

**MINUTES OF THE REGULAR MEETING OF COUNCIL
OF THE RURAL MUNICIPALITY OF REFORD NO. 379
HELD IN THE MUNICIPAL OFFICE AT WILKIE, SASKATCHEWAN
THURSDAY, JUNE 8TH, 2023**

CALL TO ORDER

A quorum being present, Reeve Gerald Gerlinsky called the meeting to order at 8:00 a.m.

PRESENT

Reeve Gerald Gerlinsky
Acting Administrator Curt Kowalchuk
Councillors: Division No. One – Quentin Sittler
 Division No. Two – Nathan Keller-Absent
 Division No. Three - Lyle Ulsifer
 Division No. Four – Evan Johnson
 Division No. Five - Daryl Glackin
 Division No. Six - Greg Sutherland

At the request of Deputy Reeve Greg Sutherland, Reeve Gerald Gerlinsky brings Don McCallum to the Council Table.

**298/22-23 NEW CHAIR FOR MEETING.
MOVED BY ULISFER:**

A motion by Councillor Ulsifer that Council have Deputy Reeve Greg Sutherland chair the meeting instead of Reeve Gerald Gerlinsky.

**Recorded Vote: Division 1-no, Division 2-absent, Division 3-yes, Division 4- no,
Division 5- yes, Division 6- no, Reeve- no.**

Lost.

**299/22-23 MINUTES.
MOVED BY SUTHERLAND:**

That the Minutes of the Special Meeting of Council held on May 11th, 2023 be approved as circulated.

Carried.

300/22-23 IN-CAMERA.

MOVED BY GLACKIN:

That Council approves to go In-Camera at 8:06 am to discuss Human Resources.

Division 1-present, Division 2-absent, Division 3-present, Division 4- present, Division 5- present, Division 6- present, Reeve- present.

- Deputy Reeve Greg Sutherland and Councillor Daryl Glackin recuse themselves during the Code of Ethics portion at approximately 8:15 am.
- Deputy Reeve/Councillor Greg Sutherland and Councillor Daryl Glackin re-enter approximately 8:24 am.
- Reeve Gerald Gerlinsky, Deputy Reeve/Councillor Greg Sutherland, Councillor Evan Johnson and Acting Administrator Curt Kowalchuk recuse themselves during the harassment portion at approximately 8:32 am.
- Reeve Gerald Gerlinsky, Deputy Reeve/Councillor Greg Sutherland, Councillor Evan Johnson and Acting Administrator Curt Kowalchuk re-enter at approximately 8:46 am.

Carried.

301/22-23 RETURN TO A PUBLIC MEETING.

MOVED BY JOHNSON:

That Council approves returning to a public meeting at 8:48 am.

Carried.

302/22-23 SURPLUS HOURS.

MOVED BY ULISFER:

That Council approves, for 2023, in the event of the departure of Curt Kowalchuk, which ends employment contract between the employer and employee, the employee will receive 1-month of severance pay including full benefits during this one-month period. If this occurs, the employee agrees to forfeit any hours in surplus of 40 hours scheduled per week. Every January: starting 2024, this is subject to a yearly evaluation by the Employment Committee.

Carried.

303/22-23 MILEAGE.

MOVED BY SITTLER:

That Council approves, effective May 1st, 2023, that Council approves the Administrator can charge \$.20 per km for km's travelled from Perdue-to-Wilkie and Wilkie-to-Perdue during the regular working schedule. Business travel more than the regular schedule is subject to a \$.60 mileage charge.

Carried.

304/22-23 LAURIE THOMPSON EMPLOYMENT.
MOVED BY SUTHERLAND:

That Council accepts the said offer of employment for Laurie Thompson; including is year-round fulltime work in the position of Grader Operator. This employment will begin on June 2nd, 2023. Changes to the start date must be explicitly approved by the Administrator or Shop Foreman. Please see below for all other items, including:

1. Wage rate=\$38.00 per hour for 40 hours of work per week. Hours paid are limited to hours worked. Payment for overtime worked, is subject to corresponding legislation.
2. Mileage charge=.\$30 per km.
3. At anytime during the probationary period, the RM of Reford reserves the right to conduct a probationary review.
4. At the start of the employment, there will be a 3-month probationary period. At the end of the 3-month probationary period; at the discretion of the RM of Reford: (a) the probationary period can end with satisfactory performance, (b) employment may cease and end with termination, or (c) the probationary period maybe extended up to an additional 3-months pending a probationary review. The scope of your probationary period will be evaluated from:
 - a. The ability to follow the instruction of your supervisor.
 - b. The ability to maintain a positive attitude in all aspects of employment.
 - c. Being punctual for scheduled days of work.
 - d. Refrain from any/all actions that would deter from creating a positive workplace.
 - e. The ability to work independently from your supervisors' instructions.
5. If the probationary period is passed, all benefits that coincide with this position would be enacted.
6. The Administrator or Shop Foreman reserves the right to enlist other reasonable duties that fall outside the scope(s) of the stated position.

Carried.

305/22-23 ACTING ADMINISTRATOR RESGINATION.
MOVED BY GLACKIN:

Effective June 29th, 2023 that Council accepts the resignation for Curt Kowalchuk.

Carried.

306/22-23 ASSISTANT ADMINISTRATOR RESGINATION.
MOVED BY JOHNSON:

Effective June 29th, 2023 that Council accepts the resignation for Wanda Laturnus.

Carried.

307/22-23 CODE OF ETHICS 3RD PARTY INVESTIGATOR.
MOVED BY ULISFER:

That Council approves:

Option #1: Lawyer Courtney Riviere from SARM for \$210 per hour, at an estimated total cost of \$2,352.00.

Option #2: Human Resource Consultant Brian Schatz. Estimated at 3-5 days for a cost range of \$2,400-\$4,000 + any additional mileage charges.

Council choose option #1.

Carried.

308/22-23 HARASSMENT INQUIRY SEARCH.
MOVED BY SITTLER:

That Council approves:

Option #1: the search of an independent 3rd party to address all harassment complaints that were submitted on May 25th, 2023.

Option #2: that Council will investigate this matter internally to address all harassment complaints that were submitted on May 25th, 2023.

- ***Council choose option #1.***

Carried.

- Effective immediately, Reeve Gerald Gerlinsky resigns at 8:57 am.
- Effective immediately, Councillor Evan Johnson resigns at 8:58 am.
- Effective immediately, Councillor Nathan Keller resigns at 8:59 am (given to the Acting Administrator by Quentin Sittler).
- Effective immediately, Councillor Quentin Sittler resigns at 8:59 am.
- Effective immediately, Deputy Reeve Greg Sutherland resigns at 9:00 am.

309/22-23 LOSS OF QUORIM.

Quorum of Council is lost at 9:01 am.

Carried.

Reeve

Acting Administrator