

TOWNSHIPSHIP OF BLANDFORD-BLENHEIM

COUNCIL MEETING AGENDA - AMENDED

Wednesday, March 19th, 2025

Watch via Live Stream on Township's YouTube:

<https://www.youtube.com/channel/UCdKRV0GAEuFaGbwhRPzoEXA>

4:00 p.m.

1. Welcome

2. Call to Order

3. Approval of the Agenda

Recommendation:

That the agenda for the March 19th, 2025 Regular Meeting of Council be adopted as printed, and circulated.

4. Disclosure of Pecuniary Interest

5. Minutes

a. March 5th, 2025 Minutes of Council

Recommendation:

That the minutes of the March 5th, 2025 Regular Meeting of Council be adopted, as printed and circulated.

6. Business Arising from the Minutes

7. Public Meetings

None.

8. Delegations / Presentations

None.

9. Correspondence

a. Specific

None.

b. General

- i. Ronda Stewart, Economic Development Director, Rural Oxford Economic Development Committee, re: 2024 Rural Oxford EDC Year in Review

[Township of Blandford-Blenheim Website](#)

- ii. [Ronda Stewart, Economic Development Director, Rural Oxford Economic Development Committee, re: Mid-November 2024 to Mid-February 2025 Economic Development Activity Report](#)
- iii. [Shawn Vanacker, Supervisor of Transportation, Public Works, Oxford County, re: Reduced Load Limit By-Law Amendment](#)

Recommendation:

That the general correspondence items be received as information.

10. Staff Reports

a. Drew Davidson – Director of Protective Services

[i. FC-25-04 – Monthly Report](#)

Recommendation:

That Report FC-25-04 be received as information.

b. Ray Belanger – Chief Building Official

[i. CBO-25-03 – Monthly Report](#)

Recommendation:

That Report CBO-25-03 be received as information.

c. Denise Krug – Director of Finance

[i. TR-25-06 – 2024 Development Charges Annual Report](#)

Recommendation:

That Report TR-25-06 be received as information; and further,

That the Annual Development Charges Report for 2024 is posted to the website for public information.

d. Josh Brick – Chief Administrative Officer

[i. CAO-25-06 – Ontario Living Wage Network Initiative.](#)

Recommendation:

That Report CAO-25-06 be received as information; and further,

That Council directs staff to take the necessary steps to formalize Township of Blandford-Blenheim participation with the Ontario Living Wage Network.

11. Reports from Council Members

12. Unfinished Business

13. Motions and Notices of Motion

14. New Business

15. Closed Session

a. Report CAO-25-07 – Advice that is subject to solicitor-client privilege, including communications necessary for that purpose [s. 239 (2)(f)]

Re: Legal Advice – Enforcement

16. By-laws

a. 2487-2025, Being a By-Law to amend Zoning By-Law Number 1360-2002, as amended (ZN1-24-24);

b. 2488-2025, Being a By-law to confirm the proceedings of Council; and,

c. 2489-2025, Being a By-law to amend By-law Number 506-83, as amended, being a By-law to appoint certain municipal officials (Fernandes – Deputy Treasurer).

Recommendation:

That the following By-laws be now read a first and second time: 2487-2025, 2488-2025 & 2489-2025.

Recommendation:

That the following By-laws be now given a third and final reading: 2487-2025, 2488-2025 & 2489-2025.

17. Other

18. Adjournment and Next Meeting

Wednesday, March 25th, 2025 at 2:30 p.m., Strategic Planning Exercise

Recommendation:

Whereas business before Council has been completed at _____ pm;

That Council adjourn to meet again on Wednesday, March 25th, 2025 at 2:30 p.m. for a Strategic Planning Exercise.

Wednesday, March 5th, 2025
Council Chambers
47 Wilmot St. S. Drumbo, ON
Streamed live to Township of Blandford-Blenheim YouTube Channel
4:00 p.m.

MINUTES

Council met at 4:00 p.m. for their first Regular Meeting of the month.

Present: Mayor Peterson, Councillors Banbury, Barnes, Demarest and Young.

Staff: Baer, Belanger, Borton, Brick, Davidson, Harmer, and Matheson.

Other: Robson, Planner.

Mayor Peterson in the Chair.

1. Welcome

2. Call to Order

3. Approval of the Agenda

RESOLUTION #1

Moved by – Councillor Demarest

Seconded by – Councillor Young

Be it hereby resolved that the agenda for the March 5th, 2025 Regular Meeting of Council be adopted, as printed and circulated.

.Carried

4. Disclosure of Pecuniary Interest

None.

5. Adoption of Minutes

a. February 19th, 2025, Regular Meeting Minutes of Council

RESOLUTION #2

Moved by – Councillor Banbury

Seconded by – Councillor Barnes

Be it hereby resolved that the minutes of the February 19th, 2025 Meeting of Council be adopted, as printed and circulated.

.Carried

6. Business Arising from the Minutes

None.

7. Public Meetings

a. Public Meeting under the Planning Act, Zone Change

RESOLUTION #3

Moved by – Councillor Young
Seconded by – Councillor Banbury

Be it hereby resolved that Council rise and go into a Public Meeting under the Planning Act to consider an application for zone change:

ZN1-24-08 (Generate Resource Recovery LP and Generate Capital Canada STF Group);

And that Mayor Peterson Chair the Public Meeting.

.Carried

- i. Application for Zone Change – ZN1-24-08 (Generate Resource Recovery LP and Generate Capital Canada STF Group);

The Planner presented the Report, recommending to approve-in-principle. Councillor Banbury questioned how the configuration of the lots came about in the first place. Planner Robson responded that the configuration was due to a past gypsum mine. Councillor Barnes commented that there was an escape hatch went through the parcel in question. Neither the applicants or agent were present. No persons in attendance spoke for or against the application.

RESOLUTION #4

Moved by – Councillor Demarest
Seconded by – Councillor Banbury

Be it hereby resolved that the Public Meeting be adjourned and that the Regular Meeting of Council reconvene.

.Carried

RESOLUTION #5

Moved by – Councillor Barnes
Seconded by – Councillor Banbury

Be it hereby resolved that the Township of Blandford-Blenheim approve-in-principle the zone change application submitted by Generate Resource Recovery LP and Generate Capital Canada STF Group (File No. ZN1-24-08) whereby the lands described as Part Lot 21, Concession 6 (Blenheim), Part 1, Registered Plan 41R9844, Township of Blandford-Blenheim are to be rezoned from 'Special Restricted Industrial Zone (MR-2)' to 'Special General Agricultural Zone (A2-19)'.

.Carried

8. Delegations / Presentations

None.

9. Correspondence

a. Specific

None.

b. General

None.

10. Staff Reports

a. Trevor Baer – Director of Community Services

i. CS-25-02 – Monthly Report

RESOLUTION #8

Moved by – Councillor Barnes

Seconded by – Councillor Demarest

Be it hereby resolved that Report CS-25-02 be received as information.

.Carried

b. Jim Borton – Director of Public Works

i. PW-25-02 – Princeton Phase 4

RESOLUTION #6

Moved by – Councillor Banbury

Seconded by – Councillor Demarest

Be it hereby resolved that Report PW-25-02 be received as information; and further,

That Council accepts the tender bid of \$4,089,450.45 not including HST submitted by Cassidy Construction London Ltd.; and further;

That Council authorizes the Chief Administrative Officer to execute the tender documents contract binding the Township and Cassidy Construction for the capital works.

.Carried

ii. PW-25-03 – Monthly Report

RESOLUTION #7

Moved by – Councillor Demarest

Seconded by – Councillor Young

Be it hereby resolved that Report PW-25-03 be received as information.

.Carried

c. Sarah Matheson – Clerk

i. DC-25-01 – Meeting Management Software

RESOLUTION #9

Moved by – Councillor Demarest

Seconded by – Councillor Young

That Report DC-25-01 be received as information; and further,

That Council approve the purchase of eScribe software for Council Meeting Management.

.Carried

d. Denise Krug – Director of Finance

i. TR-25-05 – Additional 2025 Council Grant & Subsidy Request

RESOLUTION #10

Moved by – Councillor Demarest

Seconded by – Councillor Young

Be it hereby resolved that Report TR-25-05 be received as information; and further,

That Council grant the Blenheim District Public School Home & School Association's request for funding for the Outdoor Greening Project in the amount of \$1,000.00.

.Carried

11. Reports from Council Members

Councillor Demarest reported that Rural Oxford Economic Development Corporation (ROEDC) met last Friday, noting that Strategic Planning for that organization was implemented 3 years ago, with a four year term, however, most of the initiatives in that plan have been completed. Councillor Demarest reported

that ROEDC will be moving forward their next Strategic Planning exercise. Mayor Peterson thanked the Plattsville and Drumbo Lions Clubs for their successful event in Drumbo this past weekend. Mayor Peterson further reported on the Southwestern Public Health Region's measles outbreak. Mayor Peterson reported on the Oxford County Council decision regarding bag tag prices, citing a "healthy" discussion on the topic. Mayor Peterson noted there were multiple proposals, one being to conduct another study, which Peterson noted he does not agree with. Mayor Peterson noted the recommendation was to increase the cost from \$2.00 to \$3.00 per bag tag as of May 1st 2025. Mayor Peterson reported that there were two recorded votes at County Council which were each defeated, with result being a Notice of Motion on the floor for the next meeting to increase the bag tag cost as recommended, but with an implementation date of January 1st 2026. Mayor Peterson commented that he would have preferred for this discussion to happen when the County first had to dip into reserves to fund the service. Mayor Peterson requested the Township pass a resolution regarding being a "living wage employer". Mayor Peterson reported that the Little Brave Tournament is happening in Plattsville over March Break. Councillor Banbury reminded of daylight savings time.

12. Unfinished Business

None.

13. Motions and Notices of Motion

None.

14. New Business

None.

15. Closed Session

None.

16. By-laws

RESOLUTION #11

Moved by – Councillor Young
Seconded by – Councillor Banbury

Be it hereby resolved that the following By-laws be now read a first and second time:

- a. 2486-2025, Being a By-law to confirm the proceedings of Council.

.Carried

RESOLUTION #12

Moved by – Councillor Demarest
Seconded by – Councillor Barnes

Be it hereby resolved that the following By-laws be now read a third and final time:

- a. 2486-2025, Being a By-law to confirm the proceedings of Council.

.Carried

17. Other Business

None.

18. Adjournment and Next Meeting

RESOLUTION #13

Moved by – Councillor Barnes
Seconded by – Councillor Demarest

Whereas business before Council has been completed at 4:42 p.m.;

Be it hereby resolved that Council adjourn to meet again on Wednesday, March 19th, 2025 at 4:00 p.m.

.Carried

Mark Peterson, Mayor
Township of Blandford-Blenheim

Sarah Matheson, Clerk
Township of Blandford-Blenheim



PEOPLE • PROXIMITY • PROSPERITY

2024 Year in Review



ruraloxford.ca

Your Rural Economic Development Team



Crystal van Roekel Economic Development Officer

Ronda Stewart - Economic Development Director

Business Support

182

GENERAL & MARKETING
INQUIRIES + OUTREACH
CALLS TO BUSINESS

43

EXPANSION,
LOCATION/DEVELOPMENT
SUPPORT INQUIRIES

60

BUSINESS
SITE VISITS

21

EVENTS
ATTENDED

18

LOCAL
INITIATIVES
SUPPORTED

24

AGRI-FOOD & MANUFACTURING
BUSINESS BR&E SURVEYS
SURVEYS COMPLETE

\$17.4M+

INVESTED THIS FISCAL
BY 24 PRIVATE SECTOR
COMPANIES

17

COMPANIES PLANNING TO
EXPAND OR RELOCATE
IN THE NEXT 5 YEARS

\$426.5M+

PROJECTED INVESTMENT
INTO EXPANSION &
COMMERCIALIZATION
IN THE NEXT 5 YEARS

Impact & Engagement

Community & Collaboration

18 Local Initiatives Supported

1. CFO - Tourism Innovation Grant Program
2. CES - Oxford County Career Expo
3. CES- WorkinOxford.ca
4. Canada's Outdoor Farm Show
5. EZT - Transit Pilot
6. Ingersoll BIA - Shop Local Gift Card Program (Research)
7. Norwich Chamber - Taste of Norwich
8. Norwich Chamber Progressive Tour
9. Oxford Connection - SIAL Trade Show

10. Oxford Connection - FAM Tour
11. Oxford County Builders Association Re-Launch
12. Oxford County - Economic Development Forum
13. Rural Networking Events
14. SBC - Bridges to Better Business
15. Workforce Development - EmployerONE
16. Tavistock Chamber - Welcome Program
17. Tourism Oxford Strategic Plan
18. Tourism Oxford - Your Next Stop

Workforce Development

WorkinOxford.ca. Local Career Expos. EmployerONE Survey.



Your Workforce. Our Future.



Tourism Innovation Grant Winners



Thames River Melon Ltd – to create an educational experience around beekeeping, honey and pollinators.



The Thoughtful Artisan – to give participants the opportunity to work with natural fibre yarns and learn about the benefits over acrylics, drawing from a 200km radius.



Habitual Chocolate – to provide education and experience around creating a chocolate bark with ingredients from local producers.

Combined, these three award-winning projects will create 4 local jobs, support 21 local suppliers, welcome many new visitors, while investing another \$17,000 into the Oxford County economy.

Rural Oxford EDC Celebrated 10 Years of Service!

140 attendees, 80 award nominations received for 53 businesses,
16 businesses and 1 community leader recognized, 12 community partners engaged





Discover Rural Oxford - Testimonials

"The opportunity to work together with other rural businesses and to have everything so well coordinated for our benefit was tremendous. I highly recommend being part of this opportunity and I hope that we are able to do it again!"

- Stefan Cartmale, Bright Cheese & Butter Manufacturing Co.

"I was proud to be featured by ROEDC in the outdoor farm show. Not only was my brand well represented, but being featured along other rural Oxford businesses allowed for excellent networking, camaraderie and brand exposure. I would do this event again without a second thought." - Erica Merchand, Bear + Fox Apparel

"20/10. The exposure, collaboration, and community feel was amazing. It was very well organized. We felt supported, and felt treated like royalty. Amazing job!"

- Alisha Wilson, Transitions Equine Assisted Learning

"Having the opportunity to showcase our products and build brand awareness at such a large trade show was very valuable to our business. Due to our small size, it would have been impossible to have our own booth and staff it for the length of the show, so the chance to work with ROEDC and other local small businesses was the perfect fit!"

- Marja DeBoer-Marshall, The Golspie Dairy

WHAT A SUCCESS STORY!

Learn more at <https://ruraloxford.ca/discover-rural-oxford-exhibit-a-first-year-success>

Local Marketing & Communications



14 Rural Business Features
12 Community & Program Updates

ruraloxford.ca/networking



141,200 Reach
+ 350 New Followers

That's a Wrap on the Oxford Rural Entrepreneurs Networking Event Series!



2024 Hosts:

April – Bright Cheese & Butter, 30 guests

May – Willow Grove Animal Wellness Centre, 25 guests

June – Gunn's Hill Cheese, 23 guests

July – Extended Beauty Spa, 10 guests*

August – Orange Door Acres, 25 guests

New Beginnings & 150th Anniversary

Beekist Growers, Kintore

Bright Cheese & Butter's 150th Anniversary, Bright
The Block Butcher Shop, Norwich



New Beginnings & Association Re-Launch

Madmash Brewery, Tavistock

Extended Beauty Spa & Training Studio, Thamesford

Oxford County Builders Association Re-Launch



Agri-Food & Manufacturing BR&E Surveys



25 Business Visits

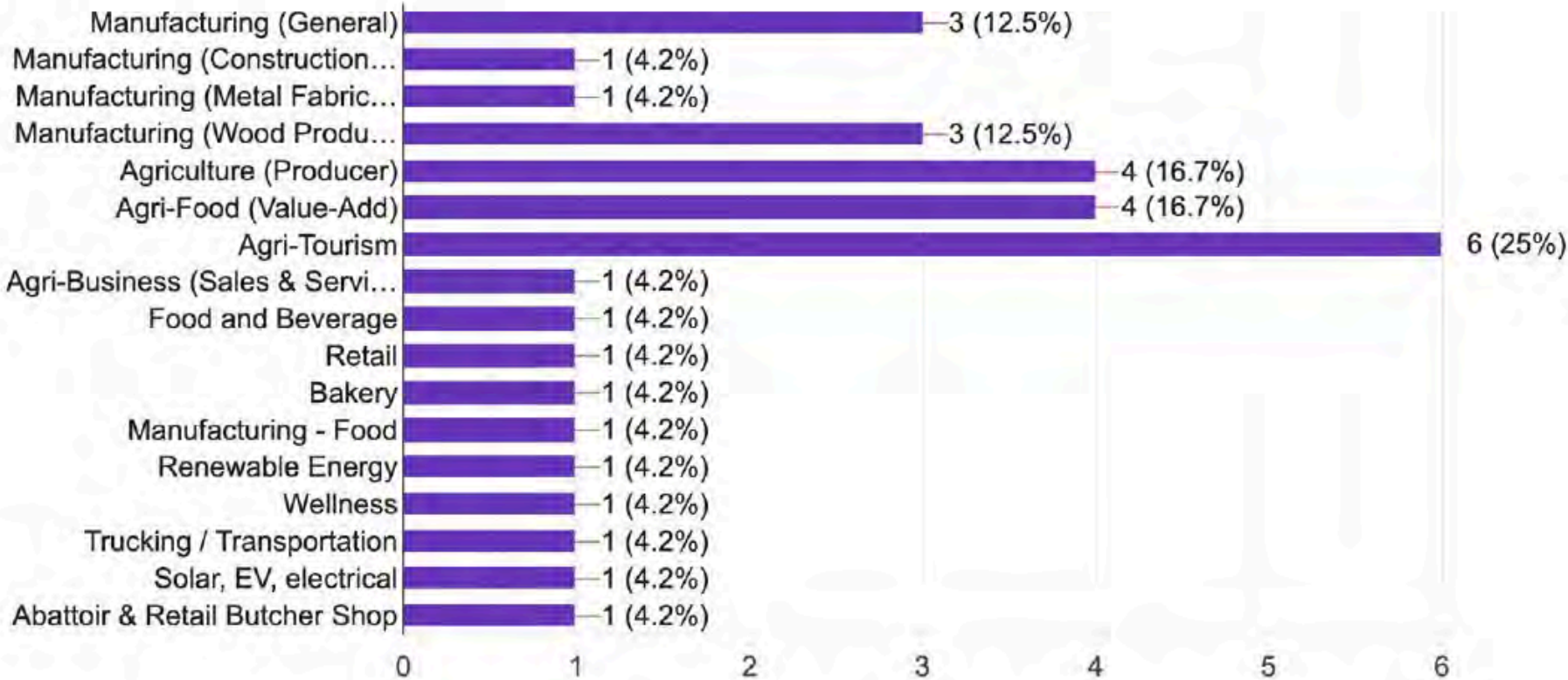
Most were coordinated with value-add introductions to MEDJCT, OMAFA & FedDev Reps



2024 Rural Oxford EDC Agri-Food & Manufacturing BR&E Surveys - 24 Surveys Completed -

Please Identify Your Industry:

24 responses



Agri-Food & Manufacturing BR&E Surveys



Revenues/ Sales & Exports Summary:

Combined Total Annual Revenue: \$259,930,000
Combined Total Annual Export Revenue: \$113,550,000

Industry	Total Revenue	Export Revenue
Agriculture (Producer)	6,740,000	4,500,000
Manufacturing	217,400,000	106,050,000
Retail, Food & Beverage, Agri-Tourism	17,890,000	0
Other: Agri-Business, Transportation, Renewable Energy	17,900,000	3,000,000
	259,930,000	113,550,000

Company's Current State

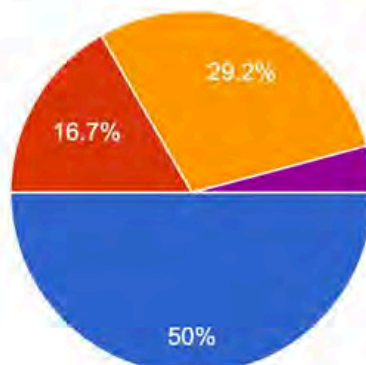
24 responses



- Surviving
- Managing Well
- Growing Organically
- Exponential Growth in View
- We are growing but not at the rate we need to become profitable
- Establishing
- Stagnate
- Was going up, now going down

Based on the past 3 years, Revenue (as a whole) has:

24 responses



- Increased
- Decreased
- Remained the same
- Prefer not to answer
- See above

Agri-Food & Manufacturing BR&E Surveys

Current FTE Employment Summary:

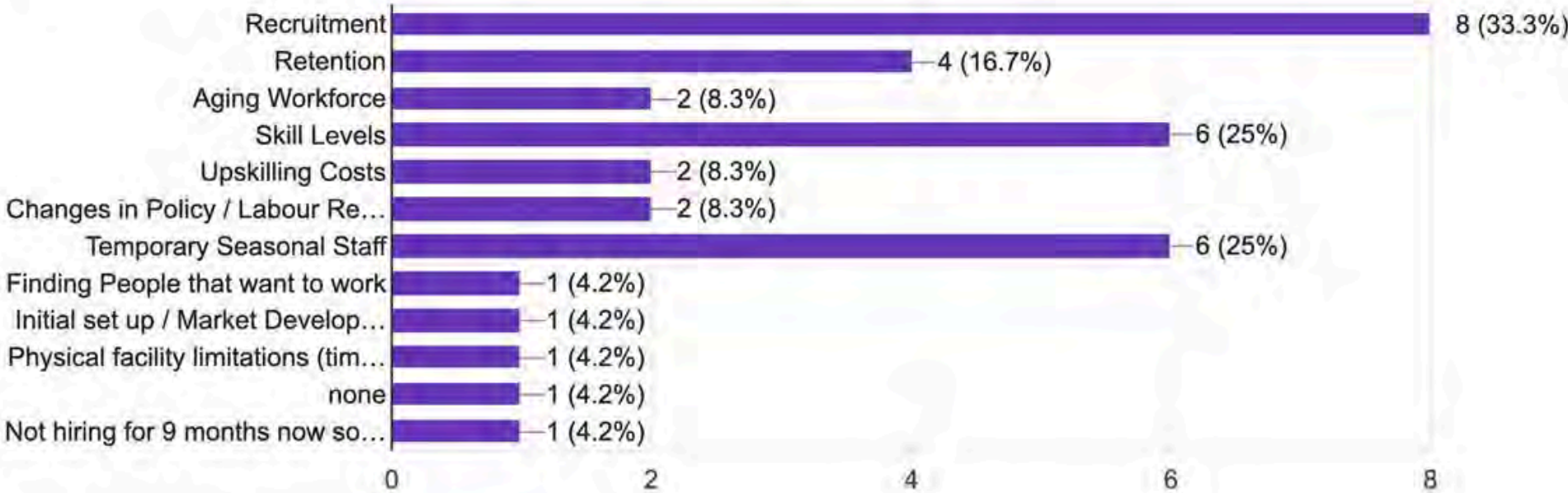
22 of 24 Survey Respondents are Employers

FTE at primary business location: 604
FTE beyond primary business location, Ontario: 369
FTE beyond primary business location, globally: 675

Based on the past 3 years, has FTE:
24 responses



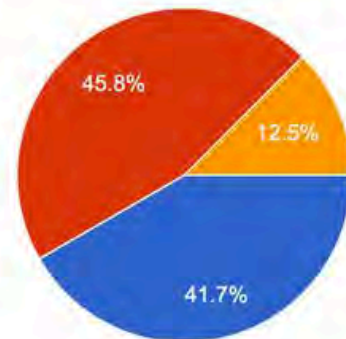
Top Challenges Related to Employment (check all that apply):
24 responses



Agri-Food & Manufacturing BR&E Surveys

Issues & Hurdles: Cost of Borrowing

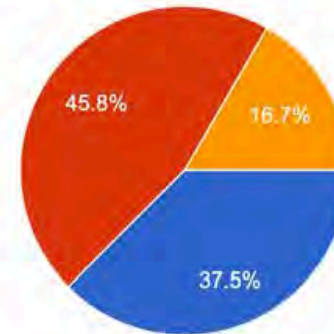
24 responses



● Little / No Issue
● Increasing But Not Yet Problematic
● Definite Issue

Issues & Hurdles: Supply Chain (up/down stream)

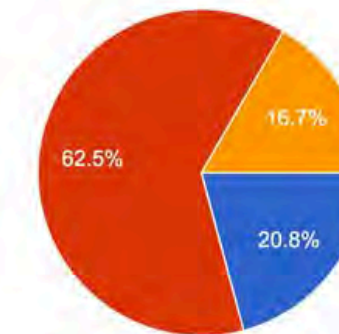
24 responses



● Little / No Issue
● Increasing But Not Yet Problematic
● Definite Issue

Issues & Hurdles: Productivity / Cost of Goods Sold

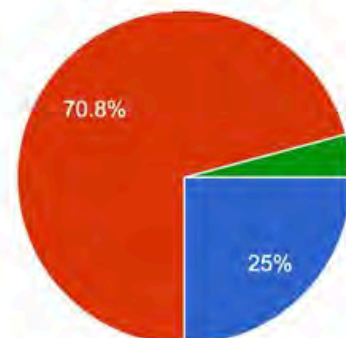
24 responses



● Little / No Issue
● Increasing But Not Yet Problematic
● Definite Issue

Are you currently receiving any government funding?

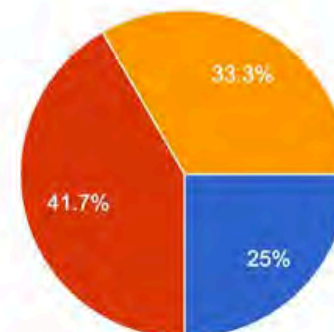
24 responses



● Yes
● No
● N/A
● Name(s) of Government program:

Issues & Hurdles: Wages & Operations

24 responses



● Little / No Issue
● Increasing But Not Yet Problematic
● Definite Issue

Agri-Food & Manufacturing BR&E Surveys

Growth & Investment Trajectory Summary:

Combined Capital Investment this Fiscal: \$17,420,000

Combined 2024 R&D Investment: \$2,053,000

15 Companies invested in R&D

7 Companies did not invest in R&D

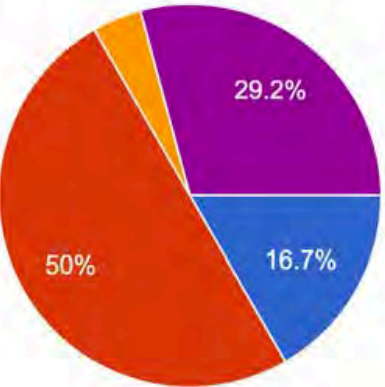
2 Companies did not track R&D investment

17 Companies are planning to expand or relocate in the next 5 years

7 Companies are not planning to expand or relocate at this time

Is your company planning to expand its physical location or looking at options to relocate to a larger facility? If yes, what timeframe would you be planning for?

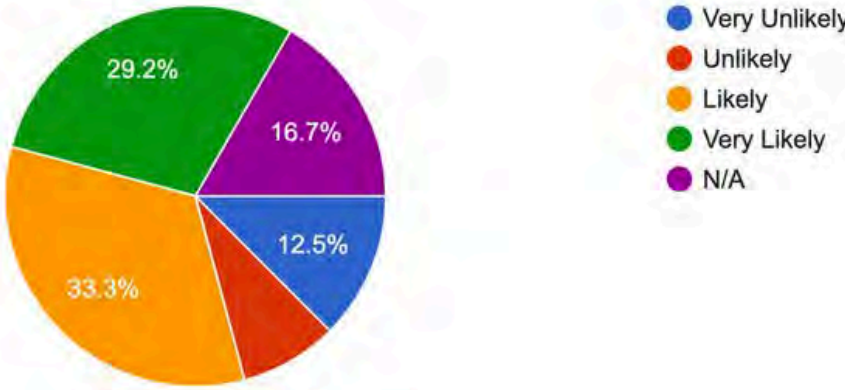
24 responses



- < 1 year
- 1-3 years
- 3-5 years
- 5-10 years
- We are not planning to expand our location or relocate to a larger facility, at this time

Future Plans: (General feedback on your company's future plans) Investing in Smart Manufacturing / Technology Adoption

24 responses



- Very Unlikely
- Unlikely
- Likely
- Very Likely
- N/A

Does your company have any new market interests? If yes, which countries, sectors, markets?

- Yes, the US
- Yes, Eastern Europe
- Yes, Domestic: Agriculture sector, grocery sector
- Yes, we're looking for water filled aggregate pits to put fish farms in Oxford County
- Yes, in Oxford County and Ontario - expanding renewable energy
- Yes, Australia, Brazil
- Yes, Online sales platforms
- Yes, the GTA through a partnership with another delivery service
- No, None

Agri-Food & Manufacturing BR&E Surveys

What Commercialization plans (new products/new segments) does your company have for the next 3-5 years?

- Enhanced exposure of current product line to the US as well as expansion into other aspects of the craft industry
- Solar + heat pump for ag barns
- Adding related and unrelated products to our current line, increase our DTC revenue
- Refrigeration domestic parts
- Expand berry value added product lines into grocery stores and upscale stores
- Growth of fish sales with new sites
- Wind energy expansion
- Planning to supply product to dog treats for a healthy snack treat and supply cheese to a manufacturer for use in further processing
- Opportunity for more custom slaughtering and processing, more "kill and chill" for other businesses. New products including different varieties of sausages and patties, as well as plans for a new line of lamb products.
- Potentially move part of our operation to a facility better suited for that part of the company
- Additional ready to eat meals, expanded products for sale, additional training classes and events, improved farm tours
- Expand wholesale accounts to larger chain businesses
- Looking at creating an event facility on farm
- Expand on our clothing and general merchandise
- Develop manufacturing / marketing site
- Increase wellness and group offerings
- New cheese
- New shop
- None, N/A



Combined, the approximated investment for these Commercialization plans (new products/new segments) over the next 5 years is \$426,548,000.

Rural Oxford EDC - Here to Help



“Thanks for your assistance in advocating for us! The introduction to the planners was helpful. All due diligence was conducted in a very timely and efficient manner. The advisory exchanges with you and the planners pointed us in the right direction.

We hope to continue to develop our property and build more infrastructure in the coming years as our business expands.”

- Dale Horst, President, Marco Clay Products

Rural Oxford EDC - Here to Help



“The Rural Oxford Economic Development Corporation has been a very supportive organization for our business.

They’ve assisted us with marketing opportunities, introduced us to like minded businesses and are constantly updating us with funding opportunities. The Rural Oxford EDC team is very supportive and a great resource to have access to when operating in Oxford County.”

- Chad Jakeman, CEO, Jakeman’s Maple Products

Rural Oxford EDC - Here to Help



“We're very thankful to the Rural Oxford Economic Development team for helping facilitate our application for fibre optic internet. This development makes a huge difference in the way Coyle's Country Store is able to do business in Rural Oxford.

We look forward to a future of internet stability and without the panic of randomly losing connection to our POS systems. Thank you for all your help and for continually alerting us to the resources, programs and grants available to local businesses.”

- James Coyle, Owner, Coyle's Country Store

About Rural Oxford Economic Development

1 PROUDLY SERVING YOU

In 2014, a Rural Oxford Prosperity Committee proactively formalized itself as Rural Oxford Economic Development - a non-profit corporation with a clear mission to support business growth and development across Rural Oxford.

2 WE'RE IN THIS TOGETHER

Each Member Municipality appoints two community representatives to serve on our governance Board to help set strategy, oversee operations, and ensure fiduciary accountability. Our Board & Staff teams work together in our shared commitment to support Rural Oxford as a whole.

3 ACCOUNTABILITY

The financial and governance commitment of the five Member Municipalities has provided a solid foundation for the organization since establishing in 2014. The Township of EZT provides additional support by way of Financial & HR Administration.



Rural Oxford... where people and business can prosper.

Proudly Serving... **Our Member Municipalities**



Thank You

Mid-November 2024 to Mid-February 2025 Economic Development Activity

Business Support:	Nov 15 – Dec 31, 2024	Jan 1 – Feb 15, 2025
General Business/Marketing Support Interactions	10	18
Expansion, Location & Development Conversations	8	12
Business Visits	2	4
Events Attended	1	2

Expansion, Location & Development Conversations by Industry:

Asphalt Plant, Construction Manufacturing, Food Processing, Agri-Tourism, Retail, Commercial Space/Plaza Development, Pharmacy, Agri-Business, Church

Events Attended:

Tavistock Chamber Lunch; SCOR EDC AGM; EDCO Training - Planning 101 for Ec Dev

Projects & Partner Collaboration:

- a. Strategic Planning Process for 2026-2029 Strategic Plan
 - Draft Strategic Planning Process timeline and Consultant RFP presented to the Board for approval and budget allocation at the February 28th Board Meeting
 - Economic Development Director and Board Chair to review proposals and recommend a preferred Consultant to the Board at the April 25th Board Meeting
- b. Rural Oxford Agri-Food & Manufacturing BR&E Surveys – 24 Completed
 - Next Steps: Continue Outreach, Business Visits & Surveys in 2025
- c. Oxford County Ag Zoning Bylaw Initiation
 - Met with Policy Planners to review Ag Zoning Bylaw Initiation
 - Invited Policy Planners to present at February 28th Board Meeting
 - Learn More: <https://shorturl.at/GQpea>
- d. 7 NEW Stories added to our Newsroom: <https://ruraloxford.ca/news>
 - Little Bones Grill (Norwich); Sunova Worx – For the Future (Lakeside); Tourism Innovation Grant Program; Government Investing in Ontario's Dairy Processing Sector; The Life Sciences Scale-Up Fund (LSSUF); US/Canada Tariff Updates; Crescent Ridge Services and Stonecrest Engineering- Client Focused Vision and Small Town Vibes

- e. Tourism Innovation Grant Program
 - Launch and promote 2025 Grant Program
 - Application Deadline is February 21st
 - Finalists will be notified by March 10th
 - Finalists will make their Pitch to a panel of Judges on March 24th
 - Grants will be issued to the selected recipients on March 31st
 - Learn More: <https://cfoxford.ca/tourismgrant>
- f. Community Employment Services – Oxford County Career Expo
 - 3500 Students/Participants will meet with 150+ Employers
 - Event Sponsor: Cash & In-Kind (5 Roadside Signs)
 - CED Grant Application submitted to Community Futures Oxford
 - Support coordinated effort of a shared county-wide government booth
 - Learn More: <https://workinoxford.ca/career-expo>
- g. “Discover Rural Oxford” at Canada’s Outdoor Farm Show (COFS)
 - Begin planning for the 2025 “Discover Rural Oxford”
 - CED Grant Application submitted to Community Futures Oxford
 - Learn More: <https://ruraloxford.ca/discover>
- h. Shop Local Gift Card Program – Research Phase Cont’d
 - Met with Ingersoll BIA, Tillsonburg BIA, Miconex
 - Phone Calls with potential Community Partners
 - Invited Community Stakeholders to a 30-Min Discovery Call
 - Learn More: <https://shorturl.at/akXAz>
- i. Support for Rural Chambers
 - Attend Norwich Council Meeting for Norwich Chamber delegation
 - Attend Tavistock Chamber Christmas Lunch
 - Sponsor Tavistock Chamber “Welcome to Town” Bags
 - Design, Print and Setup Roadside Sign for the Taste of Norwich Event
 - Renew Tavistock and Norwich Chamber Memberships
- j. Oxford Connection
 - Planning Meeting to discuss SIAL (April 29 - May 1 in Toronto), CMTS (Sept 29 – Oct 1 in Toronto), Plastex (Oct 21 – 23 in Toronto), Real Estate Appreciation Day (Sept 16 in Tillsonburg); with further exploration into WMTS, Shows in BC, and Research FDI Training

Governance & Administration:

- Met with EZT Staff to go over Purchasing Card Policy
- Met with Rural Oxford EDC Consultants for a Christmas Brunch
- Work with Digital Consultant on 2024 Digital Media Year in Review
- Draft Rural Oxford EDC's 2024 Year in Review
- Draft Strategic Plan Timeline and RFP
- Rural research, data collection and compilation
- Prepare for February 28th Board Meeting
- Sent out Director Intentions Survey
- Draft 2025 Work Plan

REPORT TO COUNTY COUNCIL

Reduced Load Limit By-Law Amendment

To: Warden and Members of County Council

From: Director of Public Works

RECOMMENDATIONS

1. That Oxford County Council enact a by-law to amend the Reduced Load Limit By-law 6608-2024 to authorize the Director of Public Works to determine the start and end dates of seasonal load restrictions;
2. And further, that the amending by-law also remove seasonal load restrictions from certain roads as outlined in Report PW 2025-07.

REPORT HIGHLIGHTS

- The purpose of this report is to provide delegated authority to the Director of Public Works to amend the start and end dates of seasonal load restrictions for County roads identified in the reduced load limit by-law, utilizing the Ministry of Transportation (MTO) Reduced Load Period (RLP) predictive tool that incorporates weather data to determine when freeze/thaw cycles begin and end.
- The traditional RLP has started on March 1 and ended on April 31 each year to align with the Spring thaw periods. However, in recent years, freeze/thaw cycle periods are starting and ending earlier with the onset of warmer temperatures prior to March 1.
- By-law amendments include removal of seasonal load restrictions on Oxford Road 16 (Road 84) between Oxford Road 119 (19th Line) and Oxford Road 6 (37th Line) which has been fully reconstructed, and on Oxford Road 22 (Muir Line) between Oxford Road 55 (Highway 53) and Oxford Road 21 (New Durham Road) as an administrative amendment.

IMPLEMENTATION POINTS

Following Council approval of the recommendations contained in this report, a by-law amendment will be presented at the February 26, 2025 County Council meeting for enactment, and the Delegation of Powers and Duties Policy 6.14 will be updated following the passing of the amending by-law.

Changes to the RLP start and end dates will be determined using the MTO predictive tool and coordinated with Area Municipalities to ensure a consistent approach County-wide.

The removal of applicable signage identifying seasonal load restrictions will be completed to correspond with the by-law amendment.

Financial Impact

Signage modifications and website updates will be completed within the 2025 Transportation operations budget.

Communications

An updated map of reduced load limits on the County road network will be posted on the County's website at <https://www.oxfordcounty.ca/en/services-for-you/moving-permit.aspx>.




A copy of Report PW 2025-07 will be forwarded to Area Municipalities and Oxford Detachment of the Ontario Provincial Police.

2023-2026 STRATEGIC PLAN

Oxford County Council approved the [2023-2026 Strategic Plan](#) on September 13, 2023. The Plan outlines 39 goals across three strategic pillars that advance Council's vision of "Working together for a healthy, vibrant, and sustainable future." These pillars are: (1) *Promoting community vitality*, (2) *Enhancing environmental sustainability*, and (3) *Fostering progressive government*.

The recommendations in this report support the following strategic goals.

Strategic Plan Pillars and Goals

PILLAR 1	PILLAR 2	PILLAR 3
		
Promoting community vitality	Enhancing environmental sustainability	Fostering progressive government
Goal 1.4 – Connected people and places	Goal 2.1 – Climate change mitigation and adaptation	Goal 3.1 – Continuous improvement and results-driven solutions Goal 3.2 – Collaborate with our partners and communities

See: [Oxford County 2023-2026 Strategic Plan](#)

DISCUSSION

Background

Oxford County By-law 6608-2024, as amended, identifies reduced load limit periods on specific County road segments in accordance with the Highway Traffic Act (HTA).

Reduced load periods occur seasonally from March 1 to April 30 during spring thaw periods when damage is most likely to occur on road segments with substandard pavement/base structure and inadequate drainage. Seasonal load restriction requirements are re-evaluated following the rehabilitation of County roads.

In recent years, spring thaw periods have started and ended early with the arrival of warmer temperatures prior to March 1. In response, some Area Municipalities have revised the RLP in their respective by-laws which doesn't align with the County's RLP and creates confusion for road users.

The Ministry of Transportation Ontario (MTO) recently developed a Reduced Load Period (RLP) Onset and Removal Model supported by data from its province wide Road Weather Information System (RWIS). This system allows municipalities to access frost depth, moisture, and temperature data. The model allows municipalities to optimize the timing of RLP's, including amending the start and end dates when conditions permit, which helps support agriculture, agri-business, construction and the trucking industry, while protecting valuable road infrastructure.

Comments

Proposed amendments to the County's reduced load limit by-law as shown on Attachment 1 include the removal of seasonal load restrictions from the following road segments:

- Oxford Road 16/Road 84 (from Oxford Road 6 to Oxford Road 119)
- Oxford Road 22/Muir Line (from Oxford Road 55 to Oxford Road 21)

Staff are proposing to remove the seasonal load restriction from Oxford Road 16 (Road 84) between Oxford Road 119 and Oxford Road 6, as recent road rehabilitation has been completed with improved drainage making it less susceptible to damage during spring thaw.

Staff are also proposing to remove the seasonal load restriction from Oxford Road 22 (Muir Line) between Oxford Road 55 and Oxford Road 21 which is a boundary road maintained by Brant County on Oxford's behalf. Although currently identified in the Oxford County by-law as a seasonally reduced road section, required regulatory signs are not posted and there has been no enforcement. This road section is not identified in Brant's seasonal load restriction by-law and road damage from heavy truck use during spring thaws has not been an issue on this section of Muir Line.

To implement the MTO's RLP Onset and Removal Model, staff are recommending the by-law be amended to provide delegated authority to the Director of Public Works to amend the duration of RLP's when conditions allow. The County's Delegation of Powers and Duties Policy 6.14 will also be updated to include that the Director of Public Works has authority to amend the RLP duration when the MTO's predictive model confirms that weather conditions permit.

When considering amendments to the RLP, consultation between the Director of Public Works will take place with Area Municipality representatives to synchronize a County wide RLP on affected County and area municipal roads where possible.

CONCLUSIONS

Continuous improvements to the County road network through ongoing rehabilitation and/or replacement serves to enhance goods movement through and within the County in a manner which further supports economic prosperity.

Providing the Public Works Director with delegated authority to amend the RLP duration for seasonally restricted roads will provide improved access to County roads in the Spring when conditions permit.

SIGNATURES

Report author:

Original signed by

Shawn G. Vanacker, C.Tech., CRS-S, CMM III
Supervisor of Transportation

Departmental approval:

Original signed by

Melissa Abercrombie, P. Eng., PMP
Director of Public Works

Approved for submission:

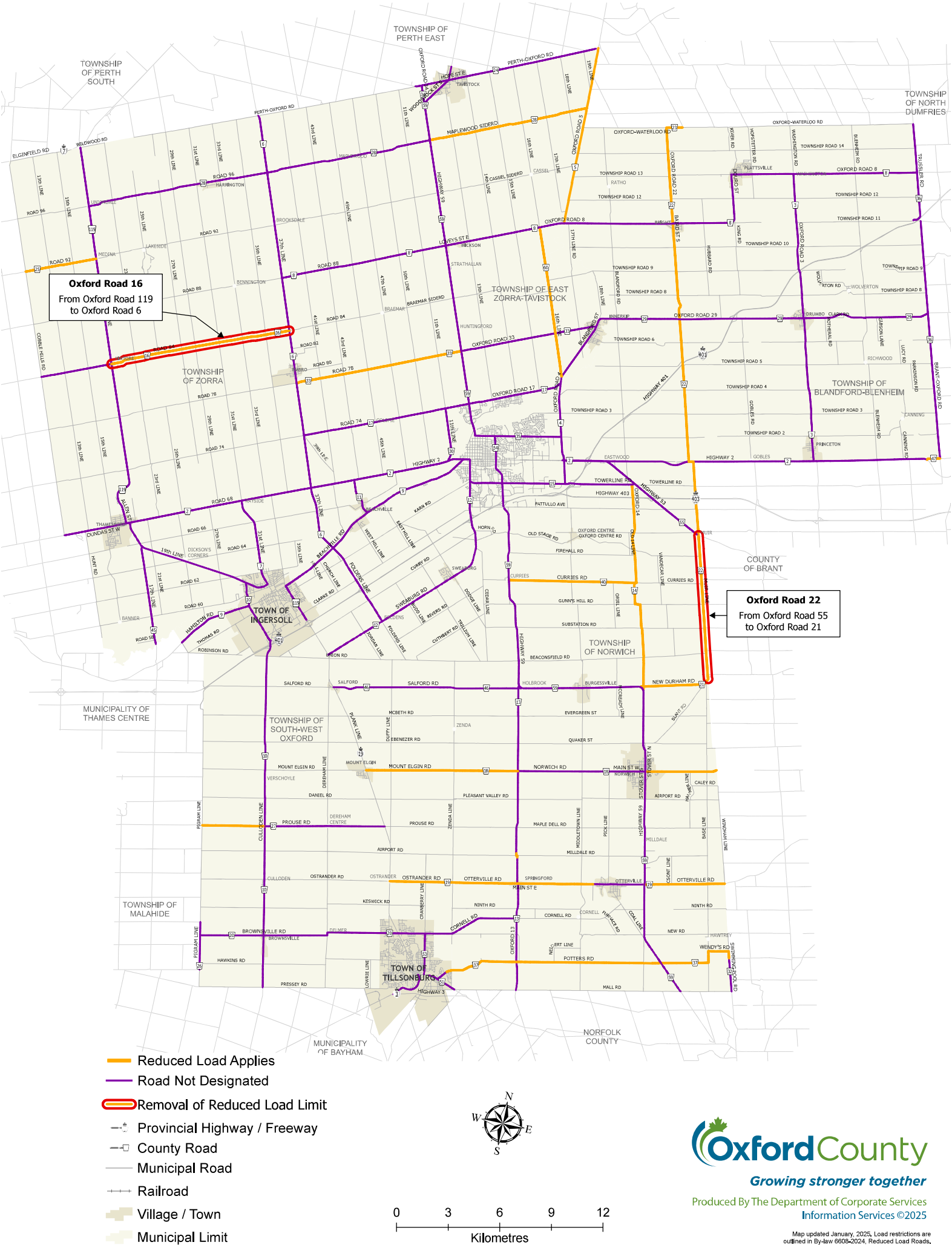
Original signed by

Benjamin R. Addley
Chief Administrative Officer

ATTACHMENT

Attachment 1: Oxford County Reduced Load Limit Amendment Map

OXFORD COUNTY
REDUCED LOAD LIMIT AMENDMENT



COUNTY OF OXFORD

BY-LAW NO. 6712-2025

BEING a By-law to set reduced load limits on certain County roads, and repeal By-law No. 6191-2020, as amended.

WHEREAS, the Table to Section 11 and Section 52 (3) of the *Municipal Act, 2001, S.O. 2001, Chapter 25*, prescribes that specified highways are within the jurisdiction of the County of Oxford for all matters relating to those highways, including parking and traffic;

AND WHEREAS, Subsection (7) of Section 122 of the *Highway Traffic Act R.S.O. 1990, Chapter H.8* as amended, provides that the municipality having jurisdiction over a highway may by by-law designate the date on which a reduced load period shall start or end and the highway or portion thereof under its jurisdiction to which the designation applies;

AND WHEREAS, Council has adopted Public Works Report PW 2025-07, dated February 12, 2025;

NOW THEREFORE, the Council of the County of Oxford enacts as follows:

1. That the Director of Public Works has authority to designate the dates on which a reduced load period shall start and end annually, based on the Ministry of Transportation Ontario's Reduced Load Period (RLP) predictive tool that incorporates weather data to determine when freeze/thaw cycles begin and end.
2. That during the reduced load period the provisions of Subsections (1), (2), (3) and (4) of Section 122 of the *Highway Traffic Act R.S.O. 1990, Chapter H.8* as amended, apply to the roads or portions thereof set out in Schedule "A" to this By-law, as amended.
3. That this By-law shall be enforceable when reduced load limit signs have been erected and are on display.
4. That By-law No. 6191-2020, as amended, is hereby repealed.

READ a first and second time this 26th day of February, 2025.

READ a third time and finally passed this 26th day of February, 2025.

Original signed by

MARCUS RYAN,

WARDEN

Original Signed By

LINDSEY A. MANSBRIDGE,

CLERK

**COUNTY OF OXFORD
BY-LAW NO. 6712-2025
SCHEDULE "A"**

OXFORD ROAD #	FROM	TO
5	Oxford Road 8	Oxford Road 24
14	Oxford Road 21	Oxford Road 15
18	Kings Highway 19, Mount Elgin	Oxford Road 13
18	Oxford Road 59	County of Brant Boundary
19	Kings Highway 19, Ostrander	James St., Otterville
19	Oxford Road 59	County of Norfolk Boundary
21	Oxford Road 59	Oxford Road 22
22	Oxford Road 55	Oxford Road 2
22	Oxford Road 2	Oxford-Waterloo Road
23	Oxford Road 22	Regional Road 3, Regional Municipality of Waterloo
25	County of Middlesex Boundary	Oxford Road 119
27	Oxford Road 10	Pigram Line
28	Oxford Road 59	Oxford Road 5
32	Oxford Road 37	LaSalette Road
33	Oxford Road 6	Oxford Road 59
37	Harvest Line (Tillsonburg)	Oxford Road 32
40	Oxford Road 59	Oxford Road 14
47	Oxford Road 2	Oxford Road 36
60	Oxford Road 4	Oxford Road 8



DESIGNATION OF REDUCED LOAD PERIOD

Under the authority of Section 122 Subsection (7) of the Highway Traffic Act, and in accordance with County of Oxford By-law 6712-2025, the Director of Public Works hereby designates that the reduced load period on affected Oxford County roads identified in the by-law shall start on Saturday, March 1, 2025 and end on Wednesday, April 30, 2025, unless ended earlier by designation.

Recommended By:

Original signed by

Frank Gross, C.Tech.
Manager of Transportation and Waste Management

March 3, 2025

Date

Authorized By:

Original signed by

Melissa Abercrombie, P. Eng., PMP
Director of Public Works

March 3, 2025

Date



TOWNSHIP OF BLANDFORD-BLENHEIM

Agenda Item

To:	Members of Council	From:	Drew Davidson Director of Protective Services
Reviewed By:	Josh Brick, CAO	Date:	March 11 th , 2025
Subject:	February Monthly Report	Council Meeting Date:	March 19 th , 2025
Report #:	FC-25-04		

Recommendation:

That Report FC-25-04 is received as information.

Background:

To provide Council with an update regarding the activities of the Protective Services Department, for the month of February 2025.

Analysis/Discussion:

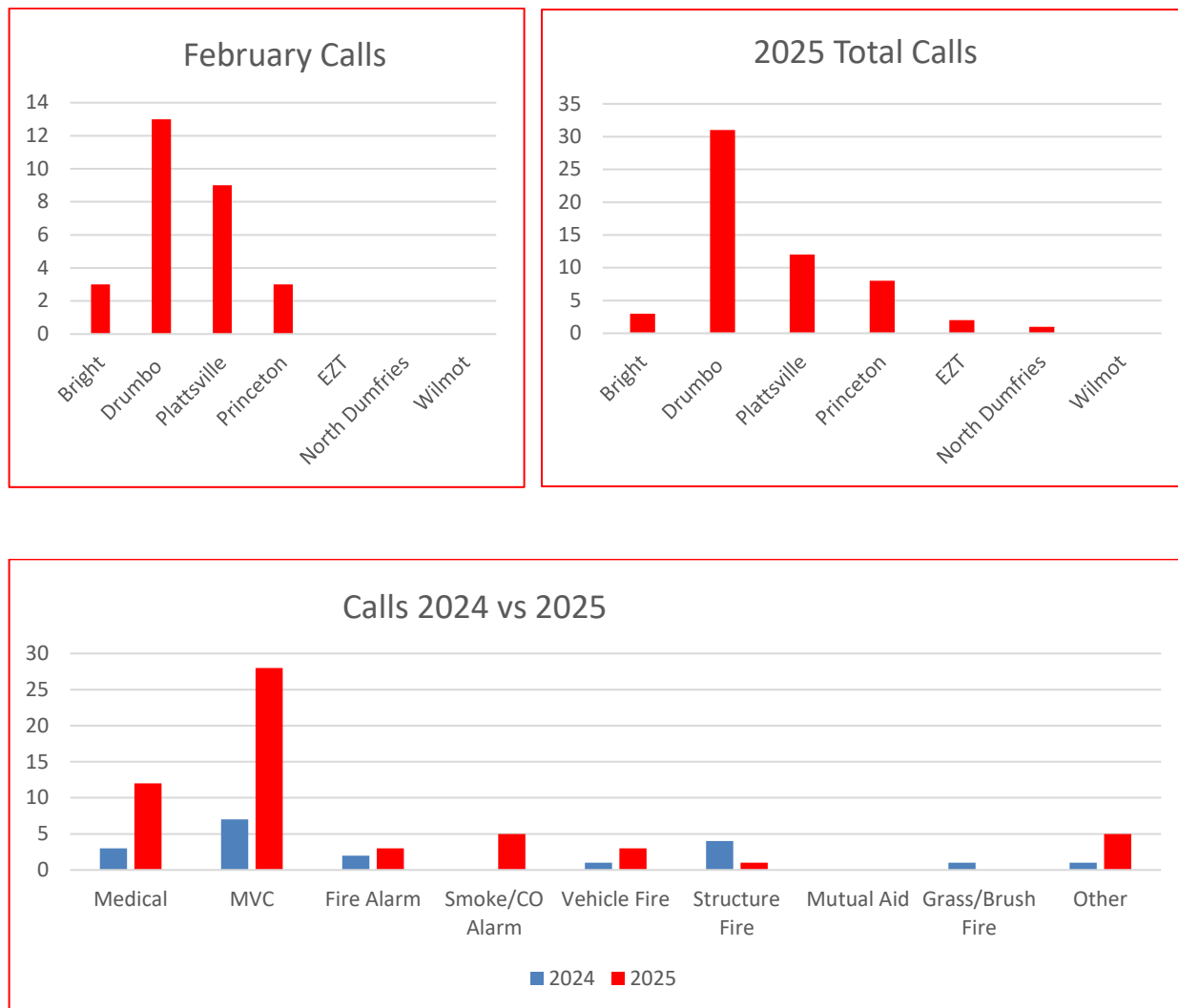
Meetings, Courses and Training Attended:

- Staff and our in-house driving instructors worked hard in order to prepare our five students for their DZ written and practical testing. Their hard work paid off as all five were successful even in the difficult driving conditions that February had to offer.
- We held a town hall style meeting at the Princeton Centennial Hall for all firefighters to attend. At this meeting staff presented activities that are currently underway and a path highlighting activities and goals for the remainder of the year. Items presented included the launch of the new peer support app and how to use it to its full potential, upcoming training including our medical training at the end of March. Our training officers also completed a presentation to the group as to their progress in streamlining firefighter sign offs when attending a training session along with a road map of items to be covered in the upcoming six months. Staff wanted to ensure that this was a good way to get the word out regarding multiple topics and the same time without having to send endless emails. A follow up survey was sent out to all firefighters looking for their feedback so we could enhance the delivery of the material and how often they would like to see this style of meeting held. Staff was very pleased with the responses and will look to continue this style of updates at a minimum of once a year. The nice part of this was everything was completed on power point so the District Chiefs could take the presentation back to their stations and review the information with anyone who was unable to make the meeting.
- Camp 85 information night preparations are well underway with the messaging about this year's camp being sent out during March break. Staff would like to remind everyone regarding this evening which is being held on April 3rd, 6:30 pm at the Plattsville station.

- Unfortunately, the Drumbo pumper was struck on the 401 while protecting the work zone of a traffic accident and due to this had to be taken out of service. Staff reached out to multiple municipalities to source out a spare in-use pumper. We are very fortunate that Norfolk County was able to fulfill this request and we would like to thank Chief Gord Stilwell for working with us during this time.

Fire:

- 3 burn permits were issued in February 2025
- February 2025 monthly fire calls with annual comparisons (included)

February Fire Reports:

CEMC – February 2025

- Attended multiple briefings on significant events throughout the month via zoom meetings

By-Law Enforcement – February 2025

- Dogs at Large...1
- Animal...1
- Zoning...2
- Parking tags issued...1
- Land and clear...1
- One meeting with staff regarding by-law issues

Respectfully submitted by:



Drew Davidson
Director of Protective Services



TOWNSHIP OF BLANDFORD-BLENHEIM

Agenda Item

To:	Members of Council	From:	Ray Belanger, CBO
Reviewed By:	Josh Brick, CAO	Date:	March 12, 2025
Subject:	Monthly Report to Council	Council Meeting Date:	March 19, 2025
Report #:	CBO-25-3		

Recommendation:

That report CBO-25-3 be received as information.

Background:

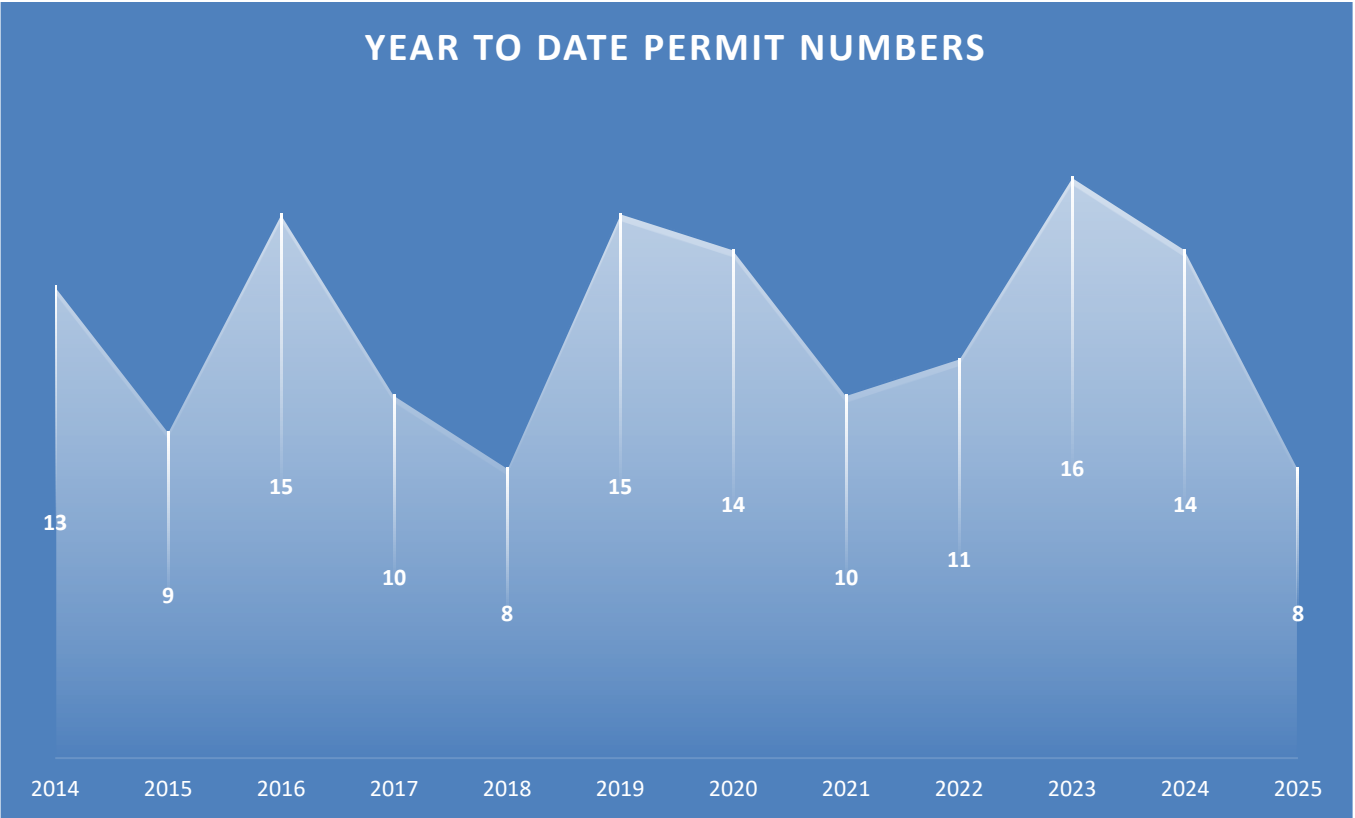
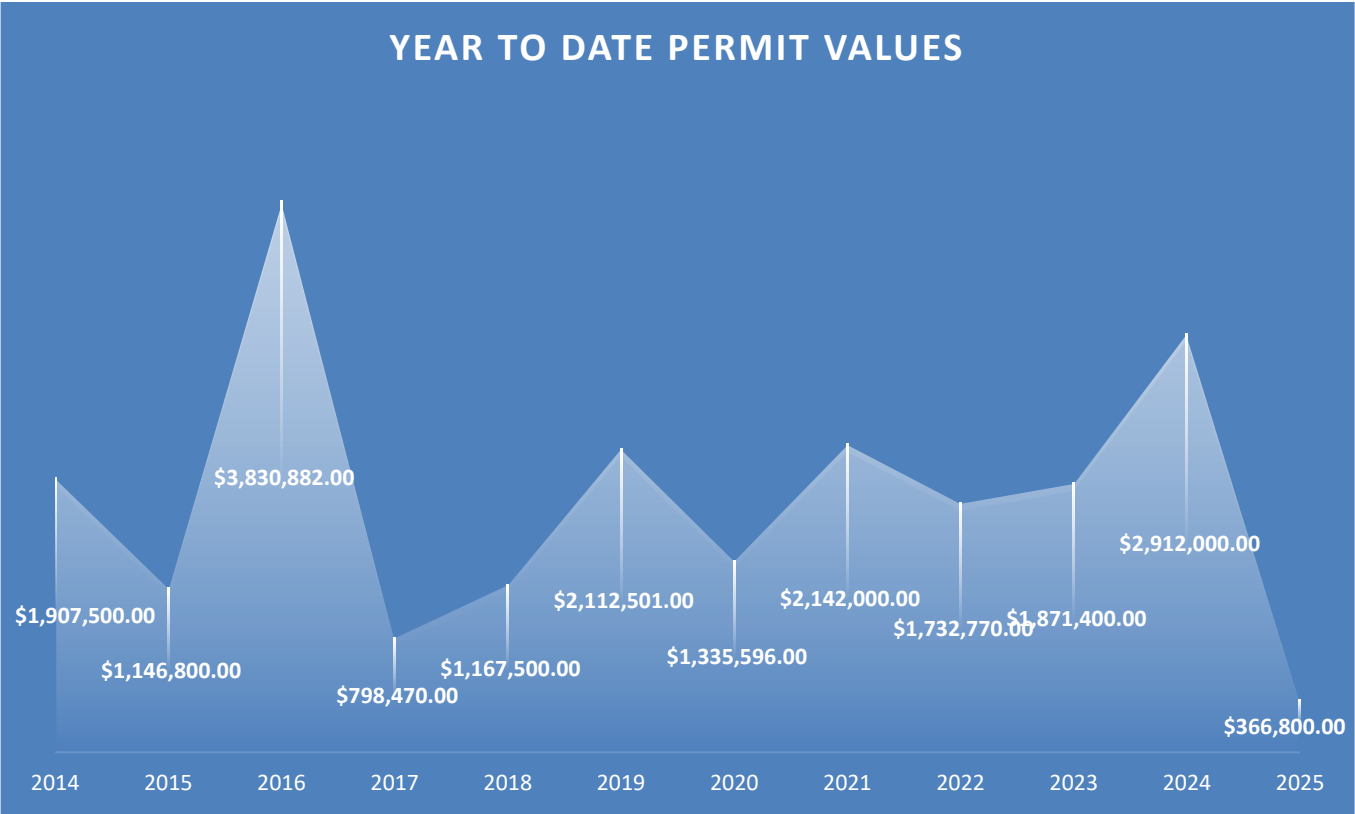
To provide Council with an update regarding the monthly building activities for the period ending on February 28, 2025.

Building Department Updates:

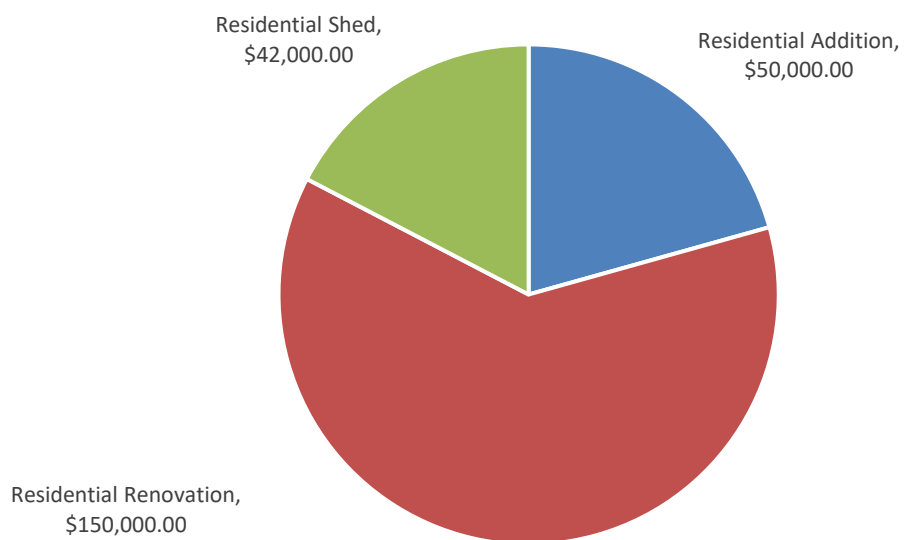
- The building department issued 3 permits for the month of February 2025.

Respectfully submitted by:

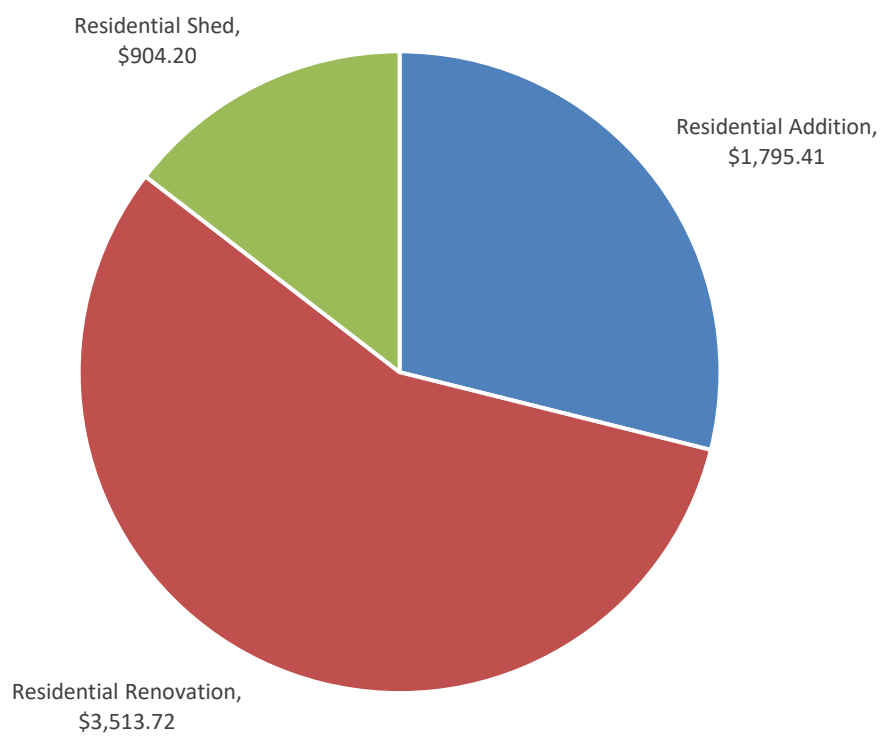
Ray Belanger
CBO



February 2025 Permit Values



February 2025 Permit Fees





TOWNSHIP OF BLANDFORD-BLENHEIM

Agenda Item

To:	Members of Council	From:	Denise Krug, Director of Finance
Reviewed By:	Josh Brick, CAO	Date:	March 6, 2025
Subject:	2024 Development Charges Annual Report	Council Meeting Date:	March 19, 2025
Report #:	TR-25-06		

Recommendation:

That Report TR-25-06 be received as information, and is posted on the website for public information.

Background:

Under the provisions of the Development Charges Act, the Treasurer is required to provide Council with an annual statement, including the reporting of all other financing sources for a capital project partially financed with Development Charges.

Analysis / Discussion:

The 2024 Opening balance for Development Charges was (\$23,251.64).

The total amount of Development Charges collected in 2024 was \$224,632.85

The total amount of interest earned in 2024 by all Development Charges was \$16,957.06.

The total amount transferred from Development Charges in 2024 was \$12,574,60, including \$10,256 towards the Development Charges Study and \$2,318.60 towards capital projects.

The Treasurer has reviewed this report and confirms that the Township is in compliance with Section 59(1) of the Act, which defines when Development Charges can be imposed.

Financial Considerations:

NA

Attachments:

2024 Development Charges Annual Report
2024 Development Charges Capital Report

Respectfully submitted by:

Denise Krug
Director of Finance/Treasurer

Township of Blandford-Blenheim
DEVELOPMENT CHARGES RESERVE FUNDS
January - December 2024

	Public Works: Roads & Related 01-0109-0105	General Government 01-0109-0110	Fire Department 01-0109-0115	Parks and Recreation 01-0109-0155	Totals	
Opening Balance	\$11,102.29	\$10,255.64	\$153,706.38	(\$198,315.95)	(\$23,251.64)	
Development Charge Collections	\$100,098.20	\$5,557.25	\$70,996.19	\$47,981.21	\$224,632.85	
Interest Earned (5.0% = Prime less 1.75%)	\$5,444.09	\$277.84	\$11,235.13	\$0.00	\$16,957.06	
Less:						
Amounts Transferred to Capital or Other Funds						
DC study		\$ 10,256.00				
Base Improvements Twp Rd 6B	\$ 2,318.60					
					\$12,574.60	Total 2024 DCs transferred
					\$10,256.00	DC study
					\$2,318.60	Total 2024 DCs for capital
Balance at Year End	\$114,325.98	\$5,834.73	\$235,937.70	(\$150,334.74)	\$205,763.67	

Township of Blandford-Blenheim
2024 Capital Project Funding Including Development Charges

						Financing			
Project Description	2024 Project costs	Taxation	Grant Fed	Grant Prov	CCBF	DC	Other	County	Reserves
Base Improvements Blandford Rd, N of Oxford Rd 8	\$ 35,466.95					\$2,318.60			\$33,148.35
Totals	\$35,466.95	\$0.00	\$0.00	\$0.00	\$0.00	\$2,318.60	\$0.00	\$0.00	\$33,148.35



TOWNSHIP OF BLANDFORD-BLENHEIM

Agenda Item

To:	Members of Council	From:	Josh Brick, CAO
Reviewed By:		Date:	March 10, 2025
Subject:	Ontario Living Wage Network Initiative	Council Meeting Date:	March 19, 2025
Report #:	CAO-25-06		

Recommendation:

That Report CAO-25-06 be received as information; and further,

That Council directs staff to take the necessary steps to formalize Township of Blandford-Blenheim participation with the Ontario Living Wage Network.

Background:

The Ontario Living Wage Network (OLWN) is a not for profit-organization that encourages Ontario employers to provide wages that reflect the actual cost of living in their respective communities. The living wage is calculated annually based on expenses such as housing, transportation, food, and other necessities. Benefits of becoming certified as a living wage employer include:

- Employees who earn a living wage experience increased mental and physical health, and economic well-being.
- Living Wage Employers receive public recognition for demonstrating a commitment to socially responsible practices, making them more attractive to potential employees and customers.
- Employers paying a living wage experience a decrease in employee turnover and absenteeism, increased retention and productivity, and savings on rehiring and retraining.
- Employers can use the living wage as a tool within their recruitment strategy for lower paying occupations.

Once an employer has been certified as a living wage employer, it becomes entitled to:

- Living wage window decals for display;
- Living wage electronic logo for use on website and print materials; and,
- Recognition on the OLWN website.

Living wage rates are calculated in November of each year. In November 2024, the living wage rate for London-Oxford-Elgin was \$19.50/hour. More information regarding rate calculation and other regional rates is available here: <https://www.ontariolivingwage.ca/rates>

Analysis/Discussion:

If Council is in favour of proceeding with obtaining the living wage endorsement, Blandford-Blenheim would be the first municipality in Oxford County to be certified as a living wage employer.

To become a living wage employer and receive official endorsement through the OLWN, employers must agree to ensure that all direct full-time, part-time and contract employees are paid the living wage rate for their area. If employees are paid relevant non-mandatory benefits, the living wage hourly rate that must be paid will take account of this.

Employers are also encouraged to insert a living wage clause (stipulating that contracted workers and subcontracted workers are to be paid a living wage) in all future contracts where staff who are not direct employees are contracted to provide services to their organization on a regular, ongoing basis. Staff are not concerned with this criteria requirement in Blandford-Blenheim, with the majority of directly contracted services being professional services (e.g. legal, engineering, auditor, contracted building services) and construction/ maintenance related vendors (where wages typically far exceed what OLWN considers to be a living wage).

The OLWN offers a phased approach to implementation. It is anticipated that the Township of Blandford-Blenheim would be eligible for consideration as a “Leader” or “Champion,” meaning that all direct full-time and part-time employees are paid a living wage. Further, this would demonstrate the Township’s commitment to including living wage in service contracts for externally contracted employees that provide service on a regular basis.

Based on the criteria provided by the OLWN, all full-time and part-time employees at the Township of Blandford-Blenheim with the exception of Step (1) on the student and crossing guard grids exceed \$19.50/hour. It is worth noting that employers are allowed to have a small number of trainees, students in practicum or co-op placements or interns that are paid below the living wage as long as they don’t represent a core part of the total staff makeup (no more than 10% for most employers).

Based on the above, the Township of Blandford-Blenheim has already met benchmarks offered by the OLWN for “Leader” or “Champion” status. In advance of the approval of the 2026 operating budget, staff would amend the salary grid to include the OLWN living wage as step (1) for the crossing guard position (in 2025, this amendment would see an increase from \$18.39 to \$19.50).

Financial Implications:

To maintain the OLWN certification, the Township of Blandford-Blenheim annual membership fee would be \$125.00 (this fee supports the ongoing calculation of living wages in the profit).

Respectfully submitted by:

Josh Brick
Chief Administrative Officer

Ontario Living Wage Network

CALCULATING ONTARIO'S LIVING WAGES



Anne Coleman
November 18, 2024

Contents

3	ACKNOWLEDGMENTS
4	EXECUTIVE SUMMARY
5	CONTEXT
5	CALCULATION METHODOLOGY
5	THE LIVING WAGE REGIONS
6	CALCULATING THE LIVING WAGE
7	THE COST OF LIVING IN ONTARIO
7	FOOD
8	SHELTER
10	CLOTHING AND FOOTWEAR
10	TRANSPORTATION
11	ADULT EDUCATION
11	MEDICAL EXPENSES, LIFE AND CRITICAL ILLNESS INSURANCE
12	COMMUNICATIONS
13	CHILD CARE
14	OTHER EXPENSES
15	GOVERNMENT TRANSFERS AND TAXES
16	NOTES

ACKNOWLEDGMENTS

Thank you to the Local Living Wage Organizers who help review local community data, and to the Ontario Dietitians in Public Health Food Insecurity Workgroup for facilitating the sharing of 2024 Ontario Nutritious Food Basket (ONFB) food cost data.

Thank you to the Local Living Wage Organizers who help review local community data.

Thank you to Ontario Dietitians in Public Health Food Insecurity Workgroup for facilitating the sharing of 2024 Ontario Nutritious Food Basket (ONFB) food cost data.

Thank you to Aleesha Coghill for collecting data for the calculations.

Research and Calculations: Silas Xuereb

Robin Shaban at Deetken Insight

The work of the Ontario Living Wage Network is made possible by the collection of annual employer fees and additional support of these organizations and businesses:



United Way
Bruce Grey
Elgin Middlesex
Greater Toronto
Halton & Hamilton
Perth Huron
Peterborough & District
Simcoe Muskoka
Waterloo Region Communities

ABOUT THE AUTHOR

Anne Coleman is the program manager for the Ontario Living Wage Network. She has been with the OLWN since its inception in 2017, and prior to that with Living Wage Waterloo Region. Anne believes in reducing poverty through paid work and is dedicated to raising wages in Ontario.

ABOUT THE OLWN

We're championing and showcasing the growing wave of living wage initiatives in Ontario. We are a network of employers, employees, non-profits, researchers, and proponents of decent work standards for all Ontario workers.

Together, we're changing the conversation about what the minimum standard of pay for low-wage workers should be in the province.

EXECUTIVE SUMMARY

A living wage is the hourly wage a worker needs to earn to cover their basic expenses and participate in their community.

As inflation has calmed in the past year the 2024 living wage rates have increased by an average of 3.4%. For the most part the increase to this year's living wage rate is mainly due to rising costs for rent in our province. Inflation of food costs may have calmed but still remain high relative to earlier years.

As expected, the Greater Toronto Area continues to have the highest living wage rate at \$26.00, up from \$25.05. The London-Elgin-Oxford region has the lowest in the province at \$19.50, up from \$18.85.

The Southwest region, which includes Windsor, Chatham-Kent, and Sarnia has seen the highest increase. The living wage there went up by 6.4%, from \$18.65 to \$19.85.

Despite the annual October 1st increase to the provincial minimum wage to \$17.20, there is still no place in Ontario where you could work full-time and cover all your expenses.

There is a growing list of employers who want to know that their employees are able to make ends meet. This is the end goal of our calculation work and certification program: signing up certified living wage employers across Ontario. In order to qualify for certification, all employees must make at least a local living wage, and many see a raise as a result.

The problem of working poverty is complex, and is the product of issues of affordability, policy, cultural norms and attitudes about the value of work and more. Yet the most expedient first step is to simply ensure that a day's work can cover that day's expenses.

CONTEXT

The Ontario Living Wage Network (OLWN) calculates living wage rates in Ontario and encourages employers to pay at least the living wage to workers. There are over 640 certified living wage employers in the province who have made this commitment. Our goal is to raise wages in Ontario and address poverty through paid work.

Historically living wage rate increases have been fairly similar to the rate of inflation. As such, it is not surprising that living wage rates increases in 2021, 2022 and 2023 were fairly high across Ontario. This increase was in part a reflection the 40-year high inflation rate of 6.8% in 2022. However, general inflation itself cannot fully explain changes in living wage rates in Ontario. The living wage calculation includes a modest basket of goods and services that are used to determine the annual expenses required by a household. The basic necessities included in the basket of goods accounts for a large portion of the annual expenses. The costs of food and shelter are two of the biggest expenses in the living wage calculation. These costs increased by over 18% compared to general inflation of 13.4% between 2018 and 2022. 2023 Living wage rate increases could be accounted for by increases to rental costs and a large increase in the cost of food and to some extent transportation with higher fuel prices.

As inflation has calmed in the past year the 2024 living wage rates have increased by an average of 3.4%. For the most part the increase to this year's living wage rate is mainly due to rising costs for rent in our province. Inflation of food costs may have calmed but still remain high.


LIVING WAGE CALCULATION METHODOLOGY

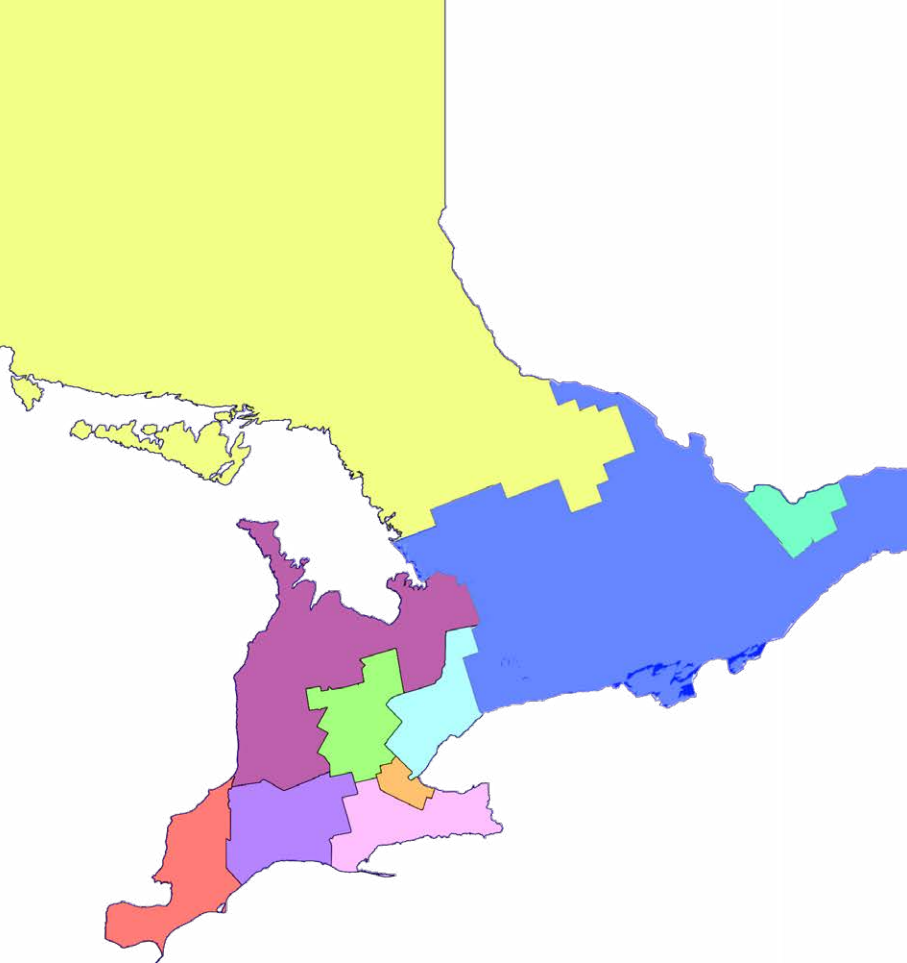
THE LIVING WAGE REGIONS

The living wage regions build from Statistics Canada's geographic concept of economic regions. Economic regions are geographic units defined by Statistics Canada to represent regional economies. These geographic groupings, as well as the city of Hamilton and two census metropolitan areas also defined by Statistics Canada – Toronto and Ottawa – are used to create the official living wage regions.

A key consideration when establishing the living wage regions is to verify that people live and work in the same regions. Data on commuting patterns from the 2016 census was used to validate that this is, in fact, the case.

2024 LIVING WAGE RATES

	Greater Toronto Area	\$26.00
	Grey Bruce Perth Huron Simcoe	\$23.05
	Ottawa	\$22.80
	Dufferin Waterloo Guelph-Wellington	\$21.30
	Hamilton	\$21.30
	East	\$21.65
	Brant Niagara Haldimand Norfolk	\$20.90
	North	\$20.30
	London Elgin Oxford	\$19.50
	Southwest	\$19.85

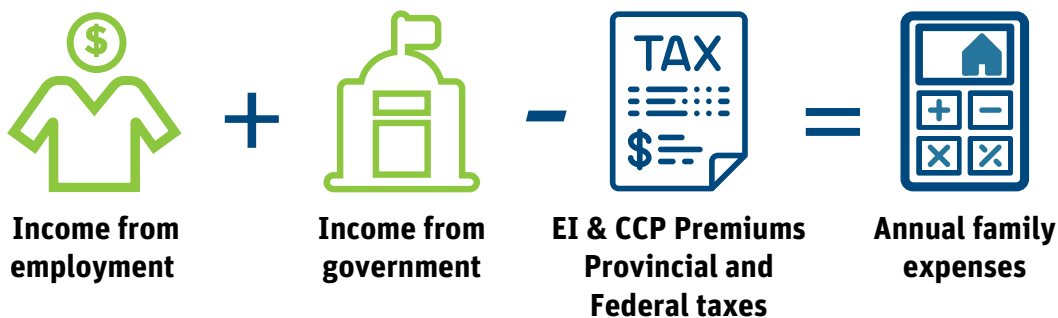


A key consideration when establishing the living wage regions is to verify that people live and work in the same regions. Data on commuting patterns from the 2016 census was used to validate that this is, in fact, the case.

CALCULATING THE LIVING WAGE

Data is collected for the costs of a basket of goods and services for three types of households: two parents aged 35 and two children aged 7 and 3, a single parent with a child age 7, and a single adult.

The living wage rate is the before-tax income that each adult would need to earn to cover the expenses included in the basket for their family type. The calculation includes government transfers the family may receive (like the Canada Child Benefit, the Ontario CARE benefit) and the payroll and income taxes the adults may pay.



Single adults: number of persons not in census families in Ontario aged 15-64	1,630,980 (33.8%)
Single parents: number of parents aged 15-64 in one-census-family one-parent households in Ontario	391,875 (8.1%)
Families of four: partners aged 15-64 in one-census family household with children without additional persons	2,801,870 (58.1%)

THE COST OF LIVING IN ONTARIO

The annual expenses for all basket items required for the three household types is collected for 42 communities (counties, districts, regions) across the province.

Next, this county-level data is aggregated to the economic region level using population-weighted averages (e.g., Windsor, Essex, Chatham-Kent, and Lambton County are combined into the Southwest region). An additional 4% is added to this total level of expenses as a contingency measure.

Next, the level of earned income, taxes, and transfers that would provide each household with the amount of income needed to cover these expenses is found. To calculate the living wage, we then divide the earned income by 52 weeks in the year and 35 hours per week (and by 2 for families of four) to arrive at an hourly living wage.

The data used for these expenses come from various sources, outlined in the section below. All data are in 2024 dollars (adjustments are made using CPI values from Statistics Canada tables 18-10-0005-01 for years up to 2023 and table 18-10-0004-13 for 2023 when source costs were not in 2024 dollars).

FOOD

Statistics Canada Consumer Price Index September 2024ⁱ reports that the cost of food increased by 2.4% over the past 12 months. While food costs are increasing at a slower pace than the past two years; prices remain high.

Food costs are sourced from the most recent Nutritious Food Basket (NFB) data collected by local Public Health Unitsⁱⁱ across the province.

Table 1: Annual Food Expenses

Community	Family of Four	Single Parent	Single Individual
East	\$12,541	\$6,022	\$4,288
Dufferin Guelph Wellington Waterloo	\$12,551	\$6,042	\$4,466
Brant Haldimand Norfolk Niagara	\$12,464	\$5,977	\$4,266
London Elgin Oxford	\$12,251	\$5,884	\$4,182
Southwest	\$12,023	\$6,340	\$4,954
Grey Bruce Perth Huron Simcoe	\$12,918	\$6,330	\$4,583
North	\$12,880	\$6,838	\$5,244
Ottawa	\$12,648	\$6,056	\$4,352
GTA	\$12,213	\$5,869	\$4,175
Hamilton	\$11,711	\$6,172	\$4,827

SHELTER

A conservative estimate for rent is sourced through the Canadian Mortgage and Housing Corporation (CMHC)ⁱⁱⁱ. The CMHC provides average rental costs in urban areas with a population of more than 10,000 people. The data collected includes all rental units in a community that meet the requirements of their methodology. This means that both units rented for multiple years and those newly rented are included in the average cost of rent in a community.

Rapidly increasing rental costs over the past ten years have created a growing gap between the data collected by CMHC and current market rental rates. A report from Rentals.caiv states that the average asking price for all rental types has increased by just 2.1% in the past year. However, average rental costs are 25.2% higher than they were three years ago. Despite the current calming in rental increases the costs included in living wage calculations will likely continue to increase due to rental costs reported by CMHC catching up with current market rental rates.

The OLWN continues to look for ways to address this growing gap and more accurately reflect realities in our province. Data provided by a custom report from Statistics Canada based on 2021 census data allowed this issue to be addressed in the three census metropolitan areas of Hamilton, Ottawa, and the Greater Toronto Area. For these regions, the rental costs were calculated as the average of the average rent reported by CMHC and the median rent for renters who had moved within the past year reported by Statistics Canada.

In communities where data from CMHC is not available, the Canadian Rental Housing Index^v is used as a source for average rental costs. The average cost of rent for the 3rd Quintile is used in the calculation. These numbers are from the 2021 census and as such are offset using Consumer Price Index (CPI)^{vi}.

It is assumed that our reference family of four with a boy and a girl will need a 3-bedroom apartment. Our single parent will need a 2-bedroom apartment, and the single adult a 1-bedroom apartment.

Hydro costs for each community are found through the Ontario Energy Board bill calculator^{vii}. Tenant insurance costs were sourced through rates.ca.

Table 2: Annual Shelter Expenses

Community	Family of Four	Single Parent	Single Individual
East	\$22,539	\$20,055	\$17,223
Dufferin Guelph Wellington Waterloo	\$23,557	\$22,379	\$19,913
Brant Haldimand Norfolk Niagara	\$20,167	\$18,961	\$17,181
London Elgin Oxford	\$22,732	\$20,237	\$16,746
Southwest	\$19,468	\$18,030	\$15,728
Grey Bruce Perth Huron Simcoe	\$22,377	\$20,417	\$18,090
North	\$19,229	\$17,649	\$14,884
Ottawa	\$28,831	\$22,988	\$19,532
GTA	\$32,007	\$26,614	\$23,641
Hamilton	\$26,262	\$21,527	\$18,347

CLOTHING AND FOOTWEAR

Annual costs for clothing and footwear are sourced through the Survey of Household Spending^{viii}. The average spending on these items for those at the 3rd quintile of income are assumed to be constant across regions. These costs are adjusted using CPI^{ix} to find the costs for 2024.

Table 3: Annual Clothing and Footwear Expenses

Children’s clothing 0–14 represents the amount spent on children’s clothing per household (not per child). Census Data was used to estimate how much is spent per child rather than per household. In the average Ontario household there are 0.41 children. This was used to offset the costs provided by the SHS to ensure a more accurate cost for clothing and footwear for children.

Household Type	Annual Cost
Family of Four	\$3,039
Single Parent	\$1,674
Single Individual	\$527

TRANSPORTATION

In rural areas or areas with insufficient transit, it is assumed that an adult will need a car to get to and from work. In an urban area with a sufficient public transit system, the cost of one car and one adult transit pass is included for the reference family of four. For a single adult, the cost of one adult transit pass is used. A single parent will need a car to get to and from work and to pick up their child from school and activities. In communities that have both urban and rural areas, a weighted average between the rural and urban scenarios based on rural and urban populations is used. Consultation with local community groups helps to provide a local context to determine how availability and reliability of local transit systems.

The cost of car ownership and operation is sourced through VRM Canada^x and Statistics Canada^{xi} data on average gas prices and car maintenance in Ontario. Car insurance costs are sourced through rates.ca.

The 2024 cost of car ownership and operation is \$7584. This is an annual increase of just over \$150 from the 2023 cost of \$7424. Not only has the cost of used cars increased but gas and repair costs have gone up as well. Adult transit passes range in price across the province from \$780 - \$1870 per year. Lower costs can be found in smaller urban areas where the most expensive public transit passes can be found in larger cities such as Ottawa and areas of the GTA.

Table 4: Annual Transportation Expenses

Community	Family of Four	Single Parent	Single Individual
East	\$12,445	\$7,584	\$4,861
Dufferin Guelph Wellington Waterloo	\$10,406	\$7,584	\$2,822
Brant Haldimand Norfolk Niagara	\$14,216	\$7,584	\$6,632
London Elgin Oxford	\$10,648	\$7,584	\$3,064
Southwest	\$13,270	\$7,584	\$5,770
Grey Bruce Perth Huron Simcoe	\$13,778	\$7,584	\$6,194
North	\$12,307	\$7,584	\$4,723
Ottawa	\$9,129	\$7,584	\$1,545
GTA	\$9,801	\$7,584	\$2,217
Hamilton	\$9,553	\$7,584	\$1,969

ADULT EDUCATION

The living wage methodology includes the cost of one continuing education course per adult. The final course cost is an average of four courses from different disciplines, and their textbook fees from one college from each economic region. The costs of adult education for the reference family of four is doubled to account for both parents. On average one course and text books costs \$564.

MEDICAL EXPENSES, LIFE AND CRITICAL ILLNESS INSURANCE

The costs for non-OHIP medical insurance, life insurance and critical illness insurance are sourced through Manulife. The non-OHIP medical insurance plan is used as a comprehensive coverage package that includes: prescription drugs, dental care, vision care, and other health practitioner expenses such as registered massage therapy, acupuncture, and more.

Table 5: Annual Medical, Life and Critical Illness Expenses

Household Type	Non-OHIP Medical	Life and Critical Illness
Family of Four	\$3,293	\$403
Single Parent	\$1,766	\$199
Single Individual	\$1,176	\$225

COMMUNICATIONS

Internet and cellphone costs are sourced locally for each community. Communication costs vary across the province based on the coverage area for cell service providers and the type of internet connections available. Often costs for communications are more expensive in rural areas. This is particularly true in northern communities.

The methodology assumes each adult will need a cell phone. A phone plan that includes unlimited text and calls and a minimum of 2GB cellular data was selected for each region. Each household type requires unlimited internet access (when available) that supports a streaming service. Included in the cost for internet is \$16.99 a month for a subscription to Netflix.

Table 6: Annual Cell Phone and Internet Expenses

Community	Cell Phone	Internet
East	\$570	\$1,215
Dufferin Guelph Wellington Waterloo	\$461	\$1,163
Brant Haldimand Norfolk Niagara	\$461	\$928
London Elgin Oxford	\$461	\$1,141
Southwest	\$544	\$1,179
Grey Bruce Perth Huron Simcoe	\$547	\$1,061
North	\$855	\$1,599
Ottawa	\$529	\$1,173
GTA	\$461	\$1,024
Hamilton	\$461	\$1,240

CHILD CARE

Child-care costs are sourced locally from child care centres across the province. While this is a major contributor to annual family expenses, these costs are offset by the government child-care subsidy. In January of 2023, the Canada-Wide Early Learning and Child Care (CWELCC)^{xii} system reduced child-care fees for children 6 and under by 52.75%. By September 2025, fees are expected to drop to an average of \$10 a day. Care for the 7-year-old was not affected by the CWELCC program, meaning that only the reference family of four saw a decrease in child-care expenses. Costs for full day child care for the 3 year old have remained fairly similar from 2023. However, costs for before and after school care as well as day camps have increased by an average of 5.37% and 7.46% respectively.

Child-care costs incorporate the daily fees for full-time care for a preschooler (aged 3), and before and after school care for a school-aged child (aged 7) for 251 and 187 days of the year respectively. The daily cost of day camp for the school aged child for 50 days of the year was also included.

Table 7: Annual Child-Care Expenses

Community	Family of Four	Single Parent
East	\$12,288	\$4,194
Dufferin Guelph Wellington Waterloo	\$11,187	\$6,486
Brant Haldimand Norfolk Niagara	\$11,210	\$2,616
London Elgin Oxford	\$10,368	\$3,984
Southwest	\$9,762	\$2,649
Grey Bruce Perth Huron Simcoe	\$11,890	\$4,836
North	\$10,677	\$3,779
Ottawa	\$11,035	\$6,517
GTA	\$14,358	\$8,374
Hamilton	\$12,194	\$5,995

OTHER EXPENSES

Following the convention of the Statistics Canada Market Basket Measure (MBM), we calculate other expenses as 75.4% of the cost of food, clothing and footwear. The methodology used to find the cost of Other Expenses in MBM is based on a basket of goods. The cost of food used in this calculation is the amount provided in the Nutritious Food Basket. The cost of clothing and footwear used is that of the MBM estimate.

This amount is intended to cover toiletries and personal care, furniture, household supplies, laundry, school supplies and fees, bank fees, some reading materials, minimal recreation and entertainment, family outings (for example to museums and cultural events), birthday presents, a modest family vacation, and some sports and/or arts classes for the children. The participation aspect of the living wage calculation is mainly covered in this expense.

Table 8: Annual Other Expenses

Community	Family of Four	Single Parent	Single Individual
East	\$11,120	\$5,504	\$3,581
Dufferin Guelph Wellington Waterloo	\$11,128	\$5,519	\$3,715
Brant Haldimand Norfolk Niagara	\$11,062	\$5,470	\$3,564
London Elgin Oxford	\$10,901	\$5,400	\$3,501
Southwest	\$10,730	\$5,744	\$4,083
Grey Bruce Perth Huron Simcoe	\$11,404	\$5,737	\$3,803
North	\$11,376	\$6,119	\$4,301
Ottawa	\$11,201	\$5,530	\$3,629
GTA	\$10,873	\$5,389	\$3,496
Hamilton	\$10,494	\$5,617	\$3,987

GOVERNMENT TRANSFERS AND TAXES

There are several government transfers and taxes that impact workers receiving a living wage.

Table 9: Government Transfers

Canadian Dental Care Plan	This program fully covers dental costs for children in families with under \$70,000 in family net income, with reduced coverage for families with \$70,000 - \$89,999 in family net income.
Canada Child Benefit	This benefit provides up to \$7,787 for each child under 6 years of age and up to \$6,570 for each child 6-17 years of age, with benefits reduced above \$36,502 of family net income.
GST credit	This credit offsets the cost of GST for low-income families, providing up to \$519 per adult and declines with family net income.
Canada Worker's Benefit	This benefit provides up to \$1,518 for working adults and declines with family net income.
Ontario Child Benefit	Up to \$1,680 per child and declines with family net income.
Ontario Energy and Property Tax Credit	Offsets a portion of sales taxes on energy and property taxes for low-income families.
Northern Ontario Energy Credit	Offsets a portion of energy costs for individuals living in Northern Ontario.
Ontario Sales Tax Credit	Offsets sales taxes and pays up to \$360 per person, with benefits declining with family net income.
Ontario LIFT Credit	This non-refundable provincial tax credit provides up to \$875 to low-income families and declines with family net income.
Ontario CARE Credit	Offsets a proportion of eligible childcare expenses, with the proportion declining with family net income.
Ontario Climate Action Incentive	Provides a fixed amount per person and is not dependent on family net income.

Table 10: **Government Taxes**

Canada Pension Plan premiums	5.95% of taxable income above \$3,500 (up to \$3,867.50) is paid into the CPP.
Employment Insurance premiums	1.66% of taxable income (up to \$1049.12 per person) is paid into the EI program.
Federal income tax	Federal income tax is paid by each adult (assuming both have equivalent earned income for two parent families). CPP and EI premiums, medical insurance and adult education costs are deducted from taxable income
Provincial income tax	Provincial income tax is paid by each adult (assuming both have equivalent earned income for two parent families). CPP and EI premiums, and medical insurance costs are deducted from taxable income.

NOTES

- i <https://www150.statcan.gc.ca/n1/daily-quotidien/241015/dq241015a-eng.htm?indid=3665-2&indgeo=0>
- ii Ontario Nutritious Food Basket (ONFB) food cost data collected by members of Ontario Dietitians in Public Health Food Insecurity Workgroup, May-June 2023.
- iii Rental costs for urban communities of 10,000 or greater - Canadian Housing and Mortgage Corporation – Housing Market Information Portal
- iv <https://rentals.ca/national-rent-report>
- v Rental costs for communities not covered by CMCH - Canadian Rental Housing Index
- vi Statistics Canada. Table 18-10-0005-01 Consumer Price Index, annual average, not seasonally adjusted
- vii Ontario Energy Board – Bill Calculator

- viii Clothing and footwear costs - Statistics Canada. Table 11-10-0223-01 Household spending by household income quintile, Canada, regions and provinces.
- ix Clothing and footwear CPI - Statistics Canada. Table 18-10-0005-01 Consumer Price Index, annual average, not seasonally adjusted
- x Cost of Car ownership - https://www.vmrCanada.com/#google_vignette
- xi Average gas price - Statistics Canada. Table 18-10-0001-01 Monthly average retail prices for gasoline and fuel oil, by geography
- xii Canada-Wide Early Learning and Child Care (CWELCC)

THE CORPORATION OF THE
TOWNSHIP OF BLANDFORD-BLENHEIM
BY-LAW NUMBER 2487-2025

A By-Law to amend Zoning By-Law Number 1360-2002, as amended.

WHEREAS the Municipal Council of the Corporation of the Township of Blandford-Blenheim deems it advisable to amend By-Law Number 1360-2002, as amended.

THEREFORE, the Municipal Council of the Corporation of the Township Blandford-Blenheim, enacts as follows:

1. That Schedule "A" to By-Law Number 1360-2002, as amended, is hereby amended by changing to 'A2-43' and 'RR' the zone symbols of the lands so designated 'A2-43' and 'RR' on Schedule "A" attached hereto.
2. That Section 7.6 to By-Law Number 1360-2002, as amended, is hereby further amended by adding the following subsection at the end thereof:

7.6.43 **Location: Part Lots 3-4, Concession 14 (Blandford), Parts 1,2, and 3m Reference Plan 41R-3869 and Part 1, Reference Plan 41R-10759 946107 Township Road 14 and 966178 Oxford-Waterloo Road A2-43 (Key Map 2)**

7.6.43.1 Notwithstanding any provision of this Zoning By-Law to the contrary, no *person* shall within any 'A2-43' Zone *use any lot, or erect, alter or use any building or structure* for the purpose except the following:

All *uses* permitted in Section 7.1 of this Zoning By-law, excluding a *converted dwelling, a garden suite, a group home, an additional residential unit, and/or a* bunkhouse.

7.6.43.2 Notwithstanding any provision of this Zoning By-Law to the contrary, no *person* shall within any 'A2-43' Zone *use any lot, or erect, alter or use any building or structure* except in accordance with the following provisions:

7.6.43.2.1 SPECIAL PROVISIONS FOR A *SINGLE DETACHED DWELLING*

7.6.43.2.1.1 NUMBER OF *SINGLE DETACHED DWELLINGS*

Maximum

1

7.6.43.3 That all provisions of the A2 Zone in Section 7.2 to this Zoning By-Law, as amended, shall apply, and further that all other provisions of this By-Law, as amended, that are consistent with the provisions herein contained shall continue to apply *mutatis mutandis*."

3. This By-Law comes into force in accordance with Sections 34(21) and (30) of the *Planning Act*, R.S.O. 1990, as amended.

READ a first and second time this 19th day of March, 2025.

READ a third time and finally passed this 19th day of March, 2025.

Mark Peterson - Mayor

(SEAL)

Sarah Matheson – Clerk

ZN 1-24-24

TOWNSHIP OF BLANDFORD-BLENHEIM

BY-LAW NUMBER 2487-2025

EXPLANATORY NOTE

The purpose of By-Law Number 2487-2025 is to rezone the lot to be retained via Severance B24-54-1 from 'General Agricultural Zone (A2)' to 'Rural Residential Zone (RR)' to recognize a non-farm rural residential use.

It is also the intent of By-Law Number 2487-2025 to rezone the lot to be severed via Severance B24-54-1 from 'General Agricultural Zone (A2)' to 'Special General Agricultural Zone (A2-43)'. A special provision is included to limit the number of dwellings on the lands to one single detached dwelling accessory to a farm.

The subject lands are described as Part Lot 3 and 4, Concession 14 (Blandford). The lands are located between Township Road 14 and Oxford-Waterloo Road, with frontage on both roads. The lands are located between Oxford Road 22 and Blandford Road. The subject lands are currently municipally addressed as 946107 Township Road 14 and 966178 Oxford-Waterloo Road.

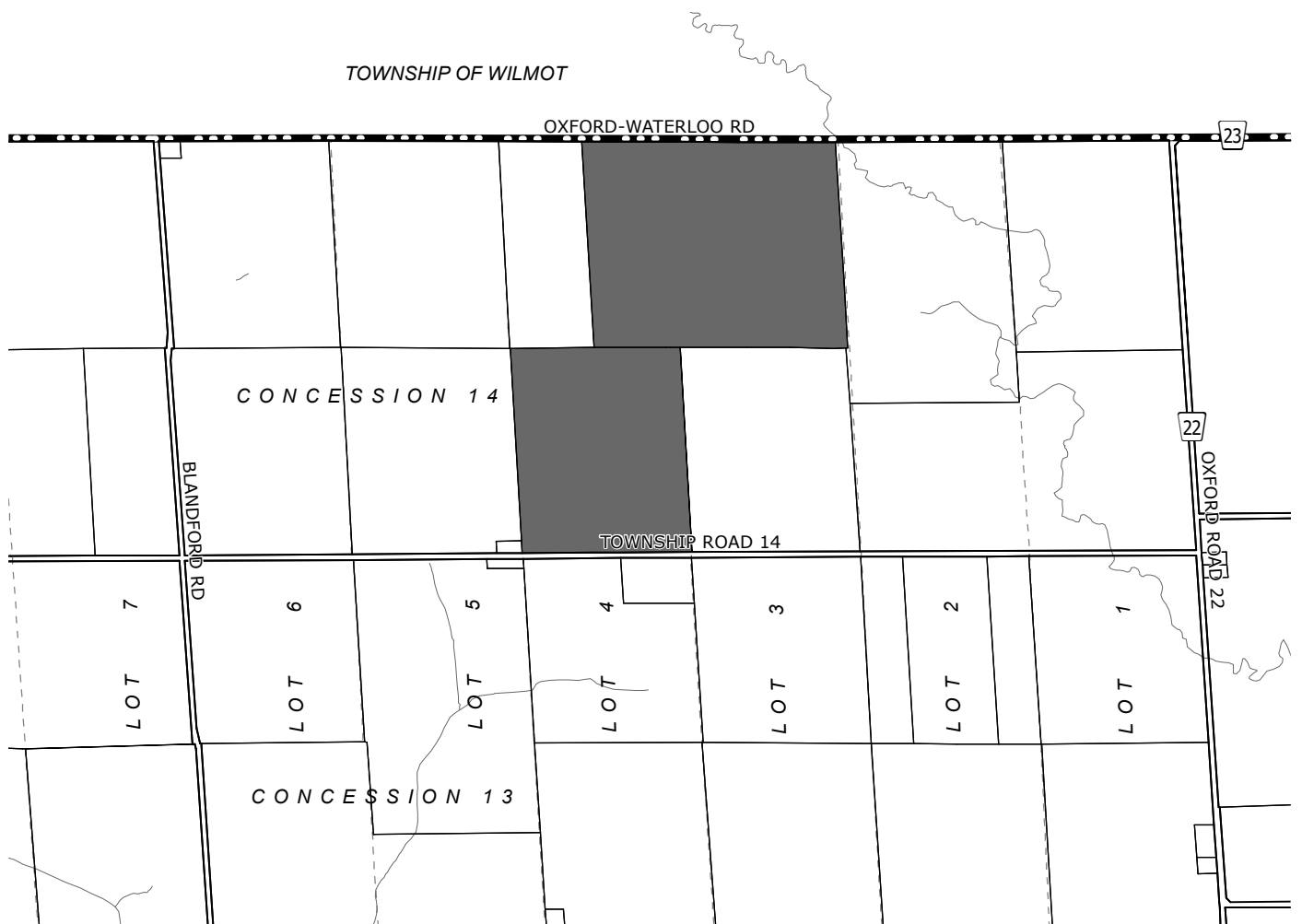
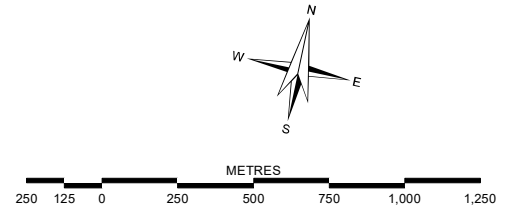
The Township of Blandford-Blenheim, after conducting the public hearing necessary to consider the application, adopted the amending By-law Number 2487-2025. The public hearing was held on January 22, 2025 and Council did not receive any comments from the public respecting this application.

Any person wishing further information regarding Zoning By-Law Number 2487-2025 may contact the undersigned.

Sarah Matheson, Clerk
Township of Blandford-Blenheim
47 Wilmot Street South
Drumbo, Ontario
N0J 1G0

Telephone: 463-5347

KEY MAP



 LANDS TO WHICH BYLAW _____ APPLIES



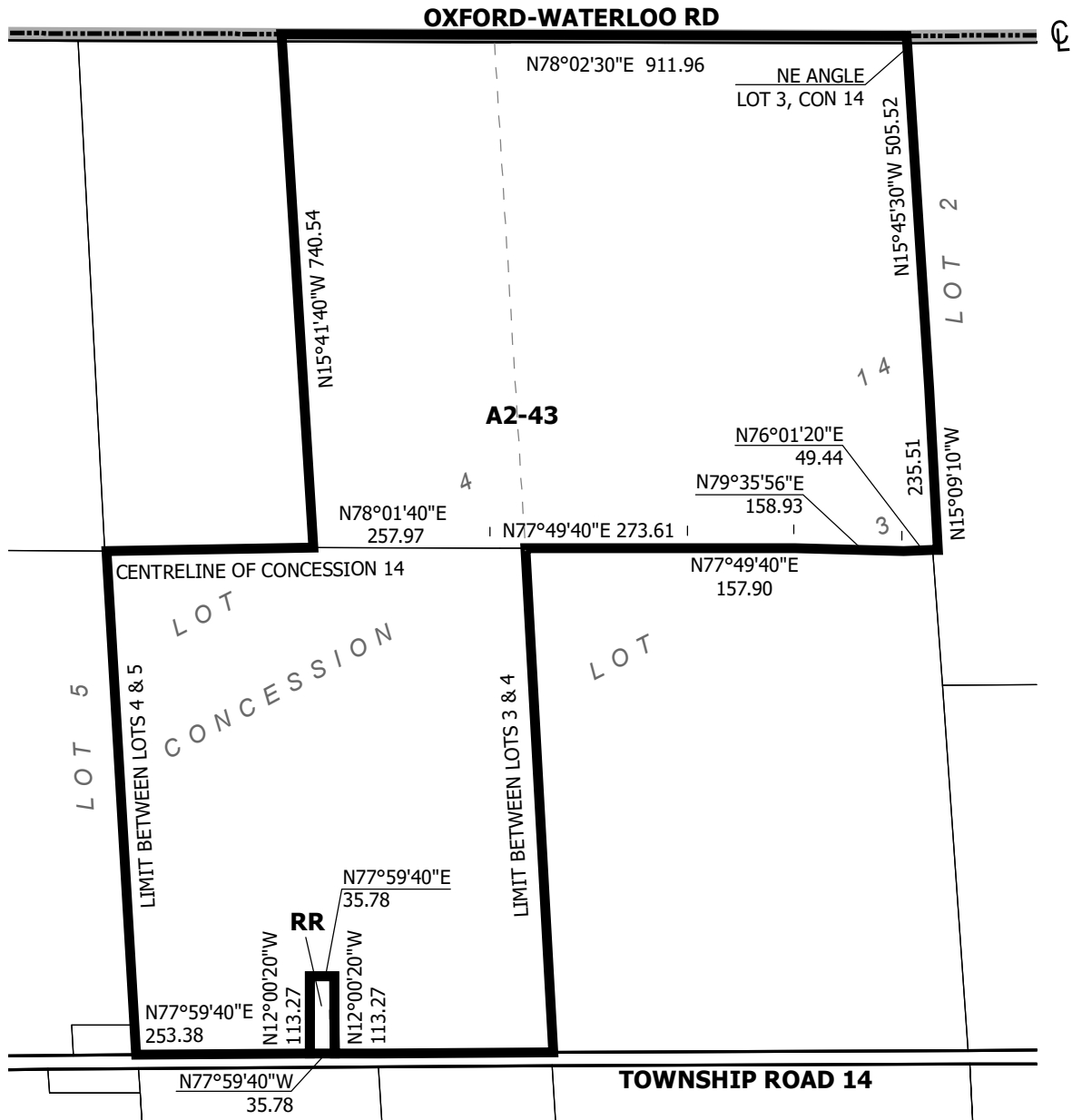
SCHEDULE "A"

TO BY-LAW No. _____

PART LOTS 3 & 4, CONCESSION 14 (BLANDFORD)
PARTS 1, 2 & 3, REFERENCE PLAN 41R-3869 AND
PART 1, REFERENCE PLAN 41R-10759
TOWNSHIP OF BLANDFORD-BLENHEIM



METRES
90 45 0 90 180 270



RR

AREA OF ZONE CHANGE TO RR

A2-43

AREA OF ZONE CHANGE TO A2-43

NOTE: ALL DIMENSIONS IN METRES

THIS IS SCHEDULE "A"

TO BY-LAW No. _____, PASSED

THE _____ DAY OF _____, 2025



Produced By The Department of Corporate Services
Information Services ©2025

MAYOR

CLERK

THE CORPORATION OF THE
TOWNSHIP OF BLANDFORD-BLENHEIM
BY-LAW NUMBER **2488-2025**

Being a By-law to confirm the proceedings of Council.

WHEREAS by Section 5 of the *Municipal Act* 2001, S.O. 2001, c.25, the powers of a municipal corporation are to be exercised by its Council.

AND WHEREAS by Section 11 of the *Municipal Act* 2001, S.O. 2001, c.25, the powers of every Council are to be exercised by by-law;

AND WHEREAS it is deemed expedient that the proceedings of the Council of the Corporation of the Township of Blandford-Blenheim at this meeting be confirmed and adopted by by-law;

NOW THEREFORE the Council of the Corporation of the Township of Blandford-Blenheim hereby enacts as follows:

1. That the actions of the Council of the Corporation of the Township of Blandford-Blenheim in respect of each recommendation contained in the reports of the Committees and each motion and resolution passed and other action taken by the Council of the Corporation of the Township of Blandford-Blenheim, at this meeting held on March 19th, 2025 is hereby adopted and confirmed as if all such proceedings were expressly embodied in this by-law.
2. That the Mayor and proper officials of the Corporation of the Township of Blandford-Blenheim are hereby authorized and directed to do all things necessary to give effect to the actions of the Council referred to in the proceeding section hereof.
3. That the Mayor and the Clerk be authorized and directed to execute all documents in that behalf and to affix thereto the seal of the Corporation of the Township of Blandford-Blenheim.

By-law read a first and second time this 19th day of March, 2025.

By-law read a third time and finally passed this 19th day of March, 2025.

MAYOR
MARK PETERSON

CLERK
SARAH MATHESON

THE CORPORATION OF THE
TOWNSHIP OF BLANDFORD-BLENHEIM
BY-LAW NUMBER **2489-2025**

Being a By-law to amend By-law Number 506-83, as amended, being a By-law to appoint certain municipal officials.

WHEREAS Section 8 of the Municipal Act, S.O. 2001, Chapter 25, and amendments thereto, provides that the power to a municipality shall be interpreted broadly so as to confer broad authority on the municipality to govern its affairs as it considers appropriate.

AND WHEREAS Section 286(2) of the Municipal Act, S.O. 2001, Chapter 25, and amendments thereto, provides that a municipality may appoint a Deputy Treasurer who has all the powers and duties of the Treasurer under this and any other Act.

AND WHEREAS the Municipal Council of the Corporation of the Township of Blandford-Blenheim deems it advisable to further amend By-law Number 506-83, as amended, and to repeal By-law Number 1927-2015 to reflect the changes in personnel with this municipal appointment.

NOW THEREFORE the Council of The Corporation of the Township of Blandford-Blenheim enacts as follows:

1. That Section 3 of By-law Number 506-83, as amended, is hereby deleted and the following section substituted.
 - 1.1 "Section 3" That Evan Fernandes is hereby appointed as the Deputy Treasurer/Collector for the municipality.
2. That By-law 1995-2016, enacted the 7th day of December, 2016, is hereby repealed.
3. The provisions of this By-law shall take full force and effect on March 19, 2025.

By-law **READ** a **FIRST** and **SECOND** time this 19th day of March, 2025.

By-law **READ** a **THIRD** time and **ENACTED** in Open Council this 19th day of March, 2025.

Mark Peterson, Mayor

Sarah Matheson, Clerk