

TOWNSHIP OF ASSIGINACK
MEETING OF THE COMMITTEE OF THE WHOLE
IN CHAMBERS
Tuesday, April 14, 2026 12:00 AM
AGENDA

1. OPENING AND DECLARATIONS

1.a Land Acknowledgement

1.b Adoption of Agenda

**2. Disclosure of Pecuniary Interest and General Nature
Thereof**

3. ADOPTION OF MINUTES

3.a Minutes of the Committee of the Whole Meeting of March 3, 2026 Page 2

4. ADMINISTRATION/FINANCE/PLANNING Page 6

4.a Dogs in the Workplace Policy Review Page 16

4.b 2026 Budget Deliberation Page 21

5. ENTER CLOSED SESSION

6. EXIT CLOSED SESSION

7. ADJOURNMENT

THE CORPORATION OF THE TOWNSHIP OF ASSIGINACK MINUTES OF THE COMMITTEE OF THE WHOLE MEETING

The Committee of the Whole meeting of the Corporation of the Township of Assiginack was held in the Council Chambers on Tuesday, March 03, 2026, at 07:00 PM.

Members Present:

Mayor Reid
Councillor Elliott
Councillor Maguire
Councillor Bowerman
Councillor Hooper

Members Absent:

Staff Present:

CAO Alton Hobbs
Clerk Stasia Carr
Treasurer Deb MacDonald

Staff Absent:

Public:

1. OPENING AND DECLARATIONS

Moved By Councillor Elliott

BE IT RESOLVED THAT the Committee of the Whole be opened for business at 7:00 pm, with a quorum of members present, and with Mayor Reid presiding in the Chair.

Carried

1.a Land Acknowledgement

The land acknowledgment was read by Mayor Reid.

1.b Adoption of Agenda

Moved By Councillor Maguire

THAT the March 3, 2026 agenda is adopted as presented.

Carried

2. Disclosure of Pecuniary Interest and General Nature Thereof

None declared.

3. ADOPTION OF MINUTES

3.a Minutes of the Committee of the Whole Meeting of February 3, 2026

Moved By Councillor Bowerman

BE IT RESOLVED THAT we adopt the minutes of the Committee of the Whole meeting held on February 3, 2026.

Carried

4. ADMINISTRATION/FINANCE/PLANNING

4.a Cemetery and Museum Committee Response

Vacancies for both committees were advertised. Three responses were received for the cemetery committee and there were no responses for museum. The museum committee currently cannot meet quorum even if all members are present. Discussion ensued. Councillor McGuire volunteers to sit on the cemetery committee. Mayor Reid will follow up with the citizens she spoke with previously. Staff will post again to fill the vacancy.

4.b First Responders Service Request

Reverend McDougall had asked if the Town can help coordinate a service in Manitowaning for the First Responders. The Mayor said she would bring the request forward for discussion and suggested the Hilly Grove Chapel be used. It is an island wide service. The chapel requires cleaning beforehand. Discussion ensued. Councillor Elliott will reach out for more information.

4.c Planning Board re: 2098 Bidwell Rd Application

The owner application is for a second residence on the property. The Planning Board is satisfied with the consultation reports submitted. The board is requesting comments previous to scheduling a public meeting. Discussion ensued. The committee have no objections to hearing the

application presented to Council.

5. ENTER CLOSED SESSION

Moved By Councillor Elliott

BE IT RESOLVED THAT in accordance with Section 239 of the Municipal Act, as amended, that the Committee of the Whole proceeds to a Closed Session at 7:08 p.m.

Carried

5.a Education Item for Strategic Planning

5.b Solicitor Client Privilege

6. EXIT CLOSED SESSION

Moved By Councillor Bowerman

BE IT RESOLVED THAT we adjourn from Closed Session at 7:41 p.m., accept the minutes of the previous closed session, and resume our Regular Meeting.

Carried (5 to 0)

Moved By Councillor Maguire

BE IT RESOLVED THAT Council advise staff to follow the direction that was provided to them during closed session.

7. ADJOURNMENT

Moved By Councillor Bowerman

BE IT RESOLVED THAT the Committee of the Whole adjourns at 7:43 p.m. and reconvene at the next regular meeting on April 7, 2026, or at the call of the chair.

Carried

Brenda Reid, Mayor

Stasia Carr, Clerk



To: Committee of the Whole
Subject: **Dogs in the Workplace**
Policy Review
Meeting: April 14, 2026
Department:
Staff Contact: Stasia Carr

RECOMMENDATION:

BE IT RESOLVED THAT the Committee of the Whole direct staff to draft a dogs in the workplace policy for Council review and approval.

PURPOSE:

The purpose of this report is to:

- Identify the feasibility if permitting dogs in the township workplaces
- Identify benefits, risks, and legislative considerations
- Provide a formalized draft policy framework for Council consideration
- Recommend a full implementation and Council approval of the draft policy

BACKGROUND INFORMATION:

There is a growing trend since the pandemic both within private and the public sector workplaces to allow dogs as part of employee wellness initiatives. It is no longer a just a hip perk to start up business like it was back in the 2010s.

The practice began back as early as 1999 as a “Bring your dog to Work Day” It progressed to be a tool used to foster creative environments and productivity.

By 2015/16 it became and advertising tool for employee retention, stress relief, and to enhance work culture.

With the pandemic and the adoption puppies as stay at home, work companions, it became a necessary insurance for retention as many of these animals have separation anxiety once their owners returned to the office environment.



Why adopt a policy?

Evidence-based and practical benefits include:

Employee Attraction and Retention - The growing majority of the workforce now are millennials who strongly support a dog friendly work environment. It supports a work/life balance that is a driving force presently for this age group.

Better Communication Dogs act as an icebreaker for different generations to speak with one another, reducing the gaps from ageism and therefore enhancing the workspace culture.

Stress Reduction – Studies have proven improved mental health and reduced stress levels. Studies have shown reduced cortisol levels from having a dog in the work office.

Risks and Challenges

Municipalities must balance these benefits with legislative obligations. The Occupational Health and Safety Act, Human Rights Code, and accessibility requirements for service dogs must be considered. Liability and risk management and inclusive work practices are other considerations.

With the latest Supreme Court overruling Municipal by-laws (*Ruck vs City of Missauga*) that conflict with the Human Rights Code brings up the question of sensitivity to certain issues and Council considering a heavy-handed approach to policies and by-laws. It is important to keep in mind provincial and federal legislation ALWAYS supersedes any municipal policy or by-law.

Risks such as health and safety (allergies affect 10-20 % of the population), slip hazards, or dog bites, disruptions through excessive noise like ongoing barking or whining. There are also human rights and including concerns such as a person's fear of dogs, cultural sensitivities, and accessibility conflicts.

Public facing properties, shared spaces, and liability exposure are also thoughts to include when drafting a policy.

Review

A complete review of policies across Canada was completed. The best policies were those that emphasized a safe, inclusive, and hazard free workplace, with formal risk mitigation and staff protections. The Town of Oakville is a good example to follow that considers all the mentioned



points.

An informal pilot program has been administered. The overall feedback received from ratepayers, senior department heads and staff alike has been positive. It has been observed especially from situations that could be cause for a heated discussion has been neutralized from the presence of a dog in the workplace. The benefits outlined in this report have also been reported.

FINANCIAL IMPACT:

Minimal direct costs; potential minor costs for:

- Signage
- Cleaning
- Administrative oversight

POLICY IMPLICATIONS:

Research and industry guidance recommend:

- Started with a pilot program
- Require written policy and signed agreements
- Conduct staff consultation (allergies, comfort levels) Note: this was completed during the pilot stage.
- Limit to designated areas or days
- Ensure strict behaviour and vaccination requirements

It is advised to include with the policy that privileges can be revoked at any time.

ALTERNATIVES:



Option 1 – No Dogs Permitted

- Lowest risk
- No employee wellness benefit

Option 2 – Status Quo (Informal Pilot Program)

- Limited participation
- Allows evaluation and adjustment
- Balances risk and innovation

Option 3 – Full Implementation (Formalized Policy)

- Highest benefit
- Mitigated Risks

ATTACHMENTS:



ASSIGINACK™
At The Heart Of Nature



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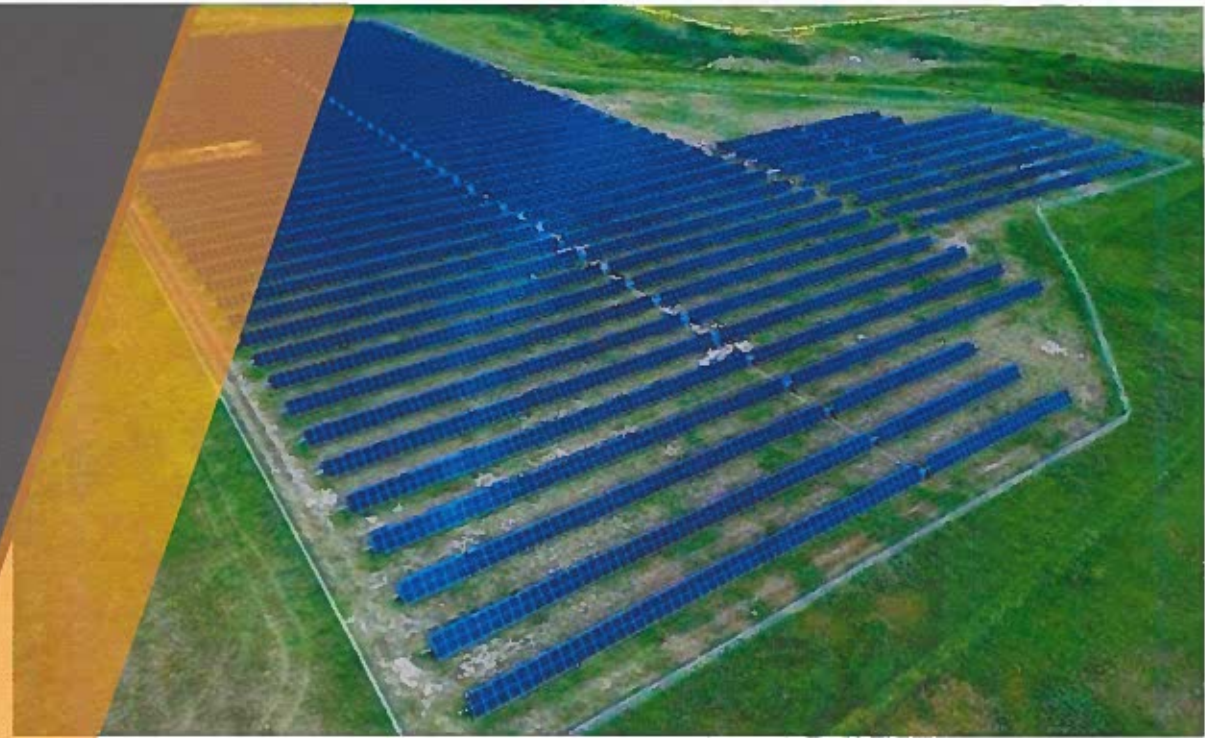
ATTACHMENTS:



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At The Heart Of Nature

Introduction to Compass Greenfield Development Solar Project

April 7, 2026



Prepared for

**Town of Northeastern Manitoulin and
the Islands**

&

Township of Assiginack

RECEIVED

APR 08 2026



Overview

1. Executive Summary
2. About Compass Greenfield Development (CGD)
3. Ontario's Urgent Need for New Power
4. Why your municipality?
 - o Community Benefits
5. Why this location was chosen?
6. Proposed Buildable Area
7. Solar Design
 - o Look and Feel
 - o Design Characteristics
8. Development Timeline
9. Request for Council Direction



Example of a solar project – Compass Greenfield Development's NM Solar 2020 Inc., Lomond Saskatchewan – approximately 7 acres

Executive Summary

Compass Greenfield Development ("CGD") is developing an approximate 19 MWac solar-project in your municipality.

Background and Request

- The Independent Electricity system Operator ("IESO") is forecasting a 65% increase in electricity demand between 2025 and 2050 in ON.
- Compass Greenfield Development ("CGD") team has been working in Ontario since 2011 and was awarded 46 MW/200 MWh of battery energy storage, 31MW expecting COD in Q1 2026, 15MW achieved COD summer 2025.
- CGD participated in both the energy and capacity procurement LT2 Window 1, submitting a portfolio of projects
- CGD is proposing an approx 19 MWac project in your municipality that will include solar energy on a single site.
- CGD will conduct a variety of stakeholder engagement activities, decommissioning security, and provide a Community Benefits Payment on an annual basis as outlined in our Indigenous and Community Engagement Plan (ICEP)

About Compass Greenfield Development

Our sister company Compass Renewable Energy Consulting Inc., has been consulting and developing renewable and clean energy projects in Ontario since 2011. We have experience across the development lifecycle from pre-screening, contracting, construction and operations. **It's our local knowledge, local success and hands on approach that distinguishes us from our competition.**

10 + years Experience in Energy Development in Ontario

- An industry leader in renewable and clean energy development across Ontario.
- We have developed over 100 renewable energy projects in Ontario representing over 100 megawatts (MW) in the last 6 years and supported the development of over 2,000 MWs for our clients.
- Track record of success with principles that designed and launched Ontario's renewable and clean energy procurements in the public sector.
- Our projects provide clean, renewable energy to communities while offering land-owners long-term, guaranteed passive income through lease payments.

CGD's Projects in Canada

In total we have over 50 MW of solar and battery storage operating, under construction or contracted and an additional 500 MW in early stages of development in ON and SK.

Ontario (>200 MW*)

Saskatchewan (>300 MW*)



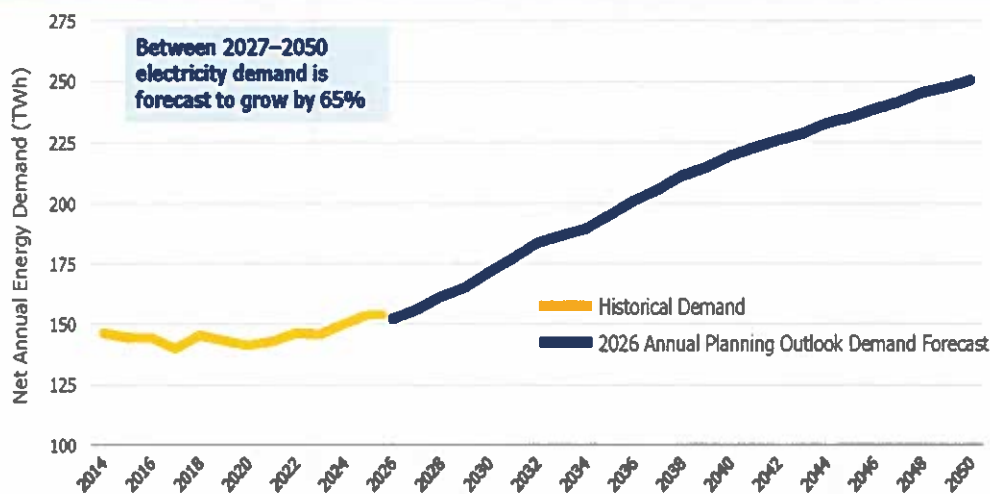
Ontario's Urgent Need for New Power

In October 2024, Ontario's Independent Electricity System Operator (IESO) updated its demand forecast for Ontario and indicated that it is anticipating a 65% increase in energy demand between 2025 and 2050.



65% Demand Growth by 2050

Demand Is Going Up: The Long-Term Outlook



What is driving demand growth?

- Large increases in demand in the near and medium term
- Industrial sector and data centre growth are the primary drivers of new demand
- Industrial electric vehicle production and supply chain sub-sector
- Commercial sector growth, increasing population, and electrification are also continuing to escalate electricity demand across the province.

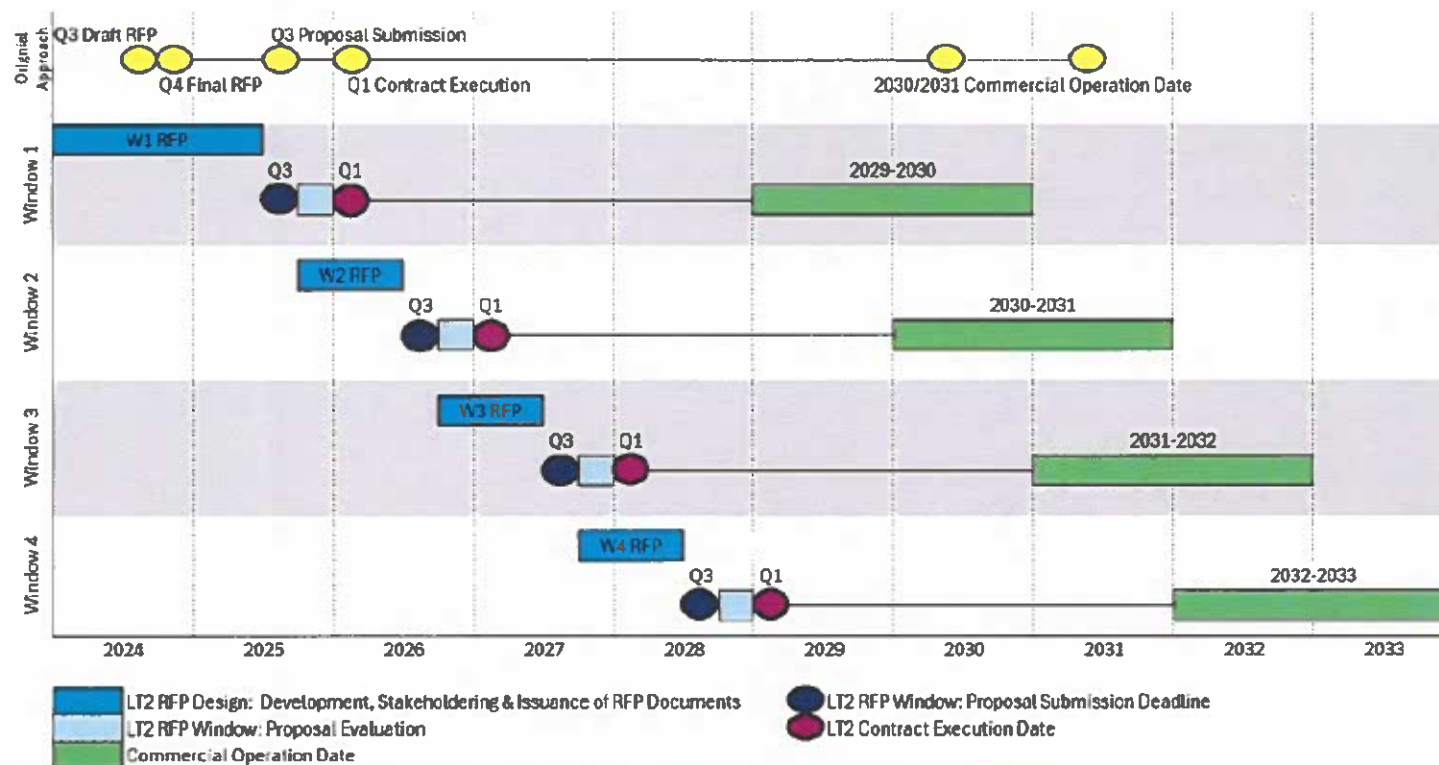
LT-2 Development Timeline

There will be multiple RFP windows through the Long Term 2 (LT-2) procurement, see figure below. The project will be submitted into the next procurement window, **LT2 W2 procurement – Expected submission deadline of Q2 2027.**



Development Timing – LT2 (per the IESO)

LT2 RFP Windowed Approach: Overview (2)



Per the illustrative timeline, submission window #1 would have a **proposal submission deadline in Q3 2025, with contracts awarded in Q1 2026 and expected commercial operation in 2029/2030**

Future submission windows are expected to follow this timeline.

Why This Municipality?

The Climate Action Vision for the District of Manitoulin makes a commitment to support renewable energy development. Goals for the action plan include increasing energy efficiency and the adoption of renewable energy/low carbon technologies. Manitoulin Island is also looking at expanding the Community Improvement Plan to include renewable energy and low carbon incentives, grants and other loans programs for local businesses.

Town of Northeastern Manitoulin and the Islands Official Plan

- Under the Climate Change section of the Official Plan there is clear support for renewables
- "promoting the design and orientation of developments, which maximize the use of alternative or renewable energy systems at appropriate locations"
- Green industries and green building technologies and construction practices

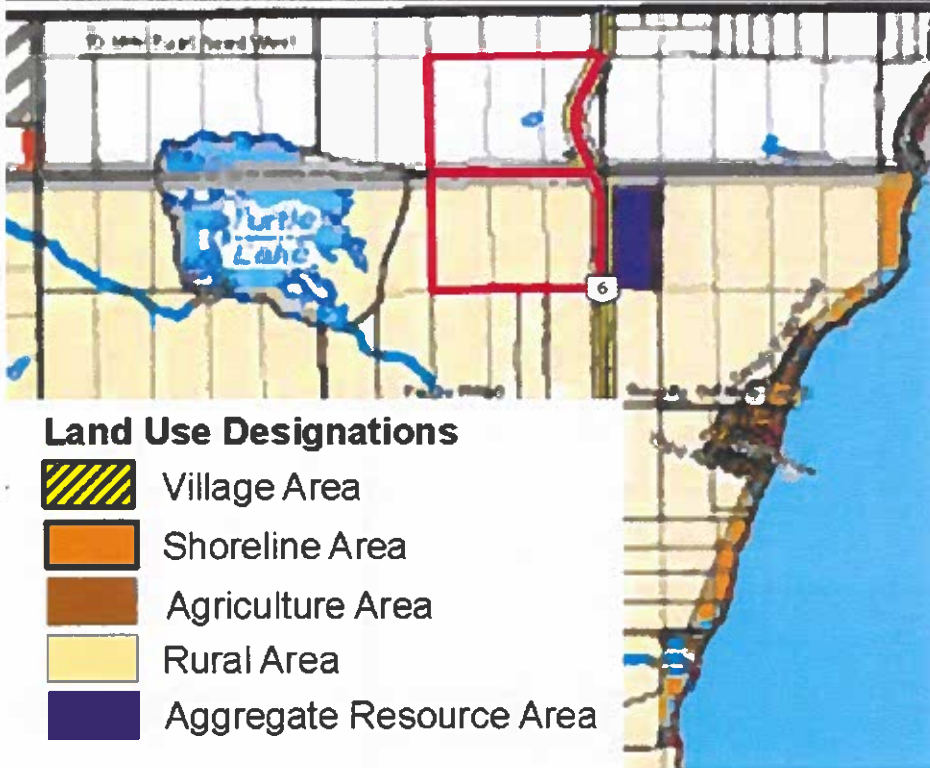
Community Benefits

- **A stronger local energy grid:** distributed connected energy generators add to a municipalities electrical grid resiliency.
- **Job creation, local economic stimulus:** construction will lead to a creation of jobs. On-site activity will briefly boost the revenues of local business.
- **Community Benefit Agreement (CBA):** CGD will commit to an annual payment of \$1,000 / MWac to the municipality
- CGD will pay for any third-party costs incurred by the municipality to support this project.
- **Diversified income stream for local landowners:** keep landownership within your municipality.
- **Increased tax based for the municipality**

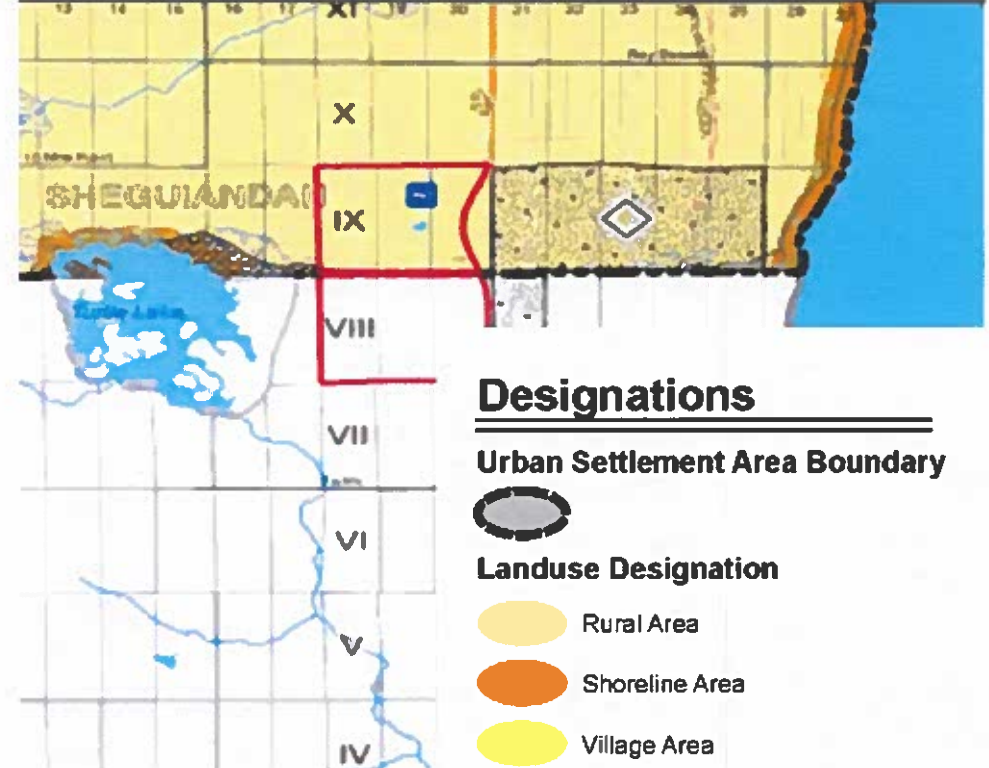
Why was this location chosen?

The IESO procurement and Ministry of Agriculture guidelines restrict solar development on Prime Agricultural Areas as defined in the Provincial Policy Statement. The proposed Project is located on rural lands as per both the District of Manitoulin Official Plan (OP) and the Town of Northeastern Manitoulin and the Islands OP, and the local transmission station supports the projects capacity.

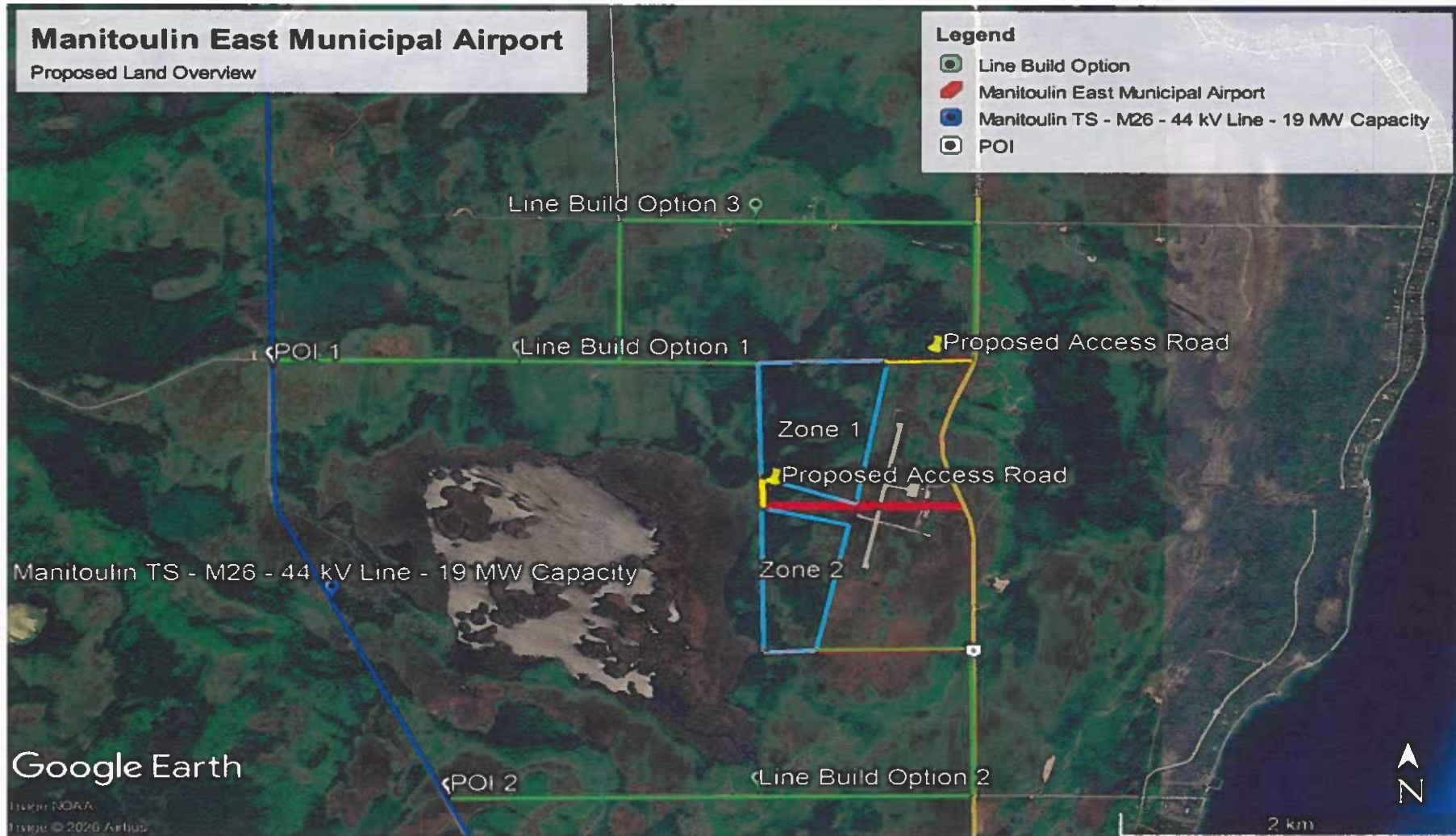
Official Plan Designation District of Manitoulin



Official Plan Designation Town of NEMI



Proposed Buildable Areas



- Proposed buildable area allows for the potential airport expansion
- 1 of the three proposed connection line options will be constructed

Preliminary Design: Look and Feel



Design Characteristics: How does this impact the land?

Details of Project

- **Racking Foundations:** Steel piles are screwed or driven into the ground. At decommissioning, piles can be removed, and the land use is returned to its prior state.
- **Racking Design and Spacing:** Rows are usually 25 feet apart, with racking that is either fixed-tilt or tracking.
- **Footprint Size:** Up to 110 acres
- **Security:** Project is fenced in and locked.
- **Operations:**
 - Project is 24/7 remote monitored and controlled. Operations and maintenance contractors are locally based in Ontario.
 - Scheduled site visits occur 4 times a year.
- **Interconnection:** The solar system is connected to the Hydro One distribution grid.
- **Decommissioning Security:** will be posted mid-way through the project's contract to ensure the landowner has funds to pay for decommissioning.

Development Timeline



Successful developments require up to five years to reach commercial operation.

Request for Council Direction

CGD is requesting Council approval to enter into a long-term lease agreement (up to 110 acres) at Manitoulin East Municipal Airport to advance a solar development project

Benefits to the Airport Include:

1. Stable, Long-Term Revenue

- 30+ year lease agreement
- Predictable, contracted income stream (government-backed)

2. Monetizing Unused Land

- Up to 110 acres of non-operational airport land
- No impact to core airport operations

3. Local Economic Development

- Supports clean energy investment in the region
- Potential for local jobs during construction
- Positions municipality as a sustainability leader

Thank you

Contact

Roberto Caputo

Senior Director, Development

Compass Greenfield Development
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Phone: (416) 220-9154