

THE CORPORATION OF THE TOWNSHIP OF HORTON

Special Council Meeting

July 5, 2013

There was a Special Council Meeting held in the Municipal Council Chambers on Friday July 5, 2013. Present was Mayor Don Eady, Councillor Bob Kingsbury, Councillor Glen Campbell, Councillor Jamey Larone and Councillor Margaret Whyte. Staff present was Mackie McLaren, CAO/Clerk.

1. CALL TO ORDER

Mayor Eady called the Meeting to Order at 1:15 p.m.

2. DECLARATION OF PECUNIARY INTEREST

There was no declaration of pecuniary interest

3. PUBLIC WORKS MANAGER POSITION

Report on Reference Checks

Mayor Eady said there are two types of reports on reference checks. One is from the names submitted by the applicant and the other is from Council Members speaking with other contacts they may have.

The CAO/Clerk reviewed the results from the three reference checks he carried out on references submitted by the selected applicant. The three people all gave excellent references.

Mayor Eady asked if any Council Members had made a reference check contact as suggested by Bruce Beakley after the interviews were completed. Councillor Kingsbury said he tried several ways to get information and eventually contacted a third party to contact a current or previous politician in the municipality the applicant formally worked in. He did get a response from a former council member.

Councillor Larone said he had no contact.

Councillor Whyte said all she had was local gossip which Council should not go on.

Councillor Campbell said he tried to speak to several members. He played tag with a current employee which the CAO/Clerk had on his list and had the same comments.

After a lengthy discussion in which Council Members again debated if the position was a full time or part time position, the following resolution was put forward:

Moved by Bob Kingsbury

Resolution No. 2013 –224

Seconded by Jamey Larone

That Council offers Janet Collins the position of Public Works Manager at Grid 5 Step B subject to the following terms:

- A performance review after 3 months with the Chair of Public Works, Human Resources Committee and the CAO/Clerk. If not a fit, a recommendation will be made to Council to terminate at this time.

- A second performance review at the end of 6 months probationary period. If not a fit, a recommendation will be made to Council to terminate at this time.
- Bruce Beakley, County HR Director be authorized to make this offer to Ms. Collins.
- Council gives Bruce Beakley the option to negotiate salary up to Grid 5 Step C.

Carried on Division

Mayor Eady opposed.

4. COUNCIL REMUNERATION POLICY

Mayor Eady informed Council Members that they discussed changing this policy some months ago from pay by meeting to an annual remuneration. The Finance Committee recently met with the Finance Manager and they learned that the 1/3 income tax exemption could include benefits. The Finance Committee proposes an annual remuneration rate for each Council Member of \$12,500 plus \$4,000 for benefits. If the Council Member does not take the benefits they would be compensated. If the benefits were included in the salary, it would make the Council Members responsible to pay for them directly, so all Members will receive the same financial remuneration. An option would be to split the benefit package between drugs, dental, hospital, life insurance etc. The Finance Manager was checking if this was possible.

Councillor Kingsbury said the current Remuneration By-law states that if you don't use the group health benefit there is no cash value given to the Members to compensate for not using the benefits. This is consistent with other municipalities and private groups. Some staff members are in the same situation – would this be open to them?

Mayor Eady said that under the proposal everyone is compensated the same where it is not the situation now.

Councillor Larone, Co-Chair of the Finance Committee said the proposed remuneration is an average of Council Members remuneration over the first two years of this term including conferences.

Mayor Eady said the Finance Manager is working on data and will complete when she returns from vacation.

Councillor Kingsbury said the Remuneration By-law requires a review in the final year of each term which would be next year.

Councillor Kingsbury said he doesn't know what other members charge for the same meeting. What is the definition of a meeting? It is this reason he proposed an annual remuneration – not paid by the meeting, with benefits and conferences not included in the salary amount. He doesn't support being compensated if you don't use the benefits.

Mayor Eady said we must follow the letter of the law, be a legally called meeting and records kept to qualify for a meeting to be paid remuneration.

Councillor Kingsbury asked what about preparation time, meeting with staff, preparing for a meeting.

The CAO/Clerk reviewed the history of meeting remuneration which included Council Members discussion with staff lasting more than 30 minutes. When the meeting pay structure was set up there wasn't the

formal committee structure there is today. Then a Committee Chair was more of a liaison between a department and council, so a “meeting” would be meeting the Department Head to discuss issues between Council Meetings and in preparation for a Council Meeting.

Councillor Larone said it is not fair that some members are getting the benefit some are not.

Councillor Whyte said when she was an employee she didn't claim benefits as her husband had a better plan but her salary remained the same.

Councillor Larone asked if we are going to consider a Committee of the Whole meeting structure as part of the remuneration considerations. Councillor Campbell said that he would look at Committee of the Whole. He asked with an annual remuneration would people question if you attend all meetings. He asked if any other municipalities have an annual remuneration system. The CAO/Clerk said most do.

Recreation Committee Chair

Councillor Whyte said she had another issue to discuss about committee structure and she read a letter of her resignation as Chair of the Recreation Committee. Mayor Eady confirmed that Councillor Whyte spoke to him about this yesterday. He said Councillor Whyte has worked hard but is very discouraged with the Committee and discussed some of the issues.

Councillor Whyte said Council has done what it said it was going to do. We have a good handle on the debt, safety issues have been dealt with, without team work nothing would be done, tried to build trust and teamwork didn't come, members come and go but never give the real reason they they are resigning, we have a set budget – let the volunteers run it for the remaining 6 months of the year.

Councillor Kingsbury said he has been there as past chair of the Recreation Committee. He has lost hours of sleep. Councillor Campbell said he believes Council is not standing behind our Council Member. She has the support of the ratepayers, does lots of volunteering. The Committee should be addressed. He said he attended several Committee Meetings and respect at the Meetings is lacking.

Councillor Kingsbury said it is the Mayor's call who is appointed Committee Chair. Could he appoint all Council Members to be on the Committee?

Mayor Eady said for 7 years Council ran Recreation Committee because there were 3 Council Members on the Committee. Never an issue. Now with 2 Council Members the volunteers have more autonomy. This Council has put more money into Recreation than in the history of Horton. This Council has recommended volunteers for awards more than anytime in history.

Councillor Larone asked Chair Whyte to reconsider her resignation if 5 Council Members sit as members of the Committee. He would feel very comfortable with a Committee of the Whole. He asked how the building addition can proceed if the Chair is not a Council Member. He said he would be shocked if ground was turned on this construction before September 1.

Councillor Larone asked if there was an opportunity for an “arbour day” to help clean up the CN Trail. Should be partly maintained by Recreation.

Councillor Kingsbury said there is never any budget for it and urged it be under Public Works Department. Councillor Campbell said if it is to be Public Works, he knows how to proceed.

Mayor Eady asked if Council should contact our member of parliament to request an extension of 1 year to the completion of the Community Centre Expansion Project. Councillor Larone said that was a good idea but suggested December 31 2014 may be a better date which will coincide with the end of this Council term. He said he is concerned with the mortar work on the existing structure which was carried out in frost conditions. He noted that this is a poor year for weather to start a project. Construction is slow to get going.

Mayor Eady said we have to review tender options for this project. We need to consider tendering the whole job or tender in sections which may permit a supplier to get a preferred rate from a manufacturer. He suggested that if a contractor offers a donation with a tender that the cheque accompany the tender bid and not be cashed until the invoice for the work is received and cheque for the invoice is in the mail.

Councillor Campbell noted that the County issues tenders for bulk pricing from time to time and they ask for options. If a contractor can show savings it will be factored into the award discussion.

Mayor Eady suggested that there were enough ideas on Council Remuneration on the table to consider whether Council Members make decision or appoint a committee to make a recommendation.

5. RETAINING WALL RAILING AT COMMUNITY CENTRE – REPORT FROM ENGINEER

The CAO/Clerk informed Council that John MacIntyre, the engineer who designed the retaining wall plans, has inspected the work and is satisfied with the work and signed off. Councillor Kingsbury said this is what he was looking for.

Moved by Bob Kingsbury

Resolution No. 2013-225

Seconded by Margaret Whyte

That Council, upon receipt of the engineer's sign off, authorizes that the contractor be paid for the construction of the retaining wall at Community Centre.

Carried

6. BEACH SUB-COMMITTEE REQUEST

Direction to Committee on Specifications for Access Road

The CAO/Clerk informed Council that one of the terms of reference they gave the sub-committee to investigate was the standard required for the access road. It was suggested by one of the Committee Members that Council give further direction on what this standard would be. After discussion, the Council Members directed this question to the Public Works Committee and requested that the Sub-Committee Members who are working on this topic attend as well.

7. OTHER BUSINESS

TransCanada Pipeline – Open House October 3, 2013

The CAO/Clerk informed Council that TransCanada Pipeline has offered to hold an open house for this area in our Community Centre. The only available date is Thursday October 3. That would be a euchre night. He asked for authority to bump euchre for that evening. Council agreed that it

was most important that Horton host this public meeting for Horton and neighbouring municipalities.

Renfrew and Area Home Support – Fundraising Dance

Councillor Whyte, Chair of Recreation Committee said the Renfrew and Area Home Support Board have requested to book the Horton Community Centre for a fundraising dance on October 19th. They asked if we could donate part of the hall rental fees. The Township will still get the bar proceeds.

Councillor Kingsbury declared pecuniary interest as his wife is part of the organizing committee. He did not take part in the discussion or vote.

The Council Members discussed a nominal fee to offset set up and cleaning costs.

Moved by Jamey Larone

Resolution No. 2013-226

Seconded by Margaret Whyte

That the Township reduce the rental fee to \$100 for the Renfrew and Area Seniors Home Support rental of the Horton Community Centre on October 19th.

Carried

Committee of the Whole for Recreation

Mayor Eady noted that he would require some financial information for the July 17th Recreation Committee Meeting. The Members also discussed all Council Members attending this Committee Meeting. Councillor Kingsbury said he would not be available that evening. The other Council Members said they were available. It was suggested that Mayor Eady act as Chair for that meeting. He agreed.

8. ADJOURNMENT

Moved by Margaret Whyte

Resolution No. 2013-227

Seconded by Jamey Larone

That Council adjourn this Special Council Meeting at 5:03 p.m.

Carried

MAYOR

CAO/Clerk