

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 05-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, April 19, 2005, commencing at **9:00 a.m.**

ATTENDANCE

- Committee: Councillors Collins, Chair, Regional Chair Partington, Almas, Angelone, Bentley, Brock, Harry, Heit, Leavens, Mastroianni, Salci, Saracino.
- Staff: Mr. Nicol, Commissioner, Human Resources Department; Mr. Trojan, CAO; Ms. Hepplewhite, Acting Deputy Clerk and Corporate Records Manager.
- Staff (Part-time): Ms. Fontana, Director of Corporate Health Services and Employee Relations; Ms. DeMontmorency, Acting Director Organizational Development and Compensation Services, Ms. Smith, Administrative Assistant to the Commissioner of Human Resources.

HUMAN RESOURCES

36. **OMERS Contribution Rate Review**

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 16-2005/ CSD 56-2005, regarding OMERS Contribution Rate Review, be received.

That the OMERS Board be requested to review the impact and necessity of 1-2% contribution rate increase given "superior" investment returns with the plan for 2004; and

That any such increase, if deemed necessary, be no greater than 0.50% per year for participating employers and employees given other ever increasing service costs faced by municipalities and the limited property tax base to accommodate such increases; and

That this resolution and report be forwarded to the Niagara Police Services Board, Provincial Minister of Finance, Minister of Municipal Affairs and Housing and local members of the Provincial Legislature for support.

Carried.

(Report HR 16-2005/ CSD 56-2005 can be found behind the Joint Reports tab in the Blue Book)

CLOSED SESSION

37. Moved by Councillor Angelone
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.

38. Verbal Report
Contract Negotiations

Mr. Nicol, Commissioner, Human Resources Department and Ms. Fontana, Director of Corporate Health Services and Employee Relations provided the committee with a general update regarding ongoing contract negotiations with ONA 9 (Homes), and CUPE Local 1019.

Moved by Councillor Mastroianni
Seconded by Councillor Bentley

That the Verbal Report, Update – Contract Negotiations, April 19, 2005, be received for information.

Carried.

39. Emergency Service Workers (Police, Fire & Paramedics)
Collective Bargaining Presentation

Mr. Nicol, Commissioner, Human Resources Department provided the committee with a presentation regarding Emergency Service Workers Collective Bargaining.

Moved by Councillor Leavens
Seconded by Councillor Mastroianni

That Report HR 15-2005, regarding Emergency Service Workers Collective Bargaining Presentation, be received for information and;

That the Niagara Region Police Services Board be requested to allow the Commissioner of Human Resources to make a presentation on Emergency Service Worker Collective Bargaining trends at a future Board meeting and to pursue strategies and possible joint initiatives as the Board prepares for contract negotiations.

Carried.

40. Moved by Councillor Heit
Seconded by Councillor Saracino

That Committee do now rise with report.

Carried.

ADJOURNMENT

The Committee adjourned at 10:15 a.m. to meet again on Tuesday, May 10, 2005, Committee Room #4 at **9:00 am**, at Regional Headquarters.

Michael Collins
Committee Chair

Anne Hepplewhite
Acting Deputy Clerk

Pam Gilroy
Regional Clerk/Associate Director
of Corporate Strategy