



Committee of the Whole

Minutes - June 23, 2008

GODERICH, ONTARIO



The COMMITTEE OF THE WHOLE met in the Court House at 8:30 a.m. with all members present except Councillors J. Grace, K. Oke, J. Seili, and B. Dykstra.

1. "In Camera" Issues

Moved by N. Vincent

Seconded by J. Fergusson

That the committee proceed "In Camera" at 8:35 a.m. to discuss personnel matters and that the County Solicitor, G. Stewart, remain in attendance.

CARRIED

Moved by D. Johnston

Seconded by D. Shewfelt

That the committee rise from "In Camera" at 9:50 a.m.

CARRIED

Moved by D. Johnston

Seconded by D. Shewfelt

That Council concur with the recommendations as discussed "In Camera"; and further that these recommendations be forwarded to staff and the Warden's Task Force 2008 to prepare a report on how to proceed for Council's review.

CARRIED

2. Organizational Review – Health Unit and County Administration

At the May 20, 2008 Special Board of Health meeting the Board reviewed the report dated May 7, 2008 from Hugh Thomas Consulting Limited entitled, "Huron County Board of Health re: Organizational Relationships between Board of Health and Huron County Administration". There were amendments to the original recommendations endorsed as follows:

"The recommendations, as amended from Mr. Thomas' report are:

1. That County personnel policy manual be completed and circulated with staff for comment prior to County Council approval.
2. That the development of corporate policies involve the user staff of the departments affected.
3. That managers and staff at all levels be provided with training on how to conduct constructive performance appraisals.
4. That a template be developed for performance appraisals.
5. That appraisals be undertaken on an annual basis with a copy retained in the personnel record of each employee.
6. That the Board of Health would appreciate being consulted prior to the hiring and termination of managers or the equivalent and above.
7. That service contracts be established with the Board of Health for the provision of Finance, HR, IT and Facilities services.

Moved by R. Rognvaldson

Seconded by M. Scott

That the Huron County Board of Health adopt the recommendations, as amended, from the Hugh Thomas Report entitled "Organizational Relationships Between Board of Health and Huron County Administration" and respectfully request County Council to adopt the same. CARRIED"

At the June 4, 2008 Session of County Council discussion took place regarding this resolution and it was announced that it would be forwarded to both the Board of Health and Committee of the Whole in June with a further report back to Council.

A discussion ensued with Councillors sharing their opinion on the various recommendations.

Moved by B. MacLellan

Seconded by D. Shewfelt

That the County of Huron agree with the recommendations of the Hugh Thomas report in principle; and further that the recommendations be forwarded to the appropriate staff and/or professionals for recommended action.

CARRIED

3. Maitland Air Cadet Association

Correspondence was received from Ryan McClinchey, President; Maitland Air Cadet Association dated June 18, 2008. The association is hosting the Canadian Forces Snowbirds from June 24-26th. They have arranged for Ambulance and EMS services during arrival, show time and departure of the nine-place formation including a safety briefing for EMS personnel. The association has complied with the liability requirements of the County of Huron purchasing additional insurance coverage at an expense them of \$500. The Maitland Air Cadet Association is requesting that the County of Huron forgive the costs for EMS services estimated at \$935.

Moved by D. Shewfelt

Seconded by B. Dowson

That Council support the current policy of charging for requested ambulance costs; and further that the County of Huron grant the Maitland Air Cadet Squadron a one time donation equal to the cost of this expense.

CARRIED

Moved by J. Fergusson

Seconded by J. Dietrich

That the Treasurer be instructed to prepare and bring back a policy regarding the issuance of grant requests by Council.

CARRIED

"In Camera"

Moved by M. Scott

Seconded by D. Johnston

That the committee proceed "In Camera" at 10:40 a.m. to discuss personnel matters and that L. C. Adams, D. Michaud, M. Price, and B. Springall remain in attendance.

CARRIED

The Director of the Homes for the Aged, B. Springall left the chambers at 11 a.m. The Director of the Health Unit left the chambers at 11:50 a.m.

Warden J. Bezaire declared a pecuniary interest with the Health Unit item discussed and vacated the chambers at 11:30 a.m.; he re-entered the chambers following the "In Camera" session at 11:54 a.m.

Moved by B. MacLellan

Seconded by D. Shewfelt

That Councillor B. Van Diepenbeek assume the Chair for the purpose of the discussion.

CARRIED

Moved by D. Johnston

Seconded by B. Siemon

That the committee rise from "In Camera" at 11:53 a.m.

CARRIED

Moved by D. Shewfelt

Seconded by B. MacLellan

That the the CAO be authorized to advertise for the vacancy of Director of the Health Unit and that the following individuals be named to the recruitment team for this position:

Warden J. Bezaire

Chair, J. Grace or Vice Chair, B. Van Diepenbeek of the Board of Health

CAO, Larry C. Adams

Director of Human Resources, D. Michaud

Medical Officer of Health, Beth Henning or her designate.

CARRIED

Moved by D. Johnston

Seconded by N. Vincent

That the present Health Unit managers' compensation structure be adjusted to provide an annual salary based on 40 hours work per week as opposed to their current 35; and further that the Health Unit managers' vacation allotment be increased by one week, continuing to accrue at the current formula/plateaus, to a maximum of seven weeks. (*Under this proposal, managers at the Health Unit will no longer be able to earn toil.*)

CARRIED

4. Next Meeting

The next meeting of the Committee of the Whole will be held on Tuesday, August 12, 2008 at 9:00 a.m.

5. Adjournment

**Moved by D. Shewfelt
Seconded by G. Robertson
That the meeting adjourn at 12:00 p.m.**

CARRIED

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Chair