

TOWN OF LUMSDEN
MINUTES OF THE EMPLOYEE COMMITTEE MEETING HELD ON
DECEMBER 20TH, 2012

The Employee Committee convened their meeting in the Municipal Office in Lumsden, on Thursday, December 20th, 2012 at 5:00 p.m. with Chairman, Bryan Matheson chairing the meeting.

Present: Chairperson: Bryan Matheson
 Councillors: Reggie Newkirk, Trevor Grohs
 Chief Administrative Officer: Darcie Cooper

Discussion – Salary Grid:

The Committee met to review the Public Works Salary Grid and the point allocation for step increases.

The committee indicated that there should be an eligibility for Equipment Operators to reach the top of their salary grid scale and the chance to gain particular points, are not necessarily applicable to their skill set ie) Water and Wastewater points, budgetary controls, supervisory, etc. Public Works Foreman, Jeff Carey and CAO, Darcie Cooper will work together for a recommendation to the employee committee regarding the point allocation.

The committee discussed the point rating for years of experience and indicated that consideration maybe should be given for increments after the 12th year of experience.

Discussion – Employee Service Awards:

The Committee discussed the employee service awards and presentations. They indicated that the recognitions could be in the Spring and perhaps open to the public. A light lunch at the shop ie) Smokies and a Drink with employee recognitions to follow.

Mugs need to be obtained and the staff will provide a recommendation on the purchase of the mugs. The framed picture or alternate gift was discussed. Darcie to find out what the employees would like to receive. If it is an alternate gift it was suggested that a gift certificate to one of the Town businesses of their choice be provided. The value of the gift was discussed and one suggestion was to use \$10.00 per year of service ie) 15 years = \$150.00 gift.

Adjournment:

The meeting was adjourned at 5:50 p.m.



 Chairperson



 Chief Administrative Officer