



**SEVERN SOUND ENVIRONMENTAL ASSOCIATION
JOINT MUNICIPAL SERVICE BOARD (JMSB)
CALL OF THE CHAIR (via video conference)
September 26th, 2022 10:00 a.m.**

Present via zoom video:

SSEA Chair, Deputy Mayor Steffen Walma
Deputy Mayor Anita Dubeau
SSEA Past Chair, Councillor Ron Stevens
Councillor Carole McGinn
Councillor Paul Raymond
Councillor Perry Ritchie
Councillor Ian Veitch
Councillor Paul Wiancko

Township of Tiny
Town of Penetanguishene
Township of Severn
Town of Midland
Township of Tay
Township of Springwater
Township of Oro-Medonte
Township of Georgian Bay

Regrets: None

Staff present via zoom video:

Julie Cayley	Executive Director
Judy Limoges	Treasurer
Cliff Evanitski	Office Manager

1. WELCOME AND CALL TO ORDER

Chair Walma called the meeting to order at 10:02 am.

2. ADOPT AGENDA

MOTION: 2022-059

Moved by: A. Dubeau

Seconded by: I. Veitch

RESOLVED THAT: The SSEA Joint Municipal Service Board approves the Special Meeting Agenda dated September 26th, 2022.

Carried;

3. DECLARATION OF PECUNIARY INTEREST

None declared.

4. APPROVAL OF PAST MINUTES

4.1 Minutes of the Special Meeting of the SSEA Joint Municipal Service Board held September 12th, 2022

MOTION: 2022-060

Moved by: P. Raymond

Seconded by: P. Wiancko

RESOLVED THAT: The SSEA Joint Municipal Service Board approves the minutes of the Special Meeting of the SSEA Joint Municipal Service Board held September 12th, 2022.

Carried;

5. SEVERN SOUND SOURCE PROTECTION AUTHORITY MEETING

No SSSPA Mtg.

6. PRESENTATIONS

None.

7. SSEA BUSINESS

See closed session.

8. SSEA CORPORATE ADMINISTRATION UPDATES

None.

9. EXECUTIVE DIRECTOR UPDATE

None.

10. ANNOUNCEMENTS

None.

11. CORRESPONDENCE

None.

12. CLOSED SESSION

12.1 Staff Report 32-22-SSEA – Pay Equity/Compensation Review Options

MOTION: 2022-061

Moved by: P. Ritchie

Seconded by: R. Stevens

RESOLVED THAT: The SSEA Joint Municipal Service Board does now enter into a Closed Session to discuss a matter about identifiable individuals.

Carried;

MOTION: 2022-062

Moved by: R. Stevens

Seconded by: A. Dubeau

RESOLVED THAT: The SSEA Joint Municipal Service Board does now rise from the Closed Session.

Carried;

MOTION: 2022-063A

Moved by: C. McGinn

Seconded by: A. Dubeau

RESOLVED THAT: Staff Report No. 32-22-SSEA regarding SSEA's 2022 Pay Equity/Compensation Review Options, be received for information; and

FURTHER THAT: Pay Equity be funded with the use of reserves; and

FURTHER THAT: the SSEA Board approves establishment of the Pay Grid at the 50% percentile as presented at its Special Meeting of September 26th, 2022; and

FURTHER THAT: the SSEA Board implements the Pay Grid effective January 1st, 2023.

Carried;

MOTION 2022-063B

Moved by: P. Raymond

Seconded by: I. Veitch

RESOLVED THAT: Option 4 be supported for funding the proposed pay grid; and
FURTHER THAT: the SSEA suspend filling the one position (Watershed Monitoring
Coordinator) for 2023; and
FURTHER THAT: the difference (\$12,305) be paid from reserves.

Carried;

MOTION 2022-063C

Moved by: I. Veitch

Seconded by: P. Wiancko

RESOLVED THAT: The SSEA is committed to being a living wage employer; and
FURTHER THAT: SSEA staff will investigate further options towards attaining said
status.

Carried.

13. OTHER BUSINESS

None.

14. ADJOURN

MOTION: 2022-064

Moved by: P. Ritchie

Seconded by: I. Veitch

RESOLVED THAT: This meeting of the SSEA Board of Directors held on
September 26th, 2022 adjourn at 11:14 am, to meet again on October 27th, 2022 or at
the call of the Chair.

Carried.

Original signed by

Original signed by

Chair, Steffen Walma

Executive Director, Julie Cayley

Approved this 27th day of October, 2022