
ADDITIONAL AGENDA

Council

Date: May 13, 2020
Time: 9:30 AM
Location: Online Video Conference

Members

Mayor Bonnie Crombie	
Councillor Stephen Dasko	Ward 1
Councillor Karen Ras	Ward 2
Councillor Chris Fonseca	Ward 3
Councillor John Kovac	Ward 4
Councillor Carolyn Parrish	Ward 5
Councillor Ron Starr	Ward 6
Councillor Dipika Damerla	Ward 7
Councillor Matt Mahoney	Ward 8
Councillor Pat Saito	Ward 9
Councillor Sue McFadden	Ward 10
Councillor George Carlson	Ward 11

Due to efforts to contain the spread of COVID-19 and to protect all individuals, the Council Chamber will not be open to the public to attend Council and Committee meetings until further notice.

Public Comments: The public may submit comments regarding agenda matters to the city.clerk@mississauga.ca by Monday, May 11, 2020 before 4:00 PM. Comments submitted will be considered as public information and entered into public record.

Contact
Angie Melo, Legislative Coordinator, Legislative Services
905-615-3200 ext. 5423
Email angie.melo@mississauga.ca

Find it Online
<http://www.mississauga.ca/portal/cityhall/councilcommittees>

Meetings of Council streamed live and archived at Mississauga.ca/videos

6. PRESENTATIONS

- *6.2 Mayor Crombie to Introduce Videos of Tribute to Janice Baker, City Manager and Chief Administrative Officer from:
- Canadian Association Municipal Administrators, Pat Vanini, Former Executive Director, Association of Municipalities of Canada, and the Institute of Public Administration of Canada.
- *6.3 Letters of Best Wishes to Janice Baker, City Manager and Chief Administrative Officer from:
- Mary Ellen Bench, Former City of Mississauga City Solicitor; Ed Sajecki, Former Commissioner, Planning and Building, Margaret Campbell, Head, Municipal Practice, Odgers Berndtson, and Jeff Renaud, President, Canadian Municipal Administrators and Board of Directors

16. NOTICE OF MOTION

- *16.1 Congratulatory Motion on Janice Baker, City Manager and Chief Administrative Officer's Retirement

18. INTRODUCTION AND CONSIDERATION OF BY-LAWS

- *18.2 THIS ITEM WAS REMOVED
- ~~A by-law to amend the Mississauga Official Plan regarding OZ17/010 W9, BCIMC Realty Corporation, Southwest corner of Battleford Road and Glen Drive~~
- ~~Resolution 0113-2020 / April 29, 2020~~
- *18.3 THIS ITEM WAS REMOVED
- ~~A by-law to amend the zoning by-law regarding OZ 17/010 W9, BCIMC Realty Corporation, southwest corner of Battleford Road and Glen Erin Drive~~
- ~~Resolution 0113-2020 / April 29, 2020~~

Janice,

We worked together for 18 years and through that time I have come to know you to be an amazing leader, city-builder, and a friend. We were fortunate to work with great city councils over the years, but it was you who had responsibility to make council's vision real. You have a great legacy in shaping Mississauga's transition from suburb to City.

When I think of what makes you stand out from others, it is your ability to analyze complex information, ask questions that get right to the core of the problem, and make a decision, all at the same meeting. You provided strong leadership, and you also were very good at trusting LT and others like me, to carry our responsibilities. That level of confidence in your team was rewarded as everyone shared the vision, shared the passion, and worked hard to achieve it.

Personally, I want to thank you for having faith in me and letting me reach my full potential at the City. Thank you for your guidance and your support, and for reality checks when needed. We have been through a lot together and I when I think of the ideal leader, it will always be you that I think of.

Now that it's time to turn to a new page, I wish you and Keith health, happiness and wonderful adventures. I look forward to hearing more about your gardens, and Mathieu is always ready to get you and Keith out in kayaks. I look forward to celebrating your retirement once this COVID situation is over!

Hugs,

Mary Ellen Bench

**LETTER TO BE READ AT JANICE BAKER'S LAST CITY COUNCIL MEETING
FROM ED SAJECKI**

May 13, 2020

Dear Janice,

As I write this, I think of friends and colleagues that mean a lot. I think of our catch-up and thank-you lunch that we've now had to postpone twice as the pandemic stubbornly continues. I also think of your retirement celebration that had been scheduled for next Wednesday. We were all so much looking forward to being with you at the Small Arms Building to salute you and your amazing career.

Janice, I am humbled and quite frankly impressed at how you have touched our lives. I can only speak for myself, but when I reflect upon this, the first word that comes to my mind is "admiration". I would like to share a few reasons why.

First and foremost I admire you because of the person and leader you are. You live by a core value system that defines who you are. Absolute integrity. You live and work by your principles all the time. Empathetic, humble and respectful. You earn the respect of others by respecting others. We all owe you so much. As Ivana once said, "You cast a long shadow". Your support and encouragement has meant so much.

If it was important to our Mayor and Council, it was important to you and to all of us. You truly care about our community, Mayor and Council and staff. In your years as City Manager you always displayed a good sense of where the organization should go. You encouraged teamwork and would not accept organizational silos. You encouraged and supported staff rotations, inter-departmental teams, staff development and talent management. You led a high functioning and motivated organization. You focused on team building and initiated the City Manager's Leadership Conference that brings staff from across the City together every year.

I could list so many other ways I admire you. The words authentic, real and honest easily come to mind. But you are also a strong conceptual and strategic thinker. You master-minded the process of putting together the City's Strategic Plan that provides direction and budget guidance. This has served the City well and continues to underpin so many of the City's strategic priorities – Downtown 21, Celebration Square, Sheridan College, Hurontario Light Rail and other transit priorities, our spectacular Lakefront, affordable housing and so many service master plans across the organization.

At the same time, you have always maintained a focus on the day to day operations of the City including budgets, human resource management, digital operations, risk management, governance, senior government liaison, LUMCO, FCM, AMO and so on. Plus you've been faced

with an increasing number of emergency management events - ice storms, flooding, major explosions and fires and now a pandemic. You are unflappable in the face of the many complex demands and stresses of being City Manager.

You have never been afraid to make tough decisions. Highly principled and a consensus builder, you are well-grounded in working through complex issues involving many stakeholders and often differing points of view. Your sense of timing allowed you to use humour to take the edge off difficult situations. I still remember you once saying to City Council when describing the role of the City Manager "I sometimes feel like a fire hydrant among a pack of dogs!"

As members of LT and EXLT we knew you had our backs. You delegated but never abdicated. You'd be a phone call, a text message or a quick meeting away when we needed your sage advice. But you held us accountable. We and the organization had to be accountable.

Janice, you will be missed. Our Mayor and Council, Mississauga's employees and our community will all miss your Newfoundland candor, sense of humour and your company. We will all miss having our friend by our side.

I want to thank you for your support, kindness and friendship. I remember my time working with you fondly and I am very proud of having been being part of your team. Collectively we have done some amazing things and there is so much more to come. Mary and I wish you and Keith much happiness, good health and good times ahead. There is nothing more rewarding than contributing to the place you love and making it better.

Bye for now....

Ed

From: [Diana Rusnov](#)
To: [Angie Melo](#); [Sacha Smith](#)
Subject: Janice Baker tributes - 3 here and more may come in overnight
Date: Monday, May 11, 2020 6:12:42 PM
Attachments: [Janice 2020.docx](#)
[Retirement Remarks for Janice Baker May 2020.pdf](#)
[image002.png](#)
[image003.png](#)

From: Margaret Campbell [<mailto:Margaret.Campbell@odgersberndtson.com>]
Sent: Monday, May 11, 2020 10:57 AM
To: Michelle Bown
Subject: Tribute note

Throughout the period of close to 20 years that I have had the pleasure of watching Janice provide leadership to her municipality first in the financial role and then for the last 15 years in the City Manager/CAO role she has consistently exemplified the ultimate qualities of integrity, competence and compassion. She is able to provide the strength of leadership while appropriately using her incredible sense of humour. Janice is a true leader who always considers the tax payer and her role as one of exercising a responsibility to every citizen of her municipality. The team that works with Janice under her direction is one of experience and knowledge developed under her competent guidance throughout the years.

In closing, I can say from my many contacts across the country that Janice is recognized as a leader nation wide for her high level municipal leadership. It has truly been a pleasure working with her and I wish her success in the next phase of her life.

Margaret Campbell

Head, Municipal Practice

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**REMARKS FROM PRESIDENT JEFF RENAUD AND THE
CAMA BOARD OF DIRECTORS
RETIREMENT OF JANICE BAKER
WEDNESDAY, MAY 13TH, 2020 (MISSISSAUGA, ON)**

On behalf of the Board of Directors and the membership of the Canadian Association of Municipal Administrators (CAMA), please accept our heartfelt congratulations on your retirement from The City of Mississauga.

Your municipal career is nothing short of inspirational. It is truly remarkable what you have accomplished during your devoted and selfless service to the municipal profession throughout your career. If any young person in our country is looking for a role model in this business they need not look any further.

Congratulations as well for receiving your thirty year CAMA Long Service Recognition award for your employment in municipal government in a management capacity.

Janice was appointed as the representative for Ontario to the CAMA Board in 2013. She served as our Treasurer in 2015, First Vice-President in 2016, President in 2018 and Past President in 2019. She held several Board portfolios over the years including Chair of the CAO Performance Evaluation Toolkit which has been a very successful initiative by CAMA for our members and the elected officials. Despite having a very busy job managing one of the largest Cities in Canada, Janice always found time to move our organization forward.

Janice, it was a pleasure to have you as part of the CAMA Board and we commend you for your continued dedication to excellence in the municipal field. You are a true leader.

We hope as you move on to the next chapter of your life that you will always remember the many friends that you have made through CAMA.

Best wishes from your CAO family,

Jeff Renaud, CAMA President

From: [Diana Rusnov](#)
To: [Angie Melo](#)
Subject: FW: Best Wishes
Date: Tuesday, May 12, 2020 8:49:47 AM

From: chrismackie chrismackie
Sent: Tuesday, May 12, 2020 7:21 AM
To: Janice Baker <Janice.Baker@mississauga.ca>
Cc: Diana Rusnov <Diana.Rusnov@mississauga.ca>
Subject: Best Wishes

Janice Baker

City Manager, Mississauga

Dear Janice

Best wishes for your retirement. Because of your leadership the City enjoys a solid reputation for fiscal prudence. Your legacy includes sixteen years of a triple A credit rating from Standard and Poor's.

Of the major accomplishments you have steered through City Council, I think of the huge improvement in the public transit system and the adoption of the Strategic Plan and the five pillars for change. The growth of the City's population and its amenities have created profound changes in how we residents view and enjoy living in our City. I am always impressed by your extensive knowledge of the various City departments and your detailed response to Council's questions. I shall miss you at Budget Committee. You leave a big role to be filled.

I am sorry that your retirement has coincided with the need for social distancing and virtual Council meetings, precluding the opportunity of saying goodbye in person.

Warm wishes for the next phase of your career or retirement.

Bonne chance,

Chris Mackie

c.c. Diana Rusnov, City Clerk

Motion to Honour Janice Baker

Moved by:

Seconded by:

WHEREAS Janice has served the City of Mississauga for over 20 years, including 15 years as CAO and City Manager; and

WHEREAS Janice has played a pivotal role in the growth and development of the City , putting Mississauga on strong foundations and developing a corporate culture that sets excellence as the starting point; and

WHEREAS Janice has overseen many seminal moments in our City's history, including the development of our Strategic Plan; the creation of the Healthy Cities Stewardship Committee; executing the 2015 Pan Am Games; the building of Celebration Square and the Mississauga Transitway; securing funding for the Hurontario LRT; the City's Official Plan; managing the City of Mississauga's response to the Provincial Regional Governance Review; and providing guidance and direction during the current response to the COVID19 pandemic, among many other moments; and

WHEREAS Janice has represented the City of Mississauga on numerous municipal boards of directors, including the Association of Municipalities of Ontario (AMO), the Municipal Property Assessment Corporation (MPAC), the Municipal Financial Officers Association (MFOA), and as Chair of the Board of the Canadian Association of Municipal Administrators (CAMA); and

WHEREAS Janice was awarded the 2019 Vanier Medal, one of the highest honours that can be bestowed upon a public servant, and the first time in 25 years it has been awarded to a municipal public servant; and

WHEREAS Janice is a consummate professional of great principle and integrity, someone who has worked hard every day throughout her career to do the right thing in the service of others; and

WHEREAS Janice Baker has announced her retirement at the end of May 2020, and will be entering a new chapter in her life;

THEREFORE BE IT RESOLVED THAT the Council of the City of Mississauga sincerely thanks Janice Baker for her over two decades of service to our City, for her unwavering commitment to public service and for the legacy she leaves behind, and wishes her the very best in her retirement.

