



Essex County Council Regular Meeting Agenda

Date: Wednesday, October 4, 2023
Time: 6:00 PM
Location: Council Chambers, 2nd Floor
360 Fairview Avenue West
Essex, Ontario N8M 1Y6
<https://video.isilive.ca/countyofessex/live.html>

Accessible formats or communication supports are available upon request. Contact Clerk's Office, clerks@countyofessex.ca, 519-776-6441 extension 1335

Pages

1. Closed Meeting

There is no Closed Meeting scheduled for October 4, 2023.

2. Moment of Reflection

3. Singing of 'O Canada'

4. Land Acknowledgement Statement

We acknowledge the land on which the County of Essex is located is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa and Potawatomie Peoples.

We specifically recognize Caldwell First Nation and other First Nations which have provided significant historical and contemporary contributions to this region.

We also value the contributions of all Original Peoples of Turtle Island, who have been living and working on this land from time immemorial.

5. Recording of Attendance

6. County Warden's Welcome and Remarks

7. Disclosure of Pecuniary Interest

8. Adoption of Regular Meeting Minutes

Minutes of the Regular Meeting dated September 20, 2023

7

Recommendation:

Moved by _____

Seconded by _____

That the minutes of the September 20, 2023 Regular Meeting of Essex County Council be adopted as presented.

9. Delegations and Presentations

9.1 ProsperUs

20

Lorraine Goddard, CEO, United Way Windsor Essex County and Caroline Taylor, Windsor Essex resident, to provide a presentation regarding Regional Primary Care Access

Recommendation:

Moved by _____

Seconded by _____

That the delegation from Prosper Us be permitted to address County Council.

10. Communications

10.1 Correspondence

Recommendation:

Moved by _____

Seconded by _____

That the correspondence listed on the Regular Agenda for October 4, 2023, be received and any noted action approved.

10.1.1 Association of Municipalities of Ontario (AMO)

- AMO Policy Update - Toronto New Deal and Housing Affordability Task Force Responses
- AMO Training: Navigating Conflict Relationships as an Elected Official
- September 21, 2023 - AMO Watchfile
- AMO Policy Update - New Ministers and Transit Legislation
- September 28, 2023 - AMO Watchfile

10.1.2 Trevor Jones, MPP, Chatham-Kent-Leamington 35
Correspondence dated September 19, 2023 in response to Essex County Council inquiry regarding Waste Diversion Programs for Industrial, Commercial and Institutional Sector - Food and Organic Waste.

10.1.3 'Invisible No More - An Accessibility Forum' 39
Registration is open for the Essex County Accessibility Advisory Committee's event, 'Invisible No More - An Accessibility Forum'. The event is October 19, 2023; reach out to Crystal Sylvestre for registration or for more information about attending.

10.2 Resolutions

There are no resolutions for the October 4, 2023 meeting.

11. Consent Agenda

Recommendation:

Moved by _____

Seconded by _____

That the minutes listed as Item 11.1 on the Consent Agenda for October 4, 2023 be approved, and further that the information item listed as item 11.2, on the said Consent Agenda be received.

11.1 Essex County Accessibility Advisory Committee (ECAAC) 40
Minutes of the Essex County Accessibility Advisory Committee, dated August 3, 2023

11.2 Essex County Library Board 44
Minutes of the Essex County Library Board, dated August 30, 2023

12. Reports and Questions

12.1 Electricity and Natural Gas Update – Commodity Price Hedging Strategy 51
Report Number 2023-1004-FIN-R20-MR, Electricity and Natural Gas Update - Commodity Price Hedging Strategy, from Melissa Ryan, Director, Financial Services/Treasurer, dated October 4, 2023.

Recommendation:

Moved by _____

Seconded by _____

That Essex County Council receive report number 2023-1004-FIN-R20-MR the Electricity and Natural Gas Hedging Strategy – 2022 report for information.

12.2 Staffing Requests – 2023 Budget (2)

57

Report Number 2023-1004-CAO-R03-SZ, Staffing Requests - 2023 Budget (2), from Sandra Zwiers, Chief Administrative Officer, dated October 4, 2023.

Recommendation:

Moved by _____

Seconded by _____

That Essex County Council approve the hiring of an IT Project Coordinator/Manager and authorize the development of a recruitment strategy to fill the new position.

12.3 Striking Committee Recommendation - Vacancy on Essex County Library Board

61

Report of the Striking Committee dated October 3, 2023.

Recommendation:

Moved by _____

Seconded by _____

That Essex County Council approve the minutes of the Essex County Striking Committee dated October 03, 2023; and further, that Essex County Council appoint Terry Burns to the Essex County Library Board as the Representative for the Town of LaSalle for the remainder of the current term ending in 2026.

13. Unfinished Business

13.1 Summary of Outstanding Reports

63

Report Number 2023-1004-LCS-R23-MB, Summary of Outstanding Reports, Director of Legislative and Community Services, dated October 4, 2023.

Recommendation:

Moved by _____

Seconded by _____

That Essex County Council receive report number 2023-1004-LCS-R23-MB, Summary of Outstanding Reports as information.

14. New Business

14.1 Notice of Motion from September 20, 2023 - Traffic Control Study Request –Intersection of County Road 9 (Howard Ave) and County Road 10 (Middle SideRoad)

Chris Gibb submitted the following Notice of Motion:

Whereas Amherstburg Town Council has voted at their September 11, 2023 meeting to direct Mayor Prue and/or Deputy Mayor Gibb to introduce a Notice of Motion to County Council requesting a Traffic Control Study at the intersection of County Rd 9 and County Rd 10;

And whereas this intersection is owned by the County of Essex and is located within the Municipality of Amherstburg;

Now therefore, Essex County Council requests that County Administration conduct a Traffic Study to study the intersection of County Road 9 (Howard Ave) and County Road 10 (Middle Side Road) to assess the requirement for traffic signalization.

Recommendation:

Moved by _____

Seconded by _____

(Vote Electronically)

14.2 Notice of Motion from September 20, 2023 - Civic Centre Tour
Sherry Bondy submitted the following Notice of Motion:

Ahead of the 2024 budget that Essex County Council (council members that are interested) have a tour of the County of Essex building including recently renovated rooms and rooms that need to be renovated to ensure we are educated and informed for making budgetary decisions for any future building improvement requests from administration.

Recommendation:

Moved by _____

Seconded by _____

(Vote Electronically)

14.3 Notice of Motion from September 20, 2023 - Current Financial Agreements

Sherry Bondy submitted the following Notice of Motion:

Ahead of the 2024 budget that Essex County Council be given a report on all the current financial agreements in place where the County allocates budget dollars.

And, that Essex County Council requests a report from Administration regarding cost sharing agreements currently in place between the City and the County, the County and the Province and other third parties.

Recommendation:

Moved by _____

Seconded by _____

(Vote Electronically)

15. Adoption of By-Laws

Recommendation:

Moved by _____

Seconded by _____

That By-law 2023-47, having been read a first, second and third time, be finally passed and enacted.

15.1 By-law Number 2023-47

66

Being a By-law to confirm the proceedings of the Council of the Corporation of the County of Essex for the October 4, 2023 Special Public and Regular meetings.

16. Notice of Motion

17. Adjournment



Essex County Council Regular Meeting Minutes

Wednesday, September 20, 2023

6:00 PM

Council Chambers, 2nd Floor

360 Fairview Avenue West

Essex, Ontario N8M 1Y6

<https://video.isilive.ca/countyofessex/live.html>

- Council:
- Michael Akpata, Deputy Mayor, Town of LaSalle
 - Joe Bachetti, Deputy Warden / Deputy Mayor, Town of Tecumseh
 - Tracey Bailey, Mayor, Municipality of Lakeshore
 - Sherry Bondy, Mayor, Town of Essex
 - Chris Gibb, Deputy Mayor, Town of Amherstburg
 - Hilda MacDonald, Warden / Mayor, Municipality of Leamington
 - Gary McNamara, Mayor, Town of Tecumseh
 - Crystal Meloche, Mayor, Town of LaSalle
 - Michael Prue, Mayor, Town of Amherstburg
 - Dennis Rogers, Mayor, Town of Kingsville
 - Rob Shepley, Deputy Mayor, Town of Essex
 - Larry Verbeke, Deputy Mayor, Municipality of Leamington
 - Kirk Walstedt, Deputy Mayor, Municipality of Lakeshore
 - Tony Gaffan, Town of Kingsville Councillor, Alternate Member
- Absent:
- Kimberly DeYong, Deputy Mayor, Town of Kingsville
- Administration:
- Mary Birch, Director, Legislative and Community Services/Clerk
 - Allan Botham, Director, Infrastructure & Planning Services
 - Jayne Brooks Keller, Administrator, Sun Parlor Home
 - Adam Craig, CEO and Chief Librarian, Essex County Library
 - Katherine Hebert, Manager, Records and Accessibility/Deputy Clerk
 - Don McArthur, Manager, Communication and Organizational Development
 - Crystal Sylvestre, Coordinator, Legislative and Community Services
 - Sandra Zwiers, Chief Administrative Officer
 - Justin Lammers, Deputy Chief, Planning and Physical Resources
 - Melissa Ryan, Director, Financial Services / Treasurer

1. **Closed Meeting**

There was no Closed Meeting scheduled for September 20, 2023.

2. **Moment of Reflection**

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

4. **Land Acknowledgement Statement**

We begin by acknowledging that the land on which we gather is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa and Potawatomie Peoples.

To recognize the land is an expression of gratitude to those whose territory you reside on, and a way of honouring the Indigenous people who have been living and working on the land from time immemorial.

We value the significant historical and contemporary contributions of local and regional First Nations and all the Original Peoples of Turtle Island.

5. **Recording of Attendance**

Warden MacDonald and all members of Council attended the meeting at the Essex County Civic Centre, Council Chambers.

Kimberly DeYong was absent.

Tony Gaffan attended as an Alternate Member for the Town of Kingsville.

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

Warden MacDonald welcomed Melissa Ryan to the Senior Leadership team as the new Director, Financial Services and Treasurer. The Warden also congratulated Deputy Chief Justin Lammers who has been appointed as Chief of Essex-Windsor EMS; replacing the retiring Chief, Bruce Krauter.

The Warden encouraged residents and local municipal partners to register for the Essex County Accessibility Advisory Committee forum being held in October. "Invisible No More" aims to raise awareness of invisible disabilities and find ways to be more inclusive.

7. **Disclosure of Pecuniary Interest**

There were no disclosures of pecuniary interest raised.

8. **Adoption of Regular Meeting Minutes**

Minutes of the Special Meeting of Council - Strategic Planning Session dated August 28, 2023, the Regular Meeting dated September 6, 2023 and the Special Meeting of Essex County Council, dated September 13, 2023.

243-2023

Moved By Gary McNamara

Seconded By Rob Shepley

That the minutes of the August 28, 2023 and September 13, 2023 Special Meetings and the September 6th, 2023 Regular Meeting of Essex County Council be adopted as presented. (Voted by show of hands).

Carried

9. **Delegations and Presentations**

There were no delegations for September 20th, 2023.

10. **Communications**

10.1. Correspondence

244-2023

Moved By Tracey Bailey

Seconded By Rob Shepley

That the correspondence listed on the Regular Agenda for September 20, 2023 be received and any noted action approved. (Voted by show of hands)

Carried

10.1.1 Liberation of Dieppe - Painting Unveiling

- September 12, 2023 letter from Michael Waffle, son of artist Donald Robert Waffle RE Painting Unveiling at the Essex County Civic Centre
- Program Information for the 'Liberation of Dieppe' Painting Unveiling on September 20, 2023 3:00PM

Deputy Warden Bachetti offered his appreciation to Deputy Mayor Michael Akpata for organizing the ceremony to unveil the painting and welcome members of the service community to the Civic Centre.

10.1.2 Association of Municipalities of Ontario (AMO)

- September 1, 2023 - [AMO Councillor Training](#)
- September 5, 2023 - [AMO Policy Update - Cabinet Shuffle, Municipal Risk and Gender-Based Violence](#)
- September 7, 2023 - [AMO Watchfile](#)
- September 14, 2023 - [AMO Watchfile](#)

10.1.3 Invisible No More - An Accessibility Forum

Registration Is Open for 'Invisible No More - An Accessibility Forum' hosted by the Essex County Accessibility Advisory Committee on October 19, 2023.

The event is open to anyone who would like to attend, and people may [Register Here](#) using the online form.

Members of Council are asked to contact Crystal Sylvestre to arrange attendance.

10.1.4 Ontario Ministry of Natural Resources and Forestry

September 1, 2023 - Letter RE Proposed Oil, Gas and Salt Resources Act, regulation changes for special projects and well security

10.1.5 Municipality of Lakeshore

Municipality of Lakeshore Memo RE AMO Delegation with the Hon. Lisa Thompson, Minister of Agriculture, Food and Rural Affairs

10.1.6 Municipality of Leamington

Municipality of Leamington Memo RE AMO Delegation to the Ministry of Municipal Affairs and Housing, Associate Minister Tangari, dated August 21, 2023

Warden MacDonald added that this delegation offered information to the Minister regarding the challenges the Municipality of Leamington experienced when they purchased of former high school property for housing opportunities. The Warden stated that there was no financial ask in their delegation.

10.1.7 Province of Ontario

- [September 4, 2023 - Minister of Labour, Immigration, Training and Skills Development - Minister McNaughton Thanks Workers on Labour Day](#)
- [September 7, 2023 - Ministry of Colleges and Universities - Ontario Training More French-Language Teachers Additional teacher education spaces providing students with greater access to French-language education](#)
- [September 14, 2023 - Ministry of Economic Development, Job Creation and Trade - Ontario Welcomes \\$15 Million Manufacturing Investment in](#)

[Windsor Cavalier Tool & Manufacturing will create 30 good-paying jobs](#)

10.2. Resolutions

There were no resolutions for the September 20, 2023 meeting.

11. Consent Agenda

245-2023

Moved By Gary McNamara

Seconded By Crystal Meloche

That the minutes listed as Item 11.1 on the Consent Agenda for September 20, 2023 be received. (Voted by show of hands).

Carried

11.1. Essex Windsor Solid Waste Authority (EWSWA)

Minutes of the Essex Windsor Solid Waste Authority Regular Board Meeting of August 9, 2023

12. Reports and Questions

12.1. Indigenous Land Acknowledgement Statement - Review and Update

Report number 2023-0920-LCS-R20-MB, Indigenous Land Acknowledgement Statement - Review and Update, dated September 20, 2023 from Mary Birch, Director, Legislative and Community Services/Clerk

Mary Birch provided the report to Council regarding the update to the Land Acknowledgment Statement. Mary provided the background information on the statement indicating that it was a living document that was intended to be reviewed and updated.

Mary explained potential actions the County had identified to address action number 57 of the Truth and Reconciliation Commission's Report. Specifically,

- (1) revise County land acknowledgement to specifically name Caldwell First Nation in recognition of its significant and ongoing connection to the County;
- (2) commit to providing County staff at least one opportunity, and preferably more, a year, to learn about Indigenous history, culture, rights and laws – particularly as they relate to the County; and

(3) consider assisting Caldwell First Nation in making and erecting directional signage to the Caldwell Lands, following consultation with and confirmation that Caldwell First Nation wishes to accept such an offer.

Discussion included supporting the continued efforts of Administration towards achieving the goals of the report.

246-2023

Moved By Larry Verbeke

Seconded By Crystal Meloche

That Essex County Council receive report 2023-0920-LCS-R20-MB Land Acknowledgement Review and Update as information, and further approve the use of a revised land acknowledgement statement as follows:

We acknowledge the land on which the County of Essex is located is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa and Potawatomie Peoples.

We specifically recognize Caldwell First Nation and other First Nations which have provided significant historical and contemporary contributions to this region.

We also value the contributions of all Original Peoples of Turtle Island, who have been living and working on this land from time immemorial.

And, that County Administration report annually on steps taken to educate staff and build respectful, reciprocal relationships with Indigenous Peoples, as outlined in the Truth and Reconciliation Commission's calls to action. (Voted electronically)

In Favour (14): Michael Akpata, Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Hilda MacDonald, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Tony Gaffan

Carried

12.2. Approval of 2024 Conferences

Report number 2023-0920-LCS-R21-MB, Approval of 2024 Conferences, dated September 20, 2023 from Mary Birch, Director, Legislative and Community Services/Clerk

Mary Birch provided the report to Council listing the conference opportunities for 2024. Discussion included an overview of the Policy 2022-003 Travel, Meetings and Conferences – Council, Committees, Agencies and Boards.

247-2023

Moved By Crystal Meloche

Seconded By Michael Prue

That Essex County Council receive the report 2023-0920-LCS-R21-MB Approval of 2024 Conferences, and approve for attendance by the members of Essex County Council for the year 2024, the conferences identified and attached as Appendix B to this report, in accordance with Policy 2022-003: Travel, Meetings and Conferences – Council, Committees, Agencies and Boards. (Voted electronically)

In Favour (14): Michael Akpata, Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Hilda MacDonald, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Tony Gaffan

Carried

12.3. Approval of the 2024 Essex County Council Meeting Schedule

Report number 2023-09220-LCS-R22-MB, Approval of the 2024 Essex County Council Meeting Schedule, dated September 20, 2023 from Mary Birch, Director, Legislative and Community Services/Clerk

Mary Birch offered the 2024 Essex County Council meeting schedule noting that an additional meeting had been added to January for budget deliberations and the August meeting was moved to the second Wednesday to accommodate Council members attending the Association of Municipalities of Ontario (AMO) conference.

248-2023

Moved By Sherry Bondy

Seconded By Rob Shepley

That Essex County Council receive the report 2023-0920-LCS-R22-MB, Approval of the 2024 Essex County Council Meeting Schedule, and approve the meeting dates as outlined in Appendix A attached to the report for the year 2024. (Voted electronically)

In Favour (14): Michael Akpata, Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Hilda MacDonald, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Tony Gaffan

Carried

12.4. Tender Summary – Culvert Rehabilitation on County Road 50 at Tom Wright Drain (RC-50-135)

Report number 2023-0920-IPS-R31-KT, Tender Summary – Culvert Rehabilitation on County Road 50 at Tom Wright Drain (RC-50-135), dated September 20, 2023 from Karyn Templin, Manager, Design and Construction

Karyn Templin provided the report explaining the project and the tender process taken to arrive at the proposed price.

Karyn explained that the project schedule would extend into 2024 requiring the transfer of budgeted funds into the Corporation’s Capital Reserve to be used in 2024.

249-2023

Moved By Gary McNamara

Seconded By Joe Bachetti

That Essex County Council receive report 2023-0920-IPS-R31-KT, Culvert Rehabilitation on County Road 50 at Tom Wright Drain (RC-50-135) and award the contract to Front Construction Industries Inc. for a total tender amount of \$1,254,600 (plus applicable taxes) and further;

That Essex County Council approve the transfer of the total project cost of \$1,381,681 to the Corporation’s Capital Reserve for use in 2024. (Voted electronically)

In Favour (14): Michael Akpata, Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Hilda MacDonald, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Tony Gaffan

Carried

13. Unfinished Business

13.1. Summary of Outstanding Reports

Report number 2023-0920-LCS-R19-MB, Summary of Outstanding Reports dated September 20, 2023 from Mary Birch, Director, Legislative and Community Services/Clerk

Mary Birch explained that the list of reports required had not been changed from previous reports. The dates of when the reports would be presented had been updated.

250-2023

Moved By Larry Verbeke

Seconded By Chris Gibb

That Essex County Council receive report number 2023-0920-LCS-R19-MB, Summary of Outstanding Reports as information. (Voted by show of hands).

Carried

14. **New Business**

14.1. Notice of Motion from September 6, 2023 - Plaque for the River Canard Bridge on County Road 8 at the LaSalle/Amherstburg Boundary

Crystal Meloche submitted the following Notice of Motion:

Whereas the bow string River Canard Bridge, which is owned by the County of Essex and located on the boundary of LaSalle and Amherstburg, is an Essex County landmark with historical significance to the area;

And whereas this bridge has deep ties to our communities and is widely photographed and painted by artists;

And whereas other bridges of lesser historical or architectural significance have historical or descriptive plaques recognizing them;

Now therefore, Essex County Council requests County Administration to prepare a Council report on the feasibility of having a plaque installed at the location of the bow string River Canard Bridge.

251-2023

Moved By Crystal Meloche

Seconded By Michael Prue

Whereas the bow string River Canard Bridge, which is owned by the County of Essex and located on the boundary of LaSalle and Amherstburg, is an Essex County landmark with historical significance to the area;

And whereas this bridge has deep ties to our communities and is widely photographed and painted by artists;

And whereas other bridges of lesser historical or architectural significance have historical or descriptive plaques recognizing them;

Now therefore, Essex County Council requests County Administration to prepare a Council report on the feasibility of having a plaque installed at the location of the bow string River Canard Bridge. (Voted electronically)

In Favour (14): Michael Akpata, Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Hilda MacDonald, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Tony Gaffan

Carried

14.2. Notice of Motion from September 6, 2023 - Notice of Motion Procedures

Gary McNamara submitted the following Notice of Motion:

To ensure that all members of Essex County Council are supportive of utilizing staff resources to respond to requests from individual members of Essex County Council; and further,

To ensure that all members of County Council are provided with information from County Administration, that has been requested by individual members of County Council; and further,

To ensure that County Council has an opportunity to receive recommendations from County Administration on all matters raised by members of Essex County Council under the Notices of Motion section of the Agenda,

Now therefore, be it resolved that all Notices of Motion brought forward by a member of Essex County Council shall be worded such that County Administration is requested to prepare a report which provides information and recommendations for Essex County Council's consideration at a future meeting.

Discussion included the potential of this motion to impact work load of Administration and concerns that this would limit Council's ability to contact Administration to ask questions.

252-2023

Moved By Gary McNamara

Seconded By Tracey Bailey

To ensure that all members of Essex County Council are supportive of utilizing staff resources to respond to requests from individual members of Essex County Council; and further,

To ensure that all members of County Council are provided with information from County Administration, that has been requested by individual members of County Council; and further,

To ensure that County Council has an opportunity to receive recommendations from County Administration on all matters raised by members of Essex County Council under the Notices of Motion section of the Agenda,

Now therefore, be it resolved that all Notices of Motion brought forward by a member of Essex County Council shall be worded such that County Administration is requested to prepare a report which provides information and recommendations for Essex County Council's consideration at a future meeting. (Voted electronically)

In Favour (4): Tracey Bailey, Hilda MacDonald, Gary McNamara, and Kirk Walstedt

Opposed (10): Michael Akpata, Joe Bachetti, Sherry Bondy, Chris Gibb, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, and Tony Gaffan

Lost

14.3. Notice of Motion from September 6, 2023 - Intersection at County Road 15 and 18

Sherry Bondy submitted the following Notice of Motion:

That Essex County Council direct County Administration to look into the intersection at County Road 18 and County Road 15 and report back to Council on changes that can be made to have the intersection safer.

253-2023

Moved By Rob Shepley

Seconded By Larry Verbeke

That Essex County Council direct County Administration to look into the intersection at County Road 18 and County Road 15 and report back to Council on changes that can be made to have the intersection safer. (Voted electronically)

In Favour (14): Michael Akpata, Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Hilda MacDonald, Gary McNamara, Crystal Meloche, Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Tony Gaffan

Carried

15. Adoption of By-Laws

254-2023

Moved By Rob Shepley

Seconded By Joe Bachetti

That By-laws 2023-45 through 2023-47, having been read a first, second and third time, be finally passed and enacted. (Voted electronically)

In Favour (14): Michael Akpata, Joe Bachetti, Tracey Bailey, Sherry Bondy, Chris Gibb, Hilda MacDonald, Gary McNamara, Crystal Meloche,

Michael Prue, Dennis Rogers, Rob Shepley, Larry Verbeke, Kirk Walstedt, and Tony Gaffan

Carried

15.1. By-law Number 2023-45

Being a By-law to adopt Official Plan Amendment Number 4 To the County of Essex Official Plan

15.2. By-law Number 2023-46

Being a By-law to Appoint Melissa Ryan as the Director of Financial Services/Treasurer for the Corporation of the County of Essex.

15.3. By-law Number 2023-47

Confirmatory By-law for September 13, 2023 Special Meeting of Essex County Council and September 20, 2023 Regular and Closed Meetings

16. **Notice of Motion**

16.1. Traffic Control Study Request – Intersection of County Road 9 (Howard Ave) and County Road 10 (Middle Side Road)

Chris Gibb brought forward the following Notice of Motion:

Whereas Amherstburg Town Council has voted at their September 11, 2023, to direct Mayor Prue and/or Deputy Mayor Gibb to introduce a Notice of Motion to County Council requesting a Traffic Control Study at the intersection of County Rd 9 and County Rd 10;

And whereas this intersection is owned by the County of Essex and is located within the Municipality of Amherstburg;

Now therefore, Essex County Council requests County Administration that a Traffic Study be conducted to study the intersection of County Road 9 (Howard Ave) and County Road 10 (Middle Side Road) to assess the requirement for traffic signalization.

16.2. Civic Centre Tour

Sherry Bondy brought forward the following Notice of Motion:

Ahead of the 2024 budget that Essex County Council (council members that are interested) have a tour of the County of Essex building including recently renovated rooms and rooms that need to be renovated to ensure we are educated and informed for making budgetary decisions for any future building improvement requests from administration.

16.3. Current Financial Agreements

Sherry Bondy brought forward the following Notice of Motion:

Ahead of the 2024 budget that Essex County council be given a report on all the current financial agreements in place where the County allocates budget dollars.

And, that Essex County Council requests a report from Administration regarding cost sharing agreements currently in place between the City and the County, the County and the Province and other third parties.

17. **Adjournment**

255-2023

Moved By Gary McNamara

Seconded By Rob Shepley

That the Essex County Council meeting for September 20, 2023 be adjourned at 7:10 PM.

Carried

Hilda MacDonald,
Warden, County of Essex

Mary Birch
Director, Legislative and Community Services/Clerk

Date Signed

September 28, 2023

Dear County of Essex- Essex County Council Members,

ProsperUs is a Collective Impact partnership comprised of non-profit, government, healthcare, education, labour, business, and inspired community members including parents and youth. We have a shared vision of a prosperous Windsor-Essex County where all children and youth have the support they need to succeed from cradle to career. You can learn more about our work at weunlockpotential.com.

Our Cradle to Career approach is a proven strategy that focuses on systems change to ensure young people have wrap-around supports from the time they are born until they enter the workforce. This work is focused on priority neighbourhoods where data tell us families face the greatest barriers: Downtown Windsor, West Windsor, and Leamington.

In May 2022, ProsperUs formed a resident-led Advocacy Working Group for West Windsor and Downtown Windsor. Advocacy Working Group members identified that access to healthcare services is a significant barrier they regularly face. Our research demonstrates a need to focus on increasing access to primary healthcare services:

- According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ
- Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱ
- The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱⁱ
- According to the Windsor Essex Ontario Health Team's Comprehensive Primary Care Report (2022), Physicians over the age of 65 in Windsor have a total of 28,986 patients. In Leamington, Physicians over the age of 65 have a total of 4992 patients.
- Furthermore, there are only 31 pediatricians^{iv} currently working in our region serving a population of 36,640 children ages 0-14.^v
- The pressure on our healthcare system was reflected in 2022, when Windsor Regional Hospital had the longest Emergency Room wait times in Ontario as too many people used hospitals for primary care.^{vi}

This is important because in Ontario, people living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{vii} For

example, children living in low-income households are more likely to experience health issues such as asthma and obesity and face barriers to accessing preventive and primary care services.^{viii}

As of January 2023, the Regional Physician Recruiter Office Windsor/Essex (RPROWE) is no longer funded by any municipality in Windsor-Essex County. RPROWE supported all hospitals, community clinics, agencies, and private offices in our region, as well as the College of Physicians and Surgeons of Ontario. This initiative recruited an average of 34 physicians annually and recruited 569 physicians between 2003 and 2019.^{ix} 1 in 6 physicians required help with immigration which this initiative provided.^x

The ProsperUs partnership, including resident members of the ProsperUs Advocacy Working Group, recommends that the City of Windsor collaborate with other municipalities and healthcare leaders in Windsor-Essex County to establish a strategy for physician recruitment and retention in our region. This strategy could include:

- 1) Conducting a comprehensive review of the unmet healthcare needs of residents in Windsor-Essex County and how municipalities can collaborate with local healthcare leaders and the Government of Ontario to increase our region's capacity to meet the needs of residents.
- 2) Reconvening the Regional Physician Recruitment Steering Committee to increase data sharing, collaboration, and strategic action among healthcare providers. This could include informing and implementing a comprehensive strategy for physician recruitment and retention and working with the [Canadian Society of Physician Recruitment](#) to ensure more local residents have access to a Primary Care Provider.
- 3) Increasing investment in physician recruitment and retention efforts for local healthcare services based on the needs of residents, including specializations and languages spoken.
- 4) Coordinating regional advocacy efforts to the Government of Ontario regarding increased access to Primary Care Providers, including increased funding for local healthcare services and expanding the number of residency spaces at schools of medicine.

Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.^{xi} Increasing early prevention, and easing the pressure on healthcare workers and services requires the involvement of all levels of government. ProsperUs is presenting this letter to the City of Windsor and the County of Essex to raise awareness of the need for increased regional dialogue on access to primary care providers.

Through continued advocacy, as well as endorsement of a regional strategy for physician recruitment and retention, we believe that municipalities in Windsor-Essex County can make a significant impact on this key issue.

Thank you for your consideration of our suggested regional approach to this issue.

Sincerely,



Jessica Sartori, Owner/Operator, Parallel 42 Systems, Co-Chair ProsperUs



Shelley Fellows, Chair of the Board of Directors, Automate Canada, Co-Chair ProsperUs

On behalf of the ProsperUs Collective Impact Partnership and Caroline Taylor, West Windsor Resident, Co-Chair of the ProsperUs Windsor Advocacy Working Group and Rose Hayes, Downtown Resident, Co-Chair of the ProsperUs Windsor Advocacy Working Group.

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*.

<https://www.ontariohealthprofiles.ca/>

ⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*.

<https://www.ontariohealthprofiles.ca/>

ⁱⁱⁱ Mavrinac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

^{iv} College of Physicians and Surgeons of Ontario (2023). *Advanced Search for Registered Doctors in Ontario*. [Data Set]. CPSO. <https://doctors.cpso.on.ca/?search=general> (accessed February 6, 2023)

^v Statistics Canada (2022). *Census Profile, 2021 Census of Population*. (Statistics Canada Catalogue no. 98-316-X2021001.[Data Set]). Statistics Canada. <https://www.statcan.gc.ca/census-recensement/2021/dp-pd/prof/index.cfm?Lang=E>

^{vi} Wilhelm, T. (2022, July). Windsor Regional Hospital grapples with highest ER wait times in Ontario. *CBC News*.

<https://windsorstar.com/news/local-news/windsor-regional-hospital-grapples-with-highest-er-wait-times-in-ontario>

^{vii} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*.

<http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>

^{viii} Children First Canada. (2023). *Pedionomics: the Social Return on Investment in Improving the Health and Wellbeing of Children and Adolescents*. <https://childrenfirstcanada.org/wp-content/uploads/2023/05/Pedionomics-Raising-Canada-2023-Children-First-Canada.pdf>

^{ix} Mavrinac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

^x Mavrinac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

^{xi} Children's Health Coalition. (2021). *Make Kids Count: A Children's health action plan to ensure hospital capacity and provide timely access to care both in the immediate pandemic response and through recovery*. <https://www.chcontario.ca/wp-content/uploads/2022/04/Make-Kids-Count-Action-Plan-from-the-Childrens-Health-Coalition-2.pdf>

Office of the Essex County Medical Society - President

Monday September 25, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear County of Essex,

By way of background, the Essex County Medical Society (ECMS) represents well over 450 physicians in the region, and the ECMS has been a part of the Windsor and Essex County community since 1914, with both Family Physicians and Specialists forming the membership and Executive Committee. The ECMS has a mandate to serve our community.

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱThe need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes. ⁱⁱⁱPeople living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare. ^{iv}Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

The ECMS and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely,
Dr. Joseph Zakaria, BHSc, MD, CCFP
ECMS President 2022-2023

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrincac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>



GREATER ESSEX
Elementary Teachers'
Federation of Ontario

Mario Spagnuolo,
Local President
3255 Odessa Drive
Tecumseh, Ontario N8N 2M1
Phone: 519-735-7158 ext. 24
Fax: 519-735-8817
www.greaterteachers.com

August 1, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear Essex County Council,

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

Greater Essex ETFO and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely

Mario Spagnuolo,
Local President
Greater Essex ETFO

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrincac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>



HÔTEL - DIEU GRACE HEALTHCARE

ESTD 1888

July 10, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear Windsor Council,

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

Hôtel-Dieu Grace Healthcare and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely,



Biagio (Bill) Marra
President & CEO
bill.marra@hdgh.org

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrincac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>



Date: July 17, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear Essex County Council,

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.¹ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.²⁻

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.³ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.⁴ Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

Leamington District Chamber of Commerce and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely,

Wendy Parsons

Wendy Parsons
General Manager
Leamington District Chamber of Commerce
wendyp@leamingtonchamber.com/www.leamingtonchamber.com

¹ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

² Mavrincac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

³ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

⁴ Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>

Date July 11, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear Essex County Council,

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

Windsor Family Health Team and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely,



Margo Reilly, Executive Director

Windsor Family Health Team
mreilly@windsorfht.ca

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrincac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>

Ontario Provincial Police
Essex County Detachment



Police provinciale de l'Ontario
Detachement du Comte d'Essex

1219 Hicks Rd.
P.O. Box 910
Essex, Ontario
NSM 2Y2

1219 rue Hicks
C.P. 910
Essex, Ontario
NSM 2Y2

Tel: (519) 723-2493 Fax: (519) 723-2133

Tel: (519) 723-2493 Telecopieur: (519) 723-2133

File Reference/

July 17, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear County of Essex,

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams {2022}, 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14. ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019. ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighborhoods with the lowest average incomes. ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare. ^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

Essex County O.P.P. and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely,

Jamie Smith, Staff Sergeant
Detachment Manager, Tecumseh, and Lakeshore
Essex County OPP

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrinnac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe.pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario {2016}. *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>



Office of the President

July 10, 2023

Essex County Council
360 Fairview Avenue West
Essex, ON N8M 1Y6

Dear Warden and Council:

It is my understanding that a letter from the Advocacy Working Group of the region's ProsperUs organization is on your agenda, or will be soon. That letter, regarding the need to address the alarming shortage of primary care providers in this area, has also been shared with me and other officials at the College. I am writing to you to endorse the argument made by ProsperUs: namely, that this lack of general practitioners is something of a crisis and that it warrants a comprehensive effort - including the involvement of municipal governments - to retain the family physicians that we currently have and to recruit a substantial number of new ones to practice in our area.

Over its half-century of existence, St. Clair has certainly proved capable of supplying the region's health-care system with most of the support personnel that it requires. We've staffed local hospitals, clinics and doctors' offices with our graduates from Nursing, Practical Nursing, Personal Support Worker, Dental Hygiene and Assisting, Pharmacy Technician, Medical Laboratory Science and Technician, Respiratory Therapy, Diagnostic Medical and Cardiac Sonography, Cardiovascular Technology, Paramedic, Advanced Medical Esthetics Practitioner, and Occupational Therapist Assistant/Physiotherapist Assistant. What we have not been able to do, of course, is to provide physicians to the area.

Even the launch of the University of Windsor-based Schulich Medical School in 2012 hasn't been able to fully furnish all of the family doctors needed by our citizens. About 100 of its graduates over the years have remained in Windsor-Essex - and that's wonderful - but it still hasn't been sufficient to provide primary care service to all who need it.

The situation, also, is being exacerbated by a trend that St. Clair has also observed (and been attempting to address) in the skilled trades: namely, that a great many current family physicians are now of retirement age and will be departing from their practices within the next few years. Not being able to readily find a plumber or electrician when you need one is inconvenient, but not being able to obtain access to a doctor is potentially life-threatening.

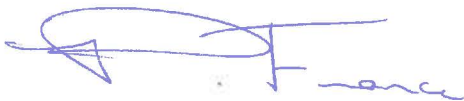
Letter of Support – ProsperUs Advocacy

Page 2

It's been said – accurately, I think – that the quality of a society is best judged by how well (or poorly) its weakest members are cared for: children, the elderly, and the financially disadvantaged. The ProsperUs study reveals that it is the well-being of precisely those demographic groups that are most at-risk due to this shortage of primary care providers. In this instance, our society, our community, is failing its weakest members.

I'm confident that this current situation can be resolved. A renewal of funding of recruitment programs and the enhancement of strategies to address this physician shortage are essential. And I think the many recommendations of the ProsperUs Advocacy Working Group should be adopted and enacted by all of the governments, organizations and agencies which might have a role to play in rectifying this crisis. I and St. Clair College are certainly on-board to provide any assistance that we can.

Sincerely,



Patti France, M.Ad.Ed., LLD.h.c.
President



July 17, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear Essex County Council,

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

The Windsor-Essex Children's Aid Society (WECAS) and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

WECAS' recommendation stands in strong alignment to the Ministry of Children, Community and Social Services' (MCCSS) transformation of the Child Welfare System ([Child welfare redesign | ontario.ca](https://www.ontario.ca/gov/topics/child-welfare-redesign)), and to our current Strategic and Operational Plans ([WECAS Strategic & Operational Plan](#)). In particular, WECAS is embracing our role in supporting community-inspired and community-led strategies, directly and through collaborative partnerships, that 'strengthen families and communities through prevention and early intervention', and help enhance their Wellbeing [achieved when children, youth and families are supported in their communities to thrive while meeting key developmental and educational milestones].

Sincerely,

Hugo Vega

Director of Equity, Diversity & Inclusion / ProsperUS Leadership Council Member Representative
Windsor-Essex Children's Aid Society
hvega@wecas.on.ca

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrincac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>

July 12, 2023

Dear Essex County Council,

RE: ProsperUs Advocacy for Increased Access to Primary Care

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

Windsor Essex Community Health Center (weCHC) and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely,



Rita Taillefer

Executive Director

Windsor Essex Community Health Centre

1-519-890-3691

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrinac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*. <https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*. <http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>

July 12, 2023

Dear Members of Council, Corporation of the County of Essex:

ProsperUs Advocacy for Increased Access to Primary Care

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

The Windsor-Essex County Health Unit and ProsperUs recommend that municipalities in our region collaborate with healthcare leaders in Windsor-Essex County to establish a regional strategy for physician recruitment and retention to meet the needs of residents. Through continued collaboration, data-sharing, and advocacy, we believe municipalities in Windsor-Essex County can make a significant impact on this pressing issue.

Sincerely,



Dr. Kenneth Blanchette, CEO
Windsor-Essex County Health Unit
kblanchette@wechu.org



Dr. Mehdi Aloosh, Medical Officer of Health
Windsor-Essex County Health Unit
maloosh@wechu.org

ⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*.
<https://www.ontariohealthprofiles.ca/>

ⁱⁱ Mavrincac, J. (2019, October 16). *Regional Physician Recruitment* [PowerPoint slides]. <https://coe-pub.escribemeetings.com/filestream.ashx?DocumentId=12817>

ⁱⁱⁱ INSPIRE-PHC, Primary Care Data Working Group. (2023) *Primary Care Data Reports for Ontario Health Teams (OHTs)*.
<https://www.ontariohealthprofiles.ca/>

^{iv} Health Quality Ontario (2016). *Income and Health: Opportunities to achieve health equity in Ontario*.
<http://www.hqontario.ca/portals/0/documents/system-performance/health-equity-report-en.pdf>

Monday, July 10, 2023

RE: ProsperUs Advocacy for Increased Access to Primary Care

Dear Essex County Council,

Please accept this letter of support for the ProsperUs Advocacy Working Group's letter regarding increased access to Primary Care Providers in the Windsor Essex region. According to the Primary Care Data Reports for Ontario Health Teams (2022), 32,118 people in Windsor-Essex County are not attached to a Primary Care Provider. This includes 6,998 children between the ages of 0-14.ⁱ The need for physician recruitment is growing as Windsor-Essex County has an aging Physician population. More than 1 in 5 physicians in Windsor-Essex County were over the age of 65 and approaching retirement in 2019.ⁱⁱ

Among people not currently attached to a Primary Care Provider in our region, 45% live in neighbourhoods with the lowest average incomes.ⁱⁱⁱ People living with low incomes are more likely to experience health risks in their daily life such as having less access to nutritious food. They are also more likely to live with multiple chronic conditions which can lead to further health problems, yet they are less likely to receive quality healthcare.^{iv} Delayed access to healthcare services has life-long consequences and increases costs to the healthcare system.

From: [Jones, Trevor](#)
To: [Mary Birch](#)
Subject: RE: Waste Diversion Programs for Industrial, Commercial and Institutional (IC&I) Sector – Food and Organic Waste
Date: September 19, 2023 3:10:56 PM
Attachments: [image002.png](#)
[image003.png](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Mary,

We thank you for reaching out to the office of MPP Trevor Jones and sharing the County of Essex's inquiries about food and organic waste reduction and diversion in Ontario.

With over one third of Ontario's waste stream made up of organic waste, including food waste and scraps, it is critical that we continue to explore ways to recover value from a resource as important as food waste.

We recognize the importance of diverting waste from landfill in order to extend landfill life, support innovation and job growth in new environmental sectors that convert wastes into valuable resources.

That is why we have the [Food and Organic Waste Policy Statement](#) (the Policy Statement) in place, which directs municipalities, businesses, and institutions to reduce and divert food and organic waste as well as promoting the rescue of surplus food.

The Policy Statement sets targets for medium to large municipalities, and larger businesses and institutions to reduce and divert 50 to 70 per cent of their food and organic waste by 2023-2025.

For the industrial, commercial and institutional (IC&I) sector specifically, the Policy Statement includes the following targets:

- Industrial and commercial facilities that generate 300 kg per week or more of food and organic waste have targets ranging from 50 to 70 per cent waste reduction and resource recovery of food and organic waste generated in the facility by 2025.
- Educational institutions and hospitals that generate 150 kilograms or more of food and organic waste per week have a target of 70 per cent waste reduction and resource recovery of food and organic waste generated in the facility by 2025.

Although these targets do not apply to greenhouses, which are categorized as crop producers, the ministry remains open to identifying opportunities to support new and emerging technologies, as well as innovative solutions that support our goal of reducing the amount of waste sent to landfill for final disposal. For example, the ministry amended Regulation 101/07 – Waste Management Projects, under the *Environmental Assessment Act*, to streamline the environmental assessment (EA) requirements for thermal treatment sites that undertake advanced recycling. The amendments set

out when thermal treatment sites engaging in advanced recycling are exempt from EA requirements, are conditionally exempt provided an Environmental Screening Process is completed, and those that must undertake an Individual Environmental Assessment. These changes encourage the recovery of valuable resources from waste.

Additionally, in 2021, the Ontario government made amendments to Regulation 267/03 – General, under the *Nutrient Management Act*, to create more opportunities for agricultural producers to treat both on- and off-farm organic materials in on-farm anaerobic digesters. The expected outcomes of these regulatory changes include:

- Increased opportunities for management of food and organic waste in the circular food economy;
- Increased production of renewable natural gas in Ontario; and
- Increased economic development opportunities for the agri-food sector.

Regarding the Province’s commitment to develop and communicate a strategy for the implementation of a landfill food and organic waste ban by 2030; the pandemic has impacted all sectors, especially Ontario’s businesses and institutions. We need more time for Ontario’s businesses, hospitals and schools to recover before we consider moving forward with disposal bans as a way of reducing and diverting waste. As a result, the government will not be moving forward with a landfill ban on food waste at this time.

In response to the COVID-19 pandemic, Ontario invested over \$5 million through the Surplus Food Redistribution Infrastructure Program to help keep good food out of landfills. More information can be found on this and other resource recovery initiatives in the [Progress Report on the Strategy for a Waste-Free Ontario: Building the Circular Economy](#).

We are working on guidance to help Ontarians reduce their food waste as well as helping municipalities, businesses and institutions meet their targets and other obligations under the Policy Statement.

We know that being able to divert and recover value from waste requires the cooperation of all Ontarians, as well as the government, and we recognize and applaud the efforts that many municipalities and businesses continue to take to reduce the amount of food and organic waste.

We thank you for your interest in reducing and recovering value from food and organic waste in Ontario and hope you have found this information helpful.

Kind regards,

Victoria Varela Morales

Constituency Assistant

[MPP Trevor Jones](#)

Constituency Office
111 Heritage Dr., Suite 100
Chatham, ON N7M 5W7

Phone: 519-351-0510

Fax: 519-351-7714

From: Mary Birch <MBirch@countyofessex.ca>
Sent: Wednesday, August 30, 2023 4:17 PM
To: Piccini, David <david.piccini@pc.ola.org>
Cc: Dowie, Andrew <andrew.dowie@pc.ola.org>; Leardi, Anthony <anthony.leardi@pc.ola.org>; Jones, Trevor <trevor.jones@pc.ola.org>; Michelle Bishop <MBishop@ewswa.org>; Crystal Sylvestre <CSylvestre@countyofessex.ca>; David Sundin <DSundin@countyofessex.ca>; Sandra Zwiers <SZwiers@countyofessex.ca>; Katherine Hebert <KHebert@countyofessex.ca>
Subject: RE: Waste Diversion Programs for Industrial, Commercial and Institutional (IC&I) Sector – Food and Organic Waste

! CAUTION: External message.

Good Afternoon:

At a recent Essex County Council meeting, Administration was requested to follow-up, seeking a response to the attached correspondence sent in May, 2023.

If there is an opportunity for someone to reply to this correspondence, that would be greatly appreciated by Essex County Council.

Regards,

Mary



Mary Birch B.A., CMO

Director of Legislative Services/Clerk

County of Essex

360 Fairview Ave. W. Suite 202 | Essex, ON | N8M 1Y6

P: 519-776-6441 ext. 1335

F: 519-776-4455

TTY: 1-877-624-4832

This e-mail and any attachments may contain personal information or information that is otherwise confidential. If you are not the intended recipient, any use, disclosure or copying of any part of it is prohibited. If this e-mail is received in error, please immediately reply and delete or destroy any copies of it.

From: Katherine Hebert <KHebert@countyofessex.ca>

Sent: May 24, 2023 4:48 PM

To: david.piccini@pc.ola.org

Cc: andrew.dowie@pc.ola.org; anthony.leardi@pc.ola.org; trevor.jones@pc.ola.org; Michelle Bishop <MBishop@ewswa.org>; Brenda Percy (Clerk Leamington) <bpercy@leamington.ca>; Brianna Coughlin (Mgr Legislative Serv/Clerk Lakeshore) <bcoughlin@lakeshore.ca>; Jennifer Astrologo (DirCS/Clerk LaSalle) (jastrologo@lasalle.ca) <jastrologo@lasalle.ca>; Kevin Fox (kfox@amherstburg.ca) <kfox@amherstburg.ca>; Malandrucolo, Joe (Essex - Dir. Leg./Clerk) <jmalandrucolo@essex.ca>; Paula Parker (Clerk Kingsville) (pparker@kingsville.ca) <pparker@kingsville.ca>; Robert Auger (Dir.Leg.Services/Clerk_Tecumseh) <rauger@tecumseh.ca>; Steve Vlachodimos (Clerk Windsor) (svlachodimos@citywindsor.ca) <svlachodimos@citywindsor.ca>; resolutions@amo.on.ca; Crystal Sylvestre <CSylvestre@countyofessex.ca>; Mary Birch <MBirch@countyofessex.ca>; David Sundin <DSundin@countyofessex.ca>; Sandra Zwiers <SZwiers@countyofessex.ca>

Subject: Waste Diversion Programs for Industrial, Commercial and Institutional (IC&I) Sector – Food and Organic Waste

Good afternoon Minister Piccini,

Please find attached a letter and resolution from the County of Essex regarding Organic Waste Diversion Programs in Ontario. If you have any questions about the attached, please do not hesitate to contact this office.

Sent on behalf of Mary Birch, Interim Chief Administrative Officer & Director, Legislative and Community Services/Clerk.

Kind regards,

Katherine Hebert Dipl.M.A.

Manager, Records and Accessibility / Deputy Clerk ext. 1353

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



'INVISIBLE NO MORE – AN ACCESSIBILITY FORUM'

Join us for an inspiring day of presentations and networking. Let's elevate awareness of invisible disabilities and share ideas about how to provide inclusive community events and spaces for all.

WHO SHOULD ATTEND?

Accessibility Advisory Committee members, elected officials, community groups, faith community, service or volunteer organizations, government and partner agencies, educators, those who look after diversity, equity and inclusion in their organizations, accessibility advocates, and members of the public.

TICKETS

Tickets are \$70 per person, which includes a ticket to the event and lunch. The registration deadline is Thursday, October 5th. To register, scan the QR code below or visit: countyofessex.ca/accessibility-forum

INCLUSIVE ENVIRONMENT

The event is inclusive and specific accommodations support available upon request. Should you have any questions, please reach out by email accessibility@countyofessex.ca or by phone /TTY 519-776-6441 ext. 1323.

This event is hosted by the Essex County Accessibility Advisory Committee.



Featuring

- Keynote Speaker, Julie Sawchuck
- The Canadian Mental Health Association
- Community Living Essex County and more!

Thursday, October 19th
9:00 a.m. - 3:15 p.m.

Heritage Park Alliance
2501 Concession Road 6
LaSalle, Ontario

Register here





Essex County Accessibility Advisory Committee Meeting Minutes

Thursday, August 3, 2023

5:00 PM

**Essex County Civic Centre, Room E
360 Fairview Avenue West, Upper Floor
Essex Ontario N8M3G4**

Committee

Members:

Debbie Alexander, Vice Chair
Sherri Currie
Rachel Jewell
Diana Kirkbride
Julie Miles
Dennis Sanson, Chair
Kimberly DeYong, Deputy Mayor - Town of Kingsville

Administration:

Katherine Hebert, Manager, Records and
Accessibility/Deputy Clerk
Crystal Sylvestre, Coordinator, Legislative and
Community Services

1. Call to Order

The Chair called the meeting to order at 5:08 PM.

2. Land Acknowledgement Statement

We begin by acknowledging that the land on which we gather is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa and Potawatomie Peoples.

To recognize the land is an expression of gratitude to those whose territory you reside on, and a way of honouring the Indigenous people who have been living and working on the land from time immemorial.

We value the significant historical and contemporary contributions of local and regional First Nations and all the Original Peoples of Turtle Island.

3. Recording of Attendance

All members of the Committee attended in person in at the Essex County Civic Centre, Room E.

4. Disclosure of Pecuniary Interest

There were no conflicts of pecuniary interest declared.

5. Adoption of the Minutes

Minutes of the ECAAC Meeting, dated June 1, 2023

Moved By Kimberly DeYong

Seconded By Debbie Alexander

That the minutes of the June 1, 2023 meeting of the Essex County Accessibility Advisory Committee be adopted as presented.

Carried

6. Delegations and Presentations

There were no Delegations or Presentations for August 3, 2023.

7. Communications

Moved By Debbie Alexander

Seconded By Julie Miles

That the Essex County Accessibility Advisory Committee receive the communications listed.

Carried

7.1 Accessibility for Ontarians with Disabilities Act (AODA)

[AODA Toolbox Latest News and Archives](#)

7.2 Accessibility for Ontarians with Disabilities Act Alliance

[AODA Alliance - What's New in Our Program?](#)

7.3 AODA Canada

[Latest Headlines and other resources](#)

8. Unfinished Business

8.1 2023 ECAAC Workshop October 19, 2023

The venue for the event is the Heritage Park Alliance Church in LaSalle, ON.

Committee discussed and provided direction for confirming the following speakers:

- Canadian Mental Health Association
 - Sonia McMahon-Comartin, Greif Counsellor, would speak to the impacts of grief on family, friends and coworkers

- Community Living Windsor Essex County
 - Shelbey Pillon, Career Compass, would speak to Accessible Employment opportunities and would invite an employer and employee to speak to their lived experience in the program
- Sawchuk Accessible Solutions
 - Julie Sawchuk would speak to her lived experience and advocacy efforts towards more accessible built environments.

Discussion included that the workshop would be one full day at a cost of \$70 per person including lunch. Registration would be through the County forms platform to reduce costs and allow for electronic payments.

County Communications would be involved in developing the save the date, the invitation, program and event signage.

Committee members would circulate the event registration through as many channels as possible and Administration would connect with local municipal partners to ensure their AACs are aware of the date.

If information tables are included at the fall workshop, they would include community partners, no private businesses. (Community Living, EWEMS, County of Essex, Red Cross, CMHA, March of Dimes etc.)

Laura Bakes would provide the catering for the day.

Julie Miles would provide Accessibility for Ontarians with Disabilities (AODA) customer service training to group.

The day would end with a mock inspection of the venue led by Julie Sawchuk to demonstrate the process of identifying barriers in a facility.

The ECAAC would meet virtually on August 17, 2023 to confirm additional plans.

Moved By Kimberly DeYong
Seconded By Julie Miles

That the Essex County Accessibility Advisory Committee direct Administration to reserve Julie Sawchuk.

Carried

8.2 WE Check The Trails

Committee discussed following a similar communications plan for Phase 3 of the project.

County Communications would be asked to take promo photos in early fall.

9. Reports from Administration

9.1 2023 ECAAC Workplan

Katherine Hebert provided the August update of the ECAAC Workplan. Katherine highlighted the following opportunities:

- The first-floor renovations of the Civic Centre were schedule to be completed by the September or October meeting. The ECAAC would do a walk through during one of those meetings.
- Emergency Management week is May 7-13, 2024. Invite County Emergency Management to provide their departmental update during the May 2, 2024 meeting.
- Policy review would be included in upcoming agendas to meet committee obligations for the calendar year.

10. New Business

There were no New Business items brought forward on August 3, 2023.

11. Next Meeting Date

As Special meeting of the ECAAC will be held virtually On August 17, 2023 at 5:00 PM to confirm details of the Fall Workshop.

The next meeting of the ECAAC is scheduled for September 7, 2023 at 5:00PM in Council Chambers.

12. Adjournment

Moved By Debbie Alexander

Seconded By Sherri Currie

That the August 3, 2023 meeting of the Essex County Accessibility Advisory Committee be adjourned at 7:07 PM.

Carried



Essex County Library Board Regular Meeting Minutes

(also available at www.essexcountylibrary.ca under **About the Library**)

Wednesday, August 30, 2023

**Room C, 2nd Floor
360 Fairview Avenue West
Essex, Ontario N8M 1Y6**

Mission

Essex County Library welcomes you to a world of discovery, creativity and lifelong learning through accessible resources, programs, and innovative services.

Vision

ECL strives to welcome a diverse community to a warm and inviting space where:

- Knowledgeable staff are sensitive to the needs and aspirations of the community
- Innovative ideas and cutting-edge technology are embraced
- Engaging programs and current comprehensive collections are created
- Creative partnerships encourage social interaction and cultural vitality

Members:

Joe Bachetti, Chair
Tracey Bailey
Sherry Bondy, Vice Chair
Sue Desjarlais
Chris Gibb
Heather Latam
Lauren Segedin

Administration:

Bianca Azzopardi, Coordinator, Human Resources
Adam Craig, Chief Librarian/C.E.O.
Natalie Hatch, Manager, Support Services

6:00 PM Regular Meeting

1. Land Acknowledgement

We begin by acknowledging that the land on which we gather is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa, and Potawatomie Peoples.

To recognize the land is an expression of gratitude to those territory you reside on, and a way of honouring the Indigenous people who have been living and working on the land from time immemorial.

We value the significant historical and contemporary contributions of local and regional First Nations and all the Original Peoples of Turtle Island.

2. Recording of Attendance

Members of the Essex County Library Board attended the meeting at the Civic Centre.

Ms. Desjarlais and Ms. Segedin were not in attendance.

3. Approval of the Agenda

23/29

Moved by Ms. Latam
Seconded by Mr. Gibb

That the Agenda be accepted as distributed.

Carried

4. Adoption of Regular Meeting Minutes

23/30

Moved by Ms. Bondy
Seconded by Mr. Gibb

That the minutes of the June 28, 2023 Regular Meeting of Essex County Library Board be adopted as presented.

Carried

5. Consent Agenda

A) Chief Executive Officer's Report

The Tecumseh branch has successfully moved into their temporary location, 12420 Lanoue Street, during the renovation project and Administration has received positive feedback from the community.

At a recent Kingsville Town Council meeting, a motion was passed to approve the town staff engaging in a community needs assessment for the Cottam branch, which is expected to include consultations with Essex County Library. The results of this needs assessment will provide directions regarding a new facility for the branch.

In early August, the Leamington branch experienced significant flooding resulting in damage to several ranges of shelving. Leamington municipal staff believe they have isolated and addressed the root cause of this flooding.

Essex County Library invited library users, of all ages, to track their reading progress as part of the "Read for Your Municipality" contest. To date, participants have logged over 972,000 pages with LaSalle branch taking the lead.

Statistics were shared with the Board relating to hours of operation and circulation trends.

23/31

Moved by Ms. Bailey

Seconded by Ms. Latam

That the Board receive the consent items: Chief Executive Report for information.

Carried

6. Reports

A) OMERS By-Law

At present, the Essex County Library is considered a subdivision of the County of Essex OMERS group. The purpose of this proposed by-law is to separate the Essex County Library from

the County of Essex. This change will not impact staff but will ease the administrative responsibilities.

Pending Board approval, the proposed changes will be presented to County Council on September 6 by the County of Essex for final approval.

23/32

Moved by Ms. Latam
Seconded by Mr. Gibb

That the Board receive the OMERS By-Law Report for information; and approve the separation from the County of Essex OMERS Group.

Carried

B) Hours of Operation Update

Split Branch Model

Back in the fall of 2022, the split branch model was implemented. This model includes 1 full-time employee assigned to 2 small branches and splitting their day between the two. Administration has had time to make note of successes and challenges for this model and we have established 3 major concerns:

1. Given these employees are splitting their days between two branches, they are required to travel from one branch to another. This causes concern from a health & safety perspective.
2. Traveling between two branches every day has resulted in high mileage costs for the organization.
3. The hours of operation for the small branches are not consistent throughout the week which is causing confusion for patrons.

The Hours of Operation update report proposes a more appropriate model that can maintain the split model but allow the branches to have more consistent hours of operation, which will be presented to the Board at a later date.

Open+

The Open+ model of service was introduced in early 2021 as a means of increasing service hours for smaller branches, without increasing costs for staffing. The Library has not received positive feedback from the participating communities, however reports indicate that the service is being utilized. The data being used for this report is solely from the Harrow and McGregor branches. It is intended that the Comber branch will be implementing Open+, however there have been delays in the installation process.

The Board is requesting that Administration provide annual costing information, as it relates to Open+, at the September meeting.

Harrow Branch Hours

Historically, the Harrow branch was considered a medium-sized branch, with 35 hours of service weekly. Post-COVID, and with the implementation of Open+ service, those hours were reduced to 15.5 hours per week.

We have noticed a 126% increase in circulation at the Harrow branch, which results in the circulation rate comparing closely to that of the larger branches in which are staffed with 4 employees, full-time and part-time, as opposed to 1 full-time employee at Harrow.

It has been determined that Harrow needs at least 15 additional staffed hours to increase service levels to their pre-COVID 35 hours per week. Additional staffing would provide the necessary support. The Hours of Operation report proposes the creation of a new full-time Resource Assistant position, pending 2024 budget approval.

23/33

Moved by Ms. Bailey
Seconded by Mr. Gibb

That the Board receive the Hours of Operation Update Report for information; and, approve the addition of 1 full-time equivalent Resource Assistant position.

Carried

C) Preliminary Budget Discussion

The Preliminary Budget Discussion report provides the Board with a timeline for the 2024 budget approval process as well as highlighting key topics and concerns regarding the budget.

The 2024 budget will be presented to the Essex County Library Board on September 27, 2023. Once approved by the Board, the budget will be presented to County Council in October.

23/34

Moved by Ms. Latam
Seconded by Ms. Bondy

That the Board receive the Preliminary Budget Discussion Report for information.

Carried

D) Social Media Policy Review

Essex County Library Board Chair, Mr. Bachetti, deferred the Social Media Policy review to the September 26, 2023 meeting due to necessary updates prior to approval.

7. New Business

A) Board Tour

October 14, 2023, is the proposed date for part 1 of the branch tour. The tour will include visits to McGregor, Amherstburg, Harrow, Kingsville, Ruthven, Leamington, and Cottam.

B) Public Reporting of Closed Meeting

A closed meeting of the Essex County Library Board will be held immediately following this evening's meeting pursuant to Section 16.1 of the *Public Libraries Act*, R.S.O. 1990, as amended to discuss personal matters pertaining to identifiable individuals.

C) Motion

There were no motions.

D) Notice of Motion

There was no notice of motion.

8. Date and Location of Next Meeting

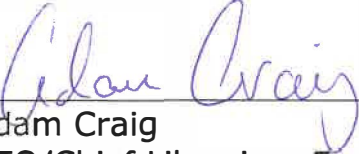
Date: Wednesday, September 27, 2023
Location: Room C, Civic Centre

9. Adjournment

Upon motion of Ms. Bailey and Mr. Gibb, the Chair declared the meeting adjourned at 7:25PM.



Joe Bacchetti
Chair - Essex County Library Board



Adam Craig
CEO/Chief Librarian, Essex County Library
Secretary and Treasurer to the Board



Administrative Report

Office of the Director, Financial Services/Treasurer

To: Warden MacDonald and Members of Essex County Council

From: Melissa Ryan, CPA
Director, Financial Services/Treasurer

Date: Wednesday, October 04, 2023

Subject: Electricity and Natural Gas Update – Commodity Price Hedging Strategy

Report #: 2023-1004-FIN-R20-MR

Purpose

The purpose of this report is to provide Council with an update on the Corporation's utilization of commodity price hedging and recommend continued participation with the Association of Municipalities of Ontario / Local Authority Services Ltd (AMO/LAS) Procurement Programs, to procure, in bulk, electricity and natural gas in the open market on behalf of partnering municipalities.

Background

In accordance with the Municipal Act, 2001, regulation 653/05, and the County of Essex Commodity Price Hedging Policy (Policy 06-11), the Treasurer is required to report annually on all commodity price hedging agreements in place. The goal of the commodity price hedging policy is to allow the Treasurer to enter into fixed price agreements for the future delivery of all or any portion of a commodity when deemed advantageous to do so.

The County continues to utilize the services of AMO/LAS Procurement Programs. As part of the strategy, a hedging contract is used to minimize potential risk of spot market fluctuations.

A hedge is a financial agreement that fixes the price to be paid by the municipality for future delivery of a commodity. A hedge is typically used to reduce cost fluctuations and provide cost certainty.

The County's current agreement with LAS includes a hedge of 50% of its total electricity requirements. This hedging level has been in place since the last report to County Council in October of 2022. The hedge is applicable to all electricity purchased by the Corporation with the exception of street light usage which is kept on the spot market. Because street light energy demand typically occurs during off-peak/lower cost times, the benefit of hedging is low.

For natural gas, LAS purchases incremental gas contracts at various points each year with a goal of building a total hedge portfolio of 80-90% of program requirements for the current year, with the remaining consumption settling at prevailing market rates.

Discussion

Electricity

The Corporation's electricity bills consist of a number of cost components:

- Energy Charge (based on actual usage and set by retailer)
- Global Adjustment Charge (set by province)
- Delivery Charge (set by regulation)
- Regulatory Charges (set by regulation)

The only component of the bill that is eligible for hedging is the energy charge. All other components of the bill are regulated and ineligible for hedge protection.

Appendix A illustrates the hedging results for the Corporation for the period January 1, 2022 to December 31, 2022. Overall, the hedge program returned net savings of approximately \$3,171 over time of use (TOU) rates when combining the Corporation's hedged and streetlight accounts.

Natural Gas

The hedging program for natural gas includes a rebate feature that returns program savings back to participating municipalities. In 2022, the Corporation received a rebate payment in the amount of \$5,262 for the savings earned in 2021.

In terms of the components of the natural gas bill that are eligible for hedging, the program offers pricing stability for the commodity charge well as the deregulated transportation charges. All other components of the natural gas bill are regulated and ineligible for hedging.

The program is designed to provide rate stability rather than guarantee rate savings.

The LAS Natural Gas Program offers a favorable price for its members, considering the volatility of the natural gas market. The program provides protection against unpredictable market conditions and is expected to support gradually rising prices in the second half of 2023. The program has also secured all of its transportation obligations. Lastly, it is important to note that the carbon tax on natural gas has increased as of April 1, 2023.

Administration will continue to monitor the benefit of rate stability compared to lower spot market prices.

Financial Implications

The goal of participating in the LAS hedging programs is to ensure stable commodity rates to assist in annual budgeting. The high level of regulation in the commodity markets does admittedly have a limiting effect on any hedging program.

Rebates received from the natural gas program are recorded in miscellaneous revenue as they are received. The Corporation's Budget reflects the anticipated costs of hydro and natural gas based on the hedge prices obtained through participation in LAS Commodity programs.

Consultations

Local Authority Services – Energy Billing & Settlement Division

Recommendation

That Essex County Council receive report number 2023-1004-FIN-R20-MR the Electricity and Natural Gas Hedging Strategy – 2022 report for information.

Approvals

Respectfully Submitted,

Melissa Ryan

Melissa Ryan, CPA, Director, Financial Services/Treasurer

Concurred With,

Sandra Zwiers

Sandra Zwiers, MAcc, CPA, CA, Chief Administrative Officer

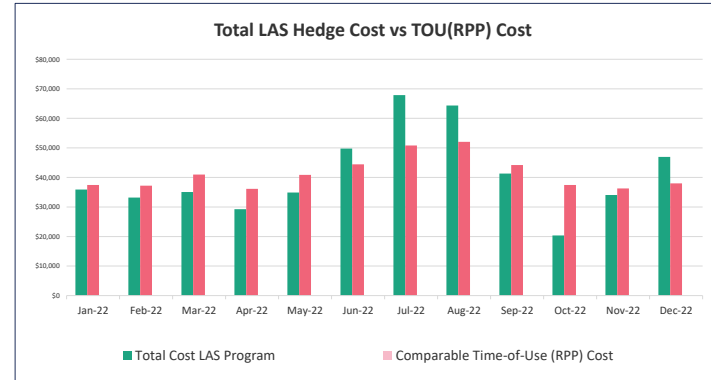
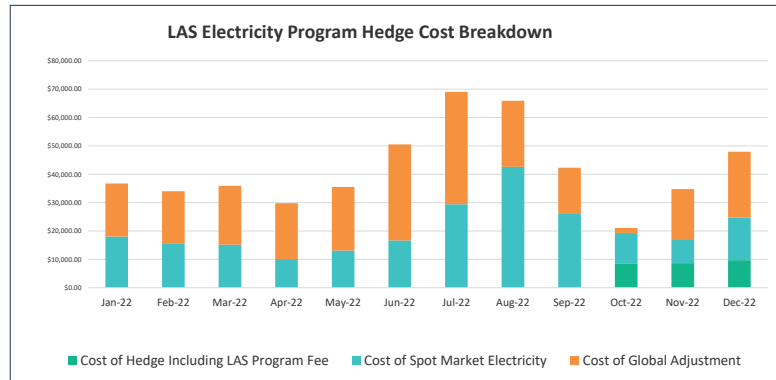
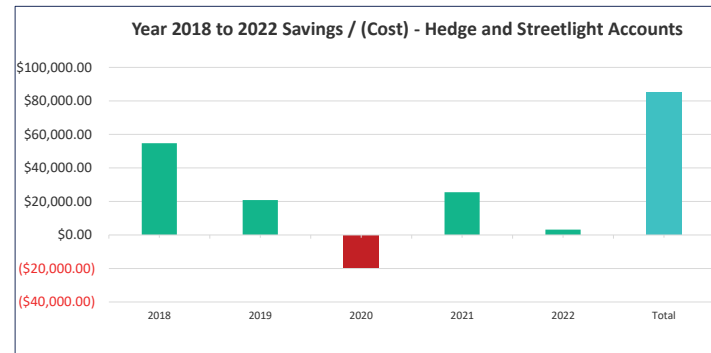
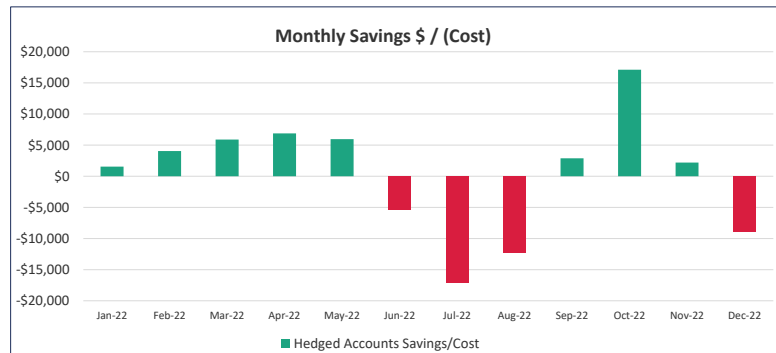
Appendix	Title
A	Electricity Program Results 2022

LAS Electricity Commodity Cost Review - Calendar Year 2022 Essex County

Hedged Accounts	
Hedge	
8%	\$26,802
Spot Market	
92%	\$221,242
Global Adjustment	\$255,407
Loss Amount	-\$10,852
LAS Total	\$492,931
RPP / TOU Total	\$495,828
 Annual Program Savings / (Cost)	 \$2,897

Streetlight Accounts	
Spot Market	
100%	\$575
Global Adjustment	\$775
Loss Amount	-\$48
LAS Total	\$1,301
RPP Total	\$1,574
 Annual Program Savings / (Cost)	 \$274

	2022	5 Year
Total Savings %	1%	5%
Total Savings/Cost \$	\$3,171	\$84,946



Essex County		LAS Electricity Commodity Cost Review Calendar Year 2022												
		Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	
Hedged Accounts														
Total Adjusted Usage (kWh) * See Note 1		407,565	384,454	396,746	348,896	394,318	428,210	485,700	496,834	422,096	357,735	386,395	404,878	
Unadjusted / Metered Usage (kWh)		387,207	364,662	376,752	332,153	375,683	408,557	467,016	478,470	406,438	344,311	371,516	388,961	
Enrolled Accounts		24	23	23	23	23	23	23	23	23	23	23	23	
Hedge 8%														
Hedge Price Including Program Fees (\$/kWh)		\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$0.0715	\$0.0715	\$0.0715	
LAS Program Hedge (kWh)		0	0	0	0	0	0	0	0	0	117,698	121,288	136,026	
Cost of Hedge Including LAS Program Fee		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,411.85	\$8,668.46	\$9,721.78	
Spot Market 92%														
Weighted Avg. Spot Market Price (\$/kWh)		\$0.0443	\$0.0408	\$0.0382	\$0.0290	\$0.0332	\$0.0389	\$0.0606	\$0.0858	\$0.0616	\$0.0454	\$0.0320	\$0.0559	
LAS Program Spot (kWh)		407,565	384,454	396,746	348,896	394,318	428,210	485,700	496,834	422,096	240,037	265,107	268,852	
Cost of Spot Market Electricity		\$18,034.73	\$15,697.25	\$15,171.55	\$10,128.45	\$13,091.35	\$16,674.51	\$29,423.73	\$42,608.52	\$26,005.36	\$10,907.30	\$8,472.83	\$15,026.15	
Global Adjustment														
Global Adjustment Market Charge (\$/kWh)		\$0.0483	\$0.0502	\$0.0550	\$0.0592	\$0.0597	\$0.0829	\$0.0848	\$0.0487	\$0.0401	\$0.0050	\$0.0474	\$0.0596	
Unadjusted / Metered Usage (kWh)		387,207	364,662	376,752	332,153	375,683	408,557	467,016	478,470	406,438	344,311	371,516	388,961	
Cost of Global Adjustment		\$18,702.09	\$18,306.05	\$20,721.35	\$19,663.45	\$22,428.25	\$33,869.35	\$39,602.92	\$23,301.51	\$16,298.15	\$1,721.56	\$17,609.87	\$23,182.10	
Loss Amount														
Loss Amount (\$) - Line Loss Adjustment		-\$879.04	-\$860.28	-\$843.55	-\$580.23	-\$639.09	-\$802.72	-\$1,192.68	-\$1,800.47	-\$1,007.85	-\$723.01	-\$715.41	-\$1,007.84	
LAS Total														
Total Cost LAS Program		\$35,887	\$33,171	\$35,077	\$29,239	\$34,908	\$49,769	\$67,862	\$64,337	\$41,323	\$20,345	\$34,063	\$46,950	
Avg LAS Price per kWh (incl. GA)		\$0.0881	\$0.0863	\$0.0884	\$0.0838	\$0.0885	\$0.1162	\$0.1397	\$0.1295	\$0.0979	\$0.0569	\$0.0882	\$0.1160	
RPP, Time-of-Use														
TOU Rate		\$0.10	\$0.10	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.10	\$0.10	
Unadjusted / Metered Usage (kWh)		387,207	364,662	376,752	332,153	375,683	408,557	467,016	478,470	406,438	344,311	371,516	388,961	
RPP / TOU Total														
\$495,828		Comparable Time-of-Use (RPP) Cost * See Note 2	\$37,436	\$37,225	\$40,981	\$36,130	\$40,865	\$44,441	\$50,800	\$52,046	\$44,210	\$37,452	\$36,269	\$37,972
Hedged Accounts Annual Program Savings / (Cost)														
\$2,897		Monthly Savings / (Cost)	\$1,550	\$4,055	\$5,904	\$6,891	\$5,957	-\$5,328	-\$17,062	-\$12,292	\$2,887	\$17,107	\$2,206	-\$8,977
Streetlight Accounts														
Total Usage (kWh)		1,372	1,268	1,326	1,322	1,360	1,284	1,366	1,352	1,248	1,372	1,340	1,288	
Unadjusted / Metered Usage (kWh)		1,257	1,161	1,215	1,211	1,246	1,175	1,251	1,238	1,143	1,257	1,227	1,152	
Enrolled Accounts		5	5	5	5	5	5	5	5	5	5	5	5	
Spot Market														
\$575		Average Spot Market Price - (\$/kWh) * See Note 3	\$0.04	\$0.04	\$0.03	\$0.02	\$0.02	\$0.04	\$0.06	\$0.05	\$0.04	\$0.03	\$0.05	
Cost of Spot Purchase (Including LAS Program Fee)		\$55.20	\$45.62	\$45.14	\$29.50	\$24.62	\$26.60	\$60.13	\$78.38	\$59.23	\$53.09	\$37.57	\$59.50	
Global Adjustment														
Global Adjustment Market Charge (\$/kWh)		\$0.0483	\$0.0502	\$0.0550	\$0.0592	\$0.0597	\$0.0829	\$0.0848	\$0.0487	\$0.0401	\$0.0050	\$0.0474	\$0.0596	
Unadjusted / Metered Usage (kWh)		1,257	1,161	1,215	1,211	1,246	1,175	1,251	1,238	1,143	1,257	1,227	1,152	
Cost of Global Adjustment		\$60.69	\$58.27	\$66.80	\$71.67	\$74.37	\$97.45	\$106.08	\$60.31	\$45.82	\$6.28	\$58.16	\$68.68	
Loss Amount														
-\$48		Loss Amount (\$) - Line Loss Adjustment	-\$4.51	-\$3.92	-\$3.72	-\$2.65	-\$2.10	-\$2.34	-\$5.07	-\$6.41	-\$5.00	-\$4.34	-\$4.84	
LAS Total														
\$1,301		Total Cost LAS Program	\$111	\$100	\$108	\$99	\$97	\$122	\$161	\$132	\$100	\$55	\$92	
Avg LAS Price per kWh (incl. GA and LAS fee)		\$0.0812	\$0.0789	\$0.0816	\$0.0745	\$0.0712	\$0.0948	\$0.1180	\$0.0978	\$0.0802	\$0.0401	\$0.0688	\$0.0980	
RPP, Tiered														
RPP Usage - Lower Tier Price (kWh)		1,000	981	992	991	998	984	999	997	977	1,000	994	979	
RPP Usage - Higher Tier Price (kWh)		372	287	334	331	362	300	367	356	270	372	346	279	
Lower Tier Price (\$ per kWh)		0.0908	0.0940	0.0980	0.0980	0.0980	0.0980	0.0980	0.0980	0.0980	0.0980	0.0870	0.0870	
Higher Tier Price (\$ per kWh)		0.1001	0.1068	0.1150	0.1150	0.1150	0.1150	0.1150	0.1150	0.1150	0.1150	0.1030	0.1030	
RPP / Tiered Total														
\$1,574		Comparable RPP Cost * See Note 4	\$128	\$123	\$136	\$135	\$139	\$131	\$140	\$139	\$127	\$141	\$122	\$114
Streetlight Accounts Annual Program Savings / (Cost)														
\$274		Monthly Savings / (Cost)	\$17	\$23	\$27	\$37	\$43	\$9	-\$21	\$6	\$27	\$86	\$30	-\$9
Total Annual Program Savings / (Cost)														
\$3,171														

Notes
 1) We have assumed that all accounts are RPP/TOU eligible (i.e. under 250,000kWh/year consumption)
 2) Time-of-use (TOU) rates used for each month are based on the rates for that month with the following split: 55% off-peak, 22.5% mid-peak, and 22.5% on-peak.
 3) This price represents the average HOEP for the hours of operation of a typical streetlight account using an approved streetlight profile.
 4) RPP rates for the period reviewed are: for January 01, 2022 to January 17, 2022 9.8/11.5 cents/kWh, for January, 18 2022 to February 07, 2022 8.2/8.2 cents/kWh, for February 08, 2022 to October 31, 2022 9.8/11.5 cents/kWh and for November 1, 2022 to December 31, 2022 8.7/10.3 cents/kWh



Administrative Report

Office of the Chief Administrative Officer

To: Warden MacDonald and Members of Essex County Council

From: Sandra Zwiers, MAcc, CPA, CA
Chief Administrative Officer

Date: Wednesday, October 04, 2023

Subject: Staffing Requests – 2023 Budget (2)

Report #: 2023-1004-CAO-R03-SZ

Purpose

To recommend to Council the addition of one staff position, as included in the 2023 Budget. The recommended department/position is as follows:

- Financial Services / IT – Project Coordinator/Manager

Background

Corporate Policy 91-001, Employment/Hiring, provides the process for considering and approving new positions to be added to the existing staffing complement. Section 6.0 of the Employment/Hiring Policy requires:

- The request to be presented to the Chief Administrative Officer (CAO) for review. Such presentation is to include the Department Head's written business case for adding the position;
- The CAO is to present a recommendation to County Council for approval;
- Once the position is approved by Council, the hiring manager and Director, Human Resources shall establish the appropriate recruitment strategy.

At the December 7, 2022 Budget meeting of County Council, the overall budget for General Government Services was approved which included funding for the addition of the above noted position.

On January 18, 2023, the Interim CAO, Mary Birch identified that the proposed staffing addition in the IT department would be presented to County Council upon the completion of the department's service delivery







Sandra Zwiers, MAcc, CPA, CA, Director, Financial Services/Treasurer and CAO
Corporation of the County of Essex, Suite 315, 360 Fairview Ave. W., Essex, ON N8M 1Y6
Phone: 519-776-6441, ext. 1312; Email: szwiers@countyofessex.ca

review which was to take place during the year. Blackline Consulting was awarded the contract and has substantially completed the review of the IT department.

As required in the Employment/Hiring Policy, business cases for any new positions are to be prepared by the department head and submitted to the CAO. Due to the recent transition of the Director of Financial Services / Treasurer into the CAO role, the CAO has assumed the responsibility for the development of this business case and presentation to County Council.

Discussion

The IT Division provides critical technological infrastructure and service supports to all County departments as well as to our seven local municipal partners. The following table illustrates the increase in demand for IT services over the last three years.

Work Driver		Degree of Change (2020-2022)
Staff		Increase - 6% from 1,036 to 1,097
Projects		Increase - 78% from 18 to 82
Help Desk Tickets		Increase - 60% from 2,953 to 7,452
User Devices		Increase - 15% from 812 to 955
Virtual Servers		Increase - 14% from 85 to 97
Network Devices		Increase - 1% from 277 to 281

The IT Division currently consists of 8 positions:

1. Manager of IT
2. Network Administrator
3. Network Support Analyst
4. IT Technicians (4)
5. GIS Technician

Staffing levels have not changed since 2017 despite exponential increases in the demand for IT services.

The service delivery review included a jurisdictional scan of IT departments of other similarly sized municipalities. The scan revealed a complement of approximately 13 staff is typically required to manage the IT demands of a municipality of our size. Included in that average staff group was dedicated project management resources.

The service delivery review recommends a reorganization of the department to better meet the needs of the Corporation. A more fulsome report on the recommended reorganization phases will be presented to Council in conjunction with the 2024 Budget. The first phase of the recommended reorganization includes the addition of a project management resource.

Technology permeates all aspects of our service delivery and projects have grown in both size and complexity. A Project Coordinator/Manager would improve the visibility of IT expertise, the timeliness of IT response and coordination among departments. At present, due to the volume of IT related projects and lack of sufficient IT staff, consultation and implementation are routinely delayed. In some cases, the delays are impeding the efficient delivery of County services and presenting a barrier to service improvement.

Financial Implications

The 2023 Budget included funding for a staff addition in the IT department assuming a July 1st hire date. It is expected that recruitment for a Project Coordinator/Manager would be complete by mid-November, realizing budget savings in 2023. The annualized cost of the new position would be included in the 2024 Budget.

Consultations

Wendy St. Amour, Manager, Information Technology

Melissa Ryan, Director of Financial Services / Treasurer

Recommendation

That Essex County Council approve the hiring of an IT Project Coordinator/Manager and authorize the development of a recruitment strategy to fill the new position.

Approvals

Respectfully Submitted,

Sandra Zwiers

Sandra Zwiers, MAcc, CPA, CA, Chief Administrative Officer

Appendix	Title
N/A	N/A



Essex County Council – Striking Committee Minutes

**Tuesday, October 3, 2023
Virtual/Remote Meeting**

Meeting Start Time 4:30 PM

1. Call to Order

The Chair called the meeting to order at 4:34 PM

2. Recording of Attendance

Hilda MacDonald, Chair
Joe Bachetti
Michael Akpata
Dennis Rogers
Larry Verbeke

Administration:

Mary Birch, Director, Legislative and Community Services / Clerk
Katherine Hebert, Manager, Records and Accessibility / Deputy Clerk
Crystal Sylvestre, Coordinator, Legislative and Community Services

3. Disclosure of Pecuniary Interest

The Chair called for any declarations of pecuniary interest.

No conflicts were presented.

4. Essex County Library Board Vacant Position

Warden MacDonald explained that due to the resignation of Sue Desjarlais, there was a vacancy for a representative from LaSalle on the Essex County Library Board. The vacant position was for a lay appointee.

The Town of LaSalle had put forward a nomination for Terry Burns to fill the position for the balance of the term of Council.

5. Decision of the Committee

Striking Committee to make a motion to recommend an appointee to the Essex County Library Board, for the remainder of the term of Council until 2026.

Moved by Dennis Rogers
Seconded by Larry Verbeke

That the Essex County Striking Committee recommend Terry Burns be appointed to the Essex County Library Board as the Representative for the Town of LaSalle for the remainder of the current term ending in 2026.

Carried

6. Adjournment

Moved by Larry Verbeke
Seconded by Michael Akpata

That the Striking Committee adjourn at 4:38 PM.

Carried



Summary of Outstanding Reports

Meeting Date: Wednesday, October 04, 2023

Report #: 2023-1004-LCS-R23-MB

Purpose

To provide County Council with a summary of outstanding reports and an estimated timeline for reporting back to Council on such matters.

Items included in this list have been requested by Council resolution during the current term of Council.

Summary Table

Meeting Date	Direction/Motion	Status/Action Taken	Anticipated Report/Completion
2023-03-15	<p>070-2023 Moved By Kimberly DeYong Seconded By Rob Shepley That Essex County Council direct County Administration to review the feasibility of a tree cutting and site alteration by-law pertaining to designated protected natural heritage features and land identified on the natural environment overlay in the Essex County Official Plan and report back to County Council with recommendations.</p>	<p>The Manager, Planning Services is researching the matter for early fall reporting.</p>	<p>2023-10-18 Pending</p>

Summary of Outstanding Reports

October 4, 2023

Meeting Date	Direction/Motion	Status/Action Taken	Anticipated Report/Completion
2023-07-19	<p>198-2023 Moved By Crystal Meloche Seconded By Dennis Rogers That Essex County Council support the continued process and additional costs association with the Road Rationalization Study</p>	<p>The Director, Infrastructure and Planning Services will provide County Council with a report outlining the history of the Road Rationalization Study to date and a plan for moving forward.</p>	<p>2023-10-18 Pending</p>
2023-09-20	<p>251-2023 Moved By Crystal Meloche Seconded By Michael Prue Whereas the bow string River Canard Bridge, which is owned by the County of Essex and located on the boundary of LaSalle and Amherstburg, is an Essex County landmark with historical significance to the area; And whereas this bridge has deep ties to our communities and is widely photographed and painted by artists; And whereas other bridges of lesser historical or architectural significance have historical or descriptive plaques recognizing them; Now therefore, Essex County Council requests County Administration to prepare a Council report on the feasibility of having a plaque installed at the location of the bow string River Canard Bridge.</p>	<p>The Infrastructure and Planning Services Department will research the potential organizations responsible for placing plaques marking locations or landmarks of historical significance and report back to Council on the feasibility of having a plaque installed at the bow string in River Canard. As requested, Town of Amherstburg and LaSalle Councils will also be advised.</p>	<p>TBD</p>

Summary of Outstanding Reports

October 4, 2023

Meeting Date	Direction/Motion	Status/Action Taken	Anticipated Report/Completion
2023-09-20	<p>253-2023 Moved By Rob Shepley Seconded By Larry Verbeke That Essex County Council direct County Administration to look into the intersection at County Road 18 and County Road 15 and report back to Council on changes that can be made to have the intersection safer.</p>	<p>The Infrastructure and Planning Services Department have received the request to review.</p>	<p>TBD</p>

Recommendation

That Essex County Council receive report number 2023-1004-LCS-R23-MB, Summary of Outstanding Reports as information.

Approvals

Respectfully Submitted,

Mary Birch

Mary Birch, BA, CMO, Director, Legislative and Community Services/Clerk

Concurred With,

Sandra Zwiers

Sandra Zwiers, MAcc, CPA, CA, Chief Administrative Officer



The Corporation of the County of Essex

By-Law Number 2023-47

A By-law to Confirm the Proceedings of the Council of the Corporation of the County of Essex for the October 04, 2023 Special Public Meeting and October 04, 2023 Regular Meeting.

Whereas under the Section 5(1) of the *Municipal Act, 2001*, c.25 as amended, the powers of a municipality shall be exercised by its Council; and

Whereas under Section 5(3) of the *Municipal Act, 2001*, S.O. 2001, c.25 as amended, a municipal power, including a municipality's capacity, rights, powers and privileges under Section 8 of the *Municipal Act, 2001*, S.O. 2001, c.25 as amended, shall be exercised by By-law unless the municipality is specifically authorized to do otherwise; and,

Whereas it is deemed expedient that the proceedings of the Council of the Corporation of the County of Essex, at this meeting be confirmed and adopted by By-law;

Now therefore the Council of the Corporation of the County of Essex hereby enacts as follows:

- 1) That the actions of the Council of the Corporation of the County of Essex in respect of all recommendations in reports of committees, all motions and resolutions and all other action passed and taken by the Council of the Corporation of the County of Essex, documents and transactions entered into during the October 4, 2023 Special Public Meeting and October 4, 2023 Regular Meeting, is hereby adopted and confirmed as if the same were expressly embodied in this By-law;
- 2) That the Warden and proper officials of the Corporation of the County of Essex are hereby authorized and directed to do all the things necessary to give effect to the action of the Council of the Corporation of the County of Essex during the said October 4, 2023 Special Public

By-Law Number 2023-47

Page 2

Meeting and October 4, 2023 Regular Meeting referred to in Section 1 of this By-law; and

- 3) That the Warden and the Clerk are hereby authorized and directed to execute all documents necessary to the action taken by this Council as described in Section 1 of this By-law and to affix the Corporate Seal of the Corporation of the County of Essex to all documents referred to in said Section 1.

This By-law shall come into force and take effect after the final passing thereof.

Read a first, second and third time and Finally Passed this Fourth day of October, 2023.

Hilda MacDonald, Warden

Mary S. Birch, Clerk

Clerk's Certificate

I, Mary S. Birch, Clerk of the Corporation of the County of Essex, do hereby certify that the foregoing is a true and correct copy, of **By-law Number 2023-47** passed by the Council of the said Corporation on this **Fourth day of October, 2023.**

Mary S. Birch, Clerk
Corporation of the County of Essex