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## Corporate Services Committee

January 13, 2015 – 10:00 AM

The Corporate Services Committee met on the above date at the County Administration Building with the following members in attendance:

Present: Chair Bob Pringle; Councillors Dwight Burley, Paul McQueen, Selwyn Hicks, Harley Greenfield, Arlene Wright, Norman Jack and John McKean; and Warden Kevin Eccles

### Staff

Present: Michael Kelly, Acting Chief Administrative Officer; Kevin Wepler, Director of Finance; Sharon Vokes, County Clerk / Director of Council Services; Anne Marie Shaw, Director of Housing; Grant McLevy, Director of Human Resources; Randy Scherzer, Director of Planning; Mike Muir, Director of Paramedic Services; Lynne Johnson, Director of Long-Term Care; Doug Johnstone, Financial Analyst; Rob Hatten, Communications Officer and Tara Warder, Recording Secretary

## Call to Order

Chair Pringle called the meeting to order at 10:00 AM.

## Adoption of the Agenda

CS07-15 Moved by: Councillor Wright                      Seconded by: Councillor Jack

**THAT the Corporate Services Committee agenda dated January 13, 2015 be adopted as amended.**

Carried

## Declaration of Pecuniary Interest

There was none.

## Business Arising from the Minutes

### *Corporate Services Committee minutes dated December 9, 2014*

These minutes are for information only as they were adopted by Grey County Council on January 6, 2015.

## Deputations

### *Markdale Hospital Project - Lance Thurston, CEO – Grey Bruce Health Services*

Lance Thurston addressed the Committee on the new Centre Grey / Markdale Hospital Project to be located at the Grey Gables site. Mr. Thurston provided a history on the matter and an overview of the proposed plans which include a 24/7 emergency department, procedure room, four inpatient beds, ambulatory care, a lab, and diagnostic imaging.

Mr. Thurston spoke to the benefits the new hospital will bring, including a larger and more efficient facility than the one currently in existence, anticipated to have one floor with a basement, each at approximately 50,000 square feet in size. Further information regarding the logistics of patient care were provided.

Discussion occurred on the possibility of staffing changes and parking proposals.

## Reports –Planning

### *PDR-CS-07-15 Markdale Hospital Report*

Randy Scherzer addressed the Committee on the above report regarding a land transfer for the lands required for the Centre Grey / Markdale hospital.

Staff are recommending that support be given in principle to transfer the balance of the Grey Gables property to Grey Bruce Health Services. The property line and exact amount of land to be transferred has not been finalized to date. Staff need to ensure the future requirements of Grey Gables will be met, however the balance of the land is anticipated to be approximately 42 acres. The appraised value of the lands will be

deducted from the \$1,000,000 contribution that Grey County has committed to the project.

Mr. Scherzer addressed questions and comments from the Committee regarding the location of existing and proposed easements, proposed stormwater management areas, and the need to consider future parking requirements at the south end of the property.

Staff noted that a report will be brought forward which includes the transfer agreement which will contain the finalized plans.

CS08-15      Moved by: Councillor Jack                      Seconded by: Councillor McKean

**WHEREAS Council approved By-law 4245-05 on September 6, 2005 being a by-law to authorize capital grants totaling \$1,000,000 to the Centre of Grey Hospital services Foundation for the Centre Grey General Hospital Building Fund (proposed Markdale Hospital) which includes a commitment to transfer lands owned by the County of Grey directly adjacent to the Grey Gables Long-Term Care Facility;**

**AND WHEREAS the Ministry of Health has announced that the government is moving forward with plans to construct a new Markdale Hospital;**

**AND WHEREAS previous concept plans indicated that a total of 12 acres of land were required for the new Markdale Hospital;**

**AND WHEREAS County staff recently met with Grey Bruce Health Services staff who requested that the balance of the Grey Gables property be transferred to the Grey Bruce Health Services based on the current concept plan and based on site constraints;**

**NOW THEREFORE BE IT RESOLVED THAT Report PDR-CS-07-15 be received;**

**AND THAT support in principle be given to transfer the balance of property excluding the Grey Gables property, to Grey Bruce Health Services for the new Markdale Hospital;**

**AND FURTHER THAT staff be directed to hire an appraiser to determine the value of the subject lands which will be subtracted from the \$1,000,000 capital contribution to determine the amount of money to be paid to Grey Bruce Health Services in accordance with By-law 4245-05;**

**AND FURTHER THAT staff be directed to hire a surveyor to survey**

**the subject lands and to bring forward a land transfer agreement  
addressing the matters as identified in Report PDR-CS-07-15.**

Carried

*Benefit Renewal Review - Dawn Hoskins and Susy Nichols – Mosey and  
Mosey*

Dawn Hoskins provided information on the County of Grey's benefit renewal review. Ms. Hoskins provided a history of recent marketing history, historical adjustments and what factors contribute to the premiums, including projected claims, administration fees, inflation trends and stop loss insurance.

Ms. Hoskins noted that extended health care benefits are contributing to 88% of the overall increase. It was noted that drug claims are normal when compared to other Counties however massage use is higher when these comparators are used. Drug use makes up more than 75% of total claims.

Discussion occurred on the options to prevent significant increases in premiums at renewal. Ms. Hoskins elaborated on use of assistance card programs for medications, examining the drug formulary, the option to look at a defined contribution plan versus a defined benefit plan, and the importance of educating employees on the matter.

Ms. Hoskins noted that employees have a role in sustaining the benefit plan.

## Reports – Human Resources

*HRR-CS-02-15 2015 Employee Group Benefit Insurance Renewal*

Grant McLevy addressed the Committee on the above report and spoke to the difficulties in negotiating benefits.

Discussion occurred on establishing a committee to review options within the benefit plan and suggestion to have employees pay a certain percentage of their costs, among other options. Staff suggested that Senior Management could look at various options to consider.

CS09-15      Moved by: Councillor Burley      Seconded by: Councillor Greenfield

**THAT Report HRR-CS-02-15 regarding the 2015 Employee Group  
Benefit Insurance Renewal be received;**

**AND THAT the insurance policies with AIG Commercial Insurance and Sun Life Financial be renewed for the period of January 1 to December 31, 2015.**

Carried

CS10-15 Moved by: Councillor Burley                      Seconded by: Councillor McQueen

**WHEREAS employee benefit costs continue to increase at an unsustainable rate;**

**AND WHEREAS Grey County is a supportive employer that recognizes the importance of finding the balance of the provision of benefits to employees versus affordability;**

**NOW THEREFORE BE IT RESOLVED THAT staff are hereby directed to meet with representatives of Mosey and Mosey to explore options of cost containment;**

**AND FURTHER THAT the Director of Human Resources report back to the Corporate Services Committee on recommendations to address the matter.**

Carried

*HRR-CS-03-15 2015 Workplace Safety and Insurance Board Insurance Coverage Renewal*

Grant McLevy presented the above report, recommending the approval of certain insurance policies for 2015 to mitigate exposure for catastrophic accidents.

CS11-15 Moved by: Councillor Wright                      Seconded by: Councillor McKean

**THAT Report HRR-CS-03-15 regarding Workplace Safety Insurance Board (WSIB) Insurance be received;**

**AND THAT the following insurance policies through Jardine Lloyd Thompson of Canada be approved for 2015:**

- **Chubb Insurance Company for occupational accident insurance at a premium of \$72,682.92 including provincial sales tax, and**
- **Chubb Insurance Company for excess indemnity insurance at a premium of \$158,564.52 including provincial sales tax.**

Carried

*HRR-CS-04-15 Memorandum of Agreement – Ontario Registered Nurses Association (ONA)*

Grant McLevy presented the above report to the Committee. Staff believe that the ONA agreement is acceptable and staff are recommending that the agreement be ratified.

CS12-15 Moved by: Councillor Greenfield Seconded by: Warden Eccles

**THAT in accordance with the terms of the Memorandum of Settlement, as outlined in Report HRR-CS-04-15, the Collective Agreement between the County of Grey and the Ontario Registered Nurses Association is hereby ratified.**

Carried

Reports - Finance

*FR-CS-07-15 Corporate Services Financial Report and Treatment of Year End Surplus Deficit Positions*

Kevin Wepler presented the above report regarding the treatment of the year end surplus/deficit report.

CS13-15 Moved by: Councillor Jack Seconded by: Councillor Hicks

**THAT Report FR-CS-07-15 regarding the Corporate Services Financial Report and the Treatment of Year-End Surplus/(Deficit) Positions be received;**

**AND THAT any function under the control of the Corporate Services Committee ending the year with a deficit be funded from those Corporate Services Departmental budget functions ending the year with a surplus;**

**AND THAT the \$35,000 included in the 2014 Property Administration Building Capital budget to paint the exterior of the Administration building and balcony decks, now scheduled for completion in 2015, be transferred to reserve for use in the 2015 budget;**

**AND THAT \$50,000 in surplus funds be transferred to the Information Services Reserve to assist with future funding requirements for the**

**upgrade or replacement of the corporate records management software;**

**AND FINALLY THAT any remaining surplus be transferred to the One-Time Funding Reserve to fund any 2014 operating budget deficits for the Grey County Housing operations.**

Carried

The Committee recessed, then reconvened.

*FR-CS-08-15 Draft 2015 Corporate Services Budget*

Kevin Weppler presented the draft 2015 Corporate Services budget.

Discussion occurred on the proposed Human Resources - Labour Relations Coordinator position and the annualized salary of the position. Staff noted that the budget could reflect the actual cost of the position for 2015 based on a summer start date which would result in a slight reduction to the draft budget. Further, staff recently received the billing notice from the Municipal Property Assessment Corporation (MPAC) and can reduce the 2015 Assessment budget based upon this received invoiced amount.

The Committee discussed snow removal and potential for savings. Staff noted that they can investigate the possibility for reducing this item.

The Committee suggested that the proposed \$260,042 transfer to reserve in the 2015 General Administration Capital budget be allocated to the 2015 Transportation Services and the Housing Department capital budgets.

Councillor Pringle left the meeting, and Vice Chair Greenfield assumed the Chair in his place.

CS14-15      Moved by: Warden Eccles                      Seconded by: Councillor Burley

**THAT Report FR-CS-08-15 regarding the Draft 2015 Corporate Services Budget be received;**

**AND THAT staff be directed to prepare an amended draft budget based on today's discussions for the Committee's consideration.**

Carried

Correspondence

*Town of the Blue Mountains – Staff Report and Resolution – Uploading of Social Services Costs*

The Committee considered the above correspondence. Councillor McKean noted that the Town of the Blue Mountains has requested that the County give 100% of the funds accumulated from the upload rather than 50% as County Council supported as a matter of transparency.

Committee members noted that the information has come forward at the lower tiers.

The Committee discussed the merits and disadvantages of the request, and where the funds should be directed.

Councillor Wright then left the meeting.

CS15-15      Moved by: Councillor McKean                      Seconded by: Councillor McQueen

**THAT the correspondence from the Town of the Blue Mountains regarding a staff report and resolution on the uploading of Social Services costs be deferred until further communication is received from all the lower tier municipalities, but no later than January 31, 2015.**

Carried

*Receive for Information*

CS16-15      Moved by: Councillor Jack                      Seconded by: Councillor Burley

**THAT the following correspondence be received for information:**

- **Bill 8, Accountability and Transparency Measures Update – Association of Municipalities of Ontario**
- **BDO Canada LLP re Audit Plan for the Audit of the County's Financial Statement for Year Ending December 31, 2014**

Carried

Other Business



*Request for Light Armoured Vehicle Monument at Grey Gables Property*

Councillor McQueen spoke to the above matter, noting that the Municipality of Grey Highlands received a request from the Legion regarding the placement of a monument of a light armoured vehicle (LAV) within the Municipality. One of the suggestions for the monument was at Grey Gables. Councillor McQueen requested direction and the thoughts of the Committee.

Randy Scherzer provided additional information on some concerns with the location due to the pending transfer of the hospital lands and the future needs of Grey Gables. Staff's recommendation is that a decision on the matter is premature based on the pending projects at that location.

The Committee suggested that other locations may be more suitable.

CS17-15      Moved by: Councillor Hicks                      Seconded by: Councillor McKean

**THAT the request regarding the light armoured vehicle monument being placed at the Grey Gables property not be supported at this time due to pending projects on the Grey Gables property;**

**AND THAT the County of Grey requests alternative sites be considered.**

Carried

*Delegation Requests – Rural Ontario Municipal Association / Ontario Good Roads Association 2015 Conference*

CS18-15      Moved by: Warden Eccles                      Seconded by: Councillor Burley

**THAT a delegation request be made to the Ministry of Labour for the 2015 Ontario Good Roads Association / Rural Ontario Municipal Association Conference requesting a review of the union arbitration process to provide municipalities with greater ability to achieve equity during union negotiations;**

**AND THAT this request be made prior to County Council approval in accordance with Section 24.13 (b) of Procedural By-law 4876-14.**

Carried

*CAO Recruitment Discussion*

The Committee concurred that this matter will be included on the Corporate Services Committee agenda on January 27, 2015.

Next Meeting Dates

**Tuesday, January 27, 2015 at the Grey County Administration Building**

**Tuesday, February 10, 2015 at the Grey County Administration Building**

On motion by Councillor Burley the meeting adjourned at 3:13 PM.

Bob Pringle, Chair