

A special meeting of the Council of the Rural Municipality of Blucher, #343 was held in the Municipal Office, Village of Bradwell, on Wednesday, February 1, 2012 commencing at 8:00 a.m.

Those in attendance were: Reeve Dan Greshcuk, Councillors Jim Brown, Terry Fonstad, Dale Chysyk, Blair Cummins and Francis Boehm.

Council met with Jim Walters of Crosby Hanna & Associates to discuss potential Official Community Plan and Zoning Bylaw amendments. This portion of the meeting was closed to the public pursuant to Section 120 2(a) of *The Municipalities Act*.

Council resumed the public portion of the meeting.

## Pay Levels

### 31-2012 - Cummins

That we do hereby adopt the following as a municipal policy that may be amended from time to time and further;

That we do include this policy in our policy manual as Policy 3.7.05.

#### **“Level III – \$31 – \$35**

Operator has demonstrated proficiency with all equipment and is fully knowledgeable of equipment maintenance procedures. Operator has exhibited management capabilities and is able to work without supervision and can supervise other workers. Operator is familiar with proper road maintenance, construction and rehabilitation techniques, has mechanical ability and displays a propensity for producing excellent work. Operator shows leadership and works towards maintaining good relationships and a positive attitude with co-workers, management and ratepayers.

#### **Level II – \$27 – \$31**

Operator has demonstrated proficiency in multiple pieces of machinery as well as advanced maintenance techniques. Maintenance schedules of equipment are well known, operator has some mechanical ability and is able to work at most tasks with minimal or no supervision. Operator has displayed an ability to work with other operators in an effective manner to complete tasks to an exceptional standard. Operator displays a positive attitude and maintains good relationships with co-workers and management.

#### **Level I – \$22 – \$27**

Operator has demonstrated the ability to operate heavy equipment and can follow municipal maintenance procedures. May, over time, develop proficiency in a particular machine as well as some skills in operating other machinery. Displays ability to maintain equipment and can demonstrate proper maintenance procedures for equipment. Operator displays a positive attitude and maintains good relationships with co-workers and management.

#### **Laborer - \$17.00**

An operator that is new to heavy equipment and municipal maintenance procedures.

An operator may apply to the foreman for an increase in pay based on experience and ability in operating equipment. An operator will be trained on new equipment as time and manpower allows and as at the discretion of the foreman. Upon beginning to work with a new piece of equipment, the operator shall have no less than a 60 day probation period wherein he/she will not be considered for an evaluation. Upon completion of the probationary period, the foreman may perform an evaluation to determine whether an operator should qualify for an increase in pay or pay grade. The foreman shall then carry forward this evaluation and his opinion to Council.

Upon receiving a request for an evaluation, the foreman shall immediately advise the Administrator.

If Council accepts the foreman’s recommendation for an increase in wage or scale, the operator shall be entitled to the increased scale or grade upon the next full pay period.

An operator may not apply for an increase in scale or pay more than once in a calendar year.

The foreman shall carry out evaluations at year end for all operators and carry forward his recommendations to Council by the regular meeting in December.

The foreman may recommend, and Council may award a pay or level increase, at any time during the year at their discretion.”

Carried.

2012  
Outside  
Employee  
Wages

32-2012 - Brown

That we do set the following wages for outside employees for the year 2012.

Brian Rempel	Level II	\$29.00/hr
James Dueck	Level II	\$29.00/hr
Tim Hill	Level II	\$27.00/hr
Mark Adam	Level II	\$27.00/hr
Pete Fehr	Level II	\$27.00/hr
Dustin Williamson	Level I	\$23.00/hr
Kyle Garman	Level I	\$23.00/hr

Carried.

Equipment  
Operator  
Advertising

33-2012 - Chysyk

That we advertise in the Western Producer, Saskatoon Star Phoenix, Regina Leader Post, Calgary Herald, Edmonton Sun and on Kijiji as well as any other publications that the Administrator deems necessary for an Equipment Operator ( scraper, grader) and Foreman.

Carried.

Adjourn

34-2012 - Boehm

That this meeting of Council adjourn.

Carried.

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Reeve

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Administrator