



Township of Douro-Dummer Agenda for a Regular Meeting of Council

**Tuesday, October 7, 2025, 5:00 p.m.
Council Chambers in the Municipal Building**

Please note, that Council may, by general consensus, change the order of the agenda, without prior notification, in order to expedite the efficiency of conducting business.

Hybrid Meetings

Regular and Special meetings of Council are being held in person with an option for electronic participation. Regular Meetings are recorded and live-streamed on the Township YouTube channel, if live-streaming is not available the recording will be posted as soon as possible. Special Meetings will be recorded and live-streamed where feasible.

To watch the meeting please attend in person. To watch the live-stream or access a recording please visit the Township's YouTube Channel https://www.youtube.com/channel/UCPpzm-uRBZRDjB89o2X6R_A

Please contact the Clerk if you require an alternative method to attend the meeting or access the meeting agenda. mchaithartwig@dourodummer.ca or 705-652-8392 x 210

	Pages
1. Call to Order	
2. Land Acknowledgement	
3. Moment of Silent Reflection	
4. Disclosure of Pecuniary Interest:	
5. Adoption of Agenda: October 7, 2025	
6. Adoption of Minutes and Business Arising from the Minutes:	
6.1 Regular Council Meeting - September 15, 2025	1
6.2 Special Council Meeting - September 23, 2025	9
7. Consent Agenda (Reports voted upon by ONE motion) - No Debate:	
7.1 Peterborough County Council Minutes - August 6, 2025 and August 13, 2025	11

7.2	Kawartha Lake Stewards Association - Thank you letter for continued support and community grant	21
7.3	OPP letter - Regulatory amendments affecting the 2026 Annual Billing Statement	22
8.	Delegations, Petitions, Presentations or Public Meetings:	
8.1	Presentation - Steven Reader and Nick Didomenico, Ontario Green Peaker - Bioenergy-based electrical capacity project	24
8.2	Presentation - Maggie Pearson, Library CEO - Douro-Dummer Public Library Strategic Plan	39
9.	Public Comment Period - No Debate or Decision:	
	A list of registered speakers will be released no later than Monday at 4:30 p.m. The deadline to register is 12-noon on Monday prior to the meeting.	
10.	Staff Reports:	
10.1	Procurement Update - October 2025 - Treasurer-2025-25	65
10.2	2026 Regular Council Meeting Schedule - Clerk's Office-2025-22	68
10.3	Group Benefits Renewal Report - 2025 - Clerk's Office-2025-23	72
11.	Committee Minutes and Other Reports:	100
11.1	Douro-Dummer Public Library Board Meeting Minutes - June 10, 2025	104
12.	Correspondence – Action Items:	
12.1	Municipality of Brighton - Resolution Regarding Electoral Reform to Empower and Protect Democracy	108
12.2	City of Dryden - Resolution regarding Mandatory Water Safety and Swim-to-Survive Training	112
12.3	City of Kitchener - Resolution regarding Postage Costs	113
13.	By-laws:	
13.1	By-law Number 2025-34 - Amend Consolidated Road Speed By-law 2018-39, as amended, to restrict speed on a portion of Douro Second Line Road	115

14. Reports derived from previous Notice of Motions:

15. Notices of Motion - No Debate:

16. Announcements:

17. Closed Session:

Reasons for the Closed Session of Council:

Section 239 (2) of the Municipal Act, 2001, S.O. 2001, c. 25

(b) personal matters about an identifiable individual, including municipal or local board employees;

(c) a proposed or pending acquisition or disposition of land by the municipality or local board;

(k) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board. 2001, c. 25, s. 239 (2); 2017, c. 10, Sched. 1, s. 26.

17.1 Indacom Drive Property Inquiry - C.A.O.-2025-20

18. Rise from Closed Session with or without a Report:

19. Matters Arising from Closed Session:

20. Confirming By-law: 2025-36

21. Next Meetings:

Budget Meeting - October 16, 2025 at 10:00 a.m.

Regular Council Meeting - October 21, 2025 at 5:00 p.m.

22. Adjournment

Minutes of the Regular Meeting of Council of the Township of Douro-Dummer

**September 15, 2025, 5:00 PM
Council Chambers in the Municipal Building**

Member Present: Mayor Heather Watson
Deputy Mayor Harold Nelson
Councillor Thomas Watt
Councillor Ray Johnston
Councillor Shelagh Landsmann

Staff Present: C.A.O. - Todd Davis
Acting Clerk – Patti O’Grady
CBO - Don Helleman
Manager of Public Works - Jake Condon
Planner - Emily Fitzgerald

Staff Absent: Clerk - Deputy C.A.O. - Martina Chait-Hartwig

1. Call to Order

With a quorum of Council being present, the Mayor called the meeting to order at 5:00 p.m.

2. Land Acknowledgement

The Mayor recited the Land Acknowledgement.

3. Moment of Silent Reflection

Council observed a moment of silent reflection.

4. Disclosure of Pecuniary Interest:

The Mayor reminded members of Council of their obligation to declare any pecuniary interest they might have. None were declared

5. Adoption of Agenda: September 15, 2025

Resolution Number 244-2025

Moved by: Councillor Johnston

Seconded by: Deputy Mayor Nelson

That the agenda for the Regular Council Meeting, dated September 15, 2025, be adopted, as circulated. Carried

6. Adoption of Minutes and Business Arising from the Minutes

6.1 Regular Council Meeting Minutes - September 2, 2025

Resolution Number 245-2025

Moved by: Councillor Watt

Seconded by: Councillor Landsmann

That the Minutes from the Regular Council meeting held on September 2, 2025, be received and approved. Carried

7. Consent Agenda (Reports voted upon by ONE motion) - No Debate

7.1 2025 Ontario Senior Achievement Awards

7.2 2025 Q2 County of Peterborough Garbage Report

7.3 Municipal Appraisal Form (MAF) for Severance File B-57-25

Resolution Number 246-2025

Moved by: Councillor Johnston

Seconded by: Councillor Landsmann

That the Consent Agenda for September 15, 2025, be received. Carried

8. Delegations, Petitions, Presentations or Public Meetings:

8.1 Presentation - Nicole Cameron, Engage Engineering - 2025 Road Needs Study

Resolution Number 247-2025

Moved by: Councillor Watt

Seconded by: Deputy Mayor Nelson

That the Road Needs Study Presentation by Nicole Cameron from Engage Engineering be received with thanks. Carried

8.2 Delegation - Kevin Errington - The Market on Stoney Lake

Resolution Number 248-2025

Moved by: Councillor Watt

Seconded by: Councillor Johnston

That the delegation from Kevin Errington from The Market on Stoney Lake regarding By-law 2025-18 be received. Carried

9. Public Comment Period - No Debate or Decision: None

10. Staff Reports

10.1 Report and Capital Project Status - September 2025

Resolution Number 249-2025

Moved by: Councillor Johnston

Seconded by: Councillor Landsmann

That the Report and Capital Project Status document be received. Carried

10.2 Douro Second Line Speed Reduction - Public Works-2025-05

Resolution Number 250-2025

Moved by: Councillor Johnston

Seconded by: Councillor Landsmann

That the report Public Works, dated September 15, 2025, regarding speed reduction on Douro Second Line be received;

And further, that Council approve reducing the speed limit on Douro Second Line from 80 km/h to 60 km/h between County Road 8 and Division Road;

And further, that staff be requested to bring forward a by-law to amend By-law 2018-39 – Consolidated Road Speed, as amended at the next Council meeting;

And lastly, that staff install the required signage and issue public notice of the change once the By-law is adopted. Carried

10.3 Future Gravel Resources - Public Works-2025-06

Resolution Number 251-2025

Moved by: Deputy Mayor Nelson

Seconded by: Councillor Landsmann

That the report Public Works-2025-06, dated September 15, 2025, regarding future gravel resources be received for information;

And further, that staff be directed to continue discussions with Drain Brothers Construction Ltd. regarding potential aggregate resources on Sixth Line Road South Dummer, and report back to Council with findings and recommendations. Carried

10.4 Zoning By-law for Clancy Subdivision, File R-08-21 - Planning-2025-17

Resolution Number 252-2025

Moved by: Deputy Mayor Nelson

Seconded by: Councillor Watt

That the report Planning-2025-17, dated September 15, 2025, regarding File R-08-21 (Clancy Subdivision) be received; and,

That Council receive all comments related to File R-08-21; and,

That the By-law to enact the amendment be passed at the appropriate time in the meeting.

Carried

10.5 Discretionary Sewage System Maintenance Inspection Program - 2025 amendments - Building Department-2025-15

Resolution Number 253-2025

Moved by: Councillor Johnston

Seconded by: Councillor Landsmann

That the report Building Department-2025-15, dated September 15, 2025, regarding the Discretionary Sewage System Maintenance Inspection Program (DSSMIP) be received;

That Council direct staff to host a public meeting to amend the fees associated with administering the DSSMIP and prepare a report to be presented at that meeting which will outline the substance and scope of the program.

Carried

10.6 Sewage System Maintenance - Public Outreach - Building Department-2025-16

Resolution Number 254-2025

Moved by: Councillor Watt

Seconded by: Councillor Landsmann

That the report Building Department-2025-16, dated September 15, 2025, regarding Public Outreach on Sewage System Maintenance be received;

That Council direct staff to proceed with at least three meetings at multiple locations within the Township regarding education for the public on sewage system maintenance; and

That a small honorarium be provided to the presenter from Ontario Onsite Wastewater Association for their services during the public education meetings.

Carried

10.7 Procurement Update - September 2025 - Treasurer-2025-24

Resolution Number 255-2025

Moved by: Councillor Johnston

Seconded by: Deputy Mayor Nelson

That the report Treasurer-2025-24, dated September 15, 2025, regarding Procurement Update – September 2025 be received for information;

Carried

10.8 Service Delivery Review Building and Planning - C.A.O.-2025-19

Resolution Number 256-2025

Moved by: Deputy Mayor Nelson

Seconded by: Councillor Landsmann

That the report C.A.O.-2025-19, dated September 15, 2025, regarding a Service Delivery Review of the Building and Planning Departments be received; and

That Council authorize up to \$40,000 as pre-budget approval to fund this project through the 2026 capital budget; and

That Council approve the project as presented in the draft Request for Proposal with a \$40,000 budget.

Carried

11. Committee Minutes and Other Reports: None

12. Correspondence – Action Items:

12.1 Douro Dummer Local Taxpayers - Correspondence

12.1.1 Concerns regarding Grants Received vs. Actuals

Resolution Number 257-2025

Moved by: Councillor Watt

Seconded by: Councillor Landsmann

That the letter dated September 2, 2025 regarding concerns with Grants Received vs. Actuals from the Douro-Dummer Local Taxpayers be received with thanks.

Carried

12.1.2 Complaint to Council regarding Accounts

Resolution Number 258-2025

Moved by: Councillor Watt

Seconded by: Councillor Landsmann

That the complaint to Council dated September 2, 2025 regarding Accounts from the Douro-Dummer Local Taxpayers be received, and that it be brought forward to the new Treasurer after hire.

Carried

13. By-laws:

13.1 By-law Number 2025-31 to amend By-law 10-1996, as amended, otherwise known as "The Township of Douro-Dummer Comprehensive Zoning By-law" (File R-08-21)

Moved by: Councillor Watt

Seconded by: Councillor Johnston

That the By-law Number 2025-31 to amend By-law 10-1996, as amended, otherwise known as "The Township of Douro-Dummer Comprehensive Zoning By-law" (File R-08-21), be passed, in open Council this 15th day of September, 2025 and that the Mayor and the Clerk be directed to sign same and affix the Corporate Seal thereto.

Carried

14. Reports derived from previous Notice of Motions: None
15. Notices of Motion - No Debate: None
16. Announcements: None
17. Closed Session: None
18. Rise from Closed Session with or without a Report: None
19. Matters Arising from Closed Session: None
20. Confirming By-law: 2025-32

Moved by: Deputy Mayor Nelson

Seconded by: Councillor Landsmann

That By-law Number 2025-32, being a By-law to confirm the proceedings of the Regular Meeting of Council, held on the 15th day of September 2025, be passed in open Council and that the Mayor and the Clerk be directed to sign same and affix the Corporate Seal thereto.

Carried

21. Next Meeting

Roads Tour – September 23, 2025 at 9:00 a.m.

Regular Council Meeting – October 7, 2025 at 5:00 p.m.

22. Adjournment

Resolution Number 259-2025

Moved by: Councillor Johnston

Seconded by: Councillor Watt

That this meeting adjourn at 6:50 p.m.

Carried

Mayor, Heather Watson

Acting Clerk, Patti O'Grady

Minutes of the Special Meeting of Council of the Township of Douro-Dummer

September 23, 2025, 9:00 AM

Town Hall

894 South Street

Warsaw, ON K0L 3A0

Present: Mayor Heather Watson
Deputy Mayor Harold Nelson
Councillor Thomas Watt
Councillor Ray Johnston
Councillor Shelagh Landsmann

Staff Present: C.A.O. - Todd Davis
Clerk - Deputy C.A.O.- Martina Chait-Hartwig
Manager of Public Works - Jake Condon

1. Reason(s) for Special Meeting:

The Mayor called the meeting to order at 9:00 a.m. and stated that the reason for the Special Council meeting is to hold a road and capital project tour for Council members and any members of the public who wish to participate.

2. Land Acknowledgement

The Mayor recited the Land Acknowledgement.

3. Disclosure of Pecuniary Interest:

The Mayor reminded members of Council of their obligation to declare any pecuniary interest they might have. None were declared.

4. Adoption of Agenda: September 23, 2025

Resolution Number 260-2025

Moved By: Councillor Watt

Seconded By: Deputy Mayor Nelson

That the agenda for the Special Council meeting, dated September 23, 2025, be adopted, as circulated.

Carried

Page 1 of 2

5. Delegations, Petitions or Presentations:

5.1 Fall Roads Tour 2025 Itinerary

A recess for lunch was called at 11:30 a.m. and the meeting resumed at 12:58 p.m.

6. Confirming By-law: By-law Number 2025-33

Moved By: Councillor Landsmann

Seconded By: Councillor Johnston

That By-law Number 2025-33, being a By-law to confirm the proceedings of the Special Meeting of Council, held on the 23 day of September 2025, be passed in open Council and that the Mayor and the Clerk be directed to sign same and affix the Corporate Seal thereto. Carried

7. Adjournment

Resolution Number 261-2025

Moved By: Deputy Mayor Nelson

Seconded By: Councillor Watt

That this meeting adjourn at 1:16 p.m. Carried

Mayor, Heather Watson

Clerk, Martina Chait-Hartwig

Minutes

County Council - Special Meeting Minutes



9:30 AM - Wednesday, August 6, 2025

Peterborough County Agricultural Heritage Building

Present: Warden Bonnie Clark, Deputy Warden Sherry Senis, Councillor Matthew Graham, Councillor Jim Martin, Councillor Ryan Huntley, Councillor Harold Nelson, Councillor Joe Taylor, Councillor Jim Whelan, Councillor Carol Armstrong, Councillor Terry Lamshead, Councillor Ron Black, Councillor Heather Watson, Councillor Lori Burt, Councillor Hart Webb, Councillor Carolyn Amyotte, and Councillor Pat Wilford

Regrets: N/A

Staff Present: Chief Administrative Officer Sheridan Graham; Chief Information Officer/Chief Financial Officer and Deputy CAO Jennifer Stover; Chief of Paramedics Patricia Bromfield; Director of Planning, Development and Public Works Iain Mudd and Director of Legislative Services/Clerk Kari Stevenson.

1. Call To Order

The Warden called the meeting to order at 9:30 a.m.

2. Land Acknowledgement

3. Disclosure of Interest

There were no disclosures of interest.

4. Closed Session

Under the authority of the Municipal Act, 2001, Section 239(3.1):

1. a meeting held for the purpose of educating or training the members.
2. at the meeting, no member discusses or otherwise deals with any matter in a way that materially advances the business or decision-making of the council, local board or committee.

Under the authority of the Municipal Act, 2001, Section 239(2) to consider:

(b) personal matters about an identifiable individual, including municipal or local board employees (Municipal Employees);
(k) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board (position, plan, procedure).

Resolution No. 132-2025

Moved by Councillor Graham
Seconded by Councillor Lambshead

That Council move into closed session under Section 239(3.1) and Section 239(2)(b) and (k) at 9:35 a.m.

Carried

5. Rise from Closed Session

Resolution No. 133-2025

Moved by Councillor Lambshead
Seconded by Councillor Wilford

That Council rise from Closed Session at 2:59 p.m.

Carried

6. Matters Arising from Closed Session

7. Confirming By-law

Resolution No. 134-2025

Moved by Councillor Armstrong
Seconded by Councillor Taylor

That the confirming by-law to adopt, ratify, and confirm the actions of Council at today's meeting in respect to each report, motion, resolution or other action passed and taken by Council be adopted.

Carried

8. Adjournment

The meeting adjourned at 3:00 p.m.

Bonnie Clark

Warden, Bonnie Clark

Kari Stevenson

Clerk, Kari Stevenson

Minutes County Council - Regular Meeting



9:30 AM - Wednesday, August 13, 2025

Electronic Participation

The meeting was held hybrid (in-person and electronic) and was streamed live on the County of Peterborough's YouTube channel ([Part 1](#) and [Part 2](#)).

Present: Warden Bonnie Clark, Deputy Warden Sherry Senis, Councillor Carolyn Amyotte, Councillor Carol Armstrong, Councillor Ron Black, Councillor Lori Burt, Councillor Matthew Graham, Councillor Ryan Huntley, Councillor Terry Lamshead, Councillor Jim Martin, Councillor Joe Taylor, Councillor Heather Watson, Councillor Hart Webb, Councillor Jim Whelan, and Councillor Pat Wilford

Regrets: Councillor Harold Nelson

Staff Present: Chief Administrative Officer Sheridan Graham; CFO/CIO/Deputy CAO Jennifer Stover; Chief of Paramedics Patricia Bromfield; Director of Legislative Services/Clerk Kari Stevenson; Director of Planning, Development and Public Works Iain Mudd; General Manager of Finance/Deputy Treasurer Michelle Fisher; General Manager of Tourism and Communications Tracie Bertrand; General Manager of Planning Keziah Holden

1. Call To Order

Warden Clark called the meeting to order at 9:30 a.m.

2. Land Acknowledgement

3. Moment of Silent Reflection/Silence

4. Adoption of Agenda

Resolution No. 135-2025

Moved by Councillor Wilford

Seconded by Councillor Armstrong

That the agenda be adopted as circulated.

Carried

5. Disclosure of Interest

There were no disclosures of interest.

6. Adoption of Minutes

Resolution No. 136-2025

Moved by Councillor Lambshead

Seconded by Councillor Amyotte

That the minutes of the Regular Council meeting of June 25, 2025 be adopted as circulated.

Carried

7. Delegations and Presentations

- a. **The Honourable Emma Harrison, Member of Parliament for Peterborough, Liberal Party of Canada**
Re: Introduction to County Council

Resolution No. 137-2025

Moved by Deputy Warden Senis

Seconded by Councillor Graham

That the presentation by the Honourable Emma Harrison be received for information.

Carried

8. Consent Items

Note: All matters listed under Consent Items are considered to be routine, housekeeping, information or non-controversial in nature and to facilitate Council's consideration can be approved by one motion.

- a. **Jennifer Stover, CFO/CIO/Deputy CAO**
Re: Change of Disaster Recovery Program Name and Application Requirement
- b. **Staff Reports**
Jennifer Clinesmith, Planner
Re: Official Plan Amendment No. 81 - 8 Burnham Street
- c. **Correspondence Report**
- d. **Committee Minutes**
Accessibility Advisory Committee
Re: Minutes of June 19, 2025
- e. **Committee Minutes**
Lang Pioneer Village Museum Advisory Committee
Re: Minutes of June 24, 2025
- f. **Liaison Reports from External Committees, Boards and Agencies**

**Haliburton Kawartha Northumberland Peterborough Board of Health
Re: Meeting Summary of June 18, 2025**

**g. Liaison Reports from External Committees, Boards and Agencies
Fairhaven Committee of Management
Re: Meeting Summary of May 14, 2025**

Resolution No. 138-2025

Moved by Councillor Burt
Seconded by Councillor Amyotte

Whereas the Corporation of the County of Peterborough has eligible costs directly linked to the March 2025 ice storm, the Council of the County of Peterborough hereby requests assistance under the Municipal Ice Storm Assistance Program; and

Further that Jennifer Stover, Treasurer, is given delegated authority to verify and attest to the accuracy of the attached application package; and,

That Report PDPW 2025-25, Official Plan Amendment No. 81 - 8 Burnham Street, be received;

That Official Plan Amendment No. 81, County File No. 15OP-25007 be approved and adopted by by-law;

That the required Notice of Decision be circulated in accordance with the provisions of the Planning Act; and

That the Director of Planning, Development and Public Works be authorized to sign the approval certificate at the conclusion of the appeal period if no appeals are received; and,

That Report CPS 2025-17, Correspondence Report, be received; and,

That the minutes of the Accessibility Advisory Committee dated June 19, 2025, be adopted; and,

That the minutes of the Lang Pioneer Village Museum Advisory Committee dated June 24, 2025, be adopted; and,

That the meeting summary of the Haliburton Kawartha Northumberland Peterborough Board of Health dated June 18, 2025 be received; and,

That the minutes of the Fairhaven Committee of Management dated May 14, 2025 be received.

Carried

At this time Council dealt with items 12 through 14, however the minutes reflect the order of the Agenda.

9. Staff Reports - Direction

- a. Kari Stevenson, Director of Legislative Services/Clerk**
Re: Lang Hybrid Operating Model

Resolution No. 139-2025

Moved by Deputy Warden Senis
Seconded by Councillor Armstrong

That Report CPS 2025-18, Lang Hybrid Operating Model, be received;

That a Lang Museum Transition Committee be established to work with staff and the Lang Pioneer Village Museum Advisory Committee with the intent to create a Board of Directors incorporated as a not-for-profit organization;

That members of Council interested in serving on the Lang Museum Transition Committee notify the Clerk prior to August 30, 2025;

That the draft Terms of Reference for a Lang Museum Transition Committee attached to this report be adopted; and

That staff be directed to work with the Lang Pioneer Village Museum Advisory Committee to recruit community members for appointment to the Lang Museum Transition Committee.

Carried

- b. Keziah Holden, General Manager, Planning**
Re: Planning Application Fee Review

Resolution No. 140-2025

Moved by Councillor Graham
Seconded by Councillor Watson

That Report PDPW 2025-24, Planning Application Fee Review, be received;
and

That staff be directed to consider the comments made and bring a report to the next term of Council.

Carried

10. Notices of Motion

11. Announcements

Councillor Graham gave condolences to the family and friends of Marian Corfe.

Councillor Graham congratulated Councillor Huntley on his son's bursary award from the Peterborough and District Sports Hall of Fame.

Warden Clark announced that Deputy Warden Senis was the winner of the lemon loaf politician baking contest at the Lakefield Fair. Councillor Watson was the runner up.

12. Closed Session (Timed Closed Session 10:00 a.m.)

Under the authority of the Municipal Act, 2001, S.O. 2001, c. 25, S. 239(2) to consider:

(i) a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the municipality or local board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization (financial trade secret supplied in confidence to the municipality).

Resolution No. 141-2025

Moved by Councillor Whelan
Seconded by Councillor Martin

That Council move into Closed Session at 9:56 a.m. under Section 239 (2) (i) of the Municipal Act, 2001.

Carried

Councillor Amyotte left the meeting at 10:45 a.m.

13. Rise from Closed Session

Resolution No. 142-2025

Moved by Councillor Burt
Seconded by Councillor Martin

That Council rise from closed session at 10:57 a.m.

Carried

14. Matters Arising from Closed Session

Resolution No. 143-2025

Moved by Councillor Huntley
Seconded by Councillor Lambshead

That the closed session minutes from August 6, 2025 be adopted.

Carried

Resolution No. 144-2025

Moved by Councillor Watson
Seconded by Councillor Wilford

That Proposal NRFP-04-2025, Material Storage Facility be awarded to METTKO; and

That the Warden and Clerk be authorized to execute a by-law for the County of Peterborough to enter into an Agreement with METTKO for Proposal NRFP-04-2025, Material Storage Facility.

Carried

15. By-laws

- a. By-law No. 2025-26 being, "A by-law to adopt County of Peterborough Official Plan Amendment No. 81, File No. 15OP-25007, 8 Burnham Street, Lakefield Ward, Selwyn Township".

Resolution No. 145-2025

Moved by Councillor Lambshead
Seconded by Councillor Webb

That By-law No. 2025-26 be read and passed and that this by-law shall be signed by the Warden and Clerk and sealed with the Seal of the Corporation.

Carried

16. Confirming By-law

Resolution No. 146-2025

Moved by Councillor Huntley
Seconded by Councillor Martin

That the confirming by-law to adopt, ratify, and confirm the actions of Council at today's meeting in respect to each report, motion, resolution or other action passed and taken by Council be adopted.

Carried

17. Adjournment

Resolution No. 147-2025

Moved by Councillor Webb
Seconded by Councillor Taylor

That the Council meeting adjourn at 11:26 a.m.

Carried

Bonnie Clark

Warden, Bonnie Clark

Kari Stevenson

Clerk, Kari Stevenson

SEP 15 2025



Kawartha Lake Stewards Association

264 Bass Lake Road

Trent Lakes
klsa@klsa.info

Ontario

K0M 1A0

24 August 2025

Township of Douro-Dummer

Mayor, Deputy and Councillors, CAO, Clerk/Deputy CAO, Treasurer

894 South St.

PO Box 92

Warsaw ON K0L 3A0

Dear Mayor Watson, Deputy Mayor Nelson, Councillors Watt, Johnston and Landsmann, Mr. Davis, Ms. Chait-Hartwig, Mr. Creamer,

After one of the hottest and driest summers on record, cooler temperatures along with the CNE are signaling our summer is coming to a close.

Please forgive our tardiness for this thank you.

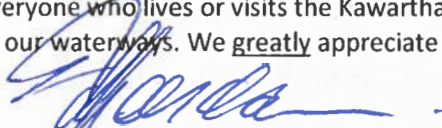
On behalf of the Kawartha Lake Stewards Association, I would like to thank you for your continued support and Community Grant of \$1000 in June this year. Almost all of the many outstanding sights, events and activities in this region have one thing in common - water. Whether for drinking, recreation, supporting the local economy, and this year helping to control wildfires nearby, our waterways are a source of both sustenance and inspiration.

This month of August starts our 25th year of operation, and your support and that of other like-minded individuals helps make it possible for us to continue:

- Volunteer collection of water samples in many locations across our lakes for analysis in local labs,
- Monitoring and reporting of E. coli, phosphorus, and clarity,
- Reporting what is entering our lakes from sewage treatment plants, which ultimately affects the entire Trent system,
- Educating thousands of shore dwellers and taxpayers through freely available publications, well-attended public meetings, our web site and Facebook,
- Publishing our annual **Report on Water Quality**, now about 70 pages/year,
- Publishing our highly popular new Aquatic Plants Guide 2nd edition 2023,
- Initiating and/or collaborating on various lake and water research projects.

Please mark your calendar for our **Fall Public Meeting on Saturday September 27, 2025 9:30AM at the Buckhorn Community Centre**, and watch for our announcements through email, on our Facebook page and website. Our guest speaker will be Lesley Lavender, CEO of FOCA. We expect to announce a scholarship to support a post-graduate student studying in Environmental Sciences or a related field with research in the Kawartha Lakes. We also hope to have a garden centre there selling native plants for your shoreline and yard.

Everyone who lives or visits the Kawartha Lakes region is directly or indirectly impacted by the health of our waterways. We greatly appreciate your continued support.



KLSA Chair and Treasurer

Solicitor General

Office of the Solicitor General

25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 326-5000
Toll Free: 1 866 517-0571
Minister.SOLGEN@ontario.ca

Solliciteur général

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Toronto ON M7A 1Y6
Tél. : 416 326-5000
Sans frais : 1 866 517-0571
Minister.SOLGEN@ontario.ca



132-2025-3641
By email

September 26, 2025

Dear Heads of Council and Chief Administrative Officers of OPP-Policed Municipalities:

The Ministry of the Solicitor General has undertaken a review of the Ontario Provincial Police (OPP) cost recovery model. I would like to extend my gratitude for your participation and input into this process.

I am writing to inform you that because of the review, regulatory amendments have been made to Ontario Regulation 413/23: Amount Payable by Municipalities for Policing from Ontario Provincial Police under the *Community Safety and Policing Act, 2019*. These amendments are in effect and will inform the 2026 annual billing statement to be issued shortly.

Firstly, an 11 per cent cap is established on the increase in policing costs owed by municipalities for the 2026 calendar year when compared to 2025, excluding the costs related to any service enhancements.

Secondly, a new discounts table will be established in regulation and will apply to the 2026 billing year and going forward. This new discount table introduces a lower eligibility threshold to receive a discount. Municipalities will now receive calls for service and overtime discounts when they are three or more standard deviations from the average calls for service weighted time to property count ratio, rather than the current regulatory threshold of five standard deviations.

The amendments have been approved by Cabinet and have been filed with the Registrar of Regulations. They will be accessed publicly online through the [e-Laws page](#) – and will be available here within the next few business days.

The preparation of 2026 annual billing statements is underway and statements are targeted for release in November 2025.

As we undertook this review, we heard loud and clear that greater clarity, predictability and stability in the OPP cost recovery model, and associated billing statements, is critical to municipalities as annual budget processes are undertaken. These amendments were contemplated, and ultimately decided upon, based on those concerns and the direct feedback that we heard from OPP-policed municipalities.

.../2

Page 2

Should you have any questions about the regulatory updates, please reach out to solgeninput@ontario.ca.

Please direct any questions about your annual billing statements to the Crime Prevention and Community Support Bureau at opp.municipalpolicing@opp.ca.

Thank you again for your partnership.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michael S. Kerzner", with a stylized flourish at the end.

The Honourable Michael S. Kerzner
Solicitor General

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety
Ministry of the Solicitor General

Thomas Carrique, C.O.M.
Commissioner, Ontario Provincial Police



Ontario Green Peaker: Originative Energy Solution Partners

Presentation to Douro-Dummer Town
Council

October 7, 2025

Introductions



- Originative Energy Solution Partners is proposing to bid a bioenergy-based electrical capacity project in the Township of Douro-Dummer
- Five energy development professionals with broad skill sets for bid success
 - Engineering, procurement, construction management
 - Financing, Power Purchase Agreement negotiations, financial modelling, bid preparation
- Over 150 years of development experience
 - Ontario, US and International
 - Gas generation; high voltage transmission; large hydro; coal; cogeneration; wind; solar; ethanol plants
 - Key players in the development of many of Ontario's major gas generation plants (4,000 megawatts)
 - Key players in over 8,000 megawatts of generation developed

The Project - overview



- Ontario is procuring capacity in the Independent Electricity System Operator (IESO) Long Term 2 Request For Proposals Capacity Stream (“LT2c RFP”) with an initial province-wide call for 600 megawatts with proposals due in December 2025 and to be operational by 2030. The RFP provides 20-year contracts with the ability to obtain a longer contract by being in-service early.
- OESP would like to submit a proposal for up to 200 – 300 megawatts in the 2025 tender (target size of approximately 200 megawatts).
- OESP has an environmentally conscious and practical “Green Peaker” project design using reliable off-the-shelf conventional turbines with bio-fuels rather than natural gas, and a deployment strategy that can accelerate delivery of reliable capacity for the electrical grid.
- We estimate the project would be generating in the neighbourhood of 200 to 400 hours per year, while providing capacity service (being ready to generate power when and as needed on standby short notice 16 hours every weekday 7 am to 11 pm as per the RFP requirements as well as having the capability to provide power in periods of high grid need outside of these hours). The project will provide affordable and reliable capacity to Ontario’s grid to help keep the lights on.

The Project - overview



- We have carefully selected the property at 4862 Highway 7, Norwood (near the existing Norwood gravel pit) for a long-term lease with landowner Drain Bros. Excavating Ltd:
 - The site is traversed by four high-voltage transmission circuits (at 230 kilovolts)
 - It is zoned for industrial use and on a provincial highway
 - Site enables the project to be set back from the highway and largely out of view
- While the transmission corridor has a technical capacity of up to ~300 megawatts, information from Hydro One indicates the practical limit is closer to ~200 megawatts.
- We expect to have civil construction carried out by Drain Bros., and to enter into a fuel supply contract with Kawartha Ethanol Inc. in Havelock, further integrating into the local economy.

| Our Ask



- We are here today to ask for a Municipal Support Resolution (MSR) as required by the IESO to submit a proposal into the RFP
- We have delivered a Pre-Engagement Confirmation Notice to the Town, which is also one of the requirements
- By issuing a MSR this does not change our obligations to work with the Township to obtain all required permits and zoning as well as all of the environmental permits as required by the Ministry of Environment, the Conservation Authority and MTO

Benefits To the Township of Douro-Dummer



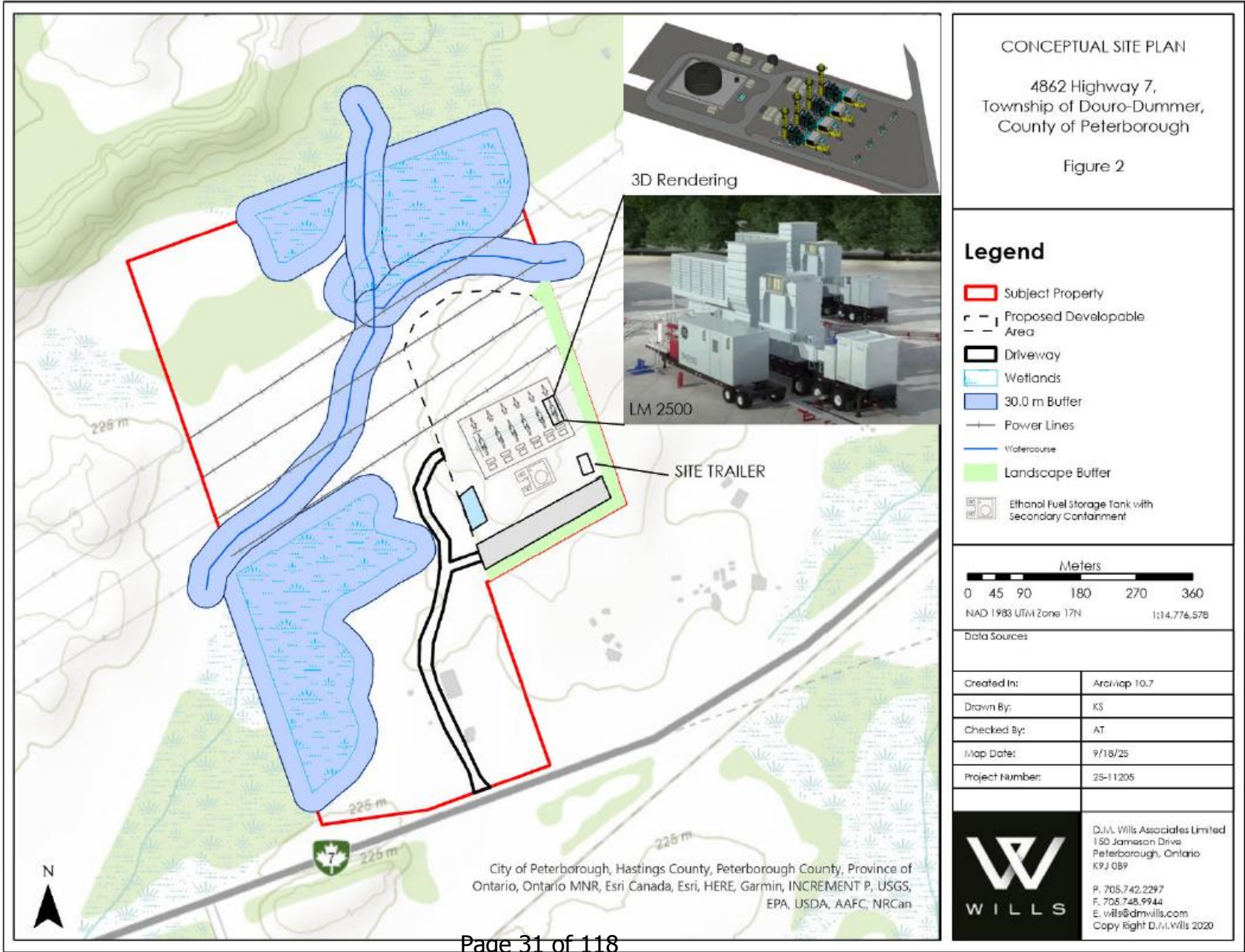
- Additions to the local tax base
- Several million dollars in local work during construction
- Long term employment at the site (estimated at 10-12 full time equivalent skilled jobs)
- Several contracts for delivery, landscaping, maintenance etc. going forward
- Professional landscaping plans developed in conjunction with the Town
- We plan on entering into a support agreement with the Town over and above the increased property taxes that this project will generate subsequent to an award

Technology: Aeroderivative Turbines

- Developed originally for aerospace use and adapted to land and marine use including power generation
- GE Vernova's TM2500 aeroderivative turbine has more than 340 units deployed worldwide and over 6 million hours of operating experience.
- The TM2500 family of aeroderivative gas turbines boasts several times the operating experience of its competitors combined, and its flexibility and reliability are unsurpassed.

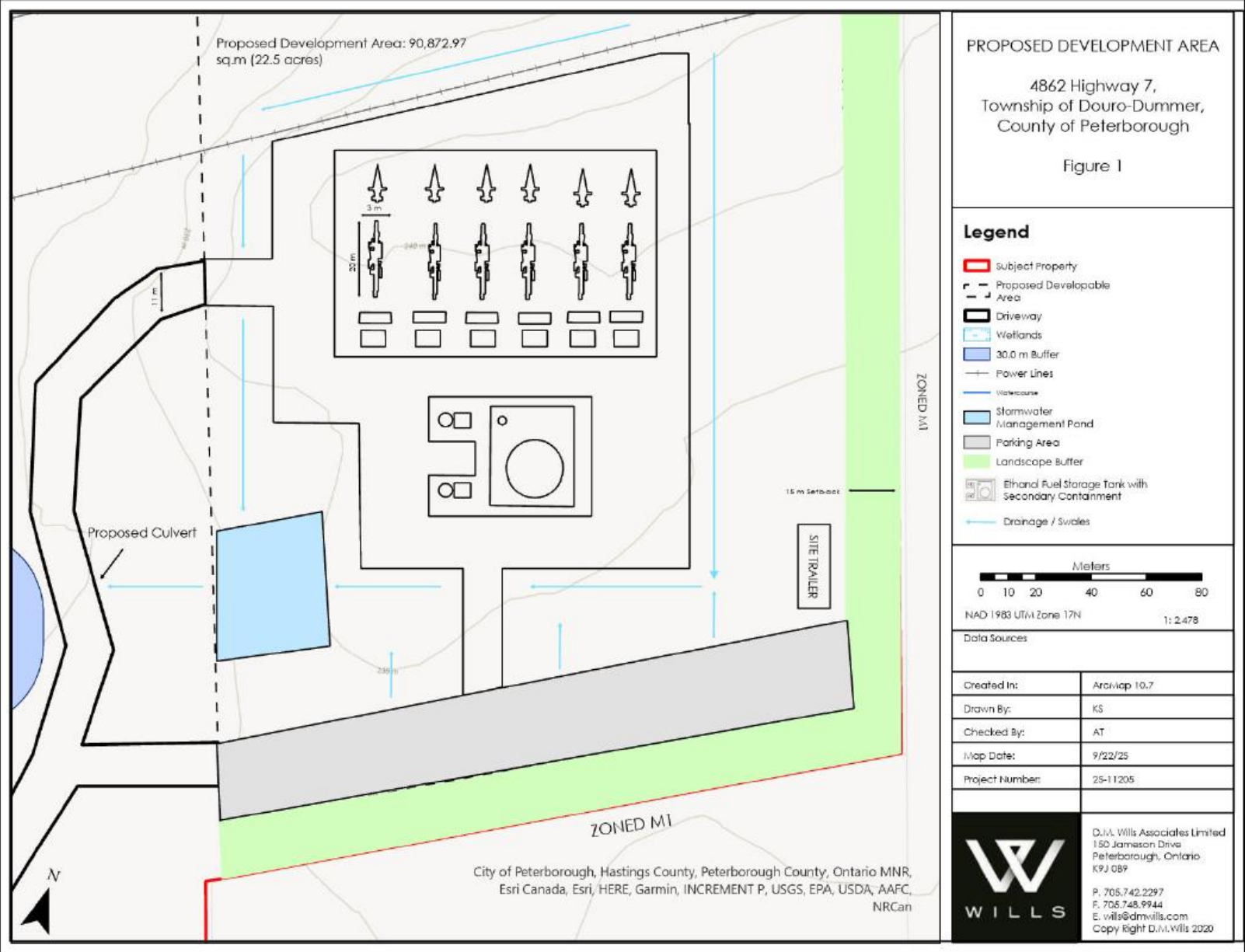


Conceptual Site Plan

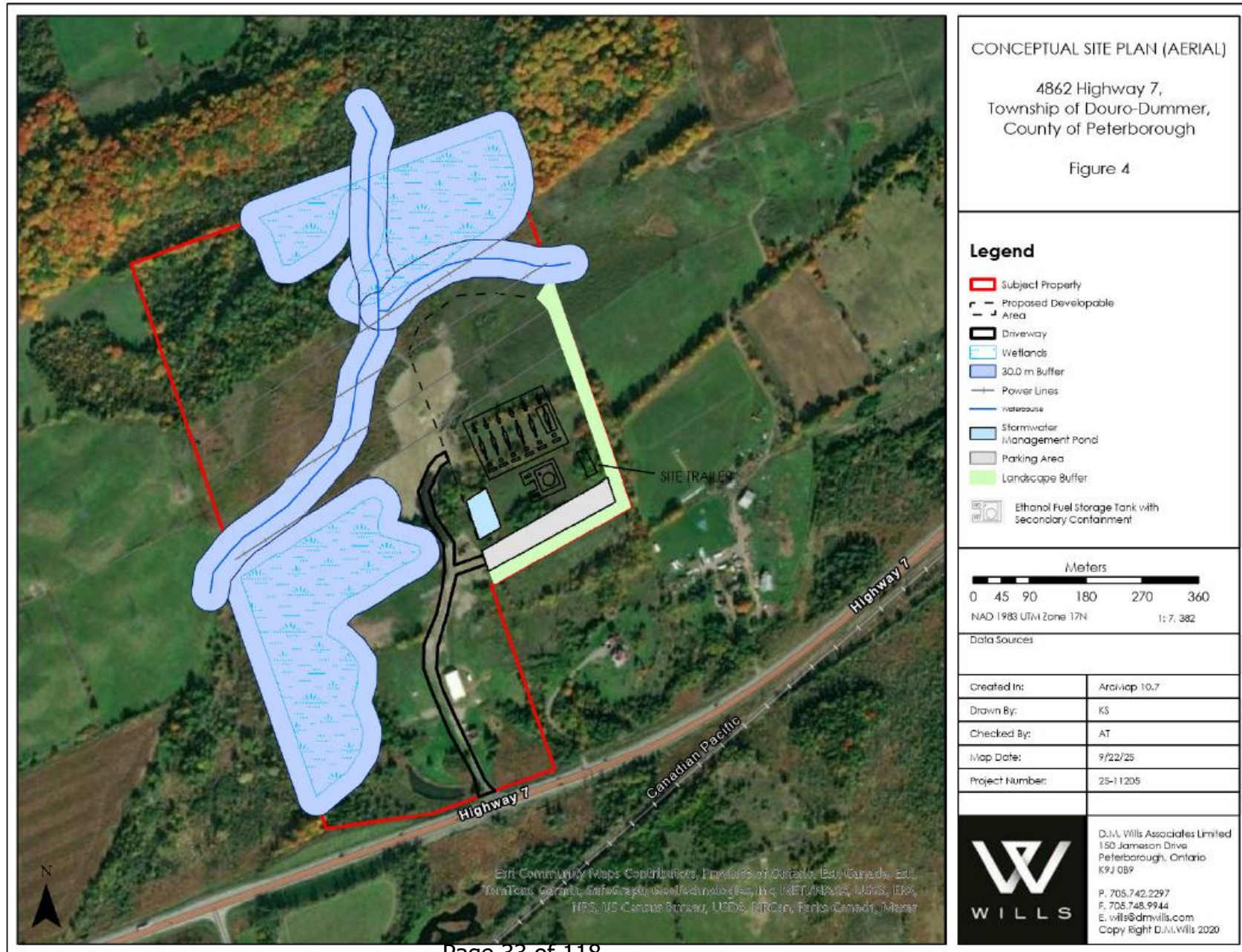


*note – location within the site will be subject to permitting and design requirements.

Conceptual Site Plan –
more detailed
equipment layout



Conceptual Site Plan – Aerial View



Next Steps



- We ask that Council vote in favor of granting a MSR and that we continue to work in a collaborative effort to see this project through to a successful conclusion
- Work together to develop a positive support agreement for the community
- We have notified the local First Nations and will be working with them to inform them of the project and its benefits and solicit their support.



Originative Energy Solution Partners: Green Peaker

[EXHIBIT A for LT2(c-1) RFP]
MUNICIPAL RESOLUTION IN SUPPORT OF PROPOSAL SUBMISSION

Resolution NO: _____ Date: _____

[Note: The Municipal Resolution in Support of Proposal Submission must not be dated earlier than seven (7) months prior to the RFP Effective Date.]

WHEREAS:

1. The Proponent is proposing to construct and operate a Long-Term Capacity Services Project located on Municipal Project Lands, as defined and with the characteristics outlined in the table below, under the Long-Term 2 Capacity Services (Window 1) Request for Proposals ("**LT2(c-1) RFP**") issued by the Independent Electricity System Operator ("**IESO**").
2. Capitalized terms not defined herein have the meanings ascribed to them in the LT2(c-1) RFP.
3. The Proponent has delivered, no later than sixty (60) days prior to the Proposal Submission Deadline, a Pre-Engagement Confirmation Notice to an applicable Local Body Administrator in respect of the Municipal Project Lands that includes the details outlined in the table below, except for the Unique Project ID which should only be required as part of the Pre-Engagement Confirmation Notice if available.

Unique Project ID of the Long-Term Capacity Services Project (if available): <input Unique Project ID>	(not yet available)
Legal name of the Proponent: <input legal name of the Proponent>	OESP Project 1 LP
Name of the Long-Term Capacity Services Project: <input name of the Long-Term Capacity Services Project>	OESP Project 1, OESP Project 1B
Technology of the Long-Term Capacity Services Project: <input technology of the Long-Term Capacity Services Project>	Bioenergy

Maximum potential Contract Capacity of the Long-Term Capacity Services Project (in MW): <i><input the maximum potential Contract Capacity of the Long-Term Capacity Services Project (in MW)></i>	300.00
Property Identification Number (PIN), or if PIN is not available, municipal address or legal description of the Municipal Project Lands: <i><input the applicable description></i> (the " Municipal Project Lands ")	PIN 2819901222 at address 4862 Highway 7, Norwood, Ontario to include PT LT1 Conc 12 Dummer As In R681504 Except DEP1168, S/T H10469, H8351 in the geographic Township of Douro-Dummer in the Municipality of Norwood of the County of Peterborough

4. Pursuant to the LT2(c-1) RFP, if the Long-Term Capacity Services Project is proposed to be located in whole or in part on Municipal Project Lands, the Proposal must include Municipal Support Confirmation which may be in the form of a Municipal Resolution in Support of Proposal Submission;

NOW THEREFORE BE IT RESOLVED THAT:

5. The council of Douro-Dummer supports the submission of a Proposal for the Long-Term Capacity Services Project located on the Municipal Project Lands.
6. This resolution's sole purpose is to satisfy the mandatory requirements of Section 4.2(c)(iii) of the LT2(c-1) RFP and may not be used for the purpose of any other form of approval in relation to the Proposal or Long-Term Capacity Services Project or for any other purpose *For further clarity, this resolution is intended to allow the Project to be submitted to the IESO LT2(c-1) RFP and does not supersede any applicable permits or approvals under applicable Laws and Regulations that may be required for the project.*
7. The Proponent has undertaken, or has committed to undertake, Indigenous and community engagement activities in respect of the Long-Term Capacity Services Project to the satisfaction of the Municipality.
8. The Municipal Project Lands DO NOT include lands designated as Prime Agricultural Areas in the Town of Douro-Dummer's Official Plan.
9. [#9 Not Applicable as the Municipal Project Lands are NOT designated Prime Agricultural Areas] Where the Municipal Project Lands does include lands designated as Prime Agricultural Areas in the Town of Douro-Dummer's Official Plan as of the date of this resolution:
 - a. The Municipal Project Lands are not designated as Specialty Crop Areas;

- b. The Long-Term Energy Project is not a Non-Rooftop Solar Project;
 - c. The Proponent has satisfied the AIA Component One Requirement to the satisfaction of the Local Municipality; and
- If the Proponent is selected as a Selected Proponent under the LT2(c-1) RFP, the council of the Town of Douro-Dummer will engage in good faith with the Selected Proponent to enable the Selected Proponent to complete the AIA Components Two and Three Requirement

DULY RESOLVED BY THE LOCAL MUNICIPALITY

on the ____ day of _____, 20²⁵

<Signature lines for elected representatives. At least one signature is required. Please print name as well as add signature>

Report to Council

Re: DDPL Strategic Plan Report

Public Library-2025-01

From: Maggie Pearson

Date: September 30, 2025

Recommendation:

That the report Public Library-2025-01, dated September 30, 2025, regarding the DDPL Strategic Plan Report, be received for information.

Overview:

From April to September 2025, the Douro-Dummer Public Library Board and CEO engaged in a strategic planning project facilitated by the Ontario Library Service. This involved sessions dedicated to environmental scanning, community consultation through various channels, and the drafting and adoption of a DDPL's 2026-2030 Strategic Plan. The Library CEO is pleased to present this document to Council and residents, and to speak to the Library Board's mission, vision, values, and new strategic priorities.

Conclusion:

The Douro-Dummer Public Library Board is looking forward to working together with all stakeholders to operationalize this plan over the next four years.

Financial Impact:

Library staff time for this project was funded through the 2025 capital project allocated to strategic planning; at this time there are no other financial implications.

Report Approval Details

Document Title:	DDPL Strategic Plan Report - Public Library-2025-01.docx
Attachments:	- DDPL Strategic Plan 2026-2030.pdf - DDPL Strategic Plan Presentation.pptx
Final Approval Date:	Oct 1, 2025

This report and all of its attachments were approved and signed as outlined below:

Martina Chait-Hartwig

Todd Davis



CONNECT | LEARN | PLAY

STRATEGIC PLAN 2026-2030



Letter from the CEO and Planning Committee

The Douro-Dummer Public Library is pleased to present its new Strategic Plan, which will guide the governance, operation, and growth of your public library over the next four years. Each new initiative we undertake will reflect our strategic priorities – which were crafted in collaboration with community members, library staff, board members, and volunteers. The planning committee gratefully acknowledges how supportive and active our library community is: we received so much helpful feedback, time, and effort from many people of Douro-Dummer during this project.

At its core, the library as an institution has always been about access: whether to information, culture, technology, recreation, or simply space. In times of uncertainty or complexity, our community members' need for this access does not change – if anything, it only grows stronger.

As our township develops and grows, so does the use of the library: up to twenty new people sign up for library membership in Douro-Dummer every single month. Families, children, adults, and seniors come to the library with all kinds of social and information needs. They come to read, work, borrow free materials, attend group programs, use computers and WiFi, and print government forms. They come to charge devices, connect with loved ones, and check emergency updates during power outages. They come to ask questions, tell stories, warm up or cool down, ease loneliness, and engage in civil discourse. In these ways and more, the library is vital to so many pursuits which inform our quality of life in the township of Douro-Dummer.

We know people turn to the library for answers to social, technological, and economic challenges. Grounded in our values - which include service excellence, community connection, and intellectual freedom - we will take action over the next four years to ensure DDPL continues to provide the library services residents are looking for.



- Library CEO Maggie Pearson
- Board Chair Georgia Gale-Kidd
- Council Representative Tom Watt
- Library Assistant San Williamson

- Board Member Darla Milne
- Board Member Tina Fridgen
- Board Member Diane Bonner
- Council Representative Shelagh Landsmann

Our Mission

We create a place of belonging to connect, to learn, and to play.



Our Vision

Our vision includes the whole community, empowered by a library that offers discovery of information, possibility, and choice.

Our Values

Our values highlight the library's meaning and purpose:



Space To Be

Providing an open and free place for all people in the township to feel included and valued.

Intellectual Freedom

Promoting intellectual freedom by providing access to a wide range of ideas, resources, and opportunities for civil discourse.

Service Excellence

Maintaining high standards of library and information services and professionalism. We couple this with the warmth and personalization our community is known for.

Rural Identity

Supporting community building and storytelling. Our township is unique, possessing a heritage, culture, and natural environment of which members are proud.

Transparency

Ensuring that library operations and governance remain responsive, effective, and relevant to community need. We communicate our policies and grounds for decision making.

Strategic Priorities

1 SPUR GROWTH: Expand the library's reach and relevance across the township

- Deliver outreach to all corners of the township
- Increase the library's visibility as a high value institution
- Grow active membership

2 REIMAGINE SPACE: Transform the library into a vital, accessible, and open community-centred destination

- Make the library a well-known and talked-about location
- Increase where and when library services can be accessed



Strategic Priorities

3 CULTIVATE INNOVATION: Inspire curiosity, creativity, and critical thinking through innovative services and programs

- Deliver responsive, relevant, and expert-led programming
- Develop and market our Library of Things
- Celebrate local history and identity



4 BUILD CAPACITY: Strengthen the library's foundation to ensure long-term sustainability and impact

- Enhance fundraising initiatives
- Strengthen organizational and staff capacity
- Develop and implement an advocacy strategy



Strategic Plan 2026-2030

*Presentation prepared September
2025 by DDPL CEO Maggie Pearson*

Background for project

- DDPL did not have a current Strategic Plan at the start of this Council term
- Council Resolution Number 055-2024 which resolved for Township staff to explore and identify (together with the Library CEO) opportunities for space within the Township into which Library services could expand
- Opportunity to work with consultants at the Ontario Library Service (OLS) over several planning sessions, and a 2025 capital project allocating staff time toward the project
- Feedback from Council that a long-term plan from the Library Board could support the Library's growth

Sector guidelines for rural public library services in Ontario

Guideline for Rural Public Libraries Serving Populations of 5,000 – 10,000 Residents	Minimum Standard Recommendation	DDPL (Current)
Net Library Space (Square Footage)	5,000 – 10, 000 square ft.	1,400 square ft.
Hours of Operation Per Week	25 - 45	26
Staff Complement (Full-Time Employee)	2.5 - 5	0 (hours equivalent to FTE < 1.5)

Source: Guidelines for rural/urban public Library systems 4th Ed.

Annual Survey of Public Libraries Data: Environmental Scanning

Library	Resident Population	Contracting Population	Number of Active Cardholders
Bonnechere Union	7,008	0	1,698
Otonabee-South Monaghan Twp	7,087	0	583
Kapuskasing	7,092	0	1,415
Augusta Twp	7,386	0	1,972
Dryden	7,388	0	2,175
St. Marys Public Library	7,390	3,776	2,836
Fort Frances	7,466	954	2,430
Alnwick/Haldimand Twp	7,473	0	1,232
Edwardsburgh/Cardinal Twp	7,505	0	1,075
Douro-Dummer Twp	7,632	0	612
Cramahe Twp	7,932	0	1,729
Hanover	7,967	0	1,496
Kirkland Lake	7,981	0	1,250

Source: Annual Survey of Public Libraries 2023

DDPL growth 2022 – present

	2022	2023	2024
Active Library Members	457	612	662
Resources Circulated Annually	12,124	14,029	13,486
Programs Delivered Annually	22	219	240
Attendees to Programs Annually	740	1,643	1,819

Source: Annual Survey of Public Libraries 2022-2024

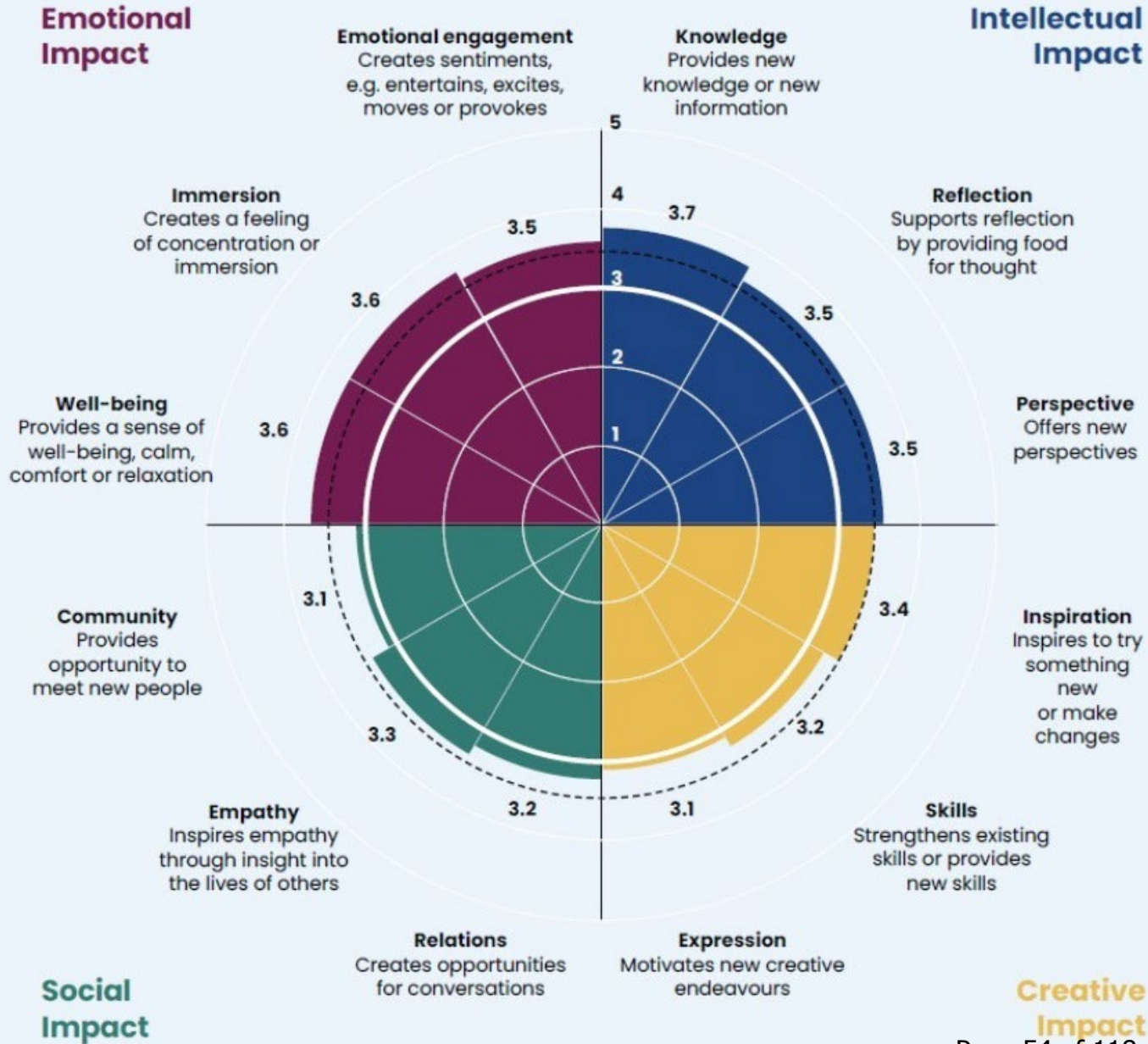
How should we measure
and assess the **impact** of
the Douro-Dummer
Public Library on **our**
Township residents?

What is the cultural value of DDPL?

*“In the past, experts have been asked about the impact of culture, and not ordinary people. It has been the expert’s understanding of the subject that has dominated. There is great **democratizing potential** in turning it around and **examining the individual’s experience.**”*

Tone Roald, Associate Professor, Dept. of Psychology, University of Copenhagen

Impact Compass



Source: TPL's Impact Compass Profile

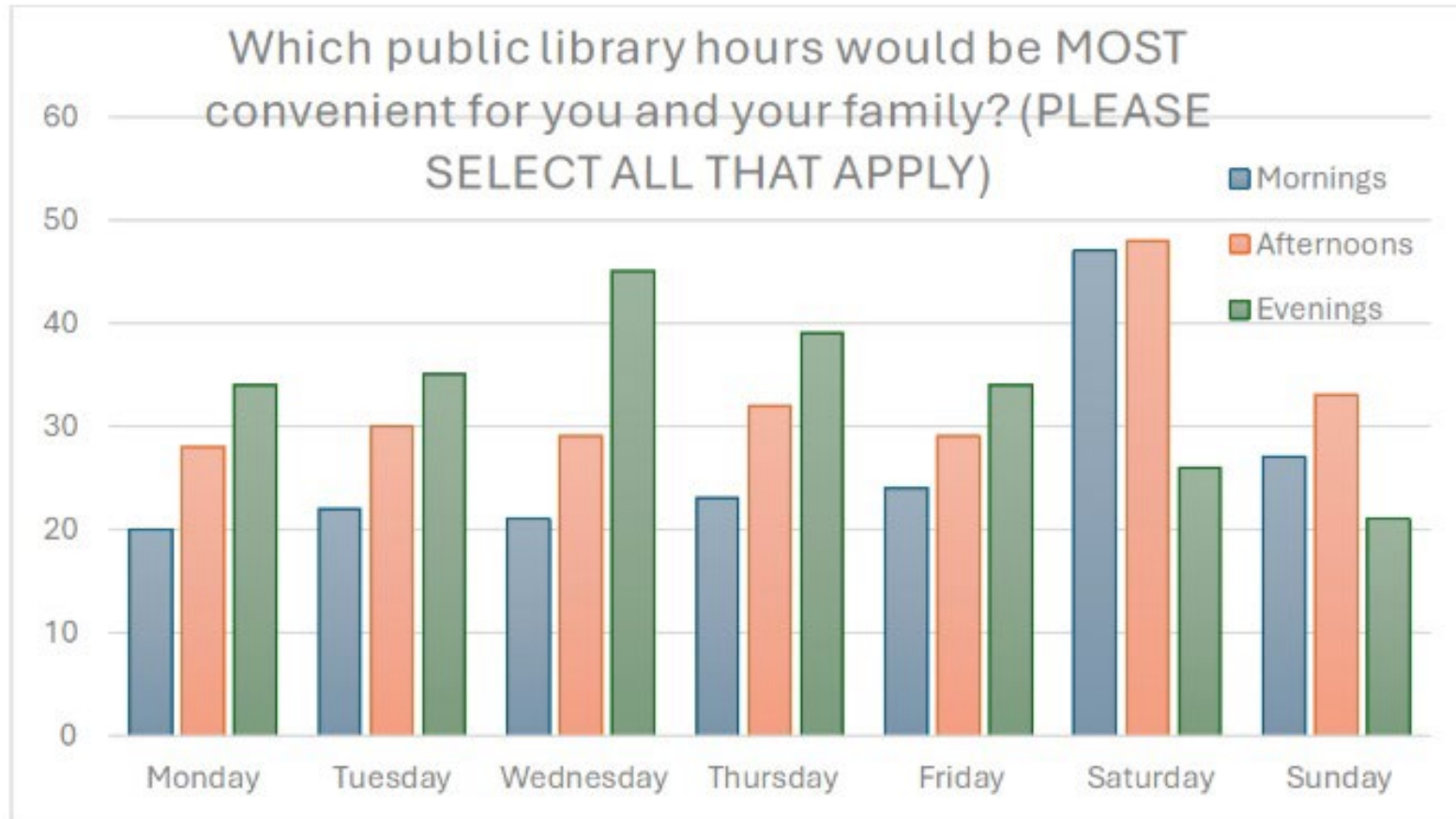
Community Consultation

Impact in Douro-Dummer

*“Writers’ Group at DDPL has been a **life-changing experience for me**. It’s a time to meet new people and **explore boundaries which have previously been hidden**” – DDPL Program Participant*

*“They've been a **lifeline** during power outages to charge devices and access internet, not to mention being able to use the DVD rental service during WiFi outages and also the inter library loan service. I'm also impressed with the programming - such a wide variety of **offerings for learning and discussion**.” – DDPL Library Member*

Community Consultation



Mornings: 10-Noon

Afternoons: Noon-3PM

Evenings: 3PM-7PM

Our Mission

We create a place of belonging to connect, to learn, and to play.

Our Vision

*Our vision includes the **whole community**, empowered by a library that offers discovery of information, **possibility, and choice**.*

Our Values: infuse the Library with a sense of meaning and purpose

Space To Be

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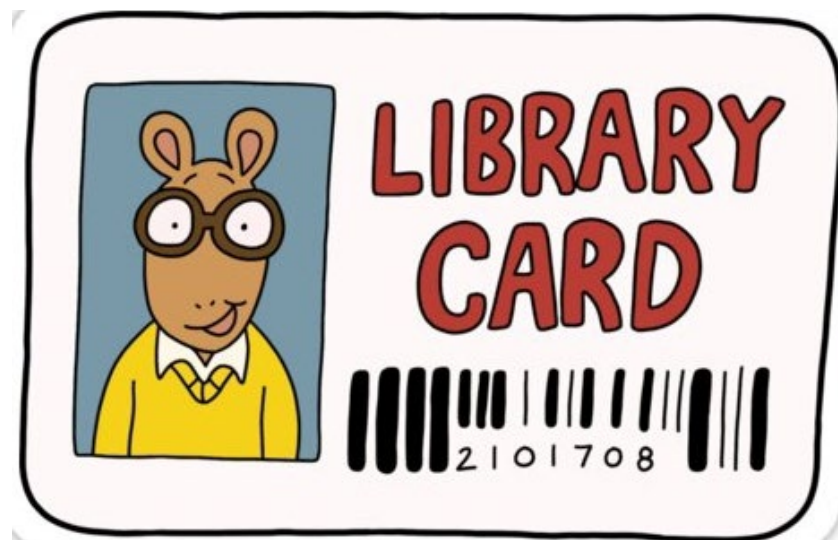
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4 BUILD CAPACITY: Strengthen the library's foundation to ensure long-term sustainability and impact

- Enhance fundraising initiatives
- Strengthen organizational and staff capacity
- Develop and implement an advocacy strategy



THANK YOU!



Recommendation:

That the report Treasurer-2025-25, dated October 7, 2025, regarding Procurement Update – October 2025 be received and;

That Rose Scale Ltd. be awarded the contract to replace the Hall's Glen Transfer Station weight scale in the amount of \$97,350 plus applicable taxes.

Overview:

PW-2025-04 - Hall's Glen Transfer Station Weight Scale Replacement

Project Background – The weighing scale at Hall's Glen Transfer Station is estimated to be over 20 years old, has reached the end of its serviceable life and is experiencing frequent failures. The scale replacement is essential to ensure continued operational efficiency.

Budget – \$ 55,000 (Levy)

Procurement Results – The Township issued the RFT in accordance with the Township Purchasing Policy through the Bids and Tenders system.

A total of 6 suppliers registered through Bids and Tenders showing interest in the opportunity. The Township received two bids for the project, with pricing details outlined in the table below.

	Rose Scale Ltd.	Ritestart Limited
Price	\$97,350.00	\$297,070.00
Applicable Taxes	\$ 1,713.36	\$ 5,228.43
Total Cost	\$99,063.36	\$302,298.43

The lowest bid for this project is currently over budget by \$44,063.36. There is approximately \$59,139.77 of surplus remaining from the 2025 Surface Treatment project after accounting for this year's ice storm-related expenses, which will be allocated to address the budget shortfall.

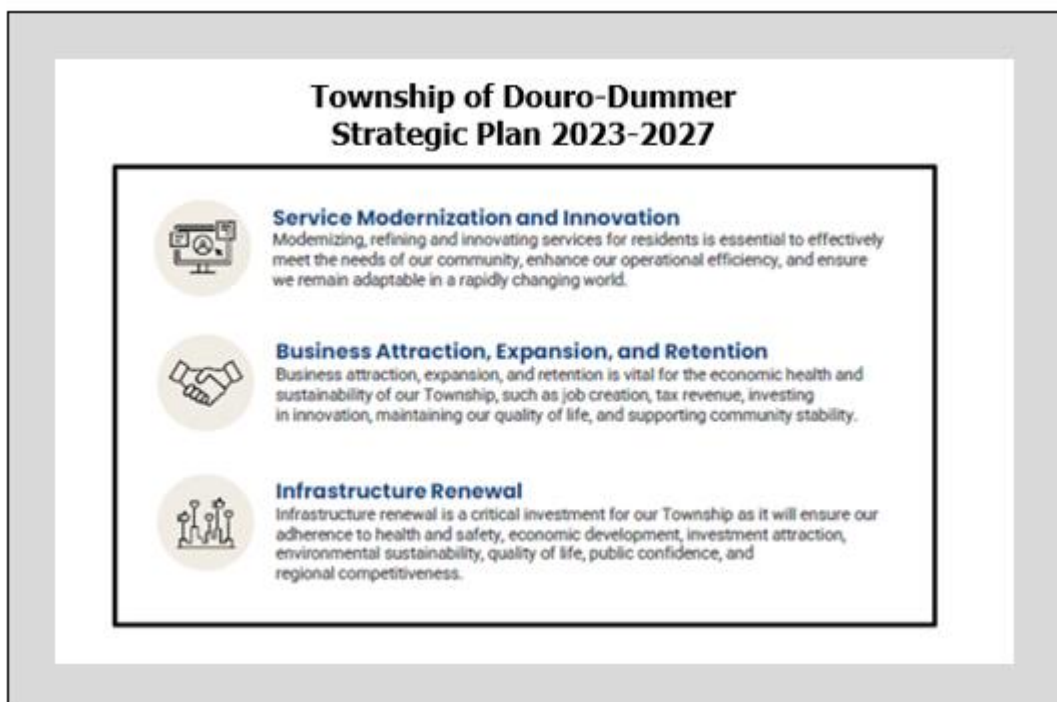
Conclusion:

Rose Scale Ltd. has demonstrated reliability and competence, and possesses valuable knowledge of the transfer station, having completed work there in previous years. Given their proven track record, they remain a strong candidate for continued procurement.

Financial Impact:

The table below provides the breakdown of the project funding:

Project Cost	\$99,063.36	
Project Budget	\$55,000.00	
Budget Overage		\$44,063.36
Surface Treatment Project Surplus	\$121,141.72	
Ice Storm Expenses ineligible for MISA funding	\$ 62,001.95	
Remaining Surplus		\$59,139.77
Surplus Balance after project funding		\$15,076.41



Report Approval Details

Document Title:	Procurement Update - October 2025 - Treasurer-2025-25.docx
Attachments:	
Final Approval Date:	Oct 1, 2025

This report and all of its attachments were approved and signed as outlined below:

Martina Chait-Hartwig

Todd Davis

Recommendation:

That the Clerk's Office-2025-22 report, dated October 7, 2025, regarding the Council and Committee of the Whole meeting schedules for 2026 be received and approved.

Overview:

Section 3.2 of the Procedural By-law states that "The Clerk shall, by November 30th of each calendar year, submit a schedule of the upcoming meetings for each Council year for consideration and adoption by the Council." Staff have prepared the proposed meeting schedule for the 2026 Council meetings as required by the Procedural By-law and based on the schedule from years past. 2026 is also a municipal election year, the schedule attached includes notations on dates that may need to be cancelled leading up to the election and the results of the election.

Staff have also prepared a proposed meeting schedule for Committee of the Whole meetings. By adopting these schedules ahead of the year, it makes it easier to inform our ratepayers through our website and the newsletter.

Conclusion:

By providing the 2026 Council and Committee of the Whole meeting schedules in advance, both Council and the public are able to plan for the meetings in 2026 which adds transparency and increased public engagement.

Financial Impact: None.

Strategic Plan Applicability: To ensure and enable an effective and efficient municipal administration.



Report Approval Details

Document Title:	2026 Regular Council Meeting Schedule - Clerk's Office-2025-22.docx
Attachments:	- 2026 Regular Council Meeting Schedule.docx - 2026 COW Meeting Schedule.docx
Final Approval Date:	Oct 1, 2025

This report and all of its attachments were approved and signed as outlined below:

Martina Chait-Hartwig

Todd Davis

2026 Council Meeting Schedule

Please note, this schedule only outlines the regularly scheduled meetings of Council. Other Council meetings (i.e. special, emergency, budget, etc.) may be held in addition to the following. Please check the Township's website www.dourodummer.ca on a regular basis to view agendas for Council meetings.

Regular Council Meetings

Month	First Meeting	Second Meeting
January	No Meeting	20
February	3	17
March	3	17
April	7	21
May	5	19
June	2	16
July	No Meeting	No Meeting
August	4	No Meeting
September	8	22
October	6	20 May be cancelled due to Lame Duck Council
November	3 Depending on Election Results May be Cancelled	17 Inaugural Council Meeting
December	8	22

2026 Committee of the Whole Meeting Schedule

Please note, this schedule only outlines the regularly scheduled meetings of the Committee of the Whole. Please check the Township's website www.dourodummer.ca on a regular basis to view agendas for Council and Committee meetings.

Meeting Dates
February 11, 2026
April 15, 2026
June 17, 2026
August 12, 2026
October 14, 2026
December 9, 2026

Recommendation:

That the Clerk's Office-2025-23 report, October 7, 2025, regarding the Group Benefits Program for 2025, Renewal Report be received for information.

Overview:

The Township of Douro-Dummer employees are provided with benefits that include health, dental, basic life, dependent life, weekly indemnity, long term disability and the employee assistance program through Manulife Financial. In addition, the Accidental Death & Dismemberment insurance is underwritten by AIG Insurance. Each year a renewal is provided based on the claims experience partially realized by the Township of Douro-Dummer and partially pooled under the Peterborough County-Wide Program with those municipalities that chose to participate, and the County of Peterborough. In preparation for the 2025 renewal a market survey was conducted to seek the best pricing.

As per the Compensation Agreements, staff are to provide the benefit costing to Council annually, prior to the renewal date.

Conclusion:

The renewal report from Mosey and Mosey outlines the Township's negotiated rates for the benefit program. The Township's negotiated rates saw reductions in the rates for Basic Life by 11.8% and Long-Term Disability by 20%. A noticeable increase in rates was seen in Dental Coverage. The other categories listed saw no change to their rates or negligible changes. Overall, the Township will see a decrease in the cost of the program by \$11,746 or 4.1%.

Financial Impact:

The 2026 operating budget will see a decrease of \$11,746.00 for the cost of the group benefits plan.



Service Modernization and Innovation
Modernizing, refining and innovating services for residents is essential to effectively meet the needs of our community, enhance our operational efficiency, and ensure we remain adaptable in a rapidly changing world.



Business Attraction, Expansion, and Retention
Business attraction, expansion, and retention is vital for the economic health and sustainability of our Township, such as job creation, tax revenue, investing in innovation, maintaining our quality of life, and supporting community stability.



Infrastructure Renewal
Infrastructure renewal is a critical investment for our Township as it will ensure our adherence to health and safety, economic development, investment attraction, environmental sustainability, quality of life, public confidence, and regional competitiveness.

Report Approval Details

Document Title:	Group Benefits Renewal Report - 2025 - Clerk's Office-2025-23.docx
Attachments:	- Township of Douro-Dummer 2025 Marketing Renewal Report public.pdf
Final Approval Date:	Oct 1, 2025

This report and all of its attachments were approved and signed as outlined below:

Todd Davis

Group Benefits Program

November 1, 2025 Marketing & Renewal Report



Township of Douro-Dummer

TABLE OF CONTENTS

SECTION 1	EXECUTIVE SUMMARY	1
SECTION 2	MARKET SURVEY REVIEW AND ANALYSIS	3
SECTION 3	AUDIT AND REVIEW OF POOLED AND EXPERIENCE-RATED BENEFITS	7
SECTION 4	HEALTH AND DENTAL CLAIMS ANALYSIS	15
SECTION 5	MONTHLY RENEWAL RATE AND COST SUMMARY	19
SECTION 6	INDUSTRY DRUG POOLING	21

1 Executive Summary

The benefits for the Peterborough County-Wide Program are underwritten by Manulife Financial, with the exception of the Accidental Death & Dismemberment insurance, which is underwritten by AIG Insurance. The program is scheduled to renew on November 1, 2025.

Request for Proposals

In conjunction with this year's renewal, we conducted a market survey for all benefits, with the exception of AD&D, to ensure the overall program continues to be underwritten on a competitive basis. Section 2 provides a detailed review of the market survey results.

Renewal

Outlined in the table below are the proposed and market response renewal rate adjustments effective November 1, 2025. Manulife's proposed renewal costs would have resulted in an increase to the annual premium of 4.0%, or \$11,458 including PST, for the Township of Douro-Dummer. As a result of the marketing response from Manulife, the finalized renewal will result in an annual premium decrease of 4.1%, or (\$11,746) including PST, a savings of \$23,204 versus the proposed renewal costs.

Benefits	Current Premium	Proposed Renewal Costs November 1, 2025		Market Response Renewal Costs November 1, 2025	
		Rate Change	Monthly Premium	Rate Change	Monthly Premium
Basic Life	\$1,400	+0.8%	\$1,411	-11.8%	\$1,234
AD&D	113	N/C	113	N/C	113
Dependent Life	110	+1.0%	111	+1.0%	111
Long Term Disability	4,671	-10.0%	4,204	-20.0%	3,737
Short Term Disability	1,163	+1.0%	1,175	-4.7%	1,108
Extended Health Care	10,267	+4.5%	10,729	-1.2%	10,144
Dental	4,025	+21.5%	4,890	+9.2%	4,395
EFAP	96	N/C	96	N/C	96
Overall Monthly Cost	\$21,844	+4.0%	\$22,728	-4.1%	\$20,938
Monthly Cost including PST	\$23,592		\$24,546		\$22,613
Annual Cost including PST	\$283,099		\$294,557		\$271,352
Change in Annual Premium			\$11,458		(\$11,746)
Annual Premium Savings Compared to Proposed Costs					\$23,204

Section 2 reviews the quotes received from the marketing undertaken in conjunction with this renewal. Section 3 provides our evaluation of the performance of your pooled and experience-rated benefits. Please refer to section 5 for a summary of the negotiated renewal premium rates effective November 1, 2025.



2 Market Survey Review and Analysis

In addition to evaluating this year's renewal, a "Request for Proposals" (RFP) was sent to the competitive marketplace on behalf of the Peterborough County-Wide Plan. All benefits with the exception of the Accidental Death & Dismemberment (AD&D) insured by AIG, were included in the RFP. The incumbent insurer for the marketed benefits is Manulife.

The objectives of the marketing exercise were as follows:

- to provide a comparison of the premium costs received from the competitive marketplace in relation to the current plan's costs;
- to determine the competitiveness of the incumbent carriers' costs and expense levels; and
- to assess the quotations received in terms of contractual provisions and identify any plan deviations when compared to the current plan design.

The RFP was issued to 12 insurers (including the incumbent) in the Canadian marketplace, inclusive of a detailed description of the current schedule of benefits and contractual provisions by benefit line, historical paid premiums and paid claims information, rate history by benefit line, and current employee data. The RFP was forwarded to the following non-incumbent group insurance carriers:

Multiple Benefit Carriers

- The Co-operators
- Desjardins Financial
- Empire Life
- Equitable Life
- Great-West Life
- Green Shield Canada
- Industrial Alliance
- La Capitale
- Medavie Blue Cross
- RBC Insurance
- Sun Life Financial

Our RFP was designed to ensure that each competing carrier had sufficient information to establish a valid quotation that would not require re-evaluation upon implementation, should the benefit plan (or a portion of it) be awarded to that carrier. Furthermore, our RFP includes an extensive questionnaire that enables us to determine the long-term costs as well as non-financial variables.



Quotations on all benefit lines (with the exception of AD&D) were received from four carriers; Manulife (the incumbent), Sun Life, Desjardins, and Green Shield. We note that:

The remaining "multiple benefit carriers" declined to provide a proposal for the reasons of a high incidence of LTD claims, high amount of pooled Health claims, and the inability to provide a competitive quote.

Accidental Death & Dismemberment (AD&D)

The AD&D benefit was not included in this marketing. Currently with AIG Insurance, a specialty AD&D carrier, the AD&D benefit provided is an enhanced benefit with a favourable cost which would not be met by any quoting insurers.

ANALYSIS OF QUOTES

We will consider the following variables:

- Comparison of Quoted Premium Costs
- Rate Guarantees
- Administrative Costs
- Plan Deviations and Enhancements

Comparison of Quoted Premium Costs

The quoted annual insured premium costs for the Peterborough County-Wide consortium are as follows:

Insurer	Annual Premium							Difference in Cost Compared to Current	
	Basic & Dep. Life	LTD	WI	Health	Dental	EFAP	Total	(\$)	(%)
Manulife (Current)	\$309,164	\$1,057,524	\$283,527	\$1,708,458	\$827,761	\$15,931	\$4,202,364	-	-
Manulife (Market Response)	\$271,905	\$846,029	\$270,122	\$1,669,164	\$790,512	\$15,931	\$3,863,662	(\$338,703)	-8.1%
Desjardins	\$275,802	\$906,876	\$272,330	\$1,573,544	\$812,559	\$18,648	\$3,859,758	(\$342,607)	-8.2%
Sun Life	\$236,787	\$870,944	\$283,527	\$1,668,254	\$827,766	\$13,320	\$3,900,597	(\$301,768)	-7.2%
Green Shield	\$292,802	\$876,069	\$258,487	\$1,815,672	\$891,759	\$21,312	\$4,156,101	(\$46,263)	-1.1%

Desjardins has offered a very slight lower overall cost than Manulife (the incumbent), by just 0.1%, which amounts to \$4,901 in annual saving. In reviewing cost we also take into account the cost associated with a change in carrier. Any savings in premium would need to be sufficient enough to offset this cost.



Rate Guarantees

Outlined below are the rate guarantees for the insured benefits, provided by the quoting insurers. The rate guarantees are considered to be a cost saving factor as typically the aging of a group will increase the Life and LTD rates between at least 4%-6% at each renewal. In addition, from a budgeting standpoint, this information is beneficial.

INSURER	Rate Guarantees		
	Life & Dep Life Rates	LTD Rates	STD, Health & Dental Rates
Manulife	3 years	3 years	2 years
Desjardins	3 years	3 years	2 years
Sun Life	3 years	2 years	1 year
Green Shield	2 years	2 years	1 year

Manulife and Desjardins have quoted the most beneficial rate guarantees, of 3 years for the Life and LTD benefits, and 2 years for the STD, Health, and Dental benefits.

The insurers have advised that the rate guarantees may not apply in the event of any of the following:

- The number of employees covered under the plan should increase by more than 15% during the guarantee period.
- There are any material changes to the plan design.
- There are any legislative changes which impact the cost of the plan.

If any of these events should occur, the insurer would assess the impact on the guaranteed premium rates and determine if the guarantee would continue to apply.



Comparison of Administrative Costs

Based on our initial review of the quoted rates, a secondary objective of the marketing was to determine the competitiveness of the quoted administrative costs and pool charges, for the experience-rated Health and Dental benefits.

Considering the fact that the claims will essentially be the same with any underwriter, one distinguishing factor in assessing future costs for these benefits is the insurer's administrative costs. Outlined in the illustration on the following page are your incumbent carrier's administrative costs in comparison to the administrative costs offered by the quoting insurers who provided proposals on the experience-rated benefits.

Insurer	Health & Dental Admin Expenses (as a % of premium)	Health Pooling Charges (as a % of premium)	Target Loss Ratio	Annual Trend Factor	
				Health	Dental*
Manulife	12.0%	19.00%	88.0%	10.5%	7.0% + ODA
Desjardins	13.5%	18.93%	86.5%	11.8%	7.5% + ODA
Sun Life	13.0%	19.27%	87.0%	11.0%	6.5% + ODA
Green Shield	12.7%	21.40%	87.3%	13.3%	11.5%

* ODA refers to the Ontario Dental Association fee guide yearly increase (usually between 2% - 5%)

The current pooling arrangement is all In-Canada EHC claims per individual in excess of \$15,000 per individual. Out-of-Canada claims are pooled from the first dollar.

Manulife continues to offer the lowest expenses and annual trend factors. Desjardins offered a slightly lower pooling charge.

Plan Deviations and Enhancements

We did review the proposals and noted that some deviations may impact the decision to change carriers. Mosey and Mosey is not recommending a change in carrier and therefore the deviations from Desjardins are not detailed in this report.

RECOMMENDATION

Based on the quotations, there are not any savings to justify a change in carrier. **Considering the overall cost savings, guarantees, and expense factors, Mosey & Mosey recommends keeping all marketed benefits with Manulife.**



3 Audit and Review of Benefits

Life Insurance

The Life insurance benefit is underwritten on a partially experience rated/partially pooled basis for all participating members of the County-Wide Program combined. The review period used for the Life experience rating was May 1, 2020 to April 30, 2025. The County-Wide Program's experience is given approximately 38% credibility based on the size of the group. The credibility factor used by Manulife is reasonable. The following factors are considered in calculating the required renewal rate adjustment:

1. Adjusted premiums: in order to determine the experience adjustment that is required to the current rate, it is necessary to adjust the paid premiums for the past periods to the current rate basis. The premium is adjusted to reflect the amount that would have been paid had the current premium rates applied during the entire period being analysed. The total adjusted premium for the period is \$1,220,664.
2. Paid claims: there were \$200,000 in paid Life claims under the County-Wide Program during the past 12 months. Over the past 5 years, \$660,000 has been paid out by Manulife for Life insurance claims.
3. The adjustments required for incurred but not reported claims (IBNR reserves): these are the reserves held by the insurer to reflect the liability for claims that have been incurred, but not yet reported to the insurer. In the event of plan termination, the insurer would use these reserves to pay any claims which were incurred prior to the termination of the plan, but which are settled following the termination.
4. The Waiver of Premium Reserves: these reserves are held by the insurer to reflect the liability for the potential future claim payments to those individuals who are disabled and whose life insurance coverage is being continued without further premium payment. The waiver of premium reserves applicable to the renewal analysis are \$141,847 attributable to 7 active LTD claims within the 5-year experience analysis period.
5. Demographics (age, sex, and volume of insurance) of the insured employees provides a comparison of the demographic information for the insured employees as at the last renewal of the Life insurance benefit compared to this year. Manulife's review of the demographic information indicates an increase of 2.0% in the weighted average age for the group over the past year.

Manulife initially proposed an increase of 0.8% to the Life benefit rate. As a result of the marketing and our negotiations, Manulife has agreed to a consortium Life rate adjustment of -11.8%. **The Life rate will be adjusted by -11.8% effective November 1, 2025.**



Accidental Death & Dismemberment (AD&D) Insurance

The AD&D insurance benefit is underwritten on a fully pooled basis by AIG Insurance. This benefit was not included in the marketing, as AIG has continued to provide an extensive benefit at very low cost. Under this arrangement, the premium and claims for the AD&D coverage are combined by AIG in a pool with similar types of employers, and the premium rates are determined based on the overall claims experience of this pool. AIG proposed to maintain your current rate, which we support. **The AD&D rate will not change on November 1, 2025.**

Dependent Life Insurance

The Dependent Life benefit is based on the insurers' Dependent Life pool performance. Manulife has requested an increase of 1.0% to the Dependent Life rate. **The Dependent Life rate will be adjusted by +1.0% effective November 1, 2025.**

Long Term Disability Insurance (LTD)

The LTD benefit is underwritten on a partially experience-rated/partially pooled basis for all participating members of the County-Wide plan combined. The review period used for the LTD experience rating was May 1, 2020 to April 30, 2025. This is the same type of arrangement that applies to the Life insurance benefit.

This method of underwriting is most appropriate considering the number of employees insured under the plan and the annual premium generated. The premium paid for this coverage is relatively low in comparison with the potentially large, but infrequent claims which can occur. Due to the size of the County-Wide Program, the claims experience is more predictable than that which would be exhibited under a smaller plan, and therefore some credibility can be applied to the claims experience.

The following factors are considered when calculating the required premium rate adjustment:

1. Adjusted Premiums: it is necessary to adjust the paid premiums for the past 5 review periods to the current rate basis. Similar to the Life benefit, the premiums must be adjusted to reflect the amount that would have been paid had the current premium rates applied during the entire period being analysed. When the paid premiums are adjusted to the current rate basis, the total adjusted premium for the five-year review period is approximately \$4,421,999.
2. Paid claims: Manulife only considers the claims experience for the most recent five-year period. Total paid claims during this period were \$941,488.
3. The incurred but not reported claims reserves (IBNR reserves): these are the reserves held by the insurer to reflect the liability for claims that have been incurred, but not yet reported to the insurer. In the event of plan termination, the insurer would use these reserves to pay any claims which were incurred prior to the termination of the plan, but which are settled following the termination.
4. The LTD Reserves: these reserves are held by the insurer to reflect the liability for future claim payments. Only the individuals who were disabled in the past 5 years and are included in the calculation. The LTD reserves for the 7 individuals currently with active LTD claims opened in the past 5 years are approximately \$1,630,630.



5. As previously mentioned, a level of credibility is applied to the actual claims experience. The County-Wide Program's own experience is given approximately 61% credibility based on the number of insured lives and volume of insurance.
6. Demographics (age, sex, and volume of insurance) of the insured employees provides a comparison of the demographic information for the insured employees as at the last renewal of the Long-Term Disability insurance benefit compared to this year. Manulife's review of this information indicates that there has been a decrease of 1.3% in the weighted average age for the group.

There are a total of 7 open LTD claimants for the Peterborough County-Wide Plan (who were disabled as of April 30, 2025), in the current 5-year experience period used for experience rating calculations. There are two new open LTD claims started in the most recent period of May 1, 2024 to April 30, 2025.

There are currently 2 Active LTD claims (2 within the 5-year experience period) from the Township of Douro-Dummer at the end of the current review period, as listed below.

Acct.	Date of Disability	Monthly Benefit	LTD Reserve	Life Amount	Life Reserve	Status as of 30-April-2025
006	29-Aug-20	\$3,527	\$603,341	\$168,000	\$47,870	Active
006	23-Apr-24	\$3,401	\$254,289	\$123,000	\$33,622	Active

Manulife initially proposed a decrease of 10.0% to the LTD rate. As a result of the marketing and our negotiation, Manulife agreed to a decrease of 20.0% to the LTD rate. **The LTD rate will be adjusted by -20.0% effective November 1, 2025.**

Employee Family Assistance Program (EFAP)

Manulife EFAP is provided by Telus Health. The monthly rate for the EFAP is \$2.99 per employee per month. **The EAP rate will remain unchanged effective November 1, 2025.**



Fully Experience-Rated Benefits

Underwriting Arrangements

The Weekly Indemnity, Extended Health Care, and Dental benefits are underwritten by Manulife on a non-refund, prospectively experience-rated basis, combined for all participating members of the County-Wide Program. In this underwriting arrangement, there is no formal surplus or deficit accounting performed.

The plan costs are the following:

1. The eligible claims paid under the plan;
2. The adjustment required to the reserves for incurred but not reported claims (IBNR reserves). In the event the plan should terminate with Manulife, these reserves would fund eligible claims which have been incurred prior to the date of termination but which are submitted for settlement following the termination;
3. Manulife's administration expenses associated with the plan. The level of these administration expenses is typically identified as the "target loss ratio."

The amount of the anticipated claims during the next policy year is determined based on the past claims experience. This claims experience is adjusted to reflect any expected increases resulting from inflation and increases in utilization, typically identified as "trend."

To protect the plan costs against the impact of any unusual claiming levels, a pooling arrangement for the Extended Health Care benefit has been included. Under this pooling arrangement all in-Canada Health care claims in excess of \$15,000 per individual are removed from the claims experience for renewal rate purposes. The current Stop-Loss pooling charge is 19.0% of adjusted premium. Manulife has maintained this charge at 19.0% of adjusted premium for the 2025-2026 period. This charge is normal for this pooling arrangement and size of group. If an individual should incur any Extended Health Care claims outside Canada, the full amount of such claims are removed from the claims experience for renewal rate purposes.



Weekly Indemnity Insurance

Due to the potential volatility of Weekly Indemnity claims, three years of claims experience is typically considered in the renewal analysis. The experience period used is from May 1 to April 30. Therefore, the renewal adjustment is based on the average claims experience for the period May 1, 2022 to April 30, 2025. Manulife initially proposed an increase of 0.9% to the current Weekly Indemnity rates. As a result of the marketing and our negotiations, Manulife has agreed to a decrease of 4.7% to the STD rate. **The Weekly Indemnity rates will be adjusted by -4.7% effective November 1, 2025.**

Extended Health Care and Dental Renewal Methodology

The premium rates will be established based on the premium and claims experience for the review period of May 1, 2024 to April 30, 2025. Each member group of the Peterborough County-Wide consortium group will be given their own Extended Health Care rate adjustment and Dental rate adjustment based equally on the consortium's overall experience, and the members' individual experience during the review period. This means 50% of your rate adjustment will be based on the Consortium's performance and 50% of your rate adjustment will be based on the Township's individual performance. A detailed calculation of the required adjustments is provided on the following pages.



Extended Health Care

Mosey & Mosey's calculations support an increase of 4.3% to the Extended Health Care premium rates. Manulife initially proposed an increase of 4.5% to the Extended Health Care premium rates. As a result of the marketing and Mosey and Mosey's negotiations, Manulife agreed to a decrease of 1.2%. **The Extended Health Care rates will be adjusted by -1.2% effective November 1, 2025.**

It is important to note the additional savings provided by Manulife as a result of the marketing will potentially leave the Township's EHC benefit underfunded by approximately 5.5%, or \$6,310 for the 2025-2026 policy year.

	Consortium	Duoro-Dummer
A) Paid Premium	\$1,585,270	\$113,811
B) Adjusted Premium	\$1,659,271	\$114,715
C) Paid Claims	\$1,100,953	\$70,165
D) Pooling Credit	(\$139,847)	\$67
E) Pooling Charge	\$315,261	\$21,796
F) Reserve adjustment	\$8,092	\$1,075
G) Total Incurred Claims Charges	\$1,284,458	\$93,103
H) Incurred Loss Ratio (G ÷ B)	77.4%	81.2%
I) Inflation / Utilization Trend (15.75% adjusted for 18 months)	89.6%	94.0%
J) Expenses (12%) – 88% Target loss ratio	101.8%	106.8%
Required Rate Adjustment:	+1.8%	+6.8%
Application of 50% Credibility	0.9%	3.4%
Blended Adjustment:	+4.3%	

Glossary for Table:

- B) Adjusted Premium: Paid premiums for your group have been adjusted to reflect last year's renewal rate adjustment of +1.6% effective November 1, 2024.
- D) The consortium has total pooling credits of \$139,847 for individual claims in excess of the \$15,000 individual stop-loss arrangement and Out-Of-Canada claims. The Township of Douro-Dummer had (\$67) in Out-Of-Canada pooled claims, this negative amount normally refers to a pay back from OHIP on a previous Out-Of-Canada claim.
- E) The pooling charge for \$15,000 individual stop-loss and Out-Of-Canada pooling is 19.0% of adjusted premium.
- F) Reserve represents 8.5% of current paid claims.
- I) The annual inflation / utilization trend factor of 10.5% has been adjusted to 15.75% to reflect the six-month lag time from the end of the claims experience review period and the effective date of the renewal. Industry standards range from 10% to 14% per annum.



Dental

Mosey & Mosey's calculations support an increase of 13.5% to the Dental premium rates. Manulife initially proposed an increase of 21.5%. As a result of the marketing and Mosey and Mosey's negotiations, Manulife agreed to an increase of 9.2%. **The Dental rates will be adjusted by +9.2% effective November 1, 2025.**

It is important to note the additional savings provided by Manulife due to the marketing will potentially leave the Township's Dental benefit underfunded by approximately 4.3%, or \$1,971 for the 2025-2026 policy year.

	Consortium	Duoro-Dummer
A) Paid Premium	\$761,003	\$42,678
B) Adjusted Premium	\$795,481	\$45,839
C) Paid Claims	\$629,641	\$42,549
D) Reserve adjustment	\$8,092	\$887
E) Total Incurred Claims Charges	\$637,733	\$43,436
F) Incurred Loss Ratio (E ÷ B)	80.2%	94.8%
G) Inflation / Utilization Trend (10.5% adjusted for 18 months) plus ODA fee guide adjustment 5.0% (8.5% for Duoro-Dummer individually)	90.0%	109.7%
H) Expenses (12%) – 88% Target loss ratio	102.3%	124.7%
Required Rate Adjustment:	+2.3%	+24.7%
Application of 50% Credibility	1.2%	12.4%
Blended Adjustment:	+13.5%	

Glossary for Table:

- B) Adjusted Premium: Paid premiums for your group have been adjusted to reflect last year's renewal rate adjustment of +16.0% effective November 1, 2024.
- D) Reserve represents 10.5% of current paid claims.
- G) Annual inflation / utilization trend factor of 7% adjusted to 10.5% to reflect the six-month lag time from the end of the claims experience period and the effective date of the renewal. Industry standards range from 5% to 8% per annum. A cost factor of 2.2% for the Consortium (a composite of all the different groups' ODA adjustments) and 4.8% for the Township has been applied to reflect the change in O.D.A. fee schedule applicable to the Dental claims.
- J) Expenses remain at 12% of premium.



Summary

As a result of Manulife's response to the marketing undertaken on behalf of the Township of Douro-Dummer the overall premium will decrease by 4.1%, or \$11,746 (incl. PST) per year. We recommend the Township of Douro-Dummer accept the market response renewal, effective November 1, 2025.

As a result of Manulife's market response the first-year overall savings are \$23,204 (incl. PST) in comparison to the proposed renewal. In addition, the rate guarantees on the Life and LTD benefits generates an estimated savings of \$16,691 (incl. PST), and the rate guarantees on the STD, Health, and Dental benefits generates an estimated savings of \$14,859 (incl. PST).

The total estimated savings for the Township of Douro-Dummer, as a result of the marketing, is estimated to be \$54,755 (incl. PST).



4 Health and Dental Claims Analysis

Health and Dental Claims Analysis

In conjunction with the renewal, we have reviewed the claims under the Extended Health Care and Dental benefits for the most recent policy year, May 1, 2024 to April 30, 2025, focusing on the breakdown of the claims to determine if there were any unusual claiming trends being exhibited under the plans. For comparative purposes, the claims for the previous policy year, May 1, 2023 to April 30, 2024 have also been provided.

Extended Health Care

Below is a review of the Extended Health Care information for the Township of Douro-Dummer.

Health Care Service Category Township of Douro-Dummer	Paid Claims 2023/2024	Percent of Total Paid Claims	Paid Claims 2024/2025	Percent of Total Paid Claims	Percent change year over year
Prescription Drugs	\$40,404	67.3%	\$39,852	56.8%	-1.4%
Massage Therapy	\$6,058	10.1%	\$10,141	14.5%	+67.4%
Vision	\$5,307	8.8%	\$5,677	8.1%	+7.0%
Medical Services & Supplies	\$165	0.3%	\$5,648	8.1%	+3323.4%
Chiropractor	\$1,805	3.0%	\$2,802	4.0%	+55.2%
Miscellaneous Practitioners	\$486	0.8%	\$1,867	2.7%	+284.0%
Mental Health Practitioners	\$1,100	1.8%	\$1,480	2.1%	+34.5%
Physiotherapy	\$1,164	1.9%	\$1,254	1.8%	+7.8%
Orthotics & Orthopaedic Shoes	\$1,095	1.8%	\$1,000	1.4%	-8.7%
Hospital	\$0	0.0%	\$510	0.7%	+++
Out-of-Country / Travel	\$2,422	4.0%	-\$67	-0.1%	-102.8%
Total Health Care Claims Paid*	\$60,006	100.0%	\$70,165	100.0%	+16.9%
Less: Pooled Claims	\$2,422		(\$67)		
Net of Pooled Claims**	\$57,584		\$70,232		+22.0%
Number of Subscribers	30		32		+6.7%
Average Cost Per Subscriber	\$1,919		\$2,195		+14.3%

*Includes all stop loss pooling credits and out-of-country claims

**Excludes all stop loss pooling credits and out-of-country claims

Prescription drug claims are usually the main driver of Extended Health Care claims, normally in the range of 65% to 75% of all EHC claims. Township of Douro-Dummer drug claims are below this level. Drug claims decreased by 1.4% over the previous year, after an increase of over 50% the previous year. A listing of the top drugs by claims paid is provided on page 17.

Paid claims have increased by 16.9% since last year, while the number of subscribers has increased by 6.7%. The average cost per subscriber has increased by 14.3%.



Below is a review of the Extended Health Care information for the Peterborough County-Wide Plan.

Health Care Service Category Peterborough County-Wide Plan	Paid Claims 2023/2024	Percent of Total Paid Claims	Paid Claims 2024/2025	Percent of Total Paid Claims	Percent change year over year
Prescription Drugs	\$655,133	64.2%	\$709,014	64.4%	+8.2%
Vision	\$84,389	8.3%	\$102,735	9.3%	+21.7%
Massage Therapy	\$62,158	6.1%	\$73,443	6.7%	+18.2%
Chiropractor	\$40,960	4.0%	\$45,954	4.2%	+12.2%
Hospital	\$43,790	4.3%	\$35,210	3.2%	-19.6%
Physiotherapy	\$25,510	2.5%	\$32,362	2.9%	+26.9%
Mental Health Practitioners	\$11,661	1.1%	\$32,264	2.9%	+176.7%
Out-of-Country / Travel	\$55,745	5.5%	\$21,603	2.0%	-61.2%
Medical Services & Supplies	\$16,169	1.6%	\$20,495	1.9%	+26.8%
Orthotics & Orthopaedic Shoes	\$21,284	2.1%	\$19,380	1.8%	-8.9%
Miscellaneous Practitioners	\$3,712	0.4%	\$8,492	0.8%	+128.8%
Total Health Care Claims Paid*	\$1,020,510	100.0%	\$1,100,953	100.0%	+7.9%
Less: Pooled Claims	\$141,070		\$139,847		
Net of Pooled Claims**	\$879,440		\$961,105		+9.3%
Number of Subscribers	443		464		+4.7%
Average Cost Per Subscriber	\$1,985		\$2,071		+4.3%

*Includes all stop loss pooling credits and out-of-country claims

**Excludes all stop loss pooling credits and out-of-country claims

On a County-Wide basis, overall claims increased by 7.9% compared to the previous year. The number of subscribers increased by 4.7% since last year. The average cost per subscriber has increased by 4.3%.



Dental

A review of the Dental care information for the Township of Douro-Dummer indicates the following.

Dental Care Service Category Township of Douro-Dummer	Paid Claims 2023/2024	Percent of Total Paid Claims	Paid Claims 2024/2025	Percent of Total Paid Claims	Percent change year over year
Basic Services	\$20,100	58.9%	\$28,831	67.8%	+43.4%
Periodontics	\$9,856	28.9%	\$6,694	15.7%	-32.1%
Orthodontics	\$150	0.4%	\$4,075	9.6%	+2625.8%
Endodontics	\$612	1.8%	\$1,557	3.7%	+154.4%
Major Restorative	\$560	1.6%	\$765	1.8%	+36.7%
Surgery & Anaesthetic	\$2,828	8.3%	\$626	1.5%	-77.9%
Total Dental Care Claims Paid	\$34,105	100.0%	\$42,549	100.0%	+24.8%
Number of Subscribers	30		31		+3.3%
Average Paid Claims Per Subscriber	\$1,137		\$1,373		+20.7%

Paid claims have increased by 24.8% since last year, while the number of subscribers has increased by 3.3%. The average cost per subscriber has increased by 20.7%.

Below is a review of the Dental claims information for the Peterborough County-Wide Plan.

Dental Care Service Category Peterborough County-Wide Plan	Paid Claims 2023/2024	Percent of Total Paid Claims	Paid Claims 2024/2025	Percent of Total Paid Claims	Percent change year over year
Basic Services	\$344,032	62.3%	\$361,661	57.4%	+5.1%
Periodontics	\$123,580	22.4%	\$154,223	24.5%	+24.8%
Surgery & Anaesthetic	\$53,443	9.7%	\$62,251	9.9%	+16.5%
Endodontics	\$16,524	3.0%	\$18,476	2.9%	+11.8%
Orthodontics	\$6,141	1.1%	\$17,906	2.8%	+191.6%
Major Restorative	\$8,860	1.6%	\$15,124	2.4%	+70.7%
Total Dental Care Claims Paid	\$552,581	100.0%	\$629,641	100.0%	+13.9%
Number of Subscribers	438		458		+4.6%
Average Paid Claims Per Subscriber	\$1,262		\$1,375		+9.0%

On a County-Wide basis, overall claims increased by 13.9% compared to the previous year. The number of subscribers has increased by 4.6% since last year. Therefore, the average cost per subscriber has increased by 9.0%.



5 Monthly Renewal Rate and Cost Summary

THE COUNTY OF PETERBOROUGH, COUNTY-WIDE PROGRAM Group No. 106228

Township of Douro-Dummer, Acct. 006 November 2025 Renewal

Benefit		Current Cost		Manulife Market Response Renewal Cost		
		Unit Rate	Monthly Premium	Unit Rate	Monthly Premium	Adjustment
Basic Life	3,763,500	\$ 0.372	\$1,400	\$ 0.328	\$1,234	-11.8%
Basic AD&D (AIG)	3,763,500	0.030	\$113	0.030	\$113	0.0%
Dependent Life - Class C	23	4.59	\$106	4.63	\$106	1.0%
Dependent Life - Classes C2, CR	1	4.48	\$4	4.52	\$5	1.0%
Long Term Disability	93,321	5.005	\$4,671	4.004	\$3,737	-20.0%
Weekly Indemnity	21,901	0.531	\$1,163	0.506	\$1,108	-4.7%
Extended Health Care						
Single	8	162.48	\$1,299.84	160.53	\$1,284	
Family	24	373.64	\$8,967.36	369.16	\$8,860	-1.2%
Dental						
Single	8	54.71	\$437.68	59.74	\$478	
Family	23	155.95	\$3,586.85	170.30	\$3,917	9.2%
Employee Assistance Program	32	2.99	\$96	2.99	\$96	0.0%
TOTAL MONTHLY PREMIUM - ALL BENEFITS			\$21,844	\$20,938		
TOTAL ANNUAL PREMIUM - ALL BENEFITS			\$262,129	\$251,252		
TOTAL ANNUAL PREMIUM (INCL. PST)			\$283,099	\$271,352		
Variance To Current Cost				-\$11,746 -4.1%		



6 EP3 Statement

Please refer to the following page for the Inter-Company EP3 statement from Manulife for the Township of Douro-Dummer.



Inter-company EP3 statement

This statement confirms that, for the November 2025 renewal, The Corporation of the County of Peterborough is covered by Manulife's Extended Drug Policy Protection Plan (EP3).

This EP3 meets the Canadian Drug Insurance Pooling Corporation's (CDIPC) EP3 minimum standards for drug insurance. Manulife reserves the right to change the terms of the EP3 as permitted by CDIPC standards.

Please note that should any provision of Manulife's EP3 conflict with any provision contained in any provincial drug insurance pooling legislation, such legislation takes precedence over Manulife's EP3. In addition, any exclusions from Manulife's EP3 apply for the purposes of the CDIPC pooling agreement only.

Section 1:

Insurer:	Manulife
Statement issue date:	May/26/2025
Plan Sponsor / Group Policy Holder:	The Corporation of the County of Peterborough

Policy	Class	Plan
106228	001	A, A, A2, A2,, AB, AB, I, I, M, M, M1, M1
106228	002	F, F, F3, F3
106228	003	H, H
106228	004	K, K, K2, K2, K5, K5
106228	005	D1, D1, G, G
106228	006	C, C, C2, C2, C3, C3, CR, CR
106228	007	E, E, J, J, L, L
106228	008	A3, A3, AU, AU,

Policy	Class	Plan
		AV, AV, AW, AW, AX, AX, NR, NR, NS, NS, R, R, R1, R1
106228	009	B, B, B1, B1, BR, BR
106228	010	F1, F1, F2, F2
106228	011	K3, K3, K4, K4, K6, K6

Section 2:

Pooling level for drug claims

For residents of all provinces/territories except Quebec: The pooling level is the lower of \$10,000 per individual and the CDIPC ongoing threshold per certificate for plans with 49 participating EHC lives or less. For plans with more than 49 participating EHC lives, the pooling level is the lower of \$15,000 per individual and the CDIPC ongoing threshold per certificate.

For residents of Quebec: Only Quebec Drug Insurance Pooling Corporation pooling applies for plans with 49 participating EHC lives or less. For plans with more than 49 participating EHC lives, the EP3 pooling level is the lower of \$15,000 per individual and the CDIPC ongoing threshold per certificate.

(APPROVED)

Minutes of the Township of Douro-Dummer Public Library Board Meeting

June 10, 2025, 4:00 PM

Present: **Thomas Watt**
 Tina Fridgen
 Georgia Gale-Kidd
 Diane Bonner

Staff Present: **Maggie Pearson**

Regrets: **Darla Milne**

1. Call to Order

With a quorum of the Board being present, the Secretary called the meeting to order at 4:02PM.

2. Disclosure of any Pecuniary Interest

The Chair reminded members of the Board of their obligation to declare any pecuniary interest they might have. None were declared.

3. Approval of May 13, 2025 Minutes

Resolution Number 21-2025

Moved by: Diane Bonner

Seconded by: Tom Watt

That the May 13, 2025 draft minutes be approved.

Carried

4. Business Arising from Minutes:

4.1 Friends of the Library

Verbal report from Georgia Gale-Kidd: Planning and development is underway for annual Culture Days event scheduled for October 4th, 2025 at the Town Hall in Warsaw. Regular fall 2025 program planning (eg. monthly Speaker Series) is also underway with an emphasis on choosing a range of topics for all demographics. The Friends of the Library are also planning the backyard improvements to be funded by the plant sale. The CEO will discuss all plans with the CAO in advance of labour beginning, as well as give feedback on the yard development plan designed by Tina Fridgen.

4.2 Art Gallery Committee

Verbal report from Tina Fridgen: Communication with local high school art teachers is underway for the summer youth art show in the Art Gallery. A pamphlet has been created and shared with the CEO, which will be distributed in the library, and the CEO will share any social media posts to library channels. The show will hang in early July.

4.3 Personnel Committee

Verbal report from Georgia Gale Kidd: The Personnel Committee completed the CEO's annual performance review in accordance with DDPL-PER011.

Resolution Number 22-2025

Moved by: Tina Fridgen

Seconded by: Diane Bonner

That, effective following their annual performance review, the Library CEO be moved from Step 2 to Step 3 of band 1100-1199.

Carried

Resolution Number 23-2025

Moved by: Tom Watt

Seconded by: Diane Bonner

That these committee reports be accepted for information.

Carried

5. Financial Report Dated June 4, 2025

Resolution Number 24-2025

Moved by: Diane Bonner

Seconded by: Tina Fridgen

That the financial report be accepted for information.

Carried

6. Librarian Reports:

6.1 Report to Board: Operations & Projects

6.2 Report to Board: Stats May 2025

Resolution Number 24-2025

Moved by: Tina Fridgen

Seconded by: Tom Watt

That these librarian reports be accepted for information.

Carried

7. New Business:

7.1 Verbal Report: Board Assembly

Verbal Report from Diane Bonner: Reviewed Ontario Library Service resources and webinars as outlined at the board assembly roundtable discussion. The OLS virtual conference will be November 19th, 2025 for staff and November 20th, 2025 for board members. There was also discussion of expansion/ space challenges by the board assembly and a board discussion re: the use of space consultants.

7.2 Charitable Status

Resolution Number 25-2025

Moved by: Tina Fridgen

Seconded by: Diane Bonner

That the Library CEO apply for charitable status.

Carried

8. Correspondence
9. Closed Session
10. Adjournment

Resolution Number 26-2025

Moved by: Diane Bonner

That the meeting be adjourned at 4:50 PM

Carried

11. Next Meeting:

Tuesday, September 9th, 2025 at the Douro-Dummer Public Library

Chair, Georgia Gale-Kidd

Secretary, Maggie Pearson

(APPROVED)

Minutes of the Township of Douro-Dummer Public Library Board Meeting

June 10, 2025, 4:00 PM

Present: **Thomas Watt**
 Tina Fridgen
 Georgia Gale-Kidd
 Diane Bonner

Staff Present: **Maggie Pearson**

Regrets: **Darla Milne**

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3. Approval of May 13, 2025 Minutes

Resolution Number 21-2025

Moved by: Diane Bonner

Seconded by: Tom Watt

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Carried

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9. Closed Session
10. Adjournment

Resolution Number 26-2025

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Carried

11. Next Meeting:

Tuesday, September 9th, 2025 at the Douro-Dummer Public Library

Chair, Georgia Gale-Kidd

Secretary, Maggie Pearson

Patti O'Grady

Subject: FW: Support for Electoral Reform – Motion COU-2025-390
Attachments: Motion COU-2025-390.pdf

From: Candice Doiron <CDoiron@brighton.ca>
Sent: Wednesday, September 24, 2025 3:18 PM
Subject: Support for Electoral Reform – Motion COU-2025-390

Good afternoon;

Dear Prime Minister Carney and Premier Ford,

On behalf of the Council of the Municipality of Brighton, I am writing to inform you of the passage of Motion COU-2025-390 at our Council meeting held on September 15, 2025. The motion, moved by Councillor Jeff Wheeldon and seconded by Councillor Emily Rowley, reflects our municipality's concern for the health and future of Canadian democracy.

The motion recognizes the increasing political polarization, incivility, and declining voter participation across all levels of government in Canada. It highlights the urgent need for electoral reform to strengthen democratic engagement and ensure that every vote counts.

Council has resolved to call upon both the provincial and federal governments to enact electoral reform by adopting proportional representation systems. We believe this change is essential to reduce polarization, encourage broader participation, and restore public trust in our democratic institutions.

We respectfully urge your governments to give serious consideration to this matter and take meaningful steps toward implementing proportional representation in Canada's electoral systems.

A copy of the full motion is enclosed for your reference. This correspondence is also being circulated to all Ontario municipalities.

Thank you for your attention to this important issue.

Kind Regards,

Candice Doiron
Municipal Clerk



Municipality of Brighton
35 Alice Street

Brighton, ON K0K 1H0
Tel: 613-475-0670 ext 215
E: cdoiron@brighton.ca
W: www.brighton.ca

Municipal Office Hours:

Monday to Friday, 8:30am to 4:30pm. Holidays may affect these hours.



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Date: September 15, 2025

Resolution No. COU-2025-30

Moved By: Councillor Wheeldon

Seconded By: Councillor Rowley

Whereas Canadian governments at all levels are structured by and derive their legitimacy from democratic principles, practices, and norms;

And Whereas many countries around the world are experiencing increased political polarization and hostility, shifts toward authoritarianism, and the undermining of democratic norms;

And Whereas incivility and hostility increasingly define the political sphere in Canada at every level of government, but particularly in systems with political parties;

And Whereas this hostile political climate drives lower democratic participation, including low voter turnout and fewer and less diverse political candidates, resulting in a lopsided and unhealthy democracy;

And Whereas poor political health undermines the ability of democratic institutions to exercise effective leadership and overcome the unprecedented challenges of the 21st century;

And Whereas elections are one of the most central and participatory parts of Canadian democratic systems;

And Whereas numerous studies, including those by Parliamentary committees, have identified our First Past the Post electoral system as driving increasing polarization and declines in voter participation, and have recommended some form of proportional representation;

And Whereas electoral reform enjoys broad public support, with a majority of polling respondents who identify with every major party supporting change in the way that they vote;

Therefore Be It Resolved that the Municipality of Brighton call upon the provincial and federal governments to enact electoral reform, adopting proportional systems in which every vote counts and polarization is diminished, in order to safeguard and empower Canadian democracy;

11.1

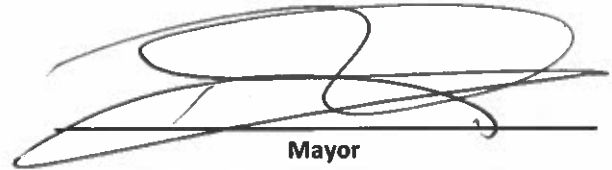
And Be It Further Resolved that this motion be circulated to Prime Minister Mark Carney, Premier Doug Ford, and all Ontario municipalities.

Carried

☒

OR Defeated

☐


Mayor

Recorded Vote		For Clerks Use Only			
Recorded vote called by: _____					
	For	Against	Abstain	Absent	COI
Mayor Brian Ostrander					
Deputy Mayor Ron Anderson					
Councillor Anne Butwell					
Councillor Hannah MacAusland					
Councillor Emily Rowley					
Councillor Jeff Wheeldon					
Councillor Bobbi Wright					
Total					
Carried ☐		Defeated ☐		Clerk's Initials	

11.1.

THE CORPORATION OF THE CITY OF DRYDEN

MOVED BY: Price

DATE: 22-Sep-25

SECONDED BY: Klewning

RESOLUTION NO.: 14

Whereas drowning is one of the leading causes of preventable deaths among children in Ontario and research by the Lifesaving Society of Ontario shows that most children who drown never intended to be in the water; and

Whereas evidence demonstrates that even basic swimming and water survival skills significantly reduce the risk of drowning; and

Whereas many children in Ontario do not have equitable access to swimming lessons outside of school due to financial, cultural or geographic barriers; and

Whereas several municipalities across Ontario have expressed strong interest in improving water safety education for children; and

Whereas the Ministry of Education has the authority to incorporate water safety and survival training into the regular elementary school curriculum as a universal, life-saving skill comparable to fire safety and road safety instruction;

Therefore, be it resolved that the Council of The Corporation of The City of Dryden respectfully urges the Government of Ontario, through the Ministry of Education, to incorporate mandatory water safety and Swim-to-Survive training into the elementary school curriculum for all Ontario students; and

Be it further resolved that a copy of this resolution be forwarded to The Honourable Minister of Education of Ontario, local Members of Provincial Parliament, the Association of Municipalities of Ontario and all Ontario municipalities, with a request for their endorsement.

RECORDED VOTE			DECLARATION UNDER THE MUNICIPAL CONFLICT OF INTEREST ACT Councillors who have declared an interest, abstained from discussion and did not vote on this question.	
Council	Yes	No		
Councillor C. Klewning				
Councillor B. Latham				
Councillor M. MacKinnon				
Councillor R. Noel				
Councillor M. Price				
Councillor B. Tardiff				
Mayor J. Harrison				
TOTALS			Disposition of Resolution (Check One)	
			Carried X	Defeated

MAYOR: Harrison



AMANDA FUSCO

Director of Legislated Services & City Clerk
Corporate Services Department
Kitchener City Hall, 2nd Floor
200 King Street West, P.O. Box 1118
Kitchener, ON N2G 4G7
Phone: 519.904.1402 Fax: 519.741.2705
amanda.fusco@kitchener.ca
TTY: 519-741-2385

SENT VIA EMAIL

September 26, 2025

Honourable Doug Ford
Premier of Ontario
Legislative Building
Queen's Park
Toronto ON M7A 1A1

Dear Premier Ford:

This is to advise that City Council, at a meeting held on August 25, 2025, passed the following resolution regarding postage:

"WHEREAS Postage costs have seen significant increases, including 25% in 2025 alone;

WHEREAS paper billing has a further environmental cost in both materials (trees) and transportation;

WHEREAS paper billing is increasingly being displaced by environmentally friendly and cost-efficient e-billing;

WHEREAS the Municipal Act indicates the right to a paper bill, and cost-recovery fees for paper billing for tax, and utility bills are unclear;

THEREFORE BE IT RESOLVED that Kitchener City Council request the Province of Ontario to amend the Municipal Act to permit municipalities the ability to grandfather-out paper billing as the default option, and to permit municipalities to establish fees for paper billing for new accounts that opt for this method of delivery;

THEREFORE BE IT FINALLY BE RESOLVED that a copy of this motion be sent to the Association of Municipalities of Ontario, the Premier of Ontario, the Ministry of Municipal Affairs and housing, all other municipalities within Ontario for their consideration and possible endorsement."

Yours truly,



A. Fusco
Director of Legislated Services & City Clerk

Cc: Hon. Rob Flack, Minister of Municipal Affairs and Housing
Association of Municipalities Ontario (AMO)
Sloane Sweazey, Senior Policy Advisor, City of Kitchener
Ontario Municipalities

The Corporation of the Township of Douro-Dummer

By-law Number 2025-34

**Being a By-law to amend By-law 2018-39, as amended
(A By-law to Restrict the Rate of Speed for Motor Vehicles on Highway
Portions within the Township of Douro-Dummer)
(Douro Second Line)**

Whereas, Section 128(2) of the Highway Traffic Act, R.S.O. 1990 Chapter H.8, provides that the council of a municipality and the trustees of a police village may, for motor vehicles driven on a highway or portion of a highway under its jurisdiction, by by-law prescribe a rate of speed different from the rate set out in subsection (1) of Section 128;

Whereas, Section 128(3) of the Highway Traffic Act, R.S.O., 1990 Chapter H.8 provides that the rate of speed prescribed under subsection 2 shall be 40, 50, 60, 70, 80, 90, or 100 kilometers per hour;

Whereas the Municipality has the authority to pass by-laws to regulate the foregoing, pursuant to the Municipal Act, 2001, as amended;

And Whereas, it is deemed expedient by Council to restrict the speed of motor vehicles on certain highways in the Corporation of the Township of Douro-Dummer;

Now Therefore the Council of The Corporation of the Township of Douro-Dummer enacts as follows:

1. That the speed be reduced on Douro Second Line from 80 km/h to 60 km/h between County Road 8 and Division Road.
2. That Appendix "A" to By-Law 2018-39, as amended, is further amended by including Douro Second Line between County Road 8 and Division Road in the 60 km/h listing attached hereto as Schedule "A".
3. That the deeming of Douro Second Line between County Road 8 and Division Road as a 60 km/h road becomes effective once appropriate signage is in place.
4. That By-law Number 2018-39, as amended, is hereby further amended.
5. That the Mayor and the Clerk be directed to sign same and affix the Corporate Seal to this By-law.

Passed in open Council this 7th day of October 2025.

Mayor, Heather Watson

Clerk, Martina Chait-Hartwig

Schedule "A"

Appendix "A"

As per Section "1" of the By-law and in compliance with the regulations under the Highway Traffic Act, the maximum rate of speed thereon shall be 60 kilometers per hour for motor vehicles on the road listed below:

Road Name	From:	To:	Ward
Douro Second Line	County Road 8	Division Road	Douro

The Corporation of the Township of Douro-Dummer

By-Law Number 2025-35

**Being a By-Law to Appoint a Treasurer
and Repeal By-law 2025-29**

Whereas the Section 286 (1) of the Municipal Act, 2001, S.O. 2001 c.25 as amended provides that a municipality shall appoint a Treasurer;

And Whereas the Municipality of The Township of Douro-Dummer deems it advisable to appoint a Treasurer;

Now Therefore the Council for the Corporation of the Township of Douro-Dummer enacts as follows:

1. That Stacy Grenier be and is hereby appointed as Treasurer for the Township of Douro-Dummer.
2. That By-law Number 2025-29 is hereby repealed.
3. That this By-Law shall come into force and effect on October 14, 2025

Passed in open council this 7th day of October, 2025.

Mayor, Heather Watson

Clerk, Martina Chait-Hartwig

The Corporation of the Township of Douro-Dummer

By-law Number 2025-36

Being a By-law of The Corporation of the Township of
Douro-Dummer to confirm the proceedings of the Regular Council Meeting of
Council held on the 7th day of October 2025

The Municipal Council of The Corporation of the Township of Douro-Dummer Enacts as follows:

1. **That** the action of the Council at its Regular Council Meeting held on 7th October 2025, in respect to each motion, resolution, and other action passed and taken by the Council at its said meeting is, except where prior approval of the Local Planning Appeal Tribunal is required, hereby approved, ratified, and confirmed.

2. **That** the Mayor and the proper officers of the Township are hereby authorized to do all things necessary to obtain approvals where required, and to execute all documents as may be necessary in that behalf and the Clerk is hereby authorized and directed to affix the Corporate Seal to all such documents.

Passed in Open Council this 7th day of October 2025.

Mayor, Heather Watson

Clerk, Martina Chait-Hartwig