

Elgin County Council Highlights



COVID-19 Update Long-Term Care Homes and Elgin County Administration

After careful review of pandemic trends, scientific/medical evidence, updated ministry and public health guidance, resident and family council feedback, labour relations outcomes, and policy and procedure recommendations Council made the decision to continue the following COVID-19 health and safety measures for a period of ninety (90) days. The following details health and safety measures, as related to COVID-19 in place at Elgin County Long-Term Care Homes and Elgin County Administration.

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Elgin County Long-Term Care Homes

- Continue two (2) dose COVID-19 vaccination requirements for all staff, students, support workers, volunteers and visitors (essential caregivers and general visitors) to enter the Home;
- Continue encouraging COVID-19 vaccination booster doses for all residents, staff, students, support workers, volunteers and visitors;
- No vaccination requirement for visitors for outdoor visits or absences from the Home Screening, Testing and Personal Protective Equipment (PPE);
- Continue daily rapid antigen testing (RAT) prior to all entry to the Home for all staff, students, support workers, volunteers and visitors; and, for visitors prior to outdoor visits and absences from the Home;
- Continue active screening to be completed prior to entry to the Home and prior to outdoor visits/absences from the Home;
- Masks and other PPE requirements as per public health/ministry recommendations visiting;
- Absences and Outings – policy updated to align with the Fixing Long-Term Care Act, 2021 legislation (Minor wording and reference updates);
- Updates to outdoor masking requirements when physical distancing can be achieved.

Elgin County Administration

- Continue two (2) dose COVID-19 vaccination requirements for all Councillors, staff, volunteers, Committee Members, and contractors as per the Vaccination Verification Policy;
- Continue active (online) screening tool for staff in alignment with Southwestern Public Health recommendations. This will continue to provide self-direction regarding self-isolation requirements and will ensure employees stay home when they are ill or experiencing symptoms of COVID-19.

More details are provided in the reports titled “Updated COVID-19 Measures” and “Homes – Infection Control Policy 2.10 – Immunization – Staff COVID-19 and “Administration Policy 1.35 Visitors and Resident Absences During a Pandemic” as contained within the May 24, 2022 County Council Agenda Package.

County of Elgin Approves Disconnecting from Work Policy

On December 2, 2021, the provincial government passed Bill 27 the “Working for Workers Act, 2021”. This Bill requires all employers with over 25 employees to implement a Disconnecting from Work policy.



At its meeting on May 24, 2022, County Council approved Policy 2.170 – Disconnecting from Work. The purpose of this policy is to encourage and support its employees in balancing their professional and personal lives, whether working traditional hours in the workplace or remotely/flexibly. Additionally, the policy encourages employees to disconnect from work outside of their normal working hours in accordance with applicable legislation.

The full policy is included in the May 24, 2022 County Council Agenda Package.

Council Approves Request for Proposal for Agenda Management Software

Council awarded the contract for the provision of agenda management services to eSCRIBE Software Ltd. in the amount of \$25,900 (annual cost) for a term of three (3) years. Agenda Management Software will streamline the agenda and minutes creation process for Elgin County Council and Committees of Council and will provide public access to these documents and time-stamped meeting videos through a public access portal.



Pay Equity Review

By resolution August 10, 2021, Council directed Human Resources staff to retain an external consultant to undertake a compensation and pay equity review of non-union staff, Council, and Boards. This process met the 2007 County Council direction to Human Resources staff to conduct a compensation review once in every term of Council to remain competitive and avoid potential spikes/gaps in compensation practices. The last non-union staff, Council, and Boards compensation review was completed in 2015–2016.

Gallagher Benefit Services (Canada) Group Inc. was awarded the Request for Proposal (RFP 2021-P36) on November 23, 2021. Analysis of the County's pay equity plan was done through this process to ensure compliance with the legislation.

Compensation and pay equity reviews are beneficial for recruiting and retaining top-talent, and support the County in becoming an Employer of Choice. Ensuring employee compensation and council/board remuneration reflects market competitiveness and flexibility will assist for future growth and organizational changes.

Council approved the proposed 2022 adjusted Non-Union Staff salary grid for implementation retroactive to January 1, 2022. Additionally, in regards to County of Elgin elected official's remuneration, Council voted to maintain the existing levels of base, subject to annual cost of living adjustments, as per current practice.



The “Non-Union Market Review Final Report” and the “County of Elgin Elected Officials Market Review Final Report” are contained within the May 24, 2022 County Council Agenda Package.

Council Approves Official Plan Amendment for Township of Malahide

In its role as Approval Authority, County Council granted approval to the Township of Malahide Official Plan Amendment No. 20.

On December 16, 2021, the Council of the Township of Malahide adopted Official Plan Amendment No. 20 constituting the Township's statutory five-year review and update to their Official Plan. The amendment was developed in accordance with the Planning Act, the Provincial Policy Statement, and the County of Elgin Official Plan and contains goals, objectives and policies established primarily to manage and direct physical change and the effects on the social, economic, built and natural environment of the Township including policies and measures to ensure the adequate provision of affordable housing, the protection of agricultural resources, and a description of the measures and procedures for informing and obtaining the views of the public in respect of various Planning Act processes.

Council Approves Parking By-Law Amendment for Port Stanley

In response to a resolution from the Municipality of Central Elgin, County Council approved new restricted parking zones in select downtown Port Stanley locations.

By-Law 20-05, "being a consolidated By-Law for the regulation of traffic including parking on County roads" was amended to establish two (2) hour limited parking where parking is permitted within the following road sections:

- Bridge Street (CR 4), from the west property limits of Carlow Road to the east limits of Colborne Street, being a distance of 290 metres;
- Colborne Street (CR 4), from the south limit of Bridge Street to the north limit of Warren Street, being a distance of 1,140 metres;
- Joseph Street (CR 23), from the east limits of Colborne Street to the east limits of East Road, being a distance of 280 metres.

For the complete May 24, 2022 County Council Agenda Package
please visit the Elgin County [website](#).