



The Corporation of the Municipality of Mississippi Mills

Special Council Meeting #38-19

MINUTES

A special meeting of Council was held on Tuesday, November 26, 2019 at 3:00 p.m. in the Council Chambers.

A. CALL TO ORDER

Mayor Lowry called the meeting to order at 3:00 p.m.

B. ATTENDANCE

PRESENT:

Mayor Christa Lowry
Deputy Mayor Rickey Minnille
Councillor John Dalgity
Councillor Denzil Ferguson
Councillor Cynthia Guerard
Councillor Bev Holmes
Councillor Jan Maydan

ABSENT:

Ken Kelly, CAO
Jeanne Harfield, Acting Clerk
Rhonda Whitmarsh, Treasurer (arrived at 3:17, left at 4:23 p.m.)
Chad Brown, Fire Chief (arrived at 4:23 p.m.)

C. APPROVAL OF AGENDA

Resolution No. 689-19
Moved by Deputy Mayor Minnille
Seconded by Councillor Ferguson
THAT the agenda be approved.

CARRIED

D. DISCLOSURE OF PECUNIARY INTEREST OR GENERAL NATURE THEREOF

Councillor Dalgity declared a pecuniary interest on matters related to pay-band 301-350 as his daughter is an employee of the Almonte Daycare.

E. CONSIDERATION OF A CLOSED SESSION

Resolution No. 690-19
Moved by Councillor Maydan
Seconded by Councillor Dalgity
THAT Council enter into an in camera session at 3:00 p.m. re: for personal matters about an identifiable individual, including municipal or local board employees (*Municipal Act* s. 239(b)) – HR Matter

CARRIED

Resolution No. 691-19**Moved by Deputy Mayor Minnille****Seconded by Councillor Holmes****THAT** Council return to regular session at 4:07 p.m.**CARRIED****Rise & Report**

1. HR Matter

Resolution No. 691-19**Moved by Councillor Maydan****Seconded by Councillor Holmes****THAT** Council approve the Pay Equity Maintenance Memorandum prepared by Lynn Burkhart.**CARRIED****Resolution No. 692-19****Moved by Councillor Ferguson****Seconded by Councillor Dalgity****THAT** Council approve the 2019 proposed non-union pay scale for those pay bands affected by job evaluation effective January 1, 2020.**CARRIED****Resolution No. 693-19****Moved by Councillor Ferguson****Seconded by Councillor Maydan****THAT** Council approve a retroactive payment from October 27, 2017 to December 31, 2019 for employee number 0057.**CARRIED****Resolution No. 694-19****Moved by Councillor Holmes****Seconded by Deputy Mayor Minnille****THAT** Council approve the 2019 proposed non-union pay scale for those pay bands 101-300 and 351-850+ affected by market evaluation effective January 1, 2020.**CARRIED**

Councillor Dalgity did not participate in the following vote

Resolution No. 695-19**Moved by Deputy Mayor Minnille****Seconded by Councillor Maydan****THAT** Council approve the 2019 proposed non-union pay scale for those pay band 301-350 affected by market evaluation effective January 1, 2020.**CARRIED**

Resolution No. 696-19**Moved by Councillor Dalgity****Seconded by Councillor Ferguson****THAT** Council authorizes Staff to continue to review the benefits program offered to municipal employees.**CARRIED****Resolution No. 697-19****Moved by Councillor Maydan****Seconded by Councillor Holmes****THAT** Council authorizes Staff to continue to maintain internal equity and pay equity by evaluating any newly created or changed positions for placement on the non-union pay scale.**CARRIED****Resolution No. 698-19****Moved by Councillor Holmes****Seconded by Councillor Dalgity****THAT** Council authorizes Staff to review union increases and the impacts on non-union pay equity every two to three years or at the time the union revisits or negotiates its own compensation structure.**CARRIED****Resolution No. 699-19****Moved by Councillor Dalgity****Seconded by Councillor Maydan****THAT** Council authorizes Staff to ensure that no changes are made to non-union pay scales without consideration of pay equity and internal equity.**CARRIED**

Council recessed at 4:23 p.m. and resumed at 4:36 p.m.

Resolution No. 700-19**Moved by Deputy Mayor Minnille****Seconded by Councillor Ferguson****THAT** Council re-enter into an in-camera session at 4:25 p.m. re: for personal matters about an identifiable individual, including municipal or local board employees (*Municipal Act* s. 239(b)) – HR Matter**CARRIED****Resolution No. 701-19****Moved by Deputy Mayor Minnille****Seconded by Councillor Holmes****THAT** Council return to regular session at 5:10 p.m.**CARRIED**

2. HR Matter

Resolution No. 702-19**Moved by Councillor Guerard****Seconded by Councillor Ferguson****THAT** Council receive the Volunteer Firefighter Compensation Review report as information;**AND THAT** the existing volunteer firefighter compensation package is amended to reflect a minimum of two (2) hours pay per incident;**AND THAT** the two (2) hour pay per incident be applied retroactively to November 1, 2018;**AND THAT** the policy is changed to include a percentage pay increase for senior positions;**AND THAT** the policy is changed to remove honorariums from senior staff.**CARRIED****F. CONFIRMATORY BY-LAW**

By-law 19-117

Resolution No. 703-19**Moved by Deputy Mayor Minnille****Seconded by Councillor Holmes****THAT** By-law 19-117, being a by-law to confirm the proceedings of the Council of the Corporation of the Municipality of Mississippi Mills at its special meeting held on the 26th day of November, 2019, be read, passed, signed and sealed in Open Council this 26th day of November, 2019.**CARRIED****G. ADJOURNMENT****Resolution No. 704-19****Moved by Councillor Dalgity****Seconded by Councillor Maydan****THAT** the meeting be adjourned at 5:12 p.m.**CARRIED**

Christa Lowry
MAYOR

Jeanne Harfield
ACTING CLERK