



The Corporation of the County of Bruce

Human Resources Committee

Minutes

March 3, 2016

11:12 a.m.

Council Chambers
Walkerton, Ontario

Present: Warden Mitch Twolan, Chair

Councillors Anne Eadie, Paul Eagleson, David Inglis, Milt McIver and
Mike Smith

Alternate Ron Schnurr

Staff: Kelley Coulter, Chief Administrative Officer

Darlene Batte, Administrative Assistant

Marianne Nero, Director of Human Resources

Regrets: Councillors Robert Buckle and Janice Jackson

1. Pecuniary Interest

There were no declarations of pecuniary interest.

2. Action Items

A. Job Evaluation, Pay Equity and Market Review

Moved by Councillor Anne Eadie

Seconded by Councillor Mike Smith

That the Human Resources Department be directed to undertake an RFP process to contract services for a non-union job evaluation process in compliance with pay equity legislation, conduct a salary market review and purchase and/or access software that will automate job information questionnaires, job descriptions and the job evaluation process.

Carried

3. Closed Meeting

Alternate Ron Schnurr declared a pecuniary interest related to the closed meeting agenda item. In accordance with this declaration, Mr. Schnurr withdrew from the Chambers.

**Moved by Councillor Milt McIver
Seconded by Councillor Mike Smith**

That the Committee moved into a closed meeting to discuss personnel matters (Paramedic Services) pursuant to Section 239 (2) (b) of the Municipal Act – matters about an identifiable individual, including employees.

Carried

4. Rise and Report

**Moved by Councillor Mike Smith
Seconded by Councillor David Inglis**

That the Committee rise and report from the Closed Meeting.

Carried

5. Request for Consulting Services to Conduct a Payroll Analysis

**Moved by Councillor Paul Eagleson
Seconded by Councillor Anne Eadie**

That staff be directed to contract services of an outside financial consultant, BDO to conduct a payroll analysis.

Carried

6. Next Meeting

The next meeting of the Human Resources Committee will take place on Thursday, April 7, 2016 at the Bruce County Museum and Cultural Centre, Southampton, Ontario.

7. Adjournment

**Moved by Councillor Milt McIver
Seconded by Councillor Anne Eadie**

**That the meeting of the Human Resources Committee adjourn
at 11:46 a.m.**

Carried

**Warden Mitch Twolan, Chair
Human Resources Committee**