

**PROVINCE OF QUÉBEC
COUNTY OF GATINEAU**

Minutes of a regular meeting of the Municipal Council of the Municipality of the Township of Low, held on Monday, January 19, 2026, at 7 p.m., in the Heritage room, located at 4C, chemin d'Amour, Township of Low (Quebec) J0X 2C0, under the Presidency of Mayor Patrick Beaudry.

ALSO PRESENT WERE: Councillors Mrs. Fay McLaughlin, Maureen Rice and Maureen McEvoy, and Mr. Luc Thivierge and Lee Angus.

ABSENT WAS: Councillor Mr. Ghyslain Robert (Justified absence).

ALSO PRESENT: Ms. Sylvia Levett, acting deputy clerk-treasurer.

Mr. Mayor Patrick Beaudry confirming that there is quorum declares the meeting open.

**2026-01-001 TO ADOPT THE AGENDA FOR THE
REGULAR MEETING OF THE MUNICIPAL
COUNCIL OF JANUARY 19, 2026**

**PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MRS. MAUREEN MCEVOY**

FOR THESE REASONS, this Council adopts the agenda as modified with the addition of the following item:

- 3.1 To appoint Ms. Sylvia Levett, citizen services officer, as interim Deputy Clerk-Treasurer for the regular meeting of the municipal council on January 19, 2026

Mr. Mayor Patrick Beaudry, president of the meeting, asks if the adoption of this resolution is unanimous.

Adopted unanimously.

**2026-01-002 TO APPOINT MS. SYLVIA LEVETT,
CITIZEN SERVICES OFFICER, AS
INTERIM DEPUTY CLERK-
TREASURER FOR THE REGULAR
MEETING OF THE MUNICIPAL
COUNCIL ON JANUARY 19, 2026**

**PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MRS. MAUREEN RICE**

FOR THESE REASONS, this Council:

1. Appoints Ms. Sylvia Levett, Citizen Services Officer, as Acting Deputy Clerk-Treasurer for the regular meeting of the Municipal Council on January 19, 2026.
2. Hereby authorizes Mayor Patrick Beaudry and/or the Director General and Clerk-Treasurer, Ms. Myrian Nadon, or their replacements, to sign, for and on behalf of the Municipality of the Township of Low, all documents giving effect to this resolution.

Adopted unanimously

FIRST QUESTION PERIOD

Questions on the topics on the agenda.

The question period begins at 7:02 p.m. and ends at 7:19 p.m.

**2026-01-003 TO ACCEPT THE MINUTES OF THE
REGULAR MEETING OF THE MUNICIPAL
COUNCIL HELD ON DECEMBER 1st. 2025**

**PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MRS. MAUREEN MCEVOY**

FOR THESE REASONS, this Council accepts, as presented, the minutes of the regular meeting of the Municipal Council of December 1st, 2025, held in the Heritage room located at 4C, chemin d'Amour, Township of Low (Quebec) J0X 2C0.

Mr. Mayor Patrick Beaudry, president of the meeting, asks if the adoption of this resolution is unanimous.

Adopted unanimously.

ADMINISTRATION

**2026-01-004 TO ACCEPT ACCOUNTING REPORT 2025-12 –
AUTHORIZE THE OFFICE OF THE DIRECTOR
GENERAL TO MAKE PAYMENTS – ACCOUNTS
PAYABLE IN THE AMOUNT OF \$256,615.69 –
ACCOUNTS PAID IN THE AMOUNT OF
\$12,566.84**

WHEREAS the Municipality of the Township of Low adopted, during a regular meeting of its Municipal Council, held on March 3, 2025, the resolution bearing the number 2025-03-050, for the purposes of adopting the by-law bearing the number 2025-002, for the purposes of repealing and replace the regulation bearing number 2024-004 and their annexes delegating to officials of the Municipality the power to authorize expenditures and contracts and rules for budgetary control and monitoring;

WHEREAS article 6.1 of the regulation bearing number 2025-002 stipulates the pre-authorized payments that delegatees can make;

WHEREAS article 7.6 of by-law bearing number 2025-002 stipulates that a monthly report must be submitted to the Municipal Council.

**PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MR. LEE ANGUS**

FOR THESE REASONS, this Council:

1. States that the preamble is an integral part of this resolution.
2. Accepts, on the approval of the Director General office, the accounting report for the month of December 2025, bearing the number 2025-12, totaling a sum of \$269,182.53 concerning the accounts paid and accounts payable of the Municipality.
3. Authorizes the Director General office to make payments in the amount of \$256,615.69.
4. Mentions that the Director General office has issued for this purpose, during the month of December 2025, sufficient credit certificates for a total amount of \$269,182.53.
5. Authorizes, hereby, Mr. Mayor Patrick Beaudry and/or the Director general and Clerk-Treasurer, Mrs., Myrian Nadon, or their replacements, to sign, for and on behalf of the Municipality of the Township of Low, all documents giving effect to this resolution.

2026-01-004 Mr. Mayor Patrick Beaudry, president of the meeting, asks if the adoption of this resolution is unanimous.

Adopted unanimously.

NOTICE OF MOTION

I, the undersigned, Patrick Beaudry, Mayor, in the Municipality of the Township of Low, give notice of the presentation of draft by-law no. 2026-001 to repeal and replace by-law no. 2022-008 establishing the by-law of the code of ethics and professional conduct for elected officials and table said draft by-law at the regular meeting of January 19, 2026.

The by-law will be adopted at a subsequent meeting.

In accordance with Article 445 of the Quebec Municipal Code, the Mayor informs citizens that the purpose of this by-law is to:

- a) Establish a code of ethics and professional conduct for all members of the Township of Low Council.
- b) Give priority to the values that guide the decisions of an elected member of the Municipal Council.
- c) To contribute to a better understanding of the values of the municipality.
To subscribe to values that emphasize integrity, honor in the performance of council duties, and prudence in the pursuit of the public interest in order to prevent ethical conflicts and, if they arise, to help resolve them effectively and judiciously.
- d) Ensure the application of control measures for ethical breaches, including, but not limited to: integrity, respect and civility, loyalty, fairness, honesty, objectivity, impartiality, and sound management in the public interest to govern the Municipality of Low.
- e) Establish standards of conduct that promote the integration of these values into the decision-making process of elected officials and, in general, into their conduct.

Council members must perform their duties and conduct their personal affairs in a manner that preserves and maintains public confidence in the integrity, objectivity, and impartiality of the decisions of the Municipality of the Township of Low. Members of the municipal council must also act with integrity, objectivity, and impartiality, but must also preserve appearances and promote transparency by behaving in a manner that preserves and maintains public confidence in the integrity, objectivity, and impartiality of the municipal enterprise.

Patrick Beaudry
Mayor

Note 1: Councillor Mrs. Maureen Rice declares her interest, at 7:28 p.m., in accordance with article 4.1.5 of by-law number 2022-008 "Code of Ethics and Professional Conduct for Elected Municipal Officers" and indicates that she will abstain from voting.

2026-01-005 TO REPEAL AND REPLACE RESOLUTION NUMBER 2025-02-028 - TO ACCEPT THE ORGANIZATION CHART OF THE MUNICIPALITY OF THE TOWNSHIP OF LOW

WHEREAS Municipality of the Township of Low adopted, at a regular meeting of its Municipal Council held on February 3, 2025, resolution number 2025-02-028, for the purpose of accepting the organization chart of the Municipality of the Township of Low dated January 23, 2025;

2026-01-005 WHEREAS the Director General and Clerk-Treasurer recommends, at the plenary meeting held on January 14, 2026, to the members of the Municipal Council to modify the Municipality's organizational chart by replacing the position of Deputy Director General and Deputy Clerk Treasurer with an executive position of Director of Technical Services Deputy Director General and Deputy Clerk Treasurer, the addition of two (2) positions related to waste collection, namely the position of Waste Collection Operator and the position of Waste Collection Attendant and amending the title of the position of Assistant to the General Direction to Assistant to the General Direction and Finance.

PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MRS. MAUREEN MCEVOY

FOR THESE REASONS, this Council:

1. States that the preamble is an integral part of this resolution.
2. Accepts, as amended by the Direction General Office following discussions at the plenary committee meeting of January 14, 2026, the organization chart of the Municipality of the Township of Low dated January 19, 2026, which will take effect on January 20, 2026.
3. Repeals and replaces resolution number 2025-02-028 for all purposes.
4. Authorizes, hereby, Mr. Mayor Patrick Beaudry and/or the Director general and Clerk-Treasurer, Mrs, Myrian Nadon, or their replacements, to sign, for and on behalf of the Municipality of the Township of Low, all documents giving effect to this resolution.

Mr. Mayor Patrick Beaudry, president of the meeting, asks if the adoption of this resolution is unanimous.

Adopted by the majority.

PUBLIC SAFETY

Note 2: Councillor Mrs. Maureen Rice declares her interest, at 7:30 p.m., in accordance with article 4.1.5 of by-law number 2022-008 "Code of Ethics and Professional Conduct for Elected Municipal Officers" and indicates that she will abstain from voting.

**2026-01-006 TO PROCEED WITH THE DISMISSAL OF
EMPLOYEES NUMBER 22-0021 AND 22-
0035- PART-TIME FIREFIGHTER - FIRE
STATION NO.16**

WHEREAS pursuant to section 7.2, paragraphs f, g, h, and i of the fire safety personnel working conditions manual, as adopted by the Municipal Council on May 3, 2021, by resolution number 113-05-2021, it is recommended by the Fire Safety Department that employees with employee numbers 22-0021 and 22-0035 be dismissed.

PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MR. LEE ANGUS

FOR THESE REASONS, this Council:

1. States that the preamble is an integral part of this resolution.
2. Dismisses, pursuant to section 7.2, paragraphs f, g, h, and i of the Township of Low Fire Department Employee Work Conditions Manual, on the recommendation of the Fire Department Director and with the approval of the General Direction, the employees with employee numbers 22-0021 and 22-0035, as part-time firefighters at Fire Station No. 16, effective January 20, 2026.
3. Authorizes, hereby, Mr. Mayor Patrick Beaudry and/or the Director general and Clerk-Treasurer, Mrs, Myrian Nadon, or their replacements, to sign, for and on behalf of the Municipality of the Township of Low, all documents giving effect to this resolution.

2026-01-006 Mr. Mayor Patrick Beaudry, president of the meeting, asks if the adoption of this resolution is unanimous.

Adopted by the majority.

PUBLIC WORKS

N/A

ENVIRONMENTAL HYGIENE

2026-01-007 TO RATIFY THE HIRING OF MR. LUC LAFRENIÈRE AS OPERATOR AND MR. SHAWN LESCARD AS ATTENDANT FOR RESIDUAL MATERIAL COLLECTION, EFFECTIVE JANUARY 5, 2026 – PERMANENT FULL-TIME POSITIONS

WHEREAS the Director General and Clerk-Treasurer has received candidacies and the Selection Committee, composed of the Director General and Clerk-Treasurer, Mrs. Myrian Nadon, and the Urban Planning Inspector, Ms. Mireille Bertrand, proceeded to fill the positions of waste collection operator, a permanent full-time position, and waste collection attendant, a permanent full-time position, and recommend retaining the services of Mr. Luc Lafrenière and Mr. Shawn Lescard.

**PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MRS. MAUREEN RICE**

FOR THESE REASONS, this Council:

1. States that the preamble is an integral part of this resolution.
2. Ratify, on the recommendation of the Selection Committee, the hiring of Mr. Luc Lafrenière as a waste collection operator, a permanent full-time position, effective since December 30, 2025.
3. Ratify, on the recommendation of the Selection Committee, the hiring of Mr. Shawn Lescard as a waste collection attendant, a permanent full-time position, effective since January 5, 2026.
4. Authorizes, hereby, Mr. Mayor Patrick Beaudry and/or the Director general and Clerk-Treasurer, Mrs. Myrian Nadon, or their replacements, to sign, for and on behalf of the Municipality of the Township of Low, all documents giving effect to this resolution.

Mr. Mayor Patrick Beaudry, president of the meeting, asks if the adoption of this resolution is unanimous

Adopted unanimously.

URBAN PLANNING

N/A

RECREATION, CULTURE AND COMMUNICATION

2026-01-008 TO APPOINT A REPRESENTATIVE FOR FAMILY, SENIOR CITIZEN, AND DISABLED PERSON'S AFFAIRS- ESPACE MUNI

2026-01-008 WHEREAS the Municipality of the Township of Low is committed to ensuring quality of life and promoting social participation among its residents, including groups with specific needs;

WHEREAS the Municipality of the Township of Low must take into account the impact of its decisions on the lives of families, seniors, and people with disabilities within its territory;

WHEREAS the powers of the Municipality allow it to play an active role in addressing the issues and needs of families, seniors, and persons with disabilities within its territory.

**PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MRS. FAY MC LAUGHLIN**

FOR THESE REASONS, this Council:

1. States that the preamble is an integral part of this resolution.
2. Appoints Councilor Maureen McEvoy as the person responsible for issues related to families, seniors, and persons with disabilities.
3. Mandates Councilor Maureen McEvoy to represent the interests of families, seniors, and persons with disabilities before the municipal council and the community.
4. Authorizes, hereby, Mr. Mayor Patrick Beaudry and/or the Director general and Clerk-Treasurer, Mrs. Myrian Nadon, or their replacements, to sign, for and on behalf of the Municipality of the Township of Low, all documents giving effect to this resolution.

Mr. Mayor Patrick Beaudry, president of the meeting, asks if the adoption of this resolution is unanimous.

Adopted unanimously.

CORRESPONDENCE, DOCUMENTS AND INFORMATION

N/A

SECOND QUESTION PERIOD

The question period begins at 7:33 p.m. and ends at 7:34 p.m.

**2026-01-009 TO ACCEPT THE CLOSING OF
THE SESSION**

**PROPOSED BY COUNCILLOR MR. LUC THIVIERGE
SUPPORTED BY COUNCILLOR MRS. MAUREEN RICE**

FOR THESE REASONS, this meeting is adjourned at 7 : 34 p.m.

Adopted.

Sylvia Levett
Acting Deputy Clerk-Treasurer

Patrick Beaudry
Mayor