

**Town of Norman Wells
Minutes
Regular Council Meeting #23-01
Tuesday, January 3rd, 2023, 7:00pm
Council Chambers and Microsoft Teams**

Present:	Frank Pope Pascal Audet Kelly McCoy Alexis Peachey Trevor Smith David Wever	Mayor- Chair Deputy Mayor Councillor Councillor Councillor Councillor
Staff:	Cathy Clarke Karen Boudreau Kayla Turner Lucas Nadeau Hugo Pabke Brandon Scott Carl Ceder	Senior Administrative Officer Finance Manager- Microsoft Teams Governance and Community Engagement Manager Public Works Manager Utilities Manager Fire Chief Economic Development Tourism Officer
Regrets:	Kacee Hunter	Councillor (vacation)
Gallery:	Nathan Watson	

1. Call to Order/Roll Call 7:00PM

2. Declaration of Conflict of Interest

- None noted.

3. Review and Adoption of Agenda

Resolution

- Remove items 6 a) and b) as there are no new updates.

'Be it resolved that the Agenda for the Regular Council Meeting, dated January 3rd, 2023 is hereby adopted as amended.'

**Motion: No. 23-01-01
Moved by: Councillor McCoy
Seconded by: Councillor Wever**

Motion Carried unanimously

4. Committee Reports

- a) Advancement of Equity and Inclusion Committee Draft Minutes

5. Minutes

- a) Regular Council Meeting #22-27 Draft Minutes

Resolution

'Be it resolved that the Minutes for the Regular Council Meeting, dated December 6th, 2022 are hereby adopted.'

**Motion: No. 23-01-02
Moved by: Councillor Smith
Seconded by: Councillor Wever**

Motion Carried unanimously

6. Old Business

- | | |
|--|------------------------|
| a) Action Items of Administration Tracking- Item Removed | Discussion/Information |
| b) Grant Tracker- Item Removed | Discussion/Information |
| c) Mill Rates By Law Third Reading | Resolution |

'Be it resolved that the Council of the Town of Norman Wells hereby gives third reading to the Mill Rates By Law #22-08.'

Motion: No. 23-01-03

Moved by: Councillor Peachey
Seconded by: Councillor McCoy

Motion Carried unanimously

d) Water and Sewer Services By Law Third Reading Resolution

'Be it resolved that the Council of the Town of Norman Wells hereby gives third reading to the Water and Sewer Services By Law #22-09.'

Motion: No. 23-01-04
Moved by: Councillor Wever
Seconded by: Councillor Smith

Motion Carried unanimously

7. New Business

- a) Recommendation from the Advancement of Equity and Inclusion Committee Discussion/Resolution
 - a. Employee Grievance Policy
 - b. Grievance Committee By Law

a) Adopt Grievance Policy

'Be it resolved that the Council of the Town of Norman Wells hereby adopt the revised Employee Grievance Policy as attached to replace the current Grievance Policy C-4.3 in the Employment Manual.'

Motion: No. 23-01-05
Moved by: Councillor Peachey
Seconded by: Councillor Wever

Motion Carried unanimously

- Note alternate staff member and clarify that it is a staff member appointed by employees.

b) Grievance Committee By Law 2 readings

'Be it resolved that the Council of the Town of Norman Wells hereby give first reading to the Grievance Committee By Law #23-01.'

Motion: No. 23-01-06
Moved by: Councillor Wever
Seconded by: Councillor Peachey

Motion Carried unanimously

'Be it resolved that the Council of the Town of Norman Wells hereby give second reading to the Grievance Committee By Law #23-01.'

Motion: No. 23-01-07
Moved by: Councillor Peachey
Seconded by: Councillor McCoy

Motion Carried unanimously

8. Council Forum


Councillor Wever would like to set up a meeting with Council and the Vice President of Canadian North. He will pass along the contact information to the SAO.

Mayor Pope noted there have been comments regarding recording council vote within the community. Councillor Smith mentioned recording names of any council member who votes against a motion. Members may ask for recorded vote. Council agrees to record names with votes. Mayor Pope would also like to call a committee of the whole meeting relatively soon to discuss future of committees as well as clarification regarding the economic development conference.

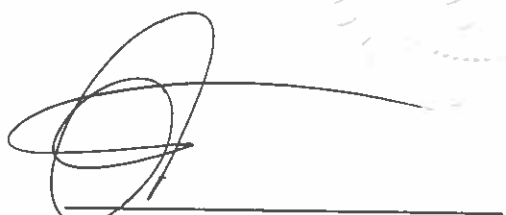
9. Correspondence to Council

10. Correspondence from Council

11. Adjourn Councillor Smith moved to adjourn the meeting at 7:16PM



Frank Pope, Mayor



Cathy Clarke, SAO

