

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 13-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, November 15, 2005, commencing at 9:00 a.m.

ATTENDANCE

- Committee: Councillors Collins, Chair; Almas, Angelone, Bentley, Brock, Harry, Leavens, Mastroianni, Salci, 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. Elliott, Director, Organizational Development and Compensation Services; Ms. Fontana, Director of Corporate Health Services and Employee Relations, Ms. Herbai, Coordinator Employee Benefits, Ms. Fitzpatrick, Coordinator Pension Administration, Ms. Quinn, Coordinator Compensation and Classification; Ms. Cocco, Coordinator Compensation and Classification, Ms. Christian, Pension Analyst; Mr. Ventresca, Director, Seniors Services.
- Guest: Ms. Kroon, The Avalon Group

HUMAN RESOURCES

91. OMERS – Bill 206 – An Act to Revise the Ontario
Municipal Employees' Retirement System Act
HR 40-2005

Mr. Nicol, Commissioner, Human Resources Department, presented an overview of Bill 206 which received first reading in June and is currently before the Standing Committee on General Government.

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 40-2005 regarding OMERS – Bill 206 – An Act to Revise the Ontario Municipal Employees' Retirement System Act, be received for information;

That the Provincial Government's Standing Committee on General Government be advised that the Regional Municipality of Niagara does not support Bill 206 due to significant technical, public policy and economic issues proposed in the Bill which adversely impact the interests of employers, employees and taxpayers and as outlined and forwarded under Report HR 40-2005;

That the Premiere of Ontario, Minister of Finance, Minister of Municipal Affairs & Housing, and Association of Municipalities of Ontario be advised that Council does not support the proposed and potentially costly changes to the OMERS Pension Plan; and

That this resolution and accompanying report be circulated to the five local members of the Provincial legislature, Niagara Regional Police Services board and area municipalities for support.

Carried.

CLOSED SESSION

92. Moved by Councillor Angelone
Seconded by Councillor Bentley

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

Carried.

93. Non-Union Salary Structure Review & 2006
Non-Union Economic Improvement

Ms. Kroon presented the report entitled "2005 Non-Union Salary Administration System Review – Back to Basics" prepared by The Avalon Group.

Moved by Councillor Leavens
Seconded by Councillor Mastroianni

That this Committee recommend to Regional Council:

That Report HR 41-2005 regarding the review of the Non-Union Salary Structure Review & 2006 Non-Union Economic Improvement be received; and

That the 2006 Non-Union Salary Structure (Schedule 'A') and separate 2006 Senior Management Salary Structure (Schedule 'B') be approved effective January 1, 2006; and

That the implementation costs of the salary structures and 2006 non-union economic performance management and payroll related improvement costs be accommodated within the 2006 pay for performance budget of \$1,777,172.00; and

That effective January 1, 2006 the Corporate Salary Administrative and Compensation Policy C3.S01 be updated to accommodate revisions to the following compensation practices:

- Premium payments to recognize 42 hour work weeks
- Market sensitive positions
- Appropriate salary range differentials.

Carried.

94. Oral Report – CUPE and Hotel Dieu Hospital Interest Arbitration
Award Dispute

Mr. Nicol, Commissioner, Human Resources Department, provided an update covering wage implementation issues impacting some 68 employees (September 29, 2001 - September 28, 2004) and representing potential cost avoidance of \$532,000-\$591,000.

Moved by Councillor Mastroianni
Seconded by Councillor Almas

That the Oral Report with respect to an update on a personnel issue, be received for information.

Carried.

95. Oral Report – Update – Contract Negotiations
Personnel Issue

Moved by Councillor Saracino
Seconded by Councillor Leavens

That the Oral Report with respect to an update on a personnel issue, be received for information.

Carried.

96. Moved by Councillor Leavens
Seconded by Councillor Saracino

That this committee do now rise with report.

Carried.

STAFF DIRECTIONS

Mr. Nicol was directed to liaise with the Regional Chair and CAO to invite our five local MPPs to discuss Bill 206 and our concerns under HR 40-2005.

Mr. Nicol was directed to prepare a written report for Council at their meeting of November 24, 2005 on the Interest Arbitration Award Dispute.

ADJOURNMENT

The Committee adjourned at 11:03 a.m. to meet again on Tuesday, November 15, 2005, Committee Room #4 at **9:00 am.**, at Regional Headquarters.

Michael Collins
Committee Chair

Anne Hepplewhite
Acting Deputy Clerk

Pam Gilroy
Regional Clerk