



# CITY OF MERRITT

## MINUTES

**REGULAR COUNCIL MEETING  
COUNCIL CHAMBERS  
CITY HALL  
2185 VOGHT STREET  
TUESDAY, JANUARY 9, 2018  
AT 7:00 PM**

1. PRESENT:

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Mayor N. Menard  
Councillor D. Baker  
Councillor L.A. Brown  
Councillor K. Christopherson  
Councillor M. Goetz  
Councillor D. Norgaard  
Councillor G. Prowal

**IN ATTENDANCE**

Mr. S. Boven, Chief Administrative Officer  
Ms. S. Thiessen, Director of Finance and IT  
Mr. S. Smith, Director of Corporate Services

**MEDIA**

Merritt Herald  
Q101

7 Members of the Public

2. CALL TO ORDER

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Mayor Menard called the meeting to order at 7:12 p.m.

3. PUBLIC INPUT (10 Minutes)

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Nil

4. ADOPTION OF MINUTES

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**ADOPTION OF  
MINUTES**

- 4.1 Moved, Seconded and **CARRIED**  
**THAT the Minutes of the Regular Council Meeting  
held on Tuesday, December 19, 2017 be adopted**

5. GENERAL MATTERS - Delegations and Recognitions

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**THOMPSON RIVERS  
UNIVERSITY  
STUDENTS' UNION**

- 5.1 Thompson Rivers University Students' Union Presentation; Leif  
Douglass  
File: 0250

The Delegation expressed its regret at being unable to attend due to a double-booking with another municipal council. The Delegation indicated a desire to present at the next Council meeting.

6. UNFINISHED BUSINESS

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STAFF  
SATISFACTION  
SURVEY

- 6.1 Councillor Brown made the following Notice of Motion at the December 19, 2017 Regular Council Meeting:

Moved, Seconded

**WHEREAS** City Hall has gone through an extraordinary number of senior and mid-management staff turnovers over the past few years, and

**WHEREAS** there is a concern regarding low staff morale, resulting in low staff productivity and numerous projects not being completed, and

**WHEREAS** costs for HR-related issues on recruitment and retention have gone up for the city, with high numbers of advertised vacancies this past year, and

**WHEREAS** an Exit Interview is not part of the corporate culture, and a Staff evaluation was not completed by Council this year, and

**WHEREAS** Council has a duty and responsibility to both the public and the staff to ensure there is a smooth running operation, and how staff are impacted during such massive staffing changes, and

**WHEREAS** it is quite common (ie, not unusual) for corporations to partake in a staff satisfaction Survey every 3-5 years, and

**THAT** Confidentiality be provided to all members of staff

**THEREFORE BE IT RESOLVED THAT** Council undertake a Staff Satisfaction Survey, provided by an outside consulting firm directly to Council, to determine what effects these changes have on remaining site employees, **AND THAT** the costs of such a survey be provided for under \$30,000

02/18

Moved, Seconded and **CARRIED**

**THAT** this notice of motion regarding the staff satisfaction survey be deferred to a special closed meeting of Council.

Voting Opposed: Councillor Brown

*Council returned to this item at 7:27pm*

03/18

Moved, Seconded and **CARRIED**

**THAT** it be further resolved that the staff satisfaction survey be deferred to a special closed meeting on **January 23, 2018.**

Voting Opposed: Councillor Brown

**RESURGENCE OF  
DOWNTOWNS  
VIDEO SERIES**

6.2 Councillor Brown made the following Notice of Motion at the December 19, 2017 Regular Council Meeting:

Moved, Seconded

**WHEREAS, over the past year, several attempts have been made asking to set up a Committee of the Whole meeting to view the video series, Resurgence of Downtowns, and**

**WHEREAS, this series has yet to be seen by Council to discuss, and has not been added to a "to do" list for Council, and**

**WHEREAS, there is little progress made to date towards plans to capture economic development.**

**THEREFORE BE IT RESOLVED THAT a Committee of the Whole meeting to view the economic development video series, Resurgence of Downtowns, be set up in the near future for staff and Council to view the series and discuss potential changes to our zoning and appropriate bylaws so that the City can make progressive and sustainable plans for future economic development**

04/18

Moved, Seconded and CARRIED

**THAT the motion be amended by removing the last two recital clauses.**

*Voting resumed on the main motion, as amended*

05/18

Moved, Seconded and CARRIED

**WHEREAS, over the past year, several attempts have been made asking to set up a Committee of the Whole meeting to view the video series, Resurgence of Downtowns.**

**THEREFORE BE IT RESOLVED THAT a Committee of the Whole meeting to view the economic development video series, Resurgence of Downtowns, be set up in the near future for staff and Council to view the series and discuss potential changes to our zoning and appropriate bylaws so that the City can make progressive and sustainable plans for future economic development**

7. BYLAWS

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COUNCIL  
PROCEDURES  
AMENDMENT

- 7.1 Council Procedures Amendment Bylaw No. 2228, 2017  
File: 3900.2055

06/18

Moved, Seconded and **CARRIED**

**THAT City of Merritt Council Procedures Amendment  
Bylaw No. 2228, 2017 be adopted**

8. NEW BUSINESS

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2018 BUDGET  
PROCESS

- 8.1 2018 Budget Process; Director of Finance and IT January 3, 2018  
Report  
File: 1700

07/18

Moved, Seconded and **CARRIED**

**THAT Council receive this report for information**

9. NOTICES OF MOTION

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QUAGGA AND  
ZEBRA MUSSELS

- 9.1 Councillor Christopherson made the following Notice of Motion:

**THAT the City of Merritt provide a letter to Minister Heyman outlining concerns regarding the threat of Quagga and Zebra Mussels AND THAT the letter discuss the risk of Mussels spreading via float planes.**

PHONE-IN MEETINGS

- 9.2 Councillor Baker made the following Notice of Motion:

**THAT Council direct staff to prepare a report regarding options for allowing Merritt Councillors and Committee members to phone in to meetings when they cannot attend in person, as long as there is a phone available.**

10. REPORTS FROM COUNCIL

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- 10.1 Councillor Goetz provided a report on the latest Gas Buddy prices and extended condolences at the passing of Marguerite Kempin, a former City of Merritt employee and neighbour.

- 10.2 Councillor Christopherson enjoyed the Christmas season and had a number of discussions with citizens regarding snow removal.

- 10.3 Councillor Brown enjoyed the Christmas season and wished everybody a Happy New Year.
- 10.4 Councillor Norgaard worked to compile survey results for the City Social Planning Committee, attended a webinar about CrowdRiff, and enjoyed a quiet, peaceful season with family and friends.
- 10.5 Councillor Baker wished everyone a happy and prosperous 2018 and commended first responders for their extra efforts during the holidays.
- 10.6 Councillor Prowal attended a dinner meeting with the Central Okanagan MP, Dan Albas, attended the Legion for New Years and thanked Public Works staff for all of their hard work with snow removal.
- 10.7 Mayor Menard attended a gathering at the Metis Society, performed the Passport to Christmas draw at the Merritt Herald, attended the Ska-Lu-La Christmas Party on behalf of the City, attended the meeting with MP Dan Albas, held the Mayor's drop-in session, attended Nicola Valley Search and Rescue meetings, and attended a gathering at Game-On to remember Ty Pozzobon at the anniversary of his passing. Mayor Menard thanked Public Works staff for the job they have done in maintaining roads in the City.

11. INFORMATION ITEMS

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| <b>FINANCE &amp; AUDIT COMMITTEE</b> | 11.1 | Minutes; Finance & Audit Committee December 13, 2017 Meeting<br>File: 0554 |
| <b>POLICE COMMITTEE</b>              | 11.2 | Minutes; Police Committee December 12, 2017 Meeting<br>File: 0376          |
| <b>POLICY REVIEW COMMITTEE</b>       | 11.3 | Minutes; Policy Review Committee December 12, 2017 Meeting<br>File: 0373   |
| <b>ENVIRONMENT COMMITTEE</b>         | 11.4 | Minutes; Environment Committee December 13, 2017 Meeting<br>File: 0578     |

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| <b>CITY OF WEST<br/>KELOWNA</b>     | 11.5  | Cannabis tax sharing formula; Doug Findlater, Mayor, City of West Kelowna December 13, 2017 Letter<br>File: 0135             |
| <b>CITY OF PARKSVILLE</b>           | 11.6  | Prevention of Quagga and Zebra Mussels; Marc Lefebvre, Mayor, City of Parksville December 19, 2017 Letter<br>File: 0135      |
| <b>TOWNSHIP OF<br/>SPALLUMCHEEN</b> | 11.7  | Prevention of Quagga and Zebra Mussels; Janice Brown, Mayor, Township of Spallumcheen December 19, 2017 Letter<br>File: 0135 |
| <b>VILLAGE OF<br/>PEMBERTON</b>     | 11.8  | Prevention of Quagga and Zebra Mussels; Mike Richman, Mayor, Village of Pemberton December 15, 2017 Letter<br>File: 0135     |
| <b>CITY OF DAWSON<br/>CREEK</b>     | 11.9  | Prevention of Quagga and Zebra Mussels; Dale Bumstead, Mayor, City of Dawson Creek December 19, 2017 Letter<br>File: 0135    |
| <b>PROCLAMATION</b>                 | 11.10 | Proclamation: Chamber of Commerce Week, February 19 - 23, 2018<br>File: 0630   |

12. **TERMINATION OF MEETING**

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The Mayor declared the meeting ended at 7:44 p.m.

**Certified correct in accordance with Section 124(2) (c) of the Community Charter.**

**Original signed by  
Corporate Officer**

**Confirmed on the 23<sup>rd</sup> Day of January 23, 2018**

**Original signed by  
Mayor**