



**MINUTES
DISTRICT OF PORT HARDY
COMMITTEE OF THE WHOLE MEETING
TUESDAY JUNE 13, 2017
COUNCIL CHAMBERS, MUNICIPAL HALL
7360 COLUMBIA STREET**

PRESENT: Mayor Hank Bood, Councillors Pat Corbett-Labatt, Dennis Dugas, Rick Marcotte, Fred Robertson, John Tidbury and Leightan Wishart

ALSO PRESENT: Allison McCarrick, Chief Administrative Officer; Heather Nelson-Smith, Director of Corporate Services; Abbas Farahbakhsh, Director of Operational Services

REGRETS: Adrian Maas, Director of Financial Services

MEDIA: None **MEMBERS OF THE PUBLIC:** 6

COW 2017-012
APPROVAL OF
AGENDA AS
PRESENTED

A. CALL TO ORDER

Mayor Bood called the meeting to order at 5:19 pm.

B. APPROVAL OF AGENDA

Moved/Seconded/Carried

THAT the agenda for the Committee of the Whole meeting of June 13, 2017 be accepted as presented.

C. STAFF REPORTS

1. Heather Nelson-Smith, Director of Corporate Services re: Fire Department Compensation Survey.

Heather Nelson-Smith reviewed the survey results with Council with the following highlights:

- 18/28 64% Fire Department Members took the survey.
- Respondents want to see the association fees kept at the same rate even if there is paid-on-call.
- Most of the respondents want to see some form of compensation, however there was some dissatisfaction with the rate being presented at \$10.00/hr as it was below minimum wage.
- The respondents favoured a paid-on-call system for the benefit of their families including being able to pay for a baby sitter and/or recreation.
- 72% of the respondents said that their commitment would be increased with financial compensation.
- 82% said that paid-on-call was important for Council to consider, yet the bonus system as presented was not favorably received as only a handful of officers would benefit.
- The advantages of a paid-on-call system included recruitment, attendance and appreciation.
- 23.53% of respondents noted a disadvantage to the paid-on-call system is discrepancy in pay. While 64% saw no disadvantages.
- Annual contribution was tied between \$1,000 and \$5,000 per member.

Allison McCarrick, reviewed with Council the different examples of a compensation system and their impacts on the taxes in Port Hardy.

There was discussion over showing the Fire Department service as a separate line item on the tax notice.

Three members of the Port Hardy Fire Rescue, in attendance at the meeting, were asked by Council to discuss the survey:

Gavin Texmo, Firefighter, wanted Council to know that there is a need for retention within the department, and felt that the 18 respondents reflected the actual turnout of membership out of the 28 on the roster. He personally worked on the bonus incentive as proposed in the survey and felt that, even though there was little support from the membership, a bonus system was important.

Justin Reusch, Lieutenant, brought up the need for different rates of pay depending on rank. He felt as though it was not appropriate to consider a flat fee, as different levels of training are required and the pay should reflect the level of training and commitment.

Elizabeth Greenberg, Firefighter, discussed with Council the need for some form of compensation to show appreciation to the membership.

All of the attendees thanked Council for reviewing the survey and considering the options of a paid-on-call department.

Council will review the compensation again during the 2018 budget discussions.

D. DELEGATION

Western Forest Products Presentation to Council: Kindry Mercer, RPF, Manager, Regional Initiatives Jon Flintoff, RPF, Senior Operations Planner, North Island Forest Operation and Roger Briscoe, Operations Manager.

The presentation included information on:

TFL6 Land Use and Resource Management

- Review of Responsibilities: Ministry of Forests, Lands and Natural Resource Operations and Western Forest Products
- Types of Old Seral Stage Forest Retention:
 1. Protected Lands = 13.9%
 2. Retention within TFL6 = 16.7%
- Case for maintaining WFP Timber Harvesting Land Base
- Management of Old Seral Values
- Forests of the Future: Sustainable 80-year rotation that produces high value forest products.

Community Involvement

- WFP in the Community
- First Nations Communities
- WFP Community Enhancement Fund: \$122,000 investment in the North Island.
- North Island Forest Industry Attraction, Training And Retention Strategy - Worker Training

Mayor Bood expressed concern over the need for Western Forest Products to participate in community sustainability, specifically the Port Hardy Multiplex project meetings, where Western Forest Products did not attend any of the three very important planning meetings on a facility that will benefit the North Island and the employees of their company.

E. NEW BUSINESS

None

F. ADJOURNMENT

MOVED

THAT the Committee of the Whole adjourn.

Time: 7:00 pm

CORRECT

APPROVED

Original signed by:

DIRECTOR
OF CORPORATE SERVICES

MAYOR

COW 2017-013
ADJOURNMENT