



## **Essex County Council Regular Meeting Minutes**

**Wednesday, June 20, 2018**

**7:00 PM**

**Council Chambers, 2nd Floor**

**360 Fairview Avenue West**

**Essex, Ontario N8M 1Y6**

**519-776-6441, ext. 1335**

Council: Warden Tom Bain  
Aldo DiCarlo, Mayor, Town of Amherstburg  
Bart DiPasquale, Deputy Mayor, Town of Amherstburg  
Ron McDermott, Mayor, Town of Essex  
Richard Meloche, Deputy Mayor, Town of Essex  
Nelson Santos, Mayor, Town of Kingsville  
Gord Queen, Deputy Mayor, Town of Kingsville  
Al Fazio, Deputy Mayor, Town of Lakeshore  
Deputy Warden Ken Antaya, Mayor, Town of LaSalle  
Marc Bondy, Deputy Mayor, Town of LaSalle  
John Paterson, Mayor, Municipality of Leamington  
Hilda MacDonald, Deputy Mayor, Municipality of Leamington  
Joe Bachetti, Deputy Mayor, Town of Tecumseh

Absent: Gary McNamara, Mayor, Town of Tecumseh

Administration: Rob Maisonville, Chief Administrative Officer  
Mary Birch, Director of Council & Community Services/Clerk  
Sandra Zwiers, Director of Financial Services/Treasurer  
Bruce Krauter, Chief, Essex Windsor EMS  
Tom Bateman, Director of Infrastructure Services/Engineer  
Greg Schlosser, Director Human Resources  
Renée Trombley, Manager Corporate Communications and Accessibility  
Katherine Hebert, Council & Community Services Administrative Assistant

### **1. Closed Meeting**

There was no Closed Meeting scheduled for June 20, 2018.

**2. Moment of Reflection**

**3. Singing of 'O Canada'**

**4. Recording of Attendance**

All members of Essex County Council were in attendance with the exception of Mr. McNamara.

**5. Disclosure of Pecuniary Interest**

There were no conflicts of pecuniary interest declared.

**6. Adoption of Regular Meeting Minutes**

Minutes of June 6, 2018.

**148-2018**

**Moved By** Mr. Bondy

**Seconded By** Mr. Paterson

That the minutes of the June 6, 2018 Regular Meeting of Essex County Council be adopted as presented.

**Carried**

**7. County Warden's Welcome and Remarks**

Warden Bain welcomed the members of Council, staff and the media. He noted his participation in the following:

- Windsor-Essex County Senior Games - 36th Annual Celebration
- Windsor Essex County Economic Development Commission Annual General Meeting where a new chair was selected.
- Community Living Essex County Annual General Meeting
- World Elder Abuse Awareness Day
- County Wide Active Transportation Systems (CWATS) 'Walk with the Mayor' event
- 'Destination Ontario' stakeholders luncheon which was held in Windsor

**8. Delegations and Presentations**

There were no delegations scheduled for the June 20, 2018 meeting.

**9. Communications**

**9.1 Correspondence**

**149-2018**

**Moved By** Mrs. MacDonald

**Seconded By** Mr. DiCarlo

That the correspondence listed on the regular agenda for June 20, 2018, be received and any noted action approved.

**Carried**

**9.1.1 Association of Municipalities of Ontario (AMO)**

View the online versions of the AMO Watchfile Newsletter, dated June 7 and June 14, 2018.

**9.1.2 AMO**

Received e-mail, dated June 6, 2018 regarding Emojis. Hashtags. Selfies? What works best for your Municipal Social Media Plan.

**9.1.3 Rural Ontario Municipal Association (ROMA)**

Received e-mail, dated May 31, 2018 regarding ROMA MidTerm Meeting - Wawa May 16, 2018.

**9.1.4 ROMA**

Received e-mail, dated June 5, 2018 referring to a video regarding Volunteer Fire Fighters.

**9.1.5 Tourism Windsor Essex Pelee Island**

Received e-mail, dated June 15, 2018 regarding June is Tourism Month in Windsor Essex - view the Tourism Month Video.

**9.1.6 Thames-Sydenham and Region Drinking Water Source Protection**

Received e-mailed invitation, dated June 15, 2018 to a Drinking Water Source Protection workshop to discuss the proposed updates to the Thames-Sydenham and Region Source Protection Plan.

**9.1.7 SWIFT**

Received e-mail, dated June 15, 2018 regarding SWIFT preparing for construction of regional broadband project.

**9.2 Resolutions**

There were no resolutions for consideration for the June 20, 2018 meeting.

**10. Consent Agenda**

There were no reports for the Consent Agenda for June 20, 2018.

**11. Reports and Questions**

**11.1 Essex County Accessibility Advisory Committee**

Report of the Essex County Accessibility Advisory Committee minutes, dated May 10, 2018, Mr. Gord Queen, Vice-Chair.

Mr. Queen made a note of the upcoming ECAAC 'Celebrate Our Abilities - Awareness Walk' which takes place on Saturday June 23, 2018, at the Vollmer Recreational Complex in LaSalle. (Weather permitting.)

**150-2018**

**Moved By** Mr. Queen

**Seconded By** Mr. Meloche

That the minutes of the ECAAC for May 10, 2018 be adopted.

**Carried**

**11.2 Appointment of Alternate Community Emergency Management Coordinator**

Report Number 2018-0620-EMS-R007-BK, dated June 20, 2018 from Bruce Krauter, Chief, Essex-Windsor EMS.

Chief Krauter provided Council with a summary of the report, outlining the reason for the new appointments. He advised that Essex Windsor EMS has a best practice of having tiered backups trained for emergencies and the proposed appointments would be consistent with that practice.

**151-2018**

**Moved By** Mr. Antaya

**Seconded By** Mr. Bachetti

That Essex County Council appoint Essex-Windsor EMS Deputy Chief Ryan Lemay, Deputy Chief Justin Lammers and District Chief JP Bacon as Alternate Community Emergency Management Coordinators for the County of Essex, as authorized by By-law Number 28-2018 in accordance with the Emergency Management and Civil Protection Act.

**Carried**

**11.3 Fit for Duty Policy**

Report Number 2018-0620-HR-R2-GS, dated June 20, 2018 from Greg Schlosser, Director of Human Resources.

Mr. Schlosser provided some background on the development of the Fit for Duty policy, which was proposed to replace the County's 2007-01 Policy regarding Drugs and Alcohol in the workplace. He noted the policy review was timely and prudent, considering the legislative changes related to cannabis.

Mr. Schlosser advised that in addition to the policy, there will be some training that will be required by the County supervisors so that they may be better equipped to address any issues that may arise within their staff complement. Industry experts, as well as peer groups, were consulted during the development of the proposed policy.

Mr. Antaya questioned the availability of tests and whether these would be conducted by the employer? Mr. Schlosser indicated that any testing would be completed by the employer with the assistance of professionals in that field, with the union present as well.

Mr. Bachetti questioned whether the policy would cover other impairments, not due to substances, such as mental health issues or fatigue. Mr. Schlosser indicated that there are other provisions that would cover instances of mental health.

Mr. Santos suggested amending the definitions section to include 'Fit-for-Duty' as opposed to what is included now as 'un-fit-for-duty'.

**152-2018**

**Moved By** Mr. Antaya

**Seconded By** Mr. DiPasquale

That County Council approve the replacement of the Drug and Alcohol Policy 2007-01 with the Fit for Duty Policy 2018-03 as recommended in Report Number 2018-0620-HR-R2-GS.

**Carried**

**11.4 Tender Summary - Interior Leasehold Improvements Civic Centre**

Report Number 2018-0620-IS-R018-TRB, dated June 20, 2018 from Tom Bateman, Director of Infrastructure Services/County Engineer.

Mr. Bateman provided a summary of the works proposed for the Civic Centre building renovation and the process undertaken to issue the tender. He noted that there were some additions to the project after the estimate had been calculated and thus the tenders exceeded the original project estimate. He noted that, despite the variance between the estimate and the tender results, funds to support the project were available from the County's Capital Reserve as part of the Asset Management Plan.

Mr. Meloche questioned the completion timeframe. Mr. Bateman indicated that the project was scheduled for completion by the end of the year.

**153-2018**

**Moved By** Mr. Paterson

**Seconded By** Mr. Fazio

That the tender for the Interior Leasehold Improvements Civic Centre be awarded to Front Construction Industries Inc. for a total tender amount of \$1,212,600.00 plus HST.

**Carried**

**12. Unfinished Business**

**13. New Business**

**14. Adoption of By-Laws**

**154-2018**

**Moved By** Mr. Meloche

**Seconded By** Mr. DiCarlo

That By-law(s) #28-2018 and #29-2018, having been read a first, second and third time, be finally passed and enacted.

**Carried**

**14.1 By-law Number 28-2018**

A By-law to Appoint Alternate Community Emergency Management Coordinators for The Corporation of the County of Essex.

**14.2 By-law Number 29-2018**

A By-law to confirm the proceedings of The Corporation of the County of Essex. (June 20, 2018)

**15. Notice of Motion**

**16. Adjournment**

**155-2018**

**Moved By** Mr. Santos

**Seconded By** Mr. Paterson

That the Essex County Council meeting for June 20, 2018 be adjourned at 7:25 PM.

**Carried**

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Tom Bain

Warden - County of Essex

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Mary Birch

Director of Council and Community Services/Clerk