



**Town of Lumsden**  
**Meeting Minutes**  
**Employee Committee Meeting November 30, 2021 - 6:30 PM**

**Call To Order**

The members of the Employee Committee met in Council Chambers and via electronic means (Zoom), on Tuesday, November 30, 2021 at 6:38 p.m.

**Present:**

Chairperson: Councillor Verne Barber

Mayor: Bryan Matheson

Councillors: Jim Rawlings (via Zoom), Byron Tumbach

Non-Committee Member: Councillor Phillips (left at 7:12 p.m.)

Chief Administrative Officer: Monica Merkosky

**Approval of Agenda**

**Moved by:** Councillor Tumbach

**Seconded by:** Mayor Matheson

"That we adopt the agenda as presented."

**CARRIED**

**Previous Minutes for Review**

**March 25, 2021 - Employee Committee Minutes**

**Moved by:** Councillor Rawlings

**Seconded by:** Councillor Tumbach

"That the minutes of the March 25, 2021 Employee Committee be approved, as circulated."

**CARRIED**

**New Business**

**Level 2 Water & Wastewater Operator Request**

**Moved by:** Mayor Matheson

**Seconded by:** Councillor Rawlings

"That we recommend to Council to promote Travis Cameron to Level 2, Year 4 Water & Wastewater Operator (currently Level 1, Year 4) recognizing that, rather than Travis proceeding through the traditional education route to achieve his Level 2 certification, he is enrolled in Sask Polytech's Water and Wastewater Technician Certificate Program ('skipping' Level 2 and ultimately resulting in Level 3 certification); and further that this promotion become effective January 1, 2022."

**CARRIED**

**Wastewater Treatment Plant Lead - New Position**

**Moved by:** Councillor Rawlings

**Seconded by:** Councillor Tumbach

"That, as a result of the Class 3 Wastewater Treatment Plant's commissioning and in recognition of increased responsibility, we recommend to Council the creation of a new position titled "Wastewater Treatment Plant Lead" with the following 2022 salary grid:

Year 1 \$62,892

Year 2 \$66,351

Year 3 \$70,000

Year 4 \$73,850

Year 5 \$77,912

and further, that we offer this position to Tylor Wood, as a promotion from his current Water & Wastewater Operator position and that the starting salary be offered at the Year 3 rate effective January 1, 2022."

**CARRIED**

**Councillor Rhonda Phillips left at 7:12 p.m. for the remainder of the meeting.**

**2022 Public Works and Utility Department Salary Grids**

**Moved by:** Mayor Matheson

**Seconded by:** Councillor Rawlings

"That we recommend Council approve a 3.50% increase to salary grids for Public Works and Utilities staff, effective January 1, 2022 as per Schedule "A"."

**CARRIED**

**Salary Grid - Annual Step Changes**

**Moved by:** Mayor Matheson

**Seconded by:** Councillor Rawlings

"That we recommend Council approve the following employee salary level elevations for the year 2022:

Gerry Beurivage	Utilities Manager	Step 5 (eff Apr 17, 2022)
Kelly Strickland	Equipment Operator 2	Step 5 (eff Jan 23, 2022)
Jake Robertson	Equipment Operator 1 (S)	Step 4 (eff Jan 1, 2022)
Travis Cameron	W/WW Operator Level 2	Step 5 (eff Aug 21, 2022)
Scott Ashurst	W/WW Operator Level 1	Step 4 (eff Jan 1, 2022)
Josh Buhay	W/WW Operator Level 1	Step 4 (eff Jun 26, 2022)
Tylor Wood	WWTP Lead Level 3	Step 3 (eff Jan 1, 2022)"

**CARRIED**

**2022 Community Coordinator Salary Grid**

**Moved by:** Councillor Rawlings

**Seconded by:** Councillor Tumbach

"That we recommend Council approve a 3.50% increase to the salary grid for the Community Coordinator, effective January 1, 2022 as per Schedule "B"."

**CARRIED**

**2022 Swim Instructor Wage Grid**

**Moved by:** Councillor Tumbach

**Seconded by:** Mayor Matheson

"That we recommend to Council to adopt the Swim Instructor Wage Grid as per Schedule "C"."

**CARRIED**

**Banked Time in Lieu**

**Moved by:** Councillor Rawlings

**Seconded by:** Councillor Tumbach

"That we recommend to Council to pay out, in 2021, all but 70 hours of the CAO's banked meeting hours and further, that these 70 hours be paid out in January, 2022."


**CARRIED**


**Adjournment**

**Moved by:** Councillor Tumbach

"That we adjourn the meeting at 7:50 p.m."

**CARRIED**

  
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Chairperson

  
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Chief Administrative Officer