – Most other municipalities don't have the topography that we have. When you compare us to what staff gets. Wants to have council put on their thinking hats to put more thought into this. My car needs replacement after four years.

Armstrong – Says that is already figured into the gas rate .

Answer – Wear and tear is involved in the gas rate. I will do a bit more digging on other municipalities re payment in lieu when travelling to municipality events regarding nature of municipality.

Franzen. Moved to receive. Armstrong – seconded Carried

Jane Mizanski, Senior Consultant, Gallagher Benefit Services Group Inc.
Re: Council Remuneration Review and Non-Union Market Review Final Reports

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[Non-Union Market Review Final Report](#)

This report outlines the process used to complete the pay equity and market analyses, and to develop a recommended 2021 salary grid for all full-time, part-time and seasonal positions within the Municipality of Trent Lakes.

Recommendation that the 2021 salary grid be implemented, is externally competitive and pay equity compliant.

Clarkson – questioned comment about male and female jobs.

Answer – we still have to maintain pay equity. There are some stereotypical, long term, engrained practices that we have to make sure that are not creeping back into the system.

Lambshead – motion to receive. carried

10. Staff Reports Public Works

Evan Grieger, Director of Public Works
Re: Public Works 2021 Q4 Report

[Public Works 2021 Q4 Report](#)

Launching of food cycler program was big project headed by Chelsea Carpenter.
133 out of 150 signed up for device

Armstrong – Congratulated success of food cycler program.
Would like to see the RFP for the depot “out the door” as quickly as possible.

Clarkson – are there any grants that would apply to that building.
Grieger - Donna usually looks into that.
Teggart – not at this time
Lambshead – everything is neat and tidy.

Franzen – Electrical component on the school crossing

Grieger – School crossing needs an illumination study. May need a street light.

Grieger– yes. Can pick up at any of the yards.(refers to question about winter sand)

Franzen - Cleaning of postal community boxes.

Grieger – responsibility of Canada Post

Report received.

Recreation and Facilities

Dylan Cosh, Director of Recreation and Facilities
Re: Recreation and Facilities 2021 Q4 Report

[Recreation and Facilities 2021 Q4 Report](#)

Armstrong – thanks for report. shocked at amount of grabbage to pick up.

If there is any oppportunity to go ahead quickly(my wording)with kitchen renovation at Galway would be great.

Report received.

Fire and Emergency Services

Steve Brockbank, Director of Emergency Services
Re: Fire and Emergency Services 2021 Q4 Report

[Fire and Emergency Services 2021 Q4 Report](#)

Lambshead - 2400 hours of training in 2021 – lots of training
Brockbank – it has definitely been an asset when not being able to get together.

Windover – moved to accept. Motion carried.

Building and Planning

Barbara Waldron, Director of Building and Planning/CBO
Re: Building and Planning 2021 Q4 Report

[Building and Planning 2021 Q4 Report](#)

Armstrong – how big is your backlog right now?

Waldron – goal is to get it back to normal in December 2022. Lot of work to do. Maybe by October we will have easier flow.

Motion by Franzen to receive. Carried.

Jessie Clark, Director of Corporate Services/Clerk on behalf of the Short Term Rental Working Group
Re: Summary of Public Consultation on Short Term Rentals

[Summary of Public Consultation on Short Term Rentals](#)

Summary The Short-Term Rental Working Group has reviewed the (online) survey results and delegations from the public consultation session in depth. While there is support for the proposed short-term rental licensing program, many have also expressed concerns for the current proposal. The public consultation process has reiterated that this subject and the proposed licensing program are very polarizing. The Short Term Rental Working Group will continue to search for an appropriate proposal that acknowledges the benefits of Short-Term Rentals while mitigating the negative effect they may present in the community by taking into consideration the feedback received through the public consultation process.

Clarkson stepped put. Windover assumed chair.

Lambshead – motion to receive. Armstrong seconds. Carried.

Finance

Donna Teggart, CAO/Treasurer
Re: Finance 2021 Q4 Report

[Finance 2021 Q4 Report](#)

2021 audit is well underway.

Motion to accept – Windover/Franzen carried.

Lynn Holtz, Economic Development Officer
Re: Economic Development 2021 Q4 Report

[Economic Development 2021 Q4 Report](#)

Armstrong – congratulations on the new website!
Report received.

Donna Teggart, CAO/Treasurer

Re: Administration 2021 Q4 Report - Work Plans

[Administration 2021 Q4 Report - Work Plans](#)

Report received

Corporate Services

Jessie Clark, Director of Corporate Services/Clerk

Re: Corporate Services 2021 Q4 Report

[Corporate Services 2021 Q4 Report](#)

Report Rec'd

12. Correspondence for Action

AMCTO

County of Peterborough Support Resolution

Re: Joint and Several Liability Reform

[AMCTO - Joint and Several Liability Reform](#)

[Draft Resolution](#)

[County of Peterborough Support Resolution](#)

Moved that Trent Lakes supports resolution

Peterborough Humane Society

Re: Animal Services Agreement Termination

[Animal Services Agreement Termination](#)

[Animal Services Agreement](#)

Dylan Cosh spoke – 16 total calls that req'd an officer past year. Three months where no services were req'd/ no after hours calls for dogs at large after hours.

Zero fines only warnings or education

Reached out to City of Kawartha Lakes

Use Humane society of Kawartha Lakes under similar guidelines that TLakes currently has with Ptbo.

Minden Hills addresses dogs at large on a case by case. Sometimes utilizes a kennel for dogs at large.

Current agreement does include one stop service. Staff do sometimes deal with stray dogs but rare. It should be noted that no dogs from Trent Lakes entered adoption process from 2021. If we changed our model we would need to change our procedure for having animals adopted that weren't picked up immediately.

Lamsbhead – what do you mean by changing our model.

Cosh – I think it would be our staff that would pick up animal if we could find somewhere to drop them off. Did find two private kennels around Kinmount. One kennel did say they could help out.

Cosh – current staffing could only deal with non violent animals.

Clarkson – Believes that OPP took over the situation on Stony Lake where lady was cross country skiing and dogs went after her.

Franzen – one of the reasons that contract was terminated was because we didn't make donation to new build at Humane Society.

Franzen would support a donation of somewhere around \$10,000 and then try to renegotiate agreement.

Armstrong – finds it offensive that they would terminate agreement because we did not donate.

Agrees with Franzen I don't think we ever did get back to discuss to make donation. at this point we only have \$3000 left in our budget. Stated – put it on next meeting's agenda.

Armstrong moves that we receive correspondence from PHS and direct staff to investigate further agreement with more information. Lamsbhead seconds. Motion carried.

15. Notice of Motion

Mayor Clarkson

Re: Food Supply Program

Food Supply Program

Whereas a consistent food supply for those in need is a definite reality in these times; and Whereas we have no other emergency food option 5 days a week in the municipality; and Whereas the Lions club are willing and able to administer said program; and Whereas conversation with the OPP is proceeding well; and Whereas no other location is available in the hamlet location close to drug store, medical center, library, and school; and Whereas it would be open 5 days a week from 3 to 6; Now Therefore Council support this initiative; and further That Council direct staff to work with the OPP to draft an agreement with the OPP, Municipality of Trent Lakes and the Lions Club to bring this much needed program to our Municipality

Lambshhead – seconded motion for discussion . Believes that because it is a pilot program it should be considered.

Armstrong – As they say in business it is a solution in search of a problem. Believes that TLOC is there to support those that come forward with an emergency need. Believes we should work with TLOC to make their services even better.

This has not been embraced with OPP. They use phone and computer and have allocation where they can conduct their business and help keep community safe.

Clarkson – person that is looking after this is retired doctor, Jim Shipley. He contacted TLOC and they were absolutely not interested in working with the Lions. Then called Kawartha FoodShare. They thought it was great idea.

Then contacted OPP. After discussion they would be willing to move.

Talked with Steve Brockbank. can make it work. Talked with Shreek and he thinks that Sobey’s could donate beginning food.

They don’t know if it would be three or five days. It is a pilot project. If it doesn’t work within six months they will close it down. We(Lions) have talked with Peter Raymond he said absolutely not. We are happy the way we are.

The group we are most concerned about are the working poor. The other group “tends to be an elderly group.”

Franzen – the normal process that we have as a council is that the Lions club would come to the council to explain their project.

Believe that we defer for a month. The Library Board should be consulted. To see how it would affect their operation.

Janet says that they reached out to Library and they said they are not interested in being part of this discussion.

Armstrong – This matter has not been gone through the Library board. Inclined to agree with Franzen that it should come to Council as a delegation from Lions or vote now.

Lambshhead – agrees with delegation.

Clarkson says that could happen fairly quickly. Shipley has bent over backward to find out what the problems are.

Motion – defer decision until a delegation from Lions Club, correspondence with library and TLOC and the OPP happens. All in favor.

Councillor Armstrong

Re: Amend Something Previously Adopted - Buckhorn Sportspad Public Consultation

[Amend Something Previously Adopted - Buckhorn Sportspad Public Consultation](#)

That resolution R2021-781, as previously adopted on December 7, 2021 be amended by 1) replacing “to include” with “with consideration for, among other methods. ”, and 2) replacing “the options outlined in the Buckhorn Sportspad Feasibility Study” with “the two options of status quo and Scenario A1 – Outdoor Artificial Ice with Permanent Ice System, Existing Size” . Resolution No. R2021-781 Moved by

Councillor Lambshead Seconded by Councillor Franzen That Council direct staff to develop and implement, with input from Parks, Recreation and Culture Advisory Committee (PRCAC) and Buckhorn Community Centre (BCC), a public consultation process to include in-person public sessions in each of the three municipal halls, the Buckhorn Community Centre and the Oak Shores Community Centre and a survey to solicit feedback from residents on the options outlined in the Buckhorn Sportspad Feasibility Study and their financial impacts, all providing input to Council to establish a mandate to proceed. This will bring the resolution into alignment with Resolution R2021-819: Resolution No. R2021-819 Moved by Councillor Armstrong Seconded by Councillor Lambshead That resolution R2021-780, as previously adopted on December 7, 2021, be amended by replacing "any of the three recommendations outlined in the report" with "Scenario A1 - Outdoor Artificial Ice with Permanent Ice System, Existing Size"; and further That resolution R2021-780, as previously adopted on December 7, 2021, be amended by replacing "cede any land necessary" with "enter into an agreement on any lands necessary".

Wanting to narrow down options to scenario 1 and add wording around public consultation. Lambshead believe that is the only way we can move forward with this request. I would support.

Clarkson Won't support. Public consultation means time. There has been study after study after study. Until Barb comes back and says that site can accommodate parking it won't happen. Where then will there be additional property?

Lambshead says this is making it more simple for Barb to report. Believes this will give us an opportunity to move forward faster. That is why I am supporting.

Clarkson - until you get some drawings as to what you are going to do how will consultation help?

Motion carried.

Went into closed.