

**MINUTES OF THE REGULAR MEETING OF THE TOWNSHIP OF
LARDER LAKE HELD IN THE COUNCIL CHAMBERS ON TUESDAY,
February 19th, 2008**

Reeve: John Roddick

**Councilors: Patricia Bodick
 Maurice Charbonneau**

**Regrets Tommy Owens
 Richard MacPhail**

- 1) Disclosure Pecuniary of Interest:** No disclosure of pecuniary interest was made.
- 2) Confirmation of Minutes of February 5th, 2008 Meeting:**

Moved by: Maurice Charbonneau
Seconded by: Patricia Bodick

Motion#: 1

That the minutes of the meeting held on February 5th, 2008 be adopted as circulated.

Carried.

Confirmation of Minutes of February 14th, 2008 Meeting:

Moved by: Patricia Bodick
Seconded by: Maurice Charbonneau

Motion#: 2

That the minutes of the meeting held on February 14th, 2008 be adopted as circulated.

Carried.

- 3) Confirmation of Accounts**

Moved by: Patricia Bodick
Seconded by: Maurice Charbonneau

Motion#: 3

That the accounts for the period ending the 31st day of January 2008 be as follows:

Ending January 31st, 2008	
General Accounts	\$ <u>169,573.71</u>
Water Project	\$

Payroll	\$ <u>44,874.00</u>
Total	\$ <u>214,447.71</u>

And are hereby approved for payment.

Carried.

4) Committees and Delegations:

a) Former employees of the Township of Larder Lake – Re: Payment of Life Insurance, Extended Health and Dental Benefits

The group of former employees of the Township of Larder Lake attended the council meeting. Present were Mr. Elmer Allen, Mr. Howard Allen, Mrs. Florence Bortot, Mr. Neil Davreux, Mr. Bob Emmell and Mr. Alvin Hack. Absent from the group was Mrs. Colleen O’Shaughnessy. Mr. Emmell spoke on behalf of the retirees who were present.

4) Committees and Delegations:

Former employees of the Township of Larder Lake – Re: Payment of Life Insurance, Extended Health and Dental Benefits (Cont’d)

Mr. Emmell inquired about employee and other payroll records. Mr. Emmell questioned the necessity of changing benefit carriers. The retired employees stated that these benefits were owed to them. Mr. Emmell stated that there was enough in the \$25,000 reserve to provide for his extended health and dental benefits. The retired employees felt that the township should pay for their life insurance because it was owed to them by the Township.

Reeve, John Roddick asked Mr. Emmell, why did the retirees expect the township to pay for the life insurance until eternity? The Reeve also inquired as to why the township is expected to pay for extended health and dental benefits until Mr. Emmell reaches the age of 65 when it was his choice to retire early.

The Clerk-Treasurer reported:

- 1 There are two issues at hand, one being the life insurance for retirees and one being the extended health and dental benefits for employees who retire before the age of 65.
- 2 There were two boxes of records in the office.
- 3 That no evidence was found in any of the employee records regarding life insurance to be paid on behalf of retired employees.
- 4 That no evidence can be found in the council meeting minutes regarding the life insurance to be paid.
- 5 That no evidence can be found in council meeting minutes that Mr. Emmell was authorized by Council to setup a reserve of \$25,000 for the

provision of extended health and dental benefits.

6 That no bank account or investment was made to support the reserve that is listed on paper, there is only a bank account of a few hundred dollars for an employee sick fund.

7 The employees received on an average raises on a regular basis and there is no evidence of discussions regarding negotiations for life insurance or extended health and dental benefits to be provided to employees after retirement.

8 That Mr. Emmell prepared a letter dated February 5th, 2001 to the Mearie Group requesting all employees who retired prior to the age of 65 be provided full coverage for extended health and dental benefits retroactive to April 1st, 2000.

9 That no evidence can be found in council meeting minutes that Mr. Emmell was authorized by Council to request that employees who retire prior to the age of 65 be provided extended health and dental benefits.

10 Mr. Emmell received a letter from the Mearie Group dated April 6th, 2001 in response to his letter. The first paragraph reads as follows: "As requested in your letter dated February 5, 2001, we have amended your policy to include the extension of extended health, vision care and dental benefits to early retirees, effective April 1, 2000." The letter also read "If this is not a negotiated benefit, as an employer you should take caution to ensure you retain the right to amend, alter or discontinue all or any portion of the benefits provided to retirees at any time".

11 Mr. Emmell had not disclosed any information regarding the premiums for retiree life insurance nor extended health and dental benefits to the auditors.

12 Mr. Emmell had included this information in the operating budget instead of identifying it as a separate item on the annual budget and financial statements and because of this the auditors did not discover the information.

13 The auditors explained that had Mr. Emmell properly disclosed the information to the auditors a liability should have and would have been identified.

4) a) Committees and Delegations:

Former employees of the Township of Larder Lake – Re: Payment of Life Insurance, Extended Health and Dental Benefits (Cont'd)

14 Mr. Emmell reported the premiums being paid as employment income rather than a taxable benefit on the retired employees T4's.

15 The cost of employee benefits was examined. It was discovered that a cost savings of approximately \$10,000 could be achieved without causing a decrease the benefits to current employee benefits if the Township changed to a different benefit company.

16 The employees will also receive additional benefit from a benefit card that the employees would use for their prescriptions rather the employee paying for the prescription than needing to apply for a refund as they do with the present system.

17 The employees will receive an increase in life insurance coverage.

18 The position of clerk-treasurer holds a great power as Council depends on the clerk-treasurer to provide them with the information necessary to make an informed decision and if the clerk-treasurer does not ensure that Council is totally aware of all the facts Council may agree to an issue that they would otherwise disagree to.

19 There are two out of seven employees who are willing to pay the premiums for life insurance personally.

Reeve, John Roddick thanked the Mr. Emmell for his presentation on behalf of his fellow retirees and concluded that Council will take into consideration all facts prior to their final decision.

5) Report Committee

a) Larder Lake Ski Club

Councilor, Patricia Bodick reported that she had sent a letter to the Ski Club Committee requesting information regarding the names of the members on the committee, membership data as well as the dates of future meetings. She reported that she did not receive a response for her request.

b) Youth Committee

Councilor, Patricia Bodick reported that no activities have been planned for the near future.

c) Larder Lake Skating Rink

Councilor, Patricia Bodick reported that everything appears to be in order in regards to the operation of the rink.

6) Letters & Communications

a) Benson Lake Cottager Association – 2008 grant for the upkeep and improvement of the Benson Lake Access Road.

Reeve, John Roddick explained that each year the Benson Lake Cottager Association is provided a grant to help offset the cost of maintenance for the road. The amount of the grant needs to be determined and therefore the issue is deferred until the next council meeting.

b) Request from the Town of Northeastern Manitoulin and the Islands – Resolution requesting that the Province of Ontario assume ownership of all municipal drinking water systems within the Province.

Reeve, John Roddick explained that this was a request for support of the resolution that was passed by the Town of Northeastern Manitoulin and the Islands. He stated that caution should be taken in requesting the province take over responsibility for the municipal drinking water system as the cost may increase. Councilor, Maurice Charbonneau requested that more information be obtained prior to the Township of Larder Lake issuing their support.

7) Unfinished Business

a) **Schedule of 2008 User Fees – Revision of Schedule B and Schedule E**

The Clerk-Treasurer explained that it was discovered that many fees charged for water, sewer and environmental services were not currently listed on Schedule B and therefore the schedule was in need of revision. The Clerk-Treasurer also explained that in order to properly plan for future maintenance of the water, sewer and environmental system that it was deemed necessary to charge all residents a system user fee for each service provided. Therefore pursuant to the Sections 391 (2), Sections 391 (3) and 394 (2) of the Municipal Act, 2001, the Township of Larder Lake is authorized to charge all residents a fee for the provision of the water, sewer and waste disposal system. Therefore effective March 1, 2008 the new fee structure would take effect. The Clerk-Treasurer reported that letters would be sent out to all residents who would be affected by this change.

Moved by: Patricia Bodick

Seconded by: Maurice Charbonneau

Motion#: 4

That the amendments to Schedule B and to Schedule E of By-Law #1203-08 be adopted as presented.

Carried.

b) **Official Plan**

Reeve, John Roddick reported that a meeting was held on Monday, February 11th, 2008 at the municipal office regarding the necessary revision to the current Official Plan. He reported that the committee met with Doug Orth from the KDCDC to begin discussing the revisions. He reported that the next committee meeting will take place Thursday, February 28th, 2008.

c) **Recycling – Presentation by Eco-Logix**

Belinda Beairsto from Eco-Logix presented to Council details of her business that is available to provide a recycling service for a monthly cost per resident. Council said that they will review the details that she has provided and once their review is complete Council will make their decision.

8) New Business

a) **2007 Audit Plan**

The Clerk-Treasurer explained to council that the 2007 Audit Plan provided by Ross Pope & Company was received. She explained that

much of the plan is the same as it was for previous years with the exception that the auditors are requiring the Township of Larder Lake to hire an actuary to determine the financial liability in regards to the life insurance benefits that has been paid on behalf of the retired employees. She explained that the risk factor will be reviewed by the auditors as this liability was not previously disclosed.

Moved by: Patricia Bodick

Seconded by: Maurice Charbonneau

Motion#: 5

That Council hereby adopts the 2007 Audit Work Plan as presented by Ross, Pope & Company.

Carried.

8) New Business (Cont'd)

b) Motion to authorize the Application for 2008 Canada Day Funding.

Moved by: Patricia Bodick

Seconded by: Maurice Charbonneau

Motion#: 6

That Council hereby approves the Application for 2008 Canada Day Celebration.

Carried.

c) Motion to authorize the Application for Summer Student Funding

Moved by: Patricia Bodick

Seconded by: Maurice Charbonneau

Motion#: 7

That Council hereby approves the Application for 2008 Summer Student Funding.

Carried.

d) Application for Consent – Ralph Schmidt

The Clerk-Treasurer explained that in 1985, 1/3 of a piece of a property transferred into the name of Ralph and Louise Schmidt from Mr. Peter Vienot, however at the time the land transfer was completed the Application for Consent was not prepared. The Clerk-Treasurer explained that it is necessary for the Application for Consent be authorized by council so that the situation can be rectified. Council approved the

application as it was presented and the Clerk-Treasurer will be proceeding to the next step of the consent process.

Moved by: Patricia Bodick

Seconded by: Maurice Charbonneau

Motion#: 8

That Council hereby approves the Application for Consent to sever property as submitted by Ralph Schmidt.

Carried.

e) Motion to remove Dwight McTaggart as Deputy Clerk effective September 30, 2007.

Reeve, John Roddick explained that the services of Mr. McTaggart have not been required since the Clerk-Treasurer completed her period of probation on September 30th, 2007. The Reeve explained that Mr. McTaggart should have been removed as Deputy Clerk at time. Therefore a motion is necessary for Mr. McTaggart to be removed from the position effective September 30th, 2007.

Moved by: Patricia Bodick

Seconded by: Maurice Charbonneau

Motion#: 9

That effective September 30th, 2007, the new Clerk-Treasurer had completed her period of probation; Council hereby removes Mr. Dwight McTaggart from the appointment of Deputy Clerk effective September 30th, 2007.

Carried.

9) Set date for next Council Meeting

That the next Council meeting will be held on Tuesday, March 4th, 2008.

10) To pass a By-law to Confirm the Proceeding of Council.

Moved By: Maurice Charbonneau

Seconded By: Patricia Bodick

Motion #: 10

That By-law No. 1208-08 being a by-law to confirm the proceedings of Council is given 1st and 2nd reading.

Carried.

Moved By: Maurice Charbonneau
Seconded By: Patricia Bodick

Motion #: 11

That By-law No. 1208-08 being a by-law to confirm the proceedings of Council is given 3rd and final reading.

Carried.

12) Adjourn Meeting:

Moved By: Maurice Charbonneau
Seconded By: Patricia Bodick

Motion #: 12

That since there is no further business that this meeting now be adjourned.

Carried.

Reeve
Cc. Ross, Pope and Associates

Clerk-Treasurer