

JANUARY 15, 2013

The special meeting of Council of the Town of Balgonie was held in the Administration Building, Balgonie, Saskatchewan on Tuesday, January 15/2013.

PRESENT:

Mayor Thauberger, Councillors Kiel, Lovelace, Solie, Wagner and Wagman and V.Hubbard, Administrator.

CALL TO ORDER:

A quorum being present Mayor Thauberger called the meeting to order at 6:30 p.m.

ABSENT:

Councillor Lapchuk.

AGENDA:

025/2013 **WAGNER/SOLIE** that the agenda be approved as circulated.

CARRIED.

Councillor Lapchuk entered Chambers. 6:35 P.M.

PURPOSE:

1. Salary Schedule/Incentives.

026/2013 **KIEL/LAPCHUK** that the words “Employees are eligible for salary incentive increments when the hiring probationary period is complete and as approved by Council.” be inserted in the Maintenance/Recreation Salary Schedule under Salary Scale – Foreman, Salary Scale – Recreation Facility Manager, Salary Scale – Maintenance Personnel and Salary Scale – Recreation Personnel; and that the amended Maintenance/Recreation Salary Schedule be approved and form part of these minutes and;

that the maintenance/recreation personnel salaries be set as follows:

Tracy Morris – Foreman	\$53,040.00 annual salary
Larry McIvor – Maintenance	\$46,800.00 annual salary
Brian Johnson – Maintenance	\$20.00/hour
Drake Dorn – Maintenance	\$20.00/hour
Brent Kaytor – Recreation Facility Manager	\$21.50/hour
Mark Worrall – Recreation	\$20.50/hour

CARRIED.

2. 2013 Wages

027/2013 **WAGNER/KIEL** that office personnel each receive a 2.5% salary increase for 2013 and; that the 2013 salaries be set as follows:

Valerie Hubbard - Administrator
\$77,693.72 annual salary (2.5% increase = 1,894.97)

Shaun McBain - Town Superintendent
\$62,305.00 annual salary (2.5% increase = 1,519.63)

Debbie Lane – Assistant Administrator
\$47,278.13 annual salary (2.5% increase = 1,153.13)

Karen Craigie – Office Assistant
\$18.91/hour (2.5% increase .46/hour)

CARRIED.

Councillor Kiel left Chambers. 8:00 P.M.

ADJOURNMENT:

028/2013 **WAGNER/LOVELACE** that the meeting be adjourned. 8:05 P.M.

CARRIED.

Mayor

Administrator

Motion 026/2013 Maintenance/Recreation Salary Schedule

Salary Scale – Foreman

<u>Years of Service</u>	<u>0 – 1 year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
Salary	25.50				

Salary Scale Incentives:

<u>Maintenance:</u> Water Certificate	.50/hr.
Wastewater Certificate	.50/hr.
Supervisory/Training Proficiencies	.05 min/hr. – 1.00 max/hr.

Salary Scale Maximum **27.50**

Employees are eligible for salary incentive increments when the hiring probationary period is complete and as approved by Council.

Council will review the incentive qualifications as completed to approve any salary increase.

After 5 years of service, beginning 2014, a percentage increase or cost of living allowance may be considered at the discretion of Council.

Salary Scale – Recreation Facility Manager

<u>Years of Service</u>	<u>0 – 1 year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
Salary	21.50	22.00	2.50	23.00	23.50

Salary Scale Incentives:

<u>Recreation:</u> Skidsteer/Snowblower/Zamboni Operation (ability to operate any 2 of the above)	.50/hr.
Training Recreation Personnel	.50/hr.
Pool Operator Certificate	.50/hr.

Salary Scale Maximum **25.00**

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Salary Scale – Maintenance Personnel

<u>Years of Service</u>	<u>0 – 1 year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
Salary	20.00	20.50	21.00	21.50	22.00

Salary Scale Incentives:

<u>Maintenance</u> Skidsteer/Snowblower/Zamboni Operation (ability to operate any 2 of the above)	.50/hr.
Grader Operation	.50/hr.
Water Certificate	.50/hr.
Wastewater Certificate	.50/hr.

Salary Scale Maximum **24.00**

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Salary Scale – Recreation Personnel

<u>Years of Service</u>	<u>0 – 1 year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
Salary	20.00	20.50	21.00	21.50	22.00

Salary Scale Incentives:

<u>Recreation</u> Skidsteer/Snowblower/Zamboni Operation (ability to operate any 2 of the above)	.50/hr.
Arena Operator Certificate I	.50/hr.
Arena Operator Certificate II	.50/hr.
Pool Operator Certificate	.50/hr.

Salary Scale Maximum **24.00**

Employees are eligible for salary incentive increments when the hiring probationary period is complete and as approved by Council.

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