



July 5, 2018
12:48 p.m.
Bruce Gallery

Bruce County Museum and Cultural Centre, Southampton

Present: Warden Paul Eagleson (Chair)
Councillors Robert Buckle, Anne Eadie, David Inglis, Janice Jackson, Milt McIver, Mike Smith and Mitch Twolan

Staff: Kelley Coulter, Chief Administrative Officer
Darlene Batte, Deputy Clerk
Bettyanne Cobean, Director of Corporate Services
Melissa Legacy, Director of Library Services
Christine MacDonald, Director of Human Services
Cathy McGirr, Museum Director
Michael McKeage, Director of Health Services
Marianne Nero, Director of Human Resources
Miguel Pelletier, Director of Transportation and Environmental Services
Kara Van Myall, Director of Planning and Economic Development
Donna Van Wyck, Clerk

1. Pecuniary Interest

There were no declarations of pecuniary interest.

2. Action Items

A. Harassment Policy Update

**Moved by Councillor Mike Smith
Seconded by Councillor Mitch Twolan**

That E1. Harassment Policy related to workplace harassment be adopted.

Carried

Staff were directed to present a report on complaints received to Committee on a regular basis.

There was a suggestion that legal Counsel, Hicks Morley be requested to make a presentation as a means of providing legal advice to Committee and that an invitation be extended to local CAO's to attend.

B. WSIB Liabilities - Proposed Funding Options

Moved by Councillor Anne Eadie
Seconded by Councillor Milt McIver

That the Staff Report be received; and,

That WSIB Liabilities Option 2 with a target of 80% be selected for the funding strategy to be utilized for the preparation of the 2019, 2020 and 2021 budgets.

Carried

C. Council's One-Third Tax Exemption

Moved by Councillor Mitch Twolan
Seconded by Councillor Anne Eadie

That Councillors' net pay inclusive of monthly honorarium and meeting per diem remain the same as before the legislative change by increasing the rates to offset the increased tax payments to maintain the current level of compensation effective January 1, 2019; and,

That By-law Number 2015-022 effective end of day December 31, 2018 be repealed.

Carried

3. Closed Meeting

Moved by Councillor Anne Eadie
Seconded by Councillor David Inglis

That the Committee move into a closed meeting pursuant to

- Section 239 (2) (b) of the Municipal Act, 2001, as amended, to discuss personal matters about an identifiable individual, including municipal or local board employees; and,
- Section 239 (3.1) of the Municipal Act 2001, as amended for the purpose of educating or training members.

Carried

The following staff withdrew from the Chambers: Bettyanne Cobean, Director of Corporate Services, Melissa Legacy, Director of Library Services, Cathy McGirr, Museum Director, Michael McKeage, Director of Health Services Marianne Nero, Director of Human Resources, Miguel Pelletier, Director of Transportation and Environmental Services, Kara Van Myall, Director of Planning and Economic Development and Donna Van Wyck, Clerk.

4. Rise and Report

Moved by Councillor Janice Jackson
Seconded by Councillor Mitch Twolan

That the Committee rise and report from the closed meeting.

Carried

5. Housing Facilities Maintenance/Repair Three (3) Positions - Status Change

Moved by Councillor David Inglis
Seconded by Councillor Robert Buckle

That effective October 1, 2018, approval be granted to change the status of one part-time, 12 hours per week Housing Facilities Maintenance/Repair position to 40 hours per week; and

That effective October 1, 2018, approval be granted to change the status of one part-time, 21 hours per week Housing Facilities Maintenance/Repair position to full-time at 40 hours a week; and

That effective October 1, 2018, approval be granted to change the status of one full time 35 hour a week Housing Facilities Maintenance/Repair position to 40 hours per week.

Carried

6. Act on Recommendations

Moved by Councillor Anne Eadie
Seconded by Councillor David Inglis

That in accordance with the Procedure By-law, staff be authorized and directed to give effect to the actions of the Human Resources Committee in respect of all resolutions passed during the July 5, 2018 meeting.

Carried

7. Next Meeting

The next meeting of the Human Resources Committee will take place on August 2, 2018 in the Council Chambers, County Administration Centre, Walkerton, Ontario.

8. Adjournment

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

That the meeting of the Human Resources Committee adjourn at 1:34 p.m.

Carried

**Warden Paul Eagleson, Chair
Human Resources Committee**