



**GREY SAUBLE CONSERVATION AUTHORITY
Special Meeting - Full Authority Board of Directors
Wednesday, July 24th, 2019, at 3:00 p.m.**

The Grey Sauble Conservation Authority Board of Directors meeting was held at the Conservation Authority Administration Centre located on Inglis Falls Road.

1. Call to Order

Chair Cathy Little called the meeting to order and acknowledged that the meeting was on the traditional territory of the Anishinabek Nation: The People of the Three Fires known as Ojibway, Odawa, and Pottawatomi Nations, who have inhabited this land from time immemorial. She recognized and deeply appreciated their historic connection to and stewardship of this land, as well as the contributions and care taken by the Metis and other Indigenous Peoples, and acknowledged sincere gratefulness for the opportunity to gather here.

Directors Present - Dwight Burley, Sue Carleton, Scott Greig, Marion Koepke, Cathy Little, Scott Mackey, Andrea Matrosovs, Ryan Greig, Harley Greenfield and Paul Vickers

Directors Absent – Paul McKenzie

Staff Present – Sonya Skinner

2. Adoption of Agenda

Motion No.:	Moved by:	Scott Mackey
FA-19-070	Seconded by:	Paul Vickers

THAT the Grey Sauble Conservation Authority Board of Directors approve the Agenda of July 24th, 2019.

Carried

3. Disclosure of Pecuniary Interest

The Directors were reminded to disclose any pecuniary interest that may arise during the course of the meeting. None was disclosed.

4. Closed Session - Personnel

Motion No.: Moved by: Scott Greig
FA-19-071 Seconded by: Marion Koepke

THAT the Board of Directors now go to closed session to discuss a Personnel Item.

Carried

Motion No.: Moved by: Dwight Burley
FA-19-072 Seconded by: Andrea Matrosovs

THAT the Board of Directors now move out of Closed Session.

Carried

4. Other Business

a) Appointment of Interim CAO

Several Board members expressed a desire during the interim period to have the staff lead's title "Interim General Manager" and this adjustment was made to the proposed motion.

Motion No. Moved by: Dwight Burley
FA-19-073 Seconded by: Scott Greig

WHEREAS the duties of the Chief Administrative Officer must be completed during the four to six months it will take to run a recruitment process,

WHEREAS during this period the current staffing compliment will be taking on the work with one less person,

THAT Tim Lanthier be asked to act as the staff lead with the title Interim General Manager for about 6 months until the end of January 2020, while also delivering key lands and habitats priorities not reassigned in this Motion, and

FURTHER THAT the Interim General Manager be compensated one Value Group higher than his current Value Group and Step on GSCA's Salary System, returning to the Value Group and step of his current position upon completion of this temporary assignment with any missed salary adjustment such as Cost of Living appropriately incorporated,

FURTHER THAT John Bittorf will be asked to take on full leadership for the Water Scientist/Engineer Business Case, co-lead municipal conversations about value and future MOUs, and support Lands and Habitats delivery priorities,

FURTHER THAT Gloria Dangerfield will be asked to co-lead municipal value and MOU conversations co-lead municipal conversations about value and future MOUs, and take on leadership of Communications and Education, and

FURTHER THAT Jason Traynor will be asked to take on leadership of the Grey County Forest Management and Bylaws contract, and deliver additional lands priorities including a signage policy, paid parking monitoring and expansion analysis, and

FURTHER THAT these positions be placed temporarily two Steps higher in GSCA's Salary System, or receive about a 10% increase in salary, whichever is higher, to recognize the increased complexity and volume of work they are being asked to deliver, with a return to the Value Group and Step of their current positions upon completion of this temporary assignment with any missed salary adjustment such as Cost of Living appropriately incorporated.

FURTHER THAT the Board expresses its appreciation of all Coordinators at GSCA and their staff, who have each enabled bold actions and worked to successfully execute GSCA's strategic plan over the past several years, and acknowledges that the help and contributions of each person are valued as we move through the upcoming transition period together.

Carried

b) Request to Collaborate by Saugeen Valley Conservation Authority (SVCA)

Cathy Little described her recent communications with the chair of SVCA, Dan Gieruszak. As SVCA's General Manager is also leaving to retire in the fall, Dan and the Board at SVCA are interested in exploring collaboration and amalgamation options with GSCA.

While cautious about ensuring the timing is right, that there is an alignment of culture and approach and whether there would be financial or other benefits, there was strong support for more time to consider the proposal and a conversation to better understand SVCA's ideas and intentions. There was also expectation that the province may require CAs to investigate amalgamation possibilities and board members expressed a desire to be prepared for this request.

**Motion No.
FA-19-074**

**Moved by:
Seconded by:**

**Scott Mackey
Dwight Burley**

THAT GSCA's Chair, Vice Chair and Past Chair (Dick Hibma) arrange a meeting with the appropriate Board executives at SVCA for further discussion.

Carried

c) CAO Recruitment

Discussion included whether there would be any benefit to a delay in recruitment, and the consensus after discussion was to start as soon as practical, pending the conversations planned with SVCA executives.

Motion No.
FA-19-075

Moved by:
Seconded by:

Dwight Burley
Sue Carleton

WHEREAS Grey County is willing to provide recruitment support for the CAO recruitment process,

THAT the Board of Directors initiate an external recruitment as soon as practical,

AND FURTHER THAT the recruitment committee be made up of Cathy Little, Marion Koepke, Dick Hibma and Andrea Matrosovs.

Carried

6. Adjournment

The meeting adjourned at 4:20 p.m.

Cathy Little, Chair

Doreen Robinson
Administrative Assistant

This set of minutes was approved by the Grey Sauble Conservation Authority Board of Directors at their meeting held on August 28th, 2019.