

**The Corporation of the Township of Tay**  
**Special Committee of all Council Meeting**  
**General Government & Finance Committee**

**Thursday, February 13, 2020**  
**10:00 a.m.**

**Present:** Mayor Ted Walker  
Deputy Mayor Gerard LaChapelle  
Councillor Paul Raymond  
Councillor Sandy Talbot  
Councillor Jeff Bumstead  
Councillor Mary Warnock  
Councillor Barry Norris

**Staff Present:** Joanne Sanders, Director of Finance/Deputy Clerk  
Alison Gray, Clerk \*  
Steve Farquharson, Director of Planning & Development \*  
Daryl O'Shea, Director of Technology & Communications \*  
Peter Dance, Director of Public Works \*  
Brian Thomas, Fire Chief \*  
Chas Anselmo, KPMG Consultant

\* Did not attend Closed Session

**1. Call to Order**

Mayor Walker called the special meeting to order at 10:03 a.m.

**2. Disclosure of Interest**

None were presented.

**3. Adoption of the Agenda**

Mayor Walker inquired as to any additions, deletions or amendments to the agenda.

After discussion and consideration the following motion was moved by Councillor Norris and seconded by Councillor Raymond recommending the following to Council for consideration:

**That the February 13, 2020 agenda be adopted as circulated.**  
**Carried.**

#### **4. Staff Reports / Other Business**

##### **4.1 Presentation from Chas Anselmo, KPMG – Re: Draft Report, Tay Organization Review**

Council received a presentation from Chas Anselmo, KPMG providing a review of the draft Tay Organization Review report, as detailed in his PowerPoint presentation. Mr. Anselmo noted that the report was reviewed with staff and that constructive comments were received. He outlined various themes that emerged from the review, and considerations for potential structures.

He detailed three corporate models emphasizing that they are options for consideration that may be changed, amended or added to as Council deems necessary. Mr. Anselmo reviewed five particular positions for Council's consideration, being Human Resources, Mechanic, Engineering Technologist, and Corporate Communications, Recreation Assistant as well as the rationale for the recommended positions.

Mr. Anselmo noted the potential that the personnel changes may have on the organization. In addition, he noted that when considering the options Council may want to have regard for the potential of establishing continuous improvement capacity within the organization, exploring the redevelopment of the Township's approach to customer service, as well as examining and redeveloping corporate systems associated with human resources. In conclusion, he commented that he looks forward to discussing the options and report further with Council.

##### **4.2 Closed Session – Council – Re: Personal matters about an identifiable individual, including municipal or local board employees (Organization Review).**

**Moved By: Councillor Paul Raymond**

**Seconded By: Deputy Mayor Gerard LaChapelle**

**That Council adjourn to a Closed Session;**

**And further that this portion of the meeting be closed to the public pursuant to Section 239, Subsection 2 of the Municipal Act, 2001:**

- Personal matters about an identifiable individual, including municipal or local board employees (Organization Review).**

**Carried.**

Closed Session commenced at 10:55 a.m.

We held a Closed Session regarding personal matters about an identifiable individual, including municipal or local board employees (Organization Review).

Council reviewed the draft report by KPMG as it pertains to individual positions and employees.

Council temporarily recessed at 12:10 p.m.  
Council reconvened at 12:50 p.m.

**Moved By: Deputy Mayor Gerard LaChapelle**  
**Seconded By: Councillor Paul Raymond**  
**That Council adjourn from the Closed Session at 1:50 p.m. and return to the regular meeting.**

**Carried.**

After discussion and consideration the following motion was moved by Councillor Bumstead and seconded by Councillor Talbot recommending the following to Council for consideration:

**That the position of mechanic be added to the staff complement and staff proceed with recruitment.**

**Carried.**

Staff was directed to bring a copy of the job description to Council prior to advertising for the position.

**4. Adjournment**

Moved by Councillor Raymond and seconded by Deputy Mayor LaChapelle.

**That this Special General Government & Finance Committee meeting adjourn at 1:56 p.m.**

**Carried.**

Minutes Recorder – Alison Gray, Clerk