



HUMAN RESOURCES COMMITTEE

OPEN MINUTES

July 18, 2013

Perth County Council Chamber, Court House
1 Huron Street, Stratford, ON

Members Present: Chairperson Councillor Jim Aitcheson, Warden Vince Judge, Councillor Bill French, Councillor Rhonda Ehgoetz, Councillor Mert Schneider, Councillor Walter McKenzie, Councillor Bob Wilhelm, Councillor Bob McMillan, Councillor Ian Forrest, Councillor Julie Behrns;

Staff Present: Bill Arthur, CAO; Ann McKnight Duralia, HR Manager; Cliff Eggleton, EMS Operations Manager; Kerri Ann O'Rourke, Clerk; Renato Pullia, Director of Corporate Services and Treasurer; Tricia Wilhelm, HR Administration Clerk;

1. CALL TO ORDER
Chairperson Councillor Jim Aitcheson called the meeting to order at 12:20 PM and verified quorum was present.
2. CONFIRMATION OF THE AGENDA
Resolution Number HR-14-2013
Moved by: Councillor Julie Behrns
Seconded by: Councillor Bob Wilhelm
THAT the Agenda for July 18, 2013 be approved as circulated;
Carried.
3. DISCLOSURE OF PECUNIARY INTEREST and general nature thereof
No disclosures made.
4. ADOPTION OF PREVIOUS MINUTES
4.1 Human Resources Committee – May 9, 2013
Resolution Number HR-15-2013
Moved by: Councillor Walter McKenzie
Seconded by: Warden Vince Judge
THAT the minutes of the May 9, 2013 meeting of the Human Resources Committee be approved as circulated;
Carried.
5. DELEGATIONS – None

HUMAN RESOURCES COMMITTEE

OPEN MINUTES

6. REPORTS

6.1 Sick Leave Buyout, 4 Scenarios – Bill Arthur, CAO

Bill Arthur stated that Scenario 4 on the report was no longer an option as the County is not able to do this.

Resolution Number HR-16-2013

Moved by: Warden Vince Judge

Seconded by: Councillor Bob McMillan

THAT Perth County Human Resources Committee recommends to County Council That:

- 1) Freeze the Sick Leave Reserves and entitlements, as of June 30, 2013, with no further contributions (from Levy or interest) being made, and no further incurrence of sick leave liability. Upon final payout the Sick Leave Reserves will be closed.
- 2) Pay out to all applicable staff the value of their sick leave credits (as if they had left the County's employ on June 30, 2013) in accordance with Policy II-10, B(9), giving each employee the following options to receive the funds:
 - a. Between August 1, 2013 and November 30, 2013, in a lump sum on a regular pay period or transferred to an RRSP account (for employees who have sufficient RRSP room in 2013) or a combination thereof
 - b. For employees who do not currently have sufficient RRSP room in 2013, a portion of the transfer to their RRSP may be made in 2013 and/or 2014.
 - c. Employees with County employment prior to 1996 also have the option for payout, as a 'retiring allowance' upon retirement, or otherwise leaving the employ of the County, during the next five (5) years (until December 31st, 2018), otherwise paid out in the second pay of December, 2018 (unless previously requested, into an RRSP).
- 3) The current number of sick days (at June 30, 2013) accumulated are to be reduced by 50%.
- 4) The revised Policy II-10 (attached to this report), reflecting the deletion of Section B. 9, (including some other administrative changes) be approved effective July 1, 2013;

Carried.

HUMAN RESOURCES COMMITTEE

OPEN MINUTES

6.2 Harmonization of Employee Benefits – Bill Arthur, CAO

Resolution Number HR-17-2013

Moved by: Councillor Julie Behrns

Seconded by: Councillor Bob Wilhelm

THAT the Human Resources Committee receive the “Harmonization of Employee Benefits” report prepared by the CAO dated July 18, 2013 for information;

Carried.

7. CORRESPONDENCE – Letter from Dave Hanly, Director of Planning, advising of his retirement effective November 1, 2013.

8. OTHER BUSINESS - None

9. CLOSED SESSION – None

10. NEXT MEETING – September 2013

11. ADJOURNMENT

Resolution Number HR-18-2013

Moved by: Warden Vince Judge

Seconded by: Councillor Bill French

THAT the meeting adjourn at 12:41 PM;

Carried.

Chairperson Councillor Jim Aitcheson

Tricia Wilhelm, HR Administration Clerk