

## **Municipality of Chatham-Kent**

### **Corporate Services**

To: Mayor and Members of Council

From: Cathy Hoffman,  
General Manager, Corporate Services/Chief Human Resources Officer

Date: September 13, 2022

**Subject:** Return to In-Person Meetings

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### **Recommendation**

It is recommended that:

1. Council return to in-person meetings for the next term of Council starting November 15, 2022, subject to it being safe to do so which will be confirmed by administration a week in advance.

### **Background**

Council, at its July 25, 2022, meeting referred a report regarding the return to in-person Council meetings back to administration to receive more information on what the modeling shows for Covid-19 in the fall in order to better prepare for a safe return to the Council Chambers.

In addition, recently the Ontario Chief Medical Officer of Health Dr. Kieran Moore announced that the province is removing the mandatory five-day isolation rule for individuals who test positive for COVID-19 as part of an “all respiratory virus approach” in anticipation of a rise in general respiratory illness this fall season.

### **Comments**

Effective Monday, September 12, 2022 the following changes were implemented to municipal staff:

### **Daily Screening**

Daily screening for employees is being suspended until further notice. This means that employees will no longer be required to use the Employee Daily Screening Tool to report their COVID-19 test results, presence of symptoms or close contact exposures, regardless of your vaccination status.

However, if employees are ill or have symptoms, they do not come to work and are encouraged to stay home and rest and guard against transmitting the virus to others.

## **Masking Protocols**

If an employee is returning to work post illness, they are strongly encouraged to wear a mask for about 10 days after completing your voluntary isolation period. Maintain social distancing at all times. Avoid eating lunch and taking breaks with colleagues.

## **Gatherings in the Workplace**

For the months of September and October employees will be able to gather for work related social events and in-person meetings/training provided the group sizes is not more than 30 persons and provided social distancing can be achieved. This measure will help us stay ahead of the curve of the anticipated seventh wave of transmission.

There are continued steps to restrict access to employee work areas for ongoing protection for the months of September and October and will assess how this arrangement is working thereafter.

In line with the precautions identified above for municipal staff and in consultation with public health officials, administration is recommending that council meetings continue to be conducted virtually for the months of September and October 2022 and be re-assessed for potential return to in-person council meetings for the new term of Council beginning November 15, 2022.

We are encouraged that our current provincial and local circumstances permit this opportunity to make some changes to the current policy and protocols. We will continue to monitor the situation daily and make changes, be them more or less stringent, subject to what is required to achieve the health and safety of our staff and customers.

## **Areas of Strategic Focus and Critical Success Factors**

The recommendation in this report supports the following areas of strategic focus:

- ☐ Economic Prosperity:  
Chatham-Kent is an innovative and thriving community with a diversified economy
- ☒ A Healthy and Safe Community:  
Chatham-Kent is a healthy and safe community with sustainable population growth
- ☐ People and Culture:  
Chatham-Kent is recognized as a culturally vibrant, dynamic, and creative community
- ☐ Environmental Sustainability:  
Chatham-Kent is a community that is environmentally sustainable and promotes stewardship of our natural resources

The recommendations in this report support the following critical success factors:

- ☐ Financial Sustainability:  
The Corporation of the Municipality of Chatham-Kent is financially sustainable
- ☐ Open, Transparent and Effective Governance:  
The Corporation of the Municipality of Chatham-Kent is open, transparent and effectively governed with efficient and bold, visionary leadership
- ☐ Has the potential to support all areas of strategic focus & critical success factors
- ☐ Neutral issues (does not support negatively or positively)

### **Consultation**

Ongoing conversations have occurred with the Executive Management Team, public health officials and the Human Resources and Organizational Development Division regarding COVID-19 protocols and policies.

### **Financial Implications**

There are no financial implications relating to the recommendation.

Prepared by:

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