



Human Resources Committee Minutes

January 6, 2017
3:00 p.m.
Council Chambers
County Administration Centre, Walkerton

Present: Warden Mitch Twolan, (Chair)
Councillors Robert Buckle, Anne Eadie, Paul Eagleson, David Inglis and Milt Mclver

Staff: Kelley Coulter, Chief Administrative Officer
Darlene Batte, Deputy Clerk
Marianne Nero, Director of Human Resources

Regrets: Councillors Janice Jackson and Mike Smith

1. Pecuniary Interest

There were no declarations of pecuniary interest.

2. Closed Meeting

Moved by Councillor Robert Buckle
Seconded by Councillor Anne Eadie

That the Committee move into a closed meeting to pursuant to section 239 (2) (b) of the Municipal Act, 2001 related to personal matters about an identifiable individual, including municipal or local board employees.

Carried

3. Rise and Report

Moved by Councillor Milt Mclver
Seconded by Councillor Anne Eadie

That the Committee rise and report from the closed meeting.

Carried

The Chair reported that staff were given direction in the closed meeting.

Councillor Milt Mclver withdrew from the Chambers.

4. Action Items

A. Carry-Over Funds - Health & Safety

Moved by Councillor David Inglis
Seconded by Councillor Robert Buckle

That a Health & Safety Reserve for the amount of \$35,000 be set-up in 2017 funded from the 2016 Health and Safety operating budget to complete an electrical circuit labelling project.

Carried

B. Non-Union Benefit Adjustments 2017

Moved by Councillor Anne Eadie
Seconded by Councillor David Inglis

That the following benefit increases be approved effective January 1st, 2017 for an approximate cost of \$14,000.00:

- Bereavement Leave - increase immediate family from 3 days to 4 days
- Massage Therapy - eliminate physician referral to obtain services. Currently massage therapy coverage is \$400 per calendar year. However, to access services, staff must obtain a medical referral which may cost \$0 to \$60 per doctor's note to access services.
- Osteopath - remove \$200 deductible. Currently Osteopath coverage is \$400 per calendar year with a \$200 deductible.
- Mental Wellness - Include both Psychiatrist & Social Worker with Masters Degree to assist in accessibility to services and reduction of fees to staff. Increase from \$300 to \$500 per calendar year maximum.
- Podiatrist / chiropractist - Remove \$7 per visit with \$200 calendar year maximum and change to Customary and Reasonable maintaining the \$200 calendar year maximum.
- Speech Therapist - Remove \$7 per visit with \$200 calendar year maximum and change to Customary and Reasonable maintaining the \$200 calendar year maximum.

Carried

5. Next Meeting

The next meeting of the Human Resources Committee will take place on Thursday, February 2, 2017 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 3:35 p.m.

Carried

Warden Mitch Twolan, Chair
Human Resources Committee