



## **Striking Committee Minutes**

March 6, 2025  
Rankin Room  
County Administration Centre, Walkerton

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| Present | Luke Charbonneau, Warden (Chair)<br>Don Murray, Deputy Warden<br>Chris Peabody, Councillor                                       |
| Staff   | Jenn Robinson, Director of Human Resources<br>Julie Ireland, Deputy Clerk / Legislative Coordinator<br>Linda White, County Clerk |

### **1. Call to Order**

The meeting was called to order by the Chair at 11:15 a.m.  
The minutes were recorded by the Deputy Clerk.

### **2. Additions, Deletions, Amendments to Agenda**

### **3. Declaration of Pecuniary Interest**

There were no declarations of pecuniary interest.

### **4. Adoption of Minutes**

#### **Recommendation # SC-2025-001**

Moved by Councillor Chris Peabody  
Seconded by Deputy Warden Don Murray

That the minutes of the December 19, 2024 Striking Committee meeting be approved as circulated.

**Carried**

## **5. Reports**

### **a. CAO Performance Evaluation Policy Update**

Jenn Robinson noted that the CAO Performance Evaluation policy has been in effect for one cycle. Staff have reviewed how the policy worked during this first term, and are proposing minor amendments to streamline the process, including standardizing who the members are that perform the evaluation each year, and moving the approval of the performance objectives to the meeting between the CAO and the members of Council performing the evaluation, rather than the final approval being provided by the Striking Committee at a later meeting.

The Committee agreed with the changes to the policy, but in the case of standardizing the participation of members to complete the CAO performance evaluation meeting, Warden Charbonneau asked if, during an election year, the process could be moved to an earlier timeframe to ensure that the final meeting of the CAO's performance review process takes place with members of Council who were in office during the term being evaluated. It was requested that the process be completed by the end of Q4 in an election year, rather than the current timeline which places the completion of the cycle at the end of Q1 of the following year.

Jenn Robinson advised that she would create a schedule with alternate timing to be used during election years, and add the schedule to the policy prior to presenting it to Council for final approval.

### **Recommendation # SC-2025-002**

Moved by Deputy Warden Don Murray

Seconded by Councillor Chris Peabody

That the Striking Committee endorse the revisions to the CAO Performance Evaluation Policy and recommend the policy update, as amended to Council; and

That the Striking Committee recommend the 2025 Performance Review timeline to Council consistent with Appendix A of the Policy as amended.

**Carried**

## **6. Closed Session**

Committee moved into a closed session meeting at 11:23 a.m.

**Recommendation # SC-2025-003**

Moved by Deputy Warden Don Murray

Seconded by Councillor Chris Peabody

That the Committee proceed to a Closed Session Meeting, in accordance with the following section(s) of the Municipal Act, 2001, as amended:

- a. **Section 239 (2) (b) Personal matters about an identifiable individual, including municipal or local board employees 2025 CAO Performance Goals and Development Objectives**
- b. **Approval of Closed Minutes - December 19, 2024**

**Carried**

**7. Report from Closed Session**

Committee arose to the Open Session meeting at 11:30 a.m.

The Warden reported that the Committee reviewed the CAO Performance Goals and Development Objectives; and approved the December 19, 2024 closed minutes in Closed Session.

The following recommendation was brought forward for consideration and approved in Open Session:

**Recommendation # SC-2025-004**

Moved by Councillor Chris Peabody

Seconded by Deputy Warden Don Murray

That the Striking Committee approve the 2025 CAO Performance Goals and Development Objectives document; and that the 2025 CAO Goals and Development Objectives be presented to Council.

**Carried**

**8. Adjournment**

Prior to adjournment, Deputy Warden Murray asked a question about the Grey Bruce Board of Public Health, and if the Striking Committee would be the appropriate place for a new member of the Board to receive information from previous members to provide background on the current status of activities taking place at the Board.

Linda White, County Clerk, was requested to join the meeting, and advised that the request from the member was outside the Terms of Reference for the Striking Committee, and that she would consider the request and discuss with the Deputy Warden his questions and concerns, and determine the best path forward for the former and current members to discuss the current work of the Board in order to ensure continuity and provide context on the initiatives currently being undertaken.

**Recommendation # SC-2025-005**

Moved by Deputy Warden Don Murray  
Seconded by Councillor Chris Peabody

That the meeting of the Striking Committee adjourn at 11:36 a.m.

**Carried**

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Warden Luke Charbonneau, Chair  
Striking Committee