

COUNCIL MEETING AGENDA

Thursday, February 8, 2024 at 7:00 pm

W & M Edelbrock Centre, 30 Centre Street, Orangeville

The meeting will be live streamed on YouTube at the following link:

<http://www.youtube.com/@DufferinOne>

1. ROLL CALL

Verbal roll call by the Clerk.

2. APPROVAL OF THE AGENDA

THAT the Agenda and any Addendum distributed for the February 8, 2024 meeting of Council, be approved.

3. DECLARATION OF INTEREST BY MEMBERS

Members of Council are required to state any pecuniary interest in accordance with the Municipal Conflict of Interest Act.

4. APPROVAL OF MINUTES OF THE PREVIOUS MEETING

THAT the minutes of the regular meeting of Council on January 11, 2024 and the special meeting of Council on January 25, 2024, be adopted.

5. PROCLAMATIONS, DELEGATIONS AND PRESENTATIONS

5.1. Delegation: Dufferin Multicultural Foundation

A delegation from Althea Alli and Sushil Shundil, Dufferin Community Foundation, to request promotional support and a flag raising in honour of Multicultural Day.

5.2. Proclamation & Delegation: Non-Profit Appreciation Week – February 12 – 18, 2024

A delegation from Michele Fisher, Executive Director, and Shirley Boxem, Grants Committee Chair, Dufferin Community Foundation, to delegate regarding Non-Profit Appreciation Week and Dufferin Community Foundation activities.

6. PUBLIC QUESTION PERIOD

Members of the Public in attendance are able to ask a question. If you are unable to attend and would like to submit a question, please contact us at info@dufferincounty.ca or 519-941-2816 ext. 2500 prior to 4:30 p.m. on February 7, 2024.

7. PRESENTATION AND CONSIDERATIONS OF REPORTS

7.1. Infrastructure and Environmental Services Minutes – January 25, 2024

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| THAT the minutes of the Infrastructure and Environmental Services meeting held on January 25, 2024, and the recommendations set out, be adopted. |
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INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #1
Dufferin County Forest – Annual Report

THAT the report, Dufferin County Forest – Annual Report, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #2
Dufferin County – Oak Wilt Response Plan

THAT the report, Dufferin County Forest - Oak Wilt Response Plan, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #3
Tri-County Green Development Standard Update – January 2024

THAT the report, Tri-County Green Development Standard Update – January 2024, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #4
Road & Bridge Capital Update – January 2024

THAT the report of the Director of Public Works/County Engineer, dated January 25, 2024, Road and Bridge Capital Update – January 2024, be received.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #5
Corporate Fleet Management Update – January 2024

THAT the report, Corporate Fleet Management Update – January 2024, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #6
New Operations Centre Project Update – January 2024

THAT the report, New Operations Centre Project Update – January 2024, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #7
Road Network Rationalization Plan Implementation – January 2024

THAT the report of the Director of Public Works/County Engineer, dated January 25, 2024, Road Network Rationalization Plan Implementation – January 2024, be received;

AND THAT the mechanism for infrastructure transfers from the County to the affected member municipalities be 'Transfer Infrastructure with Concessions';

AND THAT the financial amounts as presented in the approved Road Network Rationalization Plan be used to determine the concessions.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #8
Town of Mono

THAT the resolution from the Town of Mono, dated December 20, 2023, to call on the Province and municipalities to recycling centres to accept recyclable materials including alcohol containers, household hazardous materials and other items that should be diverted from landfill or incineration, be supported.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #9
Town of Mono

THAT resolution from the Town of Mono, dated January 15, 2024, to declare a road safety emergency and request action from the Province, be supported.

INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024
ITEM #10 – Association of Ontario Road Supervisors

THAT correspondence from the Association of Ontario Road Supervisors, dated January 8, 2024, to request Council pass a resolution calling on the

Province of Ontario's Ministry of Labour, Training, Immigration and Skilled Trades to fully fund a Municipal Equipment Operator Course in 2024 through the Skills Development Fund, be supported.

7.2. General Government Services Minutes – January 25, 2024

THAT the minutes of the General Government Services meeting held on January 25, 2024, and the recommendations set out, be adopted.

GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #1
Headwaters Communities In Action 2023 Year End Report

THAT the 2023 Year-End report from Headwaters Communities In Action (HCIA), dated January 25, 2024, be received.

GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #2
Access Dufferin Minutes

THAT the minutes from the Access Dufferin meeting on January 17, 2024, be adopted.

GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #3
Whistleblower Policy

THAT the report of the Director of People and Equity, dated January 25, 2024, titled Whistleblower Policy, be received;

AND THAT the attached Whistleblower Policy be approved.

GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #4
Harassment & Respectful Workplace Policy

THAT the report of the Director of People and Equity, dated January 25, 2024, titled Harassment & Respectful Workplace Policy, be received;

AND THAT the attached Harassment & Respectful Workplace Policy #2-04-16, be approved.

GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #5
Update: Non-Union Total Compensation Report

THAT the report of the Director People & Equity, titled Update: Non-Union Total Compensation Review, dated December 14, 2023, be received;

AND THAT the changes to total compensation outlined in the report be approved.

GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #6
Mulmur-Melancthon Fire Board

THAT the resolution from the Mulmur-Melancthon Fire Board, dated January 16, 2024, regarding the Simucast Radio System Capital Project, be received.

7.3. Community Development and Tourism Minutes – January 25, 2024

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| THAT the minutes of the Community Development and Tourism meeting held on January 25, 2024, and the recommendations set out, be adopted. |
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COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #1
2023 International Plowing Match Aggregate Report

THAT the report of the Manager of Economic Development, “2023 International Plowing Match (IPM) Aggregate Report”, dated January 25, 2024, be received.

COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #2
2024 Dufferin County Tourism Outlook

THAT the report of the Manager of Economic Development, “2024 Dufferin County Tourism Outlook”, dated January 25, 2024, be received.

COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #3
Q4 Statistics & 2023 Annual Activities Report

THAT the report of the Acting Museum Services Manager, “Q4 Statistics and 2023 Annual Activities Report”, dated January 25, 2024, be received.

COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #4
High School Co-op Student Program

THAT the report of the Chief Building Official, “Highschool Co-op Student Program”, dated January 25, 2024, be received.

COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #5
Building Investigations

THAT the report of the Chief Building Official, “Building Investigations”, dated January 25, 2024, be received.

COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #7
Township of Amaranth

THAT the resolution from the Township of Amaranth, dated December 19, 2023, regarding terminating the Township of Amaranth and Dufferin County Building Services Agreement, be received.

7.4. Clerks’ Report – Recruitment for Integrity Commissioner

A report from the Clerk, dated February 8, 2024, to recommend a recruitment process to hire an Integrity Commissioner.

THAT the report from the Clerk, dated February 8, 2024, regarding the recruitment process for an Integrity Commissioner, be received;

AND THAT staff be directed to recruit for an Integrity Commissioner through the process outlined in the report;

AND THAT the Chief Administrative Officer be authorized to negotiate a contract with the preferred candidate for the position of the Integrity Commissioner.

7.5. Chief Administrative Officer’s Report – Monthly Update from Outside Boards

A report from the Chief Administrative Officer, dated February 8, 2024, to provide Council with an update of activities from outside boards and agencies.

THAT the report of the Chief Administrative Officer, dated February 8, 2024, with respect to Reports from Outside Boards, be received.

7.6. Chief Administrative Officer’s Verbal Report – Governance and Service Delivery Discussion Framework

A verbal report on options regarding a discussion framework for a Governance and Service Delivery Review.

8. STRATEGIC PLAN UPDATE

There is no strategic update for this month.

9. CORRESPONDENCE

10. NOTICE OF MOTIONS

11. MOTIONS

12. CLOSED SESSION

13. BY-LAWS

2024-07 A by-law to provide tax relief to certain low-income seniors and low-income persons with disabilities, who are owners of real property in the County of Dufferin, for the year 2024.
Authorization: Council – February 8, 2024

2024-08 A by-law to ratify the actions of the Warden and the Clerk for executing an agreement between the Corporation of the County of Dufferin and the Shelburne Centre for Health. (Lease Agreement – Mel Lloyd Centre)
Authorization: Council – February 8, 2024

THAT By-Law 2024-07 through to By-Law 2024-08, inclusive, be read a first, second and third time and enacted.

14. OTHER BUSINESS

15. CONFIRMATORY BY-LAW

2024-xx A by-law to confirm the proceedings of the Council of the Corporation of the County of Dufferin at its meeting held on February 8, 2024.

THAT By-Law 2024-xx be read a first, second and third time and enacted.

16. ADJOURNMENT

THAT the meeting adjourn.



DUFFERIN COUNTY COUNCIL MINUTES

Thursday, January 11, 2024 at 7:00 p.m.

W & M Edelbrock Centre, 30 Centre Street, Orangeville ON

Council Members Present:

Warden Darren White (Melancthon)
Councillor John Creelman (Mono)
Councillor Guy Gardhouse (East Garafraxa)
Councillor Chris Gerrits (Amaranth)
Councillor Earl Hawkins (Mulmur)
Councillor Janet Horner (Mulmur)
Councillor Gail Little (Amaranth)
Councillor James McLean (Melancthon)
Councillor Wade Mills (Shelburne)
Councillor Fred Nix (Mono)
Councillor Lisa Post (Orangeville)
Councillor Philip Rentsch (Grand Valley)(joined at 7:09 pm)
Councillor Steve Soloman (Grand Valley)

Council Members Absent:

Councillor Shane Hall (Shelburne)
Councillor Todd Taylor (Orangeville)(prior notice)

Staff Present:

Sonya Pritchard, Chief Administrative Officer
Michelle Dunne, Clerk
Rebecca Whelan, Deputy Clerk
Aimee Raves, Manager of Corporate Finance, Treasurer
Scott Burns, Director of Public Works/County Engineer
Rohan Thompson, Director of People & Equity
Anna McGregor, Director of Community Services
Brenda Wagner, Administrator of Dufferin Oaks

Warden White called the meeting to order at 7:02 pm.

Warden White announced that the meeting is being live streamed and publicly broadcast.

The recording of this meeting will also be available on our website in the future.

Upcoming committee meetings will be held in the Dufferin Room at 30 Centre St, Orangeville on Thursday, January 25, 2024 at the following times:

Infrastructure and Environmental Services – 9:00 am

General Government Services Committee – 11:00 am

Health & Human Services Committee – 1:00 pm

Community Development & Tourism Committee – 3:00 pm

1. **LAND ACKNOWLEDGEMENT STATEMENT**

Warden White shared the Land Acknowledgement Statement.

2. **ROLL CALL**

The Clerk verbally took a roll call of the Councillors in attendance.

3. **APPROVAL OF THE AGENDA**

Warden White noted a proclamation and correspondence were added to the agenda.

Moved by Councillor McLean, seconded by Councillor Nix

THAT the Agenda and any Addendum distributed for the January 11, 2024 meeting of Council, be approved, as amended.

-Carried-

4. **DECLARATION OF INTEREST BY MEMBERS**

Members of Council are required to state any pecuniary interest in accordance with the Municipal Conflict of Interest Act.

5. **APPROVAL OF MINUTES OF THE PREVIOUS MEETING**

Moved by Councillor Mills, seconded by Councillor Post

THAT the minutes of the Council meetings of December 14, 2023, be adopted.

-Carried-

PROCLAMATIONS, DELEGATIONS AND PRESENTATIONS

6. **Black History Month – February 2024**

Warden White proclaimed the month of February 2024 to be Black History Month in the County of Dufferin. He noted there will be a ceremonial flag raising of the

Pan African Flag on February 1, 2024 at the Museum of Dufferin at 10:00 am and at 55 Zina Street at 1:00 pm.

Councillor Rentsch joined the meeting at 7:09 pm.

7. **Upper Grand District School Board**

Ralf Mesenbrink, Chair, and Lynn Topping, Trustee, Upper Grand District School Board, presented a summary of the Boundary Review process, as well as the Long-Term Accommodation Plan process.

8. **PUBLIC QUESTION PERIOD**

Rick Ugolini, an Orangeville resident, asked if the County had plans to build affordable housing. Warden White noted that Council is starting the process and will be reviewing a report later in the agenda regarding housing stability. Creating affordable housing is a very large part of the County's strategic plan. Mr. Ugolini also inquired about relief for those struggling to make ends meet and if there were any programs in place to help them to stay in their housing accommodations. Warden White noted the County and other levels of government offer homelessness prevention programs to assist with those experiencing hardship. The County Community Services department can point residents in the right direction.

Councillor Post added there is an advocacy plan at the County and Orangeville Councillors have a scheduled delegation coming up regarding Ontario works rates, affordable housing and mental health supports.

PRESENTATION AND CONSIDERATIONS OF REPORTS

9. **Manager of Corporate Finance, Treasurer – Asset Retirement Obligations Policy**

A report from the Manager of Corporate Finance, Treasurer, dated January 11, 2024, to adopt the attached Asset Retirement Obligation (ARO) policy as required per the Public Sector Accounting Board (PSAB) Handbook Section 3280.

Moved by Councillor Nix, seconded by Councillor Gardhouse

THAT the report of the Manager of Corporate Finance, Treasurer, dated January 11, 2024, regarding Asset Retirement Obligations, be received;

AND THAT Policy #3-03-14 Asset Retirement Obligations, be approved.

-Carried-

10. **Manager of Corporate Finance, Treasurer & Procurement Manager’s Report – Fourth Quarter Procurement Report**

A report from the Manager of Corporate Finance, Treasurer and Procurement Manager, dated January 11, 2024, to provide the quarterly update on all Request for Tenders and Request for Proposals in accordance with By-law 2017-33 Procurement of Goods and Services 2017, Section (4.2.7).

Moved by Councillor Post, seconded by Councillor Gardhouse

THAT the Third Quarter Procurement Report, from the Manager of Corporate Finance, Treasurer, and the Procurement Manager, dated January 11, 2024, be received.

-Carried-

11. **STRATEGIC PLAN UPDATE**

A report from the Chief Administrative Officer, dated January 11, 2024, to provide an update regarding the County’s Strategic Plan implementation.

Moved by Councillor Post, seconded by Councillor Mills

THAT the report of the Chief Administrative Officer, dated January 11, 2024, with respect to Strategic Plan Monthly Update #4 – Housing Strategy, be received;

AND THAT staff be directed to proceed with a Housing Strategy RFP that requires asset and non-asset based solutions to increase housing affordability and attainability;

AND THAT each local municipality be requested to participate in creating an inventory of available land/properties for potential affordable housing development to be used in the development of the Housing Strategy.

A recorded vote was requested and taken as follows:

| | Yay | Nay |
|--------------------------|--------|-----|
| Councillor Creelman (3) | x | |
| Councillor Gardhouse (2) | x | |
| Councillor Gerrits (1) | | x |
| Councillor Hall (2) | ABSENT | - |
| Councillor Hawkins (1) | x | |
| Councillor Horner (1) | x | |
| Councillor Little (1) | | X |

| | Yay | Nay |
|------------------------|------------------|-----|
| Councillor McLean (1) | x | |
| Councillor Mills (2) | x | |
| Councillor Nix (2) | x | |
| Councillor Post (8) | x | |
| Councillor Rentsch (1) | | x |
| Councillor Soloman (1) | | x |
| Councillor Taylor (7) | ABSENT | - |
| Warden White (1) | x | |
| Total (25) | 21 | 4 |
| | -CARRIED- | |

CORRESPONDENCE

12. **Town of Shelburne**

A resolution from Town of Shelburne, dated November 28, 2023, to support the Township of Melancthon’s concerns regarding the Primrose Elementary School Boundary Review.

Moved by Councillor McLean, seconded by Councillor Gardhouse

THAT the correspondence from the Town of Shelburne, dated November 28, 2023, regarding Primrose Elementary School Boundary Review process concerns, be received.

-Carried-

13. **Association of Municipalities of Ontario**

Correspondence from the Association of Municipalities of Ontario, dated January 11, 2024, to request a resolution to advocate for a social and economic prosperity review: a joint review of revenues, costs and financial risks and a detailed analysis of Ontario’s infrastructure investment and service delivery needs.

Moved by Councillor Post, seconded by Councillor Mills

WHEREAS current provincial-municipal fiscal arrangements are undermining Ontario’s economic prosperity and quality of life;

WHEREAS nearly a third of municipal spending in Ontario is for services in areas of provincial responsibility and expenditures are outpacing provincial contributions by nearly \$4 billion a year;

WHEREAS municipal revenues, such as property taxes, do not grow with the economy or inflation;

WHEREAS unprecedented population and housing growth will require significant investments in municipal infrastructure;

WHEREAS municipalities are being asked to take on complex health and social challenges – like homelessness, supporting asylum seekers and addressing the mental health and addictions crises;

WHEREAS inflation, rising interest rates, and provincial policy decisions are sharply constraining municipal fiscal capacity;

WHEREAS property taxpayers – including people on fixed incomes and small businesses – can't afford to subsidize income re-distribution programs for those most in need;

WHEREAS the province can, and should, invest more in the prosperity of communities;

WHEREAS municipalities and the provincial government have a strong history of collaboration;

THEREFORE, BE IT RESOLVED THAT the Province of Ontario commit to undertaking with the Association of Municipalities of Ontario a comprehensive social and economic prosperity review to promote the stability and sustainability of municipal finances across Ontario;

AND THAT a letter be sent to request advocacy in advance of the Provincial budget to the Premier, the Dufferin-Caledon MPP and local municipalities.

-Carried-

14. **NOTICE OF MOTIONS**

MOTIONS

15. **Moved by Councillor Rentsch, seconded by Councillor Soloman**

THAT the following motion be deferred until after the upcoming Property and Facility Portfolio Workshop:

THAT County owned property located at 195620 and 195594 Amaranth-East Luther Townline, Grand Valley be declared as surplus and be disposed of in accordance with Policy #2-06-10 Disposal of County Property Through Sale.
-Carried-

16. **CLOSED SESSION**

17. **BY-LAWS**

2024-01 A by-law to authorize the borrowing of money to meet current expenditures of the Corporation of the County of Dufferin during the year 2024. (Borrowing By-Law)
Authorization: Council – January 11, 2024

2024-02 A by-law to adopt the estimates for the sums required during the year 2024 for general purposes of the Corporation of the County of Dufferin. (Estimates By-Law)
Authorization: Council – January 11, 2024

2024-03 A by-law to set tax ratios, and to set tax rate reductions, for prescribed property subclasses, for County purposes and lower-tier municipal purposes, for the year 2024. (Ratios By-Law)
Authorization: Council – January 11, 2024

2024-04 A by-law to establish property tax rates for upper-tier (County) purposes for the year 2024. (Tax Rates By-Law)
Authorization: Council – January 11, 2024

Moved by Councillor Horner, seconded by Councillor Gerrits

THAT By-Law 2024-01 through to By-Law 2024-04, inclusive, be read a first, second and third time and enacted.

-Carried-

18. **OTHER BUSINESS**

Warden White noted the special meeting of Council to discuss the roles and responsibilities of local and upper tier levels of government will take place on January 25, 2024 at 5:30 pm. Council will also meet on February 29, 2024 at 6:00 pm to continue the Property and Facility Portfolio Workshop.

Councillor Post invited Council members to attend the Coldest Night of the Year Fundraiser for the Orangeville Food Bank on February 24, 2024. She will be forwarding information to Council directly.

Warden White noted that he has spoken with MPP Sylvia Jones and will be arranging a meeting with her in the near future. At the next Committee meetings, key topics for the meeting will be discussed. Warden White noted at that meeting, he will be asking the MPP to attend a County Council meeting.

19. **CONFIRMATORY BY-LAW**

2024-05 A by-law to confirm the proceedings of the Council of the Corporation of the County of Dufferin at its meeting held on January 11, 2024.

Moved by Councillor Mills, seconded by Councillor Nix

THAT By-Law 2024-05 be read a first, second and third time and enacted.

-Carried-

20. **ADJOURNMENT**

Moved by Councillor Gardhouse, seconded by Councillor McLean

THAT the meeting adjourn.

-Carried-

The meeting adjourned at 8:18 pm.

Next meeting: Thursday, February 8, 2024
Edelbrock Centre, 30 Centre Street, Orangeville ON

Darren White, Warden

Michelle Dunne, Clerk



DUFFERIN COUNTY COUNCIL MINUTES – SPECIAL MEETING

Thursday, January 25, 2024 at 5:30 pm

W & M Edelbrock Centre, 30 Centre Street, Orangeville ON

Council Members Present:

Warden Darren White (Melancthon)
Councillor John Creelman (Mono)
Councillor Guy Gardhouse (East Garafraxa)
Councillor Earl Hawkins (Mulmur)
Councillor Janet Horner (Mulmur)
Councillor Gail Little (Amaranth)
Councillor James McLean (Melancthon)
Councillor Wade Mills (Shelburne)(joined at 5:37 pm)
Councillor Fred Nix (Mono)
Councillor Lisa Post (Orangeville)
Councillor Philip Rentsch (Grand Valley)(joined at 5:34 pm)
Councillor Steve Soloman (Grand Valley)(joined at 5:34 pm)
Councillor Todd Taylor (Orangeville)

Council Members Absent:

Councillor Chris Gerrits (Amaranth)(prior notice)
Councillor Shane Hall (Shelburne)

Alternate Council Members Present:

Councillor Andrew Stirk (Amaranth)

Staff Present:

Sonya Pritchard, Chief Administrative Officer
Michelle Dunne, Clerk
Rebecca Whelan, Deputy Clerk
Aimee Raves, Manager of Corporate Finance, Treasurer
Scott Burns, Director of Public Works/County Engineer
Rohan Thompson, Director of People & Equity
Anna McGregor, Director of Community Services
Brenda Wagner, Administrator of Dufferin Oaks
Tom Reid, Chief. Paramedic Service

Warden White called the meeting to order at 5:31 pm.

Warden White announced that the meeting is being live streamed and publicly broadcast.

The recording of this meeting will also be available on our website in the future.

1. **LAND ACKNOWLEDGEMENT STATEMENT**

Warden White shared the Land Acknowledgement Statement.

2. **ROLL CALL**

The Clerk verbally took a roll call of the Councillors in attendance.

3. **APPROVAL OF THE AGENDA**

Moved by Councillor Stirk, seconded by Councillor Hawkins

THAT the Agenda and any Addendum distributed for the January 25, 2024 meeting of Council, be approved.

-Carried-

4. **DECLARATION OF INTEREST BY MEMBERS**

Members of Council are required to state any pecuniary interest in accordance with the Municipal Conflict of Interest Act.

PRESENTATION AND CONSIDERATIONS OF REPORTS

5. **Discussion: Service Delivery**

Councillor Rentsch and Councillor Soloman joined the meeting at 5:34 pm.

Councillor Mills joined the meeting at 5:37 pm.

Warden White noted the purpose of the meeting is to discuss the following motion that was adopted at the November 9, 2023 regular meeting of Council:

BE IT RESOLVED THAT Council hold a special meeting in January 2024 to discuss the roles and responsibilities of local and upper tier levels of government, identify areas of duplication, and propose ideas to streamline and simplify service delivery.

Each Council member had the opportunity to speak to the motion on the table. Council discussed conducting a governance review and further expanding on the previous service delivery review conducted in 2020.

Moved by Warden White, seconded by Councillor Post

THAT the Warden and senior staff develop a framework for discussions of governance models and service delivery models to be presented at the February 8, 2024 Council meeting.

A recorded vote was requested and taken as follows:

| | Yay | Nay |
|--------------------------|------------------|-----|
| Councillor Creelman (3) | x | |
| Councillor Gardhouse (2) | x | |
| Councillor Stirk (1) | x | |
| Councillor Hall (2) | ABSENT | |
| Councillor Hawkins (1) | x | |
| Councillor Horner (1) | | x |
| Councillor Little (1) | | x |
| Councillor McLean (1) | x | |
| Councillor Mills (2) | x | |
| Councillor Nix (2) | x | |
| Councillor Post (8) | x | |
| Councillor Rentsch (1) | x | |
| Councillor Soloman (1) | x | |
| Councillor Taylor (7) | x | |
| Warden White (1) | x | |
| Total (32) | 30 | 2 |
| | -CARRIED- | |

6. **CONFIRMATORY BY-LAW**

2024-06 A by-law to confirm the proceedings of the Council of the Corporation of the County of Dufferin at its meeting held on January 25, 2024.

Moved by Councillor McLean, seconded by Councillor Hawkins

THAT By-Law 2024-06 be read a first, second and third time and enacted.

-Carried-

7. **ADJOURNMENT**

Moved by Councillor Gardhouse, seconded by Councillor Mills

THAT the meeting adjourn.

-Carried-

The meeting adjourned at 6:45 pm.

Next meeting: Thursday, February 8, 2024
 Edelbrock Centre, 30 Centre Street, Orangeville ON

Darren White, Warden

Michelle Dunne, Clerk



DUFFERIN
COMMUNITY
FOUNDATION

**Funding charities and building community,
every year, forever.**

Presentation to Dufferin County Council
February 8, 2024



DUFFERIN
COMMUNITY
FOUNDATION

Who we are

We are the **forever fund** for Dufferin County.

We invest donor gifts into permanent (endowed) funds and use the income earned to give grants to charities every year... *forever!*

We are 100% local. All the grant monies go to qualified donees that serve residents of Dufferin County.



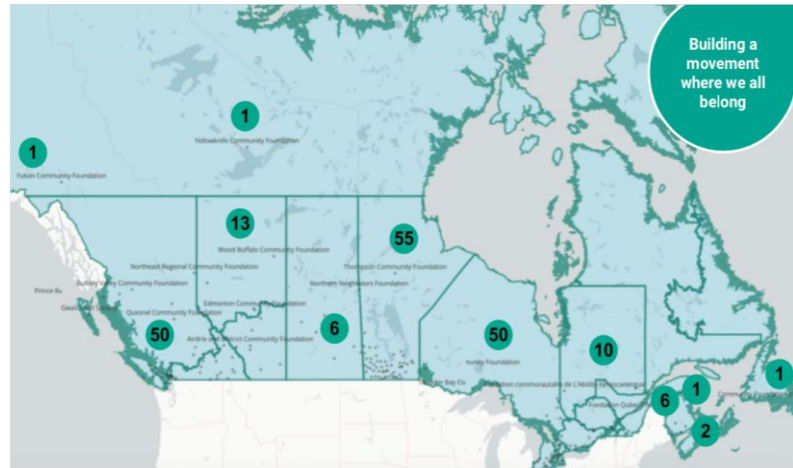


Who we are

We are part of a growing network of more than 200 community foundations across Canada.

As of 2020, community foundations in Canada were managing endowed assets of more than \$6.3 billion.

We started up in 2018 to **serve as a vital link** between donors and charitable causes in Dufferin County.





DUFFERIN
COMMUNITY
FOUNDATION

Our goal

Fund building:

\$10 million in our first 10 years

Community grants:

= \$450,000 every year for local charities





DUFFERIN
COMMUNITY
FOUNDATION

Where we are today

Fund building:

\$3.5 million in our first 5 years

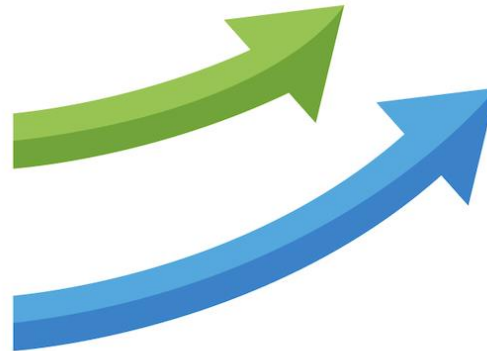
Community grants:

2022 - \$35,000

2023 - \$54,000

2024 - **>\$75,000**

2025 - **>\$115,000 & growing**





DUFFERIN
COMMUNITY
FOUNDATION

As a local community foundation, we are entrusted to distribute funds for government and corporate grants programs.

Community Services Recovery Fund



Canadian
Red Cross



COMMUNITY
FOUNDATIONS
OF CANADA



United Way
Centraide
Canada



**Investment
Readiness**
Program

Enbridge
Fueling Futures

NONPROFIT APPRECIATION WEEK

In Dufferin County



FEBRUARY 12-18, 2024

Nonprofit Appreciation Week

The Ontario government passed Bill 9 in 2021, proclaiming every third week of February to be Nonprofit Appreciation Week in Ontario.

Dufferin Community Foundation co-leads our local planning committee.



United Way
Guelph Wellington
Dufferin



DCMOVES
Better together.



NONPROFIT APPRECIATION WEEK

In Dufferin County



FEBRUARY 12-18, 2024

The Case for Nonprofit Recognition

- More than 150 nonprofits (NFPs) serve our community.
- NFPs are essential to our quality of life. They are driven by the mission of helping people and strengthening communities.
- Lower pay despite higher education levels; sector facing HR crisis.
- Ontario's nonprofit sector is a major contributor to the economy (\$65 billion/7.9% of GDP).
- Recognition boosts morale, esteem and awareness of the sector.

NONPROFIT APPRECIATION WEEK

In Dufferin County



FEBRUARY 12-18, 2024

Join us at Morning Glory

A time to say thank you to nonprofit staff

Thursday, February 15, 2024

8:00-10:00 am

Monora Park Pavilion, 500 Monora Park Road

- \$25 per ticket or pay-it-forward
- \$200 for a table of 8
- Sponsorships from \$300-\$700

**MORNING
GLORY**

TICKETS
ON SALE
NOW!

CONNECTION | BREAKFAST | CELEBRATION

**THURSDAY, FEBRUARY 15TH - 8AM-10AM
MONORA PARK PAVILLION, MONO**

Rise and shine for a Nonprofit Appreciation Week breakfast that celebrates our local charity and nonprofit staff. There will be food stations, inspiring entertainment and opportunity to connect. Thanks to our generous supporters, tickets are only \$25, with a limited number of sponsored tickets for those facing financial challenges.

For more information, please visit: [Morning Glory Nonprofit Appreciation Week Breakfast](#)
Morning Glory was made possible by a Dufferin County Community Grant. Thank you to the Town of Mono for donating the use of Monora Park Pavilion.





DUFFERIN
COMMUNITY
FOUNDATION

An Evening Under the Stars

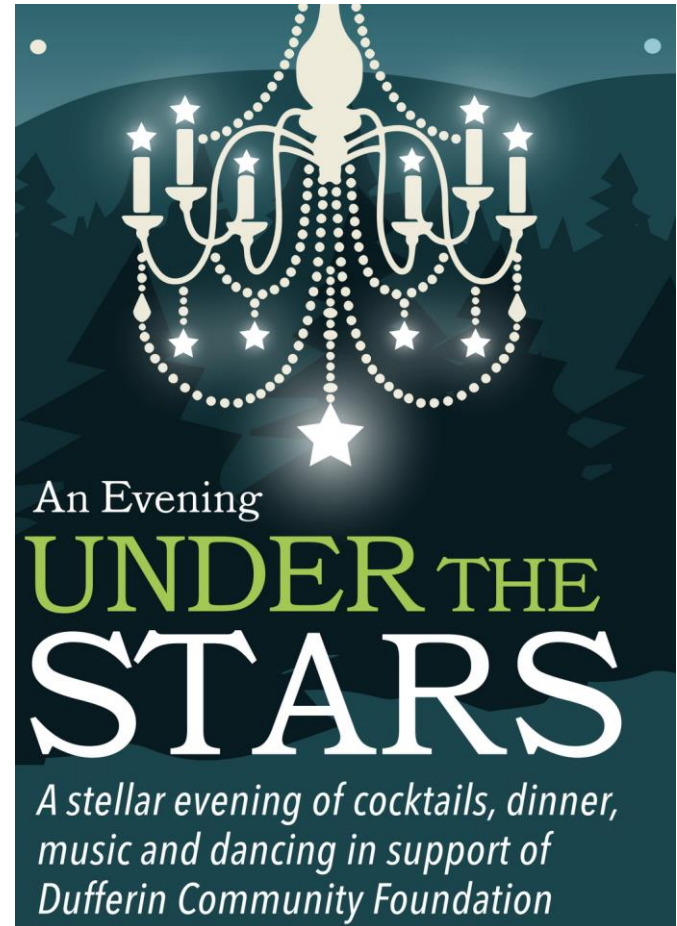
Our sparkling gala event!

SAVE THE DATE

Thursday, June 20, 2024

5:30-11:00 pm

Private residence in Mono





DUFFERIN
COMMUNITY
FOUNDATION

Ways we could work together

- Partnership agreements with Dufferin County nonprofits (NQDs) to access foundation grants
- Managing grants or scholarship programs
- Dufferin County Community Fund
- Introduce us to charities and nonprofits operating in your area, especially if they are emerging





DUFFERIN
COMMUNITY
FOUNDATION

Contact us anytime...



Michele Fisher, Executive Director

Email: michele@dufferincommunityfoundation.ca

Office: 519-938-0780



Shirley Boxem, Grants Committee Chair

Email: grants@dufferincommunityfoundation.ca

www.dufferincommunityfoundation.ca

INFRASTRUCTURE & ENVIRONMENTAL SERVICES COMMITTEE MINUTES

Thursday, January 25, 2024 at 9:00 am

The Committee met at 9:00 am at the W & M Edelbrock Centre, Dufferin Room, 30 Centre Street, Orangeville.

Members Present: Councillor Todd Taylor (Chair)
Councillor Chris Gerrits
Councillor Janet Horner
Councillor Fred Nix
Councillor Philip Rentsch
Councillor Steve Soloman
Councillor Todd Taylor
Warden Darren White

Other Members Present: Councillor John Creelman (Mono)(joined at 10:01 am)

Council Members Absent: Councillor Shane Hall (Shelburne)

Staff Present: Sonya Pritchard, Chief Administrative Officer
Michelle Dunne, Clerk
Rebecca Whelan, Deputy Clerk
Scott Burns, Director of Public Works/County Engineer
Caroline Mach, County Forest Manager
Sara MacRae, Manager of Climate & Energy

Chair Taylor called the meeting to order at 9:00 am.

LAND ACKNOWLEDGEMENT STATEMENT

Chair Taylor shared the Land Acknowledgement Statement.

ROLL CALL

The Clerk verbally took a roll call of Councillors in attendance.

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

PUBLIC QUESTION PERIOD

There were no questions from the public.

REPORTS

1. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #1
Dufferin County Forest – Annual Report

A report from the Director of Public Works/County Engineer, dated January 25, 2024, to provide the 2023 annual report and 2024 workplan for the County Forest.

Moved by Councillor Nix, seconded by Councillor Gerrits

THAT the report, Dufferin County Forest – Annual Report, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

-Carried-

2. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #2
Dufferin County – Oak Wilt Response Plan

A report from the Director of Public Works/County Engineer, dated January 25, 2024, to provide the Oak Wilt Response Plan.

Moved by Councillor Gerrits, seconded by Councillor Nix

THAT the report, Dufferin County Forest - Oak Wilt Response Plan, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

-Carried-

3. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #3
Tri-County Green Development Standard Update – January 2024

A report from the Director of Public Works/County Engineer, dated January 25, 2024, to provide an update on the development of Green Development Standards.

Moved by Councillor Nix, seconded by Councillor Horner

THAT the report, Tri-County Green Development Standard Update – January 2024, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

-Carried-

4. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #4
Road & Bridge Capital Update – January 2024

A report from the Director of Public Works/County Engineer, dated January 25, 2024, to provide the status of each project along with anticipated start and completion dates.

Moved by Councillor Gerrits, seconded by Councillor Horner

THAT the report of the Director of Public Works/County Engineer, dated January 25, 2024, Road and Bridge Capital Update – January 2024, be received.
-Carried-

5. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #5
Corporate Fleet Management Update – January 2024

A report from the Director of Public Works/County Engineer, dated January 25, 2024, to provide an update on the corporate fleet management program.

Moved by Councillor Horner, seconded by Councillor Hawkins

THAT the report, Corporate Fleet Management Update – January 2024, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

-Carried-

6. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #6
New Operations Centre Project Update – January 2024

A report from the Director of Public Works/County Engineer, dated January 25, 2024, to provide an update on plans for an additional County Operations Centre.

Moved by Councillor Nix, seconded by Councillor Gerrits

THAT the report, New Operations Centre Project Update – January 2024, dated January 25, 2024, from the Director of Public Works/County Engineer, be received.

-Carried-

7. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #7
Road Network Rationalization Plan Implementation – January 2024

A report from the Director of Public Works/County Engineer, dated January 25, 2024, to describe the general scope of next steps towards the project implementation.

Councillor Creelman joined the meeting at 10:01 am.

Moved by Councillor Horner, seconded by Warden White

THAT the report of the Director of Public Works/County Engineer, dated January 25, 2024, Road Network Rationalization Plan Implementation – January 2024, be received;

AND THAT the mechanism for infrastructure transfers from the County to the affected member municipalities be ‘Transfer Infrastructure with Concessions’;

AND THAT staff be directed to proceed with the Roads Needs Study in 2024;

AND THAT the 2024 Roads Needs Study be funded through the Rate Stabilization Reserve with an estimated cost of \$60,000.

-LOST-

Moved by Councillor Gerrits, seconded by Councillor Rentsch

THAT the report of the Director of Public Works/County Engineer, dated January 25, 2024, Road Network Rationalization Plan Implementation – January 2024, be received;

AND THAT the mechanism for infrastructure transfers from the County to the affected member municipalities be ‘Transfer Infrastructure with Concessions’;

AND THAT the financial amounts as presented in the approved Road Network Rationalization Plan be used to determine the concessions.

-Carried-

CORRESPONDENCE

8. **INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #8**
Town of Mono

A resolution from the Town of Mono, dated December 20, 2023, to call on the Province and municipalities to recycling centres to accept recyclable materials including alcohol containers, household hazardous materials and other items that should be diverted from landfill or incineration.

Moved by Councillor Gerrits, seconded by Councillor Nix

THAT the resolution from the Town of Mono, dated December 20, 2023, to call on the Province and municipalities to recycling centres to accept recyclable materials including alcohol containers, household hazardous

materials and other items that should be diverted from landfill or incineration, be supported.

-Carried-

9. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #9
Town of Mono

A resolution from the Town of Mono, dated January 15, 2024, to declare a road safety emergency and request action from the Province.

Moved by Councillor Nix, seconded by Councillor Gerrits

THAT resolution from the Town of Mono, dated January 15, 2024, to declare a road safety emergency and request action from the Province, be supported.

-Carried-

10. INFRASTRUCTURE & ENVIRONMENTAL SERVICES – January 25, 2024 – ITEM #10
Association of Ontario Road Supervisors

Correspondence from the Association of Ontario Road Supervisors, dated January 8, 2024, to request Council pass a resolution calling on the Province of Ontario's Ministry of Labour, Training, Immigration and Skilled Trades to fully fund a Municipal Equipment Operator Course in 2024 through the Skills Development Fund.

Moved by Councillor Nix, seconded by Warden White

THAT correspondence from the Association of Ontario Road Supervisors, dated January 8, 2024, to request Council pass a resolution calling on the Province of Ontario's Ministry of Labour, Training, Immigration and Skilled Trades to fully fund a Municipal Equipment Operator Course in 2024 through the Skills Development Fund, be supported.

-Carried-

ADJOURNMENT

The meeting adjourned at 10:51 am.

NEXT MEETING: Thursday, February 22, 2024
W & M Edelbrock Centre, Dufferin Room, 30 Centre Street,
Orangeville ON

Respectfully submitted,

.....
Councillor Todd Taylor, Chair
Infrastructure & Environmental Services Committee



GENERAL GOVERNMENT SERVICES COMMITTEE MINUTES

Thursday, January 25, 2024 at 11:00 am

The Committee met at 11:00 am at the W & M Edelbrock Centre, Dufferin Room, 30 Centre Street, Orangeville.

Members Present:

Councillor John Creelman (Chair)
Councillor Chris Gerrits
Councillor James McLean
Councillor Wade Mills
Councillor Steve Soloman
Councillor Todd Taylor
Warden Darren White (joined at 11:04 am)

Members Absent:

Councillor Shane Hall (Shelburne)

Staff Present:

Sonya Pritchard, Chief Administrative Officer
Michelle Dunne, Clerk
Rebecca Whelan, Deputy Clerk
Aimee Raves, Manager of Corporate Finance,
Treasurer
Rohan Thompson, Director of People & Equity

Chair Creelman called the meeting to order at 11:02 am.

LAND ACKNOWLEDGEMENT STATEMENT

Chair Creelman shared the Land Acknowledgement Statement.

ROLL CALL

The Clerk verbally took a roll call of the Councillors in attendance.

DECLARATIONS OF PECUNIARY INTEREST

Councillor Taylor declared a pecuniary interest regarding Item #5 – Update: Non-Union Total Compensation Report as he has a family member who is employed with the County of Dufferin.

PUBLIC QUESTION PERIOD

There were no questions from the public.

Warden White joined the meeting at 11:04 am.

REPORTS

1. GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #1
Headwaters Communities In Action 2023 Year End Report

A report from Jennifer Payne, Executive Director, Headwaters Communities In Action (HCIA), dated January 25, 2024, to present the 2023 year end report.

Moved by Councillor McLean, seconded by Councillor Taylor

THAT the 2023 Year-End report from Headwaters Communities In Action (HCIA), dated January 25, 2024, be received.

-Carried-

2. GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #2
Access Dufferin Minutes

Minutes from the Access Dufferin meetings on January 17, 2024.

Moved by Councillor Gerrits, seconded by Councillor Soloman

THAT the minutes from the Access Dufferin meeting on January 17, 2024, be adopted.

-Carried-

3. GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #3
Whistleblower Policy

A report from the Director of People and Equity, dated January 25, 2024, to provide information on the Whistleblower Policy to encourage and enable the reporting of alleged or potential wrongdoings.

Moved by Councillor Mills, seconded by Councillor Taylor

THAT the report of the Director of People and Equity, dated January 25, 2024, titled Whistleblower Policy, be received;

AND THAT the attached Whistleblower Policy be approved.

-Carried-

4. GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #4
Harassment & Respectful Workplace Policy

A report from the Direction of People and Equity, dated January 25, 2024, to provide Council with information on the changes made to the violence and harassment policies, and to seek approval for the attached draft Harassment and Respectful Workplace Policy.

Moved by Councillor Taylor, seconded by Councillor Soloman

THAT the report of the Director of People and Equity, dated January 25, 2024, titled Harassment & Respectful Workplace Policy, be received;

AND THAT the attached Harassment & Respectful Workplace Policy #2-04-16, be approved.

-Carried-

5. GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #5
Update: Non-Union Total Compensation Report

Councillor Taylor declared a conflict and left the meeting at 11:44 am.

A presentation and report from the Director of People and Equity regarding the non-union total compensation package. **(Deferred from the December 14, 2023 Council meeting)** A copy of the presentation is attached.

Councillor Mills left the meeting at 11:53 am and joined at 11:57 am.

Councillor Gerrits left the meeting at 11:59 am and joined the 12:00 pm.

Moved by Councillor Mills, seconded by Councillor Gerrits

THAT the report of the Director People & Equity, titled Update: Non-Union Total Compensation Review, dated December 14, 2023, be received;

AND THAT the changes to total compensation outlined in the report be approved.

-Carried-

Councillor Taylor joined the meeting at 12:41 pm.

CORRESPONDENCE

- 6. GENERAL GOVERNMENT SERVICES – January 25, 2024 – ITEM #6
Mulmur-Melancthon Fire Board

A resolution from the Mulmur-Melancthon Fire Board, dated January 16, 2024, regarding the Simucast Radio System Capital Project.

Moved by Councillor White, seconded by Councillor McLean

THAT the resolution from the Mulmur-Melancthon Fire Board, dated January 16, 2024, regarding the Simucast Radio System Capital Project, be received.

-Carried-

ADJOURNMENT

The meeting adjourned at 12:45 pm.

NEXT MEETING: Thursday, February 22, 2024
W & M Edelbrock Centre, Dufferin Room, 30 Centre Street,
Orangeville ON

Respectfully submitted,

.....
Councillor John Creelman, Chair
General Government Services Committee

Non-Union Total Compensation Review Update
General Government Services Meeting
January 25, 2024



Introduction

2023 to 2027 Equity Strategic Plan

Area of Focus: Increased feelings of trust, belonging and wellness at the County of Dufferin, specifically for Black people, racialized women, LGBTQ+ people, caregivers, Dufferin Oaks, and those with accessibility needs.

Goal 1.4: Establish a wellness-focused organizational culture that prioritizes individuals' physical, emotional, and mental well-being

Phase 1 tactic : Complete a review of the team member benefits package, and update to incorporate inclusive benefits that prioritize wellness, gender-affirming care, and flexibility for caregivers.

2023 to 2026 Corporate Strategic Plan

Priority Area – Equity: Fostering a workplace culture that embodies the values of inclusion, diversity, equity, and accessibility.

Goal 2: Ensure that the County is an inclusive, equitable and supportive Employer of Choice.

Tactic #4: Complete a total compensation review

Total Compensation Review Committee

Purpose:

- Review the County's current total compensation package, excluding salary and base wages
- make recommendations that provided comprehensive and meaningful enhancements
- The County's Vacation Policy and entitlements was included in this review.

Total Compensation Review

The Total Compensation Review Committee (the Committee) was assembled in January 2023 and was composed of 11 members from various County departments as well as a Chair and a Co-Chair from the People and Equity department.

The Committee's inaugural meeting was held on January 17, 2023.

The Committee met virtually over Teams every three weeks between January and September 2023.

The Committee's mandate was to review the current non-union total compensation package, excluding salary and base wages, and make recommendations that would optimize the total compensation package.

The Committee used the following principles to guide its recommendations:

- Diversity, equity, and inclusion
- Attraction and retention
- Cost effectiveness
- Current vs future employees
- Laws and regulations
- Administration

Total Compensation Survey

The Committee met with Mosey & Mosey, the County's benefit consultants, on several different occasions to discuss recommended changes to our health benefit plan.

Mosey & Mosey, in conjunction with the Committee, developed and distributed a confidential survey for all non-union employees regarding their total compensation package. The survey asked questions about health benefits provided to employees through Sun Life (insured) and the separate benefits provided to employees directly by the County (uninsured).

The survey was sent out on May 16, 2023, and was open until May 31, 2023. Responses from the survey were consolidated by Mosey & Mosey and shared with non-union employees in July 2023.

143 non-union staff members responded to the survey with a participation rate of 83 percent.

The results from the survey provided the Committee with a better understanding of what was important to employees and aided the Committee in determining what recommendations to move forward with.

Recommended Health Benefit Changes

| Benefit | Plan Change |
|------------------------------------|---|
| Drug Plan | Implement an evidence-based Drug Plan |
| Dental (2025) | Include an annual maximum on Basic Dental of \$1,800 per person |
| Vision & Eye Exams | Separate eye exams from vision maximum. Reimbursement is based on Sun Life's reasonable and customary amount |
| Paramedical Practitioners | Increase select paramedical practitioners from \$500 to \$750/year with a \$10/visit deductible |
| Mental Health Practitioners | Increase annual maximum from \$500 to \$1,500 |
| Gender Affirming Care (2025) | Provision for Gender Affirming Care is a service provided that is not currently in our plan |
| Bonus to Permanent Part Time Staff | In lieu of health benefits, permanent part-time employees will receive a \$500 annual bonus. |

Total Compensation Survey

To better understand what benefits are of greatest importance to staff and what their preferences are, a Total Compensation Survey was provided to all Non-Union staff. The questions and responses below were taken from the survey.

On a ranking scale of 1 to 5, with 1 being the most important to you, rank each benefit that is provided by the County below.

| | |
|----------------------------------|------------|
| Paid Vacation Time | 43% |
| Paid Incidental Time | 29% |
| Paid Float Days and Heritage Day | 15% |
| Paid Bereavement Leave | 9% |
| Pregnancy/Parental Top Up | 4% |

If there could be an increase in paid time off, where would you like to see the increase applied?

| | |
|-----------------------------|------------|
| Vacation Time | 42% |
| Incidental Time | 28% |
| Float Days and Heritage Day | 16% |
| Bereavement Leave | 9% |
| Pregnancy/Parental Top Up | 5% |

Proposed Changes

Vacation Entitlements – Full Time Employees

| Length of Service | CURRENT ENTITLEMENT | | | PROPOSED ENTITLEMENT | | DIFFERENCE |
|--------------------------------|---------------------|--|-------------------------|----------------------|--|--|
| | Vacation Days | Vacation Weeks | Floats and Heritage Day | Vacation Days | Vacation Weeks | Additional Days |
| Start to end of year 2 | 10 days | 2 weeks | 3 days | 20 days | 4 weeks | 7 days |
| 3 years to the end of year 7 | 15 days | 3 weeks | 3 days | 25 days | 5 weeks | 7 days |
| 8 years to the end of year 13 | 20 days | 4 weeks | 3 days | 30 days | 6 weeks | 7 days |
| 14 years to the end of year 24 | 25 days | 5 weeks | 3 days | 35 days | 7 weeks | 7 days |
| 25 years and over | 30 days | 6 weeks (After 30 years employment +1 additional day per year of service to a maximum of 7 weeks) | 3 days | 35 days | 7 weeks +1 additional day per year of service to a maximum of 8 weeks. | Varies between 7 days and 2 days depending on length of service. |

The proposed increase to vacation entitlement includes the removal of the two float days provided during the holiday closure period as well as the Heritage Day and converts them to vacation days. This provides the employee with more flexibility as to when those days are used.

Proposed Changes

Municipal Comparators/Competitors

| Municipality | Starting Vacation Entitlement at Hire (Days) | Wage Percentile |
|---|--|-----------------------------|
| County of Dufferin | 10 Days | 55 th percentile |
| City of Waterloo | 15 Days (Management starts at 20 days) | 50 th percentile |
| Oxford County | 10 Days | 60 th percentile |
| City of Brantford | 15 Days | 55 th percentile |
| County of Wellington | 15 Days | 65 th percentile |
| City of Brampton (less than 1 year exp) | 15 Days | 75 th percentile |
| City of Mississauga | 20 Days | 75 th percentile |

Proposed Changes

Vacation Entitlements – Part Time Employees

| Length of Service | Current % paid each pay | Proposed % paid each pay |
|--------------------------------|----------------------------|-----------------------------|
| Start to end of year 2 | 4% | 6% |
| 3 years to the end of year 7 | 6% | 8% |
| 8 years to the end of year 13 | 8% | 10% |
| 14 years to the end of year 24 | 10% | 12% |
| 25 years and over | 10% | 14% |

Proposed Changes

Vacation Policy Language – Carry Over

The current vacation policy allows for a carry-over of 10 vacation days.

The new proposal allows a maximum carry-over of 5 vacation days.

Vacation entitlements should be used in the accrual period they are earned, although carry-over of up to five days of vacation may occur if:

- a. The department head/designate grants an employee's written request for carry-over, to a maximum of five days; or*
- b. Exceptional operational circumstances prevented the utilization of vacation days.*

Requests to carry over vacation must be submitted to the department head or designate in writing no later than November 1 of the accrual period.

By limiting the maximum carry over, it reduces the County's liability and encourages employees to use their vacation time in the accrual period in which it is earned.

Proposed Changes

Vacation Policy Language - Resignation or Retirement

The current vacation policy states that any vacation credits owing to an employee shall be paid to the employee or his/her beneficiary at the current employee rate at termination of employment.

The new proposal states that when an employee terminates employment, (or retirees) the vacation pay out that an employee receives will be pro-rated to the date of their termination date plus any balance carried forward from the previous year and reduced for any vacation hours used up to the pro-rated vacation entitlement.

Employees departing from the County who have not completed one year of employment will be paid out the remaining vacation balance to which they are entitled, pro-rated based on the number of days that they have worked, upon termination of their employment.

Proposed Changes

Vacation Policy Language – Unpaid Leave of Absence

The current practice, in some instances, has been to provide vacation time as well as vacation pay to employees who are off on unpaid leave.

In the proposal, this practice will stop. **Vacation time** will continue to accrue if an employee is on unpaid leave, **but vacation pay** will not.

Vacation time = time off work which accrues based on length of service.

Vacation pay = the amount of compensation that is paid to an employee for the purpose of taking their vacation time. Vacation pay accumulates as wages are earned during periods of active employment.

ESA Job Protected Unpaid Leaves

| Leave | Length | Leave | Length |
|---|-----------|-----------------------|----------------|
| Declared Emergency | Unlimited | Pregnancy | 17 weeks |
| Family Caregiver | 8 weeks | Parental | 61 or 63 weeks |
| Family Medical | 28 weeks | Sick | 3 days |
| Critical Illness | 37 weeks | Bereavement | 2 days |
| Domestic or Sexual Violence | 15 weeks | Reservist | Unlimited |
| Organ Donor | 26 weeks | Family Responsibility | 3 days |
| Crime Related Child Disappearance/Death | 104 weeks | | |

Proposed Changes

Incidental Time

Question and response taken from the Total Compensation Survey.

Currently, full-time employees are provided with six (6) days of incidental/sick time and part-time employees are provided with two (2) days of incidental/sick time. There is no carryover of unused incidental/sick hours and any hours that remain at the end of the year are paid out to the employee (FT only). If you could choose, would you rather have: (please choose only one):

1. An increase to the amount of paid incidental/sick time provided to you with no payout for unused time.
52%
2. The amount of paid incidental/sick time remains unchanged, and both FT and PT staff are paid out for unused hours at the end of the year.
48%

Proposed Changes

Incidental Time

| Full Time Employees | | Part Time, Students, Seasonal | |
|---------------------|----------------------|-------------------------------|----------------------|
| Current Entitlement | Proposed Entitlement | Current Entitlement | Proposed Entitlement |
| 6 Days | 8 Days | 2 Days | 4 Days |

Proposal includes increasing the entitlements as well as:

- Changing the name from Incidental to Personal Leave
- Removing any payout for unused time

Benefits

- Creating a safe and healthy workplace is an essential responsibility for every employer. A sick employee with paid leave will feel comfortable staying home instead of coming to work and potentially infecting others or possibly getting injured on the job.
- Offering additional paid time off supports employees in positions where Short Term Disability is not available and signals that they are valued.
- Aides in attraction of new employees and retention of current.

Vacation and Productivity

Combatting Burn-out

What is burn-out?

According to the World Health Organization, burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job and
- reduced professional efficacy.

A [statistics Canada study](#) found that 21% of employed Canadians are experiencing high or very high levels of work-related stress, the most common cause of which is a heavy workload, followed by a lack of work life balance.

According to [Canadian HR Reporter](#), only 29% of Canadian worker used all their allotted vacation time in 2022.

Vacation and Productivity

Combatting Burn-out

Research shows that taking time off benefits employees in three ways:

1. Mentally

- a. Taking a vacation provides greater opportunity for rest and better sleep (both quantity and quality), which can help unclutter your mind to boost creativity.

2. Physically

- a. Relaxing on vacation can reduce the levels of stress hormones (cortisol and epinephrine) allowing for your nervous and immune system to recover.

3. Spiritually

- a. Taking time away from work to unplug and reacquaint yourself with the essence of who you really are and with your "happy place."

Being an Employer of Choice

What are employers doing to attract and retain talent?

Competitive Compensation

Providing competitive salaries and creative benefits such as wellness programs, paid leaves, vacation, retirement package options, training & education allowances, etc.

Comprehensive Health Benefits Package

Inclusive health benefits that address both physical and mental health, the unique needs of employees.

Flexibility

Offering remote work, hybrid work, alternative start and end times, flex time, etc.

Professional Development

Opportunities for advancement, unbiased promotions, two-way performance reviews, etc.

Being an Employer of Choice

What are candidates looking for?

Benefits

Sick and vacation leave allotments, as well as the organizations health benefits package, will have a significant impact on whether a candidate decides to apply for a position within an organization or not.

Salary

Take home pay is one of the most important elements that candidates consider when applying for a position.

Location

Travel to and from work, and the time and cost associated with it, is a determining factor in whether a candidate applies for a position or not.

To attract new talent to the County of Dufferin, and retain our current staff, we need to offer candidates and employees the things that they value. If we don't, someone else will.

Vacation and Productivity

Leading by example

There is no substitute for modelling behaviour that you want to see within your teams and the organization. Employees who see their managers take regular vacation time know that they can do the same without repercussions.

Plan for proper coverage

Genuinely promoting vacation requires more than verbal encouragement. Managers need to support their teams by ensuring that resources are in place for work to continue during an employee's vacation.

The Right to Disconnect

Employees have a right to disconnect; however, some may still feel uncomfortable doing so if they see that it's not something commonly done.

Foster trust, so team members feel comfortable being away

Staff may be uncomfortable with the idea of handing over their work to someone else, even for a short period of time. It could cause some anxiety around job security if they have had negative experiences in the past.

Myth Busting

This would never fly in the private sector!

- Annual Bonuses
- Signing bonuses
- Company vehicles/Car Allowances
- Stock options
- Unlimited Paid Time Off (PTO)

Myth Busting

With more vacation time, how is any work going to get done?

Findings from the largest 4 Day Work Week Study in North America

- Employee retention increased by 32%
- Self reported productivity increased by 57%
- 69% of employees experienced a reduction in burnout
- 59% reported a decline in negative emotions
- 40% felt less stressed working a shorter week
- 45% felt less fatigue
- 36% experienced less anxiety
- Work-to-life conflict decreased by 60%

Myth Busting

This proposal would never fly at my organization?

- How do you know that to be true?
- Have you conducted a comprehensive engagement process with staff at your organization?
- The literature indicates that staff across all sectors want;
 - Competitive Benefits
 - Competitive Salary
 - Work-life balance
 - Hybrid and remote work opportunities

Questions?



COMMUNITY DEVELOPMENT AND TOURISM COMMITTEE MINUTES **Thursday, January 25, 2024 at 3:00 pm**

The Committee met at 3:00 pm at the Edelbrock Centre, Dufferin Room, 30 Centre St, Orangeville.

Members Present: Councillor Janet Horner (Chair)
Councillor John Creelman
Councillor Guy Gardhouse
Councillor Gail Little
Councillor Wade Mills
Councillor Lisa Post
Warden Darren White

Staff Present: Sonya Pritchard, Chief Administrative Officer
Michelle Dunne, Clerk
Rebecca Whelan, Deputy Clerk
Becky MacNaughtan, Chief Building Official
Yaw Ennin, Manager of Economic Development
Sarah Robinson, Acting Museum Manager
Silva Yousif, Senior Planner

Chair Horner called the meeting to order at 3:00 pm.

LAND ACKNOWLEDGEMENT STATEMENT

Chair Horner shared the Land Acknowledgement Statement.

ROLL CALL

The Clerk verbally took a roll call of Councillors in attendance.

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

PUBLIC QUESTION PERIOD

There were no questions from the public.

REPORTS

1. COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #1
2023 International Plowing Match Aggregate Report

A report from the Economic Development Manager, dated January 25, 2024, to quantify the amount spent to host the 2023 International Plowing Match and Rural Expo.

Moved by Councillor Post, seconded by Councillor Mills

THAT the report of the Manager of Economic Development, “2023 International Plowing Match (IPM) Aggregate Report”, dated January 25, 2024, be received.

-Carried-

2. COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #2
2024 Dufferin County Tourism Outlook

A report from the Manager of Economic Development, dated January 25, 2024, to provide an overall outlook for the County’s tourism-related efforts in 2024.

Moved by Councillor Creelman, seconded by Councillor Gardhouse

THAT the report of the Manager of Economic Development, “2024 Dufferin County Tourism Outlook”, dated January 25, 2024, be received.

-Carried-

3. COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #3
Q4 Statistics & 2023 Annual Activities Report

A report from the Acting Manager of Museum Services, dated January 25, 2024, to provide the final quarterly report and year-end summary of annual activities for 2023 at the Museum of Dufferin.

Moved by Councillor Mills, seconded by Councillor Post

THAT the report of the Acting Museum Services Manager, “Q4 Statistics and 2023 Annual Activities Report”, dated January 25, 2024, be received.

-Carried-

4. COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #4
High School Co-op Student Program

A report from the Chief Building Official, dated January 25, 2024, to outline a partnership with the Upper Grand District School Board to participate in the High School Co-op program to give high school students an opportunity to learn about a career as a Building Official.

Moved by Councillor Creelman, seconded by Councillor Post

THAT the report of the Chief Building Official, “Highschool Co-op Student Program”, dated January 25, 2024, be received.

-Carried-

5. COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #5
Building Investigations

A report from the Chief Building Official, dated January 25, 2024, to provide information on the investigation process for buildings that are in non-compliance.

Moved by Councillor Little, seconded by Councillor Gardhouse

THAT the report of the Chief Building Official, “Building Investigations”, dated January 25, 2024, be received.

-Carried-

6. COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #6
New Building Permit Tutorial

A presentation from the Chief Building Official, showcasing the new building permit portal sign up video and permit application video.

CORRESPONDENCE

7. COMMUNITY DEVELOPMENT & TOURISM – January 25, 2024 – ITEM #7
Township of Amaranth

A resolution from the Township of Amaranth, dated December 19, 2023, regarding terminating the Township of Amaranth and Dufferin County Building Services Agreement.

Moved by Councillor Post, seconded by Councillor Mills

THAT the resolution from the Township of Amaranth, dated December 19, 2023, regarding terminating the Township of Amaranth and Dufferin County Building Services Agreement, be received.

-Carried-

ADJOURNMENT

The meeting adjourned at 4:11 pm.

NEXT MEETING: Thursday, February 22, 2024
Edelbrock Centre, Dufferin Room, 30 Centre St, Orangeville

Respectfully submitted,

.....
Councillor Janet Horner, Chair
Community Development and Tourism Committee



A community that grows together

Report To: Warden White and Members of County Council

Meeting Date: February 8, 2024

Subject: Recruitment for Integrity Commissioner

From: Michelle Dunne, Clerk

Recommendation

THAT the report from the Clerk, dated February 8, 2024, regarding the recruitment process for an integrity Commissioner, be received;

AND THAT staff be directed to recruit for an Integrity Commissioner through the process outlined in the report;

AND THAT the Chief Administrative Officer be authorized to negotiate a contract with the preferred candidate for the position of the Integrity Commissioner.

Executive Summary

Selecting an Integrity Commissioner is a crucial process, as this position plays a key role in ensuring ethical conduct and accountability.

This report provides a recommendation for a strategic shift in the process for the hiring of an Integrity Commissioner in Dufferin County. The report advocates for a recruitment process rather than a Request for Proposal process that has been done in the past.

Background & Discussion

The Municipal Act requires all municipalities have a Code of Conduct and appoint an Integrity Commissioner. Currently, Charles Harnick, from ADR Chambers, is Dufferin County's Integrity Commissioner.

With Mr. Harnick's contract is coming to the end of its term in April 2024, staff are proposing a change in the recruitment process. Recruiting an Integrity Commissioner through a dedicated recruitment process offers several advantages over the traditional

Request for Proposal method. Several municipalities are moving away from an RFP (Request for Proposal) process to recruit for an Integrity Commissioner, as many Integrity Commissioners do not respond to an RFP. A well-structured recruitment process contributes to the long-term success of the Integrity Commissioner and strengthens the overall ethical governance framework within an organization.

Staff are proposing a process similar to a normal HR (Human Resources) recruitment but varied to account for the fact that the person selected is not an employee, rather an independent contractor.

The process to appoint the Integrity Commissioner will be open and transparent.

1. **Post the position**
This would be done the same way as a job opening, or similar to the way a municipality would invite applicants from the public to serve on a committee.
2. **Ensure the position is widely promoted**
As with other Dufferin County postings, it would encourage applications from members of equity seeking groups and others who are traditionally unrepresented. This encourages a diverse pool of candidates to apply, ensuring that the selected candidate represents a broad range of perspectives. This diversity can enhance the Commissioner's understanding of complex ethical issues and contribute to more comprehensive decision-making.
3. **Screen based on the person as one would with any appointment**
Applicants would have to meet the required qualifications and provide all the required information (e.g. fee proposal) to be considered.
4. **Review the applications & interviews**
A selection committee, comprised of the CAO (Chief Administrative Officer) and Clerk, will review the list of applications and short list those for interviews. Local member municipal Clerks will be included if they want to participate to recruit for their Municipality.
5. **Council Approval**
Once the selection committee has chosen a preferred candidate, and a contract has been negotiated, a report will go to Council to have the candidate formally appointed.

The recruitment process allows for a more comprehensive evaluation of candidates, including interviews, reference checks, and assessments. This thorough assessment ensures that the selected candidate possesses not only the required knowledge but also the interpersonal skills and ethical judgment necessary for the role.

Financial, Staffing, Legal, or IT Considerations

There is an annual budget for Integrity Commissioner Services of \$5000.

In Support of Strategic Plan Priorities and Objectives

Governance - identify opportunities to improve governance and service delivery/
improve the County's internal and external communication

Equity – align programs, services and infrastructure with changing community needs/
ensure the County is an inclusive, equitable, and supportive Employer of Choice

Respectfully Submitted By:

Michelle Dunne
Clerk

Reviewed by: Sonya Pritchard, Chief Administrative Officer



A community that grows together

Report To: Warden White and Members of County Council

Meeting Date: February 8, 2024

Subject: Monthly Update from Outside Boards

From: Sonya Pritchard, Chief Administrative Officer

Recommendation

THAT the report of the Chief Administrative Officer, dated February 8, 2024, with respect to Reports from Outside Boards, be received.

Executive Summary

This report outlines updates of activities from outside boards and agencies in which there is Dufferin County representative. This report is for information purposes.

Background & Discussion

Wellington Dufferin Guelph Health Unit

Representative(s): Councillor Guy Gardhouse and Ralph Manktelow

Next Meeting date: February 7, 2024

Niagara Escarpment Commission (NEC)

Representative(s): Councillor Gail Little

Meeting dates: January 18, 2024

Highlights: The Commission was presented with 3 Development Application reports for properties in the Regions of Halton and Niagara. There was also a delegation on the Niagara Escarpment Biosphere Network mandate review.

Attached: [Commission Meeting Agenda – January 2024](#)

Dufferin Board of Trade (DBOT)

Representative(s): Councillor Gail Little

Highlights: Dufferin Board of Trade hosted a breakfast with Political and Business leaders on January 17, 2024. Member of Parliament Kyle Seeback, Member of Provincial Parliament Sylvia Jones, and Dufferin County Mayors Lisa Post, John Creelman, Steve Soloman, Chris Gerrits, Janet Horner, and Darren White were all in attendance for a panel question and answer session.

This event also marked the official launch of DBOT's Annual Business Survey. This survey gathers information to ensure the needs of Dufferin businesses are addressed by all levels of government. It will also help shape the advocacy work the Board of Trade will undertake this year.

Attached: Dufferin Board of Trade Monthly Email – January 2024

Headwaters Communities in Action

Representative: Councillor Philip Rentsch

Highlights: Headwaters Communities in Action Executive Director delegated to the January 25, 2024, General Government Services Committee to provide the 2023 annual year end report.

Attached: Headwaters Communities in Action 2023 Year End Report

Western Ontario Wardens' Caucus (WOWC)

Representative(s): Warden Darren White, Chief Administrative Officer Sonya Pritchard

Highlights: Western Ontario Wardens' Caucus (WOWC) advocated for three critical regional priorities during the Rural Ontario Municipal Association (ROMA) 2024 Conference. Joining thousands of rural municipal colleagues in Toronto, WOWC members met for discussions with several Provincial Ministers and Opposition Parties. These meetings centered around WOWC's key priorities for the 2023-2024 year, which include:

- Housing
- Workforce Development to Support Economic Growth
- Mental Health, Addictions, and Homelessness

Attached: [WOWC Conference Briefing Package for ROMA 2024](#)

The WOWC Annual General meeting and first regular meeting of 2024 was held on February 2, 2024, after the submission of reports. Updates from this meeting will be included in the March Outside Boards summary.

Next Meeting date:

WOWC CAOs - March 1, 2024

WOWC Full Caucus – April 5, 2024

SWIFT Board of Directors

Representative: Councillor Chris Gerrits

Financial, Staffing, Legal, or IT Considerations

There are no financial, staffing, legal or IT considerations.

In Support of Strategic Plan Priorities and Objectives

Good Governance – ensure transparency, clear communication, prudent financial management

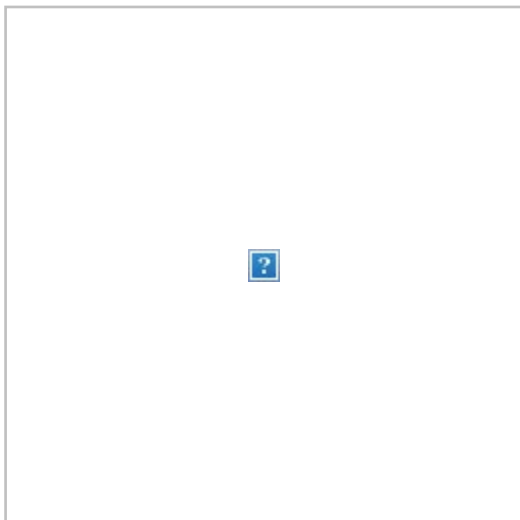
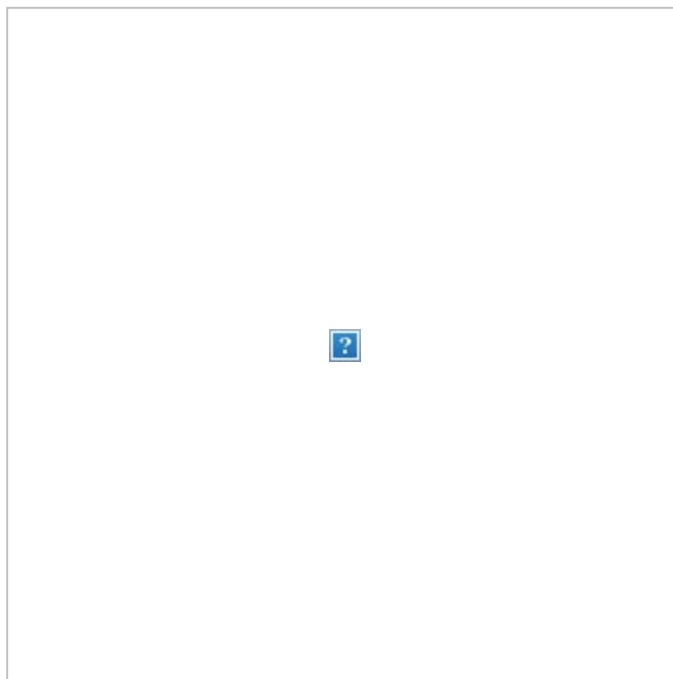
Inclusive & Supportive Community – support efforts to address current & future needs for a livable community

Respectfully Submitted By:

Sonya Pritchard
Chief Administrative Officer

From: [Jaemilyn @ the Dufferin Board of Trade](mailto:Jaemilyn@theDufferinBoardofTrade.com)
To: [information](#)
Subject: Laurel, here"s the latest local business news you can use - January edition
Date: Friday, January 5, 2024 9:00:42 AM

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



Happy New Year!

We hope everyone had a peaceful and joyful Holiday Season, and that 2024 is off to a great start! As we step into the new year, the Dufferin Board of Trade is thrilled to invite you to our two spectacular January events, and our Annual Industry Luncheon in February. These events promise to kickstart 2024 with inspiration, networking, and celebration!

Dufferin Women in Business –

Sparkle Awards Gala:

Join us on January 11th at Hockley Valley Resort for an unforgettable evening as we honour and recognize the outstanding achievements of women in business within our community. The Dufferin Women in Business Sparkle Awards is a remarkable occasion to applaud the

accomplishments of inspiring leaders, network with fellow professionals, and celebrate the dynamic contributions of women in our vibrant business landscape. Ticket sales close January 8th at 12noon – get yours today! [Click Here](#)

State of Business in Dufferin – Breakfast With Political and Business Leaders:

Mark your calendars for January 17th and join us bright and early for the Annual State of Business in Dufferin Breakfast. This insightful session will provide an opportunity to engage with political leaders from all three levels of government. So far, our confirmed speakers include: MPP Sylvia Jones, MP Kyle Seeback, Dufferin County Warden Darren White, Orangeville Mayor Lisa Post, Mono Mayor John Creelman, Mulmur Mayor Janet Horner, Grand Valley Mayor Steve Soloman and Amaranth Mayor Chris Gerrits. Register today – [Click Here](#)

The Industry Lunch – with Keynote Speaker Mark Cohon – [Click Here](#)

Don't miss out on these extraordinary events that promise to inspire, empower, and connect the business community of Dufferin. Let's kick off the year together, fostering collaboration, celebrating achievements, and setting the stage for a prosperous and successful 2024!

See you there!

Diana Morris
Executive Director, Dufferin Board of Trade
diana@dufferinbot.ca

CONNECT



2024 State of Business in Dufferin

Join us for the Annual State of Business in Dufferin, a networking breakfast to bring together influential business and political leaders in our community. Held on Wednesday Jan 17, 2024 from 8:00 AM – 10:00 AM located at Monora Park Pavillion.

Get ready for a fireside chat with MPP Sylvia Jones and MP Kyle Seeback, and panel discussion with local Mayors, followed by Q & A session.

Breakfast catered by Lavender Blue Catering!

Help support this great annual event by becoming a sponsor.

This event provides a unique platform for sponsors to showcase their support for local businesses and engage with key decision-makers. Our Annual Business Survey will be launched during this event.

[Register](#)



DWIB Presents: Sparkle Awards Gala

It's that time again... Award season for our Women in Business in Dufferin County! Come join us on **January 11th 2024** for a night of food, fun and fabulousness. We are so excited for this evening to come and we hope you are too.

Registrations are open – Don't miss out!

[Register Here](#)



2024 Industry Luncheon

The Industry Luncheon is an annual event hosted in partnership between the Rotary Club of Orangeville, the Greater Dufferin Home Builders Association, and the Dufferin Board of Trade. This event brings local business leaders together to share ideas, network, and enjoy a great keynote speaker.

This year's speaker is Mark Cohon! Join us on Tuesday, February 20th, 2024. Doors open at 11:30 am – lunch and speakers beginning at 12 noon. You wouldn't want to miss this!

Register today and learn more about sponsorship opportunities by clicking the button below.

[Learn More & Register](#)

EventPhotoFull_Feb-2024-FB image



DWIB Presents: Survival within the Jungle

Starting a new year with your business can be challenging, frustrating and difficult. Keeping the belief pattern and mindset, especially the focus will be an important part of your success.

Within this exciting and interactive environment you will have the opportunity to explore and learn effective weapons to apply to your new years goals.

[Register](#)

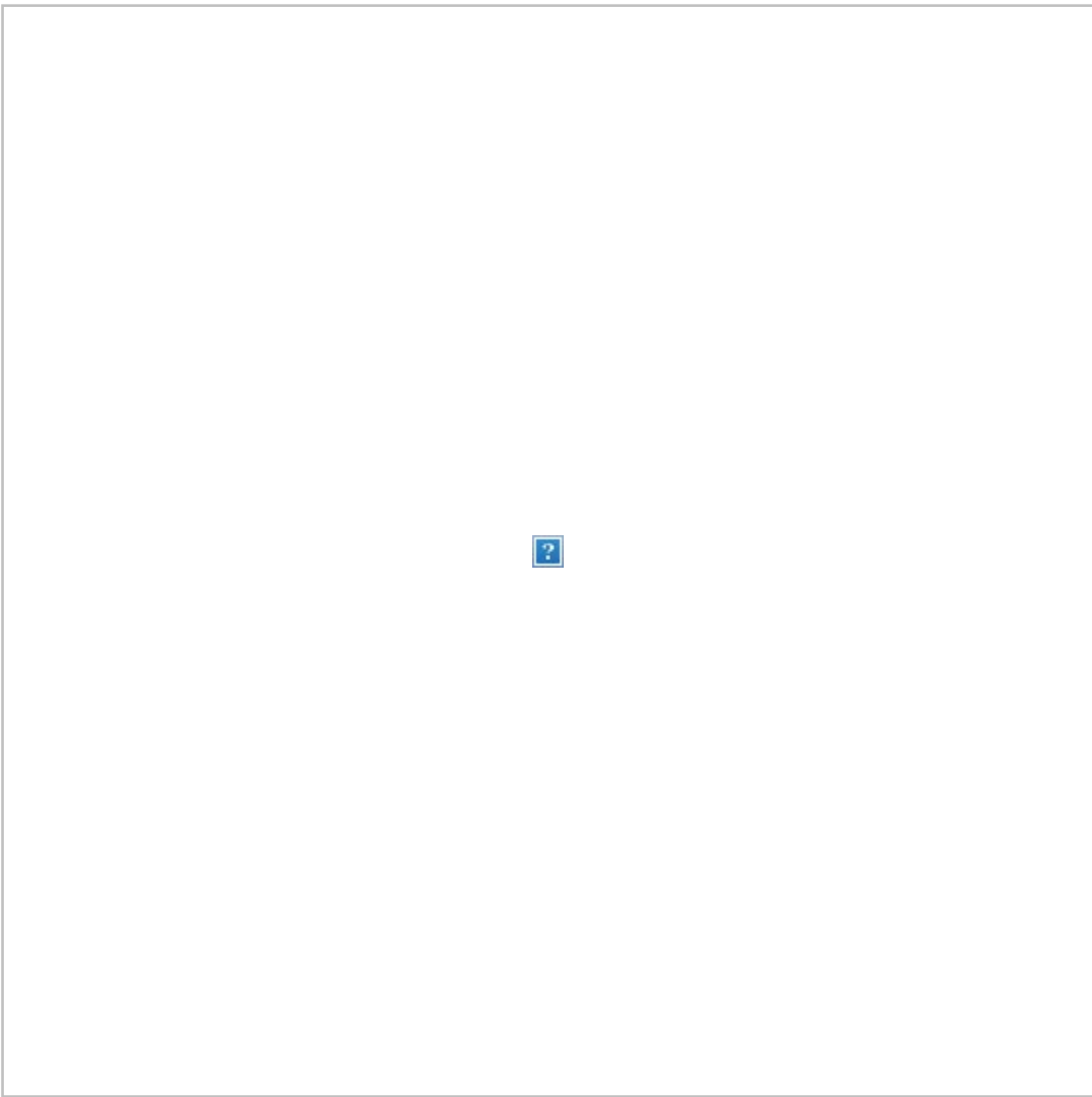
PROMOTE

Welcome New Members



[Cedarcroft Landscape & Design Ltd](#)

DBOT Member Spotlight



Member Video – Ice River Springs

ADVOCACY



Sharing Prosperity: An Introduction to Building Relationships for Economic Reconciliation in Ontario

Today, the Ontario Chamber of Commerce (OCC) and Canadian Council for Aboriginal Business (CCAB) released *Sharing Prosperity: An Introduction to Building Relationships for Economic Reconciliation in Ontario*. This introductory resource is part of the Economic Reconciliation Initiative, a partnership aimed at advancing economic reconciliation by building business capacity to implement the Truth and Reconciliation Commission's Call to Action 92.

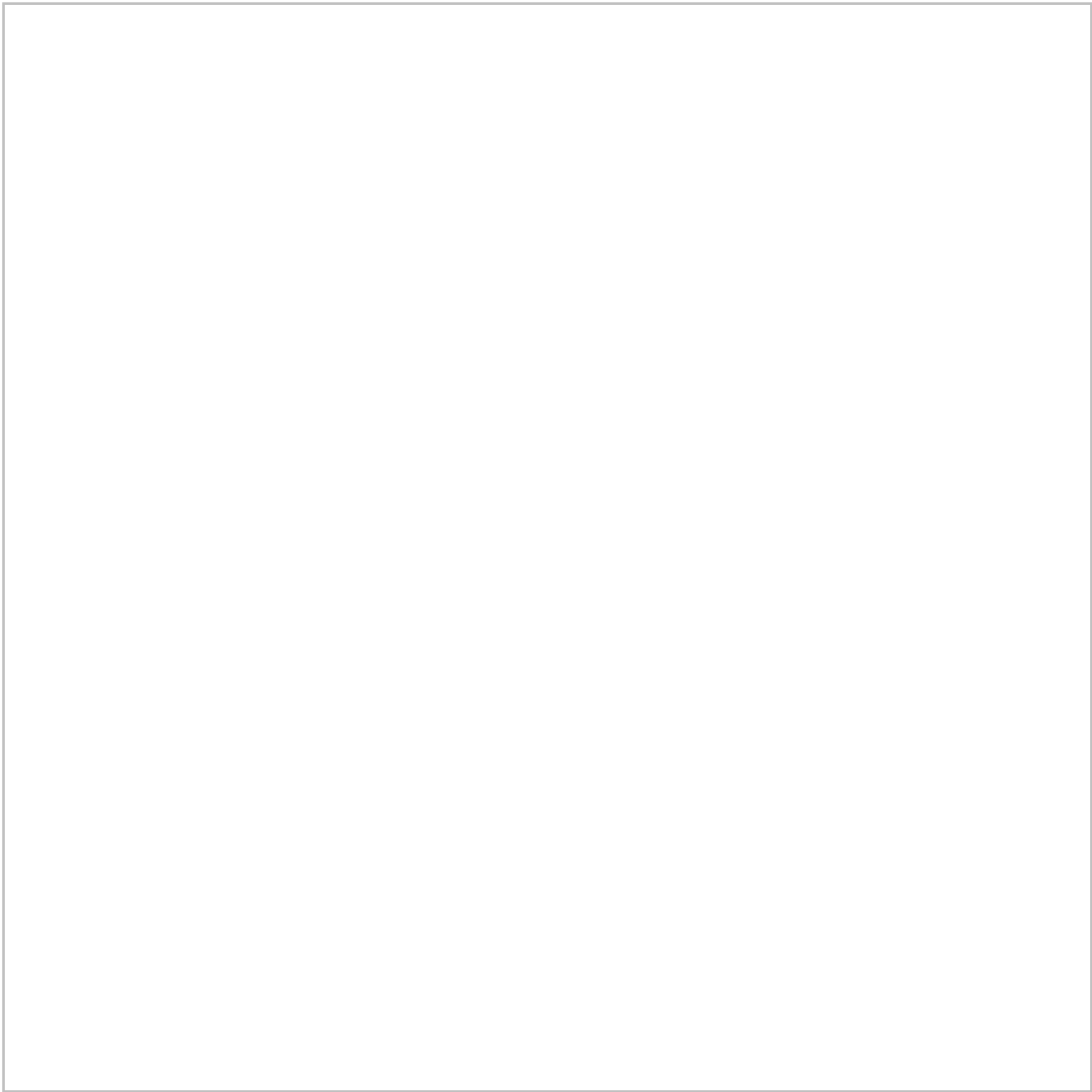
This resource offers foundational knowledge and practical guidance on fostering mutually beneficial relationships with Indigenous people,

businesses, and communities. It briefly addresses several topics, such as historical context, Indigenous rights, unique characteristics and challenges facing Indigenous businesses, and meaningful opportunities for engagement, in addition to centralizing relevant resources and reports for additional learning and capacity-building opportunities.

Sharing Prosperity will be followed by a practical guide in 2024, which will include case studies and best practices in Indigenous partnership building from across Ontario's business communities. The OCC and CCAB will engage with Indigenous and non-Indigenous businesses and leaders across the province in the coming months. If you are interested in being involved or staying updated, please [complete this form](#).

[Complete Form](#)

NEWS FROM COMMUNITY PARTNERS

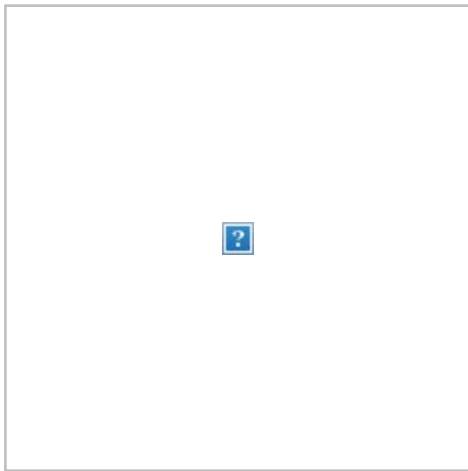


SAVE THE DATE for Morning Glory

SAVE THE DATE for Morning Glory, a breakfast event that you won't want to miss. This is a celebration of all of us who work in the non-profit and charitable sector -- and the friends who support us. Come to connect with colleagues, experience fun and delicious food stations, and be uplifted by song during Nonprofit Appreciation Week 2024. More details coming in the new year!

Thursday, February 15, 2024 | 8:00-10:00 a.m. | Monora Park Pavilion

[Learn More](#)



Stir the Pot (The new and improved Soup Sisters event)

[View Upcoming Dates](#)

Looking for more events? Click below!

[View Events](#)

How can we help you?

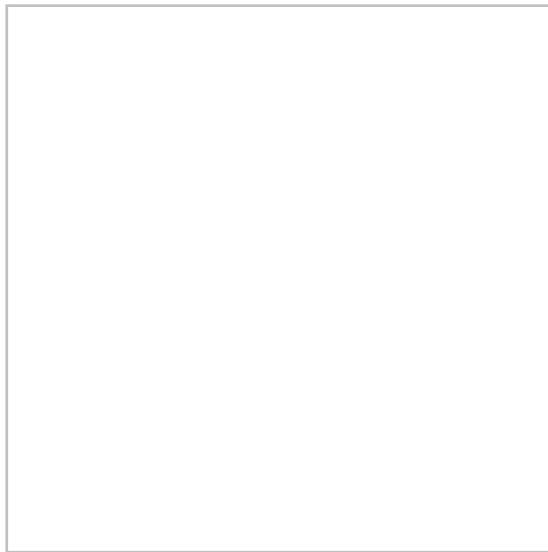
Hello Laurel,

We are all in this together. If there is something you need please reach out to us.

Diana Morris, Executive Director
diana@dufferinbot.ca | 519-941-0490 x 202

Lucy-May Gallagher, Community Engagement Manager
lucy@dufferinbot.ca | 519-941-0490 x 209

Jaemilyn Gavino, Communications Coordinator
jaemilyn@dufferinbot.ca | 519-941-0490 x 204



Dufferin Board of Trade & Dufferin Biz Hub | 246372 Hockley Road, Mono, L9W 6K4 Canada

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CORPORATION OF THE COUNTY OF DUFFERIN

BY-LAW NUMBER 2024-07

A BY-LAW TO PROVIDE TAX RELIEF TO CERTAIN LOW-INCOME SENIORS AND LOW-INCOME PERSONS WITH DISABILITIES, WHO ARE OWNERS OF REAL PROPERTY IN THE COUNTY OF DUFFERIN, FOR THE YEAR 2024.

WHEREAS Section 319 of the Municipal Act, 2001, C. 25, provides that, for the purpose of relieving financial hardship, the Council of a municipality, other than a lower tier municipality, may pass a by-law providing for relief, in respect of tax increases, on property in the Residential/Farm property class, for owners who are, or whose spouses or same sex partners are, low-income seniors as defined in the by-law, or low-income persons with disabilities, as defined in the by-law;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE COUNTY OF DUFFERIN ENACTS AS FOLLOWS:

1. THAT for the purpose of this by-law:

"applicant" means an individual who makes application for relief;

"lower-tier municipality" means the Town of Mono, the Town of Orangeville, the Town of Shelburne, the Township of Amaranth, the Township of East Garafraxa, the Town of Grand Valley, the Township of Melancthon, and the Township of Mulmur;

"eligible rebate amount" for 2024, means the full amount of any increase in property taxes, payable for school board purposes, and for lower tier municipality purposes, and for upper tier municipality purposes, exceeding the total property taxes for the same property for 2023;

"eligible person" means an individual who meets the requirements of eligibility to receive a rebate in accordance with this by-law;

"eligible property" means property in respect of which an application may be made in accordance with this by-law;

"owner" means an individual who has been assessed as an owner;

"rebate" means the rebate of a property tax increase in accordance with this by-law;

“Treasurer” means the Treasurer of the Corporation of the County of Dufferin.

2. An application may be made by an owner to the Treasurer for a rebate of property tax increases for an eligible property.
3.
 - a) An application shall be made prior to November 30, 2024.
 - b) An application may be made for the rebate of a property tax increase only for the taxation year in which the application is made.
 - c) An application shall demonstrate to the satisfaction of the Treasurer that the application meets all requirements established by this by-law, including that the application is made in respect of eligible property.
 - d) An application shall be in the form prescribed by the Treasurer.
4. A property is an eligible property for the purposes of this by-law if:
 - a) it is property in the residential/farm property class;
 - b) it is the principal residence within the meaning of the Income Tax Act (Canada), of an owner of the property or the spouse of an owner;
 - c) every owner of the property is either an eligible person or the spouse of an eligible person; and
 - d) no arrears of property tax are payable in respect of the property.
5.
 - a) A person is an eligible person for the purpose of this by-law if:
 - i) the person is at the time of making the application
 - 1) 65 years of age or older, and eligible for and in receipt of an increment paid under the Guaranteed Income Supplement (GIS) authorized under Part II of the Old Age Security Act (Canada); or
 - 2) eligible for and in receipt of an allowance, benefits or income support as a disabled person or as a person with a disability under the Ontario Disability Support Program Act, R.S.O. 1997, ch.25, Sch. B; and
 - ii) the person has owned real property within the County of Dufferin for at least one year immediately preceding the date of the application.
 - b) No person shall be considered to be an eligible person for the purposes of an

application under this by-law in connection with more than one application in any taxation year.

6. a) Statutory references in this by-law shall be deemed to refer to those provisions as amended or replaced from time to time.
b) This by-law may be cited as the "Tax Relief for Low-Income Seniors and Low-Income Persons with Disabilities By-law, 2024."
7. Tax rebates are not retroactive and will be not be paid for years prior to the current taxation year. The tax rebate approved shall be fully funded by the County of Dufferin.
8. This by-law comes into force immediately upon passing.

READ a first, second and third time and finally passed this 8th day of February, 2024.

Darren White, Warden



Michelle Dunne, Clerk

CORPORATION OF THE COUNTY OF DUFFERIN

BY-LAW NUMBER 2024-08

A BY-LAW TO RATIFY THE ACTIONS OF THE WARDEN AND THE CLERK FOR EXECUTING AN AGREEMENT BETWEEN THE CORPORATION OF THE COUNTY OF DUFFERIN AND THE SHELBURNE CENTRE FOR HEALTH. (Lease Agreement – Mel Lloyd Centre)

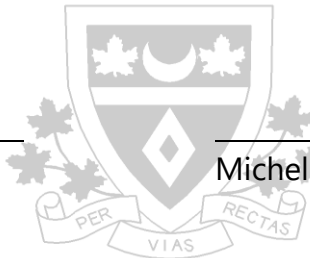
BE IT ENACTED BY THE MUNICIPAL COUNCIL OF THE CORPORATION OF THE COUNTY OF DUFFERIN AS FOLLOWS:

1. That the agreement between the County of Dufferin and Shelburne Centre for Health, in a form substantially the same as attached hereto as Schedule "A" be approved.
2. That the staff of the County of Dufferin is hereby authorized to take such actions as are appropriate, and the Warden and Clerk are hereby authorized to execute such documents as are appropriate to implement the agreement referred to herein.

READ a first, second and third time and finally passed this 8th day of February, 2024.

Darren White, Warden

Michelle Dunne, Clerk



THIS LEASE made the 15th day of December, 2023.

BETWEEN:

CORPORATION OF THE COUNTY OF DUFFERIN

(the "Landlord")

AND

SHELBURNE CENTRE FOR HEALTH

(the "Tenant")

ARTICLE 1 - BASIC TERMS AND DEFINITIONS

1.1 Basic Terms

- | | | |
|-----|-------------------------------|---|
| (a) | Landlord: | Corporation of the County of Dufferin |
| | Address: | 55 Zina Street, Orangeville, ON |
| (b) | Tenant: | Shelburne Centre for Health |
| | Address: | 167 Centre Street, Shelburne ON |
| (c) | Indemnifier: | Not applicable |
| (d) | Building: | Mel Lloyd Centre 167 Centre Street, Shelburne ON |
| (e) | Premises: | Suite # described in Section 1.2 (m) |
| (f) | Rentable Area of Premises: | 6,033 square feet, subject to Section 2.2 |
| (g) | Term: | Five (5) year lease subject to Section 12.3 |

Commencement Date: January 1, 2024, subject to Section 2.4

End of Term: December 31, 2028 subject to Sections 2.3 and 2.4

(h) Basic Gross Rent (Section 3.2): \$16.39 (+ 3% yearly increase)

| Period | Per Sq. Ft/year | Per year | Per Month |
|--------------------------------------|-----------------|--------------------|------------------|
| January 1, 2024 to December 31, 2024 | \$16.39 | \$98,880.87 + HST | \$8,240.07 + HST |
| January 1, 2025 to December 31, 2025 | \$16.88 | \$101,837.04 + HST | \$8,486.42 + HST |
| January 1, 2026 to December 31, 2026 | \$17.39 | \$104,913.87 + HST | \$8,742.82 + HST |
| January 1, 2027 to December 31, 2027 | \$17.91 | \$108,051.03 +HST | \$9,004.25 + HST |
| January 1, 2028 to December 31, 2028 | \$18.45 | \$111,308.85 +HST | \$9,275.74 +HST |

(i) Permitted Use: Medical Clinic

(j) Deposit: Not applicable
 Rent Deposit: Not applicable
 Security Deposit: Not applicable

(k) Lease Year: Lease Year ends on December 31st of each year

Schedules forming part of this Lease:

- i. Schedule "A" Legal Description
- ii. Schedule "B" Floor Plan
- iii. Schedule "C" Rules and Regulations

CORPORATION OF THE COUNTY OF DUFFERIN

BY-LAW NUMBER 2024-xx

A BY-LAW TO CONFIRM THE PROCEEDINGS OF THE COUNCIL OF THE CORPORATION OF THE COUNTY OF DUFFERIN AT ITS MEETING HELD ON FEBRUARY 8, 2024.

WHEREAS Section 5 (1) of the *Municipal Act, 2001*, as amended, provides that the powers of a municipality shall be exercised by its Council;

AND WHEREAS Section 5 (3) of the *Municipal Act, 2001*, as amended, provides that municipal powers shall be exercised by by-law;

NOW THEREFORE BE IT ENACTED BY THE MUNICIPAL COUNCIL OF THE CORPORATION OF THE COUNTY OF DUFFERIN ENACTS AS FOLLOWS:

1. All actions of the Council of the Corporation of the County of Dufferin at its meetings held on February 8, 2024 in respect to every report, motion, by-law, or other action passed and taken by the Council, including the exercise of natural person powers, are hereby adopted, ratified and confirmed as if each report, motion, resolution or other action was adopted, ratified and confirmed by its separate by-law.
2. The Warden of the Council and the proper officers of the Corporation of the County of Dufferin are hereby authorized and directed to do all things necessary to give effect to the said action, to obtain approvals where required and except where otherwise provided, to execute all documents necessary in that behalf.

READ a first, second and third time and finally passed this 8th day of February, 2024.

Darren White, Warden



Michelle Dunne, Clerk