



**SPECIAL MEETING OF COUNCIL  
MINUTES**

**Monday, September 21, 2020  
5:30 PM  
Council Chambers  
2021 Division Road N  
Kingsville, Ontario N9Y 2Y9**

Members of Council    Mayor Nelson Santos  
                                 Deputy Mayor Gord Queen  
                                 Councillor Kimberly DeYong  
                                 Councillor Tony Gaffan  
                                 Councillor Laura Lucier  
                                 Councillor Thomas Neufeld  
                                 Councillor Larry Patterson

Members of                J. Norton, CAO  
Administration  
  
                                 J. Astrologo, Director of Corporate Services  
                                 S. Kitchen, Deputy Clerk-Council Services  
                                 R. McLeod, Director of Financial Services  
                                 A. Plancke, Director of Municipal Services

**A.     CALL TO ORDER**

Mayor Santos, in attendance in the Council Chambers, called the Regular Meeting to order at 5:31 p.m. All other members participated in the Meeting through video conferencing technology from remote locations. At the time of the meeting being called to order all members were in attendance, except Councillor Lucier, who then arrived at 5:38 p.m.

**B.     DISCLOSURE OF PECUNIARY INTEREST**

Mayor Santos reminded Council that any declaration is to be made prior to each item being discussed and to identify the nature of the conflict, if any, as the agenda items come forward.

**C. PRESENTATIONS/DELEGATIONS**

Elizabeth Hill presented the Town of Kingsville Organizational Review Council Presentation, dated September 21, 2020. Ms. Hill and Ms. Holl conducted the Review, including stakeholder consultations, over the past several months. She indicated that the Council Remuneration piece (completed at the end of 2019 or beginning of 2020) is not on this Agenda this evening, and the Organizational Review and workplace needs sections will be reviewed tonight.

Following the presentation, Council entered into Closed Session as per the following motion, and Ms. Hill and Ms. Holl remained in attendance.

**D. CLOSED SESSION**

**537-2020**

Moved by Councillor Kimberly DeYong

Seconded by Councillor Larry Patterson

That Council, at 6:06 p.m., pursuant to Subsection 239(2) of the *Municipal Act, 2001* enter into Closed Session to address items under Subsection 239(2)(b) [personal matters about an identifiable individual, including municipal employees]; and Subsection 239(2)(d) [labour relations or employee negotiations] RE: Pesce and Associates Human Resources Consultants Town of Kingsville Organizational Review.

**CARRIED**

**E. REPORT OUT OF CLOSED SESSION**

Upon rising from Closed Session at 7:37 p.m., Mayor Santos called for a brief recess and the Meeting reconvened at 7:47 p.m., at which time Mr. Norton presented the Organizational Review Management Recommendations for six new positions; three for immediate consideration and three for 2021 budget consideration.

**538-2020**

Moved by Deputy Mayor Gord Queen

Seconded by Councillor Tony Gaffan

That Council supports the creation of a Full-Time Office Support Position for the Municipal Services Department.

**CARRIED**

**539-2020**

Moved by Councillor Larry Patterson

Seconded by Councillor Tony Gaffan

That Council supports changing the existing Part-Time Fire Department Office Support employee position to a Full-time Fire Department Office Support employee position.

**CARRIED**

**540-2020**

Moved by Councillor Tony Gaffan

Seconded by Councillor Kimberly DeYong

That Council supports the creation of a new Full-time Environmental Services Supervisor (Water/Wastewater) position.

**CARRIED**

**541-2020**

Moved by Councillor Laura Lucier

Seconded by Councillor Kimberly DeYong

That Council defers the discussion of the proposed Director of Community and Development Services position to 2021 Budget deliberations.

**CARRIED**

**542-2020**

Moved by Councillor Kimberly DeYong

Seconded by Councillor Tony Gaffan

That Council defers the discussion of the Full-Time Communications Coordinator position to 2021 Budget deliberations.

**CARRIED**

**543-2020**

Moved by Deputy Mayor Gord Queen

Seconded by Councillor Laura Lucier

That Council defers the discussion of the Full-time Tourism and Economic Development Officer to 2021 Budget deliberations.

**CARRIED**

**544-2020**

Moved by Deputy Mayor Gord Queen

Seconded by Councillor Thomas Neufeld

That Council receives the Presentation of Pesce and Associates Human Resources Consultants entitled Town of Kingsville Organizational Review Council Presentation dated September 21, 2020.

**CARRIED**

**545-2020**

Moved by Councillor Laura Lucier

Seconded by Councillor Kimberly DeYong

That Council receives the balance of the Recommendations from Administration, being the 'Organizational Review Management Recommendations' presentation, dated September 21, 2020.

**CARRIED**

**F. CONFIRMATORY BY-LAW**

**1. By-law 87-2020**

**546-2020**

Moved by Deputy Mayor Gord Queen

Seconded by Councillor Tony Gaffan

That Council reads By-law 87-2020, being a By-law to confirm the proceedings of the Council of The Corporation of the Town of Kingsville at its September 21, 2020 Special Meeting of Council, a first, second and third and final time.

**CARRIED**

Mayor Santos thanked Ms. Hill and Ms. Holl for conducting the groundwork for the Organizational Review, and the Administration Team for the additional direction, and stated that Council looks forward to continued dialogue as further reports are brought back to Council addressing the deferred items.

**G. ADJOURNMENT**

**547-2020**

Moved by Councillor Larry Patterson

Seconded by Councillor Kimberly DeYong

That Council adjourns this Special Meeting at 8:31 p.m.

**CARRIED**

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MAYOR, Nelson Santos

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CLERK, Jennifer Astrologo