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## **THE REGIONAL MUNICIPALITY OF NIAGARA**

### **HUMAN RESOURCES COMMITTEE**

#### **REPORT 3-2004**

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, April 13, 2004, commencing at 9:30 a.m.

#### **ATTENDANCE**

Committee: Councillors Collins, Vice-Chair; Partington, Regional Chair; Almas, Davidson, Harry, Heit, Leavens, Saracino.

Staff: Messrs. Trojan, Chief Administrative Officer; Nicol, Commissioner, Human Resources Department; Ms. Hepplewhite, Acting Deputy Regional Clerk.

Staff (Part-time): Ms. Elliott, Director, Organizational Development and Compensation Services; Ms. deMontmorency, Compensation and Benefits Manager.

#### **HUMAN RESOURCES**

25. Corporate Employee Recognition Team (CERT)  
"Recognition of Excellence" Award Winners

Councillor Collins, acknowledged the Corporate Employee Recognition Team (CERT) "Recognition of Excellence" award winners.

Moved by Councillor Harry  
Seconded by Councillor Davidson

That Report HR 14-2004, April 13, 2004 respecting Corporate Employee Recognition Team (CERT) "Recognition of Excellence" Award Winners, be received for information.

Carried.

26. Corporate Employee Recognition Team (CERT)  
2004 Strategic Plan

Councillor Collins, gave a brief overview of the Corporate Employee Recognition Team (CERT) – 2004 Strategic Plan and invited Councillors to attend the upcoming Employee Recognition events.

Moved by Councillor Davidson  
Seconded by Councillor Heit

That Report HR 15-2004, April 13, 2004 respecting Corporate Employee Recognition Team (CERT) – 2004 Strategic Plan, be received for information.

Carried.

27. Human Resources Department Organization Chart

Mr. Nicol, Commissioner, Human Resources Department, summarized Report HR 16-2004, April 13, 2004 respecting the Human Resources Department Organization Chart. The organization chart details changes approved by Council since the beginning of the year, particularly the consolidation of the OMERS function in the Human Resources Department and change in service delivery of the Occupational Health Nurse program.

Moved by Councillor Leavens  
Seconded by Councillor Davidson

That Report HR 16-2004, April 13, 2004 respecting Human Resources Department Organization Chart, be received for information.

Carried.

28. Human Resources Department's Proposed 2004 Business Plan

Mr. Nicol, Commissioner, Human Resources Department, gave an overview of Report HR 17-2004.

Moved by Councillor Saracino  
Seconded by Regional Chairman Partington

That Report HR 17-2004, April 13, 2004 regarding the Human Resources Department's Proposed 2004 Business Plan, be received and approved.

Carried.

29. "Corporate Wellness Program" Annual Report

Mr. Nicol, Commissioner, Human Resources Department, gave an overview of Report HR 18-2004, "Corporate Wellness Program" Annual Report.

Moved by Councillor Davidson  
Seconded by Councillor Harry

That Report HR 18-2004, April 13, 2004 regarding the "Corporate Wellness Program" Annual Report, be received for information.

Carried.

30. Staff Early Retirement Eligibility: 2004-2006

Mr. Nicol, Commissioner of Human Resources, provided the Committee with an overview of Report HR 19-2004 regarding Staff Early Retirement Eligibility: 2004-2006.

Moved by Councillor Davidson  
Seconded by Councillor Leavens

That Report HR 19-2004, April 13, 2004 regarding Staff Early Retirement Eligibility: 2004-2006, be received for information.

Carried.

**CLOSED SESSION**

31. Moved by Councillor Davidson  
Seconded by Councillor Harry

That this Committee do now meet in Closed Session for purposes of receiving information of a confidential nature relating to personnel matters.

Carried.

**CONFLICT OF INTEREST**

Chairman Partington declared an indirect pecuniary interest with regard to matters concerning non-union salary negotiations in the Public Health Department, as his spouse is an employee in the Public Health Department and he therefore vacated the Committee Room and took no part in the voting, and or discussion of these matters.

32. Verbal Report  
Update on Negotiations

Moved by Councillor Heit  
Seconded by Councillor Harry

That the verbal report regarding an update on collective bargaining negotiations, be received.

Carried.

33. Moved by Councillor Harry  
Seconded by Councillor Heit

That this Committee do now rise with report.

Carried.

**ADJOURNMENT**

The Committee adjourned at 10:10 a.m. to meet again on Tuesday, May 11, 2004, Committee Room #4 at 9:30 am, at Regional Headquarters.

Michael Collins  
Vice-Chair

Anne Hepplewhite  
Acting, Deputy Clerk

Pam Gilroy  
Acting, Regional Clerk