

1. **CALL TO ORDER**

Deputy Warden Smith called the September 24, 2014 Council session to Order at 2:00 p.m. The meeting was held at the Springhill Community Centre due to renovations of the E. D. Fullerton Municipal Building. O'Canada was sung. The Executive Assistant to the CAO called the roll.

2. **ROLL CALL**

Councillors present were: Deputy Warden Smith, Councillor Gillis, Councillor Welton, Councillor Baker, Councillor Gilbert, Councillor McLellan, Councillor Fletcher

Regrets: Councillor Kellegrew, due to illness, Warden Hunter, due to a prior commitment and , Councillor Rector, due to work commitments.

Staff present were: CAO Rennie Bugley, Director of Policy and Research, Steve Ferguson, Director of Public Works, Justin Waugh-Cress and Executive Assistant to the CAO, Shelley Hoeg.

**ADDITION TO THE AGENDA**

3.2 - HR Transition Plan and Functional Organization Chart.

3. **NEW BUSINESS**

3.1 Audited Financial Statements - Vicki Darragh and Cindy Costin were on hand to provide the audited statements. Mrs. Darragh provided an overview of the statements and information contained therein and entertained any questions that Council had. Mrs. Darragh advised her firm will be providing a viewing of a PSAB conference session on assisting Council with understanding financial statements. A document will also be circulated to Councillors on understanding PSAB Statements and reporting.

**IT WAS MOVED by Councillor Gillis, seconded by Councillor McLellan to approve the Consolidated Financial Statements Year Ended March 31, 2014 as presented.**

**MOTION CARRIED #14-194**

3.2 HR Organizational Development and Transition Plan and Functional Organizational Chart

**IT WAS MOVED by Councillor Gilbert, seconded by Councillor Gillis to approve the Organizational Development and HR Transition Plan Update and Functional Organization Chart for staff for the Town of Springhill and the Municipality of Cumberland as presented on September 24, 2014 at a Joint In-Camera meeting.**

**MOTION CARRIED #14-195**

**IT WAS MOVED BY Councillor Fletcher, seconded by Councillor Welton that Council approve the employee transition and severance strategy, as outlined, for eligible staff of the Town of Springhill, and**

**THAT the CAO's of the Town and County, working with the consultant SPL and legal counsel for the Town be authorized to create and implement a transition and a severance program by:**

- reviewing all the necessary information
- recognizing the transitional requirements of all staff and their individual complexities and challenges
- creating suitable severance entitlement rules balancing legal entitlement, fairness and financial factors
- seeking funds from the provincial government, and
- developing and delivering the necessary transition support, records and documentation as part of a transition program - the transitional program to include a personal transition program, a financial plan, and a support plan.

**MOTION CARRIED #14-196**

**4. ADJOURNMENT**

On motion, the meeting adjourned at 2:29 P.M. God Save the Queen was sung.