

COMMITTEE OF THE WHOLE COUNCIL MEETING

February 16, 2012

The meeting was called to order by the Chair, at 8:50 a.m., in the Conference Room, in the Administrative Centre, in Barrington, N.S., with the following members present:

- Donna LeBlanc-Messenger, Chair
- Louise Halliday
- Cathy Stoddard
- Murray Atkinson
- Shaun Hatfield

- Brian Holland, Municipal Clerk

Warden George El-Jakl was absent due to a business commitment, and Councillor Cecil O'Donnell is on a leave of absence.

PURPOSE OF MEETING

This meeting was held in order to conduct the three year review of the Municipality's Personnel Policy, together with corresponding review of Salary and Wage Schedule for the Municipality.

Members reviewed the second draft, dated February 1, 2012, of the Personnel Policy with the proposed revisions. The policy was reviewed page by page and revision by revision. The majority of the revisions were accepted with the following comments:

- **Article 27.01 Christmas Gifts**

It was agreed that this matter would need to be further researched with the Canada Revenue Agency in order to determine if deductions are necessary to be taken out of the annual Christmas gifts provided to municipal employees. If so, an appropriate amendment will be brought forward.

- **Article 31.01 No Smoking Policy**

Question arose regarding the employees smoking in municipal vehicles. It was suggested that this is a policy that should be put in place. It was also suggested that smoking should be prohibited in all municipal buildings, whether public or non public. It will be determined what is being done in other municipalities and an appropriate amendment will be drafted for consideration of committee.

- **Article 20.01(c) Vacations**

After some discussion it was agreed by members that paragraph (c) would be inserted as proposed in order to provide for twenty-five (25) days' vacation to employees after fifteen years of service.

CLOSED SESSION

Having completed their discussion of the Personnel Policy, members then entered into Closed Session for the purpose of discussing the review of salaries and wages, and the specific suggestions to pay changes for various employees.

Members then proceeded to discuss the wage scales for each of the positions listed within the Municipality, and also to discuss the proposed changes for several employees that have been recommended by their supervisors.

OPEN SESSION

Members then returned to Open Session.

Some discussion ensued regarding the inclusion of elected officials in the Municipality's Pension Plan. Further information will be obtained and presented to members for their consideration.

Resolution COW120212

Moved by C. Stoddard and seconded by L. Halliday that it be recommended to Council that the proposed amended schedule of payroll ranges for municipal employees be approved.

Motion carried unanimously.

ADJOURNMENT

The meeting was adjourned at 2:26 p.m.

Chair

Secretary for the Meeting

On website February 17, 2012.