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Minutes The Blue Mountains Special Meeting of Council

MEETING DATE: October 22, 2012
LOCATION: Town Hall, Council Chamber
PREPARED BY: Corrina Giles, Town Clerk

A. Call to Order

- Mayor Anderson called the meeting to order with all members in attendance save Councillor Halos absent due to a previous commitment.

  Also in attendance Director of Engineering & Public Works Reg Russwurm, Director of Recreation Shawn Everitt, Director of Finance & IT Services Robert Cummings, Manager of Human Resources Tracey McKenna

- Approval of Agenda:

  Moved by: John McKean Seconded by: Gail Ardiel

  THAT the Agenda of October 22, 2012 be adopted as circulated, including any revisions to be made, Carried.

- No member made a declaration of pecuniary interest

B. Closed Session

Moved by: Gail Ardiel Seconded by: R.J. Gamble

THAT, with regard to subsection 239 of the *Municipal Act, 2001*, this Council does now move into closed session in order to address matters pertaining to litigation or potential litigation, including matters before administrative tribunals affecting the municipality or local board; and

AND with regard to personnel matters, Carried.

Council moved into closed session at 5:07 p.m.
Council moved into public session at 6:52 p.m.

C. Motions and Staff Reports

C.1 Compensation & Pay Equity Review, HR.12.5

Manager of Human Resources Tracey McKenna reviewed the Report noting that McDowell Associates Human Resources Consultants were retained to conduct a compensation review for the Town. Tracey noted that the Town needs to ensure Pay Equity compliance, and that the report has noted a Pay Equity adjustment retroactive to 2008 in the amount of approximately $23,000. Tracey noted there is a requirement that the Pay Equity plan be posted.

Tracey then spoke regarding the current salary structure and noted eight comparators have been used and that The Blue Mountains is currently in the 49th percentile of the market comparators.

Tracey noted that the costing schedule for 2013 has been attached to the staff report, and confirmed that the three important components to this compensation review is that the Town is internally equitable, pay equity compliant, and market competitive.

Director of Finance and IT Robert Cummings spoke reviewing the costing for 2013, Councillor Martin spoke questioning if the $23,000 Pay Equity adjustment is taken into consideration in the schedule, Rob replying yes.

Councillor McKean then spoke questioning if the schedule has taken the cost of living adjustment into consideration, Rob replying Council may wish to defer the cost of living adjustment discussion to the budget deliberations later this year, further noting Council may decide to work with the market median at this time.

Councillor Gamble then spoke noting he would like to see the target compensation rate deferred to be included in the budget discussions, further noting he cannot support setting a target compensation rate at this time.

Moved by: D.R. McKinlay Seconded by: John McKean

THAT Council receive Staff Report HR.12.5 “Compensation and Pay Equity Review” dated October 22, 2012, Carried.

Moved by: D.R. McKinlay Seconded by: John McKean

THAT with respect to Staff Report HR.12.5 “Compensation and Pay Equity Review” dated October 22, 2012, that Council approve the Town’s 2012 Pay Equity Plan;

THAT the 2012 Pay Equity Plan be posted for ninety days as per the *Pay Equity Act*;

THAT the Pay Equity adjustment be paid retroactive to 2008, in the amount of $22,566.79, Carried.

Moved by: D.R. McKinlay Seconded by: John McKean

THAT with respect to Staff Report HR.12.5 “Compensation and Pay Equity Review” dated October 22, 2012, Council establishes a 50th percentile target for compensation of Town staff as a percentile of the market comparator group identified in Staff Report HR.12.5, for the purpose of consideration in the 2013 budget.

In speaking to the Motion, Councillor Ardiel questioned if Council makes a decision to proceed to the 50th percentile how the adjustment would take effect and if the adjustment could be made in stages.

Consultant Marianne Love then spoke noting phasing in would be difficult, and noted she advises that the grid should be implemented in 2013 wholly and that cost considerations would be tempered accordingly. Marianne noted that a smaller cost of living adjustment could be implemented in 2013 and reiterated that internal equity is very important and that the new compensation grid should be put forward for full implementation in 2013.

Deputy Mayor McKinlay then spoke noting he is troubled by the cost to implement, but noted that inequities in our pay system need to be addressed, further noting that the Town could see a drain of skills in its workforce if the inequities are not dealt with.

Bob then spoke noting he cannot support the motion at this time.

Gail then spoke noting the Town is legislated to be Pay Equity compliant, and that standards should be set for all employees. Gail noted she recognizes this will be difficult for Council, but noted if internal equity is not dealt with, that good staff may be lost to other municipalities.

Duncan then questioned when looking at the percentile target and the cost to the taxpayer, if the percentile target could be reduced at budget time, Rob replying yes.

Council then voted on the Motion, Carried.

D. Closed Session

Moved by: John McKean Seconded by: R. J. Gamble

THAT with regard to subsection 239 of the *Municipal Act, 2001*, this Council do now move into closed session in order to address matters pertaining to a proposed or pending acquisition or disposition of land by the municipality or local board and with regard to the municipality's land inventory, Carried.

Council moved into closed session at 7:25 pm.
Council moved into public session at 7:45 pm.

E. Adjournment

Moved by: Gail Ardiel Seconded by: Michael Martin

THAT this Council does now adjourn at 7:46 p.m., Carried.

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Ellen Anderson, Mayor Corrina Giles, Town Clerk