



**Township of Cramahe Committee of the Whole
Agenda**

Date: Tuesday, July 8, 2025, 6:00 p.m.
Location: Hybrid Meeting - Keeler Centre
80 Division Street

Pages

1. MEETING DETAILS

Join Zoom Meeting:

<https://us02web.zoom.us/j/84235007657>

Dial In:

+16475580588,,84235007657# Canada

+17789072071,,84235007657# Canada

Webinar ID:

842 3500 7657

2. NATIONAL ANTHEM

Please stand if you are able, and remove your hats for the playing of our National Anthem.

3. CALL TO ORDER

As we gather, we would like to formally recognize the traditional keepers of this land and, specifically, our neighbors of the Alderville First Nation, with a formal territorial acknowledgement.

We respectfully acknowledge that Cramahe Township is located on the Mississauga Anishinabek territory and is the traditional territory of the Mississauga.

Cramahe Township respectfully acknowledges that the Mississauga Nations are the collective stewards and caretakers of these lands and waters in perpetuity, and that they continue to maintain this responsibility to ensure their health and integrity for generations to come.

4. RECORDING EQUIPMENT

In accordance with Section 5.1 of By-Law 2025-24, members of the public are permitted to record open session meetings using audio-only devices. Hot-mics are not permitted. All recording devices shall be placed on the designated table for the duration of the meeting, and individuals wishing to record must sign the provided register. In the event of a recess, individuals are required to retrieve their devices and cease recording.

As per The Township of Cramahe Records Retention By-law 2020-17, the Digital Privacy Act and The Personal Information Protection and Electronic Documents Act, individuals must swear that they will not attempt to alter the audio/video recordings of today's meeting. Subject to the Municipal Freedom of Information and Protection of Privacy Act, the Digital Privacy Act and The Personal Information Protection and Electronic Documents Act, the Mayor and/or the Clerk may at any time request a copy of the recording and individuals will be required to produce the recording within 5 business days.

5. CONFIRMATION OF AGENDA

BE IT RESOLVED THAT the agenda for the July 8, 2025., Committee of the Whole meeting be approved, as presented.

6. DECLARATION OF PECUNIARY INTEREST

Members can declare now or at any time during the meeting.

7. DELEGATIONS/PRESENTATIONS

8. ADOPTION OF MINUTES

6

BE IT RESOLVED THAT the Committee of the Whole approve the minutes of the following meeting(s):

- Committee of the Whole, June 10, 2025
- Agricultural Committee, March 18, 2025
- Heritage Committee, May 29, 2025

9. COMMUNITY SERVICES

10. REPORTS OF MUNICIPAL OFFICERS

10.a PLANNING

10.a.a Zoning By-law Amendment – D14-ELL-09-25, PLAN-29-25

19

BE IT RESOLVED THAT the Committee of the Whole receive Report PLAN-29-25 for information; and

THAT Committee of the Whole recommend that Council direct staff to provide a Zoning By-law Amendment to implement the recommendations of this Report, for consideration by Council at their next available meeting.

10.a.b D14-MIE-10-25 – Zoning By-law Amendment – 374 County Road 27, PLAN-30-25

28

BE IT RESOLVED THAT the Committee of the Whole receive Report PLAN-30-25 for information; and

THAT Committee of the Whole recommend that Council direct staff to provide a Zoning By-law Amendment to implement the recommendations of this Report, for consideration by Council at their next available meeting.

10.b BYLAW ENFORCEMENT

- 10.b.a **Noise By-Law Exemption Request for Outdoor Wedding and Reception, ENF BYLAW-02-25** 40

BE IT RESOLVED THAT the Committee of the Whole receive Report ENF BYLAW-02-25 for information; and

THAT Committee of the Whole recommend that Council waive Section 3 of the Noise By-law 06-71 (Time Restrictions) for 3 Colton St, Colborne, Ontario to hold an outdoor wedding and reception on September 13, 2025.

10.c ADMIN

- 10.c.a **Cramahe Township Sign Replacement, ADMIN-03-25** 43

BE IT RESOLVED THAT Committee of the Whole receive Report ADMIN-03-25 for information.

11. ADVISORY COMMITTEE REPORTS

- 11.a **County of Northumberland** 46

Request from the Northumberland Physician Recruitment Advisory Committee, to support broad municipal engagement, the County is inviting each member municipality to nominate one individual to serve as a representative on this Advisory Committee. The nominated individual may be a Member of Council, or a community representative with knowledge of local health care needs or physician recruitment efforts.

Staff are recommending that this request be deferred to the Cramahe Health Care committee and that they nominate and/or select a member to represent Cramahe Township on the new Northumberland Physician Recruitment Advisory Committee.

BE IT RESOLVED THAT the Committee of the Whole defer the recommendation from the Northumberland Physician Recruitment Advisory Committee, to the Cramahe Health Care Committee; and

THAT the Cramahe Health Care Committee nominate and/or select a representative from their committee to represent and serve on the advisory committee for Cramahe Township.

12. OPEN FORUM

Members of the public have three (3) minutes to ask general questions and are not to enter into debate. Please state your name and address for the records. Each member may only speak once.

13. CLOSED MEETING

14. ADJOURNMENT

BE IT RESOLVED THAT the Committee adjourn the meeting at [TIME].



**Township of Cramahe Committee of the Whole
Minutes**

June 10, 2025, 6:00 p.m.

Members Present: Deputy Mayor Arthur
Councillor Van Egmond
Councilor Sherry Hamilton
Councilor Joel Schriver

Members Absent: Mayor Martin

Staff Present: Clerk H. Grant
Rubab Nadeem
Chris Curwin
Janet Newall
Nicole Newton
Nathan Proctor
Phil Kelly

1. MEETING DETAILS

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Deputy Mayor Arthur called the meeting to order at 6:00 p.m.

3. NATIONAL ANTHEM

Please stand if you are able, and remove your hats for the playing of our [National Anthem](#).

4. RECORDING EQUIPMENT

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request a copy of the recording and individuals will be required to produce the recording within 5 business days.

5. CONFIRMATION OF AGENDA

Moved by Councilor Sherry Hamilton
Seconded by Councillor Van Egmond

BE IT RESOLVED THAT the agenda for the June 10th, 2025 Committee of the Whole meeting be approved, as presented.

CARRIED

6. DECLARATION OF PECUNIARY INTEREST

Members can declare now or at any time during the meeting.

None.

7. DELEGATIONS/PRESENTATIONS

7.a Economic Development Advisory Committee

Member, Mark Turney

Moved by Councilor Sherry Hamilton
Seconded by Councilor Joel Schriver

BE IT RESOLVED THAT Committee of the Whole receive the verbal delegation from Economic Development Advisory Committee member, Mark Turney, for information.

CARRIED

7.b Intermunicipal Taskforce on Housing

****Addendum****

Co-Chair, Councillor Todd Attridge

Anthony Dew from the Northumberland Builders and Contractors Association.

Moved by Councilor Joel Schriver
Seconded by Councilor Sherry Hamilton

BE IT RESOLVED THAT Committee of the Whole receive the Intermunicipal Taskforce on Housing delegation for information.

CARRIED

8. ADOPTION OF MINUTES

Moved by Councillor Van Egmond

Seconded by Councilor Joel Schriver

BE IT RESOLVED THAT the Committee of the Whole approve the minutes of the following meetings, items 8.a. through to 8.c.

CARRIED

8.a Committee of the Whole - May 13, 2025

8.b Cramahe Heritage - April 25, 2025

8.c Transportation Advisory Committee - July 10, 2024

9. COMMUNITY SERVICES

10. REPORTS OF MUNICIPAL OFFICERS

10.a BY-LAW ENFORCEMENT

**10.a.a ENF BYLAW-01-25: Noise By-Law Exemption
Request for Outdoor Wedding and Reception**

Moved by Councilor Joel Schriver

Seconded by Councillor Van Egmond

BE IT RESOLVED THAT Committee of the Whole receive Report ENF BYLAW-01-25 for information; and

THAT Committee of the Whole recommend that Council waive Section 3 of the Noise By-law 06-71 (Time Restrictions) for 229 Crandall Road to hold an outdoor wedding and reception on September 7, 2025.

CARRIED

10.b PARKS AND RECREATION

10.b.a REC-03-25: Downtown Colborne Beautification Project

Moved by Councilor Sherry Hamilton

Seconded by Councilor Joel Schriver

BE IT RESOLVED THAT Committee of the Whole receive Report REC-03-25 for information; and

THAT Committee of the Whole recommends that Council provide staff direction on Option 1, with trees in the ground where possible.

CARRIED

10.c TRANSPORTATION

10.c.a PW TRANSPORTATION-13-25: Road Construction Update

Moved by Councilor Joel Schriver

Seconded by Councilor Sherry Hamilton

BE IT RESOLVED THAT Committee of the Whole receive report PW/Transportation-13-25 for information.

CARRIED

11. ADVISORY COMMITTEE REPORTS

11.a Economic Development Advisory Committee

11.a.a Highway 401 Bridge Signs

Moved by Councilor Sherry Hamilton

Seconded by Councillor Van Egmond

BE IT RESOLVED THAT Committee of the Whole receive the Highway 401 Bridge Sign report from the Economic Development Advisory Committee for information; and

THAT Committee of the Whole recommend to Council to support the request of the Economic Development Advisory Committee to pursue the installation of

"Cramahe" signage on the newly constructed Highway 401 bridge upon its completion; and

THAT Council authorizes staff to continue communication with the Ministry of Transportation of Ontario (MTO) as the bridge construction project progresses; and

THAT any subsequent actions or commitments be subject to future Council approval upon the presentation of finalized designs, budgets, and partnership proposals.

CARRIED

11.a.b Business Directory and BECN Partnership

Moved by Councilor Sherry Hamilton

Seconded by Councillor Van Egmond

BE IT RESOLVED THAT Committee of the Whole receive the Business Directory and BECN Partnership report for information; and

THAT the Economic Development Advisory Committee be authorized to work further with the Business Entrepreneur Centre Northumberland on a Northumberland Business Growth Pilot Project.

CARRIED

Moved by Councilor Sherry Hamilton

Seconded by Councillor Van Egmond

BE IT RESOLVED THAT Committee of the Whole allow Chair of the Economic Development Advisory Committee, Matthew Walsh, to speak and address questions.

CARRIED

12. OPEN FORUM

Members of the public have three (3) minutes to ask general questions and are not to enter into debate. Please state your name and address for the records. Each member may only speak once.

Dave Forsyth, Telephone Road - Comments in support of item 11.a.
Highway 401 Signage. Concerns regarding item 7.b. Affordable
Housing Initiative.

13. CLOSED MEETING

14. ADJOURNMENT

Moved by Councillor Van Egmond

Seconded by Councilor Joel Schriver

BE IT RESOLVED THAT the Committee adjourn the meeting at 7:49
p.m.

CARRIED

Mayor

Clerk



Township of Cramahe Agricultural Advisory Committee

Township of Cramahe Agricultural Advisory Committee

Date: March 18, 2025

Time: 9:00 am

Location: Council Chambers

Members Present: Steve Lipsett
Matt McComb
Lisa Meekes
Victoria Heffernan

Members Absent: Joe Banbury
Sandra Arthur
Ed Van Egmond

Staff Present: Nicole Newtonv

1. MEETING DETAILS

In Person Only -9am March 18

Council Chambers - 1 Toronto St. Colborne ON K0K 1S0

2. CALL TO ORDER

Chair Matt McComb called the meeting to order at 9:14 a.m.

3. CONFIRMATION OF AGENDA

Moved By Lisa Meekes

Seconded By Steve Lipsett

BE IT RESOLVED THAT the Agricultural Committee approve the agenda as amended to include 7.3. Verbal update.

Carried

4. ADOPTION OF MINUTES

Moved By Steve Lipsett

Seconded By Lisa Meekes

BE IT RESOLVED THAT the Agricultural Committee approve the minutes from January 15, 2025 as presented.

Carried

5. DISCLOSURES OF PECUNIARY INTEREST

None.

6. ITEMS FOR INFORMATION

Moved By Lisa Meekes

Seconded By Steve Lipsett

BE IT RESOLVED THAT the Agricultural committee receive item 6.1 for information.

Carried

6.1 Planning Application Discussion

Manager of Planning V. Heffernan to discuss planning applications received.

Manager of Planning, V. Heffernan outlined the two severance applications coming forward:

D10-HAR-03-2025

Certificate of Deletion to remove severance and revert back to original property format. Was completed in the 70's. Members confirmed if this is prime agricultural land and actively farmed? Answer is yes. Manager of Planning confirmed that there would be no future severances permitted. Members confirmed if once lot the is eliminated, would the owner still be able to build according to the agricultural zoning. The answer was yes.

D10-CLA-08-2025

Farm house separation and retained land to remain being farmed. There would be no eligibility for future severances or residential development.

Moved By Steve Lipsett

Seconded By Lisa Meekes

BE IT RESOLVED THAT the agricultural committee is in support of the application D10-HAR-03-25 for Mitchell Road and that there are no concerns.

Carried

Moved By Lisa Meekes

Seconded By Steve Lipsett

BE IT RESOLVED THAT the agricultural committee is in support of application D10-CLA-08-2025 for Pinegrove Road and have no concerns.

Carried

7. BUSINESS ARISING FROM THE MINUTES

7.1 Website Update

**** Old Business**** Township staff to provide verbal update on migration to new platform.

Committee discussion on having a dedicated page on the new website platform for agricultural initiatives. Reference to a farm gate guide. Potential for working together with EcDev Committee on an agricultural page for farm business contacts. Ag Business Spotlights on the landing page with information, such as agri-food venture center.

Committee to prepare lists of all website ideas for farming page and committee to discuss at next meeting.

7.2 Event Ideas and updates

**** Old Business**** Staff to provide updates on:

- Apple Blossom
- Touch a Truck

Apple Blossom cancelled - touch a truck will be continuing. Deputy Clerk N. Newton to confirm with Parks and Recreation Committee on final date so that the Agricultural committee can begin to recruit vehicles.

7.3 Verbal Update

Manager of Planning V. Heffernan provided a verbal update on an upcoming local support event for entrepreneurs and employers for Township of Cramahe, on ~~April 28, 2025~~ May 5, 2025, hosted by the Planning Department. An invitation is extended to this committee for a table, or individually - free of charge.

8. CONFIRMATION OF NEXT MEETING

The next meeting is scheduled for **Tuesday June 17, 2025 at 9am.**

9. ADJOURNMENT

Moved By Steve Lipsett

Seconded By Lisa Meekes

BE IT RESOLVED THAT the Agricultural Committee adjourn the meeting at 10:16a.m.

Carried

Chair; Board Secretary

HERITAGE CRAMAHE MINUTES
THURSDAY MAY 29, 2025 @ 10AM
Townhall Meeting Room, Colborne

1. Call to Order:
Present: T O'Brien, J Gifford, J Urquhart, D Good, S Hamilton (Town Councillor),
V Heffernan (Town Planner)
Absent: J Detenbeck, R Schriver, Z Weaver

V Heffernan informed the Committee that as of May 30th she will no longer be employed by Cramahe Township. She has accepted a position with the Town of Cobourg. We all wished her well and thanked her for valuable knowledge and assistance in dealing with the changes in the Heritage Act over the last few years. V Heffernan was instrumental in getting Heritage Cramahe being recognized by other departments and developers within Cramahe Township.
2. Introduction to addendum items:
Mark Turney – 401 Exit Signage
M Turney showed his vision of signage for the 401 once the bridge expansion is complete. He also would like Heritage Cramahe to consider getting onsite and dealing with Ministry of Transportation to have bridge embossments similar to those along the 407. Suggestions were heritage, indigenous, agriculture, United Empire Loyalists, mining. There was a consensus that the embossments were likely paid for or fundraised by local communities.

Castleton Cenotaph
T O'Brien received an email from Nicole Hamilton who is working with others on a restoration project for the Castleton Cenotaph and they are hoping to have a podium plaque. They are asking if Heritage Cramahe would prepare/draft up a memorial on the Cenotaph? J Urquhart said that there are Minutes from the Cenotaph Committee and she believes R Quinn has it.
3. Confirmation of Agenda for May 29, 2025.
Motion: T O'Brien
Second: J Gifford
4. Disclosure of Pecuniary Interests.
None
5. Adoption of Minutes of April 25, 2025.
Motion: T O'Brien
Second: J Urquhart
6. Business arising from Minutes:
Heritage Room:
Castleton Exhibit
J. Urquhart
J Urquhart will meet with R Quinn regarding an outline of the exhibit.
J Urquhart reported that John Hansen, from Texas, who has family property at Loughbreeze got in touch with her. He asked if the exhibit would be available to visit end of June/early July?
T O'Brien will connect with Colborne Art Gallery to determine when their next exhibit change but believes this will not be an issue to delay until mid July.
7. **Outreach:**
Update on Cemetery Records
J. Gifford
J Gifford will organize a Thursday afternoon visit at the Town Hall with Marlene Harnden.
V Heffernan stated that there is no update on the Carr Cemetery.
ACO visit to Cramahe & ACO Newsletter
R. Schriver
** See R Schriver email of May 25, 2025 following
8. **Designations**
Status of Octagon House
T. O'Brien
The plaque has been ordered from Riverside Brass. In February 2022 the cost was

\$300.00 plus freight and taxes. The current cost will be \$839.00 plus freight and taxes. V Heffernan reached out via email with other Townships for supplier recommendations and will email T O'Brien any information.

9. **Elgin Street Park Rehabilitation**

Update

J. Detenbeck

The presentation was cancelled and the committee decided not to go forward with a name change for the ballpark. On Victoria Street T O'Brien found a memorial plaque behind the batter's cage for Curly Rutherford and a memorial plaque on the north side of the washrooms for Mrs. B. Smith. C Curwin of Parks & Recreation previously approached the Heritage Committee about having a podium plaque for Mrs. B. Smith on Elgin Street near the Clubhouse.

Update on Genealogy Database

D. Good

D Good informed the committee that his database is complete up to 1921. There is a total of 197,000 people entered in alphabetical order. Trish asked if the research into the business sector could become an exhibit? D Good said he would like to talk to locals who have knowledge directly/indirectly with the families who operated the businesses. J Gifford offered to reach out to the Post and Fox families to determine if they would be willing.

info@heritagecramahe emails

T. O'Brien

Received a request for photographs of 181 Ontario Street in Lakeport. Roseanne Quinn has a small photo album that belonged to Cinnamon Coombs and we were able to copy and email some photos to the new owner.

Email asking if Cramahe Archives might have the original of a land grant that was given to the University of Toronto in 1945. Replied and suggested he contact the Northumberland Archives.

Email request for historical information on 1790 Percy Street, Castleton. D Good's database contained a good amount of information which was emailed. I did not get a response back.

Email request looking for contact information. They wanted to have their daughter christened at the Trinity Anglican Church. Replied that it closed its doors in 2012.

11. **New Business:**

Delegation re: Tax Relief

J. Detenbeck

R. Schriver

V Heffernan informed the committee that there are no meetings in August. If we want to present a delegation the paperwork must be submitted by noon 1 week prior to the Council meeting which will make that June 18th.

12. **Financial Report:**

T. O'Brien

Expenses for April 2025

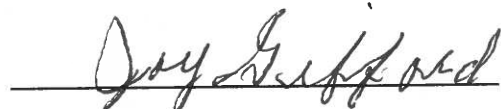
CHO Registration for R Schriver & T O'Brien \$634.98

Notice of Intent to Designate Octagon House \$ 80.39

Meeting adjourned at: 12pm.



Chair



Committee Member

**NEXT MEETING: FRIDAY JUNE 27, 2025 @ 10AM
TOWNHALL MEETING ROOM**



REPORT

Planning & Development

Meeting: Committee of the Whole

Date: July 8, 2025

Report No.: PLAN-29-25

RESOLUTION NO: _____ **BY-LAW NO:** _____

Subject: Zoning By-law Amendment – D14-ELL-09-25

Recommendation(s):

BE IT RESOLVED THAT the Committee of the Whole receive Report PLAN-29-25 for information; and

THAT Committee of the Whole recommend that Council direct staff to provide a Zoning By-law Amendment to implement the recommendations of this Report, for consideration by Council at their next available meeting.

File No.: D14-ELL-09-25

Applicant: Tracey Ellis

Property: Concession 6, Part Lot 25, RP 38R1540; Part 1

Assessment Roll Number: 14110110302280100000

County Official Plan Designation: Rural Area

Township Official Plan Designation: Rural and Environmental Protection

Current Township Zoning: Rural 2 (RU-2), Rural Residential (RR), and Environmental Conservation (EC)

BACKGROUND

The lands subject to the Zoning By-law Amendment applications are described as Concession 6, Part Lot 25, RP 38R1540; Part 1 (the “Subject Lands”). Provisional approval for the severance three lots was granted by the Ontario Land Tribunal on May

15, 2025, (Case No. OLT-25-000144). One of the conditions of provisional consent was that the lands be zoned to comply with the Township of Cramahe Zoning By-law. **Figure 1** indicates the location of the Subject Lands, and **Figure 2** provides the provisionally approved severance sketch.

PROPOSAL

The applicant is seeking the approval of a Zoning By-law Amendment to rezone the severed lots to the Rural Residential (RR) Zone and the retained lot to a special Rural XX (RU-XX) Zone to recognize the proposed lot frontage of 70 metres whereas 150 metres is required and to recognize a minimum lot area of 6 hectares where 25 hectares is required. A draft By-law and Schedule 'A' are included as **Attachment 1** and **Attachment 2**. Surrounding land uses, designations, and zoning include the following:

North: Rural uses. Lands designated Rural and Environmental Protection, and zoned Rural (RU) and Environmental Conservation (EC).

East: Rural uses. Lands designated Rural and zoned Rural (RU221/222/84).

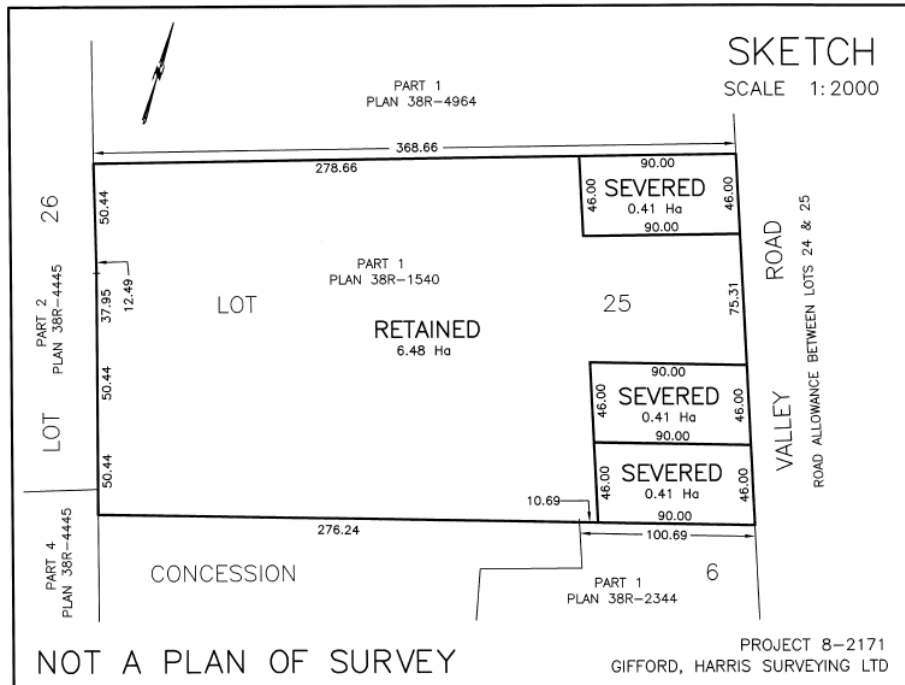
South: Rural uses. Lands designated Rural and Environmental Protection and zoned Rural (RU/RU-92) Rural Residential (RR) and Environmental Conservation (EC).

West: Rural/Agricultural uses. Lands designated Rural and zoned Rural (RU-2) and Environmental Conservation (EC).

Figure 1: Location of the Subject Lands



Figure 2: Provisionally Approved Severance Sketch



ANALYSIS

The following is a review of the land use policy framework related to the subject lands.

Provincial Planning Statement (2024)

The Provincial Planning Statement (the “PPS”) is the statement of the Provincial government’s policies on land use planning and is intended to provide policy direction on land use matters which are in the Provincial interest. All land use planning decisions are required to be consistent with the PPS. The PPS provides a variety of general policies aimed at sustaining healthy, liveable and safe communities. These policies include promoting efficient development and land use patterns, accommodating an appropriate range of residential and other uses, and promoting cost-effective development patterns and standards.

Section 2.6 outlines policies for rural lands in municipalities. The Subject Lands are considered rural lands under the PPS, and the proposed uses are permitted as residential development, including lot creation, where site conditions are suitable for the provision of appropriate sewage and water services. The Subject Lands are not currently serviced by municipal sewage and water services and would require individual on-site sewage and water service. The proposal will have minimal impact on current infrastructure use, and the severed lands are of sufficient size to accommodate individual on-site sewage and water services.

Section 4.1 outlines policies for natural heritage, and that natural features and areas shall be protected for the long term. No provincially significant natural heritage features are present on or adjacent to the Subject Lands. However, an unevaluated wetland and a tributary of Cold Creek are present on the retained lands. These features are currently zoned Environmental Conservation (EC) and will remain in this zone to ensure adequate protection from future development.

Section 5.2 outlines policies for natural hazards and that planning authorities shall, in collaboration with conservation authorities, identify hazardous lands and hazardous sites and manage development in these areas, in accordance with provincial guidance. Development shall generally be directed to areas outside of hazardous lands, including flood hazards and erosion hazards. Comments were received from Lower Trent Conservation (dated June 16, 2025) indicating that the severed lots are not within hazardous lands.

Based on a review of the proposal and applicable policies of the PPS, the proposed rezoning is consistent with the PPS.

Northumberland County Official Plan (2016)

The Northumberland County Official Plan (the “County OP”) is a document designed to guide land use planning in the County over the next 20 years. The County OP contains general development policies that apply across the County as a whole, including policies related to natural heritage, transportation, and the subdivision of land, among other considerations.

The Subject Lands are designated “Rural Area” in the County OP. A full range of rural uses are permitted within the Rural Area, including permanent and seasonal dwellings. Section C4.3 outlines the policies for lot creation in the Rural Area, requiring that the creation of fewer than three lots through consent shall be governed by the policies of the local Official Plan.

Section D1 outlines the policies for natural heritage resources in the County, and that natural heritage features should be protected for future generations. A natural heritage system has been established and mapped in the County OP. No natural heritage features are present on or adjacent to the Subject Lands as shown on the County of Northumberland mapping.

Section D2.4 outlines the County’s stormwater management policies. Planning for stormwater management shall minimize, or, where possible, prevent increases in contaminant loads, minimize changes in water balance and erosion, not increase risks to human health and safety and property damage, maximize the extent and function of vegetative and pervious surfaces, promote stormwater management best practices, including stormwater attenuation and re-use, and low impact development. No development or site alteration is proposed as part of this application. However, any future

development application may require the submission of a stormwater management report.

Based on a review of the proposal and applicable policies of the County of Northumberland Official Plan, the proposed rezoning conforms to the County OP.

Township of Cramahe Official Plan (Consolidation 2024)

The Township of Cramahe Official Plan (the “Township OP”) guides planning and zoning decisions for the Township over the next 20 years. The Township OP sets forth several goals, including, but not limited to, directing development to the Colborne urban area, encouraging commercial and industrial development, identifying and protecting agricultural lands, and maintaining the quality of the natural environment.

The Subject Lands are designated “Rural” in Schedule ‘A’ Land Use Plan of the Township OP. Section 5.3 outlines policies for lands designated Rural. The Rural designation recognizes lands which are of marginal value for agriculture and have the potential for non-agricultural development. Limited residential uses in the form of one single unit per lot are also permitted in the Rural designation.

Section 6.2 outlines policies for severances, with Section 6.2.1 providing general severance policies. Section 6.2.1.5 requires that the parcels of land to be created and retained by severance and the proposed use shall comply with all applicable provisions of the Township's Zoning By-law, save that the consent to sever may be granted on the condition that a Zoning By-law Amendment be approved. The provisionally approved severed lots do not meet the minimum lot area provision of the Rural (RU) Zone, and a rezoning is required. This is achieved through site-specific zoning, as detailed further in this report.

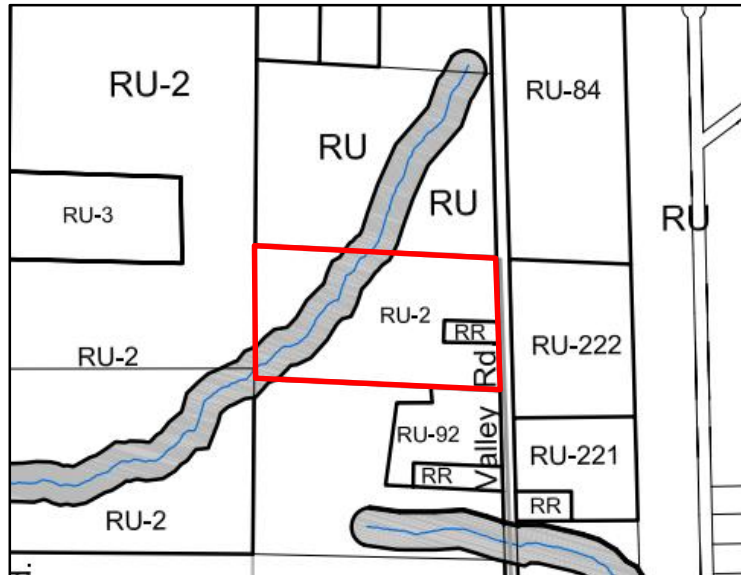
Based on a review of the proposal and applicable policies of the Township of Cramahe Official Plan, the proposed rezoning conforms to the Township OP.

Township of Cramahe Comprehensive Zoning By-law 08-18 (Consolidation 2021)

The Subject Lands are currently zoned Rural Residential (RR), Rural 2 (RU-2), and Environmental Conservation (EC) on Schedule “A” Map 18 as shown in **Figure 3**. Due to the proposed use of the severed lots for residential purposes and their lot size, the severed lots require rezoning to the Rural Residential (RR) Zone. Additionally, the retained lot requires rezoning to a site specific zone to recognize the proposed lot frontage of 70 metres whereas 150 metres is required and to recognize a minimum lot area of 6 hectares where 25 hectares is required. A draft By-law and Schedule ‘A’ are included as **Attachment 1** and **Attachment 2**.

Subject to the approval of a Zoning By-law Amendment, the Subject Lands would comply with the Township Zoning By-law and conform to the Township OP.

Figure 3: Current Zoning of the Subject Lands, Schedule “A” Map 9



AGENCY COMMENTS

County of Northumberland – None received.

Lower Trent Conservation

Comments were received from Lower Trent Conservation on June 16, 2025, and are summarized below:

1. Consistency with Section 5.2 of the PPS has been demonstrated;
2. Part VI of the *Conservation Authorities Act* and Ontario Regulation 41/24 apply to the retained lands. A permit or formal clearance from LTC would be required prior to any development activities taking place (refer to the Ontario Regulation 41/24 definition of development activity); and,
3. The subject lands are not located within an area that is subject to the policies contained in the Trent Source Protection Plan.

LTC would therefore have no objection to the approval of this application.

Public Works and Environmental Services – None received.

Chief Building Official – None received.

Fire Department – No comments or concerns.

Hydro One – None received.

Bell Canada – None received.

Kawartha Pine Ridge District School Board (KPRDSB) – No comments or concerns.

Enbridge Gas – None received.

Comments from the Public

Notice was initially given by pre-paid First-Class Mail to all residents within 120 meters of the Subject Lands. Notice was posted on the Subject Lands (verified by staff), and notice was also posted on the Township's website. The Planning Department did not receive any written or verbal correspondence from the public regarding this application.

FINANCIAL IMPLICATIONS

There are no direct financial implications for the Township.

SUMMARY

Based on the analysis outlined throughout this report, the proposed Zoning By-law Amendment:

- is consistent with the Provincial Planning Statement, 2024; and
- conforms to the County of Northumberland Official Plan and the Township of Cramahe Official Plan.

The Zoning By-law Amendment is good land use planning and is appropriate for the subject lands.

Attachment 1: By-law

Attachment 2: Schedule A

Submitted by:

Graham Richards, CD, MES
Township Planning Consultant (MHBC)

Jamie Robinson, BES, MCIP, RPP
Township Planning Consultant (MHBC)

Reviewed by:

Holly Grant, Clerk

THE CORPORATION OF THE TOWNSHIP OF CRAMAHE

BY-LAW NO. BL-2025-__

Being a By-law under the provisions of Section 34 of the *Planning Act*, R.S.O. 1990, to amend By-law No. 08-18, the Comprehensive Zoning By-Law of the Township of Cramahe.

WHEREAS the Council of the Township of Cramahe deems it advisable to amend By-law No. 08-18 with respect to the lands described in this By-Law; and

WHEREAS Council has conducted a public meeting as required by Section 34(12) of the *Planning Act*, R.S.O. 1990, as amended and determined that no further notice is required; and

WHEREAS the matters herein are in conformity with the policies and designations contained in the Official Plans of the County of Northumberland and the Township of Cramahe as are currently in force and effect; and

NOW THEREFORE the Council of the Corporation of the Township of Cramahe hereby enacts as follows:

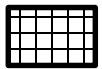
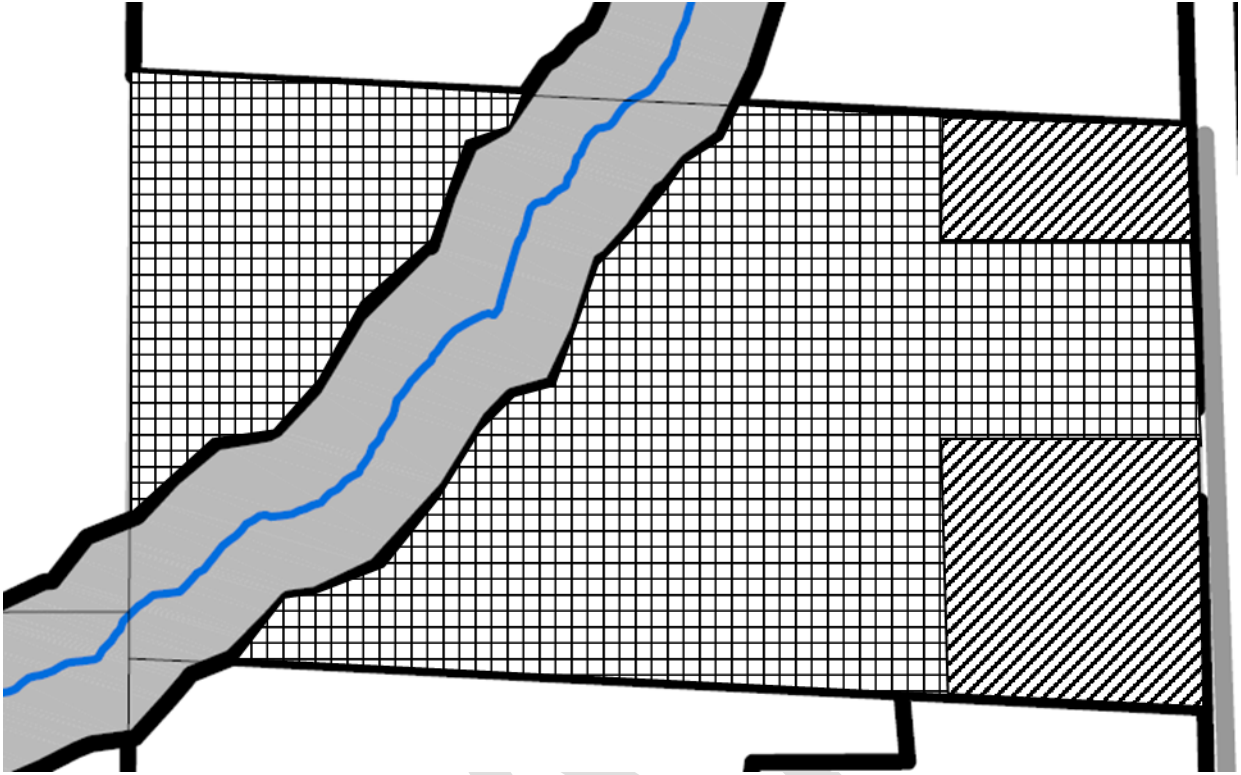
1. **THAT** Schedule A, Map 9 of By-Law No. 08-18 is hereby amended by changing the zone category of certain lands located in Concession 6, Part Lot 25, RP 38R1540; Part 1, in the Township of Cramahe, as illustrated on Schedule A to this By-law.
2. **THAT** Section 5.4 of By-law No. 08-18 is hereby amended by adding the special Rural 260 (RU-260) Zone as follows:

“Notwithstanding the minimum lot area and minimum lot frontage requirements for the Rural (RU) Zone, to the contrary, within the Rural 260 (RU-260) Zone the minimum lot area shall be 6.0 hectares and the minimum lot frontage shall be 70 metres.”
3. **THAT** this By-Law shall become effective on the date it is passed by the Council of the Corporation of the Township of Cramahe, subject to the applicable provisions of the *Planning Act*, R.S.O. 1990, as amended.
4. **THAT** the Clerk is hereby authorized and directed to proceed with the giving of Notice under Section 34(18) of the *Planning Act*, R.S.O. 1990, as amended.

Read a first, second, and third time and finally passed this ____ day of _____, 2025.

Mandy Martin, Mayor

Holly Grant, Clerk



Rural 260 (RU-260) Zone



Rural Residential (RR) Zone



Environmental Conservation (EC) Zone

Schedule A to By-law No. 2025-__

Passed this __ day of ____, 2025

Mayor

Clerk

Subject Property

Concession 6, Part Lot 25,
RP 38R1540; Part 1

Township of Cramahe

File No. D14-ELL-09-25





REPORT

Planning & Development

Meeting: Committee of the Whole

Date: July 8, 2025

Report No.: PLAN-30-25

RESOLUTION NO: _____ **BY-LAW NO:** _____

Subject: D14-MIE-10-25 – Zoning By-law Amendment – 374 County Road 27

Recommendation(s):

BE IT RESOLVED THAT the Committee of the Whole receive Report PLAN-30-25 for information; and

THAT Committee of the Whole recommend that Council direct staff to provide a Zoning By-law Amendment to implement the recommendations of this Report, for consideration by Council at their next available meeting.

File No.: D14-MIE-10-25

Applicant: Jesse Miedema

Property: 374 County Road 27

Assessment Roll Number: 1411 011 040 05300 00000

County Official Plan Designation: Agricultural Area

Township Official Plan Designation: Agricultural and Environmental Protection

Township Zoning: Agricultural (A) Zone and Environmental Conservation (EC) Zone

This report has been prepared by MHBC, the Township's planning consultants, with guidance from Township Planning staff.

BACKGROUND

The lands subject to the Zoning By-law Amendment applications are described as Part of Lot 13, Concession 9, municipally known as 374 County Road 27 (the "Subject Lands").

CORPORATION OF THE TOWNSHIP OF CRAMAHE

P.O. Box 357, Colborne, Ontario K0K 1S0 T: (905) 355-2821 F: (905) 355-3430

Provisional approval for the severance of a surplus farm dwelling was granted by the Township of Cramahe Committee of Adjustment on May 27, 2025 (File No. D10-MIE-13-25). One of the conditions of provisional consent was that the lands be zoned to comply with the Township of Cramahe Zoning By-law. **Figure 1** indicates the location of the Subject Lands, and **Figure 2** provides the provisionally approved severance sketch.

PROPOSAL

The applicant is seeking the approval of a Zoning By-law Amendment to rezone the severed lot to the Rural Residential (RR) Zone and the retained lot to a special Agricultural XX (A-XX) Zone. A draft By-law and Schedule 'A' are included as **Attachment 1** and **Attachment 2**. Surrounding land uses, designations, and zoning include the following

North: Agricultural uses and woodlands. Lands designated Agricultural and Environmental Protection, and zoned Agricultural (A) and Environmental Conservation (EC).

East: Agricultural uses and woodlands. Lands designated Agricultural and Environmental Protection, and zoned Agricultural (A) and Environmental Conservation (EC).

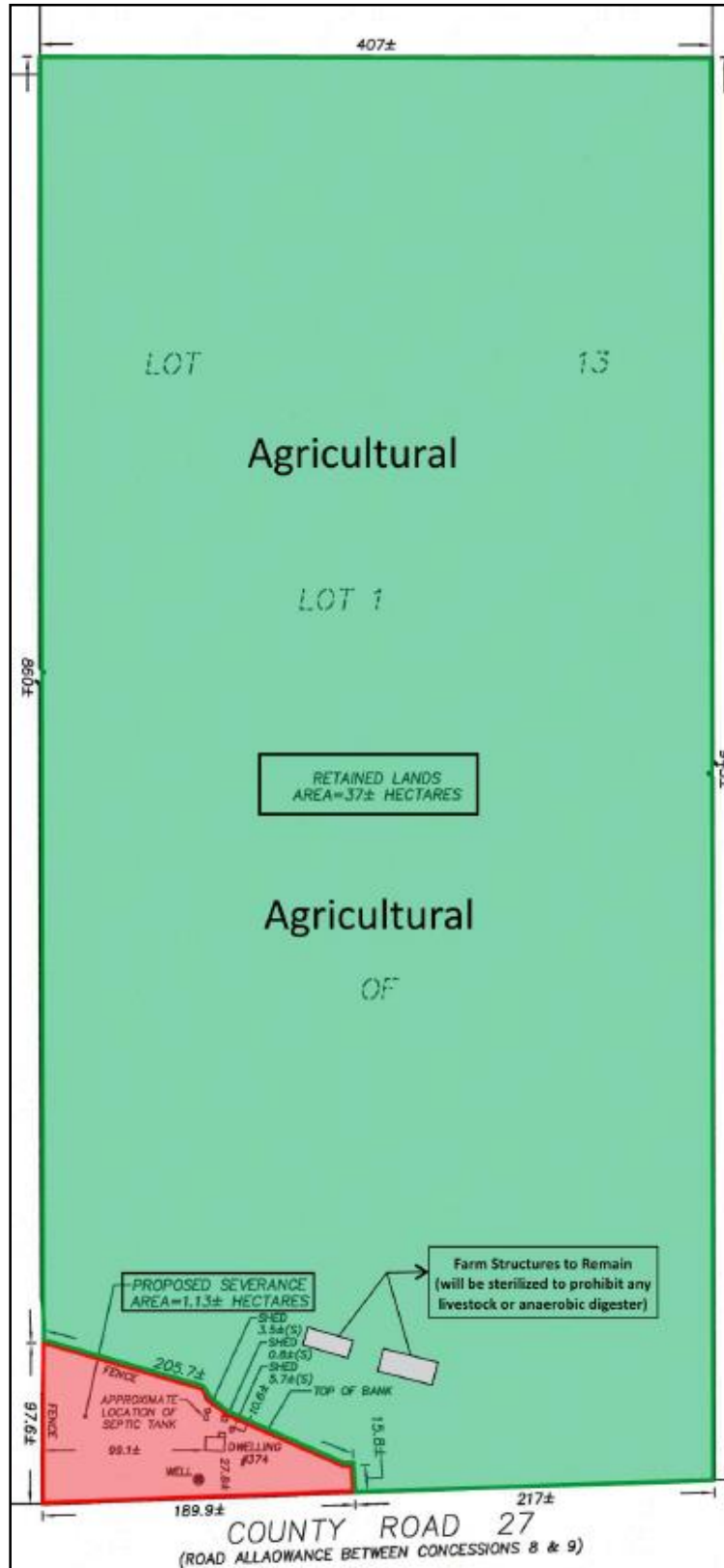
South: Agricultural and rural uses. Lands designated Agricultural and zoned Agricultural (A) and Rural Residential (RR).

West: Agricultural uses. Lands designated Agricultural and Environmental Protection, and zoned Agricultural (A) and Community Facility (CF).

Figure 1: Location of the Subject Lands



Figure 2: Provisionally Approved Severance Sketch



ANALYSIS

The following is a review of the land use policy framework related to the subject lands.

Provincial Planning Statement (2024)

The Provincial Planning Statement (the “PPS”) is the statement of the Provincial government’s policies on land use planning and is intended to provide policy direction on land use matters which are in the Provincial interest. All land use planning decisions are required to be consistent with the PPS. The PPS provides a variety of general policies aimed at sustaining healthy, liveable and safe communities. These policies include promoting efficient development and land use patterns, accommodating an appropriate range of residential and other uses, and promoting cost-effective development patterns and standards.

Section 4.3 outlines policies for agriculture, and that prime agricultural areas shall be protected for long-term use for agriculture. Section 4.3.3 outlines policies for lot creation in prime agricultural areas, and that it may only be permitted for one new residential lot per farm consolidation for a residence surplus to an agricultural operation, provided that:

1. The new lot will be limited to a minimum size needed to accommodate the use and appropriate sewage and water services; and
2. The planning authority ensures that new dwellings and additional residential units are prohibited on any remnant parcel of farmland created by the severance. The approach used to ensure that no new dwellings or additional residential units are permitted on the remnant parcel may be recommended by the Province, or based on municipal approaches that achieve the same objective.

The proposal would result in a new lot created at 374 County Road 27 for a residence that is surplus to a farming operation. The overall intent of the agriculture policies within the PPS is to protect prime agricultural areas. The proposed severed and retained lots would not result in the loss of agricultural lands and are consistent with the policy framework for lot creation within prime agricultural lands. In addition, the proposed lot configuration will not negatively impact the functionality or viability of the farm parcel, and the retained lot will continue to be used for agricultural purposes.

The proposed Zoning By-law Amendment implements the consent application to ensure consistency with the PPS by limiting the use of the retained lot to agricultural uses and recognizing the characteristics of the severed lot.

Section 5.2 outlines policies for natural hazards and that planning authorities shall, in collaboration with conservation authorities, identify hazardous lands and hazardous sites and manage development in these areas, in accordance with provincial guidance. Development shall generally be directed to areas outside of hazardous lands, including flood hazards and erosion hazards. Comments were received from Lower Trent Conservation (dated May 15, 2025) indicating that portions of the severed lot are within

an erosion hazard. The Lower Trent Conservation is of the opinion that the application is consistent with the PPS, provided that site-specific zoning is applied, which prohibits future development on the severed lands until a stability/erosion hazard assessment is completed. A Holding (H) symbol has been applied to the severed lands requiring the completion of a stability/erosion hazard assessment before future development can proceed.

Based on a review of the proposal and applicable policies of the PPS, the proposed rezoning is consistent with the PPS subject to the application of a holding symbol to be removed following the completion of a erosions hazard study.

Northumberland County Official Plan (2016)

The Northumberland County Official Plan (the “County OP”) is a document designed to guide land use planning in the County over the next 20 years. The County OP contains general development policies that apply across the County as a whole, including policies related to natural heritage, transportation, and the subdivision of land, among other considerations.

The Subject Lands are designated “Agricultural Area” in the County OP. A full range of agricultural uses are permitted within the Agricultural Area, including a single detached dwelling. Section C3.4 outlines the policies for lot creation in the Agricultural Area, requiring that the lot must only be created to accommodate an existing habitable farm residence that has become surplus to the farming operation as a result of the acquisition of additional farm parcels to be operated as one farming operation. This is provided that the newly created lot is limited to the minimum size required to achieve the severance of the surplus dwelling, servicing and structures, and the municipality ensures that the remnant parcel is prohibited from constructing a new dwelling.

Based on a review of the proposal and applicable policies of the County of Northumberland Official Plan, the proposed rezoning conforms to the County OP.

Township of Cramahe Official Plan (Consolidation 2024)

The Township of Cramahe Official Plan (the “Township OP”) guides planning and zoning decisions for the Township over the next 20 years. The Township OP sets forth several goals, including, but not limited to, directing development to the Colborne urban area, encouraging commercial and industrial development, identifying and protecting agricultural lands, and maintaining the quality of the natural environment.

The Subject Lands are designated “Agricultural” and “Environmental Protection” in Schedule ‘A’ Land Use Plan of the Township OP. Section 5.2 outlines policies for lands designated Agricultural. The Agricultural designation recognizes lands which are of significant value for agriculture and have the potential for agricultural development. Limited residential uses in the form of one single unit per lot are also permitted in the Agricultural designation.

Section 6.2 outlines policies for severances, with Section 6.2.2 providing special severance policies for the agricultural designation. Lot creation in the agricultural designation may only be permitted for a residence surplus to a farming operation as a result of a farm consolidation, provided that new residential dwellings are prohibited on any vacant remnant parcel of farmland created by the severance. This is achieved through site-specific zoning, as detailed further in this report.

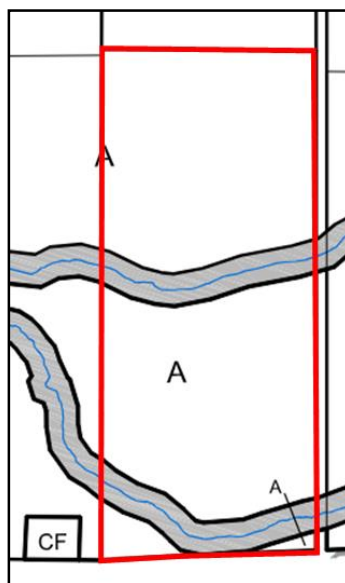
Based on a review of the proposal and applicable policies of the Township of Cramahe Official Plan, the Zoning By-law Amendment conforms to the Township OP.

Township of Cramahe Comprehensive Zoning By-law 08-18 (Consolidation 2021)

The Subject Lands are currently zoned Agricultural (A) and Environmental Conservation (EC) on Schedule “A” Map 27 as shown in **Figure 3**. Due to the reduced lot area and lot frontage, the severed lot requires rezoning to the Rural Residential (RR) Zone. Additionally, due to the hazardous lands on the severed lot identified by the Lower Trent Conservation, a Holding (H) symbol has been applied, requiring the completion of a stability/erosion hazard assessment before future development can proceed. To preserve the agricultural lands on the retained lot, an Agricultural Exception (A-XX) Zone has been applied to restrict future residential uses and prohibit the keeping of livestock or an anaerobic digester on the remaining farm structures. A draft By-law and Schedule ‘A’ is included as **Attachment 1** and **Attachment 2**.

Subject to the approval of a Zoning By-law Amendment, the Subject Lands would comply with the Township Zoning By-law and conform to the Township OP.

Figure 3: Current Zoning of the Subject Lands, Schedule “A” Map 27



AGENCY COMMENTS

County of Northumberland

Comments were received from the County of Northumberland on May 22, 2025, regarding the previous consent application and are summarized below:

County Planning has no objections with the proposed severance to support a parcel with a dwelling that is surplus to a farming operation, subject to the applicant satisfying the following conditions:

1. To submit a (39R) Reference Plan at their expense to the satisfaction of the County of Northumberland which illustrates a minimum road widening of 16.0 metres from the centreline of County Road 27 along the frontage of the retained and severed parcels; and
2. To deed a road widening to the satisfaction of the County of Northumberland at their expense and that it is free and clear of all encumbrances

It is noted that above comments do not apply to this Zoning By-law Amendment application.

Lower Trent Conservation

Comments were received from Lower Trent Conservation on May 15, 2025, regarding the previous consent application and are summarized below:

1. Consistency with Section 5.2 of the PPS has been demonstrated, provided that site-specific zoning is put in place to prohibit additional activities on the severed lands in the absence of a slope stability assessment.
2. Part VI of the *Conservation Authorities Act* and Ontario Regulation 41/24 apply to the subject lands. A permit or formal clearance from LTC would be required prior to any development activities taking place on either resultant parcel (refer to the Ontario Regulation 41/24 definition of development activity); and,
3. The subject lands are not located within an area that is subject to the policies contained in the Trent Source Protection Plan.

LTC would therefore have no objection to the approval of this application, subject to the zoning noted above.

It is noted that above comments do not apply were made with respect to the consent application, however, comment #1 is required to be implemented through the Zoning By-law Amendment.

Public Works and Environmental Services – No comments or concerns.

Chief Building Official – None received.

Fire Department – No comments or concerns.

Hydro One – No comments or concerns.

Bell Canada – None received.

Kawartha Pine Ridge District School Board (KPRDSB) – None received.

Enbridge Gas – None received.

Comments from the Public

Notice was initially given by pre-paid First-Class Mail to all residents within 120 meters of the Subject Lands. Notice was posted on the Subject Lands (verified by staff), and notice was also posted on the Township's website. The Planning Department did not receive any written or verbal correspondence from the public regarding this application.

FINANCIAL IMPLICATIONS

There are no direct financial implications for the Township.

SUMMARY

Based on the analysis outlined throughout this report, the proposed Zoning By-law Amendment:

- is consistent with the Provincial Planning Statement, 2024; and
- conforms to the County of Northumberland Official Plan and the Township of Cramahe Official Plan.

It is our opinion that the proposed Zoning By-law Amendment is good land use planning and is appropriate for the subject lands.

Attachment 1: By-law

Attachment 2: Schedule A

Submitted by:

Graham Richards, CD, MES
Township Planning Consultant (MHBC)

Jamie Robinson, BES, MCIP, RPP
Township Planning Consultant (MHBC)

Reviewed by:

Holly Grant, Clerk

THE CORPORATION OF THE TOWNSHIP OF CRAMAHE

BY-LAW NO. BL-2025-__

Being a By-law under the provisions of Section 34 of the *Planning Act*, R.S.O. 1990, to amend By-law No. 08-18, the Comprehensive Zoning By-Law of the Township of Cramahe.

WHEREAS the Council of the Township of Cramahe deems it advisable to amend By-law No. 08-18 with respect to the lands described in this By-Law; and

WHEREAS Council has conducted a public meeting as required by Section 34(12) of the *Planning Act*, R.S.O. 1990, as amended and determined that no further notice is required; and

WHEREAS the matters herein are in conformity with the policies and designations contained in the Official Plans of the County of Northumberland and the Township of Cramahe as are currently in force and effect; and

NOW THEREFORE the Council of the Corporation of the Township of Cramahe hereby enacts as follows:

1. **THAT** Schedule A, Map 27 of By-Law No. 08-18 is hereby amended by changing the zone category of certain lands located in Part of Lot 13, Concession 9, municipally known as 374 County Road 27 in the Township of Cramahe, as illustrated on Schedule A to this By-law.

2. **THAT** Section 6.4 of By-law No. 08-18 is hereby amended by adding the special Agricultural 85 (A-85) Zone as follows:

“In addition to the provisions of By-law No. 08-18, as amended, to the contrary, within the Agricultural 85 (A-85) Zone the following additional provisions shall apply:

- a) A dwelling unit and accessory uses thereto and/or a seasonal farm residential use and accessory uses thereto are prohibited.
- b) Existing buildings shall not be used for the keeping of livestock, animal husbandry, or an anaerobic digester.”

3. **THAT** Section 7.4 of By-law No. 08-18 is hereby amended by adding the special Rural Residential 88-Holding (RR-88-H) Zone as follows:

“In addition to the provisions of By-law No. 08-18, as amended, to the contrary, within the Rural Residential 88-Holding (RR-88-H) Zone the following additional provisions shall apply:

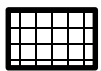
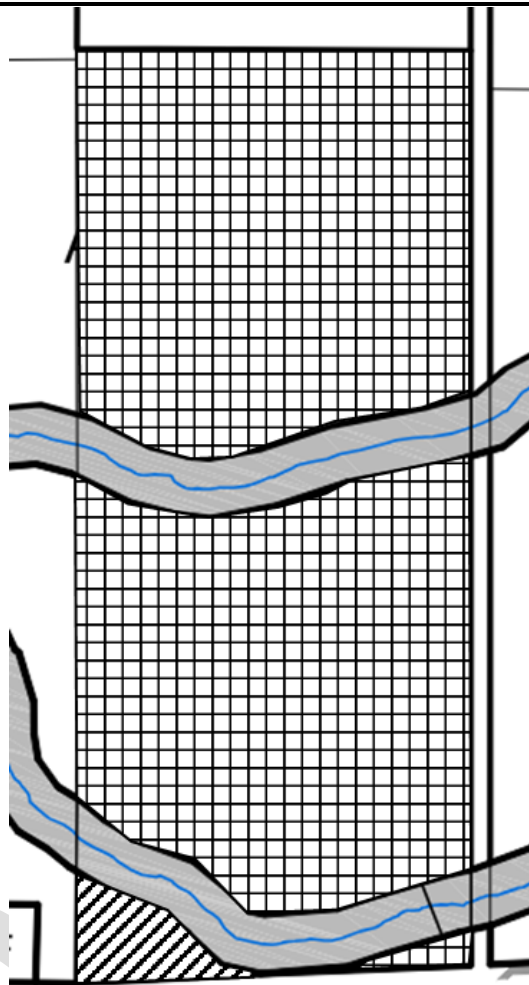
- a) The Holding (“H”) symbol on the RR-88 Zone shall be removed only at such time as a stability/erosion hazard assessment is completed to the satisfaction of the Township and Lower Trent Conservation.”

4. **THAT** this By-Law shall become effective on the date it is passed by the Council of the Corporation of the Township of Cramahe, subject to the applicable provisions of the *Planning Act*, R.S.O. 1990, as amended.
5. **THAT** the Clerk is hereby authorized and directed to proceed with the giving of Notice under Section 34(18) of the *Planning Act*, R.S.O. 1990, as amended.

Read a first, second, and third time and finally passed this ____ day of _____, 2025.

Mandy Martin, Mayor

Holly Grant, Clerk



Agricultural 85 (A-85) Zone



Rural Residential 88-Holding (RR-88-H) Zone



Environmental Conservation (EC) Zone

Schedule A to By-law No. 2025-__

Passed this __ day of ____, 2025

Mayor

Clerk

Subject Property

Part of Lot 13, Concession 9

Township of Cramahe

File No. D14-MIE-10-25





REPORT

By-Law Enforcement

Meeting: Committee of the Whole

Date: July 8, 2025

Report No.: ENF BYLAW-02-25

RESOLUTION NO: _____ **BY-LAW NO:** _____

Subject: Noise By-Law Exemption Request for Outdoor Wedding and Reception

Recommendation(s):

BE IT RESOLVED THAT the Committee of the Whole receive Report ENF BYLAW-02-25 for information; and

THAT Committee of the Whole recommend that Council waive Section 3 of the Noise By-law 06-71 (Time Restrictions) for 3 Colton St, Colborne, Ontario to hold an outdoor wedding and reception on September 13, 2025.

Background:

An application has submitted a request in writing, pursuant to Section 5 of the Noise By-law 06-71, being exemptions from Council, to host an outdoor wedding and reception on Saturday, September 13th, 2025, at 4:00 p.m. The request is to extend the permitted noise restriction of 9:00 p.m. to 12:00 a.m. on Sunday September 14, 2025, for a gathering of approximately 85 guests which will include amplified sound within an event tent.

Staff Comments:

By-Law 06-71, being a By-Law to Prohibit and Regulate Noise Within the Township of Cramahe states the following:

Section 3. Prohibitions by Time and Place

No person shall emit or cause or permit the emission of sound resulting from any act listed in table 3-1, if clearly audible at a point of reception located in Residential Area of the Municipality within a prohibited time shown.

Table 3-1: Prohibited by Time and Place

3.11	The operation of any electronic device or group of connected devices incorporating loudspeakers or other electromechanical transducers and intended for the production, reproduction, or amplification of sound	Times Prohibited
		21:00 hrs of one day to 0:700 hrs. of the next (09:00 Sunday)

Section 5. Grant of Exemptions by Council

(a) Application to Council

Notwithstanding anything contained in this by-law, any person may make an application to Council to be granted an exemption from any of the provisions of this by-law with respect to any source of sound or vibration for which he might be prosecuted and Council, by resolution, may refuse to grant any exemption or may grant the exemption applied for or any exemption of lesser effect and any exemption granted shall specify the time period, not in excess of six months, during which it is effective and may contain such terms and conditions as Council sees fit.

The Chief Building Official has advised the applicant that a Building Permit may be required for the placement of the tent for the duration of the event.

A tent or a group of tents is exempt from the requirements to obtain a building permit provided that the tent or group of tents are,

- a) not more than 60m² in aggregate ground area
- b) not attached to a building, and
- c) constructed more than 3m from other structures.

Financial Implications:

There are no financial implications associated with this report.

Concluding Comments:

As outlined above, Section 3 of By-law 06-71 outlines the prohibitions by time and place, with Section 5 outlining how an applicant may request relief from these prohibitions.

Staff is requesting that the Committee of the Whole recommend to Council that the applicant be granted permission to host the outdoor wedding and reception at 3 Colton St. on Saturday, September 13th, 2025, until 12:00 a.m. on Sunday, September 14th, 2025, and that the applicant be exempt from the Noise Time Restriction.

Submitted by: _____
Rodger Dingman, By-Law Enforcement Officer

Reviewed by: _____
Nathan Proctor, Building Official



REPORT

Office of the Clerk

Meeting: Committee of the Whole

Date: July 8, 2025

Report No.: ADMIN-03-25

RESOLUTION NO.: _____ **BY-LAW NO.:** _____

Subject: Cramahe Township Sign Replacement

Recommendation(s):

BE IT RESOLVED THAT Committee of the Whole receive Report ADMIN-03-25 for information.

Background:

At the Committee of the Whole meeting held on November 5, 2024, Mark Turney of the Economic Development Committee presented a report outlining the urgent need for repair and stabilization of the “Welcome to Cramahe” signage located at approximately thirteen entry points into Cramahe Township. These signs were originally installed in 2011.

The Committee of the Whole supported the report and recommended the following motion, which was subsequently approved by Council at its November 19, 2024, meeting:

Economic Development Advisory Committee – Township Signage Committee of the Whole Item: 11.a.a.

Resolution No. 2024-322

Moved by: Councillor Sherry Hamilton

Seconded by: Councillor Van Egmond

BE IT RESOLVED THAT Council authorize the immediate repair and stabilization of the Cramahe Township signs located at County Road 22 (Castleton) and County Road 25 (Castleton); and

THAT Council prioritize the recommendations of the Cramahe Signage Report within the 2025 budget year.

CARRIED

Assessment and Scope of Work

Staff presented the Economic Development Committee's inspection report to the original signage vendor, *Signs By Carved in Stone*. The company conducted a comprehensive assessment and identified the following required work:

- **Hamlet Signs (7 locations):**
 - Remove existing signs and posts
 - Replace posts with 6x6x12 pressure-treated lumber, set in new concrete
 - Paint posts
 - Fabricate and install new signs
- **Gateway Signs (6 locations):**
 - Remove, clean, and reinstall existing "Cramahe" signs
 - Replace "Welcome" signs with new materials
 - Replace two brackets with new aluminum materials
 - Paint posts
- **Industrial Signage (2 locations):**
 - Remove existing posts and replace with new posts
 - Install two new signs

Total estimated cost for the above work: \$18,023.50

Staff Comments:

Staff from the Roads and Parks & Recreation departments have assessed the condition of the signage and the proposed work. It is the recommendation of staff that the replacement and repair work, as outlined by the signage contractor, represents the most effective and efficient path forward. The anticipated timeline for completion is approximately two months.

Financial Implications:

In accordance with the Council-approved motion and the Township's Procurement Policy No. 2020-77, Appendix 3 – Circumstances for Non-Standard Procurement, Section 1(c):

"To ensure compatibility with existing goods and products, to recognize exclusive rights, such as exclusive licenses, copyright and patent rights or to maintain specialized products that must be maintained by the manufacturer or its representative."

Funding for this project will be allocated from municipal reserves - Admin Use Reserves which currently has a balance of \$50,000.

Concluding Comments:

Staff will proceed with the replacement and repair of the Cramahe Township signage. This long-overdue initiative will significantly enhance the visual appeal of the township and reinforce a welcoming image at all key entry points.

Submitted by:

Holly Grant, CAO/Clerk

Reviewed by:

Heather McColl, Asset Management Coordinator

Chris Curwin, Manager of Parks, Recreation & Facilities



June 25, 2025

Township of Alnwick/Haldimand
Municipality of Brighton
Town of Cobourg
Township of Cramahe
Township of Hamilton
Municipality of Port Hope
Municipality of Trent Hills

Re: Request for Municipal Nomination to Northumberland Physician Recruitment Advisory Committee

Dear Mayor and Members of Council,

At the June 18, 2025 Northumberland County Council meeting, Council approved the formation of a **Northumberland Physician Recruitment Advisory Committee** as outlined in Council Report 2025-146 (*attached*). The Advisory Committee is being established to provide strategic guidance and community input in support of a coordinated, County-wide approach to physician recruitment and retention.

The Committee will include representation from a broad range of stakeholders, including health system partners, the County, member municipalities, and local physicians. Its purpose is to advise on the development of a Northumberland Physician Attraction and Retention Framework and to help ensure alignment with community needs and local priorities.

To support broad municipal engagement, the County is inviting **each member municipality to nominate one individual** to serve as a representative on this Advisory Committee. The nominated individual may be a Member of Council, or a community representative with knowledge of local health care needs or physician recruitment efforts.

We kindly ask that your municipality consider this request and provide a copy of the Council resolution nominating the individual, as well as contact information of your recommended appointee **by August 15, 2025**. This information can be submitted to clerk@northumberland.ca.

**555 Courthouse Road, Cobourg, Ontario K9A 5J6
phone 905-372-3329 • fax 905-372-1696**

Sincerely,



Maddison Mather
Manager of Legislative Services / Clerk
matherm@northumberland.ca
905-372-3329 x 2238

cc: Jennifer Moore, CAO
Glenn Dees, Director Health & Human Services
Cheryl Sanders, Deputy Clerk

**555 Courthouse Road, Cobourg, Ontario K9A 5J6
phone 905-372-3329 • fax 905-372-1696**

Council Resolution

Moved By O. Hankivsky (OH.)
Seconded By S. Jibb (SJ.)

Agenda Item 12.i Resolution Number
2025-06-18- 529

Council Date: June 18, 2025

“That County Council, having considered Report 2025-146 ‘County-Wide Physician Recruitment Pilot: Staff Role, Governance, and Budget Approval’, approve an annual budget of \$223,000 for the duration of the two-year pilot program, inclusive of salary, benefits, travel, business development expenses, and performance bonuses; and

Further That County Council authorize a policy exception to permit this outcomes-based bonus structure, applicable exclusively to a Physician Engagement Specialist role; and

Further That County Council direct that the one-time contribution of \$40,000 previously approved under Resolution 2024-09-18-615 be allocated as follows:

- \$20,000 to be used for the development of a marketing and promotional campaign;
- \$20,000 to be held in the County General Reserve as contingency funding; and

Further That County Council approve that the two-year pilot program be funded first from any available in-year operating surpluses, and second from the County General Reserve as needed in 2025 and included in the 2026 and 2027 budget; and

Further That County Council approve the proposed Physician Recruitment Advisory Committee composition, including representatives from the Ontario Health Team of Northumberland, local municipalities, the business sector, and County staff as outlined in the staff report; and

Further That County Council direct staff to proceed with stakeholder outreach for nominations and to draft a Terms of Reference for presentation at the inaugural meeting.”

Recorded Vote
Requested by

Councillor's Name

Deferred

Warden's Signature

Carried

Warden's Signature

Defeated

Warden's Signature

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



Report 2025-146

Report Title: County-Wide Physician Recruitment Pilot: Staff Role, Governance, and Budget Approval

Prepared by: Glenn Dees
Director Health and Human Services
Community and Social Services

Reviewed by: Lisa Ainsworth
Director Corporate Services
Corporate Services

Approved by: Jennifer Moore, CAO

Council Meeting Date: June 18, 2025

**Report Not Considered by
Standing Committee Because:**

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

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

Recommendation

That County Council having considered Report 2025-146 'County-Wide Physician Recruitment Pilot: Staff Role, Governance, and Budget Approval', approve an annual budget of \$223,000 for the duration of the two-year pilot program, inclusive of salary, benefits, travel, business development expenses, and performance bonuses; and

Further That County Council authorize a policy exception to permit this outcomes-based bonus structure, applicable exclusively to a Physician Engagement Specialist role; and

Further That County Council direct that the one-time contribution of \$40,000 previously approved under Resolution 2024-09-18-615 be allocated as follows:

- \$20,000 to be used for the development of a marketing and promotional campaign;
- \$20,000 to be held in the County General Reserve as contingency funding; and

Further That County Council approve that the two-year pilot program be funded first from any available in-year operating surpluses, and second from the County General Reserve as needed in 2025 and included in the 2026 and 2027 budget; and

Further That County Council approve the proposed Physician Recruitment Advisory Committee composition, including representatives from the Ontario Health Team of Northumberland, local municipalities, the business sector, and County staff as outlined in the staff report; and

Further That County Council direct staff to proceed with stakeholder outreach for nominations and to draft a Terms of Reference for presentation at the inaugural meeting.”

Purpose

The purpose of the report is to provide considerations and obtain approvals from Council for a two-year Physician Engagement Specialist outcomes-based compensation package, composition of a Physician Recruitment Advisory Committee, and an initial budget for commencement of a physician recruitment pilot action plan.

Background

At the Council meeting on May 21, 2025, Council approved Resolution Number 2025-05-21-412 noting that ‘it is recommended widely among key stakeholders across the County for the need for a centralized effort for physician recruitment efforts’ and provided action to staff as follows:

- *“That County Council, having considered the verbal discussion regarding ‘Physician Recruitment in Northumberland County’, direct staff to engage a physician recruiter to be retained on an outcomes-based contract for no more than 2 years, noting that the recruiter would be specific for primary care / family physicians; and*
- *Further that County Council hereby authorize the creation of a Physician Recruitment Advisory Committee and direct staff to report back at a future Committee / Council meeting with recommendations regarding the committee composition and Terms of Reference.”*

At the Council meeting on September 18, 2024, Council approved Resolution Number 2024-09-18-615:

- *“That County Council support the creation of a Northumberland Wide Physician Recruitment Plan; and*
- *Further that County Council support action items for physician recruitment; and*
- *Further that County Council endorse a regionally representative governance model for physician recruitment; and*
- *Further that County Council approve a one-time contribution of \$40,000 to fund the following items:*

- *\$20,000 earmarked for the creation of a marketing promotional campaign that includes video and social media assets that can be used for physician recruitment as well as the general promotion of Northumberland County; and*
- *\$20,000 earmarked for the creation of a pilot project to review physician recruitment and that would include the expansion of recruitment efforts.”*

The Ontario Medical Association estimates that 2.5 million people are without a family doctor, with the expectation that this number will double in the next two years. Currently, an estimated 8,000 Northumberland residents currently lack a primary care provider, with this projected to rise to 20,000 by 2026.

Historically, physician recruitment efforts in Northumberland have been carried out through three separate and distinct programs:

1. West Northumberland Physician Recruitment, serving Cobourg, Port Hope, Hamilton Township, Alnwick/Haldimand, and Cramahe;
2. The Trent Hills Physician Recruitment and Retention Committee; and
3. Docs by the Bay, which supports Brighton and the City of Quinte West.

Council has provided clear direction for the implementation of a two-year pilot county-wide program for physician recruitment and retention activities to be facilitated at the County inclusive of a dedicated recruitment role and oversight via a Physician Recruitment Advisory Committee.

The need for expansion of primary health care services in Northumberland is recognized by many stakeholders with the rapidly accelerating shortage of physicians. This is not a unique challenge to Northumberland. Globally, there is a significant and growing shortage of physicians. A multi-dimensional crisis driven by demographic, educational, and systemic factors such as:

- an aging demographic
- increased chronic disease burden
- demand for complex care
- physician retirement
- physician burnout
- limited medical education capacity
- credential barriers
- administrative/regulatory burden
- urban centric resource allocation

Consultations

Consultations were held with the Eastern Ontario Physician Recruitment Alliance to assess industry norms inclusive recruitment roles and typical compensation packages, physician recruitment best practices and challenges.

Discussions were held with the Human Resources Department who canvassed feedback from municipalities on physician recruiter roles and compensation.

Engagement with representatives from the Community Health Centre of Northumberland and Ontario Health Team Northumberland (OHTN) was undertaken to gather input on composition of the Physician Recruitment Committee.

Legislative Authority / Risk Considerations

While the creation of a Physician Engagement Specialist position and the establishment of a Physician Recruitment Advisory Committee present proactive steps toward addressing Northumberland's physician shortage, several risks must be acknowledged and managed to ensure successful outcomes:

1. Competitive Physician Recruitment Landscape

- **Risk:** Northumberland County is competing with municipalities across Ontario and Canada that offer aggressive recruitment packages, including financial incentives, housing supports, and professional opportunities.
- **Mitigation:** By offering a dedicated staff resource, coordinated marketing, a regionally representative governance model, and potential financial incentives, the County strengthens its position to attract physicians in a competitive market.

2. Delayed or Limited Recruitment Outcomes

- **Risk:** Recruitment timelines are unpredictable, and outcomes may be slower than anticipated despite strategic efforts, particularly given the limited number of family medicine graduates.
- **Mitigation:** The proposed performance-based bonus model ties financial incentives to measurable success, encouraging results-driven engagement. Continued collaboration with local physicians, medical schools, and Ontario Health partners will help expand reach and align with evolving trends in workforce availability.

3. Budget Overruns

- **Risk:** Expenses, including recruitment-related travel, bonuses, or promotional campaigns, may exceed original estimates.
- **Mitigation:** Strong financial oversight, regular reporting to the Advisory Committee and Council, and performance monitoring will help ensure expenditures remain aligned with budget projections.

4. Community Expectations

- **Risk:** Public and municipal expectations for rapid improvements in physician access may not align with the time required to secure long-term physician commitments.
- **Mitigation:** Transparent communication, regular progress updates, and engagement with member municipalities will help manage expectations and highlight ongoing efforts and successes.

5. Dependence on a Single Position

- **Risk:** The success of recruitment efforts may be disproportionately reliant on the performance and retention of the Physician Engagement Specialist.

- **Mitigation:** The establishment of a Physician Recruitment Advisory Committee provides broader leadership, governance, and accountability to ensure continuity, shared responsibility, and collective ownership of outcomes.

6. Regulatory or Policy Barriers

- **Risk:** Provincial or federal regulations related to physician licensing, scope of practice, or immigration may impact recruitment options.
- **Mitigation:** Ongoing partnership with Ontario Health, regulatory colleges, and health workforce planning bodies will help identify and respond to policy changes.

Discussion / Options

This report outlines the initial steps towards strengthening Northumberland County's primary care system with:

1. The hiring of a 2-year contract Physician Engagement Specialist at the County, and
2. The formation of a Physician Recruitment Advisory Committee.

Together, these initiatives support the County's direction for improving access to equitable, sustainable primary care by fostering collaboration and coordination across municipal and healthcare sectors through a county-wide lens.

1. Physician Engagement Specialist

To address the persistent shortage of family physicians in Northumberland, County Council directed staff to engage a physician recruiter to be retained on an outcomes-based contract for no more than 2 years. To this end, staff have posted a job for a Physician Engagement Specialist. This full-time 2-year contract position will lead and facilitate the design and execution of strategic initiatives focused on physician recruitment, retention, and engagement—specifically within the primary care/family medicine sector.

Key Responsibilities:

- **Strategic Development:** Design, implement and execute a physician recruitment and retention framework and action plan tailored to local needs and challenges.
- **Collaborative Partnerships:** Coordinate with internal County departments, member municipalities, local hospitals, Ontario Health Team Northumberland, Community Health Centre Northumberland, Family Health Teams, local physician groups and other sector stakeholders.
- **Community Integration:** Support physicians and their families in relocating and integrating into the Northumberland community—emphasizing a wholesome, lifestyle-oriented recruitment approach.
- **Practice Environment Support:** Promote supportive clinical environments and community ties to improve physician satisfaction and long-term retention.
- **System Alignment:** Ensure recruitment efforts align with health system planning and regional health service capacity.
- **Grassroots Engagement:** Actively work with local family physicians, leverage personal and professional community networks, and apply creative approaches—recognized as critical ingredients in successful physician recruitment efforts.

Expected Outcomes:

- Increased attraction of qualified family physicians to Northumberland.
- Improved physician retention and satisfaction.
- Strengthened health equity and access to care across the County's communities.

Compensation Structure for the Physician Engagement Specialist

The position of Physician Engagement Specialist has been publicly posted with an accompanying note that the compensation package is under review. In alignment with Council's prior direction to establish an outcomes-based contract, staff are proposing a compensation model that combines a competitive base salary with a performance-based bonus component.

Proposed Salary Range

Following a job evaluation conducted by the Human Resources Department, the position is recommended to be placed within a salary range of \$100,000 to \$110,000 annually. This range is consistent with comparable roles in the healthcare and municipal sectors and reflects the specialized nature and strategic responsibilities of the position.

Performance-Based Bonus Structure

To incentivize and reward successful recruitment outcomes, staff are further recommending a performance bonus structure as follows:

- A \$5,000 bonus would be paid for each physician successfully recruited, conditional upon the physician completing one full year of active service in Northumberland County.
- Given that the Physician Engagement Specialist position is a two-year contract, any earned bonuses would be paid out regardless of the contract term, including situations where the employee leaves the role before the end of the contract.
- This approach ensures alignment between performance outcomes and tangible progress toward the County's strategic goal of enhancing access to primary care.

Policy Considerations

It is important to note that the County's existing Compensation Policy does not currently allow for bonus payments. As such, Council approval will be required to authorize this proposed bonus structure exclusively for this position, in recognition of the unique, performance-driven nature of the role and the measurable impact physician recruitment has on community health and service access.

2. Physician Recruitment Advisory Committee

To provide governance, strategic oversight, and stakeholder engagement, Council has directed the establishment of a Physician Recruitment Advisory Committee. This committee will include representation from key sectors such as local municipalities, healthcare organizations, primary care providers, community representatives, and the Physician Engagement Specialist.

Mandate:

- Offer guidance and support on physician recruitment strategies and initiatives.
- Facilitate regional alignment and coordination.
- Act as a forum for collaboration and shared accountability.
- Ensure local and timely data are available to support evidence-based decisions regarding physician recruitment and retention.

Benefits and Anticipated Outcomes:

- **Physician-Driven Input:** Engaging directly with local physicians ensures County initiatives reflect the real-time needs and interests of practicing physicians and medical residents. Since physicians often serve as informal recruiters on behalf of their communities, working with them reinforces responsiveness to their recommendations and demonstrates mutual accountability.
- **Transparency and Oversight:** Ensures accountability and alignment with community health priorities.
- **Collaborative Leadership:** Builds collective ownership and fosters multi-sector engagement in addressing physician shortages.
- **Strategic Alignment:** Ensures local recruitment efforts are harmonized with broader regional and provincial health system initiatives.
- **Informed Decision-Making:** Draws on sector expertise and local insight to guide policy and operational decisions.
- **Stronger Community Voice:** Incorporates resident and stakeholder perspectives to shape inclusive, community-driven strategies.

Committee Composition – Option for Council Consideration:

To ensure diverse, informed, and regionally balanced input, staff are suggesting that the Physician Recruitment Advisory Committee be composed of **14 members** representing key stakeholder groups across Northumberland County. The following draft structure is submitted for Council's consideration, discussion and potential revisions:

- **Ontario Health Team of Northumberland (OHTN) Representation:**
 - **2 members** from the OHTN Collaboration Council
 - **2 physician members** from the OHTN Primary Care Network

Representation would be based on recommendations from the respective groups. These representatives would bring front-line health system expertise and ensure integration with broader primary care strategies.

- **Geographic Representation:**
Efforts should be made to ensure the four OHTN representatives (Collaboration Council and Primary Care Network) reflect a balanced geographic distribution across West, East, and North Northumberland, to capture the unique health access challenges and opportunities in each area.
- **Municipal Representation:**
 - **1 member** from each of the **seven (7)** member municipalities (Alnwick/Haldimand, Brighton, Cobourg, Cramahe, Hamilton Township, Port Hope, and Trent Hills), appointed by the respective municipal council

- These appointees may be either a local councillor or a community member at large, at the discretion of the municipality
- To ensure compliance with the Municipal Act and to avoid creating a quorum of County Council within the committee, no more than **three (3)** County Councillors may be appointed to the committee
- **Business Stakeholder Representation:**
 - **2 members** representing the local business sector, nominated through business associations or networks
 - Their inclusion will ensure the perspective of employers and the economic development community is considered, especially in highlighting physician recruitment as a factor in workforce attraction and retention
- **County Administration:**
 - **1 member:** the Physician Engagement Specialist (non-voting or voting, as determined by the Terms of Reference)
 - This role will serve as the operational lead and liaison for implementation of committee recommendations and ongoing coordination

This proposed structure provides a **total of 14 members** and ensures comprehensive representation across healthcare, municipal leadership, economic stakeholders, and administrative implementation.

Next Steps in the Establishment of the Physician Recruitment Advisory Committee:

With Council's endorsement of the proposed composition and mandate of the Physician Recruitment Advisory Committee, the following next steps are recommended to guide the formal establishment and launch of the committee:

1. Membership Recruitment and Confirmation

- **Outreach to Stakeholder Groups:** Invitations will be extended to the OHTN Collaboration Council and Primary Care Network to nominate four members, with attention to geographic representation.
- **Municipal Appointments:** Each of the seven member municipalities will be formally requested to nominate a representative, either a municipal councillor or a community member at large, ensuring adherence to the three-councillor maximum.
- **Business Sector Engagement:** County staff will collaborate with local chambers of commerce, business networks, and economic development partners to identify and recommend two representatives from the business community.
- **Administrative Role:** The Physician Engagement Specialist will serve on the committee and act as lead coordinator for scheduling, communications, and follow-up.

2. Development of Terms of Reference

County staff will draft a high-level Terms of Reference for review and approval at the committee's inaugural meeting. The draft will outline:

- Committee purpose and scope
- Roles and responsibilities of members

- Reporting structure (to County Council)
- Meeting frequency and quorum requirements
- Decision-making and consensus protocols
- Conflict of interest provisions
- Term length and renewal process

3. Initial Meeting and Agenda

An inaugural meeting of the committee will be convened following full membership confirmation. A proposed initial meeting agenda may include:

1. Welcome and Introductions
2. Overview of County Physician Recruitment Strategy
3. Presentation of Draft Terms of Reference
4. Review and Feedback on Committee Mandate and Role
5. Establishment of Operating Norms and Meeting Schedule
6. Preliminary Discussion on Priority Areas and Data Needs
7. Roundtable: Local Experiences, Challenges, and Opportunities
8. Next Steps and Action Items

Financial Impact

To support the implementation of the physician recruitment and retention strategy, the following annual budget requirements are identified for the Physician Engagement Specialist position and associated program delivery costs.

1. Base Salary and Benefits

- The proposed base salary range for the Physician Engagement Specialist is \$100,000 to \$110,000, reflecting both the strategic scope of the role and alignment with comparable industry standards.
- Based on the County's payroll structure, an additional 30% is estimated to cover employer-paid benefits and statutory costs, including pension, CPP, EI, and health benefits.
 - Estimated total compensation cost (salary + benefits): Approximately \$130,000 to \$143,000 annually.

2. Travel, Business Development, and Hospitality Expenses

- To enable physician engagement and relationship-building efforts—including travel, community visits, outreach campaigns, stakeholder meetings, and candidate hosting—an estimated \$30,000 annually is recommended.
 - These funds will ensure that the Physician Engagement Specialist can be active, visible, and responsive in a highly competitive physician recruitment environment.

3. Performance-Based Bonuses

- A \$5,000 bonus is proposed for each physician successfully recruited, to be paid once the physician has completed one full year of service in Northumberland County.

- To support this approach, an annual bonus pool of \$25,000 to \$50,000 is recommended, depending on recruitment outcomes.
- Bonuses would remain payable even if the employee contract concludes prior to the end of the two-year term.

4. Council-Approved One-Time Contribution

At its meeting on September 18, 2024, Council passed Resolution Number 2024-09-18-615, which approved a one-time investment of \$40,000 to advance physician recruitment efforts:

- \$20,000 was earmarked for the creation of a marketing and promotional campaign, including video and social media content to promote both physician recruitment and Northumberland County more broadly.
- \$20,000 was allocated to support a pilot initiative to expand physician recruitment activities, laying the groundwork for this broader recruitment plan.

An estimate of the upper-range annual budget is provided below:

<u>Estimated Annual Budget</u>	
	Estimated Cost
Base Salary	\$110,000
Benefits & Payroll Burden (30%)	\$33,000
Travel and Business Expenses	\$30,000
Performance Bonuses	\$50,000
Total Estimated Annual Budget	\$223,000

The previously approved one-time contributions have not been utilized and are available to provide financing for the 2-year pilot. The \$20,000 for the creation of a marketing and promotional campaign would be utilized for its intended purpose. The \$20,000 to support a pilot initiative is still available and it is being proposed that this be maintained in the County General Reserve as a contingency given the uncertainty to the extent that performance bonuses would be paid and for any unforeseen expenditures.

Staff are proposing that the financing during the 2-year pilot be sourced firstly by any available in-year surpluses to the extent available and to the extent required and secondly by the County General Reserve for 2025. The physician recruitment budget will be included in the 2026 and 2027 budgets (2027 pro-rated to complete the two-year pilot unless an extension is approved).

The budget as proposed does not contemplate any incentives to be paid to physicians that are successfully recruited. The Physician Recruitment Advisory Committee will provide recommendations on any possible physician incentives and potential sources of financing inclusive of community partnerships under a recruitment strategy plan.

Member Municipality Impacts

Northumberland County's physician recruitment and retention strategy is being developed and implemented as a coordinated, county-wide initiative that delivers measurable benefits across all seven member municipalities. Through the creation of a Physician Engagement Specialist

position and the launch of a Physician Recruitment Advisory Committee, the County is taking proactive and collaborative steps to address the county-wide physician shortage.

Reliable access to family physicians is not only a health issue—it is also a key economic development factor. This is particularly relevant given the potential for significant development tied to the proposed nuclear energy project in Wesleyville. It is vital that Northumberland's physician recruitment efforts align with projected population growth and ensure that primary care access expands accordingly. Failure to meet these service needs could impact workforce attraction, local housing market sustainability, and community confidence.

Conclusion / Outcomes

Northumberland County is taking bold and strategic action to address the growing gap in access to primary care by advancing a coordinated, county-wide approach to physician recruitment, retention, and engagement. The hiring of a dedicated Physician Engagement Specialist, combined with the establishment of a Physician Recruitment Advisory Committee, represents a significant step forward in building a sustainable and equitable health workforce that meets the needs of all member municipalities.

These efforts are rooted in a collaborative governance model, strong partnerships with local physicians and Ontario Health Team representatives, and a commitment to evidence-based, community-informed decision-making. The proposed recruitment structure reflects the complexity of today's physician landscape, emphasizing not only the needs of physicians but also their families, professional environments, and integration into the fabric of Northumberland's communities.

Attachments

N/A