



REPORT OF THE COMMITTEE OF THE WHOLE May 23, 2023

The following is the Committee of the Whole report from the May 23rd meeting.

Staff Reports

Pedestrian Crossovers Downtown Core

Resolution No. CW139-23

THAT Council approve funds in the amount of \$11,000.00 from the approved budget from traffic calming to replace the existing pedestrian Cross over Polls on Mill Street with black mast poles to provide a more heritage feel.

Blakeney Bridge Renewal – Pedestrian Options

Resolution No. CW140-23

THAT Council Direct Staff to notify Lanark County to move forward with Option 2: a 2 lane bridge (7.9m wide) including 0.3m shoulder, 2-3 m lanes and 1.6 m walkway protected by flexible bollards,
AND THAT Council direct Staff to include \$180,000.00 in the 2024 Budget for Mississippi Mills share of the additional costs,
AND THAT Council direct staff to request Lanark County complete a review of the geometry and make recommendations to the appropriate speed limit for the Blakeney Bridge and its approaches.

Developing Engineering Capacity and Establishing Engineering-Related Fees/Charges (Part 3)

Resolution No. CW143-23

THAT, Council approve the proposed engineering-related fees/charges and direct staff to prepare an amendment of fees/charges By-Law to implement the fees/charges.

Market Salary and Pay Equity Review

Resolution No. CW144-23

THAT Council direct staff to take the necessary steps to comply with the legislative requirements of the Pay Equity Act which stipulates that the plan be updated every five (5) years; ensuring that we are maintaining pay equity and that we close any new pay gaps.

AND THAT Council direct staff to proceed with Option 3 as a salary survey participant for \$3,000.00, to utilize internal and external resources to complete an Internal Equity Review and Market Salary/Benefit Survey

Review to ensure that our compensation practices position the Municipality with the ability to attract and retain high performing employees.

**Consolidated Benefits By-law
Resolution No. CW145-23**

THAT Council direct staff to proceed with Option 1: approve the recommended amendments to the Consolidated Benefits By-law in its entirety. Supports best practice, removes unnecessary risk, assists with employee attraction & retention and aligns compensation practices with neighbouring Municipalities excluding item number 4- Long Term Disability (LTD) Premiums;
AND THAT LTD Premiums be included as part of the Pay Equity and Market Salary Review discussions.

**Annual Integrity Commissioner Report - 2022
Resolution No. CW146-23**

THAT the 2022 annual Integrity Commissioner report be received as information.

**Revised Code of Conduct
Resolution No. CW147-23**

THAT Council adopt a by-law to amend By-law 18-86 “Code of Conduct for Members of Council, Committees and Local Boards.”

*Please see attached Confidential Matters Memo that will is now referenced in the Code of Conduct.

**Public Notice Policy
Resolution No. CW148-23**

THAT Council adopts the updated Public Notice Policy for the Municipality of Mississippi Mills.

Information Items

**Item A - Prince Edward County Resolution re: Provincial Policy
Statement**

Resolution No. CW149-23

THAT Council supports the Municipality of Waterloo’s resolution re: Municipal Election Protecting Privacy of Candidates.

Submitted by,

Reviewed by,

Deputy Mayor Minnille,
Committee of the Whole Chair

Jeanne Harfield,
Clerk