



Council Brief of the December 5, 2019 Regular Meeting

Please note that this document is provided for informational purposes only and is not the approved minutes of the Lethbridge County Council meeting.

APPOINTMENTS:

- 1) 9:30 a.m.- PUBLIC HEARING- Bylaw 19-043 Amendment to the Lethbridge County Municipal Development Plan and Bylaw 19-044 Amendment to the Lethbridge County Land Use Bylaw– proposed amendment for Commercial Solar Collection Facilities**

Council approved second, and third readings of the bylaw, which provides improved guidelines for commercial solar collection facilities within the County. This includes a cap on the number of acres that can be developed with solar collection facilities and requiring that they be designated Direct Control.

- 2) 10:00 a.m.- S/Sgt. Glenn Henry Re: Bravery Award Presentations to Cst. Jake Newberry, Gwyneth Newberry and Milly Wood**

Staff Sergeant Glenn Henry of the Coaldale RCMP presented three St. John Ambulance Lifesaving Awards to Constable Jake Newberry, Gwyneth Newberry, and Milly Wood. Constable Newberry was also presented with the RCMP "K" Division Command Officers Award for Bravery. While visiting Park Lake in August 2016, Gwyneth Newberry and Milly Wood noticed a young man in distress in the water and immediately called for help. Constable Jake Newberry, who was off-duty at the time, paddled out to the man, called 911, and initiated CPR.

- 3) 10:30 a.m.- Mardy Blackburn, University of Lethbridge Applied Studies Student Re: Presentation: Evaluating Commercial/Industrial Parks in Lethbridge County and Best Practices for Future Development**

Mr. Blackburn presented Council with information gained during his Applied Study at Lethbridge County.

- 4) 11:00 a.m.- Subdivision Application #2019-0-157- Fiorino- Lots 1 & 2, Block 2, Plan 0210532 within S1/2 14-9-22-W4M**

Council approved the application subject to the conditions as outlined in the draft resolution.

BYLAWS:

- 1) Bylaw 19-045- L.A. Power Systems Ltd.- Amendment to the Land Use Bylaw from Rural Urban Fringe (RUF) to Rural General Industrial (RGI) - Plan 0210316 Block 1 Lot 1 in the SE 10-11-23-W4- First Reading**

Council approved first reading of the bylaw.

COMMUNITY SERVICES:

- 1) 2020 Community Planning Association of Alberta Conference- Sponsorship Request- April 27- April 29, 2020**

Council approved a \$1,700 sponsorship of the event, with funds to be utilized from the Council Discretionary Reserve.

2) 2020 Economic Developers Alberta Conference- April 1-3, 2020

Council approved that two members be authorized to attend the conference.

ADMINISTRATION:

1) Policy 180- Workplace Violence and Policy 181- Workplace Harassment

Council defeated a motion to delete Policy 142- Workplace Violence and to approve Policy 180- Workplace Violence and Policy 181 - Workplace Harassment.

INVITATIONS:

1) Alberta Irrigation Districts Association 2020 Conference- February 3-5, 2020

Council approved that any member wishing to attend the conference be authorized to do so.

2) Brownlee LLP 2020 Emerging Trends in Municipal Law- February 6, 2020

Council approved that any member wishing to attend the event be authorized to do so.

3) Consulate General of the People's Republic of China- 2020 Lunar New Year Celebration- January 18, 2020

Council approved that the Reeve or his designate be authorized to attend the event.

4) Lethbridge College Board of Governors Annual Holiday Reception- December 19, 2019

Council approved that the Reeve or his designate be authorized to attend the event.

CLOSED SESSION:

1) Wage Review (FOIP Act- Section 19- Confidential Evaluations)

Council approved the following recommendations for the Wage Compensation Review:

- 1) Use Improve Consulting to enhance the spreadsheets used for the job evaluation process in 2020.
- 2) Adjust band salary levels to reflect external and internal equity effective January 1, 2020 as provided by Improve Consulting.
- 3) Apply the indicated adjustments to bring 15 positions to market levels.
- 4) Red circle (no Cost of Living Adjustment) for 16 positions that exhibit large job rate ratios. Implement a strategy to review position descriptions and adjust wage levels to median market levels over time.
- 5) Conduct compensation reviews every four (4) years dependent of economic conditions to stay up-to-date on market salary levels and ensure internal equity has been maintained.
- 6) Lethbridge County will explore the LTD recommendation with our benefits provider before the end of 2019 and report back to Council through the Chief Administrative Officer.
- 7) Lethbridge County will explore the annual or life maximums for drug coverage with our benefits provider before the end of 2019 and report back to Council through the Chief Administrative Officer.
- 8) Reeve and Council compensation to remain the same. Remove the Deputy Reeve base rate/premium effective January 1, 2020 because of the rotating Deputy Reeve.