

### AGENDA REGULAR MUNICIPAL COUNCIL MEETING OF THE CITY OF WESTMOUNT

### TUESDAY, OCTOBER 11, 2022

### 1. OPENING OF THE MEETING

The Mayor calls the sitting to order.

Unless otherwise indicated in these minutes, the Mayor avails herself of her privilege provided for in section 328 of the *Cities and Towns Act* (CQLR, chapter C-19) by abstaining from voting.

### 2. MAYOR'S AND COUNCILLORS' REPORTS

### 3. FIRST QUESTION PERIOD

### 4. ADOPTION OF THE AGENDA

### MOVER

SECONDER

THAT the agenda of the regular Council sitting of October 3, 2022, be adopted with the addition of the following items under New Business:

- 26.1. Appointment Engineering Department Assistant Director;
- 26.2. Dismissal Director general.

### 5. CONFIRMATION OF MINUTES

### MOVER

#### SECONDER

THAT the minutes of the regular Council sitting held on September 19, 2022 as well as of the special sittings held on September 19 and October 3, 2022, be approved.

### 6. **REPORTS TO COUNCIL**

### 6.1. CORRESPONDENCE

### Mayor Smith

The following document is tabled:

• List of by-laws adopted by the Agglomeration Council on September 22, 2022.

### **Councillor Shamie**

**Councillor Shamie** 

### 6.2. MINUTES OF THE GENERAL COMMITTEE OF COUNCIL

# **Councillor Shamie**

The minutes of the General Committee meeting of Council held on September 6, 2022, are tabled and are available on the City's website.

# 6.3. MINUTES OF THE FINANCE AND ADMINISTRATION COMMITTEE

# **Councillor D'Amico**

The minutes of the Finance and Administration Committee meetings held on May 17 and July 14, 2022, are tabled.

# 6.4. WORKFORCE REPORT

### **Councillor Shamie**

The workforce report for the month of August 2022 is tabled.

### 6.5. PAYMENT REGISTRY

# **Councillor D'Amico**

The list of payments for the month of August 2022 is tabled.

### 6.6. LIST OF APPROVALS IN VIRTUE OF BY-LAW 1507

# **Councillor Shamie**

In accordance with *By-law 1507 on the Delegation of powers to certain employees of the City of Westmount,* the list of authorization of expenditures for the month of August 2022 is tabled.

# 6.7. LIST OF DUTIES ON TRANSFER INVOICES

# Councillor D'Amico

The list of duties on transfers for the month of September 2022 is tabled.

### 7. ADOPTION OF COUNCIL'S POSITION ON THE ITEMS TO BE SUBMITTED TO THE MONTREAL URBAN AGGLOMERATION COUNCIL

# MOVER

SECONDER

THAT the Mayor, or in her absence the Acting Mayor, be authorized to make any decisions she deems necessary and in the best interest of the City of Westmount and its residents regarding the items on the agenda of the Montreal Urban Agglomeration Council meeting to be held on October 27, 2022.

### Councillor Shamie

### 8. APPLICATION FOR PROPERTY TAX EXEMPTION - THE YMCAS OF QUÉBEC -WESTMOUNT

WHEREAS the Act respecting municipal taxation (CQLR, c. F-2.1) provides for the periodic review of a recognition giving rise to a property tax exemption granted by the Commission municipale du Québec (hereinafter "the Commission"), every nine (9) years;

WHEREAS The YMCAs of Québec - Westmount obtained such recognition on June 25, 2013, with respect to the land and building constituting the immovable located at 4585 Sherbrooke Street West in Westmount;

WHEREAS The YMCAs of Québec - Westmount has again submitted to the *Commission*, an application for recognition giving rise to a property tax exemption for the land and building constituting the immovable located at 4585 Sherbrooke Street West in Westmount;

WHEREAS Council believes that it is appropriate to confirm the recognition giving rise to a property tax exemption for this organization insofar as, after analysis and investigation, the *Commission* comes to the conclusion that The YMCAs of Québec - Westmount still meets the conditions required to confirm such a tax exemption.

### MOVER

SECONDER

### **Councillor D'Amico**

THAT the Municipal Council indicates that it is in favour of The YMCAs of Québec -Westmount's application for a property tax exemption, insofar as the *Commission municipale du Québec* concludes that the said organization still meets the conditions required to confirm such a tax exemption.

### 9. GROUP PURCHASE WITH THE VILLE DE MONTRÉAL - ROAD SALT FOR THE WINTER SEASON OF 2022-2023

WHEREAS according to Section 572.1, paragraph 2 of the *Cities and Towns Act* (CQLR, c. C-19), a municipality may enter into an agreement with another municipality in order to call for tenders for the purpose of awarding contracts;

WHEREAS on May 30, 2022, the *Ville de Montréal* published a call for tenders for the supply of road salt for the 2022-2023 winter season for the boroughs, the demerged cities of the Montreal Agglomeration, and the *Société de transport de Montréal* (Tender No. 22-19388);

WHEREAS tenders were publicly opened at the Montreal City Hall on July 5, 2022;

WHEREAS at its regular Council sitting held on May 19, 2020, the Municipal Council mandated the Purchasing Manager to act as a representative of the City for this call for tenders (Resolution No. 2020-05-92)

### MOVER

SECONDER

### **Councillor Bostock**

To authorize an expenditure in the amount of \$860,729.52, including tax credits, for the 2022 fiscal year, for the supply of road salt for the 2022-2023 winter season;

THAT, as part of the *Ville de Montréal* group purchase contract (Tender No. 22-19388), the tender of Compass Minerals Canada Corp. be accepted for a total amount of \$942,611.04, including taxes;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1700.

### 10. PROFESSIONAL SERVICES FOR THE DOUGLAS FIRSTBROOK ELLIS MEMORIAL GARDEN

WHEREAS pursuant to legal proceedings, the judgment requires the City of Westmount to create a memorial space for the victims' group.

#### MOVER

### Councillor Shamie

### SECONDER

To authorize an expenditure in the amount of \$64,157.86, including tax credits, for the professional Services for Douglas Firstbrook Ellis Memorial Garden;

To award to *Les Jardins Hodgins & Day inc.* the contract for this purpose at its bid price, for a maximum amount of \$70,261.22, including taxes;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1682.

### 11. REQUEST FOR PROPOSALS - PLANTING AND REPLACEMENT OF POLES ON THE HYDRO WESTMOUNT NETWORK (DDP-2022-047)

WHEREAS a request for proposals was sent for the planting and replacement of poles on the Hydro Westmount network (request for proposals No. DDP-2022-047), and that, in conformity with *By-law 1556 on contract management*, the *Déclaration relative aux mesures prises pour assurer la rotation des cocontractants* is submitted to this meeting;

WHEREAS, following the analysis of the received proposals, *Lanauco Ltée* is the selected bidder.

### MOVER

SECONDER

### **Councillor Shamie**

To authorize an expenditure in the amount of \$82,331.00, including tax credits, for the planting and replacement of poles on the Hydro Westmount network (request for proposals No. DDP-2022-047);

To award to *Lanauco Ltée* the contract for this purpose in accordance with its proposal, for a maximum amount of \$94,660.07, including taxes, the whole in conformity with the contractual documents of the request for proposals DDP-2022-047;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1686.

### 12. CALL FOR TENDERS BY INVITATION - INSTALLATION AND MAINTENANCE OF A SLEDDING AREA AT KING GEORGE PARK IN WESTMOUNT FOR THE 2022-2023 WINTER SEASON (INV-2022-023)

WHEREAS tenders were publicly opened on September 14, 2022, for the installation and maintenance of a sledding area at King George Park in Westmount for the 2022-2023 winter season (Tender by invitation No. INV-2022-023), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, SNÖ Innovation Inc. is the lowest conforming bidder as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

### MOVER

### **Councillor Bostock**

SECONDER

To authorize an expenditure in the amount of \$46,614.45, including tax credits, for the 2022 fiscal year, for the installation and maintenance of a sledding area at King George Park in Westmount for the 2022-2023 winter season (Tender by invitation No. INV-2022-023);

To award to SNÖ Innovation Inc. the contract for this purpose at its bid price, for a maximum amount of \$123,500.00, plus taxes, the whole in conformity with the contractual documents of the call for tenders by invitation INV-2022-023;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1691.

# 13. CALL FOR TENDERS BY INVITATION - MANAGEMENT OF THE REFRIGERATED SKATING RINK IN WESTMOUNT PARK (INV-2022-024)

WHEREAS tenders were publicly opened on August 31, 2022, for the management of the refrigerated skating rink in Westmount Park (Tender by invitation No. INV-2022-024), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, Synerglace Canada Inc. is the lowest conforming bidder as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

### MOVER

### **Councillor Bostock**

SECONDER

To authorize an expenditure in the amount of \$39,358.70, including tax credits, for the 2022 fiscal year, for the management of the refrigerated skating rink in Westmount Park (Tender by invitation No. INV-2022-024);

To award to Synerglace Canada Inc. the contract for this purpose at its bid price, for a maximum amount of \$85,689.00, plus taxes, the whole in conformity with the contractual documents of the call for tenders by invitation INV-2022-024;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1692.

# 14. CALL FOR TENDERS BY INVITATION - PURCHASE OF A COMPACT UTILITY TRACTOR (INV-2022-027)

WHEREAS tenders were publicly opened on September 14, 2022, for the purchase of a compact utility tractor (Tender by invitation No. INV-2022-027), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, *Centre agricole J.L.D. inc.* is the lowest conforming bidder as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

### MOVER

### **Councillor Bostock**

SECONDER

To authorize an expenditure in the amount of \$74,535.88, including tax credits, for the purchase of a compact utility tractor (Tender by invitation No. INV-2022-027);

To award to *Centre agricole J.L.D. inc.* the contract for this purpose at its bid price, for a maximum amount of \$81,626.50, including taxes, the whole in conformity with the contractual documents of the call for tenders by invitation INV-2022-027;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1687.

# 15. CALL FOR PUBLIC TENDERS - RENTAL OF LOADER TRACTORS WITH OPERATORS (PUB-2022-041)

WHEREAS tenders were publicly opened on August 12, 2022, for the rental of loader tractors with operators (Tender No. PUB-2022-041), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, *Les Entreprises de construction Ventec inc.* is the lowest conforming bidder as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

#### MOVER

### **Councillor Bostock**

SECONDER

To authorize an expenditure in the amount of \$167,979.98, including tax credits, for the 2022 fiscal year, for the rental of loader tractors with operators (Tender No. PUB-2022-041);

To award to *Les Entreprises de construction Ventec inc.* the contract for this purpose at its bid price, for a maximum amount of \$503,940.00, including taxes, the whole in conformity with the contractual documents of the call for tenders PUB-2022-041;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1693.

# 16. CALL FOR PUBLIC TENDERS - PURCHASE OF A 4000-GALLON TANK TRUCK (PUB-2022-044)

WHEREAS tenders were publicly opened on August 26, 2022, for the purchase of a 4000-gallon tank truck (Tender No. PUB-2022-044), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, *Camions A & R Dubois inc.* is the lowest conforming bidder as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

### MOVER

### **Councillor Bostock**

SECONDER

To authorize an expenditure in the amount of \$257,250.87, including tax credits, for the purchase of a 4000-gallon tank truck (Tender No. PUB-2022-044);

To award to *Camions A & R Dubois inc.* the contract for this purpose at its bid price, for a maximum amount of \$281,723.24, including taxes, the whole in conformity with the contractual documents of the call for tenders PUB-2022-044;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1683.

### 17. CALL FOR PUBLIC TENDERS - PROFESSIONAL SERVICES FOR THE SOIL ENVIRONMENTAL CHARACTERIZATION ON VARIOUS STREETS IN THE CITY OF WESTMOUNT (PUB-2022-048)

WHEREAS according to sections 573.1.0.1.1 and 573.1.0.1.2 of the *Cities and Towns Act* (CQLR, c. C-19), where a contract for professional services is to be awarded, the council must use a system of bid weighting and evaluating;

WHEREAS tenders were publicly opened on September 9, 2022, for the professional services for the soil environmental characterization on various streets (Tender No. PUB-2022-048), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, *9152-4629 Québec inc. (Géninovation)* is the conforming bidder having obtained the best score as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

### MOVER

#### SECONDER

### **Councillor Bostock**

To authorize an expenditure in the amount of \$158,352.65, including tax credits, for the professional services for the soil environmental characterization on various streets (Tender No. PUB-2022-048);

To award to *9152-4629 Québec inc. (Géninovation)* the contract for this purpose at its bid price, for a maximum amount of \$173,416.79, including taxes, the whole in conformity with the contractual documents of the call for tenders PUB-2022-048;

**Councillor Bostock** 

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1689.

# 18. CALL FOR PUBLIC TENDERS - RENTAL OF 12-WHEEL TRUCKS WITH OPERATOR FOR SNOW LOADING, 2022-2023 SEASON (PUB-2022-051)

WHEREAS tenders were publicly opened on August 29, 2022, for the rental of 12-wheel trucks with operator for snow loading, 2022-2023 season (Tender No. PUB-2022-051), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, *Les Entreprises Pep (2000) inc.* is the lowest conforming bidder as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

### MOVER

SECONDER

To authorize an expenditure in the amount of \$192,499.48, including tax credits, for the rental of 12-wheel trucks with operator for snow loading, 2022-2023 season (Tender No. PUB-2022-051);

To award to *Les Entreprises Pep (2000) inc.* the contract for this purpose at its bid price, for a maximum amount of \$210,812.03, including taxes, the whole in conformity with the contractual documents of the call for tenders PUB-2022-051;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1690.

### 19. CALL FOR PUBLIC TENDERS - PURCHASE OF AN ELECTRIC STREET SWEEPER (PUB-2022-052)

WHEREAS tenders were publicly opened on September 9, 2022, for the purchase of an electric street sweeper (Tender No. PUB-2022-052), and minutes prepared by the City Clerk's Office are submitted to this meeting;

WHEREAS, following the analysis of the opened tenders, Exprolink Inc. is the lowest conforming bidder as it appears from the report prepared by the Purchasing Manager, which is submitted at this meeting.

### MOVER

### **Councillor Aronson**

SECONDER

To authorize an expenditure in the amount of \$137,546.22, including tax credits, for the purchase of an electric street sweeper (Tender No. PUB-2022-052);

To award to Exprolink Inc. the contract for this purpose at its bid price, for a maximum amount of \$150,631.05, including taxes, the whole in conformity with the contractual documents of the call for tenders PUB-2022-052;

To allocate this expenditure in accordance with the financial information included in the decision-making file No. 2022-1684.

### 20. NOTICE OF MOTION - BY-LAW 1592 TO FURTHER AMEND BY-LAW 1387 CONCERNING NOISE – LEAF BLOWERS

**Councillor Aronson** 

### NOTICE OF MOTION

Councillor Aronson to give notice of the intention to submit for adoption at a subsequent meeting of Council, By-law No. 1592 entitled *By-law to further amend By-law 1387 concerning noise – Leaf blowers*.

Councillor Aronson to table and present the draft of said by-law.

### **OBJECT**

The object of this by-law is to repeal Sections 28 to 31 of the *By-law concerning noise* as these sections have been incorporated into the *By-law on nuisances and good order*.

A copy of the draft by-law is tabled and available for public consultation.

### 21. TABLING AND PRESENTATION - BY-LAW 1591 TO FURTHER AMEND BY-LAW 1475 ON NUISANCES AND GOOD ORDER - LEAF BLOWERS

### **Councillor Aronson**

### NOTICE OF MOTION

During the Council sitting held on September 6, 2022, Councillor Bostock gave notice of the intention to submit for adoption at a subsequent meeting of Council, By-law No. 1591 entitled *By-law to further amend By-law 1475 on nuisances and good order - Leaf blowers*.

Councillor Aronson to table and present the draft of said by-law.

### **OBJECT**

The object of this by-law is to prohibit the use of gas-powered leaf blowers on the territory of the City of Westmount.

A copy of the draft by-law is tabled and available for public consultation.

### 22. ADOPTION OF A SECOND PROJECT - BY-LAW 1589 TO FURTHER AMEND ZONING BY-LAW 1303 - NUMBER OF PRINCIPAL BUILDINGS IN THE CASE OF MUNICIPAL BUILDINGS

### **City Clerk**

The City Clerk to report that all formalities required for dispensing with the reading of this by-law have been observed and that copies of the by-law have been remitted to all members of Council and are available for public reference.

### <u>OBJECT</u>

The City Clerk to explain that the object of this by-law is to introduce an exception to Division 5.1 of the *Zoning By-law* to allow more than one principal building per lot in the case of municipal buildings.

A copy of the second draft by-law is tabled and available for public consultation.

### **Mayor Smith**

# Declaration by each member of Council present that he or she has read the by-law and that reading is waived thereof.

### MOVER

SECONDER

### **Councillor Peart**

THAT the second draft of By-law No. 1589 entitled *By-law to further amend Zoning By-law 1303 - Number of principal buildings in the case of municipal buildings* be adopted.

### 23. TABLING OF THE PLANNING ADVISORY COMMITTEE MINUTES

WHEREAS the Planning Advisory Committee held a regular meeting on September 13, 2022 and a special meeting on September 15, 2022, and minutes are submitted to this Council sitting;

WHEREAS the main role of the Planning Advisory Committee is to analyze and give an opinion on any request that must be submitted to it in accordance with the *Land Use Planning and Development Act* (CQLR, c. A-19.1) (e.g.: SPAIP, minor exemption, SCAOPI, conditional uses, etc.) and on any other application in matters of land use planning and development that is submitted to it by Council.

### MOVER

### **Councillor Peart**

SECONDER

THAT Council acknowledge and accept the minutes of the following Planning Advisory Committee meetings:

- Regular meeting held on September 13, 2022;
- Special meeting held on September 15, 2022, to review site planning and architectural integration programme (SPAIP) applications.

# 24. APPROVAL OF SITE PLANNING AND ARCHITECTURAL INTEGRATION PROGRAMMES (S.P.A.I.P.)

WHEREAS the minutes of the regular meeting of the Planning Advisory Committee (PAC) held on September 13, 2022 and of the special meeting held on September 15, 2022 to review site planning and architectural integration programme (SPAIP) applications were tabled at this sitting;

WHEREAS the main role of the PAC is to analyze and give an opinion on any request that must be submitted to it in accordance with the *Land Use Planning and Development Act* (CQLR, c. A-19.1) (e.g.: SPAIP, minor exemption, SCAOPI, conditional uses, etc.) and on any other application in matters of land use planning and development that is submitted to it by Council;

WHEREAS applications have been submitted by the applicants under *By-law 1305 on Site Planning and Architectural Integration Programmes*;

WHEREAS the PAC has issued opinions regarding these applications, as stated in the minutes of the regular meeting held on September 13, 2022 and of the special meeting held on September 15, 2022 to review site planning and architectural integration programme (SPAIP) applications;

WHEREAS according to *By-law 1305 on Site Planning and Architectural Integration Programmes*, Council must decide on the opinions of the Committee by way of resolution;

WHEREAS each member of Council present has reviewed the plans submitted.

### MOVER

SECONDER

### **Councillor Peart**

THAT the Municipal Council act on the opinions of the Planning Advisory Committee (PAC) as set out in the minutes of the regular meeting held on September 13, 2022 and of the special meeting held on September 15, 2022 to review site planning and architectural integration programme (SPAIP) applications, and adopt for each of them the Site Planning and Architectural Integration Programmes' conditions for the issuance of a permit, as listed in the following items:

- CCU 22-09-13.02, CCU 22-09-13.04, CCU 22-09-13.05, CCU 22-09-13.07 to CCU 22-09-13.10, CCU 22-09-13.14, CCU 22-09-13.16, CCU 22-09-13.17, and CCU 22-09-13.32 to CCU 22-09-13.34 of the agenda of the regular PAC meeting held on September 13, 2022;
- CCUS 22-09-15.04, CCUS 22-09-15.06, and CCUS 22-09-15.07 of the agenda of the special PAC meeting held on September 15, 2022.

# 25. DENIAL OF A SITE PLANNING AND ARCHITECTURAL INTEGRATION PROGRAMME (S.P.A.I.P.)

WHEREAS the minutes of the regular meeting of the Planning Advisory Committee (PAC) held on September 13, 2022, were tabled at this sitting;

WHEREAS the main role of the PAC is to analyze and give an opinion on any request that must be submitted to it in accordance with the *Land Use Planning and Development Act* (CQLR, c. A-19.1) (e.g.: SPAIP, minor exemption, SCAOPI, conditional uses, etc.) and on any other application in matters of land use planning and development that is submitted to it by Council;

WHEREAS an application has been submitted by the applicant under *By-law 1305 on Site Planning and Architectural Integration Programmes* and said application does not meet the objectives and criteria;

**Councillor Peart** 

WHEREAS the PAC has issued an unfavourable opinion regarding this application, as stated in the minutes of the regular meeting held on September 13, 2022;

WHEREAS according to *By-law 1305 on Site Planning and Architectural Integration Programmes*, Council must decide on the opinions of the Committee by way of resolution;

WHEREAS each member of Council present has reviewed the plans submitted.

### MOVER

SECONDER THAT the Municipal Council act on the unfavourable opinion of the Planning Advisory Committee (PAC), as set out in the minutes of the meeting held on September 13, 2022, in item CCU 22-09-13.01 of the agenda of said meeting.

### 26. NEW BUSINESS

### 26.1. APPOINTMENT - ENGINEERING DEPARTMENT - ASSISTANT DIRECTOR

WHEREAS according to Section 71 of the *Cities and Towns Act* (CQLR, c. C-19), the council shall appoint by resolution such officers and employees as it deems necessary for the administration of the city, and shall fix their salaries;

WHEREAS on April 1, 2019, the Municipal Council adopted the *Working Conditions and Remuneration of Management Personnel*;

WHEREAS the position of Assistant Director of the Engineering Department is currently vacant;

WHEREAS the Director of Human Resources recommends the appointment of Mr. Shawn Aloysius to the position of Assistant Director of the Engineering Department.

### MOVER

SECONDER

### **Councillor Shamie**

THAT Mr. Shawn Aloysius be appointed to the position of Assistant Director of the Engineering Department, on a permanent basis, grade 5, effective October 12, 2022, in accordance with the salary recommendation of the Director of the Human Resources Department as stipulated in decision-making file No. 2022-1705 and according to the terms provided for in the *Working Conditions and Remuneration of Management Personnel*.

### 26.2. DISMISSAL – DIRECTOR GENERAL

WHEREAS, at its regular sitting held on July 19, 2021, the Municipal Council appointed Mr. Hadi Hakim as Director General, effective August 9, 2021 (Resolution No. 2021-07-177);

WHEREAS Mr. Hakim has failed to comply with the Code of Ethics and Good Conduct for Employees of the City of Westmount and the City's Policy on Preventing Psychological Harassment and Promoting Civility in the Workplace;

WHEREAS Mr. Hakim was suspended with pay on July 12, 2022, for the purpose of an investigation;

WHEREAS the results of the investigation conducted by EQUALIS Human Resources inc., an independent external firm, demonstrate, without question, the seriousness of the fault committed by Mr. Hakim.

### MOVER

#### SECONDER

### **Councillor Shamie**

THAT the City of Westmount dismiss Mr. Hadi Hakim, on the basis of a serious fault, retroactively to July 12, 2022, the date on which he was suspended with pay for the purpose of an investigation.

### 27. SECOND QUESTION PERIOD

### 28. CLOSING OF THE SITTING

The Mayor declares the sitting closed.