

**MINUTES OF THE  
PERSONNEL STANDING COMMITTEE MEETING  
COMMITTEE ROOM 2,  
SAANICH MUNICIPAL HALL, 760 VERNON AVENUE  
THURSDAY, MARCH 9, 2017 at 8:35 am**

**Present:** Chair: Councillor Fred Haynes,  
Members: Councillors Brownoff, Plant and Murdock, and Mayor Atwell, Ex-Officio.  
Staff Members: Paul Thorkelsson, Chief Administrative Officer; Laura Ciarniello,  
Director of Corporate Services; Jennifer Downie, Administrative  
Assistant  
Guests: Valla Tinney, Director of Finance

---

**MINUTES FOR ADOPTION – February 20, 2017**

**MOVED by Councillor Brownoff and seconded by Mayor Atwell: "That the minutes of the  
Personnel Standing Committee meeting of February 20, 2017 be approved."**

**CARRIED**

**RESOURCE REQUESTS**

The CAO presented the 2017 Budget – Municipal Staffing Resource Requests report dated March 8, 2017. The purpose of the report was to advise and recommend to the Personnel Committee and Saanich Council additional staff resources under the "critical capacity" category of Council's 2017 Budget.

The CAO reviewed the critical resource requests with the Committee and answered questions from members.

**MOVED by Councillor Plant and seconded by Councillor Brownoff, "that the Personnel  
Standing Committee recommend to Council that the critical resource requests as outlined  
in the report be added to the 2017 Saanich Municipal budget and be included in the  
Financial Plan."**

**CARRIED**

\*\*\*\*\*

Councillor Murdock left the meeting at 9:50

Councillor Brownoff left the meeting at 9:55

\*\*\*\*\*

**PROTECTIVE SERVICES – PERSONNEL COSTS**

The Chair discussed the arbitrated cost of protective services. The Chair noted that arbitrated agreements in protective services that rolls out across the country from the larger cities has impacts on the smaller cities. Municipalities like Saanich are impacted as personnel costs are driven by a very powerful arbitrated agreement.

The Chair would like to write a letter to the Province addressing the impacts of arbitrated settlements; but would first consult with Chief Constable Downie, Fire Chief Burgess and human resources prior to drafting a letter for the Committee's consideration.

The CAO cautioned that there is no delegated authority to the Committee for doing this and any direction would need to come from Council.

**MOVED by Councillor Plant and seconded by Mayor Atwell, “that the Personnel Standing Committee recommend to Council that it support Councillor Haynes in creating a response to arbitrated cost of protective services and to include consultation with Chief Constable Downie and Fire Chief Burgess and interested parties.”**

**CARRIED**

#### **MEETING SCHEDULES**

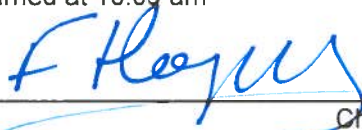
In response to Councillor Plant, the CAO advised that this Committee meets four times a year. There is a likelihood that the next meeting will be on the quarterly timeframe. However, it was noted that the Chair has the right to call a meeting or call for additional meetings should pressing items arise.

#### **TERMS OF REFERENCE**

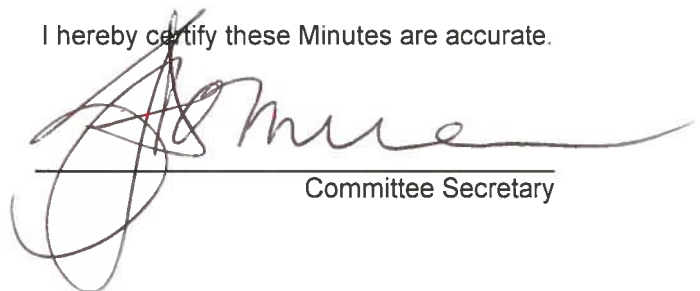
In response to the Chair, the CAO noted that the Mayor is reviewing the updated Terms of Reference.

#### **ADJOURNMENT**

On the motion from Mayor Atwell and Councillor Plant the meeting adjourned at 10:00 am

  
\_\_\_\_\_  
Chair

I hereby certify these Minutes are accurate.

  
\_\_\_\_\_  
Committee Secretary