

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 10-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, September 13, 2005, commencing at 9:00 a.m.

ATTENDANCE

Committee: Councillors Collins, Chair; Regional Chairman Partington, Almas, Angelone, Brock, Harry, Heit, Leavens, Saracino.

Staff: Mr. Nicol, Commissioner, Human Resources Department; Mr. Trojan, Chief Administrative Officer; Ms. Hepplewhite, Corporate Records Manager and Acting Deputy Clerk.

Staff (Part-time): Ms. Abrahams, Human Resources Associate; Ms. Fontana Director of Corporate Health Services and Employee Relations; Mr. Miron, Corporate Health Services Manager; Mr. Diakow, Acting Commissioner of Corporate Services; Mr. Lockyer, Treasurer/ Director of Financial Management & Planning.

Guest: Ms. Colleen McIntosh, Human Resources co-op student.

PRESENTATION

70. Corporate Services
Multi-year Financial Plan
CSD 77-2005

Mr. Lockyer, Treasurer/Director of Financial Management & Planning, introduced the objectives of the Multi Year Financial Plan and provided background information for upcoming budget deliberations. The Treasurer highlighted the timetable, the concept and benefits of the Multi Year Financial Plan and its benefits.

The analysis excludes Non Tax Revenues, Police and Assessment Growth and does not reflect budget preparation work currently underway.

Mr. Nicol, Commissioner of Human Resources presented an overview of the Human Resources Department 2006 budget projections as well as challenges affecting the multi-year plan.

Moved by Councillor Leavens
Seconded by Councillor Angelone

That Report CSD77-2005 regarding "Multiyear Financial Plan 2004-2007, June 9, 2005, be received.

Carried

Councillor Collins introduced Ms. Colleen McIntosh, a 3rd year Brock University Student studying Human Resources. Colleen is working with the Human Resources Department in a co-op placement from September to December of this year.

71. 2005 Non-Union Salary Administration System Review
HR 32-2005

Moved by Councillor Harry
Seconded by Councillor Angelone

That Report HR 32-2005 regarding the 2005 Non-Union Salary Administration System Review, be received for information.

Carried

72. 2004 Annual Compensation Report for Non-Union Hires, Red-Circled & Market Sensitive Positions
HR 33-2005

Moved by Councillor Harry
Seconded by Councillor Angelone

That Report HR 33-2005 regarding the 2004 Annual Compensation Report for Non-Union Hires Red-Circled & Market Sensitive Positions, be received for information.

Carried.

73. A Business Case for Post-offer Screening in Seniors
Services and the Public Works Labour Pool
HR 34-2005

Moved by Councillor Harry
Seconded by Councillor Angelone

That Report HR 34-2005 regarding a Business Case for Post-offer Screening in Seniors Services and the Public Works Labour Pool, be received for information.

Carried.

CLOSED SESSION

74. Moved by Councillor Angelone
Seconded by Councillor Almas

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

Carried.

75. Oral Report
Update - Contract Negotiations

Mr. Nicol, Commissioner, Human Resources Department, and Ms. Fontana, provided an update on contract negotiations with ONA 9 - Public Health Nurses and ONA 9 - Homes for the Aged.

Moved by Councillor Harry
Seconded by Councillor Saracino

That the Oral Report, Update – Contract Negotiations, ONA 9, be received for information.

Carried.

76. Oral Report
Update – Personnel Issue

Mr. Nicol, Commissioner, Human Resources Department, provided an update on a Personnel Issue.

Moved by Councillor Leavens
Seconded by Councillor Harry

That the Oral Information Report – Personnel Issue, September 13, 2005 be received for information.

Carried.

77. Moved by Councillor Harry
Seconded by Councillor Almas

That this committee do now rise with report.

Carried.

STAFF DIRECTIONS

Councillor Collins asked that he be provided with a breakdown of the projected increases to the Human Resources draft budget be provided before the Council meeting of September 22nd, 2005.

Councillor Collins asked that the non-union pay band and positions be distributed to all members of Council.

Councillor Saracino asked that staff provide him with details of another Homes for the Aged personnel issue, and Ms. Fontana committed to providing Councillor Saracino with the required information.

ADJOURNMENT

The Committee adjourned at 10:13 am to meet again on Tuesday, October 4, 2005, Committee Room #4 at **9:00 am**, at Regional Headquarters.

Michael Collins
Committee Chair

Anne Hepplewhite
Acting Deputy Clerk

Pam Gilroy
Regional Clerk

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