



THE TOWN OF
L U M S D E N

Town of Lumsden
Meeting Minutes
Employee Committee Meeting January 10, 2020 - 10:00 AM

Call to Order

The Employee Committee convened their meeting in the Council Chambers of the Town Office on Friday January 10, 2020 at 10:10 p.m., with Councillor Verne Barber presiding.

Present:

Chairperson: Verne Barber
Mayor: Bryan Matheson
Councillors: Dave Cameron, Jane Cogger
Chief Administrative Officer: Monica M. Merkosky

Approval of Agenda

Moved by: Councillor Cameron
Seconded by: Councillor Cogger

"That we adopt the agenda as presented."

CARRIED

Adoption of Minutes

December 6, 2018 - Employee Committee Meeting

Moved by: Councillor Cogger
Seconded by: Mayor Matheson

"That the minutes of the December 6, 2018 - Employee Committee Meeting be approved, as circulated."

CARRIED

Reports of Administration

Wastewater Treatment Plant Discussion:

- When the Wastewater Treatment Plant is operational, we expect the first year to be very busy for the staff as they learn the new system.
- We expect to need an experienced 'contractor' to assist, perhaps Graham Construction has resources; Administration will investigate further.

Unfinished Business

Public Works / Utilities - Permanent Restructuring

Moved by: Mayor Matheson
Seconded by: Councillor Cameron

"That we recommend Council approve the permanent restructuring of the Public Works and Utilities departments, as the one-year trial in 2019 was a success."

CARRIED

New Business

Create Salary Grids for Seasonal Parks & Recreation Employees

Moved by: Councillor Cogger
Seconded by: Councillor Cameron

"That we recommend Council approve the creation of a salary grid for seasonal parks and recreation employees including swim instructors."

CARRIED

2020 Salary Adjustments

Moved by: Councillor Cameron
Seconded by: Mayor Matheson

"That we recommend Council approve a 1.8% increase to the salary grids for Public Works and Utilities Staff, as well as the Community Coordinator, effective January 1, 2020."

CARRIED

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Salary Steps

Moved by: Mayor Matheson

Seconded by: Councillor Cogger

"That we recommend Council approve the following 2020 employee salary levels, based on the 2019 salary grid, effective January 1, 2020:

Jeff Carey	Superintendent	Step 5	
Cory Danyliw	Equipment Operator 2	Step 5	
Lance Whitteron	Equipment Operator 3	Step 5	
Scott Ashurst	Water Wastewater Operator Level 1	Step 2	
Gerry Beaurivage	Utilities Lead	Step 5	
Chris Exner	Community Coordinator	Step 5	
Travis Cameron	Water Wastewater Operator Level	Step 2	
Kelly Strickland	Equipment Operator 2	Step 3."	CARRIED

Step Amendments

Moved by: Councillor Cameron

Seconded by: Councillor Cogger

"That we recommend Council approve the amended step percentages as per Schedule 'A' to ensure consistency."

CARRIED

Human Resources Policy Manual Amendment - Overtime

Moved by: Mayor Matheson

Seconded by: Councillor Cameron

"That we recommend Council approve an amendment to the overtime section of the Human Resources Policy Manual, to reflect current practices."

CARRIED

Adjournment

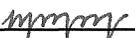
Moved by: Councillor Cameron

"That we adjourn the meeting at 11:30 am."

CARRIED



 Chairperson



 Chief Administrative Officer