

Type of Decision									
Meeting Date	Friday, May 10, 2013				Report Date	Tuesday, May-07-13			
Decision Required		Yes	X	No	Priority	X	High		Low
Direction Only		Information Only		x	Type of Meeting	X	Open		Closed

REPORT TITLE
Clerk's Report -on Staff-Council meeting of April 26 - #10/05/13/801-A

Attendees: Terry Lamure, Bill Donnelly, Bob Labre, Melinda Reith, Noella LeBreton, Councillor Grills and Councillor Gibson

Absent: Reeve Stewart, Councillor Antler and Councillor Reid.

1. The meeting began with a showing of the County of Renfrew's Anti-Bullying and Workplace Harassment Video.
  - a. Discussion occurred following expressing concerns with challenges with youth and bullying as well as bullying and violence in the workplace.
  - b. Different scenarios were discussed including steps to take should an employee find themselves a victim of workplace violence, harassment or bullying.
  - c. For our outside workers especially, who often work alone, calling the OPP at the sign of any threat provides a documented history should incidents escalate.
  - d. It was suggested that the video was very pertinent and might possibly be shared with members of the community during a coffee morning.
  
2. In discussing the County of Renfrew's value statement it was suggested that a similar statement could be created for HCM staff and Council stating that "we treat people respectfully" not necessarily "with respect". It was recognized that some people, in their actions do not deserve respect but should always be treated respectfully. "Respectfully" is the manner in which employees and Council members can control their own behaviour, we have absolutely no control over others.
  
3. Councillor Grills and Gibson expressed some of the sentiment and content from the AMO Council training which they participated in the week previous in North Bay. They expressed that for a small municipality our employees were quite professional and should be proud of their accomplishments.
  - a. We discussed the North Renfrew Landfill Board's using us as an example and possibly adopting our Waste Management processes.
  
4. Discussion occurred around the procurement processes used in smaller municipalities and their similarity to job applications. Not only is lowest price important but the process should be open, transparent and followed consistently. We discussed the recent plowing and grading process and the challenges there. We further discussed "buy local" policies and the questions surrounding them.
  - a. It was decided that the most important aspect was obtaining value for money – low price but high quality of product or service no matter the source.
  - b. We discussed our upcoming construction and the use of local contractors and volunteers and how that might play out.
  - c. There is rumour that other county municipalities may start to focus more on aspects other than price in their procurement as we do.

5. Disposal sites were discussed and the need for an updated mapping of filled areas from Jp2g.
6. Discussed the importance of education and training of staff and council as well as costs of researching alternative service delivery. The example used was trips overseas by some municipalities to develop cost effective waste management processes. The initial costs were paid for in process savings in no time.
  - a. There was talk of pursuing industry experts to offer our location for sample plants/processes – gasification etc.
7. Discussion turned to the mine and possible consultation with the developers to discuss progress with council and/or tour the site.
8. The railway cleanup was discussed with the comment that poles containing creosote might be burned along the railway. It was stated that MOE approval would need to be obtained by the railway or clean-up crew, but was not our concern.
9. We discussed a specific situation with material being hauled from Deep River to Mackey. Watch that it is not deposited to our site.