



**The Corporation of the Town of Essex**

**Special Council Meeting Minutes**

October 12, 2021, 4:30 pm

Location: <https://www.youtube.com/user/EssexOntario>

The purpose of this meeting was to discuss the Town of Essex Vaccination Policy. This is further to Council's October 4, 2021 Regular Council Meeting in which Council requested a Special Meeting be held for this purpose.

Present: Deputy Mayor Richard Meloche  
Ward 1 Councillor Joe Garon  
Ward 1 Councillor Morley Bowman  
Ward 2 Councillor Kim Verbeek  
Ward 3 Councillor Steve Bjorkman  
Ward 4 Councillor Sherry Bondy  
Ward 3 Councillor Chris Vander Doelen

Absent: Mayor Larry Snively

Also Present: Doug Sweet, Director, Chief Administrative Officer  
Lori Chadwick, Director, Development Services  
Kevin Girard, Director, Infrastructure Services  
Kate Giurissevich, Director, Corporate Services  
Robert Auger, Town Solicitor, Legal and Legislative Services/Clerk  
Cassandra Roy, Legislative Clerk  
Brandi Sieben, Manager, Human Resources

**1. Call to Order**

Deputy Mayor Meloche called the meeting to order at approximately 4:30 PM.

**2. Declarations of Conflict of Interest**

There were no declarations of conflict of interest noted at this time.

**3. Adoption of Published Agenda**

**3.1 Special Council Meeting Agenda for October 12, 2021**

**SP21-10-004**

Moved By Councillor Bjorkman

Seconded By Councillor Verbeek

**That** the published agenda for the October 12, 2021 Special Council Meeting be adopted as presented.

**Carried**

#### **4. Reports from Administration**

##### **4.1 Human Resources-2021-02**

RE: Town of Essex Vaccination Policy

Doug Sweet, Chief Administrative Officer, provided Council with a brief recap and outlined the four items within the policy that were further reviewed per Council's direction at the October 4, 2021 Regular Council Meeting.

Brandi Sieben, Manager, Human Resources, provided an overview of the following recommended amendments and/or changes concerning the Policy based on Council's concerns that were raised at the Regular Council Meeting of October 4, 2021:

1. Addition of a vaccination education program for all employees and committee members through the online staff portal or paper copies;
2. Administration to review the policy after a three-month period;
3. Removal of the word "termination" from the Policy; and
4. Administration will review ways to reduce the rapid antigen testing cost including a review of Provincial or Federal testing initiatives to reduce or eliminate the cost of the rapid antigen test to employees.

Mr. Sieben directed questions and comments from Council.

Councillor Bondy asked if the Town could use the grant money to cover the cost of the rapid antigen test.

Mr. Sweet noted that the Town is continuing to review options for the Town to temporarily cover the cost of the rapid antigen test by using COVID-19 funding and/or having a nurse practitioner administer the test and in 3 months Council can review whether the cost of the test should be borne by the employee.

Councillor Verbeek noted that Councillor Bondy and Councillor Vander Doelen have asked to include the antibodies test in the policy and asked why this was not included in the policy.

Mr. Sweet stated that the antibodies test is not recognized and the Provincial Medical Officer's recommendation is for employees to be either fully vaccinated or provide rapid antigen tests.

##### **SP21-10-005**

Moved By Councillor Bjorkman

Seconded By Councillor Bowman

**That** Human Resources-2021-02 Report entitled Town of Essex Vaccination Policy prepared by Brandi Sieben, Manager, Human Resources dated and first presented to Council on October 4, 2021 be received; and

**That** in regards to the proposed Town of Essex Vaccination Policy Council directs Administration to return with the revised Policy at the Regular Council Meeting on October 18, 2021 with the amendments noted relating to providing education on COVID-19 vaccinations, a review of the Policy in 3 months, removal of the word termination from section 4.9 of the Policy, and to take steps to reduce the cost of the rapid antigen testing.

**Carried**

5.     **Adjournment**

**SP21-10-006**

Moved By Councillor Garon

Seconded By Councillor Vander Doelen

**That** the meeting be adjourned at 5:16 PM.

**Carried**

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Mayor

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Clerk