

RURAL MUNICIPALITY OF INVERGORDON No. 430
Special meeting of Council held in the R.M. Council Chambers
7 Danchuk Drive in Crystal Springs, SK
January 28, 2026
9:30am

<i>Present:</i>	<i>Reeve</i>	<i>Kevin Hawreschuk</i>
	<i>Councillor, Division 1</i>	<i>Kelvin Dutka</i>
	<i>Councillor, Division 2</i>	<i>Keith Thibault</i>
	<i>Councillor, Division 3</i>	<i>Ryan Mansiere</i>
	<i>Councillor, Division 4</i>	<i>Dale Markling (via Teams)</i>
	<i>Councillor, Division 5</i>	<i>Wayne Bacon (via Teams)</i>
	<i>Councillor, Division 6</i>	<i>Edwin Rundbraaten</i>
	<i>Acting Administrator</i>	<i>Kelly Sandelin</i>

A quorum being present, Reeve Hawreschuk called the meeting to order at 9:36am.

Declaration of Conflict

Councillor Dutka declared a conflict of interest regarding 2026 Wage Review Item and abstained from discussion and voting on the matter.

Delegations

Stephen Eger with Knibbs HR Consulting joined the meeting via Microsoft Teams at 10:00am and presented an overview of Knibbs HR Consulting services.

Stephen Eger departed the meeting at 10:20am.

Daniel Sears with BusyBusy.com joined the meeting via Microsoft Teams at 10:30am and presented information on the BusyBusy time-tracking software.

Daniel Sears departed the meeting at 11:05am.

Sarrah Goddard and Jennifer Spaeth with Greenline Consulting joined the meeting via Microsoft Teams at 11:05am and presented an overview of Greenline Consulting services.

Sarrah Goddard and Jennifer Spaeth departed the meeting at 11:30am.

Hire HR Consultant

033/26 Mansiere

WHEREAS Council received a proposal from Greenline Consulting Inc. to provide human resource consulting services to the R.M. of Invergordon;

KS
KW

Hire HR Consultant (cont'd)

WHEREAS the proposal outlines consulting rates of \$150.00 per hour (CDN) per consultant, a reduced combined rate of \$200.00 per hour (CDN) when both consultants are engaged concurrently, mileage at \$0.75 per kilometre for travel outside Regina, travel time for long-haul travel (over 60 km, one way) billed at \$60.00 per hour (CDN), with hotel and per diem expenses covered as necessary, and billing in 15-minute increments with no minimum monthly retainer;

WHEREAS the proposed services may include, but are not limited to, human resource consulting support related to policies, compensation, organizational design, employee relations, and other related advisory services as required by the Municipality;

BE IT RESOLVED THAT Council accept the proposal from Greenline Consulting Inc. to provide human resource consulting services to the RM, and that the Reeve and Administrator be authorized to execute any necessary agreements and proceed with the engagement in accordance with the approved rates and terms.

CARRIED

2026 Wage Review

034/26 Bacon

BE IT RESOLVED, that the Employee Wage Increase Schedule 2026-2030, attached to and forming part of these minutes, be acknowledged and that the 2026 increases be approved effective January 1, 2026.

CARRIED

Personnel Policy GG-003 Revision

035/26 Rundbraaten

WHEREAS Council received a revised Personnel Policy, Policy GG-003, incorporating updates and amendments.

BE IT RESOLVED THAT Council hereby adopt Policy GG-003 – Personnel Policy, Revision 5, as attached and forming part of these minutes, and that this policy replace all previous versions of Policy GG-003.

CARRIED

Adjourn

036/26 Hawreschuk

BE IT RESOLVED, that this meeting be adjourned at 12:40pm.

CARRIED



Kevin Hawreschuk
Reeve



Kelly Sandelin
Acting Administrator