



**Regular Board of Directors meeting
Kent Regional Service Commission**

**May 15, 2025
4:00pm
KRSC - Beaurivage**

1. CALL TO ORDER

The Vice-Chair, Tina Beers, calls the meeting to order at 4:00pm by welcoming everyone.

2. ATTENDANCE

- Arnold Vautour, Mayor of the Town of Beaurivage
- Jean-Claude Babineau, Councillor for the Town of Grand-Bouctouche
- Jimmy Bourque, Mayor of the Village of Nouvelle-Arcadie
- Lucie Martin, Substitute for the Kent Rural District
- Marc Babineau, Deputy Mayor, Town of Champdoré
- Roméo Bourque, Mayor of the Rural Community of Beausoleil
- Tina Beers, Vice-Chair of the KRSC and Mayor of the Municipality of Five-Rivers

ABSENCES

- Aldéo Saulnier, Chair of the KRSC and Mayor of the Town of Grand-Bouctouche
- Jean-Charles Daigle, President of the Kent Rural District

OTHERS

- Paul Lang, Executive Director – KRSC
- Isabelle Godin, Assistant Executive Director - KRSC
- Francine Arsenault, Administrative Assistant - KRSC (Grand-Bouctouche)
- Lynn Landry Caissie, Finance Director - KRSC
- Jean Goguen, Planning Director - KRSC
- Yolande Chiasson, Interpreter (Zoom)
- Members of the public

3. CONFLICT OF INTEREST DECLARATIONS

Nothing to declare.

4. ADOPTION OF THE AGENDA

2025-041

It is moved by Arnold Vautour, seconded by Roméo Bourque, that the agenda be adopted with the omission of the Ambulance NB presentation and the change to in camera after 15. Questions from the public.

Motion carried

5. ADOPTION OF THE MINUTES OF THE APRIL 17, 2025 MEETING

2025-042

It is moved by Marc Babineau, seconded by Jimmy Bourque, that the minutes of the Regular meeting of April 17, 2025 be adopted by deleting Jean-Pierre Richard's name from the attendance list and adding Marc Babineau's name to the English copy of the minutes.

Motion carried

6. BUSINESS ARISING FROM THE MINUTES

Nothing on this subject.

7. PRESENTATION - AMBULANCE NB

The presentation is postponed until the meeting of June 19, 2025.

8. CORRESPONDENCE

- April 17, 2025 – Mobile Eco Depot project - Hon. Gilles LePage, Minister of Environment and Climate Change

9. COMMITTEE REPORTS

a. Finances – Administration – Human Resources

Lynn Landry Caissie presents the unaudited financial statements to March 31, 2025. The minutes of the Finance Committee meeting of January 30, 2025 were circulated.

2025-043

It is moved by Jimmy Bourque, seconded by Marc Babineau, that the unaudited financial statements to March 31, 2025 be adopted as presented.

Motion carried

b. Audit

The minutes of the Audit Committee for April 16, 2024 were circulated.

c. Health

Paul Lang gives a brief update on what's been going on with the Health Committee lately. The Board and the Committee met to discuss the 2 options suggested by Vitalité for the Stella-Maris-de-Kent Hospital - either a new construction or an expansion and renovation of the current building. During the meeting, it was mentioned that the priority should be on the services offered, not the building. Following consensus, the committee and the Board will meet with Vitalité on May 23 to discuss services.

10. REPORTS ON COLLABORATIVE SERVICES ACTIVITIES

a. Planning

The minutes of the Planning Review Committee of March 25, 2025 as well as the construction report for April 2025 were circulated.

Election - Members of the Planning Review Committee

WHEREAS the Kent RSC has a Planning Review Committee (PRC);

WHEREAS the PRC is composed of 6 individuals, and may include a maximum of 2 elected municipal officials;

WHEREAS the nomination process was launched and the administration received two nominations, including Rhéal LeBlanc and Jean-Pierre Richard;

WHEREAS Jean Hébert has chosen not to submit his nomination;

WHEREAS an invitation to submit nominations to the committee to replace two vacant positions has been sent to new Board members;

WHEREAS the Board has received two nominations and floor nominations can be accepted if the nominee is in the room.

2025-044

It is moved by Arnold Vautour, seconded by Jimmy Bourque, that nominations for up to two people for positions on the Planning Review Committee take place.

Motion carried

Nominations: Rhéal LeBlanc, Jean-Pierre Richard

The Election Chair requests 3 times for nominations.

2025-045

It is moved by Jimmy Bourque, seconded by Roméo Bourque, that nominations cease.

Motion carried

2025-046

It is therefore resolved that **RHÉAL LEBLANC** and **JEAN-PIERRE RICHARD** be appointed to the **PLANNING REVIEW COMMITTEE** for a period ending June 2029, and that their term of office be determined by the Community Planning Act.

Moved by : Jimmy Bourque

Seconded by: Lucie Martin

Motion carried

b. Solid Waste

The Solid Waste Report for April 25 was circulated.

c. Public Safety

The committee will meet on June 5. A public safety day will be held on Sunday, June 8 in Nouvelle-Arcadie. See poster attached.

d. Economic Development and Tourism

A new Buy Local advertising campaign has been developed. Paul Lang plays the jingle composed by Sébastien Doiron for the campaign.

e. Social Inclusion and Community Development

The minutes of the Social Inclusion and Community Development Committee meetings of September 26, 2024 and January 23, 2025 were circulated. The food resilience strategy is going very well. The committee is currently working on an action plan with consultant Maurice Maillet. As for the “Overcoming Poverty Together” project, the next step is to develop a 2-year regional plan in line with provincial and KRSC priorities.

f. Regional Transportation

The minutes of the Regional Transport Committee meeting of February 3, 2025 and the statistics for January to March 2025 were circulated. A consultant has been hired to draw up a master plan, which will be presented in the fall.

g. Recreation Planning

A sports and active living coordinator has been hired and will start work on June 2, 2025.

11. CHAIR REPORT (APRIL 10 TO MAY 7, 2025)

April 23 – Meeting with Constable Boucher in Grand-Bouctouche

April 24 – Social Inclusion and Community Development Committee meeting in Beaurivage

May 1 - Economic Development and Tourism Committee meeting in Beaurivage

12. EXECUTIVE DIRECTOR REPORT (APRIL 10 TO MAY 7, 2025)

April 10 – RSC CEO meeting - Zoom

April 10 - Board of Directors and Kent Health Committee meeting - Beaurivage

April 15 - AMANB 2025 Annual Conference Organizing Committee meeting - Zoom

April 15 – KRSC CEO and Municipality CAOs meeting - Beaurivage

April 15 - 2025/2026 Commitment Session between Board of Directors and RCMP - Beaurivage

April 16 - Labour Market Partnership (LMP) Forum - Grand- Bouctouche

April 17 - RSC CEO meeting - Zoom

April 17 - KRSC Board of Directors meeting - Beaurivage

April 23 - Meeting with Constable Boucher - Grand-Bouctouche

April 23 - Meeting with Maxime Babineau - Grand- Bouctouche

April 23 - “Crabtree Rural Digitalization” project with UNB - Teams

April 24 – Meeting with “Association des garderies francophones du NB” - Zoom

April 24 - RSC CEO meeting - Zoom

April 24 - Meeting with McAction - Grand-Bouctouche

April 29 – RSC Reinforcement Working Group - Teams

April 29 - Presentation of Danik Savoie's thesis project - Teams

April 30 to May 2 – RSC meeting - Saint John

May 6 - AMANB 2025 Annual Conference Organizing Committee meeting - Zoom

May 6 - TC Kent presentation - Nouvelle-Arcadie

May 7 - RSC Reinforcement Working Group - Teams

13. RESOLUTIONS

No resolutions.

14. NEW BUSINESS

a. Study on RSCs (Ministry of Environment and Local Government)

Paul Lang reads a memo received from the Ministry of the Environment and Local Government on the revision of RSC mandates.

b. In Camera (HR)

2025-047

It is moved by Arnold Vautour, seconded by Marc Babineau, that the Board of Directors go in camera pursuant to Sections 68 (1) j) and 68 (1) c) of the Local Governance Act.

Motion carried

2025-048

It is moved by Marc Babineau, seconded by Jimmy Bourque, that the meeting of the Board of Directors return to open session.

Motion carried

WHEREAS the KRSC's Policy 22-01 – Pay Scale Policy presents the salary range for each position in the organization;

WHEREAS Policy 22-01 presents the following clause: ***2.5 Each year, a re-examination and and adjustment of the minimum and maximum of all wages will go up by 2% per year to a maximum of 10% after 5 years;***

WHEREAS the salary ranges have been developed based on annual revisions of 2% not requiring the presentation of modifications to the board of directors;

WHEREAS the full revision of the KRSC Pay Scale Policy is only planned for 2027 and these adjustments will only take effect in January 2028;

WHEREAS the KRSC has an employee retention rate well above the New Brunswick average;

WHEREAS since the departure of a second staff member occupying the position of building inspector in less than five months, the administration has investigated the reasons leading to these unusual movements;

WHEREAS the staffing process for these highly technical positions is a challenge nationwide as demand greatly outstrips supply;

WHEREAS following a comparison with neighboring regions, our salary grids for Level 3 Building Inspector emerged as competitive when compared to entry level (or junior) inspector grids;

WHEREAS our immediate competitors subsequently have salary grids for the position of Senior Inspector far exceeding our Level 3 grid;

WHEREAS this reality is likely hurting the recruitment and retention of highly qualified personnel essential to the proper functioning of our operations;

WHEREAS the administration therefore recommends to the board of directors a modification to Policy 22-01 to be more competitive and attract experienced inspectors.

2025-049

Be it therefore resolved that the Board of Directors modify Policy 22-01, thus allowing a maximum limit of \$85,000 for the salary range of Level 3 Building Inspector in 2025, and that this limit follows the basic annual increase of 2% until the policy review in 2027.

Moved by: Roméo Bourque

Seconded by: Arnold Vautour

Motion carried

c. Solid waste study

WHEREAS residential waste collection contract costs represent a significant portion of the KRSC's operating budget;

WHEREAS these costs continue to rise each time a tender process is launched to renew contracts;

WHEREAS ONE of the companies that normally submits bids sent us a letter during the last process explaining that it was unable to submit due to time and equipment restrictions, creating an alarming lack of competition that could lead to even greater cost increases;

WHEREAS, unless an optional year is offered, four of the six contracts managed by the KRSC will expire in December 2026, and consequently the administration will begin negotiations and preparation of the tendering process in the fall.

2025-050

Be it resolved that the KRSC Board of Directors mandate the Administration to conduct a study on the capital requirements and costs associated with undertaking full management of residential waste collection, and that the results of this study be presented at the September regular meeting.

Moved by : Jimmy Bourque

Seconded by : Arnold Vautour

Motion carried

15. QUESTIONS FROM THE PUBLIC

No questions from the public.

**It was requested by a board member that all meeting dates be sent by calendar invite.*

16. CLOSURE OF THE MEETING

2025-051

It is moved by Roméo Bourque, that the adjournment be held at 5:56pm.

VICE-CHAIR

Executive Director/Clerk