

Minutes of a Meeting of the Council of the Regional Municipality of Wood Buffalo held in the Council Chamber at the Municipal Offices in Fort McMurray, Alberta, on Tuesday, September 06, 2016, commencing at 6:00 p.m.

Present: M. Blake, Mayor
L. Bussieres, Councillor
J. Cardinal, Councillor
S. Germain, Councillor
K. McGrath, Councillor
P. Meagher, Councillor
J. Stroud, Councillor
C. Tatum, Councillor
A. Vinni, Councillor
C. Voyageur, Councillor (via teleconference)

Absent: T. Ault, Councillor

Administration: K. Scoble, Deputy Chief Administrative Officer
D. Bendfeld, Executive Director
R. Billard, Acting Executive Director
B. Couture, Executive Director
E. Hutton, Executive Director
D. Leflar, Chief Legislative Officer
A. Rogers, Senior Legislative Officer
J. Brown, Supervisor, Legislative Services
S. Harper, Legislative Officer

Call To Order

Mayor M. Blake called the meeting to order at 6:04 p.m.

Adoption of Agenda

Moved by Councillor C. Tatum that the Agenda be adopted as presented.

Councillor S. Germain served the following Notice of Motion to be presented during the Council Meeting of September 13, 2016:

“That Administration review the municipal fee structure relating to residential development and building permits and all fees associated therein, specific to the properties destroyed or damaged by the wildfire of May 2016, and report back to Council with recommendations for possible fee amendments no later than September 27, 2016.”

Voting then occurred on Councillor C. Tatum’s motion:

CARRIED UNANIMOUSLY

Minutes of Previous Meetings**1. Minutes from Council Meeting - August 16, 2016**

Moved by Councillor K. McGrath that the Minutes of the Council Meeting held on August 16, 2016 be approved as presented.
CARRIED UNANIMOUSLY

2. Minutes from Special Council Meeting - August 30, 2016

Moved by Councillor J. Stroud that the Minutes of the Special Council Meeting held on August 30, 2016 be approved as presented.
CARRIED UNANIMOUSLY

Recognition

- 3. Proclamations**
- **Prostate Cancer Awareness Month, September 2016**
- **Muscular Dystrophy Awareness Month, September 2016**
(6:16 p.m. – 6:17 p.m.)

Mayor M. Blake gave a brief overview of the proclamations issued for September 2016.

Bylaws

- 4. Bylaw No. 16/020 - Land Use Bylaw Amendment - Wildfire Recovery Overlay**
(6:18 p.m. – 6:28 p.m.)

Bob Couture, Executive Director, Planning and Regional Development, provided a brief overview of the proposed bylaw, which would add a Wildfire Recovery Overlay to the Land Use Bylaw.

Moved by Councillor C. Tatum:

- That Bylaw No. 16/020, being a Land Use Bylaw amendment to add a Wildfire Recovery Overlay, be read a first time; and
- That the required public hearing for Bylaw No. 16/020 be held at 6:00 p.m. on Tuesday, September 27, 2016.

CARRIED UNANIMOUSLY

Councillors' Motions

- 5. Overtime Compensation for Municipal Employees**
(6:29 p.m. – 7:30 p.m.)

Exit and Return:

Councillor K. McGrath exited the meeting at 6:29 p.m. and returned at 6:31 p.m.

Councillor S. Germain put the following motion forward for consideration:

“THAT Administration is hereby directed to fairly compensate with pay municipal employees, for overtime hours worked from May 1, 2016 until such time as the State of Local Emergency ends, including the time following May 1, 2016 during which a Provincial State of Emergency was in effect, such compensation to be:

- (a) in accordance with the terms of collective agreements for all employees covered by collective agreements; and
- (b) for employees at Director-level and below not covered by collective agreements at a rate equal to the employee’s regular hourly rate for any hour or portion of an hour worked in a calendar week above 35 hours up to 44 hours, and at a rate equal to 1.5 times the employee’s regular hourly rate for any hour or portion of an hour worked in a calendar week above 44 hours, as approved by the employee’s immediate supervisor.
- (c) for employees to whom time off in lieu of pay for overtime hours worked in response to the wildfire emergency has been offered, the employee will have the option of accepting time in lieu of instead of overtime pay.

THAT Administration is further directed to submit the total sum of all such overtime payments made to municipal employees to the Government of Alberta as a claim for reimbursement under the Disaster Recovery Program so as to minimize the impact to Wood Buffalo taxpayers and in keeping with the principle of fiscal responsibility.

THAT Administration is further directed to ensure that the monetary overtime compensation is communicated to employees and that eligible employees are paid in accordance therewith no later than October 6, 2016.

THAT Administration is further directed to develop a policy for Council’s consideration respecting compensation for employees who are required to work overtime as a result of an emergency or disaster in the Municipality.”

Councillor S. Germain then indicated that he wished to make a friendly amendment to his own motion as originally served, asking that “hereby directed” as it appears in the first bullet be deleted and replaced with “requested’ in the first sentence.

Jim Rogers, resident, expressed his support for the motion.

Paul McLeod, resident, spoke in opposition to the motion, citing that private sector employees are also working significant overtime.

Point of Order:

Councillor P. Meagher called a point of order, citing that the Mayor was engaging in an off-topic conversation with the delegate unrelated to the agenda item. The point of order was upheld by the Mayor.

Arianna Johnson, resident, spoke in support of compensation for municipal employees for overtime hours worked during the evacuation, citing that the Municipality must do all it can to retain employees to avoid high post-evacuation turnover.

Exit and Return:

Councillor C. Voyageur disconnected from the meeting at 7:06 p.m. and reconnected at 7:09 p.m.

Assuming of the Chair

Deputy Mayor L. Bussieres assumed the Chair at 7:20 p.m. to allow Mayor M. Blake to put forward the following amending motion for consideration:

Moved by Mayor M. Blake that the motion be amended by deleting the words “at Director-level and below” from subsection (b).

Exit:

Councillor C. Voyageur disconnected from the meeting at 7:28 p.m.

CARRIED

For: M. Blake, J. Cardinal, S. Germain, K. McGrath, P. Meagher, J. Stroud, C. Tatum, A. Vinni

Opposed: L. Bussieres

Reassuming of the Chair

Mayor M. Blake reassumed the Chair at 7:29 p.m.

Voting then occurred on the main motion, as amended, which now reads as follows:

Moved by Councillor S. Germain:

- That Administration is requested to fairly compensate with pay municipal employees, for overtime hours worked from May 1, 2016 until such time as the State of Local Emergency ends, including the time following May 1, 2016 during which a Provincial State of Emergency was in effect, such compensation to be:
 - (a) in accordance with the terms of collective agreements for all employees covered by collective agreements; and
 - (b) for employees not covered by collective agreements at a rate equal to the employee’s regular hourly rate for any hour or portion of an hour worked in a calendar week above 35 hours up to 44 hours, and at a rate equal to 1.5 times the employee’s regular hourly rate for any hour or portion of an hour worked in a calendar week above 44 hours, as approved by the employee’s immediate supervisor.
 - (c) for employees to whom time off in lieu of pay for overtime hours worked in response to the wildfire emergency has been offered, the employee will have the option of accepting time in lieu of instead of overtime pay;

- That Administration is further directed to submit the total sum of all such overtime payments made to municipal employees to the Government of Alberta as a claim for reimbursement under the Disaster Recovery Program so as to minimize the impact to Wood Buffalo taxpayers and in keeping with the principle of fiscal responsibility;
- That Administration is further directed to ensure that the monetary overtime compensation is communicated to employees and that eligible employees are paid in accordance therewith no later than October 6, 2016; and
- That Administration is further directed to develop a policy for Council’s consideration respecting compensation for employees who are required to work overtime as a result of an emergency or disaster in the Municipality.

CARRIED

For: M. Blake, L. Bussieres, J. Cardinal, S.
Germain, K. McGrath, P. Meagher, C.
Tatum, A. Vinni

Opposed: J. Stroud

Adjournment

As all scheduled business matters had been concluded, Mayor M. Blake declared the meeting adjourned at 7:31 p.m.

Mayor

Chief Legislative Officer