

Minutes

Committee of the Whole

September 14, 2023

Call to Order

Grey County Council met on the above date at the County Administration Building. Warden Milne assumed the Chair and called the meeting to order at 10:15 am with all members present, except Councillors Mackey, McQueen, Nielsen, and Boddy. Alternate Councillor Koepke attended on behalf of Councillor Boddy. Councillors Matrosovs, and Bordignon participated virtually.

Declaration of Interest

There were no declarations of interest.

Business Arising from Minutes

There was no business arising from the minutes.

Determination of Items Requiring Separate Discussion

Councillor Dobreen requested that item 6.b. regarding report PDR-CW-41-23 - NB Martin MFG Inc. Official Plan Amendment Merit Report be pulled for further discussion.

The Committee unanimously agreed to consider the agenda for today's meeting in the following order.

Consent Agenda

CW125-23

Moved by: Councillor Dobreen

Seconded by: Councillor Keaveney

That the following Consent Agenda items be received; and

That staff be authorized to take the actions necessary to give effect to the recommendations in the staff reports; and

That the correspondence be supported or received for information as recommended in the consent agenda.

- a. **PDR-CW-38-23 - Meaford Haven Plan of Subdivision Redline Revision Final Report 42T-2011-03**
That report PDR-CW-38-23 be received; and
That all written and oral submissions received on plan of subdivision 42T-2011-03 known as Meaford Haven were considered; the effect of which helped to make an informed recommendation and decision; and
That in consideration of the redline revision to plan of subdivision application 42T-2011-03, and the matters to have regard for under Subsection 51(24) of the Planning Act, the Grey County Committee of the Whole hereby approves the revised plan of subdivision to create a total of nineteen (19) blocks for future residential, commercial, stormwater management, parkland, environmental protection and streets on lands described as Part of Lot 1697, Registered Plan 309, geographic town of Meaford, now in the Municipality of Meaford, subject to the revised conditions set out in the Notice of Decision.
- b. **PDR-CW-42-23 - Joe Bauman Minor Exemption Application**
That report PDR-CW-42-23, regarding the Joe Bauman minor exemption application, be received, and
That the application for a minor exemption under the County's Forest Management By-law for 023293 Holland-Sydenham Townline, Lot 1, Concession 10, in the geographic Township of Sydenham, Municipality of Meaford, be approved.
- c. **PDR-CW-43-23 - Cottages of Lora Bay Draft Plan Extension 42-CDM-2006-11**
That report PDR-CW-43-23 be received; and
That in consideration of the application for extension of the lapsing date for the approval of draft plan of condominium 42-CDM-2006-11 on lands described as Part of Lot 39, Concession 12 being Part of Lots 1 & 3, Registrar's Compiled Plan 1032, (geographic Township of Collingwood) in the Town of The Blue Mountains, the County of Grey Committee of the Whole hereby:
- a. revises the conditions for the approval for the draft plan of condominium as set out in the draft Notice of Decision attached to PDR-CW-43-23; and
- b. extends the lapsing date to September 30, 2025.

Carried

Items For Direction and Discussion

CCR-CW-12-23 - Inaugural Considerations

CW126-23

Moved by: Councillor McKay

Seconded by: Councillor Eccles

That report CCR-CW-12-23 regarding inaugural considerations be received; and

That section 3.1 – Date of Inaugural Session of the County’s Procedural By-law 5134-22 be waived for the purposes of the election of the 2023-2024 Warden; and

That the Inaugural meeting for the 2023-2024 year be held at 5:00 PM Tuesday December 5, 2023; and

That staff be directed to include a proposed time of 5:00 PM for inaugural meetings in a future procedural by-law update.

Carried

HRR-CW-12-23 - Award of NRFP-HR-02-23 HCM Capital Project

CW127-23

Moved by: Councillor Dickert

Seconded by: Councillor Carleton

That report HRR-CW-12-23 be received; and

That Ceridian Canada Ltd. be awarded NRFP-HR-02-23, a contract to provide the Human Capital Management (HCM) Solution for the Corporation for a term of 5 years at a total fixed fee of \$1,229,713.53 including non-refundable HST; and

That 2023 costs be funded \$138,700 from the One-Time Funding Reserve and \$10,706.93 from the Human Resources Reserve as per the 2023 Approved Budget; and

That Council authorize staff to negotiate the terms of final agreements with Ceridian Canada Ltd. in accordance with the provisions of Report HRR-CW-12-23; and

That Council authorize staff to proceed with that negotiation prior to formal Council approval as per Section 26.6 (b) of the Procedural By-Law; and

That the Warden and Clerk be authorized to sign the final agreements to bind the award as negotiated ahead of Council approval as per Section 26.6 (b) of the Procedural By-Law provided

they are in a form satisfactory to the Chief Administrative Officer (CAO).

Carried

Delegations

Jane Mizanski, Gallagher Benefit Services Group

Jane Mizanski, Gallagher Benefit Services Group, introduced the development of the non-union compensation program and pay equity review. The consultant noted that the County's last non-union compensation review occurred in 2013 and spoke about the interim measures undertaken during this period. The consultant described the background to the review, noting changes to the labour market and disruption or pressures facing the municipal sector, such as retirements and diminishing numbers of candidates.

Councillor Mackey joined the meeting electronically at this time.

The consultant reviewed the requirements and ongoing considerations for pay equity legislation. The consultant spoke about the tools and systems to analyze and improve internal pay equity, including the results of a market review of ten upper-tier municipal comparators. The consultant reviewed how positions can be realigned with market-competitive pay bands and salary grid.

Councillor McQueen joined the meeting electronically at this time.

In response to questions from the Committee, the consultant noted considerations for cost of living and confirmed that adjustments are incorporated annually through the budget process. The consultant confirmed that cost of living considerations were largely comparable to the selected market comparators. Further, the consultant discussed the implications of realigning the pay bands and salary grid using the 50th percentile.

The meeting recessed and reconvened at 11:27 a.m.

Items For Direction and Discussion

Closed Meeting Matters

Council proceeded into closed session at 11:28 a.m.

Council returned to open session at 11:59 a.m.

The Warden confirmed that only the items stated in the resolution to move into closed session were discussed.

CW128-23

Moved by: Councillor Eccles

Seconded by: Councillor Dobreen

That Committee of the Whole does now go into closed session pursuant to Section 239 (2) of the Municipal Act, 2001, as amended, to discuss:

- i. Personal matters about an identifiable individual and labour relations or employee negotiations (HRR-CW-10-23 – Non-Union Compensation and Pay Equity Review); and**

That the following staff remain in attendance:

Kim Wingrove, Randy Scherzer, Tara Warder, Rob Hatten, Jennifer Moreau, Sandra Shipley, Mary Lou Spicer, and Sarah Goldrup.

Carried

HRR-CW-10-23 - Non-Union Compensation and Pay Equity Review

Councillor Matrosovs left the meeting at this time.

Councillor Eccles requested a recorded vote.

In Favour: Mackey 4, McQueen 6, Kentner 6, Keaveney 5, Koepke 8, Greig 8, Milne 4, Dobreen 3, Bordignon 7, Eccles 6, Hutchinson 6

Opposed: McKay 3, Carleton 6, Pringle 5, Paterson 4, Dickert 3

Absent: Nielsen 5, Matrosovs 7

The motion was Carried (63-21).

CW129-23

Moved by: Councillor Mackey

Seconded by: Councillor Carleton

That report HRR-CW-10-23 regarding Non-Union Compensation and Pay Equity Review be received; and

That Council receive the Compensation Review Final Report by Gallagher Benefit Services Group (Canada) Inc.; and

That Council direct staff to phase-in the updated 2023 pay structure and target pay policy of P50 for consideration in the 2024 budget process at an estimated cost of (to be determined).

That Council direct staff to bring forward a future report with recommendations to develop a Non-Union Compensation Program including Job Evaluation, Target Pay Policy, Annual Salary Adjustments, and how cost-of-living adjustment (COLA) increases will be set annually.

Carried

CSR-CW-19-23 - Emergency Housing Options

Councillor Matrosovs rejoined the meeting at this time.

CW130-23

Moved by: Councillor Pringle

Seconded by: Councillor Paterson

That report CSR-CW-19-23 regarding Emergency Housing Options be received for information.

Carried

Items From Consent for Further Discussion

PDR-CW-41-23 - NB Martin MFG Inc. Official Plan Amendment Merit Report

CW131-23

Moved by: Councillor Dobreen

Seconded by: Councillor Keaveney

That report PDR-CW-41-23 regarding a proposed County Official Plan Amendment be received; and

That the proposal proceeds to a Public Meeting to consider an amendment to the County of Grey Official Plan to permit an on-farm diversified use on an undersized Agricultural lot, being 10 hectares on lands legally described as Part Lot 27, Concession 16, as in GS148863, geographic township of Proton, now in the Township of Southgate, provided the Township is prepared to hold a joint public meeting in consideration of the necessary local official plan amendment and zoning amendment requirements.

Carried

Closed Meeting Matters

Council proceeded into closed session at 12:42 p.m.

Council returned to open session at 1:21 p.m.

The Warden confirmed that only the items stated in the resolution to move into closed session were discussed.

CW132-23

Moved by: Councillor Mackey

Seconded by: Councillor Carleton

That Committee of the Whole does now go into closed session pursuant to Section 239 (2) of the Municipal Act, 2001, as amended, to discuss:

- i. Labour relations or employee negotiations (HRR-CW-11-23 - Ontario Nurses Association (ONA) Collective Bargaining).**
- ii. A proposed or pending acquisition of land by the municipality (CSR-CW-19-23 - Emergency Housing Option).**

Carried

Other Business

There was no other business.

Notice of Motion

Councillor Keaveney presented a notice of motion for the September 28, 2023, meeting of the Committee of the Whole regarding a potential partnership between the County of Grey and the Municipality of Meaford for an affordable housing and community greenspace project to be located on the former Georgian Bay Community School track property.

Adjournment

On motion of Councillors Dobreen and Paterson, Committee of the Whole adjourned at 1:22 p.m. to the call of the Chair.

Brian Milne, Warden

Tara Warder, Clerk