Call to Order

Chair Pringle called the meeting to order at 10:02 a.m.

Declaration of Pecuniary Interest

There was none.

Business Arising from the Minutes

*Corporate Services Committee minutes dated February 12, 2013*

These minutes are for information only as they were adopted by Grey County Council on March 5, 2013.
Reports – Human Resources

HRR-CS-02-13 – Emergency Medical Services Non-Union Wage Compression

Grant McLevy addressed the above noted report respecting Emergency Medical Services (EMS) wage compression, noting that the wage differential between duty supervisors and paramedics is approximately 7.7%. Grey County paramedics have achieved a higher cost of living increase than supervisors, thereby contributing to the wage compression issue. Staff would like Council to establish a policy that maintains a minimum 15% differential between paramedics and duty supervisors. It was noted that it is difficult to attract people to take on supervisory positions when there is minimal wage differential.

Staff indicated that it is preferred to wait until 2014 to implement such a policy as funding wasn’t included in the budget. It was noted that this policy would apply specifically to EMS. Further, if such a policy was implemented retroactive to January 1, 2013, EMS would likely be required to draw from operating reserves to fund this.

The Committee discussed the importance of undertaking a salary review of non-union wages and the need to gain a better understanding of where those wages need to be in order to be competitive. Lance Thurston noted that funds for an organizational salary review were included in the 2013 budget.

CS30-13 Moved by: Councillor Burley Seconded by: Councillor Wright

WHEREAS Grey County maintains a non-union compensation program that is intended to ensure reasonable and equitable pay practices that will attract, retain and motivate quality supervisors and managers;

AND WHEREAS wages for unionized paramedics have escalated faster than EMS Management wages, thereby shrinking the generally expected wage differential from a minimum of 15% down to an actual differential of 7.7%;

AND WHEREAS failure to maintain a reasonable differential makes recruitment and retention of supervisors and managers difficult;

NOW THEREFORE BE IT RESOLVED THAT the Human Resources Director Report HRR-CS-02-13 Emergency Medical Services Non-Union Wage Compression be received;
AND THAT the County of Grey establishes and maintains a Wage Differential (job rate to job rate) of at least 15% between the position of Paramedic and Duty Supervisor.

Carried

HRR-CS-05-13 – Award of RFP-HR-02-12 Human Resources Information System

Mike Alguire provided information on the above report. Mr. Alguire indicated that a Request for Proposal (RFP) was issued in November of 2012 and further outlined the process. Staff are recommending that the RFP be awarded to HRWare.

Grant McLevy noted that the last system was purchased in 1995, and outlined the benefits of the proposed system, indicating that it is a web based system and provides efficiencies for staff.

CS31-13 Moved by: Councillor White Seconded by: Councillor Wright

WHEREAS the 2013 approved budget contains $205,000 for a new Human Resources Information System (HRIS);

AND WHEREAS the County issued RFP-HR-02-12 on Friday November 2, 2012 and closed on Thursday November 22, 2012;

AND WHEREAS all purchasing policies and procedures have been adhered to;

NOW THEREFORE BE IT RESOLVED THAT report HHR-CS-05-13 recommending the award of RFP-HR-02-12 be received;

AND FURTHER THAT the County award HRWARE the contract to implement a new HRIS in the amount of $200,220 exclusive of taxes.

Carried

Reports – Financial

FR-CS-09-13 Ontario Regulation 284/09 2013 Budget

Kevin Weppler provided information on the above report regarding Ontario Regulation 284/09, stating that according to this regulation, municipalities are permitted to omit certain expenses from the annual budget however are required to provide an annual report respecting the omissions.

CS32-13 Moved by: Councillor Jack Seconded by: Councillor Burley
Reports – Information Technology

ITR-CS-05-13 Municipal Chief Information Officer Council (MCIOC) Conference and Municipal Information Systems Association (MISA) Conference

Geoff Hogan addressed the Committee, requesting authorization to travel to British Columbia to attend two conferences, being the Municipal Chief Information Officer Council held in conjunction with the Municipal Information Systems Association.

CS33-13 Moved by: Councillor McQueen Seconded by: Councillor White

WHEREAS personnel policies (7-20) allow for staff to attend out of province conferences with Committee approval;

AND WHEREAS the Municipal CIO (Chief Information Officer) Council (MCIOC) conference is being held in conjunction with the Municipal Information Systems Association (MISA) BC conference in British Columbia in September 2013;

NOW THEREFORE BE IT RESOLVED THAT report ITR-CS-05-13 be received;

AND THAT the IT Director be authorized to travel to British Columbia to attend the conferences;

AND FURTHER THAT all expenses (as per County policy) be covered.

Carried

Closed Meeting Matters

There were none.

Correspondence

Saugeen Conservation Authority, Grey County Federation of Agriculture, Grey Bruce Health Services Owen Sound
The Committee discussed the above correspondence and congratulated Grant McLevy on his efforts assisting the Saugeen Conservation Authority with recent recruitment activities.

Kevin Weppler noted that he will be responding to the letter from the Grey County Federation of Agriculture regarding the increase in farm property assessments. The Committee discussed the downloading of the farm tax rebate program to municipalities, as well as tax burdens of the various classes and assessment values.

Further, the Committee inquired as to whether money is in the budget for health care services. Mr. Weppler will report to the Committee on the history of health care funding by the County along with the amount of funding that has been placed in reserves for health care initiatives prior to the April 9, 2013 meeting.

CS34-13 Moved by: Councillor Burley Seconded by: Councillor McQueen

THAT the letter of thanks received from the Saugeen Conservation Authority, the correspondence received from the Grey County Federation of Agriculture regarding increases in farm assessments, and Grey Bruce Health Services Owen Sound regarding the hospital campaign be received for information.

Carried

The Committee briefly recessed then reconvened.

Other Business

Rural Ontario Municipal Association / Ontario Good Roads Association - Committee Debriefing Discussion

The Committee discussed the meetings and sessions from the Rural Ontario Municipal Association / Ontario Good Roads Association (ROMA/OGRA) conference. Lance Thurston noted that the Western Ontario Warden’s Caucus delegation was scheduled to meet with the Ministry of Infrastructure respecting the Broadband Initiative, however Ministry Murray was called back to the legislature. The meeting was able to proceed with the Deputy Minister of Infrastructure and Assistant Deputy Ministers in attendance. The brief was well received.

Additionally, Warden McKinlay facilitated a session at the conference, and made a presentation regarding “Share the Road - Building Relationships and Managing Risk”.

Discussion ensued regarding the costs of policing and the need for more attention on rural Ontario at this conference.
Next Meeting Dates

April 9, 2013 at the Owen Sound Regional Hospital

On motion by Councillor Jack, the meeting adjourned at 11:26 a.m.

Bob Pringle, Chair