



Special Council Minutes

June 10, 2024, 5:30 p.m.
Council Chambers
Whitby Town Hall

Present: Mayor Roy
Councillor Bozinovski
Councillor Cardwell (Virtual Attendance)
Councillor Leahy
Councillor Lee (Virtual Attendance)
Councillor Lundquist
Councillor Mulcahy
Councillor Shahid
Councillor Yamada (Virtual Attendance, In-Person Attendance at 6:30 p.m.)

Also Present: M. Gaskell, Chief Administrative Officer
M. Hickey, Fire Chief
S. Klein, Director of Strategic Initiatives
J. Long, Head of Organizational Effectiveness
J. Romano, Commissioner of Community Services
R. Saunders, Commissioner of Planning and Development
F. Wong, Commissioner of Financial Services/Treasurer
M. Dodge, Executive Advisor to the Mayor
K. Narraway, Sr. Manager of Legislative Services/Deputy Clerk
K. Douglas, Sr. Legislative Specialist (Recording Secretary)

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1. Call To Order: The Mayor
 2. Call of the Roll: The Clerk
 3. Declarations of Conflict of Interest

There were no declarations of conflict of interest.

4. Closed Session

This portion of the minutes are closed to the public. [Refer to the Closed Minutes - Town Clerk has control and custody.]

Moved by Councillor Lundquist
Seconded by Councillor Shahid

That Council move in-camera in accordance with Procedure By-law # 8081-24, Closed Meeting Policy G 040, and the Municipal Act, 2001, Section 239 (2)(d) labour relations or employee negotiations.

Carried

4.1 Confidential Verbal Update from M. Gaskell, Chief Administrative Officer
Re: Overview of Workforce Market Compensation Review

4.2 CAO 09-24, Confidential Office of the Chief Administrative Officer Report
Re: Workforce Market Compensation Review

5. Rising and Reporting

Motion to Rise

Moved by Councillor Leahy
Seconded by Councillor Shahid

That Council rise from the closed portion of the meeting.

Carried

5.1 Reporting Out

Mayor Roy advised that during the closed portion of the meeting Council received a presentation and discussed information regarding labour relations, including matters pertaining to municipal employee compensation.

Resolution # 118-24

Moved by Councillor Mulcahy
Seconded by Councillor Lee

1. That report CAO-09-24, Workforce Compensation Market Review be received for information;

2. That the pay philosophy at the Town of Whitby move to a 70th percentile target and that salary administration at the Town incorporate the recommendations outlined in Report CAO 09-24;
3. That the effective date of any adjustments be July 1, 2024, for the Exempt/Non-union group as recommended in Report CAO 09-24;
4. That staff engage CUPE Local 53, Full-time representatives regarding the findings of the market review for that group and propose adjustments as outlined in Report CAO 09-24. Furthermore, if CUPE representatives reject that proposal, any further consideration be brought forward to collective bargaining in 2026;
5. That the 2024 implementation costs, estimated at \$992,033, be funded from projected 2024 operating savings, in the amount of \$700,000, as outlined in Report CAO 09-24 and a draw from the General Contingency Reserve Fund, in the amount of \$292,033, if required at the end of 2024; and,
6. That the full-year budget impact of \$1,984,066 related to the implementation be included in the 2025 operating budget funded from:
 - a. the operating budget savings identified in Report CAO 09-24, in the amount of \$700,000, and,
 - b. the balance, in the amount of \$1,284,066, to be phased-into the tax-funded operating budget over four years with the use of the General Contingency Reserve, as outlined in Report CAO 09-24.

Carried

6. Confirmatory By-law

Resolution # 119-24

Moved by Councillor Shahid

Seconded by Councillor Leahy

That leave be granted to introduce a by-law and to dispense with the reading of the by-law by the Clerk to confirm the proceedings of the Council of the Town of Whitby at its special meeting held on June 10, 2024 and the same be considered

read and passed and that the Mayor and the Clerk sign the same and the Seal of the Corporation be thereto affixed.

Carried

7. Adjournment

Moved by Councillor Lundquist
Seconded by Councillor Yamada

That the meeting adjourn.

Carried

The meeting adjourned at 6:32 p.m.

Kevin Narraway, Deputy Clerk

Elizabeth Roy, Mayor