

NICKEL DISTRICT CONSERVATION AUTHORITY

MINUTES OF GENERAL BOARD MEETING



Thursday, January 11, 2018

Boardroom AB
South End Public Library

Commenced: 4:35 p.m.
Adjourned: 5:45 p.m.

PRESENT: Lin Gibson, Chairperson
Fern Cormier
Jennifer Davidson
Mike Jakubo
Steve Kaufman
Mark Signoretti
Anne Watelet

ALSO PRESENT: Carl Jorgensen, Secretary –Treasurer, General Manager
Sarah Woods, Stewardship Liaison
Melanie Venne, Office Coordinator

COMMUNICATION: Joscelyne Landry-Altman, Regrets
Paul Sajatovic, Regrets

1. Chairperson Gibson opened the meeting and welcomed all in attendance. On November 22, Lin and GM Carl Jorgensen and Member Anne Watelet attended a lunchtime presentation hosted by RBC Dominion Securities on the topic of Socially Responsible Investing. Lin also thanked those who attended the Conservation Christmas Social on December 14 at the BioSki Cottage. Since the last meeting Lin and Carl have attended a few meetings, including the Northern Conservation Authorities teleconference, and a Conservation Ontario (CO) Council meeting. The revised *Conservation Authorities Act* received Royal Assent on December 11, 2017 through Bill 139 and CO has a working group of staff and members of various CAs working on implementation of various parts of the new act as they come on line.
2. No declarations of conflict were made.
3. Adoption of Agenda

Resolution 2018-01

Jakubo - Kaufmann

That the agenda for the January 11, 2017 General Board Meeting be adopted as amended.

Carried.

4. Adoption of Minutes of Previous Meetings

Resolution 2018-02

Watelet - Davidson

That the minutes of the November 9, 2017 General Board Meeting, as duplicated and circulated be approved.

Carried.

Carl provided an update arising from the November 2017 Board meeting minutes; a nuisance beaver management meeting with various local agencies is scheduled for Tuesday January 16, 2018. It is hoped that in the future a protocol for addressing nuisance beavers in a uniform way can be developed for the Sudbury region.

5. General Business

a) Section 28 Report

Resolution 2018-03

Jakubo - Watelet

That the report for permits issued under Section 28 of the Conservation Authorities Act for November and December 2017 is received.

Carried.

Carl highlighted that the section 28 report is in a new format. A few members made a few suggestions and these will also be incorporated in future.

6. In-Camera Session

Resolution 2018-04

Watelet - Kaufman

That we go in-camera at 4:47 p.m.

Carried.

Mark Signoretti joined the meeting at 4:50p.m.

At 5:20 p.m. the Board ended the in-camera session with two resolutions forthcoming

Resolution 2018-05

Kaufman – Jakubo

Whereas, the NDCA General Manager/Secretary-Treasurer's 2017 performance evaluation was completed on January 9, 2018 between Chairperson Lin Gibson and Carl Jorgensen. And whereas, the outcome of said evaluation resulted in a strong overall performance rating with respect to achieved goals in 2017. And whereas, the GM's compensation has not been increased based on performance rating since hire date of October 27, 2014 at a Group 10: Level 1 salary.

Therefore, be it resolved that the Board of Directors approves an upgrade in salary to Group 10: Level 2 as per the current salary schedule for the NDCA.

Carried.

Resolution 2018-06

Kaufman – Watelet

Whereas the NDCA GM/Secretary-Treasurer was hired effective October 27, 2014, and vacation allotment was based on recognized years of service in related industry and consequently a corresponding five week vacation period.

Therefore be it resolved that the Board of Directors recommends that the prior applicable years of service for the current GM at the time of hire be set at six years and actual years to date served as GM for the NDCA be added consecutively to total nine years of applicable service to October 27, 2017. The vacation allotment for the GM will be in accordance with the NDCA Personnel Policy (section 8.0, Vacation Period for regular full-time employees)

Carried.

9. New Business

a) Health and Safety Policy

Carl briefly outlined the updated version of the Health and Safety policy. It is anticipated that staff will annually bring updates of the policy to the NDCA board for approval. The document is a work in progress and is intended to be a living document. Members made some suggestions for additional sections, and also regarding employee proof of receipt and understanding of the updated policy.

Resolution 2018-07

Signoretti – Kaufman

That the updated Conservation Sudbury Health and Safety Policy is accepted by the Board.

Carried.

b) Staffing Update

Carl offered a staffing update. Madison Keegans, who was hired in 2017 on a 9 month contract as fieldwork technician, will be staying through 2018 coordinating the Low Impact Development pilot project that is being funded by Environment Canada.

Interviews are being conducted next week for the Northern Ontario Heritage Fund Internship for a Data Management Technician. It is anticipated that a new hire will be in place by early February.

c) Latornell Update

Melanie Venne, Sarah Woods and Jennifer Davidson attended this year's Latornell Conservation Symposium in November 2017. A written report was distributed and Melanie provided a quick overview of the main message and lessons learned.

10. Adjournment

Resolution 2018-08

Watelet - Jakubo

That we do now adjourn.

Carried.