



## The Corporation of the Town of Midland

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**Human Resources Committee Meeting  
with Closed Session  
Friday, January 11, 2019  
9:00 am  
Council Chambers**

**AGENDA  
(amended)**

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- 1. Call to Order**
- 2. Nomination of Chair**
- 3. Declarations of Pecuniary Interest**
- 4. Adoption of Previous Minutes**
  - a) Minutes of the September 13, 2018 Human Resources Committee Meeting

**5. Closed Session**

- a) Motion to move into closed session

*That the Committee move into a closed session in accordance with the Municipal Act, 2001, Section 239 (2) for the purposes of considering the following subject matters:*

*(b) personal matters about an identifiable individual, including municipal or local board employees; and*

*(d) labour relations or employee negotiations*

- i) Closed Session Items
  - a) Review of Committee Member applications
  - b) CAO Performance Evaluation
  - c) Labour Relations update:
    - i) OPSEU
    - ii) IBEW
    - iii) Fire
    - iv) Management/Non-Union

b) Motion to Rise to Open Session

*That the closed session of the Human Resources Committee be adjourned,  
and the Committee now rise and report to Open Session.*

**6. Open Session**

a) Motions arising from closed session

**7. 2019 Meeting Schedule**

**8. Adjournment**



## The Corporation of the Town of Midland

**Minutes of the Meeting of the Human Resources Committee with closed session held on Thursday September 13, 2018, at 2:00 p.m. in the Municipal Office Council Chambers.**

**Present:** Councillor J. Contin, Chair  
Mayor G. McKay  
Councillor S. Strathearn

**Staff Present:** Chief Administrative Officer, J. Skorobohacz  
Director of Human Resources/Health & Safety, L. Yourkin  
Recording Secretary, A. Grenier

**Regrets:** Councillor G. Canning

**Guests:** Rebecca Dupuis, Simcoe Muskoka District Health Unit  
Leah Simon, Simcoe Muskoka District Health Unit

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**1. Call to Order:**

Chair Contin called the meeting to order at 2:05pm.

**2. Declarations of Pecuniary Interest**

There were none.

**3. Adoption of Previous Minutes**

- a) Minutes of the July 12, 2018 Human Resources Committee Meeting;
- b) Minutes of the August 17, 2018 Human Resources Committee Meeting.

The Committee reviewed the minutes of the July 12, 2018 and the August 17, 2018 meetings. It was then

**Moved by:** S. Strathearn

Resolution No. 2018-37

**Seconded by:** G. McKay

**That the July 12, 2018 Human Resources Committee Meeting Minutes be adopted as printed and circulated; and**

**That the August 17, 2018 Human Resources Committee Meeting Minutes be adopted as printed and circulated.**

**CARRIED.**

**4. Presentation – Cannabis Legalization and Use:**

Rebecca Dupuis and Leah Simon, representatives of the Simcoe Muskoka District Health Unit, provided a presentation on substance use implications in the workplace with respect to the upcoming legalization of Cannabis on October 17, 2018, and responded to questions from the Committee; after which it was

**Moved by:** S. Strathearn Resolution No. 2018-38  
**Seconded by:** G. McKay

**That the presentation by the Simcoe Muskoka District Health Unit on substance use implications in the workplace, with respect to legalization of Cannabis, be received for information.**

**CARRIED.**

**5. Overview – Draft Corporate Policy: Substance Use**

The Director of Human Resources, Health & Safety provided an overview of a draft corporate policy on substance use. Once reviewed and recommended by the Committee, the policy will be forwarded to Council for approval. The Director responded to questions from the Committee, after which it was

**Moved by:** S. Strathearn Resolution No. 2018-39  
**Seconded by:** G. McKay

**That the Draft Corporate Policy on Substance Use be recommended to Council for consideration and adoption.**

**CARRIED.**

**6. Closed Session:**

**Moved by:** S. Strathearn Resolution No. 2018-40  
**Seconded by:** G. McKay

**That the Committee move into closed session; and**

**Further that this portion of the meeting be closed to the public pursuant to section 239 of the *Municipal Act, 2001*, as indicated:**

**Subsection 2 b) Information about an identifiable individual**

**CARRIED.**

i) Closed Session Items

a) Midland Bay Landing Development Corporation Board of Directors Recruitment

The Committee received an update from the Director of Human Resources on the results of interviews conducted by the Human Resources Committee for the Board of Directors for the Midland Bay Landing Development Corporation. . Following discussion, the Committee directed staff to prepare the appropriate motion for consideration in Open Session. It was then

**Moved by:** S. Strathearn Resolution No. 2018-41  
**Seconded by:** G. McKay

**That this Closed Meeting of the Human Resources Committee be adjourned at 3:25 p.m.; and**

**That the Committee now rise and report to open session.**

**CARRIED.**

**7. Open Session:**

a) Motions arising from closed session

- i. Midland Bay Landing Development Corporation Board of Directors Recruitment

**Moved by:** S. Strathearn Resolution No. 2018-42  
**Seconded by:** G. McKay

**That the Committee recommends to Council that Administration be directed to extend offers to the five selected candidates as identified by the Human Resources Committee, for the Midland Bay Landing Development Corporation Board of Directors; and**

**That the draft Job Description for the Executive Director position be circulated to the Committee for review and comment.**

**CARRIED.**

**5. Adjournment:**

As no other business was discussed, it was

**Moved by:** S. Strathearn Resolution No. 2018-43  
**Seconded by:** G. McKay

**That this meeting of the Human Resources Committee with closed session be adjourned at 3:32 p.m.**

**CARRIED.**

Minutes approved \_\_\_\_\_ Resolution No. \_\_\_\_\_.