



“SPECIAL” COUNCIL MEETING MINUTES

**Tuesday, May 18th, 2021
5:30 p.m.
GotoMeeting**

ATTENDANCE:

Members Present: Chair, Reeve Brian Campbell
Deputy Reeve Barrie Crampton
Councillor Rob Rainer
Councillor Gene Richardson
Councillor Mick Wicklum
Councillor Beverley Phillips
Councillor Fred Dobbie

Staff Present: Amanda Mabo, Acting CAO/Clerk
Janie Laidlaw, Deputy Clerk
Noelle Reeve, Planner
Sean Ervin, Public Works Manager
Richard Bennett, Acting Treasurer

Regrets: Councillor RoxAnne Darling

1. CALL TO ORDER

The meeting was called to order at 5:31 p.m.
The Reeve conducted Roll Call.
A quorum was present.

2. DISCLOSURE OF PECUNIARY INTEREST AND/OR CONFLICT OF INTEREST AND GENERAL NATURE THEREOF

None at this time.

3. NEW/OTHER BUSINESS

i) **Service Delivery Review Report Discussion.**

The Reeve explained the purpose of the meeting, which was for Council to have a discussion without a staff report, and asked that each member give their thoughts on the Service Delivery Report and to indicate what their top three (3) priorities are.

Councillor Rainer

- an extensive report, covers a lot of territory, too much to digest at first and might have to come back to parts of it over time
- it was interesting to see that compared to other similar communities that Tay Valley is doing well and are efficiently using resources
- lacking from the report is a comparative impact analysis of the recommendations, there are 17 recommendations in the report, and they have a big range and it would be nice to know their impact to the Township and the impact financially
- top priorities would be the Waste Management Plan, feels it is critical and will have a cost to implement; supportive of the Community Services Coordinator position as there are several functions that the current staff cannot get to that are important; and the Economic Strategy that would include a growth strategy

Councillor Phillips

- was disappointed in report, it does not adequately reflect Tay Valley and was not suited to the Township, the wording was boiler plate and was disappointed only 300 and some filled out the survey
- found some of the recommendations to be odd, for example, to increase revenue that staff hold bridge tournaments or bingo; the policing recommendation was not sensible either
- top priorities would be the organizations' structure and realignment of functions and responsibilities; need to establish who does what; duties seem too flexible and seems to be unbalanced; need more defining job descriptions; staff should not be taking on discretionary tasks, these discretionary tasks should be outsourced; cost sharing with neighbouring municipalities; and completing the road assessment, hard surfacing will be costly but should be done; should be looking at the Township financing upgrades to roads

Councillor Richardson

- the report was very in depth; agree with the Strengthen the Structural Function of the Township recommendations on page 98 of the report
- top priorities would be the introduction of Service Community Coordinator position; conduct job description review and pay equity review; and complete a Waste Management Plan

Councillor Dobbie

- wants a staff report brought back to Council with their thoughts and recommendations
- top priorities would be to support a Community Services Coordinator position; conduct the Waste Management review, which is waiting on a grant, lots will have to fall into place to implement some of the recommendations but likes the recommendations in the report

Councillor Wicklum

- agrees with Councillor Phillips that the report is very boiler plate; a lot of the language was generic, some did apply to Tay Valley, it was a long report with lots of fluff to make it that long; it was supposed to be a service delivery report to see how our services are delivered, not to create a job, feels lots of the report had nothing to do with delivery of services

Reeve Campbell

- the report is not quite what he thought Council were getting; the most important thing to the taxpayers are roads, garbage, taxes, the website, communication with the residents and recreation
- wanted to know what is lacking or what we need to do to improve those things in order to provide better serve to residents
- need to improve waste sites, the roads are in good shape
- garbage has been and still is a hot topic, residents still want pick-up
- by having garbage pick-up is that having better service for the residents?
- the report talks about a lot of things that are important but would agree that a Waste Management Plan is good as well a lot of things in the Township is being assigned to a couple of staff and the workload is getting too much so a discussion on the Community Services Coordinator needs to occur
- agree that a staff report needs to come back to see what their thoughts are

Deputy Reeve Crampton

- typical consultant's report
- lots of the report does have boiler plate wording, some does not apply to Tay Valley, for example, succession planning does not work for Tay Valley
- the consultant did engage the staff in the review process and can see the staff input throughout the report
- the consultant has provided a framework for next steps through recommendations of where we should start
- there is no one better to fill in that framework than the senior staff members, take a page from the consultants and listen to those who do service delivery
- each senior staff provide a report on how in conjunction with other departments would implement the recommendations

Councillor Rainer

- agrees that some of the report is boiler plate, some of the language is vague but parts of it are quite strong and these are the ones that should be focused on

- Council should recognize the Township is growing and will continue to grow at a faster rate than at any other time in the Township history
- have been seeing it this year already and Council needs to plan for that growth
- planning for growth is important and how the municipal workforce should adjust to that increasing workload
- fully support staff coming back to Council with their opinions on what recommendations are practical and achievable
- staff work with the nitty gritty problem solving everyday and Council is flying blind without staff's input
- if staff could give their ranking/prioritization of the recommendations, maybe some are moot

The Reeve explained that Councillor Darling provided her comments in writing prior to the meeting and read Councillor Darling's comments:

- there are no bad recommendations in this report, the initial thought process on initiating a service delivery review was service delivery, how well each department, staff member and program is serving the public.
- before effective changes can be made, need to have to clear understanding on how things currently work, who does what and what could change to serve the public better, it is all about reinforcing customer service
- not in favor of increasing any municipal fees at this time, specially in the planning review department. I believe that we are in the process already of implementing some of the recommendations, and would like to see a staff report on what they feel we have or are already in the process of doing, such as cost-benefit analysis for shared services and a Waste Management Plan, these are already underway, the Economic Development Strategy could be included with the Official Plan Review
- top priorities would be structural review of the Planning Department, and Community Services Coordinator position, but in conjunction with the job description review and pay equity assessment; these also need to be looked at with the Master Fire Plan Review and the possible requirement of additional administration support and then to review communication policies between staff and residents and Council members to residents

Council discussed the staff report that will be brought back. Would like each department to provide a report based on their roles and responsibilities in the recommendations. Some of the recommendations affect more than one department, it will need some joint discussion. Council discussed when this report would come back, the Acting CAO/Clerk explained that there are several deadlines that staff are trying to meet, and they will look at a possible date hopefully by the end of June but at the very latest for the August COW as there are no meetings in July.

4. **ADJOURNMENT**

Council adjourned at 6:26 p.m.



Brian Campbell, Reeve



Janie Laidlaw, Deputy Clerk