

Minute No. 669

Report – Executive Policy Committee – September 21, 2023

**Item No. 18 Human Rights Committee of Council –
2023 – 2024 Coordinator Contract**

COUNCIL DECISION:

Council concurred in the recommendation of the Executive Policy Committee, as amended, and adopted the following:

1. That Aly Raposo be appointed as Committee Coordinator for the Human Rights Committee of Council for the period between May 1, 2023 to April 30, 2024 with a fee for service of \$60,000.00 per annum using funding from the existing Human Rights Committee of Council budget allocation.
2. That the City enter into, execute, and deliver a contract with Aly Raposo and that the Chief Administrative Officer be authorized to negotiate and approve the terms and conditions of such contract in accordance with the foregoing and such other terms and conditions deemed necessary by the City Solicitor/Director of Legal Services to protect the interests of the City.
3. That a process for an annual performance review be included into the contract, referred to in Recommendation 2, to assess the coordinators outcomes of goals and key performance indicators as set by the Human Rights Committee of Council.
4. That a pay increase of 2%, to be to be paid retroactively from May 1, 2023, be referred to the 2024 Budget Review Process.
5. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

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DECISION MAKING HISTORY:

Moved by His Worship Mayor Gillingham,

That the recommendation of the Executive Policy Committee be adopted.

In amendment,

Moved by Councillor Chambers,

Seconded by Councillor Dobson,

BE IT RESOLVED that Item 18 of the Report of the Executive Policy Committee dated September 21, 2023, be amended as follows:

- Delete Recommendation 1 in its entirety and replace it with the following new recommendations:
 - “1. That Aly Raposo be appointed as Committee Coordinator for the Human Rights Committee of Council for the period between May 1, 2023 to April 30, 2024 with a fee for service of \$60,000.00 per annum using funding from the existing Human Rights Committee of Council budget allocation.
 2. That the City enter into, execute, and deliver a contract with Aly Raposo and that the Chief Administrative Officer be authorized to negotiate and approve the terms and conditions of such contract in accordance with the foregoing and such other terms and conditions deemed necessary by the City Solicitor/Director of Legal Services to protect the interests of the City.
 3. That a pay increase of 2%, to be to be paid retroactively from May 1, 2023, be referred to the 2024 Budget Review Process.”
- Renumber the remaining recommendation accordingly.

With the concurrence of the seconder, Councillor Dobson, and with the permission of Council, Councillor Chambers withdrew the above motion.

In amendment,

Moved by Councillor Chambers,

Seconded by Councillor Dobson,

BE IT RESOLVED that Item 18 of the Report of the Executive Policy Committee dated September 21, 2023, be amended as follows:

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DECISION MAKING HISTORY (continued):

- Delete Recommendation 1 in its entirety and replace it with the following new recommendations:
 1. That Aly Raposo be appointed as Committee Coordinator for the Human Rights Committee of Council for the period between May 1, 2023 to April 30, 2024 with a fee for service of \$60,000.00 per annum using funding from the existing Human Rights Committee of Council budget allocation.
 2. That the City enter into, execute, and deliver a contract with Aly Raposo and that the Chief Administrative Officer be authorized to negotiate and approve the terms and conditions of such contract in accordance with the foregoing and such other terms and conditions deemed necessary by the City Solicitor/Director of Legal Services to protect the interests of the City.
 3. That a process for an annual performance review be included into the contract, referred to in Recommendation 2, to assess the coordinators outcomes of goals and key performance indicators as set by the Human Rights Committee of Council.
 4. That a pay increase of 2%, to be to be paid retroactively from May 1, 2023, be referred to the 2024 Budget Review Process.
- Renumber the remaining recommendation accordingly.

Carried

Councillors Duncan, Lukes and Rollins asked to be recorded as having voted against the above motion, in accordance with Rule 47(7) of The Procedure By-law No. 50/2007.

The motion for the adoption of the item, as amended, was put and declared carried.

Councillors Duncan, Lukes and Rollins asked to be recorded as having voted against the above motion, in accordance with Rule 47(7) of The Procedure By-law No. 50/2007.

David Grant submitted a communication with respect to the matter.

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DECISION MAKING HISTORY (continued):

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On September 21, 2023, the Executive Policy Committee submitted the following to Council:

1. That the recommendation of the Human Rights Committee of Council be referred to the 2024 Budget Review Process, namely:
 - A. That Aly Raposo be appointed as Committee Coordinator for the Human Rights Committee of Council for the period between May 1, 2023 to April 30, 2024 with a 2% pay increase, resulting in a fee for service of \$61,200.00 per annum, utilizing funding from the existing Human Rights Committee of Council budget allocation.
 - B. That the City enter into, execute, and deliver a contract with Aly Raposo and that the Chief Administrative Officer be authorized to negotiate and approve the terms and conditions of such contract in accordance with the foregoing and such other terms and conditions deemed necessary by the City Solicitor/Director of Legal Services to protect the interests of the City.”
2. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

COMMITTEE RECOMMENDATION:

On September 12, 2023, the Human Rights Committee of Council recommended to the Executive Policy Committee:

1. That Aly Raposo be appointed as Committee Coordinator for the Human Rights Committee of Council for the period between May 1, 2023 to April 30, 2024 with a 2% pay increase, resulting in a fee for service of \$61,200.00 per annum, utilizing funding from the existing Human Rights Committee of Council budget allocation.
2. That the City enter into, execute, and deliver a contract with Aly Raposo and that the Chief Administrative Officer be authorized to negotiate and approve the terms and conditions of such contract in accordance with the foregoing and such other terms and conditions deemed necessary by the City Solicitor/Director of Legal Services to protect the interests of the City.

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DECISION MAKING HISTORY (continued):

COMMITTEE RECOMMENDATION (continued):

3. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.

COMMITTEE DECISION:

On May 12, 2023, the Human Rights Committee of Council retained the services of Aly Raposo as Committee Coordinator for the period of May 1, 2023 to September 8, 2023 at the existing rate of \$2,307.69 + GST bi-weekly.

COMMITTEE RECOMMENDATION:

On May 12, 2023, the Human Rights Committee of Council laid-over the decision to award a 2023 – 2024 annual contract to its meeting on September 8, 2023.