



AGENDA
SPECIAL "IN CAMERA" COUNCIL MEETING

Thursday, March 8, 2018

2:00 P.M. - 4:30 P.M.

Training Room, 2nd Floor

455 Wallace Street, Nanaimo, BC V9R 5J6

Pages

1. ADOPTION OF AGENDA

That Council, in accordance with Section 90(1)(n) of the Community Charter, adopt the agenda as presented (or as amended).

Summary of Agenda Items and Proposed CC Reasons to Close Meeting:

1. Adoption of Agenda - 90(1)(n)
2. 4(a) - Bylaw 7000 Review - 90(1)(c)(i)

3.

Section 90(1):

(c) labour relations or other employee relations;

(i) the receipt of advice that is subject to solicitor-client privilege, including communications necessary for that purpose;

(n) the consideration of whether a Council meeting should be closed under a provision of this subsection or subsection (2); and,

Section 90(2):

(b) the consideration of information received and held in confidence relating to negotiations between the municipality and a provincial government or the federal government or both, or between a provincial government or the federal government or both and a third party.

2. ADOPTION OF MINUTES

3. PRESENTATIONS

4. REPORTS

a. Bylaw 7000 Review

3 - 18

To be introduced by John Van Horne, Director of Human Resources.

[Redacted]

b.

[Redacted]

19 - 20

[Redacted]

5. ADJOURNMENT OF SPECIAL "IN CAMERA" MEETING

DATE OF MEETING FEBRUARY 5, 2018

AUTHORED BY JOHN VAN HORNE, DIRECTOR OF HUMAN RESOURCES

SUBJECT **BYLAW 7000 REVIEW**

OVERVIEW

Purpose of Report

To provide Council with draft amendments to “Management Terms and Conditions of Employment Bylaw 2005 No.7000” (the “Bylaw”) that address Core Service Review recommendations and other concerns raised by Council.

Reason for “In Camera”

Community Charter Section 90(1):

(c) labour relations or other employee relations.

Recommendation

That Council provide direction to Staff on desired amendments to Bylaw 7000.

Resolution to Rise and Report

That Council rise and report on amendments once staff have had the opportunity to advise affected employees of the changes.

BACKGROUND

The Core Service Review recommended changes to the Bylaw in order to limit the ability for excluded staff to bank vacation, as well as to establish a new method of determining excluded staff salaries. Because of the complexities surrounding the latter issue, it is recommended that Council direct staff to engage the services of an external compensation consultant to make recommendations.

In addition to the Core Service Review recommendations, some members of Council have previously identified issues with other provisions listed in this Bylaw. Staff have drafted some modifications to the Bylaw for Council to consider that might address these issues. |

OPTIONS

1. That Council accept the proposed changes and amend the Bylaw.

- [REDACTED]

- **Legal Implication:** Because the Bylaw is incorporated into each exempt staff member’s employment contract, it is recommended that the City provide notice of

this change prior to implementing it. [REDACTED]

- **Policy Implication:** The implications related to recruitment and retention are not significant given the scope of the changes.
- **Engagement Implication:** Excluded staff should be made aware of these changes before the general public.
- **Strategic Implication:** Council can address specific recommendations from the Core Service Review.

2. That Council provide other direction to staff regarding modifications to Bylaw 7000.

SUMMARY POINTS

- The Core Service Review recommended amendments to the Bylaw, one of which can be quickly accomplished.
- Members of Council have also expressed a desire to see further amendments to this Bylaw.
- Any additional amendments can be made when the Bylaw is further amended, in the future, [REDACTED]

ATTACHMENTS

[REDACTED]

Submitted by:

John Van Horne
Director of Human Resources

CITY MANAGER COMMENT:

The proposed amendments address many of the issues raised by members of Council and during the Core Service Review. [REDACTED]

[REDACTED]