



July 6, 2017

2:39 p.m.

Township of Huron-Kinloss Council Chambers
Ripley, Ontario

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

Staff: Kelley Coulter, Chief Administrative Officer
Darlene Batte, Deputy Clerk
Bettyanne Cobean, Director of Corporate Services
Chris LaForest, Director of Planning and Development
Melissa Legacy, Director of Library Services
Christine MacDonald, Director of Social Services and Housing
Michael McKeage, Director of Health Services
Marianne Nero, Director of Human Resources
Donna Van Wyck, Clerk

1. Pecuniary Interest

There were no declarations of pecuniary interest.

2. Action Items

A. Redundant and Amended Job Titles

Moved by Councillor Robert Buckle
Seconded by Councillor Anne Eadie

That the non-union job titles be removed from the organization structure;
and,

That the job titles be amended as reported in the County's non-union job evaluation plan, pay grid, organization charts and any other applicable documents effective July 1, 2017.

Carried

B. HR Policy C12 - Salary Administration

**Moved by Councillor David Inglis
Seconded by Councillor Robert Buckle**

That Policy C12- Salary Administration be adopted.

Carried

C. HR Policy C13 - Compensation Program

**Moved by Councillor Anne Eadie
Seconded by Councillor David Inglis**

That Policy C13 - Compensation Program be adopted.

Carried

3. Closed Meeting

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

That the Committee move into a closed meeting;

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

Carried

Bettyanne Cobean, Chris LaForest and Michael McKeage left the meeting at 2:45 p.m.

4. Rise and Report

**Moved by Councillor Robert Buckle
Seconded by Councillor Paul Eagleson**

That the Committee rise and report from the closed meeting.

Carried

5. Canadian Union of Public Employees (CUPE) and its Local 4481 - Library

Moved by Councillor Mike Smith

Seconded by Councillor Robert Buckle

That the Memorandum of Settlement between the County of Bruce and the Canadian Union of Public Employees (CUPE) on behalf of its Local 4481 Library Union receive approval including all terms and conditions.

Carried

6. Innovation Program Review & Restructure

Moved by Councillor Anne Eadie

Seconded Councillor David Inglis

That the restructure of the Income and Employment Division be approved; and,

That the Innovation Fund Manager position be made redundant; and,

That the number of Employment Counsellors increase from two to three.

Carried

7. Next Meeting

The next meeting of the Human Resources Committee will take place on Thursday, August 3, 2017 in the Council Chambers, County Administration Centre, Walkerton, Ontario.

8. Adjournment

Moved by Councillor Robert Buckle

Seconded by Councillor Paul Eagleson

That the meeting of the Human Resources Committee adjourn at 3:06 p.m.

Carried

**Warden Mitch Twolan, Chair
Human Resources Committee**