



Town of Lumsden

Meeting Minutes

Employee Committee November 24, 2025 - 06:30 PM

Call To Order

The Employee Committee of the Town of Lumsden convened their Meeting in the Council Chambers of the Municipal Office and via Zoom, on Monday, November 24, 2025, at 6:34 pm.

Present:

Mayor: Verne Barber

Councillors: Anne Gibbons, Adam Tropin (via Zoom), Ryan Schindelka

Chief Administrative Officer: Monica M. Merkosky

Absent:

None

"We are honoured to acknowledge that we are gathered today on Treaty 4 territory, the traditional lands of the Cree, Saulteaux, Dakota, Nakota, Lakota, and on the homeland of the Métis. The Town of Lumsden recognizes the harms of the past and is committed to working together in the spirit of cooperation and reconciliation."

Appoint a Chairperson

Moved by: Councillor Schindelka

Seconded by: Councillor Tropin

"That we appoint Councillor Anne Gibbons as Chairperson of the Employee Committee until further notice."

CARRIED

Approval of Agenda

Moved by: Councillor Schindelka

Seconded by: Mayor Barber

"That we approve the agenda as presented."

CARRIED

Declaration of Conflict of Interest

There were no Declarations of Conflict of Interest.

Adoption of Minutes

November 19, 2024 - Employee Committee Meeting

Moved by: Councillor Schindelka

Seconded by: Councillor Tropin

"That the minutes of the November 19, 2024 Employee Committee Meeting be approved, as circulated."

CARRIED

New Business

Closed Session - Employee-Related Matters

Moved by: Councillor Schindelka

Seconded by: Mayor Barber

"That we move into Closed Session at 6:37 pm for the purpose of discussing employee-related matters as allowed pursuant to Section 120 of *The Municipalities Act* (LAFOIP S. 6(1)(b)), with the Chief Administrative Officer to be included from the session."

CARRIED

Councillor Tropin temporarily left the meeting from 7:17 pm - 7:22 pm.

Rise from Closed Session

At 7:34 pm, the Committee left the Closed Session and returned to the open meeting.

2026 Public Works and Utility Department Salary Grids

Moved by: Councillor Schindelka

Seconded by: Mayor Barber

"That we recommend Council approve an increase to the 2025 Public Works and Utility Department Salary Grid of 2.7% as it relates to 2026 salaries/wages, noting the following step increases:

Reid Kater Year 4 Effective March 15, 2026

Kelly Strickland Year 5 Effective November 22, 2026."

CARRIED

2026 Arena Manager / Public Works Operator Salary Grid

Moved by: Councillor Tropin

Seconded by: Councillor Schindelka

"That we recommend Council approve an increase to the 2025 Arena Manager / Public Works Operator Salary Grid of 2.7% as it relates to 2026 salaries, noting the following step increase:

Liam Brennan Step 3 Effective April 12, 2026."

CARRIED

2026 Community Coordinator Salary Grid

Moved by: Mayor Barber

Seconded by: Councillor Tropin

"That we recommend Council approve an increase to the 2025 Community Coordinator Salary Grid of 2.7% as it relates to 2026 salaries."

CARRIED

2026 Swim Instructor Wage Grid

Moved by: Councillor Tropin

Seconded by: Councillor Schindelka

"That we recommend Council approve an increase to the 2025 Swim Instructor Wage Grid of 2.7% as it relates to 2026 wages, noting that instructor mileage is recommended to increase to a rate of \$20 per day if the staff member's one-way trip exceeds 20 km."

CARRIED

Boot and Clothing Allowance

Moved by: Mayor Barber

Seconded by: Councillor Schindelka

"That we recommend Council approve an amendment to Section 28.2 of the Human Resource Policy, being the Boot and Clothing Allowance, by adding:

- "and other outerwear" behind "hoodies";
- summer staff will be reimbursed up to \$150 for the purchase of CSA Approved Safety Boots, upon presentation of receipts;
- seasonal Public Works employees will receive a pro-rated reimbursement based on the Public Works staff's annual allowance (*ie. seasonal Public Works employees working 75% of the calendar year will be eligible for a 75% reimbursement of \$800 = \$600*); and
- discretion is given to the Chief Administrative Officer to determine the value of the reimbursement provided to part-time Public Works employees."

CARRIED



Wellness Benefit

Moved by: Councillor Tropin

Seconded by: Councillor Schindelka

"That we recommend Council approve an amendment to Section 28.1 of the Human Resource Policy, being the Wellness / Lifestyle Benefit, by adding:

- "permanent" after "a maximum of \$150 per ..."; and
- permanent employees must have successfully completed their probationary period to be eligible."

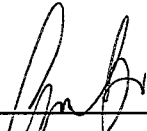
CARRIED

Adjournment

Moved by: Mayor Barber

"That we adjourn the meeting at 7:39 pm."

CARRIED



Chairperson



Chief Administrative Officer