



Town of Amherst
Special Council Meeting
Agenda

Date: **Tuesday, June 11, 2024**
Time: **12:00 pm**
Location: **Council Chambers, Town Hall**

Pages

1. CALL TO ORDER

1.1 TERRITORIAL ACKNOWLEDGMENT

“I would like to acknowledge that our gathering today is taking place in (MEEG-MA-GEE), the traditional, unceded and ancestral territory of the Mi’kmaq people. I would also like to acknowledge that Nova Scotia has another unique people. These are the Indigenous Blacks of Nova Scotia whose legacy and contributions date back over 400 years predating confederation of this land. We are all treaty people.”

2. REQUEST FOR DECISION

2.1 APA Local 104 Collective Agreement - Davidson

1 - 3

2.2 Salary Administration Policy Amendments - Fawthrop

4 - 14

3. ADJOURNMENT

SYNOPSIS

APA LOCAL 104

COLLECTIVE AGREEMENT

For the 2nd consecutive contract, the Town and the APA Local 104 leadership were able to negotiate a collective agreement at the local level, without outside representation.

The wage increases over the 5-year term are 5% - Year 1, 4.75% - Year 2, 4.5% - Year 3, 4.5% - Year 4, and 4.25% in Year 5 of the contract. We also negotiated a 2% increase in the differential for the Corporal rank and 1% increase for Sergeants.

Aside from wages, there were several significant changes to improve quality of life and working conditions. Highlights include negotiating some language to improve flexibility in scheduling. There are also some changes to how overtime/lieu time is processed. By better managing and controlling the amount of banked/lieu time and by paying out directly certain overtime, we expect some cost savings as well as scheduling improvements.

Another significant addition is an enhancement to mental health supports. The Town of Amherst will provide a fund of up to \$20,000 annually to support the provision of qualified counselling services from a certified mental health therapist. The Town will cover up to \$175.00 per session for up to five (5) private counselling sessions each year, for a member of the bargaining unit, as an extension of what is currently provided through the existing benefits plan.

Year one of the contract has a cost of approximately \$180,157 and can be accommodated in the budget

MOTION:

That Council approve the collective agreement with the Atlantic Police Association Local 104.



AMHERST TOWN COUNCIL

RFD# 2024063

Date: June 11, 2024

TO: Mayor Kogon and Members of Council

SUBMITTED BY: Jason MacDonald, Chief Administrative Officer

DATE: June 11, 2024

SUBJECT: APA Local 104 Collective Agreement

ORIGIN: Existing APA collective agreement expired on March 31, 2024

LEGISLATIVE AUTHORITY: MGA 47 (1) (5)

RECOMMENDATION: That Council approve the collective agreement with the Atlantic Police Association Local 104.

BACKGROUND: For the 2nd consecutive contract, the Town and the APA Local 104 leadership were able to negotiate a collective agreement at the local level, without outside representation. The APA local team was led by President Jason Galloway and included Tom Wood, Brian Gairns, Randy Babineau and Kevin Girouard. The management negotiating team consisted of Jason MacDonald – CAO, Chief Dwayne Pike, Deputy Chief Tim Hunter, and Directors Kim Jones and Krista Crossman.

DISCUSSION: The wage increases over the 5-year term are 5% - Year 1, 4.75% - Year 2, 4.5% - Year 3, 4.5% - Year 4, and 4.25% in Year 5 of the contract. We also negotiated a 2% increase in the differential for the Corporal rank and 1% increase for Sergeants.

Aside from wages, there were several significant changes to improve quality of life and working conditions. We negotiated some language to improve flexibility in scheduling. We also made some changes to how overtime/lieu time is processed. By better managing and controlling the amount of banked/lieu time and by paying out directly certain overtime, we expect some cost savings as well as scheduling improvements.

Another significant addition is an enhancement to mental health supports. The Town of Amherst will provide a fund of up to \$20,000 annually to support the provision of qualified counselling services from a certified mental health therapist. The Town will cover up to \$175.00 per session for up to five (5) private counselling sessions each year, for a member of the bargaining unit, as an extension of what is currently provided through the existing benefits plan.





AMHERST TOWN COUNCIL

RFD# 2024063

Date: June 11, 2024

And finally, an additional one week of vacation was added for members with over 25 years of service.

FINANCIAL IMPLICATIONS: Year one of the contract has a cost of approximately \$180,157 and can be accommodated in the budget

SOCIAL JUSTICE IMPLICATIONS: The changes will improve morale and aid in recruitment and retention efforts. The additional mental health supports will definitely benefit our officers.

ENVIRONMENTAL IMPLICATIONS: There are none

COMMUNITY ENGAGEMENT: Media release to follow

ALTERNATIVES: Council could direct management to return to the bargaining table, however that could damage the relationship with the APA

ATTACHMENTS:

Report prepared by:

Report and Financial approved by:



SYNOPSIS

SALARY ADMINISTRATION POLICY AMENDMENT

Staff have been engaged in collective bargaining with APA Local 104 following the expiry of the collective agreement on March 31, 2024.

During the previous round of collective bargaining in 2020, article 3.05 was added to the collective agreement that stated upon the retirement of the incumbent Staff Sergeant, this position shall be removed from the bargaining unit and be replaced by the rank of Inspector, and the Inspector shall be a non-union position.

The incumbent Staff Sergeant has not retired, and both the union and employer wish to proceed with the change from the Staff Sergeant to Inspector position. As the rank of Inspector is non-unionized, we can manage and adapt this position to our needs without having to consult or negotiate with the union. In most cases, the Staff Sergeant position was treated as if it was a management position and this action will remove any potential conflict.

It has been agreed via collective bargaining that the Inspector salary shall be 120% of the first-class Constable salary, effective April 1st of each year of the agreement. This facilitates the need to amend the non-union Salary Administration Policy to include the Inspector position in Appendix A-1.

Finance staff budgeted for a 5% increase to the Staff Sergeant salary during development of the 2024/25 operating budget, pending completion of collective bargaining.

As the Inspector position has been negotiated at 120% of a first-class constable salary, this will result in an increase of \$3,575, which can be accommodated within the operating budget.

MOTION:

That Council approve the Salary Administration Policy amendments to include the Inspector position.



AMHERST TOWN COUNCIL

RFD# 2024064

Date: June 11, 2024

TO: Mayor Kogon and Members of Amherst Town Council
SUBMITTED BY: Krista Crossman, Dir. HR and Customer Services
DATE: June 11, 2024
SUBJECT: Amendments to Salary Administration Policy – Inspector Position

ORIGIN: 2024 Atlantic Police Association collective bargaining and agreement.

LEGISLATIVE AUTHORITY: MGA 47(1) The council shall make decision in the exercise of its powers and duties by resolution, by policy or by by-law and section 65(r) Council may expend money for expenses of the Council, Officers, and employees of the municipality.

RECOMMENDATION: That Council approve the Salary Administration Policy amendments to include the Inspector position.

BACKGROUND: Staff have been engaged in collective bargaining with APA Local 104 following the expiry of the collective agreement on March 31, 2024.

DISCUSSION: During the previous round of collective bargaining in 2020, article 3.05 was added to the collective agreement:

3.05 Upon the retirement of the incumbent Staff Sergeant, this position shall be removed from the bargaining unit and be replaced by the rank of Inspector, and the Inspector shall be a non-union position. The Town shall not consider applications for Inspector from persons outside the bargaining unit unless it determines that no applicant from within the bargaining unit is reasonable qualified to fill the position.

However, the incumbent Staff Sergeant has not retired, and both the union and employer wish to proceed with the change from the Staff Sergeant to Inspector position. As such, both parties agreed to amend article 3.05 in the current agreement as follows:

There shall be an Inspector. The position of Inspector shall be excluded from the bargaining unit. When the position of Inspector becomes vacant, the Town shall first consider applications from members of the bargaining unit. The Town shall not consider applications for Inspector from persons outside the bargaining unit unless it determines that no applicant from within the bargaining unit is reasonably qualified to fill the position.

It has been agreed via collective bargaining that the Inspector salary shall be 120% of the first-class Constable salary, effective April 1st of each year of the agreement. This facilitates the need to amend

the non-union Salary Administration policy to include the Inspector position in Appendix A-1, enclosed and highlighted in yellow.

FINANCIAL IMPLICATIONS: Finance staff budgeted for a 5% increase to the Staff Sergeant salary during development of the 2024/25 operating budget, pending completion of collective bargaining. Therefore, the amount included in the 2024/25 operating budget for the Staff Sergeant position, effective April 1, 2024, was:

Staff Sergeant: Budgeted at 5%	
Salary	\$122,478
MERC's/Benefits/Pension:	\$ 26,742
Total:	\$149,220

As the Inspector position has been negotiated at 120% of a first-class constable salary, the calculation and cost is:

Inspector Position: 120%	
<i>First-class Constable salary</i>	<i>\$104,682</i>
Inspector salary @ 120%	\$125,618
MERC's/Benefits/Pension	\$ 27,177
Total:	\$152,795

This will result in an increase of \$3,575, which can be accommodated within the operating budget.

COMMUNITY ENGAGEMENT: No community engagement is required.

ENVIRONMENTAL IMPLICATIONS: There are no environmental implications associated with this decision.

SOCIAL JUSTICE IMPLICATIONS: There are no social justice implications.

ALTERNATIVES:

1. Do not accept the recommendation.
2. Direct staff to develop alternative recommendations.

ATTACHMENTS:

04530-01 Salary Administration Policy

Report prepared by: Krista Crossman, Dir. HR and Customer Services

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

APPROVAL DATE:

CAO Signature: _____

PURPOSE

To set out the Policy of the Town of Amherst for salary administration for all non-union employees.

POLICY STATEMENT

The Town of Amherst will ensure the fair and equitable compensation of all non-union employees in relation to the duties of the position within the Town.

OBJECTIVES

1. To promote salary equity in the Town's non-union sector.
2. To establish a framework and procedure to determine categories of compensation for new positions.

DEFINITION OF TERMS

Salary Grid - shows all the salary scales applicable to positions within the Town. The salary grids are contained in Appendices A, A-1, B, & C. The salary grid in Appendix C has seven steps.

Step Adjustment – a move from one step, within a given salary range, to another (usually the next step) for individual employees is based on a satisfactory performance evaluation.

Salary Range - is defined as a range of pay for a category of duties, with a minimum and maximum. The range will be established by Council after considering the recommendation of the CAO.

Overall Market Review – A review of the appropriateness of the salary ranges for positions as listed in Appendix C. The review shall include a survey of the market value of similar positions.

Performance Evaluation – A formal evaluation of the employee's job performance. All employees will receive at least one Performance Evaluation in each year of service.

SALARY GRID:

An appropriate salary grid for all non-union positions shall be determined by the council:

New Positions: Recommendations for placement on the salary grid in Appendix C shall be prepared by the Chief Administrative Officer and forwarded to Council for approval.

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

STEP ADJUSTMENTS

Step adjustments shall be made only when:

1. The adjustment can be accommodated within the Salary budget of the appropriate department; and
2. A current Performance Evaluation form is on file.

Upon completion of a satisfactory annual evaluation, the employee may be moved to the next step of their salary range in Appendix C. All step movements must be approved by the CAO.

The CAO may, on the recommendation of the Director, authorize a movement of up to 3 steps in one year to recognize exceptional performance. In normal circumstances employees would move one step each year upon a satisfactory performance evaluation.

TRAVEL VEHICLE ALLOWANCES:

Mayor, Council and Directors of departments shall receive a monthly vehicle allowance of \$150.00. The monthly vehicle allowance is for reimbursement for all local travel using one's personal motor vehicle for travel within the boundary of the Town of Amherst. Travel outside the boundary is covered under Policy #03000-01. The monthly vehicle allowance shall be reviewed each year after considering any changes in the cost of operating a motor vehicle.

LUNCH BREAKS:

The lunch break period shall be for a one-hour period.

PERFORMANCE EVALUATION:

Performance appraisals shall be conducted by the Chief Administrative Officer/Director at the completion of the probation period, and at least annually thereafter recorded on Performance Evaluation forms.

The Chief Administrative Officer/Director shall discuss the employee's performance evaluation in detail with the employee, in accordance with the employee evaluation system and standardized forms.

SCOPE OF RESPONSIBILITY:

The Town Council shall:

1. Authorize changes to the policies comprising the program of employee compensation.
2. Review and approve salary categories for all established positions within the Town.
3. Review and consider for approval the recommendations of the CAO in regard to the appropriateness of the salary classifications and ranges from time to time if necessary.

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

The Chief Administrative Officer shall:

1. Review and recommend changes to policy and procedures as they relate to the employee compensation program.
2. Ensure the maintenance of the salary rating and performance appraisal procedures.
3. Conduct salary rating and performance evaluation procedures relative to Director positions.
4. Monitor salary surveys and make recommendations to Council concerning market conditions as appropriate with an overall market review to be completed every three (3) years, or as directed by Council.
5. Grant step and/or merit adjustments to individual employees in accordance with approved policies and procedures and subject to budgeting limitations.
6. Maintain all personnel files and records.
7. Determine salary ratings for temporary and casual positions.

The Director Shall:

1. Conduct performance evaluation procedures relative to the positions and employees within their respective departments and make appropriate recommendations to the Chief Administrative Officer.
2. Make recommendations to the Chief Administrative Officer regarding step adjustments for employees within their departments.

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

APPENDIX A

January 1, 2019

Town of Amherst
Salary Grid

Job Level	Salary Amount	
Mayor	Stipend	\$41,178.00
Deputy Mayor	Stipend	\$27,723.00
Councilor	Stipend	\$25,050.00

APPENDIX A-1

April 1, 2022 **2024**

Salary Grid
Other Non-Union Positions

Job Level
Chief of Police
Deputy Chief of Police
Inspector - Police

** Effective April 1, 2018 the Chief of Police and Deputy Chief of Police salaries will be calculated on April 1st of each year as being 141% and 129% of the first-class constable rates.

**** Effective April 1, 2024, the Inspector salary will be calculated on April 1st of each year as being 120% of the first-class constable rates.**

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

APPENDIX B

Town of Amherst

Hourly Rates – Casual Positions

April 1, 2024

Position	Rate
Casual Firefighter	Provincial Minimum Wage + \$4.00/hr.
Jail Guard	Provincial Minimum Wage + \$4.00/hr.
School Crossing Guard	Provincial Minimum Wage + \$2.00/hr.
New Student	Provincial Minimum Wage
First Year Returning Student	Provincial Minimum Wage + \$2.00/hr.
Second+ Year Returning Student	Provincial Minimum Wage + \$3.00/hr.
Professional Student *	Provincial Minimum Wage + \$4.00/hr.

* Applies to student employees enrolled in a professional post-secondary program for which the Town requires specialized education requirements as a condition of employment. i.e. Engineering, Planning, Accounting, etc.

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

APPENDIX C

APRIL 1, 2024

**Town of Amherst - 2024/25 Salary Grid
Non-Union**

DEPARTMENT	JOB TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CLERK	Municipal Clerk	72,585	74,763	77,005	79,316	81,695	84,146	86,670
	Administrative Assistant - Clerk's Office	49,740	51,232	52,769	54,352	55,983	57,662	59,392
COMMUNICATIONS	Director, Communications and IT	95,680	98,550	101,507	104,552	107,689	110,919	114,247
	IT Manager	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	IT Coordinator	54,414	56,046	57,728	59,460	61,243	63,081	64,973
	Procurement Coordinator	54,414	56,046	57,728	59,460	61,243	63,081	64,973
	Communications Officer	54,414	56,046	57,728	59,460	61,243	63,081	64,973
COMMUNITY LIVING	Director of Community Living	95,680	98,550	101,507	104,552	107,689	110,919	114,247
	Community Well-Being Manager	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	Culture, Events & Marketing Coordinator	49,740	51,232	52,769	54,352	55,983	57,662	59,392
	Active Living Coordinator	49,740	51,232	52,769	54,352	55,983	57,662	59,392
FINANCE	Director, Finance	95,680	98,550	101,507	104,552	107,689	110,919	114,247
	Manager of Financial Services	80,200	82,606	85,084	87,637	90,266	92,974	95,763
	Revenue Officer	54,414	56,046	57,728	59,460	61,243	63,081	64,973
	Accounting Clerk/Accounts Payable	54,414	56,046	57,728	59,460	61,243	63,081	64,973
	Water/Sewer Billing Clerk	49,740	51,232	52,769	54,352	55,983	57,662	59,392
	Cashier/Customer Service	49,740	51,232	52,769	54,352	55,983	57,662	59,392
FIRE	Director, Fire Services	95,680	98,550	101,507	104,552	107,689	110,919	114,247
	Fire Inspector	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	Firefighter	54,414	56,046	57,728	59,460	61,243	63,081	64,973
HUMAN RESOURCES	Director, Human Resources	95,680	98,550	101,507	104,552	107,689	110,919	114,247
	HR Generalist	54,414	56,046	57,728	59,460	61,243	63,081	64,973
OPERATIONS	Director, Operations	95,680	98,550	101,507	104,552	107,689	110,919	114,247
	Public Works Foreman	72,585	74,763	77,005	79,316	81,695	84,146	86,670
	Facilities Manager	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	Parks & Recreation Foreman	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	Solid Waste Education and Coordination Officer	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	Engineering Technician	62,295	64,164	66,089	68,071	70,114	72,217	74,383
PLANNING	Director, Planning & Strategic Initiatives	95,680	98,550	101,507	104,552	107,689	110,919	114,247
	Building Official	72,585	74,763	77,005	79,316	81,695	84,146	86,670
	Land Use Planner	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	Business Development Officer	62,295	64,164	66,089	68,071	70,114	72,217	74,383
	Dangerous and Unsanitary Premises Coordinator	54,414	56,046	57,728	59,460	61,243	63,081	64,973
POLICE	Executive Assistant/Dispatch Coordinator	54,414	56,046	57,728	59,460	61,243	63,081	64,973
	Bylaw Enforcement Officer	49,740	51,232	52,769	54,352	55,983	57,662	59,392
	Crime Prevention Coordinator	49,740	51,232	52,769	54,352	55,983	57,662	59,392
	Dispatcher	49,740	51,232	52,769	54,352	55,983	57,662	59,392
	Criminal Records Check	41,454	42,698	43,979	45,298	46,657	48,057	49,498

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

ROLES AND RESPONSIBILITIES

Title/Role	Responsibilities
Chief Administrative Officer	As indicated under “Scope of Responsibility”
Directors and Managers	As indicated under “Scope of Responsibility”

For Administrative Use Only:

VERSION LOG

Amendment Description	Policy Owner	Approved By	Approval Date
<ol style="list-style-type: none"> NS minimum wage updates; Position name changes: Municipal Clerk, Dir. Corp. Communications + Info Technology, removal of GIS Coordinator, addition of Engineering Technician 	Crossman: Director, HR and Customer Services	Council	March 27, 2023
Appendix B – amendment to the pay structure for student hourly rate of pay.	Director of HR & Customer Services	Council	April 24, 2023
NS minimum wage updates	Director of HR & Customer Services	Council	September 25, 2023
Addition of new position: Manager of Financial Services	Director of HR & Customer Services	Council	February 26, 2024
<ol style="list-style-type: none"> Revision of hourly rates for casual positions Appendix B, removal of Appendix C “Job Categories”, revision to salary scales presented by department (new Appendix C), removal of Appendix C-1; Salary steps moved to 7 levels from 8, equal differential between each step, elimination of level 1, addition of new upper level; Language updates to reflect revisions to Appendices, Director, HR and Customer Services changed to Director, Human Resources. HR Administrator changed to HR Generalist. 	Director of HR & Customer Services	Council	April 22, 2024
Addition of Inspector salary to Appendix A-1	Director of HR	Council	

TITLE: SALARY ADMINISTRATION POLICY
SECTION: HUMAN RESOURCE MANAGEMENT
POLICY NO: 04530-01

MINUTES REFERENCE DATE

December 12, 2000	November 2, 2004 (See April 26, 2004 Minutes)	November 27, 2006
December 18, 2006	February 26, 2007	July 16, 2008
September 29, 2008	March 30, 2009	March 29, 2010
April 26, 2010	March 28, 2011	January 30, 2012
May 23, 2012	November 26, 2012	May 1, 2013
September 23, 2013	October 28, 2013	April 30, 2014
May 21, 2015	March 29, 2016	September 2, 2016
May 23, 2017	June 26, 2017	December 18, 2017
February 26, 2018	March 14, 2018	September 28, 2020
June 7, 2021	October 5, 2021	September 28, 2022
March 27, 2023	April 24, 2023	February 26, 2024
April 22, 2024		