

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 14-2005

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, December 6, 2005, commencing at 9:00 a.m.

ATTENDANCE

Committee: Councillors Collins, Chair; Partington, Regional Chair, Almas, Angelone, Bentley, Brock, Harry, Leavens, Mastroianni, Salci.

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. Smith, Administrative Assistant to the Commissioner of Human Resources; Mr. Hagar, Employee Relations Manager; Ms. Murphy, Manager, Current and Capital Budgets; Mr. Lockyer, Treasurer and Director of Financial Management and Planning.

PRESENTATION

97. 2006 Human Resources Current Budget

Mr. Lockyer presented the 2006 Current Budget Status, highlighting the following:

- Objectives
- Process
- What's included/excluded
- Summary of Budget Reduction Scenarios
- Results of CMT Review to Date
- Next Steps

Moved by Councillor Angelone
Seconded by Councillor Bentley

That the 2006 Current Budget Status Presentation be received and referred to Budget Review Committee.

Carried.

98. Budget Scenarios

Mr. Nicol, Commissioner, Human Resources Department presented the detailed Human Resources Budget including program change and measures taken to fulfill each of the 3 budget scenarios (3% increase, 0% increase and -3%)

Moved by Councillor Brock
Seconded by Councillor Angelone

That this Committee recommend to Regional Council that the 3% scenario be approved for the Human Resources Department, as presented by Commissioner Nicol.

Carried.

HUMAN RESOURCES

99. Corporate Employee Recognition Team (CERT)
Award of Excellence Presentations at Regional Council

Moved by Councillor Harry
Seconded by Councillor Leavens

That Report HR 44-2005, December 6, 2005, regarding Corporate Employee Recognition Team (CERT) Award of Excellence Presentations at Regional Council, be received for information.

Carried.

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

Moved by Councillor Mastroianni
Seconded by Councillor Bentley

That Report HR 45-2005, December 6, 2005, regarding Corporate Employee Recognition Team (CERT) "Recognition of Excellence" Award Winners, be received for information.

Carried.

OTHER BUSINESS

101. Moved by Councillor Mastroianni
Seconded by Regional Chairman Partington

That Councillor Brock's resignation from the Employee Assistance Program Committee be accepted and that the appointment of Councillor Angelone to said Committee be approved.

Carried.

CLOSED SESSION

102. 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.

103. Non-Union Terms and
Conditions of Employment

Moved by Councillor Brock
Seconded by Councillor Angelone

That Report HR 42-2005, December 6, 2005, regarding Amendments to Non-Union Terms and Conditions of Employment, be approved.

Carried.

104. Oral Report – Update – Contract Negotiations

Moved by Councillor Brock
Seconded by Councillor Angelone

That the Oral Report pertaining to the tentative agreement with ONA 9 (Public Health) be approved subject to ratification by the bargaining unit and that a written report be provided for Council's consideration for their meeting of December 15, 2005.

Carried.

105. Oral Report – Update – Contract Negotiations

Moved by Councillor Mastroianni
Seconded by Councillor Harry

That the Oral Report pertaining to Niagara Regional Housing and two members of the CUPE 1287 bargaining unit was received for information.

Carried.

106. Moved by Councillor Angelone
Seconded by Councillor Harry

That this committee do now rise with report.

Carried.

ADJOURNMENT

The Committee adjourned at 10:30 am. to meet again as the Corporate Services Committee on Wednesday, January 11, 2006, Committee Room #4 at **9:00 am.**, at Regional Headquarters.

Michael Collins
Committee Chair

Anne Hepplewhite
Acting Deputy Clerk

Pam Gilroy
Regional Clerk