



Minutes
Special Council meeting
Municipality of West Grey

Friday, November 8, 2024, 10 a.m.
West Grey municipal office, council chambers

Members present: Mayor Kevin Eccles
 Deputy Mayor Tom Hutchinson
 Councillor Scott Foerster
 Councillor Doug Hutchinson
 Councillor Joyce Nuhn
 Councillor Geoffrey Shea

Members absent: Councillor Doug Townsend

Staff present: Michele Harris, Chief Administrative Officer
 Jamie Eckenswiller, Director of Legislative Services/Clerk
 Kerri Mighton, Director of Finance/Treasurer
 Krista House Langdon, Legislative Services Coordinator

1. Call to order

Mayor Eccles called the meeting to order at 10:00 a.m.

2. Declaration of pecuniary interest and general nature thereof

3. Presentations

3.1 Presentation from Marianne Love, ML Consulting Re: Municipality of West Grey 2024 Compensation Review Summary Report

Marianne Love, ML Consulting, provided an overview of the West Grey 2024 Compensation Review report, including a discussion of the 13 comparator municipalities used to complete the custom market study. The market comparator group was selected to reflect relevant scope/criteria such as geographic location, economic conditions, similar service alignment/"like" services, size (operating budget, population, tax base, service size), and historic comparators.

The basis for the framework of the report was provided, which focused on the compensation principles of fairness, compliance, competitiveness, pay for performance, and suitability and renewability. The framework itself addresses: internal equity for all positions; pay equity compliance; and, pay practice with job rates that reflect the 55th percentile target of the defined pay market.

Members of Council asked questions about the presentation and staff and the consultant provided responses.

4. Staff reports

4.1 Report from the Chief Administrative Officer Re: West Grey 2024 Compensation Review

The Chief Administrative Officer provided an overview of the report.

S-241108-001

Moved by Deputy Mayor Hutchinson

Seconded by Councillor Shea

"THAT in consideration of staff report 'West Grey 2024 Compensation Review' and the presentation provided by ML Consulting, Council approves the 2025 salary framework, as presented, with job rates reflecting the 55th percentile pay target with a 1.9 percent cost of living adjustment, effective January 1, 2025."

Carried

S-241108-002

Moved by Councillor Shea

Seconded by Councillor Hutchinson

"THAT in consideration of staff report 'West Grey 2024 Compensation Review' and the presentation provided by ML Consulting, Council adopts the practice of conducting a salary framework/market review on a four year cycle."

Carried

5. Bylaws

5.1 Bylaw No. 2024-091 - Confirming November 8, 2024 Special Council Meeting

S-241108-003

Moved by Councillor Hutchinson

Seconded by Councillor Nuhn

"THAT Bylaw Number 2024-091 be passed and enacted."

Carried

6. Adjournment

The business contained on the agenda having been completed, Mayor Eccles adjourned the meeting at 11:39 a.m.

Mayor Kevin Eccles

Clerk Jamie M. Eckenswiller