



**CORPORATION OF THE
MUNICIPALITY OF NORTH GRENVILLE
COUNCIL MINUTES**

**December 3, 2024, 6:30 p.m.
Held in Council Chambers, 285 County Road 44**

- PRESENT** Mayor Nancy Peckford
Deputy Mayor John Barclay
Councillor Doreen O'Sullivan
Councillor Kristin Strackerjan
Councillor Deb Wilson
- Staff Present** Amy Martin, Director of Planning and Development
Hillary Geneau, Director of Corporate Services
Mike Finley, Director of Public Works and Environmental Services
Randy Urslak, Deputy Fire Chief
Chloe Preston, Municipal Clerk
Mary Remmig, Deputy Clerk
Jeff Baribeau, Manager of By-law Services
- Others Present** Human Resources Coordinator, Melissa Clark
Acting Strategic Initiatives Coordinator, Ashley Cuthbert
Lynn Paibomesai
-

A. HOW TO PARTICIPATE IN THE MEETING

B. MEETING CALLED TO ORDER

Mayor Nancy Peckford called the meeting to order at 6:48 p.m.

C. LAND ACKNOWLEDGMENT

The land acknowledgement was read by Councillor Deb Wilson.

D. APPROVAL OF THE AGENDA

C-2024-384

Moved by John Barclay

Seconded by Doreen O'Sullivan

Be it resolved that:

The Council agenda for December 3, 2024 be approved as presented.

CARRIED

E. CLOSED SESSION

None.

F. OUT OF CLOSED

None.

G. DISCLOSURE OF INTEREST

None at this time.

H. PRESENTATIONS/DELEGATIONS

1. Whitney Road Speed Reduction

Lynn Paibomesai presented a proposal to Council to reduce the posted speed limit on Whitney Road in which she lives on.

Director of Public Works, Mike Finley confirm the recent traffic assessments conducted of the road and explained the factors considered during the assessments.

Mayor Nancy Peckford acknowledged the Traffic Calming Policy as a potential tool in this instance.

C-2024-385

Moved by Doreen O'Sullivan

Seconded by Kristin Strackerjan

THAT Council of the Corporation of North Grenville accept the presentation from Lynn Paibomesai respecting a speed limit reduction for Whitney Road.

CARRIED

I. CONSENT AGENDA

Mayor Nancy peckford asked to pull harassment policy

C-2024-386

Moved by Deb Wilson

Seconded by John Barclay

Be it resolved that:

The following consent agenda items be approved as presented:

- Minutes of Previous Meetings (See Item J.);
- Kemptville Campus Memorandum of Understanding Extension Agreement (See Item K.1.1);
- eQuinelle Phase 5 Draft Plan Extension (See Item K.7.2);
- Advisory Committee Meeting Minutes (See Item L.1); and,
- Local Board Meeting Minutes (See Item L.2).

CARRIED

1. Minutes of Previous Meetings

C-2024-386

Moved by Deb Wilson

Seconded by John Barclay

Be it resolved:

THAT the following meeting minutes be adopted as presented:

- Regular Meeting Minutes - November 5, 2024;
- Special Meeting Minutes - November 18, 2024; and,
- Regular Meeting Minutes - November 19, 2024.

CARRIED

3. Kemptville Campus Memorandum of Understanding Extension Agreement

C-2024-386

Moved by Deb Wilson

Seconded by John Barclay

Be it resolved:

THAT Council authorizes the Mayor and CAO to execute the Extension Agreement regarding the Memorandum of Understanding between the

Municipality of North Grenville and the Kemptville Campus Education and Community Centre Board to extend the current Memorandum of Understanding to March 31, 2025, or until a new agreement is executed, whichever is earlier.

CARRIED

4. eQuinelle Phase 5 Draft Plan Extension

C-2024-386

Moved by Deb Wilson

Seconded by John Barclay

Be it resolved:

THAT Council recommends to the United Counties of Leeds and Grenville to approve a one-year extension of Phase V of the eQuinelle Subdivision draft plan conditions.

CARRIED

5. Advisory Committee Meeting Minutes

C-2024-386

Moved by Deb Wilson

Seconded by John Barclay

Be it resolved:

THAT the following Advisory Committee Minutes be accepted for information:

- Community & Economic Development Advisory Committee Minutes - October 7, 2024;
- Agriculture & Rural Affairs Advisory Committee Minutes - June 5, 2025 & September 4, 2024;
- Housing Advisory Committee Minutes - October 3, 2024;
- Health, Wellness, Fitness & Active Transportation Advisory Committee Minutes - October 8, 2024;
- Equity, Diversity & Inclusion Advisory Committee Minutes - October 10, 2024;

- Environmental Action Advisory Committee Minutes- October 28, 2024;
- Accessibility Advisory Committee Minutes- October 23, 2024;
- Arts, Culture & Heritage Advisory Committee Minutes - October 22, 2024; and,
- Mayor's Taskforce on Clean Technology - October 21, 2024.

CARRIED

6. Local Board Meeting Minutes

C-2024-386

Moved by Deb Wilson

Seconded by John Barclay

Be it resolved:

THAT the following Local Board meeting minutes be accepted for information:

- North Grenville Public Library Board Meeting Minutes - October 10, 2024;
- Old Town Kemtpville BIA Board of Directors Meeting Minutes - September 18, 2024 & October 16, 2024;
- Rideau Valley Conservation Authority Board of Directors Meeting Minutes - September 26, 2024; and,
- South Nation Conservation Authority Board of Directors Meeting Minutes - September 19, 2024 & October 17, 2024.

CARRIED

2. A-8 Harassment and Violence in the Workplace Policy and Program Update

This item was removed from the consent agenda. Please see item K.1.1. for Council discussion.

J. MINUTES OF PREVIOUS MEETINGS - CONSENT

- 1. Regular Meeting Minutes - November 5, 2024**
- 2. Special Meeting Minutes - November 18, 2024**
- 3. Regular Meeting Minutes - November 19, 2024**

K. REPORTS

1. Office of the Chief Administrative Officer

1. A-8 Harassment and Violence in the Workplace Policy and Program Update

Human Resources Coordinator, Melissa Clark delivered an overview of the staff report.

C-2024-387

Moved by Doreen O'Sullivan

Seconded by Deb Wilson

Be it resolved:

THAT Council adopts the recommended updates to the A-8 Harassment and Violence in the Workplace Policy and Program.

CARRIED

2. Kemptville Campus Memorandum of Understanding Extension Agreement - CONSENT

2. Client Services

3. Corporate Services

1. Equity, Diversity and Inclusion (EDI) Strategy

Acting Strategic Initiatives Coordinator, Ashley Cuthbert delivered an overview of the staff report.

Director of Corporate Services, Hillary Geneau provided an overview of current initiatives in line with the strategy including the internal work being completed such as the updates to the Workplace Violence and Harassment Policy.

Mayor Nancy Peckford acknowledged a previous inquiry to install a gender neutral washroom at the Municipal Complex.

Director Geneau provided insight undertaken by the Senior Management Team to address this inquiry.

C-2024-388

Moved by Kristin Strackerjan

Seconded by Deb Wilson

THAT Council adopt the Equity, Diversity, and Inclusion (EDI) Strategy, allowing it to serve as the official framework to guide municipal activities and projects

CARRIED

4. Emergency and Protective Services

5. Finance

6. Parks, Recreation, and Culture

7. Planning and Development

1. Naloxone Follow Up Report

Manager of By-law Services, Jeff Baribeau, delivered an overview of the staff report.

Councillor Deb Wilson agreed that first responders and By-Law Officers should carry a kit as well as kits being included in select public spaces.

Councillor Doreen O'Sullivan thought the kits should be accessible by people who may need them. She recommended considering use of nasal cartridges instead of injection.

Deputy Mayor John Barclay expressed support to implement a voluntary staff program.

Manager Jeff Baribeau

Acting Fire Chief, Randy Urslak noted that he has not experienced a call requiring responders to be equipped with Naloxone in his last 8 years of service.

Councillor Kristin Strackerjan suggested the voluntary program may be a way to ease into the use and availability of Naloxone. She also thought implementing Naloxone carrying for first responders and By-law Services would make sense.

Councillor Doreen O'Sullivan noted written information submitted to the Clerk's department for further consideration.

Municipal Clerk, Chloe Preston, read aloud a comment received by Councillor Doreen O'Sullivan and written by Kathryn Allwright of the Leeds, Lanark and Grenville District Health Unit.

Mayor Nancy Peckford called a recess at 8:11 p.m.

Mayor Nancy Peckford called the meeting back to order at 8:37 p.m.

Councillor Doreen O'Sullivan recommended the voluntary program. However, she would like a mechanism for staff to be trained in advance to

make a informed decision to participate. Further, she requested fire staff carry Naloxone kits and having the kits available in public locations such as parks where there is temperature control available.

Councillor Kristin Strackerjan was generally in agreement but asked about the inclusion of By-law staff.

Manager Jeff Baribeau noted the ability to refuse unsafe work under the Ontario Health and Safety Act.

Councillor Doreen O'Sullivan recognized that participating in training would not infringe on these rights.

DO recognized that requiring participation in training would not infringe on staff's rights under the OHSA.

C-2024-389

Moved by Doreen O'Sullivan

Seconded by Kristin Strackerjan

THAT Council direct staff to implement the following options as provided in the "Naloxone Follow Up" report:

- Option #3: equip only certain indoor public First Aid kits with Naloxone Kits by March 1, 2025 including all municipal facilities that are temperature controlled and all municipal parks and at the Kemptville pool seasonally where able to maintain temperature control;
- Option #4: equip the North Grenville Fire Department with Naloxone Kits; and,
- Option #5: Implement an Education Program and develop a voluntary staff program to carry Naloxone Kits.

AND THAT Council direct staff to engage in discussions with YMCA regarding staff training on Naloxone;

AND THAT Council direct staff to develop necessary policies and procedures for the implementation of the options;

AND THAT Council direct staff to report back to Council one (1) year on the programs, trends and findings of all options.

CARRIED AS AMENDED

- 2. eQuinelle Phase 5 Draft Plan Extension - CONSENT
- 8. Public Works

L. CORRESPONDENCE

1. Advisory Committee Meeting Minutes - CONSENT

1. **Community & Economic Development Advisory Committee Minutes - October 7, 2024**
2. **Agriculture & Rural Affairs Advisory Committee Minutes - June 5, 2024 & September 4, 2024**
3. **Housing Advisory Committee Minutes - October 3, 2024**
4. **Health, Wellness, Fitness & Active Transportation Advisory Committee Minutes - October 8, 2024**
5. **Equity, Diversity & Inclusion Advisory Committee Minutes - October 10, 2024**
6. **Environmental Action Advisory Committee Minutes - October 28, 2024**
7. **Accessibility Advisory Committee - October 23, 2024**
8. **Arts, Culture & Heritage Advisory Committee Minutes - October 22, 2024**
9. **Mayor's Taskforce on Clean Technology - October 21, 2024**

2. Local Board Meeting Minutes - CONSENT

1. **North Grenville Public Library Board Meeting Minutes - October 10, 2024**
2. **Old Town Kemptville BIA Board of Directors Meeting Minutes - September 18, 2024 & October 16, 2024**
3. **Rideau Valley Conservation Authority Board of Directors Meeting Minutes - September 26, 2024**
4. **South Nation Conservation Authority Board of Directors Meeting Minutes - September 19, 2024 & October 17, 2024**

M. OTHER BUSINESS

N. NOTICE OF MOTIONS

Councillor O'Sullivan read aloud her two Notices of Motions. Discussion was deferred by Council until the next meeting of Council.

1. Tree Care and Management

WHEREAS trees are often planted

- As part of roadworks contracts,
- As part of the Commemorative Gift Program in memory of someone or in honor of someone or some event, or to enhance our community,

- As part of recreational parkland development or enhancement.

WHEREAS these trees, as part of landscaping plans in a contract or donation from residents, are funded by taxpayers and therefore become NG assets,

WHEREAS there is solid evidence related to the benefits of trees including;

- The reduction of stress and anxiety. lowering blood pressure, improving mood, alleviating depression particularly in young people, prevention of cognitive decline and overall improved mental and physical health,
- A positive environmental impact including, improved soil quality, improved air quality, decreased air pollution, reduced flooding and erosion, removal of pollutants from rainfall which ultimately replenishes our aquifers,
- Provision of shade, reduction of UV exposure and provision of a natural wind break,
- Visual and esthetic effects include blocking views of commercial buildings and car parks, as well as filtering light and noise.

WHEREAS the Municipality has a responsibility for the care, maintenance and replacement of all its assets,

NOW THEREFORE BE IT RESOLVED that the Municipality of North Grenville establish a By-Law to include trees, which have been purchased with tax dollars, as natural assets and establish a policy for the care, maintenance and replacement of such trees in our parks and public spaces.

2. Tree Buffer between Uses

WHEREAS there is solid evidence related to the benefits of trees including.

- The reduction of stress and anxiety. lowering blood pressure, improving mood, alleviating depression particularly in young people, prevention of cognitive decline and overall improved mental and physical health,
- A positive environmental impact including, improved soil quality, improved air quality, decreased air pollution, reduced flooding and erosion, removal of pollutants from rainfall which ultimately replenishes our aquifers,
- Provision of shade, reduction of UV exposure and provision of a natural wind break,
- Visual and esthetic effects include blocking views of commercial buildings and car parks, as well as filtering light and noise.

WHEREAS there are several trails and parks which abut commercial or industrially zoned land,

AND WHEREAS there is a By-Law which establishes a buffer between residential lands and commercial/industrial land,

NOW THEREFORE BE IT RESOLVED that the Municipality of North Grenville establish a bylaw to include a similar buffer of native trees in the site plans of any future commercial/industrial and residential development abutting all municipal recreation trails and parks.

O. INTRODUCTION & CONSIDERATION OF BY-LAWS

P. PERIOD FOR QUESTIONS FROM THE PUBLIC & MEDIA RELATING TO AGENDA ITEMS

Q. CLOSE OF MEETING

1. Confirmation By-Law

C-2024-390

Moved by Doreen O'Sullivan

Seconded by Deb Wilson

Be it resolved that:

By-Law 112-24 to confirm the proceedings of Council at its regular meeting held on December 3, 2024 be adopted and passed.

CARRIED

2. Resolution to Adjourn

C-2024-391

Moved by Kristin Strackerjan

Seconded by John Barclay

Be it resolved that:

this regular meeting of Council adjourn at 9:11 p.m.

CARRIED