



**The Corporation of the County of Northumberland
County Council
Minutes**

**April 16, 2025, 9:30 a.m.
Council Chambers
555 Courthouse Road, Cobourg, ON K9A 5J6
Hybrid Meeting (In Person and Virtual)**

Members Present: Warden Brian Ostrander
 Council Alternate Todd Attridge
 Councillor Robert Crate
 Councillor John Logel
 Councillor Mandy Martin

Members Regrets: Deputy Warden Olena Hankivsky
 Councillor Lucas Cleveland
 Councillor Scott Jibb

1. Notices

1.a Accessible Format

If you require this information in an alternate format, please contact the Accessibility Coordinator at accessibility@northumberland.ca or 1-800-354-7050 ext 2327.

1.b Meeting Format

This Council Meeting was held using a hybrid meeting model. The public were invited to attend in-person in Council Chambers, view the meeting

via the live stream, or join online or by phone using Zoom Conference Technology.

2. Call to Order

Warden Brian Ostrander called the meeting to order at 9:31 a.m.

2.a Territorial Land Acknowledgement

3. Approval of the Agenda

3.a Agenda dated April 16, 2025

Council Resolution 2025-04-16-301

Moved by Councillor Mandy Martin

Seconded by Councillor John Logel

"**That** the County Council agenda for Wednesday, April 16, 2025 be approved."

Carried

4. Declarations of Interest

- No declarations

5. Moment of Silence

- Moment of silence for the passing of Northumberland County employee Stewart Hayden

6. Presentations

6.a March Ice Storm

Warden Brian Ostrander

7. Adoption of Minutes

7.a County Council Minutes of March 19, 2025

Council Resolution 2025-04-16-302

Moved by Councillor Robert Crate

Seconded by Councillor Mandy Martin

"**That** the minutes of the County Council Session of March 19, 2025 be approved as distributed and the determinations contained therein be deemed those of Council."

Carried

8. Business arising from the Minutes

N/A

9. Communications

9.a Correspondence, 'Northumberland Hills Hospital Funding'

- Hon. David Piccini, MPP for Northumberland Peterborough-South and Minister of Labour, Immigration, Training and Skills Development
- Northumberland Hills Hospital

Council Resolution 2025-04-16-303

Moved by Councillor John Logel

Seconded by Councillor Robert Crate

"**That** County Council receive the correspondence from the Honourable David Piccini (MPP for Northumberland Peterborough-South and Minister of Labour, Immigration, Training and Skills Development) and Northumberland Hills Hospital regarding 'Northumberland Hills Hospital Funding' for information."

Carried

9.b Correspondence, Wood Bull LLP 'CBM Aggregates - Official Plan Amendment (OPA) Appeal'

Council Resolution 2025-04-16-304

Moved by Councillor Robert Crate

Seconded by Councillor John Logel

"**That** County Council receive the correspondence from Wood Bull LLP regarding 'CBM Aggregates - Official Plan Amendment (OPA) Appeal' for information; and

Further That Council direct staff to prepare a report for a future Committee / Council meeting regarding the OPA Appeal."

Carried

10. Determination of Items Requiring Separate Discussion

**10.a March 31, April 1 and 2, 2025 Standing Committees
'Recommendations to Council - Summary Chart'**

10.b Community Health Committee - Meeting cancelled

10.c Corporate Support Committee - April 1, 2025

**10.d Economic Development, Tourism and Land Use Planning Committee
- April 2, 2025**

10.e Finance & Audit Committee - April 1, 2025

10.f Public Works Committee - March 31, 2025

10.g Social Services Committee - April 2, 2025

11. Adoption of Items Not Requiring Separate Discussion

Council Resolution 2025-04-16-305

Moved by Councillor Mandy Martin

Seconded by Council Alternate Todd Attridge

"**That** Council adopt all recommendations from the five Standing Committees, as contained within the Committee Minutes (meetings held March 31, April 1 and 2, 2025), with the exception of the following items (referenced from the Standing Committee Minutes), that will be held for discussion:

- Social Services Committee, Item 8.b, Report 2025-066 '310 Division Street, Cobourg Data Update - April 2025' – **Held by Councillor Martin**

And Further That the items listed above and held for separate discussion each require a separate resolution."

Carried

12. Consideration of Items Requiring Separate Discussion

12.a Items from Standing Committees Requiring Separate Consideration

- 1. Economic Development, Tourism, and Land Use Planning Committee Meeting (April 2, 2025), Item 7.e, Correspondence, Eastern Ontario Wardens' Caucus (EOWC) 'Alto High Speed Rail Network Project Cutting Through Eastern Ontario'**

Council Resolution 2025-04-16-306

Moved by Councillor John Logel

Seconded by Councillor Robert Crate

"**Whereas** the Economic Development, Tourism and Land Use Planning Committee (April 2, 2025) received the correspondence from the Eastern Ontario Wardens' Caucus (EOWC) regarding 'Alto High Speed Rail Network Project Cutting Through Eastern Ontario' for information, and recommended that County Council identify this item for separate discussion at the April 16, 2025 County Council meeting;

Now Therefore Be It Resolved That County Council adopt the following:

- **That** County Council receive the correspondence for information and hereby support the Alto High Speed Rail Network Project as designed; and
- **Further That** County Council direct staff to send a copy of this resolution to the EOWC."

Carried

2. Finance and Audit Committee Meeting (April 1, 2025), Item 8.d, Report 2025-060 'Downloaded Programs and Services Summary'

Council Resolution 2025-04-16-307

Moved by Council Alternate Todd Attridge

Seconded by Councillor John Logel

"**Whereas** the Finance and Audit Committee (April 1, 2025) considered Report 2025-060 'Downloaded Programs and Services Summary' and recommended that County Council identify this item for separate discussion at the April 16, 2025 County Council meeting;

Now Therefore Be It Resolved That County Council adopt the following:

- **That** County Council direct staff to advocate to the Province for additional funding to offset the costs of provincial downloads, up to and including \$37.7M."

Carried

3. **Finance and Audit Committee Meeting (April 1, 2025), Item 9.a, 'Director Salaries'**

[Item was considered in Closed Session]

4. **Social Services Committee Meeting (April 2, 2025), Closed Session Item 5.b, Matters pertaining to labour relations or employee negotiations regarding 'Canadian Union of Public Employees (CUPE) 3725 - 2025 Bargaining (Community & Social Services)'**

[Item was considered in Closed Session]

12.b Motion(s) for Held Item(s)

1. **Social Services Committee (April 2, 2025), Item 8.b, Report 2025-066 '310 Division Street, Cobourg Data Update - April 2025'**

Council Resolution 2025-04-16-308

Moved by Councillor Robert Crate

Seconded by Councillor John Logel

“**Whereas** item 8.b from the April 2, 2025 Social Services Committee was held by Council for separate discussion at this meeting, the item being Report 2025-066 '310 Division Street, Cobourg Data Update - April 2025'; and

Now Therefore Be It Resolved That County Council adopt the following:

- **That** County Council receive the report for information.”

Carried

13. New Business

13.a Quarter 1, 2025 Financial Update - Presentation

Matthew Nitsch, Director Finance / Treasurer

Council Resolution 2025-04-16-309

Moved by Council Alternate Todd Attridge

Seconded by Councillor John Logel

"**That** County Council receive the Quarter 1, 2025 Financial Update presentation for information."

Carried

13.b Report 2025-072 CAO 'Municipal Restructuring Study'

CAO Jennifer Moore

Council Resolution 2025-04-16-310

Moved by Councillor John Logel

Seconded by Councillor Robert Crate

"**That** County Council, having considered Report 2025-072 'Municipal Restructuring Study', direct staff to prepare a report with recommendations for studying the below service areas, including issuing a Request for Information for specific service areas and also recommendations for studying service areas in-house using staff resources; and

- Implementation of financial systems and related process review;
- Roads asset management and operations review;
- Planning and building inspection services;
- Equity, diversity, and inclusion (EDI) opportunities;
- Environmental sustainability opportunities;
- Economic development and tourism;
- Physician recruitment; and

Further That County Council direct staff to report back at a future Committee / Council meeting with recommendations on what service areas need to be studied by an external consultant vs. in-house by staff."

Carried

13.c Northumberland CAOs' Committee Update - Verbal

CAO Jennifer Moore

Council Resolution 2025-04-16-311

Moved by Councillor Robert Crate

Seconded by Councillor Mandy Martin

"**That** County Council receive the verbal update regarding the Northumberland CAOs' Committee for information."

Carried

13.d Eastern Ontario Wardens' Caucus (EOWC) Update - Verbal

Warden Brian Ostrander

Council Resolution 2025-04-16-312

Moved by Council Alternate Todd Attridge

Seconded by Councillor Mandy Martin

"**That** County Council receive the verbal update regarding the Eastern Ontario Wardens' Caucus for information."

Carried

14. Enactment By-laws

14.a A By-law to Set Tax Ratios for Prescribed Property Classes and the Treatment of Subclasses for County Purposes and Lower Tier Municipal Purposes for the Year 2025

Council Resolution 2025-04-16-313

Moved by Councillor Mandy Martin

Seconded by Councillor John Logel

"**That** By-law 15-2025 being a By-law to Set Tax Ratios for Prescribed Property Classes and the Treatment of Subclasses for County Purposes and Lower Tier Municipal Purposes for the Year 2025 be introduced, deemed to be read a first, second and third time, passed, signed and sealed this 16th day of April, 2025."

Carried

14.b A By-law to Establish the 2025 Tax Rates to be Levied Against the Lower Tier Municipalities

Council Resolution 2025-04-16-314

Moved by Councillor Robert Crate

Seconded by Councillor Mandy Martin

"**That** By-law 16-2025 being a By-law to Establish the 2025 Tax Rates to be Levied Against the Lower Tier Municipalities be introduced, deemed to be read a first, second and third time, passed, signed and sealed this 16th day of April, 2025."

Carried

14.c A By-law to Designate Certain Volunteers as Employees for the Purposes of By-law 55-08

Council Resolution 2025-04-16-315

Moved by Councillor John Logel

Seconded by Councillor Mandy Martin

"**That** By-law 17-2025 being a By-law to Designate Certain Volunteers as Employees for the Purposes of By-law 55-08 be introduced, deemed to be read a first, second and third time, passed, signed and sealed this 16th day of April, 2025."

Carried

15. Proclamations

Council Resolution 2025-04-16-316

Moved by Councillor Robert Crate

Seconded by Council Alternate Todd Attridge

"**That** County Council proclaim the following proclamations at the April 16, 2025 County Council meeting:

- Earth Day - April 22, 2025;
- Administrative Professionals' Day - April 23, 2025;
- National Volunteer Week - April 27 - May 3, 2025;
- National Day of Mourning - April 28, 2025;
- First Responders Day - May 1, 2025;
- Emergency Preparedness Week - May 4 - 10, 2025;
- Safety and Health Week - May 5 - 10, 2025;
- National Nursing Week - May 12 - 18, 2025;

- National Public Works Week - May 18 to 24, 2025;
- Paramedic Week - May 18 - 24, 2025;
- Community Living Month - May 2025; and
- Mental Health Awareness Month - May 2025."

Carried

15.a Proclamation, 'Earth Day' - April 22, 2025

"Whereas Earth Day is celebrated each year on April 22, serving as a global reminder of the importance of environmental protection and sustainability; and

Whereas environmental challenges and the impacts of climate change are evident on both a global and local scale, requiring collective action to address these critical issues; and

Whereas Northumberland County is committed to protecting and preserving our distinct and stunning natural environments through responsible stewardship and sustainable practices; and

Whereas it is imperative for communities to unite and advocate for a sustainable future, safeguarding our natural landscape and resources for generations to come; and

Whereas Northumberland County aims to be a best practice leader in municipal government that prioritizes goals and initiatives related to 'Propelling Sustainable Growth' and the preservation of our environmental resources, as outlined in our 2023 – 2027 Strategic Plan; and

Whereas Northumberland County is a registered municipal partner with Earth Day Canada and will be organizing local community-based initiatives to help make a positive impact on the environment in celebration of Earth Day;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim April 22, 2025 to be 'Earth Day' in Northumberland County."

15.b Proclamation, 'Administrative Professionals Day' - April 23, 2025

"Whereas administrative professionals provide essential support in the operations of government, businesses and organizations; and

Whereas administrative professionals require knowledge and skills in a range of areas handling a variety of responsibilities with professionalism, skill and dedication; and

Whereas Administrative Professionals' Day is observed annually to recognize the important contributions of administrative professionals in achieving organizational goals;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim April 23, 2025 to be 'Administrative Professionals' Day' in Northumberland County."

15.c Proclamation, 'National Volunteer Week' - April 27 - May 3, 2025

Whereas volunteers are the heart our communities, generously dedicating their time, energy and skills to make a meaningful impact on the lives of others; and

Whereas Volunteers in Northumberland County mentor children, enhance our green spaces, improve patient and client experiences, support those facing isolation, promote equity and inclusion, and raise funds for charitable organizations; and

Whereas Our community is strengthened by the dedication of volunteers of all walks of life – families, individuals, workers, retirees, and community members of all ages and backgrounds – who help make Northumberland County a more vibrant and welcoming place to live, work, and visit; and

Whereas Northumberland County is fortunate to benefit from the commitment of volunteers who support our County Archives and Museum, our Food 4 All Warehouse, our Waste and Recycling programs, the Golden Plough Lodge, and the Northumberland County Forest; and

Whereas National Volunteer Week is a time to recognize and celebrate the invaluable contributions of volunteers who help build a stronger, more connected community;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim April 27 to May 3, 2025 to be 'National Volunteer Week' in Northumberland County."

15.d Proclamation, 'National Day of Mourning' - April 28, 2025

- County headquarters will be lit in yellow and flags half-masted on April 28, 2025

- Provided for information only

“Whereas the Mourning Day Act recognizes April 28 as a day for Canadians to remember workers killed, disabled or injured in the workplace and workers afflicted with industrial disease; and

Whereas the Corporation of the County of Northumberland recognizes the importance of Health and Safety through the Occupational Health & Safety Policy passed by By-Law 01-2025; and

Whereas the Corporate Mission “To be a best practices leader of County government and a collaborative partner with our member municipalities and community partners” includes the commitment to provide a safe and healthy workplace through the elimination of workplace hazards causing injury, illness, harassment, and violence for all its employees, contractors, volunteers, and visitors; and

Whereas the Corporation believes that all services provided are of extreme importance, however, no job is so urgent that time and care cannot be taken to conduct work safely;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim April 28, 2025 to be ‘National Day of Mourning’ in Northumberland County.”

15.e Proclamation, 'First Responders Day' - May 1, 2025;

“Whereas first responders are the frontline heroes who arrive in the critical early moments of an emergency, working to protect lives, property, and the environment while preserving public safety and evidence; and

Whereas first responders encompass a wide range of dedicated professionals including paramedics, police officers, firefighters, doctors, medical evacuation pilots, community emergency managers, road maintenance personnel, and military personnel; and

Whereas these individuals selflessly answer the call to duty with courage, compassion, expertise and unwavering commitment, often placing themselves in harms way to safeguard the well-being of others; and

Whereas their service, sacrifice and dedication deserve public appreciation and recognition for the vital role they play in keeping our communities safe; and

Whereas in 2013 the Ontario Legislature proclaimed that May 1st of each year would be proclaimed First Responders Day to honour these courageous professionals and their contributions to society;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim May 1, 2025 to be 'First Responders Day' in Northumberland County."

15.f Proclamation, 'Emergency Preparedness Week' - May 4 - 10, 2025

"Whereas Emergency Preparedness Week is a national awareness initiative supported by Public Safety Canada, working closely with provincial and territorial emergency management organizations, Indigenous organizations, nongovernmental organizations, and private sector who support activities at the local level; and

Whereas the Corporation of the County of Northumberland recognizes the importance of Emergency Management in Ontario; and

Whereas the goal of Emergency Preparedness Week is to increase awareness of individual, family, and community preparedness for the possibility of an emergency; and

Whereas Emergency Preparedness Week encourages everyone to take simple steps to become better prepared and remain safe when facing a range of emergencies: Know the risks; Make a plan; Get an emergency kit; and

Whereas the safety of our community is the responsibility of each and every one of us, we must prepare and practice now and learn how to secure a strong and healthy tomorrow;

Now Therefore Be It Resolved That I, Warden Brian Ostrander on behalf of Northumberland County Council do hereby proclaim the week of May 4 to 10, 2025 to be Emergency Preparedness Week in Northumberland County, and encourage all citizens to participate in educational activities on emergency preparedness."

15.g Proclamation, 'Safety and Health Week' - May 5 - 10, 2025

"Whereas the Corporation of The County of Northumberland recognizes the importance of Safety and Health across Canada; and

Whereas the goal of Safety and Health Week is to focus employers, employees, partners and the public on the importance of preventing injury and illness in the workplace, at home, and in the community; and

Whereas the Corporate Mission "To be a best practices leader of County government and a collaborative partner with our member municipalities and community partners" includes the commitment to provide a safe and healthy workplace through the elimination of workplace hazards causing injury, harassment, and violence for all its employees, contractors, volunteers, and visitors;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim May 5 to May 10, 2025 to be 'Safety and Health Week' in Northumberland County."

15.h Proclamation, 'National Nursing Week' - May 12 - 18, 2025

"Whereas National Nursing Week recognizes the essential contributions of nurses across all healthcare sectors, who tirelessly advocate for their patients to receive exemplary care, achieving substantial improvements in health and well-being; and

Whereas the Canadian Nurses Associations theme for 2025 'The Power of Nurses to Transform Health' highlights the remarkable ability of nurses to drive meaningful change in healthcare for individuals and communities; and

Whereas Nurses are pivotal to healthcare, making a profound impact through their dedication, compassion, and expertise; and

Whereas Northumberland County expresses deep gratitude to the dedicated nursing staff at the County's Golden Plough Lodge long-term care home for their commitment to supporting residents in living lives of purpose, choice and dignity, and respect;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim May 12 to 18, 2025 to be 'National Nursing Week' in Northumberland County."

15.i Proclamation, 'National Public Works Week' - May 18 to 24, 2025

"Whereas public works professionals focus on infrastructure, facilities and services that are of vital importance to sustainable and resilient communities and to the public health, high quality of life and well-being of the people of the County of Northumberland; and

Whereas these infrastructure, facilities and services could not be provided without the dedicated efforts of public works professionals, who are engineers, managers, and employees at all levels of government and the private sector, who are responsible for re-building, improving, and

protecting our nation's transportation, water supply, water treatment and solid waste systems, public buildings, and other structures and facilities essential for our citizens; and

Whereas it is in the public interest for the citizens, civic leaders, and children in the County of Northumberland to gain knowledge of and to maintain an ongoing interest and understanding of the importance of public works and public works programs in their respective communities; and

Whereas the year 2025 marks the 65th annual National Public Works Week sponsored by the Canadian/American Public Works Association;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council, do hereby proclaim May 18 to 24, 2025 to be 'National Public Works Week' in Northumberland County, and urge all citizens to join with representatives of the Canadian Public Works Association / American Public Works Association and government agencies in paying tribute to our public works professionals, engineers, managers, and employees, and to recognize the substantial contributions they make to protecting our national health, safety, and quality of life."

15.j Proclamation, 'Paramedic Week' - May 18 to 24, 2025

Whereas one week in May of each year is recognized across North America as 'Paramedic Services Week' by municipalities, Paramedic organizations and associations, as well as other levels of government; and

Whereas the 2025 Paramedic Services Week is May 18-25, 2025; and

Whereas the theme for this year is We Help, Everyone; and

Whereas paramedics dedicate their lives to public service, and their skills often make the difference between life and death; and

Whereas the services, dedication and commitment of our highly trained Paramedics deserves to be recognized and honoured; and

Whereas Northumberland County wishes to recognize the important contribution of the 140 full-time, part-time Paramedics, and Superintendents who work out of six bases across the County, and the Community Paramedic program, as well as recognize the Paramedics across Ontario and Canada;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council, do hereby proclaim May 18-25,

2025, as 'Paramedic Services Week' in Northumberland County, and urge our fellow community members to recognize the vital contributions provided by all Paramedics in Northumberland."

15.k Proclamation, 'Community Living Month' - May 2025

"Whereas May is Community Living Month, a province-wide annual awareness campaign created to promote authentic community inclusion for people who have intellectual and developmental disabilities and their families; and

Whereas for more than 60 years Community Living & Respite Northumberland have been committed to providing a range of supports and services, that are individualized as possible and meet the needs of children, youth, adults and families to live inclusive and fulfilling lives in their community; and

Whereas Community Living & Respite Northumberland has been helping families navigate various services and plans, community supports, employment support and supported living throughout Northumberland County; and

Whereas Community Living & Respite Northumberland envisions a society where people who have an intellectual disability belong and have equal rights, respect, acceptance, a sense of self-worth and opportunities for growth;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim May 2025 to be 'Community Living Month' in Northumberland County."

15.l Proclamation, 'Mental Health Awareness Month' - May 2025

"Whereas May is recognized as Mental Health Awareness Month, providing an opportunity to raise awareness, combat stigma, and promote mental health resources; and

Whereas mental health is a vital component of overall well-being, affecting individuals, families, and communities across Canada and around the world; and

Whereas one in five Canadians will experience a mental health challenge or illness in any given year; and

Whereas mental illness can affect individuals of all ages, backgrounds, education levels, and income groups, while systematic inequalities – such

as racism, poverty, homelessness, discrimination and gender-based violence – can further impact mental health and impact access to necessary support; and

Whereas Northumberland County recognizes the importance of mental wellness and remains committed to fostering awareness, reducing stigma, and promoting programs and initiatives that support mental health for all;

Now Therefore Be It Resolved That I, Warden Brian Ostrander, on behalf of Northumberland County Council do hereby proclaim the month of May 2025 to be 'Mental Health Awareness Month' in Northumberland County."

16. Media Questions

17. Closed Session

17.a Matters pertaining to the security of the property of the municipality and personal matters about an identifiable individual (Golden Plough Lodge Fire) (Item going direct to Council)

Municipal Act, Sections 239.(2.a) and (2.b)

17.b Matters pertaining to litigation or potential litigation, including matters before administrative tribunals, affecting the municipality and advice that is subject to solicitor-client privilege for the purposes of receiving solicitor/client advice with respect to potential litigation against the county (Community & Social Services) (Item going direct to Council)

Municipal Act, Sections 239.(2.e) and (2.f)

17.c. Social Services Committee Meeting (April 2, 2025), Closed Session Item 5.b, Matters pertaining to labour relations or employee negotiations regarding 'Canadian Union of Public Employees (CUPE) 3725 - 2025 Bargaining (Community & Social Services)' (Item from Standing Committee Requiring Separate Discussion)

Municipal Act, Section 239.(2.d)

17.d. Finance and Audit Committee (April 1, 2025), Item 9.a. 'Director Salaries' Matters pertaining to personal matters about an identifiable individual, including municipal or local board employees and labour relations or employee negotiations (Item from Standing Committee Requiring Separate Discussion)

Municipal Act, Sections 239.(2.b) and (2.d)

Council Resolution 2025-04-16-317

Moved by Councillor Robert Crate

Seconded by Councillor John Logel

"**That** this Council proceed with the next portion of the meeting being closed to the public at 10:38 a.m.; and

Further That the meeting is closed to the public as permitted under the Municipal Act Sections 239. (2.a) and (2.b) in order to address matters pertaining to the security of the property of the municipality and personal matters about an identifiable individual (Golden Plough Lodge Fire), and that Jennifer Moore, Glenn Dees, Alanna Clark, Darrell Mast, Maddison Mather, and Cheryl Sanders remain present; and

Further That the meeting is closed to the public as permitted under the Municipal Act Sections 239.(2.e) and (2.f) in order to address matters pertaining to litigation or potential litigation, including matters before administrative tribunals, affecting the municipality and advice that is subject to solicitor-client privilege for the purposes of receiving solicitor/client advice with respect to potential litigation against the county (**Community & Social Services and 310 Division Street ECE By-law Orders and Penalty Notice**), and that Jennifer Moore, Glenn Dees, Rebecca Carman, Darrell Mast, Maddison Mather, and Cheryl Sanders remain present; and

Further That the meeting is closed to the public as permitted under the Municipal Act Section 239.(2.d) in order to address matters pertaining to labour relations or employee negotiations regarding 'Canadian Union of Public Employees (CUPE) 3725 - 2025 Bargaining (Community & Social Services)', and that Jennifer Moore, Glenn Dees, Lisa Ainsworth, Maddison Mather and Cheryl Sanders remain present; and

Further That the meeting is closed to the public as permitted under the Municipal Act Sections 239.(2.b) and (2.d) in order to address matters pertaining to personal matters about an identifiable individual, including municipal or local board employees and labour relations or employee negotiations (Director salaries), and that Jennifer Moore, Lisa Ainsworth, Matthew Nitsch, Maddison Mather and Cheryl Sanders remain present."

Carried

[Council recessed in Closed Session at 10:40 a.m. until 11:00 a.m.]

[Council recessed in Closed Session at 12:37 p.m. until 1:08 p.m.]

18. Motion to Rise and Results from Closed Session

18.a Matters pertaining to the security of the property of the municipality and personal matters about an identifiable individual (Golden Plough Lodge Fire) (Item going direct to Council)

Council Resolution 2025-04-16-318

Moved by Councillor John Logel

Seconded by Councillor Robert Crate

"**That** this Council rise from Closed Session at 1:27 p.m.; and

Further That the confidential resolution moved in Closed Session regarding matters pertaining to the security of the property of the municipality and personal matters about an identifiable individual (Golden Plough Lodge Fire), is hereby referred to this open session of Council for adoption."

Carried

18.b Matters pertaining to litigation or potential litigation, and advice that is subject to solicitor-client privilege (Community & Social Services) (Item going direct to Council)

Council Resolution 2025-04-16-319

Moved by Councillor Mandy Martin

Seconded by Council Alternate Todd Attridge

"**That** the confidential resolutions moved in Closed Session regarding matters pertaining to litigation or potential litigation, including matters before administrative tribunals, affecting the municipality and advice that is subject to solicitor-client privilege for the purposes of receiving solicitor/client advice with respect to potential litigation against the county (**Community & Social Services and 310 Division Street ECE By-law Orders and Penalty Notice**), is hereby referred to this open session of Council for adoption."

Carried

18.c Closed Session Items from Standing Committees Requiring Separate Consideration

- 1. Social Service Committee Meeting (April 2, 2025), Closed Session Item 5.b, Matters pertaining to labour relations or**

employee negotiations regarding 'Canadian Union of Public Employees (CUPE) 3725 - 2025 Bargaining (Community & Social Services)'

Council Resolution 2025-04-16-320

Moved by Councillor Robert Crate

Seconded by Council Alternate Todd Attridge

"**That** the confidential resolution moved in Closed Session regarding matters pertaining to labour relations or employee negotiations regarding 'Canadian Union of Public Employees (CUPE) 3725 - 2025 Bargaining (Community & Social Services)' is hereby referred to this open session of Council for adoption."

Carried

2. **Finance & Audit Committee Meeting (April 1, 2025), Item 9.a 'Director Salaries', Matters pertaining to personal matters about an identifiable individual, including municipal employees and labour relations or employee negotiations**

Council Resolution 2025-04-16-321

Moved by Councillor John Logel

Seconded by Councillor Mandy Martin

"**That** the confidential resolution moved in Closed Session regarding matters pertaining to personal matters about an identifiable individual, including municipal or local board employees and labour relations or employee negotiations (Director salaries), is hereby referred to this open session of Council for adoption."

Carried

[Reporting Out – Warden Ostrander]

3. **Motion(s) for Held Item(s)**

N/A

19. Closed Session Business – Public Updates

Hospital Funding

- At the March 19, 2025 Closed Session Council meeting, Council directed staff to send a letter to Northumberland Hills Hospital advising that the County would be withdrawing from the final two years of a five-year

funding agreement established in 2022, which had provided capital funding for the hospital of up to \$187,500 annually. Council then redirected this funding to the Port Hope Medical Walk-in Clinic.

- The funding agreement with the Campbellford Memorial Hospital, which provides for capital funding of up to \$62,500 annually until the end of 2026, remains in place.

Paramedic Equipment Purchasing

The following reports are being shared with the public:

- Closed Session Report CS 2025-053 'Defibrillators - Award and Acquisition' considered at the March 19, 2025 Closed Session Council meeting.
- Closed Session Report CS 2025-054 'Approval to Purchase (15) Automated External Chest Compression Units' considered at the March 19, 2025 Closed Session Council meeting.

20. Confirming By-law

20.a A By-law to confirm the proceedings of a meeting of County Council held on April 16, 2025

Council Resolution 2025-04-16-322

Moved by Council Alternate Todd Attridge

Seconded by Councillor Robert Crate

"That By-law 18-2025 being a By-law to confirm the proceedings of a meeting of County Council held on April 16, 2025 be introduced, be deemed to be read a first, second and third time, be passed, signed and sealed."

Carried

21. Adjournment

Council Resolution 2025-04-16-323

Moved by Councillor Robert Crate

Seconded by Councillor John Logel

"That Council adjourn at 1:31 p.m."

Carried

Brian Ostrander, Warden

Maddison Mather, Clerk

**Finance & Audit Committee Meeting (April 1, 2025), Item 9.a 'Director Salaries',
Matters pertaining to personal matters about an identifiable individual, including
municipal employees and labour relations or employee negotiations**

Reporting out:

- During this Closed Session, staff provided an explanation of the County's Executive level salaries reported in the 2024 Public Sector Salary Disclosure (PSSD) also known as the Sunshine List.
- Council was in Closed Session for this portion of the meeting, because even though the salary amount is publicly reported on, the factors contributing to the salary of a specific individual, such as job performance, promotion, job change, special project compensation, vacation payouts etc. is considered personal information.
- It is important to note that the sunshine list (PSSD) does not provide any explanation for variances in pay, creating the perception of uniform base salary increases.
- In addition, the sunshine list (PSSD) has not been adjusted for inflation since it was introduced over a quarter century ago.
- The data provided by the sunshine list (PSSD) can be downloaded and compared to other municipalities. It should be noted that a comparison between municipalities with a similar scope of services and geography is recommended, to achieve a meaningful comparison and that simply comparing job titles may not be an accurate match.

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Closed Session Report CS 2025-053

Report Title: Defibrillators – Award and Acquisition

Prepared by: Susan Brown
Chief
Northumberland Paramedics

Reviewed by: Jennifer Moore
CAO
Select from drop down

Approved by: Jennifer Moore, CAO

Council Meeting Date: March 19, 2025

Report Not Considered by

Standing Committee Because:

- ☐ Time-sensitive Issue (information received too late for Committee consideration)
- ☒ Urgent Matter (issue arose after this month's Committee meeting)
- ☐ Other

Strategic Plan Priorities: ☒ Innovate for Service Excellence
☐ Ignite Economic Opportunity
☐ Foster a Thriving Community
☒ Propel Sustainable Growth
☐ Champion a Vibrant Future

Recommendation

“That County Council, having considered Closed Session Report CS 2025-053 ‘Defibrillators – Award and Acquisition’, approve the immediate purchase/replacement of the twenty-eight (28) defibrillators with a new Zoll X series advanced monitor in the amount of \$1,125,689.60 plus HST; and

Further That County Council approve utilizing the 5-year defibrillation funding reserve and authorize \$159,126.30 to be utilized from the County’s General Reserve to accommodate for the 32% asset price increase for the purchase of the Zoll X series advanced monitors; and

Further That County Council approve the upgrade to the Zoll - Zenix monitor prior to March 31, 2026 in the amount of \$280,000 plus HST; and

Further That County Council approve utilizing the annual reserve amount of \$150,000, and allow for up to \$63,696.00 to be utilized from the Paramedic Capital Reserve for the purchase of the Zoll - Zenix monitors.”

Purpose

The purpose of this report is to request Zoll be awarded a single source supplier contract for defibrillators, and award the contract for replacement of the Northumberland Paramedics X series advanced defibrillator to a new X series defibrillator by Zoll immediately. This will result in a cost savings of [REDACTED] current exchange rate of the Canadian dollar, and the ability to deliver the defibrillators prior to their March 31st fiscal year. MFIPPA s.6 & s. 10

MFIPPA s.6 & s. 10

[REDACTED] This would also start the current 5 -year replacement cycle from 2026 through to 2031.

Background

Northumberland Paramedics are due to replace the current defibrillators, August 2025 as per the 5 -year replacement cycle. An annual amount of money has been directed to the reserve for the past 5 years to assist with the purchase and replacement of the defibrillators.

In preparation for the replacement defibrillators the following aspects were identified and measured; an environmental scan of our allied agencies and partners, continuity of patient care, financial benefits, patient care and technological advancements, paramedic training, and change management and overload. Information regarding these aspects are outlined below:.

A. Allied Agencies Partners

Hospitals – it was determined that all hospitals and/or departments utilize the Zoll X series

- Northumberland Hills (NHH) ER / ICU
- Campbellford Memorial Hospital (CMH) – ER
- Trenton Memorial Hospital (TMH) (Quinte Health Care)
- Peterborough Regional Hospital (PRHC)

Fire Departments – all fire departments within Northumberland County are currently utilizing Zoll AED's, and plan on purchasing more units this year and next.

- Port Hope
- Cobourg
- Hamilton
- Cramahe
- Roseneath
- Brighton – *add (3) 2025
- Trent Hills-*add (2) 2026

Paramedic Services- currently using the Zoll X series advanced

- Durham Paramedics
- Peterborough Paramedics

Public Access Defibrillation Program-

- 100+ defibs (ZOLLs) throughout Northumberland County
- Community centers, sporting arenas, libraries, lower tier offices

B. Continuity of Care

- First rescuer on scene AED applied – Zoll PADS applied
- Fire department arrives (potentially)– plugs Zoll AED into current pads
- Northumberland Paramedics arrive – plugs defib/monitor into current pads
- Transport to hospital- Zoll monitors (X series advanced or M series) plug directly/or adapter into PADS

The patient care continuum from all responses available through the cloud – review case study:

- Patient original rhythm, analysis or shocks throughout – with time and totals, interventions such as pacing or cardioversions, code markers /snapshots (lethal rhythms, medications).
- CPR quality and effectiveness
- Feedback provided to paramedics after calls for reflection, learning

C. Financial Benefit

- All utilizing the same brand defibrillator then ideally one set of pads can be used throughout the call – **MFIPPA s.6 & s. 10** . Any changes within the continuum then new pads to be applied (+ costs on change)
- Fire departments expressed wanting to be consistent with us – cost of all of the defibrillators in every municipality.

D. Patient Care – Benefits and Technology Advantages

- Utilizing the same PADS – decreased the “hands off” CPR time – just plug in
- “real time feedback” on CPR (compression depth, rate, and recoil) ensuring high quality compressions are being performed and maintained, metronome, 2-minute timer for rhythm analysis, and compressor, idle time timer (highlights no compression time)
- “See through technology” don’t have to stop CPR to see underlying rhythm treat accordingly Filtered ECG feature that removes CPR artifact to show underlying rhythm, helping paramedics better prepare for upcoming treatments/assessments and to reduce time off chest
- Transmission of the 12 lead directly to PRHC Cath Lab – bluetooth via email
- Zoll AccuVent – AI feedback tool used to provide real time feedback for paramedics providing tidal volume, and rate of ventilation in field.

- New ALS PCS standard of care includes dual sequential defibrillation in which a patient is simultaneously defibrillated by paramedic and allied resource cardiac monitor. Best if matched.
- The corresponding hands-free – compatibility of the Autopulse and the automated upload of data to the icloud

E. Paramedic Training

- Zoll cloud based system – case review -integrates all recorded performance data for easy case analysis and debriefing. Aggregates all performance data into data trends for key performance indicators, QA and QI initiatives and training.
- Zoll AccuVent used for feedback on real time ventilation provided during training. Both tools provide exceptional feedback to paramedics during simulation sessions to improve competency and skill retention.
- New monitors would require extensive training – cost \$ associated

F. Change Management – Overload

- 2024 mCAD -Computer aided dispatch- Training and implementation -completed
- 2025 new dispatch platform – Medical Priority Dispatch System (MPDS) training and implementation (March 26, 2025)
- 2025 new digital radio system – Public Safety Radio Network (PSRN) training and implementation (May 15, 2025)
- Zoll X series advanced – no immediate new training required – upgrade to Zenix – 2026 – still Zoll defibrillator

Replacing and purchasing the existing Zoll X series with the same model prior to March 31, 2025 and then upgrading to the newer Zenix model within one year will result in cost savings.

MFIPPA s.6 & s. 10

MFIPPA s.6 & s. 10

The costs will be “locked in” March 31, 2025 and therefore secure cost savings in the annual increase in costs, the decrease in the exchange of the Canadian dollar, the unknown percentage of tariffs, and the confirmed supply of the product.

Consultations

Northumberland County – all lower tier Fire departments

Northumberland Hills Hospital (NHH)

Campbellford Memorial Hospital (CMH)

Prehospital Evidence-Based Practice - General Cardiac Arrest Care

<https://emspep.cdha.nshealth.ca/LOE.aspx?VProtStr=General%20Cardiac%20Arrest%20Care&VProtID=132>

Legislative Authority / Risk Considerations

N/A

Discussion / Options

N/a

Financial Impact

2025 Defibrillator Replacement

2025 Initial Purchase

The proposed expenditure for the replacement of twenty one (21) defibrillators on the 911 side is identified as \$859,126.30 with 50% of this expenditure recovered from the MOH EHSB through depreciation of the assets over their life span of five years.

The proposed expenditure for the replacement of seven (7) defibrillators on the CP LTC side is identified as \$286,375.43 covered 100% through CP-LTC funding.

	CPLTC	911
Defibrillator Units	7	21
Subtotal*	\$281,422.40	\$844,267.20
Non-recoverable HST	\$4,953.03	\$14,859.10
Total Cost	\$286,375.43	\$859,126.30

*Includes trade in allowance

Approved budget	\$365,000.00	\$700,000.00
Additional funds required		\$159,126.30

Ministry Funding		
2025	\$286,375.43	
2026		\$42,956.32
2027		\$85,912.63
2028		\$85,912.63
2029		\$85,912.63

2030		\$85,912.63
2031		\$42,956.31

2026 Upgrade

Starting in 2026 the amount of \$150,000 has been identified to require annual contributions for the replacement of defibrillators in 5 years. The upgrade to the new Zenix will be approximately \$8000.00 up to a maximum of \$10,000 per unit. Upgrading in 2026 will cost to a maximum upper limit of \$284,928.00 and would require utilization of the Paramedic Capital Reserve up to a maximum of \$63,696.00.

	CPLTC	911
Defibrillator Units	7	21
Subtotal*	\$70,000.00	\$210,000.00
Non-recoverable HST	\$1,232.00	\$3,696.00
Total Cost	\$71,232.00	\$213,696.00

Reserve utilization		\$150,000.00
Additional funds required		\$63,696.00

The upgrade costs per unit will be funded as outlined below:

Ministry Funding	CP LTC	911
2026	\$71,232.00	
2027		\$10,684.80
2028		\$21,369.60
2029		\$21,369.60
2030		\$21,369.60
2031		\$21,369.60

2032		\$10,684.80
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Member Municipality Impacts

Paramedic stations, ambulances, and community paramedic service delivery are distributed throughout all member municipalities of Northumberland County. Replacing and purchasing six (6) months earlier will provide cost savings for the County and positively affect the sustainability of the defibrillators.

Conclusion / Outcomes

Staff recommend the single source vendor Zoll as it maintains the consistency of Zoll presence and continuity of care across the County; public access defibrillator program (PAD), all lower tier fire departments, and area hospitals – Northumberland Hills Hospital (NHH), and Campbellford Memorial Hospital (CMH).

Staff recommends the purchase and delivery of the Zoll X series monitors prior to the March 31, fiscal year end to appreciate cost savings, and “locked in” pricing with regards to a set price increase in April, a change in Canadian currency, and the unknown tariff charge

Attachments

N/A

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Closed Session Report CS 2025-054

Report Title: Approval to Purchase (15) Automated External Chest Compression Units

Prepared by: Susan Brown
Chief
Northumberland Paramedics

Reviewed by: Jennifer Moore
CAO

Approved by: Jennifer Moore, CAO

Council Meeting Date: March 19, 2025

Report Not Considered by

Standing Committee Because:

- ☒ Time-sensitive Issue (information received too late for Committee consideration)
- ☐ Urgent Matter (issue arose after this month's Committee meeting)
- ☒ Other

Strategic Plan Priorities: ☒ Innovate for Service Excellence
☐ Ignite Economic Opportunity
☐ Foster a Thriving Community
☒ Propel Sustainable Growth
☐ Champion a Vibrant Future

Recommendation

That County Council, having considered Closed Session Report CS 2025-054 'Approval to Purchase (15) Automated External Chest Compression Units', approve the immediate purchase of fifteen (15) automated external chest compression units (Auto Pulse -NXT) from Zoll Canada in the amount of \$460,138.48 plus HST; and

Further That Council approve a one-time internal loan from the County's General Reserve in the amount of \$468,377.72."

Purpose

The purpose of this report is to seek approval to purchase fifteen (15) automated chest compression devices (Auto Pulse -NXT) from Zoll Canada. Purchasing and delivery prior to March 31, 2025, will result in financial saving on the purchase, ongoing human resources savings for allied first responders time on an ongoing basis, increased safety for first responders with decreased liability of potential WSIB claims.

The implementation of the Auto Pulse NXT provides higher quality compressions, better perfusion pressures, and more effective utilization of paramedics and first responder skills in a safer manner thereby providing better patient care and outcomes.

Background

Sudden Cardiac arrests, and witnessed cardiac arrests represent the highest acuity calls Northumberland Paramedics respond to. Defibrillation and high-quality chest compressions are two of the most important interventions for successful resuscitation-survival. The following criteria are identified as the criteria for delivering high quality chest compressions:

- compression fraction >80% (and reducing pauses in compressions)
- Compression rate of 100-120/min
- Compression depth of 2-2.4 inches
- No excessive ventilations
- Change compressor ideally every 2 minutes.

The introduction of an automated external chest compression device would allow for the delivery of high-quality chest compressions early at scene and if required during the transportation or re-arrests enroute to the hospital in a sustainable and most proficient manner. Studies have demonstrated the ability of an automated chest compression device such as the auto pulse NXT to provide consistent rate, depth of compression, and recoil time providing high quality compressions with optimal perfusion pressures for the heart and brain outperforming manual human responders' compressions and producing better patient outcomes.

Advanced Life Support – Patient Care standards (ALS- PCS) require 20 minutes of CPR prior to calling for a cease resuscitation. This recommendation is to ensure that adequate time for compressions, defibrillations, and drugs have been provided to a patient for the possibility of survival (Return of Spontaneous Circulation). Depending upon the responders present and their other duties (firefighters readiness for working fire, accident, or if a volunteer able to respond to the call and/or return to regular occupation) this 20 minutes can be challenging, tiring and may not meet the criteria and delivery of high quality compressions due to responder fatigue.

There are usually two (2) paramedics in an ambulance responding to these life-threatening calls and with defibrillation, compressions, ventilations, administration of advanced care medications it is a busy scene that usually relies on assistance from other first responders, firefighters, or other paramedics. Extricating a patient from a car, or house, is always difficult to maintain compressions as you are moving, lifting and loading the patient on to the stretcher and into the ambulance. This movement usually results in "hands off" time when low-quality or no compressions are maintained.

The transportation phase to the hospital ranging from 5 minutes up to 30-45 minutes to the closest hospital with ongoing compressions is challenging both from a quality and safety

perspective. During transport to the hospital there is only a single paramedic in the back, requiring assistance for compressions while they perform ventilations, airway management, and medication administration. This assistance is either another first responder (fire fighter) or another paramedic splitting another crew. It is difficult to maintain high-quality compressions due to distance/time resulting in fatigue as well from a safety perspective. Standing attempting to perform 2 handed compressions in a moving vehicle with lights and siren activated maneuvering the road and required stops and starts is definitely challenging and unsafe as rescuers are usually “thrown” around as they are unsecured. This situation has great risk and high potential to lead to injuries resulting in WSIB claims.

The auto pulse NXR would alleviate this health and safety concern as the patient would have the board under their torso, and a band wrapped circumferentially around the thorax (chest) and would compress the thorax - rib cage pumping the heart and maintaining a consistent steady rate, depth and recoil providing the high quality compressions while allowing the paramedic to provide ventilations, and administer medications safely from a seated position.

The purchasing of the auto pulse NXT is an innovative tool that has been identified to provide better care and better patient outcomes, while reducing liability and injuries of the first responders, and utilizing the human resources of allied first responders more effectively and efficiently by reducing time on task (20 min up to 90 to 120 minutes).

MFIPPA s.6 & s. 10

The addition of this equipment is eligible for 50% funding through the Provincial government 50:50 funding. The budgetary impact is outlined in the financial implication section below.

Consultations

Pre-hospital Evidence-Based Practice - General Cardiac Arrest Care

<https://emspep.cdha.nshealth.ca/LOE.aspx?VProtStr=General%20Cardiac%20Arrest%20Care&VProtID=132>

Advanced Life Support – Patient Care Standards (ALS-PCS)

Basic Life Support – Patient Care Standards (BLS-PCS)

Discussion / Options

Financial options outlined in financial impact.

Financial Impact

The total cost to purchase fifteen (15) automated chest compression units (Auto pulse NXT) is \$468,377.72. This is new capital to the budget and would require the purchase and then initiate an annual funding reserve for replacement in another 5 years.

The purchase of the Auto pulse NXT would be eligible for Provincial funding at a 50% level in year 2 through year 5.

2025 NXT – Automatic CPR

15 units	\$460,138.48
Non-recoverable HST	\$8,239.24
Total Cost	\$468,377.72

Ministry Funding	
2025	
2026	\$23,418.89
2027	\$46,837.77
2028	\$46,837.77
2029	\$46,837.77
2030	\$46,837.77
2031	\$23,418.89

Option #1

Borrow from Corporate General Reserve at current borrowing rate of 3.14% and repayment term of 5 years.

Utilizes County reserves with a payback equivalent to Infrastructure Ontario financing. Option #1 offsets the impact of a large purchase in 2025 with short-term borrowing and no overall depletion of existing reserves.

Reserve Repayment	
2026	\$101,953.36
2027	\$101,953.36
2028	\$101,953.36
2029	\$101,953.36
2030	\$101,953.36

Option #2

Borrow from Corporate General Reserve at current borrowing rate of 3.14% and repayment term of 5 years, additionally create a multi-year reserve contribution for future equipment replacement.

In addition to Option #1, creating a multi-year reserve contribution offsets the need for borrowing at the time of asset renewal. This plan falls in line with the department's current multi-year approach to vehicle and equipment replacement (ambulances, ERVs, defibrillators & power lifts/stretchers)

	Reserve Repayment	Equipment Reserve*	Total
2026	\$101,953.36	\$113,000.00	\$214,953.36
2027	\$101,953.36	\$113,000.00	\$214,953.36
2028	\$101,953.36	\$113,000.00	\$214,953.36
2029	\$101,953.36	\$113,000.00	\$214,953.36
2030	\$101,953.36	\$113,000.00	\$214,953.36

*Assuming 5-year replacement with 20% price increase

Member Municipality Impacts

Purchasing fifteen (15) Auto pulse NXTs will provide one for each of the fifteen ambulances serving Northumberland County.

Purchasing prior to the end of the fiscal year - March 31, 2025 will represent a cost savings of the automated chest compression units, as well the savings of salary/hourly costs of allied first responders who may assist with manual compressions both at scene and during transports to the hospitals, and the capability of returning back to full operational readiness.

Member municipal Fire Departments have frequently expressed concern with the cost of responding to medical calls and supporting Paramedic Services. In addition to better patient outcomes, this technology will partially address the concerns routinely raised by local Fire Services resulting in lower cost for paid volunteer firefighters responding to medical calls.

Conclusion / Outcomes

Staff recommend the purchase of fifteen (15) Auto pulse NXT – automated external chest compression devices, for implementation on all Northumberland ambulances.

Attachments

N/A