

Members Meeting #10-22

November 30, 2022

Members Present: Alison Lobb, Alvin McLellan, Matt Duncan, Kevin Freiburger, Megan Gibson, Dave Turton, Evan Hickey

Regrets: Cheryl Matheson

Others Present: Myles Murdock, Ed McGugan, Anita van Hittersum

Staff Present: Phil Beard, General Manager-Secretary-Treasurer
Stewart Lockie Conservation Areas Coordinator
Donna Clarkson, Source Water Protection Specialist
Matthew Shakespeare, Forest Health Technician

1. Call to Order:

Chair Duncan welcomed everyone and called the meeting to order at 7:00 pm.

2. Declaration of Pecuniary Interest:

There were no pecuniary interests.

Motion FA #86-22

Moved by: Alison Lobb

Seconded by: Megan Gibson

THAT Ed McGugan and Myles Murdock be paid a per diem and mileage if applicable for attending Authority meetings.
(carried)

Motion FA #87-22

Moved by: Megan Gibson

Seconded by Alison Lobb

THAT Motion #86-22 be amended to include Anita van Hittersum as also being eligible to receive a per diem and mileage and that Ed, Myles and Anita are permitted to attend the in-camera sessions.

(carried)

3. Introductions to New Staff:

Matthew Shakespeare, Forest Health Technician

Matthew introduced himself to all the members.

4. Minutes:

The minutes from the Maitland Valley Conservation Authority (MVCA) General Membership Meeting #9-2022 held on October 19, 2022 have been circulated for information and approval. The Members agreed with the minutes and the following motion was made.

Motion FA #88-22

Moved by: Alvin McLellan

Seconded by: Dave Turton

THAT the minutes from the General Membership meeting #9-2022 held on October 19, 2022 be approved.

(carried)

5. In Camera Session: Legal Matter- Greg Stewart, Donnelly & Murphy:

Motion FA #89-22

Moved by: Dave Turton

Seconded by: Alison Lobb

THAT the members move into an in-camera session.

(carried)

Motion FA #90-22

Moved by: Evan Hickey

Seconded by: Alison Lobb

THAT the Members move out of the in-camera session and back into the full authority meeting.

(carried)

6. Business Out of the Minutes:

- a) Review of Comments on Draft Fees Policy: Report #53-2022

Phil Beard presented Report #53-22 and the following motion was made:

Motion FA #91-22

Moved by: Dave Turton

Seconded by: Megan Gibson

THAT the MVCA's Fees Policy be approved.

(carried)

7. Business Requiring Direction and or Decision:

a) Proposed Changes to the Conservation Authorities Act: Report #54-2022

Report #54-2022 was presented and the following motion was made:

Motion FA #92-22

Moved by: Alison Lobb

Seconded by: Dave Turton

THAT the Members support the letter submitted by the Chair on Bill 23.

(carried)

Motion FA #93

Moved by: Alison Lobb

Seconded by: Dave Turton

THAT staff prepare a one to two page summary of key points regarding Bill 23 for the members.

(carried)

b) Proposed Authority Funded Projects for 2023: Report #55-2022

Report #55-2022 was presented and the following motion was made:

Motion FA #94-22

Moved by: Megan Gibson

Seconded by: Alvin McLellan

THAT the authority funded projects outlined in Report #55-2022 be included in the 2023 draft budget and work plan.

(carried)

c) Proposed 2023 Fee Schedule: Report #56-2022

Report #56-2022 was presented and the following motion was made:

Motion FA #95-22

Moved by: Alison Lobb

Seconded by: Dave Turton

THAT the draft fee schedule be posted on MVCA's website for public comment;
AND THAT the comments be reviewed by the Members at the December 21, 2022 meeting.
(carried)

d) Benefits and Remuneration Policy Transfer to Admin. Regs.: Report #57-2022

Report #57-2022 was presented and the following motion was made:

Motion FA #96-22

Moved by: Alison Lobb

Seconded by: Evan Hickey

THAT the Benefits and Remuneration Policy and Procedures as outlined in Report #57 2022
be amended as outlined in this report.
(carried)

Motion FA #97

Moved by: Megan Gibson

Seconded by: Alvin McLellan

THAT the Benefits and Remuneration Policy and Procedures be transferred to MVCA's
Administrative Regulation Policy Manual as an appendix.
(carried)

8. Chair and Members Reports:

There were none at this time.

9. Consent Agenda:

The following items were circulated to the Members for their information:

- a) Carbon Footprint Initiative Meeting Summary: Report #58-2022
- b) Revenue-Expenditure Report for October: Report #59-2022
- c) Agreements Signed: Report #60-2022
- d) Office Hours over Christmas: Report #61-2022
- e) MCF Newsletter

The following motion was made:

Motion FA #98-22

Moved by: Dave Turton

Seconded by: Megan Gibson

THAT Report #58-2022 through Report #61-2022 along with their respective recommended motions as well as the correspondence for information as outlined in the Consent Agenda be approved.

(carried)

10. Maitland Source Protection Authority Meeting #3-2022

Motion FA #99-22

Moved by: Megan Gibson

Seconded by: Evan Hickey

THAT the members move into MSPA meeting #3-2022.

(carried)

Motion FA #100-22

Moved by: Megan Gibson

Seconded by: Dave Turoton

THAT the members move back into the full authority meeting.

(carried)

11. In Camera Session: Salary & Benefits Report

Motion FA #101-22

Moved by: Megan Gibson

Seconded by: Dave Turton

THAT the members move into an in-camera session.

(carried)

Motion FA #102-22

Moved by: Alison Lobb

Seconded by: Megan Gibson

THAT the members moved back into the full authority meeting.

(carried)

Motion: FA#103-2022

Moved by: Megan Gibson

Seconded by: Alvin MacLellan

THAT the P55 Salary Grid be adopted;

AND THAT staff be placed on the next highest step on the 2022 P55 Grid based upon their current 2022 salary;

AND THAT That Benefits and Remuneration Policy be amended to specify that Step 3 in Band 6 on the P55 Grid is to be used to determine the mid-point in the grid for calculating the amount to be used to calculate cost of living increases annually;

AND THAT the Benefits and Remuneration Policy be amended to read that the existing CPI for Ontario (October 1-September 30th) is to be used to establish COLA increases annually in years when the CPI is 3% or less. In years when the CPI for Ontario is above 3% then MVCA will survey 5 member municipalities, the SVCA and the ABCA to determine what they are using for cost-of-living increases and that this information is to be presented to the Members for direction on the COLA increase that is to be used for the next year;

AND THAT the benefits and remuneration Policy be amended to read that the salary and benefits are to be reviewed by the Members every 5 years;

AND THAT the benefits and remuneration policy be amended to read that MVCA will increase the employer share of group health benefits to 60% in 2023, 65% in 2024 and 70% in 2025 and that long term disability will continue to be covered by 100% by employees.
(carried)

**12. Adjournment - Next Meeting Date, Wednesday, December 21, 2022, at 7:00pm.
Meeting to be held at MVCA's Administrative Centre.**

The members meeting adjourned at 9:00pm with the following motion:

Motion FA #104-22

Moved by: Alison Lobb

Seconded by: Dave Turton

THAT the members meeting be adjourned.
(carried)



Matt Duncan
Chair



Phil Beard
General Manager
Secretary-Treasurer