

**PROVINCE OF QUEBEC
MUNICIPALITY OF PONTIAC**

MINUTES of the special Municipal Council meeting held on Thursday, March 21, 2019, at 7:30 p.m. at the Town Hall, located at 2024 route 148, Pontiac. Those who were present:

Mrs. Joanne Labadie, Mayor, Mrs. Leslie-Anne Barber, Pro-Mayor and Councillors: Mrs. Nancy Draper-Maxsom, Mrs. Susan McKay and Mrs. Isabelle Patry and Mr. Scott McDonald.

Also present: Mrs. Charlotte Laforest, Acting Director General.

Excused absence: Mr. Thomas Howard, Councillor.

Mrs. Joanne Labadie, President, notes that there is quorum and declares the meeting open. The meeting began at 8:24 p.m.

Mayor Labadie apologizes to the citizens who were waiting for the meeting to start. She explains that special meetings are usually for pressing matters and as a Council, we must sometimes study the matter in depth.

FLOOR TO THE PUBLIC AND QUESTION PERIOD

The chart with questions and answers is now listed at the end of the minutes.

19-03-3693

ADOPTION OF THE AGENDA

1. Floor to the public and question period
2. Adoption of the agenda
3. Contract – Director General
4. Management Remuneration Policy
5. Modifications to the collective agreement
6. Collective insurance
7. Public question period
8. Closing of the meeting

It is

Moved by: Isabelle Patry
Seconded by: Leslie-Anne Barber

TO AMEND the agenda and that be presented in the following order:

1. Floor to the public
2. Adoption of the agenda
3. Collective agreement
4. Modifications to the collective agreement
5. Public question period
6. Contract - DG
7. Management remuneration Policy
8. Closing of the meeting

It is

Moved by: Leslie-Anne Barber
Seconded by: Susan McKay

AND RESOLVED TO adopt the agenda with the modifications.

Carried

19-03-3694

IMPLEMENTATION OF A GROUP INSURANCE PLAN

WHEREAS THE collective agreement between the Union and the Municipality is in effect from July 26, 2018 to December 31, 2023;

WHEREAS THE parties agreed, as part of the negotiation of the collective agreement, to implement a group insurance plan;

WHEREAS consultations with the employees took place in order to determine the desired type of coverage;

WHEREAS THE parties wish to agree on certain terms of the implementation of this group insurance plan;

It is

Moved by: Nancy Draper-Maxsom
Seconded by: Leslie-Anne Barber

IT IS RESOLVED TO accept the Administrative and Finance Committee's recommendation to appoint the Acting Director General and the Mayor to sign the said letter of agreement and proceed with the process tender.

Carried

19-03-3695

MODIFICATIONS TO THE EXISTING COLLECTIVE AGREEMENT

WHEREAS THE collective agreement between the Union and the Municipality is in effect since July 26, 2018 to December 31, 2023;

WHEREAS THE parties wish to make changes in Annex A of the collective agreement;

WHEREAS THE Municipality and the Union have held discussions and agree on some changes in Annex A of the collective agreement;

It is

Moved by: Leslie-Anne Barber
Seconded by: Isabelle Patry

AND RESOLVED TO accept the following changes in Annex A of the collective agreement as described in the letter of agreement:

- 1) (New) the preamble is an integral part of this letter of agreement .
- 2) Note 1, the new employee will start at Level 1 will be replaced by: **In general, the new employee is integrated in Level 1. However the Municipality can determine the integration of the new employee by taking into consideration the qualifications and previous work experience, and that the integration should not exceed level 4.**
- 3) The remuneration table for Classification A) Municipal Inspector will be replaced by the Classification : Building Technician

Carried

PUBLIC QUESTION PERIOD

1- Sri Ingebrigsten	Mrs. Ingebrigsten asks once more, how we can explain the comment made in the Journal in regards to local businesses being subsidized by the residents. Mayor Labadie explains that it's not always easy to control the comments of journalists and she reiterates that the businesses were taxed according to legal commercial rates. Mrs. Ingebrigsten asks if the question that was misinterpreted in January, was corrected. Council makes the correction: What was understood at the meeting is that Mrs. Ingebrigsten asked different council members if they had a business in their residences. This question was answered by Mayor Labadie saying <yes my husband does>. When resuming the meeting, the answer to the question explained that Mayor Labadie's husband owned the farm. In reality the question asked was if he had other businesses than the farm. The answer is still <yes> and that it's a private business.
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2- Melvin Maxsom	<p>Mr. Maxsom still questions the fact that the Municipality made a collective request to the CPTAQ in order to fix a mapping inconsistency.</p> <p>Mayor Labadie reiterates that a collective request is the responsibility of the Municipality, and she will ask the Director of the Planning Department to get in touch with him to explain the details of the bylaw.</p>
3- Sue Lamont	<p>Mrs. Lamont asks how many municipal employees are members of the Union.</p> <p>Mayor Labadie explains that there are about thirty.</p> <p>Mrs. Lamont asks what our monthly reports are to the Union. She also asked what percentage the Municipality pays to the Union.</p> <p>Mayor Labadie asks to clarify the question since there are no monthly reports to the Union and it's not clear what the ask percentage is.</p> <p>Mrs. Lamont refers to the medical plans.</p> <p>Mayor Labadie explains when negotiating last year, it was accepted to offer a medical plan to the employees. Tonight's resolution is tabled following a consultation of the employees as to see what kind of coverage they would like in order to go forward with tenders and be able to complete study of the cost. Mayor Labadie specifies that as an employer, the Municipality is responsible to contribute 50% in the employees plan.</p> <p>Mrs. Lamont asks if strategic planning is part of the duties of the Director of the Planning Department.</p> <p>Mayor Labadie explains that it's one of the duties requested from the directors.</p> <p>Mrs. Lamont asks if this comes out of the budget and, will the municipality have the means to do so.</p> <p>Mayor Labadie explains that to better serve our citizens, it's essential to have intelligent and efficient approaches. It's important to adapt these approaches in order to maximize the services.</p> <p>Mrs. Lamont suggests that the citizens could have a say on how to offer a quality in services without spending more money.</p>
4- Thomas Soulière	<p>Mr. Soulière asks why Council is having an in-camera meeting. He deplores the fact that discussions are private, and explains that it's frustrating for the public.</p> <p>Mayor Labadie explains that an in-camera meeting was scheduled before the special meeting but, meeting with the auditors took more time than predicted.</p> <p>Mr. Soulière asks what is so secretive that it has to be discussed in private.</p> <p>Councillor Barber and, President of the Administrative and Finance Committee explains, that it's not a secret but the content of the discussion is mainly sensitive. She mentions that the discussion concerns the contract of the Director General and the management employee's policy. She also explains the importance to openly discuss between councillors in order to make sound decisions. She indicates that the committee will present the documents that were discussed and changed according to the discussions and suggestions. The citizens will have more information once the documents are adopted.</p>
5- Sue Lamont	<p>Mrs. Lamont asks why the Municipality contributes such a large sum in the MRC.</p> <p>Mayor Labadie explains that the Municipality is part of a larger group, a regional government that ensures several services, such as the police department, the land value of properties as well as sharing several files.</p>

Mrs. Labadie thanks the citizens for their presence and patience.

19-03-3696
OPENING OF THE IN-CAMERA MEETING

It is

Moved by: Susan McKay
Seconded by: Isabelle Patry

AND RESOLVED to open an in-camera meeting at 9:15 p.m.

Carried

19-03-3697
END OF THE IN-CAMERA MEETING

It is

Moved by: Scott McDonald
Seconded by: Susan McKay

AND RESOLVED to end the in-camera meeting at 10:35 p.m. and to resume the special meeting.

Carried

19-03-3698
DIRECTOR GENERAL'S CONTRACT

WHEREAS THE Municipality is looking for a new person to act as Director General and Secretary-Treasurer and Director of Human Resources for the Municipality of Pontiac;

WHEREAS THE Municipality wishes to establish and maintain fair and equitable working conditions;

WHEREAS THE Municipality proposes to offer a competitive annual remuneration;

It is

Moved by: Leslie-Anne Barber
Seconded by: Isabelle Patry

AND RESOLVED TO accept the recommendation of the Administrative and Finance Committee and adopt the present contract with the modifications as discussed.

Carried

19-03-3699
MANAGEMENT REMUNERATION POLICY

WHEREAS THE management remuneration policy at the Municipality of Pontiac is in revision since 2015;

WHEREAS THE management employees have not received any salary increase, nor any refinement of working conditions since 2015;

WHEREAS THE Municipality of Pontiac suffers the consequences of a frequent employee turnover;

WHEREAS THE renewal of management employees at the Municipality is essential;

WHEREAS THE Municipality wants to establish and maintain fair and equitable working conditions for its management employees;

WHEREAS THE Municipality proposes to offer a competitive annual remuneration to promote the retention of management personnel;

It is

Moved by: Isabelle Patry
Seconded by: Leslie-Anne Barber

AND RESOLVED TO accept the Administrative and Finance Committee's recommendation and adopt the management remuneration policy as modified.

Carried

19-03-4000
CLOSING OF THE MEETING

It is

Moved by: Scott McDonald
Seconded by: Isabelle Patry

AND RESOLVED to close the meeting at 10:42 p.m. having gone through the agenda.

Carried

MAYOR

DIRECTOR GENERAL

« I, Mayor Joanne Labadie, hereby certify that the signature on the present minutes is equivalent to my signature on each and every resolution herein, as specified in section 142 (2) of the Municipal Code».