



## Human Resources Committee Minutes

July 7, 2016  
2:10 p.m.  
Council Chambers  
Township of Huron-Kinloss, Ripley

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

**Staff:** Kelley Coulter, Chief Administrative Officer  
Darlene Batte, Administrative Assistant  
Marianne Nero, Director of Human Resources  
Bettyanne Cobean, Director of Corporate Services  
Melissa Legacy, Director of Library Services  
Ray Lux, Acting Director of Emergency Services  
Christine MacDonald, Director of Social Services and Housing  
Cathy McGirr, Museum Director / Curator  
Steve Schaus, Deputy Chief Operations  
Charlies Young, Director of Health Services

**Regrets:** Councillors David Inglis and Janice Jackson

**1. Pecuniary Interest**

There were no declarations of pecuniary interest.

**2. Action Items**

**A. Policy A6. Service Recognition**

Moved by Councillor Robert Buckle  
Seconded by Councillor Milt McIver

That the revised Policy A6. Service Recognition, be approved.

Carried

**B. Redundant Job Titles**

Moved by Councillor Anne Eadie  
Seconded by Councillor Paul Eagleson

That staff be directed to remove non-union job titles from the organizational structure to be reflected in the County's non-union job evaluation, pay grid and organizational charts and any other applicable documents effective July 07, 2016.

Carried

**C. Payroll Review Cost Allocation**

Moved by Councillor Robert Buckle  
Seconded by Councillor Anne Eadie

That staff be directed to fund the Payroll Review for a total value of \$25,000 to \$30,000 from the Tax Stabilization Reserve.

Carried

**D. 2017 Non-Union Cost of Living Adjustment (COLA) Agreement**

Moved by Councillor Anne Eadie  
Seconded by Councillor Mike Smith

That a 2.0% non-union salary grid increase effective January 1, 2017 at an approximate cost of \$257,754, be approved as the starting point for 2017 budget discussions.

Carried

**3. Closed Meeting**

Moved by Councillor Anne Eadie  
Seconded by Councillor Milt McIver

That the Committee move into a closed meeting to discuss;

- UNIFOR negotiations pursuant to Section 239 (2) (d) of the Municipal Act,2001, as amended relating to labour relations or employee negotiations and
- Personnel matters pursuant to Section 239 (2) (b) of the Municipal Act,2001, as amended relating to personal matters about an identifiable individual, including municipal or local board employees

Carried

**4. Rise and Report**

Moved by Councillor Anne Eadie  
Seconded by Councillor Paul Eagleson

That the Committee rise and report from the Closed meeting.

Carried

Moved by Councillor Robert Buckle  
Seconded by Councillor Milt McIver

That the Memorandum of Settlement between the County of Bruce, Brucelea Haven and Gateway Haven Long Term Care Homes and UNIFOR Local, 2458 receive approval including all terms and conditions; and,

That staff be authorized to make the necessary amendments to rates of pay, benefits and other matters identified as agreed changes in the new Memorandum of Settlement.

Carried

The Warden reported that staff were directed to post the Manager of Public Works position.

5. **Next Meeting**

The next meeting of the Human Resources Committee will take place on Thursday, August 4, 2016 in the Council Chambers, County Administration Centre, Walkerton, Ontario.

6. **Adjournment**

Moved by Councillor Robert Buckle  
Seconded by Councillor Anne Eadie

That the meeting of the Human Resources Committee adjourn at 3:17 p.m.

Carried

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Warden Mitch Twolan, Chair  
Human Resources Committee