

Business Arising from Minutes

Referring to page number 1473 dealing with the issue of Feral Cats, clarification was requested on whether funds provided to the SPCA refers to existing or additional funding. Mr. Ramesh Ummat, CAO advised that it refers to all monies provided to the SPCA.

An inquiry was made regarding the removal of waste receptacles at the Lower Truro Spring, on page 1475 of the minutes. Deputy Mayor Masters advised that he has only had a few calls since the waste receptacles were removed. Ms. Michelle Newell, Director of Public Works, indicated that crews from the Public Works Department are checking on this periodically and there have been no issues to date.

Presentations

There were no public presentations at this evening's meeting.

Staff Presentations

Ms. Joy O'Neill, Economic Development Officer

Ms. O'Neill indicated that she was before Council to provide an update on her findings on Business Retention and Expansion (BRE). The information gathered from the various companies was received and is being shared in confidence. Tonight's presentation also includes some general updates on economic development efforts.

Ms. O'Neill's began her presentation with a summary of BRE findings which included:

- number of businesses visited by community;
- businesses visited by industry sector;
- sales volume distribution;
- customer base;
- number of employees of the businesses.

Of the businesses visited, the number one success factor was location. The centralized location, being in close proximity to Halifax and Cape Breton, helps keep businesses competitive. The number one challenge faced by the businesses was availability of labour, however, energy costs was mentioned frequently.

Some suggestions on ways the County can help businesses included complete listing of what is required of them; business directory on the County website; road maintenance and infrastructure upgrades; continued flood remediation; encouraging agriculture; improved signage for business; and, many businesses, not only the ones from Debert, felt strongly that Debert development would positively affect growth in County businesses.

General economic development updates included: partnership development with an extensive listing of organizations we are working

with; emphasis on the need for establishing new branding with updated tagline and logo; ongoing meetings concerning event planning; facilitated an economic impact study; and, Debert development initiatives to date.

A copy of Ms. O'Neill's presentation was circulated to Council.

Moved by Mayor Taylor
Seconded by Councillor MacInnes

“That the presentation from the Economic Development Officer on Business Retention and Expansion and an update on Economic Development activities be received.”

Motion Carried Unanimously.

ACTION ITEMS

Personnel Policy Amendments – Policies 5.08 Progressive Discipline and 5.09 Termination of Employment

Ms. Kelly Gratto-McCarthy, Human Resource Specialist, indicated that personnel policies are the foundation for managing employees. Staff is in the process of reviewing and updating all personnel policies, making sure that all policies are up to date, as well as compliant with current legislation. These recommended changes have been reviewed by both Management and the Municipal Solicitor.

A brief overview was provided on the amendments being recommended to Policy 5.08 - Progressive Discipline, and Policy 5.09 – Termination of Employment, with the latter being mainly housekeeping changes.

Changes to the Progressive Discipline Policy include:

- Removal of the Corrective Action Form. This does not change the process but does give the employer some flexibility.
- Introduction of procedures related to dealing with lateness.

Discussion was held with questions and concerns being raised regarding the process for dealing with lateness, the number of allowable lateness's, and the potential for abuse by assigning a specific number of allowances.

Ms. Gratto-McCarthy indicated that the policy is fair, with each situation being reviewed on a case by case basis. It will help to create consistency throughout the different departments in how lateness is managed.

Moved by Councillor MacInnes
 Seconded by Councillor Cavanaugh

“That Council Committee recommends to Council that current policies numbered 5.08 Progressive Discipline and 5.09 Termination of Employment, be repealed; and,

That policies number 5.07 Progressive Discipline and 5.08 Termination of Employment, be approved, as presented.”

Motion Carried.
(Councillors MacKenzie and Taggart opposed)

**Proposed Changes
 to Community Park
 Funding Program
 Policy**

Mr. Ramesh Ummat, CAO, indicated that this policy is before Council with some minor housekeeping changes and for the inclusion of dealing with parks outside the municipal boundary. The Policy now stipulates that funding requests for parks outside the municipal boundary will be brought to Council for consideration.

Moved by Councillor Stewart
 Seconded by Councillor Gregory

“That Council Committee recommends to Council approval of the revisions to the Municipal Funding for Community Parks Policy, as presented.”

Motion Carried.
(Councillor Taggart opposed)

**Ventura Drive Re-
 Paving**

Ms. Michelle Newell, Director of Public Works, advised that capital budget includes the re-paving of Dieppe Ave in this fiscal year and re-paving of Ventura Drive in the next fiscal year. The area Councillor has requested that these two projects be switched, allowing Ventura Drive to be done this year and Dieppe Avenue in 2015/16.

Due to the cost of re-paving Ventura Drive being more expensive than Dieppe Ave, should Council decide to proceed with this change, there would be a \$378,000 shortfall in the Street Re-paving Reserve. This shortfall could be addressed in different ways including borrowing, using funds from the Operating Reserve, or using the Debert Housing Reserve.

Ms. Newell advised that staff is recommending changing the street paving schedule to accommodate re-paving Venture Drive in 2014/15 using funds from the Debert Housing Reserve.

Moved by Councillor MacInnes
 Seconded by Councillor Cavanaugh

“That the Council Committee recommends to Council that Venture Drive be repaved in the current fiscal year, 2014-15, and Dieppe Avenue be repaved in the fiscal year 2015-16; and,

That source of funds for the street paving of both Ventura Drive and Dieppe Avenue be Debert Sale of Houses Reserve.”

Motion Carried Unanimously.

**Wastewater
 Collection Staff**

Ms. Newell advised that this item relates to the work force in Debert. Currently, the Municipality has a contract employee assisting with the work in Debert, with the contract ending at the end of September.

The duties of the Wastewater Collection staff have changed and expanded tremendously over the years, and covers a large geographic spread. Due to this, staff feel that additional resources to support the current Wastewater Collection Supervisor are required. This new position will further enhance the ability to keep jobs in house as opposed to having to contract them out.

Staff is recommending that a new, one year term position be created to support operations in Debert, as well as to address the manpower shortfall in Wastewater Collection.

Discussion was held on the current workload of existing staff, duties of this new position, where this position would be stationed, and the need for additional staff with future development in Debert. Concern was raised about having two supervisory positions to cover nine to ten staff.

Moved by Councillor Cavanaugh
 Seconded by Councillor Gregory

“That Council Committee recommends to Council that a new supervisory position in Range 7 of the salary scales be created within the Wastewater Collection group of Public Works for a term of one year.”

Motion Carried.
(Councillor Taggart opposed)

Capital Budget

A copy of the five year capital budget plan was circulated for this evening’s meeting. Mr. Scott Fraser, Director of Corporate Services, reviewed Schedule ‘A’ which includes the five year plan for major projects, with projects costs and funding sources; Schedule ‘B’ which is the plan for equipment and minor capital projects under the Capital

September 11, 2014

Reserve Funds; and, Schedule 'C', which includes a priority list of projects not currently listed in Schedules 'A' or 'B'. Projects listed in Schedule 'C', can be moved to either Schedules 'A' or 'B' subject to Council approval. Also included in this five year capital budget plan is a Debt Ratio Sensitivity Analysis, Growth Rate chart and Five Year Change in Reserves Project.

Mr. Fraser noted that staff will be reviewing the County's Investment Policy which will be brought before Council in the coming months.

Moved by Councillor Blair
Seconded by Councillor Parker

"That Council Committee recommends to Council that the Five Year Capital Budget, as presented, be approved and adopted."

Motion Carried Unanimously.

**Shoulders on the
Truro Heights
Connector Road**

Deputy Mayor Masters raised the issue of the lack of shoulders along the Truro Heights Connector Road. It was requested that the Transportation Liaison Committee address the issue with Nova Scotia Transportation and Infrastructure Renewal (TIR). Mayor Taylor indicated that he would make a call to TIR to address this.

**Murray Siding
Flooding**

Mr. Ramesh Ummat, CAO, advised that the Municipality has been working with Nova Scotia Environment in cleaning the river beds in Murray Siding to remediate flooding with approximately 700 feet completed and approved. A new application for phase 2 of the project was sent for this year. Notice was received that the previous work was sub-standard. Documents were sent to the Department of Fisheries and Oceans who have advised the Municipality that a Letter of Credit will be required to ensure funds and if work carried out is not satisfactory, the funds will be kept to redo the work.

Moved by Councillor Blair
Seconded by Councillor Gibbs

"That a letter be written to the Minister of Fisheries objecting to the level of bureaucracy regarding the issue of requiring a letter of credit for the flood mitigation work at Murray Siding; and,

That the letter be copy to the local MP and MLA, as well as the Federation of Canadian Municipalities, and the Union of Nova Scotia Municipalities."

Motion Carried Unanimously.

**INFORMATION
ITEMS**

Crosswalks

Councillor Gibbs expressed concern regarding the issue of crosswalks. Requests for crosswalks in various locations including Harmony Heights Elementary School and East End Mini Mart/Ice Pond Drive have been unsuccessful. Councillor Gibbs advised that during a recent conversation with Mr. Rob Jerrod from Nova Scotia Transportation and Infrastructure Renewal (TIR), he was advised that 98% of requests for crosswalks are denied. He was also told that TIR would not be doing another study regarding Burris Drive.

Maggie's Place

Mayor Taylor advised that he attended a photo op at Maggie's Place with Mayor Mills from the Town of Truro today. Mayor Taylor presented a letter and plaque, from Maggie's Place, to Colchester County Council, thanking them for the \$35,000 capital funding they recently received.

CLOSED SESSION

Moved by Councillor Cavanaugh
Seconded by Councillor Gregory

"That the meeting go into closed session at 10:45 pm"

Motion Carried Unanimously.

Moved by Deputy Mayor Masters
Seconded by Councillor MacInnes

"That the meeting reconvene in open session at 11:25 pm."

Motion Carried Unanimously.

**Award of East Prince
Street Sidewalk**

It was noted that at the meeting on August 28, 2014, Council gave authority for Council Committee to award the East Prince Street Sidewalk tender.

Moved by Councillor Gibbs
Seconded by Councillor Cavanaugh

"That Council approves the award of the construction tender for the East Prince Sidewalk to Mid Valley Construction for a total contract value of \$361,200 excluding taxes; and,

That an internal contingency in the amount of \$40,000 be carried for this project, to be used only on the authority of the Director of Public Works."

Motion Carried.

(Deputy Mayor Masters and Councillor MacInnes opposed.)

Adjournment

Moved by Councillor Cavanaugh
Seconded by Councillor Gregory

“That the meeting be adjourned at 11:26 pm.”

Motion Carried Unanimously.

Tracey Veno
Recording Secretary