



**EXECUTIVE STANDING COMMITTEE
MINUTES
February 4, 2019**

PRESENT: Mayor Mike Savage, Chair
Deputy Mayor Tony Mancini, Vice Chair
Councillor Lorelei Nicoll
Councillor Bill Karsten
Councillor Russell Walker
Councillor Richard Zurawski

REGRETS: Councillor Tim Outhit

STAFF: Jacques Dubé, Chief Administrative Officer
John Traves, Municipal Solicitor
Kevin Arjoon, Municipal Clerk
Phoebe Rai, Legislative Assistant

The following does not represent a verbatim record of the proceedings of this meeting.

The agenda, reports, supporting documents, information items circulated, and video (if available) are online at halifax.ca.

The meeting was called to order at 10:02 a.m., and moved into an In Camera (In Private) session at 10:21 a.m. The Standing Committee reconvened at 11:20 a.m. and adjourned at 11:25 a.m.

1. CALL TO ORDER

The Mayor called the meeting to order at 10:02 a.m.

2. APPROVAL OF MINUTES – December 17, 2018

MOVED by Deputy Mayor Mancini, seconded by Councillor Karsten

THAT the minutes of December 17, 2018 be approved as circulated.

MOTION PUT AND PASSED.

3. APPROVAL OF THE ORDER OF BUSINESS AND APPROVAL OF ADDITIONS AND DELETIONS

MOVED by Councillor Nicoll, seconded by Councillor Karsten

THAT the agenda be approved as presented.

MOTION PUT AND PASSED.

4. BUSINESS ARISING OUT OF THE MINUTES – NONE

5. CALL FOR DECLARATION OF CONFLICT OF INTERESTS – NONE

6. MOTIONS OF RECONSIDERATION – NONE

7. MOTIONS OF RESCISSION – NONE

8. CONSIDERATION OF DEFERRED BUSINESS – NONE

9. NOTICES OF TABLED MATTERS – NONE

10. CORRESPONDENCE, PETITIONS & DELEGATIONS – NONE

11. INFORMATION ITEMS BROUGHT FORWARD – NONE

12. REPORTS

12.1 STAFF

12.1.1 Staff Presentation: 2017-2018 Annual Workforce Report

The following was before Executive Standing Committee:

- A staff information report dated November 6, 2018
- A staff presentation dated February 4, 2019

Cathi Mullally, Director of Human Resources and the Office of Diversity and Inclusion, and Julie Salsman, Acting Manager of Employee Services, provided the staff presentation regarding the 2017-2018 Annual Workforce Report. Mullally responded to questions of clarification, key highlights include:

- Many of the grievances filed are respecting policies that impact the workforce, and staff are working to resolve them without arbitration;
- Human Resources is focused on developing strong outreach programs to identify non-traditional roles and provide opportunities for underrepresented groups to consider careers in areas they may not have looked at before; and
- Staff are putting an Environmental Health & Safety Management (EHSM) system in place to track accidents and are working on education on safe work practices and learning from near-misses.

MOVED by Councillor Zurawski, seconded by Councillor Nicoll

THAT the CAO review our hiring practices and policies and make recommendations to the Executive Standing Committee on what means could be initiated to achieve a better balance in relation to gender parity.

In the ensuing discussion it was suggested that in the report, staff draw comparisons from across the country regarding what other governments have done to address this issue.

MOTION PUT AND PASSED.

MOVED by Councillor Nicoll, seconded by Councillor Karsten

THAT the Executive Standing Committee receive the 2017-2018 Annual Workforce Report and forward to Regional Council for their information.

MOTION PUT AND PASSED.

12.2 ADVISORY COMMITTEE ON ACCESSIBILITY IN HRM – NONE

13. MOTIONS – NONE

14. IN CAMERA (IN PRIVATE)

14.1 In Camera (In Private) Minutes – December 17, 2018

MOVED by Councillor Karsten, seconded by Councillor Nicoll

THAT the In Camera (In Private) minutes of December 17, 2018 be approved as circulated.

MOTION PUT AND PASSED.

MOVED by Councillor Walker, seconded by Councillor Karsten

THAT the Executive Standing Committee convene to In Camera (In Private) to consider items 14.2, 14.3.1, 14.3.2, and 14.3.3.

MOTION PUT AND PASSED.

14.2 PERSONNEL MATTER – 2019 Volunteer Awards Recipients – *Private and Confidential Report*

This item was dealt with In Camera (In Private). The following motion was ratified in public session:

MOVED by Councillor Karsten, seconded by Councillor Nicoll

THAT the Executive Standing Committee recommend that Halifax Regional Council:

- 1. Approve the individual Adult and Youth award recipients, including ten volunteers to attend the Provincial Volunteer Awards, and Halifax Regional Municipality's (HRM) 2019 Volunteer of the Year (Attachment A of the private and confidential report dated January 16, 2019);**
- 2. Approve Community Group award recipients (Attachment B of the private and confidential report dated January 16, 2019); and**
- 3. Not release this report to the public until the 2019 Halifax Regional Municipality's (HRM) Volunteer Awards Ceremony on April 10, 2019.**

MOTION PUT AND PASSED.

14.3 PERSONNEL MATTER

14.3.1 Public Nominations to the Halifax Water Board of Commissioners – *Private and Confidential Report*

This item was dealt with In Camera (In Private). The following motion was ratified in public session:

MOVED by Councillor Walker, seconded by Councillor Karsten

THAT Executive Standing Committee recommend that Halifax Regional Council:

- 1. Appoint the applicant outlined in the discussion section of the private and confidential recommendation report dated January 14, 2019, to the Halifax Regional Water Commission Board and that the identity of the appointee be released to the public following ratification and notification of the successful candidate; and**
- 2. Not release this report to the public.**

MOTION PUT AND PASSED.

14.3.2 Public Nominations to the Halifax Regional Library Board – *Private and Confidential Report*

This item was dealt with In Camera (In Private). The following motion was ratified in public session:

MOVED by Deputy Mayor Mancini, seconded by Councillor Karsten

THAT Executive Standing Committee recommend that Halifax Regional Council:

- 1. Appoint the four applicants outlined in the discussion section of the private and confidential recommendation report dated January 17, 2019, to the Halifax Public Library Board and that the identity of the appointees be released to the public following ratification and notification of the successful candidate;**
- 2. Proceed to nominate an alternative for first consideration when/if a vacancy occurs during the term; and**

MOTION PUT AND PASSED.

14.3.3 Public Nominations to the Youth Advisory Committee – *Private and Confidential Report*

This item was dealt with In Camera (In Private). The following motion was ratified in public session:

MOVED by Councillor Nicoll, seconded by Councillor Karsten

THAT Executive Standing Committee recommend that Halifax Regional Council:

- 1. Appoint the twelve youth for a term to March 31, 2020 to the Youth Advisory Committee as outlined in Attachment 2 to the private and confidential recommendation report dated January 31, 2019;**
- 2. Appoint the alternatives for first consideration when/if a vacancy occurs during the term, as outlined in Attachment 2 to the private and confidential recommendation report dated January 31, 2019;**
- 3. That the names of the successful appointees be released to the public following ratification and notification of applicants; and**
- 4. That this report not be released to the public.**

MOTION PUT AND PASSED.

15. ADDED ITEMS – NONE

16. NOTICES OF MOTION – NONE

17. PUBLIC PARTICIPATION – NONE

18. DATE OF NEXT MEETING - Monday, February 25, 2019 at 10:00 a.m.

19. ADJOURNMENT

The meeting adjourned at 11:31 a.m.

Phoebe Rai
Legislative Assistant