

**Recreation Advisory Committee
Monthly Meeting
December 3, 2002**

In attendance: Les Barrett, Sherry Swanburg, Steve Dalziel, Jack Hersey, Greg Messom.

Regrets: Wayne Merrill, Ted Nicholson, Les Sequeira, Teresa VanWilgenburg

Meeting called to order at 7:15pm

Did not have quorum

Review of minutes to last meeting: Without quorum, minutes could not be adopted.

Discussion from minutes: Business Arising

Steve Dalziel proposed an amendment to Sherry's report, second paragraph listed soccer fields. Steve does not recall stating that there is funding waiting to be approved by Soccer Nova Scotia.

Scout and Cub Hall: Hall has been repainted. Sherry will set up maintenance schedule with Bruce Welton and Darren Lightfoot in January 2003. Kitchen cupboards have been given to the Brownies and Guides.

Les has forwarded letter to King Lion Maynard Stevens about the maintenance of the kitchen and organization of cupboards.

Greg reviewed jobs accomplished since last meeting:

- LaFarge doesn't do sand seal. Dexter feels that sand seal should only be laid down in heavy traffic areas.
- Greg will talk to Tony in Kentville Re: Sand Seal
- Still waiting to hear back from Hiltz and Seamone
- Flag poles and painting of Civic Centre is a spring project.
- Approximately \$3800.00 should be charged to the trust account for the clean up and maintenance of the Civic Centre.
- Health and safety program will be put in place in the spring.

Greg is requesting medical and dental benefits and to be placed on the company pension. His status at this time, does not provide him with the opportunity to be placed on either. The recreation department does not have full time work.

These are issues that the Recreation Advisory committee needs to be aware of and pass on recommendations to the Village Commission.

Information on Greg's employee status (upon hiring) and job description, our current policy book was handed out to Steve, Jack and Les B. to read over. Also in the information handout, conversations that Greg had with Les and Ted about his benefits was also handed out to Steve, Jack and Les.

Conversation based on this information:

- Recreation Advisory Committee and Village has to look at a policy for overtime payment for staff of Recreation Dept. Current policy states that a full time temporary employee is not eligible for Medical and Dental benefits. Individuals eligible for pension are so after 2 years of continuous service.
- Policy must come under scrutiny. Do we want to revise it and how? Has not been revised since 1985.
- Should Recreation Advisory committee be responsible for revising policy? Yes, because they are an advisory committee. Advise the commission.
- Jack Hersey did not receive benefits during his 15 years of service to the village.
- Les and Greg discussed written conversation. Questions were asked.
- Les agreed that there had been a discussion but no agreement. If Les said those things, then it was in error.
- Les agreed that he alone instructed Linda to give Greg a raise.
- Les still denies that any promise was made to Greg. There was a discussion. Les insists that if there was a promise made, it was only a promise to look into the possibility of Greg receiving benefits.
- Conversations with regard to staffing matters need to be dealt with by the department heads and not the village commissioners. They may have conversations with the respective department heads, but the department heads then decide from there how information gets rolled out to their staff.

- Village has the ability to amend policy.
- Greg will be 2 months shy of 2 years. He would like two months work so that he could be placed on the pension plan. This needs to be looked at by the village commission.
- Greg realizes that his position with Parks and Recreation is not full time. He feels he could get fulltime hours within the village.
- Must look into what the criteria for eligibility is for the overall pension plan. Request this of Linda.
- Question about whether the pension plan is county or village. It is the village's only. Standard Life Insurance policy
- In the past, the village paid overtime.

Since no quorum, no motions were made.

Adoption of November minutes or payables could not be done.

The recreation advisory committee felt generally that they would like to be involved (in an advisory capacity only) in revision of policies that would affect Recreation Staff. Village commission must make the final decision.

8:25pm Meeting ended.